



2019 ANNUAL REPORT



Our Mission: To help residents of inner cities improve the quality of their lives to reflect individual God-given dignity and personal achievement.

From the CEO



After celebrating a milestone 50th anniversary in 2018, New Community continued to progress in 2019.

We completed renovations at four of our Newark properties, ensuring our affordable housing is updated and safeguarded for the future. The project upgraded apartments and townhomes utilized by seniors, the disabled and families.

Our residents are now able to enjoy an updated and renovated space and know that their home has been preserved for many years to come. This is particularly important as gentrification continues to be an issue in the city.

We appreciate all the hard work put into the project and the financial support provided by a number of entities. We look forward to holding a grand reopening to highlight the project in the future.

In 2019, we added a member to NCC's executive team: a Chief Operating Officer. The position is meant to enhance our operations and procedures as we move forward. Fred Hunter joined us in October and comes with a plethora of nonprofit experience. He is without a doubt the right person for the job and we are happy to have him as part of our team.

Also in 2019, we commemorated the first anniversary of our founder's passing. We held a memorial mass in Monsignor William J. Linder's honor, which was an opportunity to reflect on his story and the great legacy he left behind.

That legacy went beyond New Community Corporation. Newark officials also recognized Monsignor Linder's many contributions by renaming 14th Avenue at Jones Street Monsignor William J. Linder Way. The street is a perfect location because it cuts through the heart of NCC's footprint.

We continue to reinvigorate the Real Estate Development Department and are putting new projects in the queue to address the shortage of affordable housing.

We also plan to renovate more of our housing stock in Orange and Jersey City to update it and preserve it for the future.

We are well on our way to another 50 years of growth and service. I'm excited for what's to come.

A handwritten signature in black ink, reading "Richard Rohrman".

Richard Rohrman
Chief Executive Officer

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Renovations on Four Newark Properties Completed

New Community Corporation completed a large renovation project on four of its Newark properties in 2019. The project updated and preserved NCC's affordable housing for individuals, families, senior citizens and the disabled.

"It was extremely important for our community to have these buildings renovated as the gentrification process becomes more and more of a force in our city," said New Community CEO Richard Rohrman. "Our residents are now able to enjoy a renewed environment and have the assurance that their home has been preserved for many years to come."

Units in Commons, Douglas, Gardens and Rosville received upgrades, which included new paint, new closets and new bathrooms. Based on need, some apartments had additional work, which included flooring, entry doors, light fixtures and appliances.

The rehabilitation work on the buildings included roofs, boilers, lighting, elevators, underground piping and landscaping to better serve residents.

During the in-place rehab, residents did not have to move out of their apartments, but they were required to vacate during heavy construction. Breakfast, lunch and activities were provided for residents who were required to vacate their homes for the day.

Residents were pleased with the results.

"They did a fantastic job," said Livingstone Allen, a resident of Commons Senior.

Patricia Uhunmwangho lives in a two-story Commons Family townhouse with her four children. Her unit received new bathrooms, complete with new toilets, sinks and a new bathtub;



Patricia Uhunmwangho shows off the renovated kitchen in her Commons Family townhouse.



The bathroom in Mozella Collins' Commons Family apartment was completely renovated.

Renovations on Four Newark Properties Completed



Douglas Homes resident Wayne Bullock looks out the new window in his living room.

new kitchen cabinets and countertops; new flooring throughout the unit; new doors to the rooms and closets; and new paint.

“It really looks like a new apartment,” she said. “They did a good job. I love it.”

Wayne Bullock, a resident of Douglas Homes, said the changes to his apartment were a big improvement.

“They did a beautiful job and I want to give my appreciation for what New Community has done,” he said.

Mozella Collins lives in a two-bedroom, one-bathroom Commons Family apartment with two of her grandsons. She is very pleased with the upgrades her home has received.

“I love what they’ve done and how they’ve fixed it,” she said.



Livingstone Allen shows off the new kitchen in his apartment at Commons Senior.

New Community worked with Greystone Affordable Development — a development and transaction management group focused on recapitalization, re-

habilitation and preservation of affordable housing — to secure funding for the project. Claremont Construction Group completed the upgrades to the interior and exterior of the buildings. Construction began in January 2018.

To help pay for the project, Hudson Housing Capital provided low income housing tax credit equity and Freddie Mac and Greystone Affordable’s lending arm provided tax-exempt and tax-able debt.

New Community and Greystone plan to hold a grand reopening to highlight the completion of the project in 2020.

Newark Dedicates 14th Avenue at Jones Street to Late NCC Founder

Newark officials and New Community employees gathered at 14th Avenue and Jones Street June 14, 2019 for an afternoon ceremony dedicating 14th Avenue to NCC Founder Monsignor William J. Linder, who passed away June 8, 2018.

The sign reads “Monsignor William J. Linder Way” to commemorate the work he did in the area and for the people in the community.

“The street dedication ceremony was such a fitting way to memorialize Monsignor Linder’s incredible contributions to the city and its residents,” said New Community CEO Richard Rohrman. “Fourteenth Avenue cuts through the very heart of NCC and this came at a time of a major renovation and investment in the housing which will keep his legacy intact for many years to come. Councilman Quintana sponsored the city council resolution and the council approved it. We are all appreciative of the council and administration’s support.”

Council Vice President and Councilman at Large Luis A. Quintana hosted the event. He called Monsignor Linder a visionary who deserves the recognition.

“He had vision for the city of Newark. Some people have come to Newark, made it in Newark and left Newark. Monsignor never left Newark,” Quintana said.

Central Ward Councilwoman LaMonica McIver said the dedication was fitting.

“It’s a pleasure for me to be here to honor someone who has been so legendary in our city, who



Newark Council Vice President and Councilman at Large Luis A. Quintana, NCC Board Member Diane Johnson, NCC CEO Richard Rohrman, Newark Central Ward Councilwoman LaMonica McIver and NCC Board Chairman Dr. A. Zachary Yamba, left to right, show off the street sign dedicating 14th Avenue at Jones Street to NCC Founder Monsignor William J. Linder.

Newark Dedicates 14th Avenue at Jones Street to Late NCC Founder



The sign “Monsignor William J. Linder Way” now appears at the intersection of 14th Avenue and Jones Street.



NCC Board Chairman Dr. A. Zachary Yamba, left, and NCC CEO Richard Rohrman, right, speak at the street dedication.



Community immeasurable.

Muhammad said Monsignor Linder “came here to make sure that those Newarkers who were going to reside in this ward benefited from the rebuilding of the city itself. We’re proud that this street is being named after Father Linder.”

has put so much work and effort into the city, especially the Central Ward because we are the home of the largest New Community developments,” she said. “I think it’s a good way to remember the work that he has done.”

New Community Board Chairman Dr. A. Zachary Yamba said that while Monsignor Linder may not have wanted a street dedicated to him, it’s a special honor that highlights the legacy he left behind.

“Clearly when you look around the city of Newark, definitely the Central Ward, the footprint of Monsignor Linder is everywhere. So we are happy that Councilman Quintana has taken the leadership role in naming this corner in his honor,” Yamba said.

North Ward Councilman Anibal Ramos Jr. talked about all the services New Community provides to the residents of Newark, including affordable housing and job training.

“None of this would be possible if it wasn’t for a visionary leader. And that visionary leader was Monsignor Linder,” Ramos said. “So the city owes him a great deal of tribute.”

Newark Deputy Mayor of Employment Rahaman Muhammad called the work Monsignor Linder did, along with others, in creating and building New

New Community Welcomes New Chief Operating Officer

Fred Hunter joined New Community Corporation Oct. 1, 2019 as the Chief Operating Officer.

“I am excited at the addition of Fred Hunter to the NCC staff,” said New Community CEO Richard Rohrman. “As Chief Operating Officer, he will be supervising a number of segments of New Community’s operations that are vital to fulfilling our mission. It was not an easy pick. We had a number of great applicants, but Fred is without a doubt the right person for the job. His background in the nonprofit world is wide and he has made many important contributions to the organizations he has been affiliated with. Most important, he feels the mission and is very eager to contribute.”



In the role of COO, Hunter oversees a number of departments, including Environmental Services, Adult Learning Center, Extended Care, Property Management, Security, New Community Career & Technical Institute and the Department of Health and Human Services. He looks at NCC’s metrics, data and outcomes in relation to the organization’s strategic plan and operational goals.

“I think the role of the Chief Operating Officer should complement the CEO, to provide day-to-day operational supervision as well as leadership, to look at our milestones and set the pace of what our day-to-day metrics should be,” Hunter said. “Making sure we’re achieving deliverables while all the time looking at process improvement and how to improve quality.”

While the COO often takes a higher view to ensure departments are going in the right direction, Hunter said someone in that role also has to be willing to learn about and understand different jobs within the departments, even if that means working alongside an employee for a day to see what it’s like.

“Learning the process and learning the challenges that that person may have that they might live with and we never knew was a problem,” he said. “You have to be willing to roll your sleeves up and get into the weeds.”

Prior to working at New Community, Hunter served as the COO at The Arc Middlesex County, which provides people with developmental and other disabilities, and their families, with supports and services.

Property Management



New Community offers a wide variety of affordable apartment residences for individuals, families, seniors and persons with disabilities. We have been in existence for over 30 years in the housing market and we are a mainstay in the City of Newark.

NCC has received numerous awards in recognition of contributions to the stability of Newark housing. Our customer service and attention to detail will be our top priority. Our goal is to provide the best in affordable housing for the residents of Newark.

The majority of our housing is conveniently located in the Central Ward of Newark with additional properties located in Jersey City and Orange. Our properties are surrounded by various eateries, supermarkets, hospitals, daycares, social service agencies and entertainment venues. The close proximity of our properties to these services makes it very convenient and accessible for our residents.

Number of Properties	12
Number of Apartments	1,710
Number of Employees	28
Average Years on the Job	11.5

Better Life



Better Life, which began serving members of the community in 2018, has three distinct offerings: engagement center, respite services and supportive housing. New Community owns and manages the building while Collaborative Support Programs of New Jersey (CSPNJ) runs the services.

The Better Life Engagement Center welcomes any individual experiencing homelessness. Staff members help visitors obtain documents, find permanent housing, search for jobs, write resumes and prepare for interviews. Visitors receive food, water and coffee and can participate in group activities. In 2019, a total of **1,933 unduplicated individuals visited the Engagement Center**. On average, **87 people engaged in daily activities**. A total of **1,660 duplicated persons participated in training and education activities**.

Essex County Wellness Respite Services are available for individuals in crisis who have mental health or substance use issues. The program offers 10-day stays in private bedrooms and teaches guests skills to cope with their issues while providing a place to relax and reset to get back on their feet. A total of **152 persons were served** during 2019 for stays lasting between two and 10 days. The total number of **bed days for the year was 1,443**. The program had an **occupancy rate of 81 percent** for the year.

The second floor of Better Life provides supportive housing units for chronically homeless individuals. CSPNJ started providing direct case management and supportive housing services to the residents of the supportive housing units in July 2019. **Seventeen tenants received services and three refused services**.

Harmony House

Harmony House provides much more than shelter. With 24-hour security, the capacity to house 102 families in individual apartment units and a host of on-site social services, Harmony House helps families move from homelessness to permanent housing and from dependency to self-sufficiency. On average, residents stay at Harmony House between six and nine months.

“Harmony House isn’t your typical shelter. It feels like home. And it offers so much to its residents.”
— Kima Young,
Harmony House Resident

In 2019:

- **111** individuals were referred to the Family Crisis Intervention Unit Program (FCIU).
- **40** individuals were referred to Family Service Bureau (FSB).
- **20** residents were referred to New Community Career & Technical Institute (NCCTI).
- **15** residents participated in Financial Opportunity Center (FOC) programs.
- **25** residents obtained employment.
- **10** residents attended or completed an education program.



BY THE NUMBERS

Harmony House Total
Population in 2019:

588

Infants (ages 5 and under):

137

Children (ages 5-12):

153

Youth (ages 13-17):

51

Adults (ages 18 and over):

247

Harmony House

Kima Young became homeless after she was evicted because her landlord wasn't paying the mortgage on the property even though she was paying rent. She received a voucher to stay at Harmony House, NCC's transitional housing facility for homeless families, with her teenage special needs daughter.

Young has taken advantage of the support New Community provides, including Family Service Bureau, which provides mental health services. She describes a community feel at Harmony House with residents coming together for celebrations and camaraderie. She said NCC also offers events for families, particularly around the holidays.

While Young is unable to work because of health issues, she receives Social Security income. With the help of her Harmony House counselor, Young put in applications for apartments for disabled residents and is hoping to be accepted in the near future so she can move out on her own.

She shared her story at New Community's Annual Golf Classic on July 1, 2019, and expressed gratitude for the assistance she has received.



Kima Young shares her experience living at Harmony House at New Community's Annual Golf Classic July 1, 2019, at the Cedar Hill Golf and Country Club in Livingston.

“I love the space and not having to share a kitchen and bathroom with other families.”

**— Kima Young,
Harmony House Resident**

“I feel very fortunate to have a roof over my head and thank New Community and Harmony House for that,” Young said. “I thank each and every one of you for your support of Harmony House and other New Community programs. The services provided make a real difference in people's lives. We very much appreciate it.”

New Community Career & Technical Institute (NCCTI)

New Community
Career & Technical Institute
Life-Changing Careers Are Here



2019 Stats:

- **145 students enrolled**
- **75% program completion rate**
- **72% job placement rate**

New Community Career & Technical Institute (NCCTI) is an accredited post-secondary career and technical school.

It began offering a new health care program in October 2019: Community Healthcare Worker. The program trains individuals to become community health workers (CHWs), who help connect patients to resources within their communities to improve their health.

In 2019, NCCTI launched a website: www.newcommunitytech.edu. The website offers an in-depth look at course offerings, supportive programs and services; admissions information; an intake form to start the application process; and the latest news from the school. The website increased the school's digital presence, joining its social media accounts.

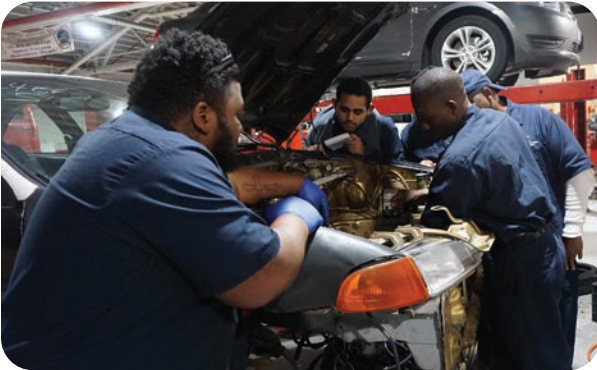
The school also began operating a Bridges to Career Opportunities program in 2019 supported by Citi Foundation and Greater Newark Local Initiatives Support Corporation (LISC). The program includes a period of "contextualized bridge training," which means the instruction focuses on industry-relevant material. An example would be teaching fractions through the lens of measurements that are needed in the field of construction.

NCCTI has its accreditation through the Council on Occupational Education (COE). The school met the national accreditor's annual outcome measurements in 2019.

NCCTI focuses on helping students secure permanent employment, via internships and through building partnerships with local employers. The school began offering paid apprenticeship opportunities to students in the Automotive Technician and Diesel Technician programs in 2019.

As an accredited post-secondary school, NCCTI offers financial aid to eligible students.

New Community Career & Technical Institute (NCCTI)



Automotive Technician:

Students receive 36 industry-recognized credentials, learn theoretical concepts and gain hands-on experience in class and during an internship. The program is sponsored by Ford Motor Company.

Diesel Technician:

Students receive entry-level knowledge and skills to correctly test, diagnose, replace, repair and adjust diesel engines, electrical, charging, starting, lighting, brakes and steering suspension systems on trucks.



Building Trades Specialist:

Students gain knowledge in basic building trade techniques, equipment use and safety through four modules: carpentry, electricity, plumbing and an internship.

Culinary Arts Specialist:

Students are prepared for the food service industry and learn about nutrition, menu planning, food safety and cooking. Students get real experience in the fully equipped commercial kitchen in the New Community Extended Care Facility.



New Community Career & Technical Institute (NCCTI)



Clinical Medical Assistant (CMA):

Students learn to help doctors during examinations, keep medical equipment in order and maintain medical records. Students are exposed to phlebotomy, EKG, vital signs, X-rays, anatomy and are CPR certified.

Patient Care Technician (PCT):

Students learn to administer direct patient care and perform other duties under the direction of a supervising nurse. Students will attain certification as home health aides, phlebotomy technicians and EKG technicians.



Community Healthcare Worker (CHW):

Students learn to serve as facilitators, advocates and professionals, linking patients with health care and related social services. Program content includes instruction in public and community health, human and social services, health services administration, health education and group advocacy.

High School Equivalency (HSE):

Students receive classroom learning at no cost, leading to a state issued high school diploma, as well as vocational training and entry level job placement assistance. The program aims to help each student advance at least one academic grade level and, ultimately, obtain a high school diploma.



New Community Career & Technical Institute (NCCTI)

Employer Partnerships:

- Barnabas Health Medical Group
- Clara Maass Medical Center
- East Orange General Hospital
- Gourmet Dining
- Newark Beth Israel Medical Center
- Newark Community Health Center
- New Community Corporation
- New Community Extended Care Facility
- New Jersey Coalition of Automotive Retailers (NJ CAR)
- Reydel Volkswagen
- Route 22 Toyota
- Saint Barnabas Medical Center
- Saint Joseph's Medical Center
- Sansone Auto
- United Airlines
- University Hospital
- Volvo

Automotive Technician Grad Furthers Career At Volvo



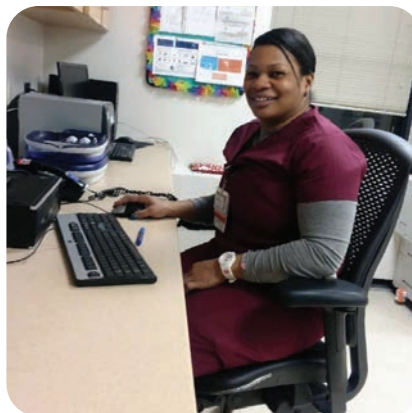
Jalen Thompson turned his love of cars into a career thanks, in part, to NCCTI. The Automotive Technician program provided him with the skills he needed to secure a job as a car technician at Smythe Volvo in Summit.

The classroom instruction paired with the hands-on training portion of the Automotive

Technician curriculum prepared Thompson for his current job.

“The instructors that we had were really good. They knew what they were doing,” Thompson said.

From PCT Classes to Newark Beth Israel Medical Center



Sharita Moody completed the Patient Care Technician program and landed a job at Newark Beth Israel Medical Center. She works a full-time job in the hospital's oncology and renal department.

“I like my job very much,” Moody said. “My favorite part is taking care of patient needs.”

Her supervisor says she is a good employee, is capable of operating the equipment needed to do her job and works well with patients and coworkers.

Financial Opportunity Center (FOC)



New Community's Financial Opportunity Center (FOC) is a career and personal finance service center that helps low- to moderate-income job seekers build smart money habits. The FOC is staffed by three employees: a Financial Coach, a Job Developer/Employment Coach and an Income Support Specialist.

The Job Developer/Employment Coach helps clients access employment opportunities by reworking or writing resumes, improving interview skills and developing connections to local employers. The Financial Coach helps job seekers create a budget and improve credit scores and connects clients to saving or credit building programs that increase financial capability. The Income Support Specialist provides supportive services for students that need transportation, childcare and a host of other supportive services that are available.

The work completed at the NCCTI Financial Opportunity Center is funded by Greater Newark Local Initiatives Support Corporation (LISC), with generous support from Citi Foundation and Capital One Bank.

At a Glance in 2019:

- **84** Placements
- **93** Credit Score Increases
- **110** Increased Net Income
- **64** Increased Net Worth

Family Resource Success Center



The Family Resource Success Center serves as an information and referral hub for the services that NCC offers. Additionally, it links visitors to services available through local, state and federal government agencies, as well as non-governmental, nonprofit and other social service agencies.

The Family Resource Success Center provides many on-site services and hosts external service providers that deliver presentations to visitors on resources they provide locally. Services include financial literacy, SNAP (food stamps), energy assistance, homelessness assistance, substance abuse services, lead abatement assistance, diabetes supplies, eyeglasses, rental assistance, health care services, prenatal programs and free tax preparation.

The center offers energy assistance programs: PAGE (Payment Assistance for Gas and Electric); NJ SHARES, an energy and utility assistance safety net for households in an emergency or crisis situation who are not eligible for other forms of assistance; American Water; and Newark Water.

Family Resource Success Center



2,431

Total Services Rendered



191

Utility Assistance



87

Homeless Prevention/
Rental Assistance



96

Food Stamp/Benefit Sign-up



210

Case Management &
FOC Follow Up



142

Food Pantry



269

Housing Resources



89

Training Referral



69

Health Services



58

Counseling Services



96

Shelter Placement



65

Furniture



83

Clothing



141

Job Search



358

Other Referred Services



64

NCC Eviction
Prevention Services



195

Free Tax Prep



6

Financial Literacy



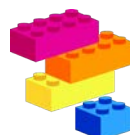
4

Lead Abatement



12

Holiday baskets



196

Children Served for
Holiday Toy Drive

New Community Federal Credit Union (NCFCU)



New Community Federal Credit Union (NCFCU) serves low- to moderate-income and minority communities beyond the reach of most banks and mainstream credit unions. NCFCU provides members a fee-free ATM, where members have access to cash 24/7, 365 days a year in a safe and convenient environment with fraud alert, if their card is compromised.

NCFCU served **3,633 members** in 2019 and provided **53 new loans**. Most were small amount or short-term loans, which are vital for the underserved community we work with. The average median income of members is below the county median income.

In 2019, **47 clients** received **First Time Home Buyer education, post purchase counseling and financial counseling**.

Services Provided to Members (at Little to No Cost):

- Money Orders
- Wire Transfers
- Same Day ACH
- Cashier's Checks
- Online Statements
- Mobile Banking
- Bill Pay

Operating Hours:

- Monday, Tuesday, Thursday and Friday: 9 a.m. to 3 p.m.
- Wednesday: 11:30 a.m. to 6:30 p.m.

Website:

www.newcommunityfcu.org

Early Learning Centers



New Community's two early childhood learning centers provide critical services to the youngest members of the inner city. Educational instruction at the two centers in Newark — Community Hills Early Learning Center (CHELC) and Harmony House Early Learning Center (HHELC) — is supplemented with summer enrichment programs, daily nutrition and family worker support.

CHELC served 154 students and HHELC served 45 students in 2019 from infants 3 months old to children in pre-kindergarten.

In 2019, New Community continued its collaboration with The Leaguers, Inc. to participate in the Head Start Early Learning Program.

Youth Services



- After school programs
- The Positive Zone (Community Open Gym)
- Saturday Fun Club
- Summer Camp
- Charter School Athletic League (partner with New Jersey Education Consortium)
- Youth Empowerment Summit
- Project VIP
- Teen Empowerment Network (T.E.N.)
- Father-Daughter Dance
- Community Halloween Party
- Breakfast with Santa



New Community Youth Services offers youth-centered and family oriented activities throughout the year and served **5,174 youth** in 2019.

The programs and events promote academic learning, family engagement, leadership development and recreation.

Adult Learning Center



The NCC Adult Learning Center serves students 16 and older and out of the school system with a comprehensive array of day, evening and Saturday educational programs, along with free workshops and services.

Classes	# of Students
English for Speakers of Other Languages (ESOL)	493
Adult Basic Education, Pre-HSE, High School Equivalency (HSE)	306
Civics	82
Computers (Google Docs)	42
English Conversation Group	18
Total	941

Free Services	Number
Eye Screenings (AVS)	105
Back to School/Christmas Gifts	55
Health Examinations	53
Nutrition	53
Creative Writing	31
Immigration Workshop 101	30
Mammograms	29
Flu Shots	28
Session Featuring Amazon	21
ServSafe Food Handlers Certification	10
Total	415

Extended Care Facility



New Community Extended Care Facility is a **180-bed skilled nursing facility** in Newark that serves inner city seniors and disabled adults.

The facility specializes in offering customized care for individuals with Alzheimer's disease and dementia.

New Community Extended Care Facility received an overall four-star rating from Medicare.gov in 2019. It has a five-star rating — the highest score possible — in Quality Measures.

The facility offers hospice and respite care in addition to the acute and sub-acute care provided. Excellent rehabilitation services are available, along with a successful Alzheimer's program.

Spiritual care is also very important at Extended Care, regardless of an individual's beliefs. The facility has a chapel and leaders from various faiths visit residents.

Family Service Bureau



With locations in Newark and Kearny, the Family Service Bureau, an affiliate of New Community Corporation, offers comprehensive services to youth, families and individuals who live and work in Essex and West Hudson counties. Family Service Bureau is staffed by culturally diverse clinicians and other mental health professionals.

In 2019, FSB had a total of **1,190 requests for services** and **888 new cases** were provided with services.

Classes:

FSB offers an **eight-week parenting class** program with topics that include parenting styles, communication, effective discipline, building self-esteem, safety and child development.

FSB offers a **six-week anger management program** with topics that include identifying anger, managing anger for better relationships, proven techniques, stress management, communication skills and conflict resolution.



Newark New Start:

At-risk mothers ages 19 to 34 are referred to Newark New Start, a boarder baby prevention program. Mothers receive baby supplies as well as support through home visits.

Family Service Bureau

Training and Psycho-Educational Groups

FSB completed **184 trainings and psycho-educational groups for 1,296 people** in 2019. Trainings included de-escalation, Narcan training and recognizing and handling child abuse and elder abuse. Psycho-educational groups refer to therapy that focuses on educating clients about their disorders and ways of coping.

Kinship Legal Guardianship Program (KLG)

The KLG program is a family support program for relatives such as grandparents, aunts, uncles and cousins who are taking care of a relative's child in their home. The KLG program is funded by the Division of Child Protection and Permanency (DCPP) and serves Newark residents only. Supportive services are offered to children ages 17 or younger who have been placed in the home through DCPP. The KLG support group meets twice a month, offering supportive services. In 2019, the KLG program served **five families and 14 children**.

Juvenile Crisis Intervention Services/Family Crisis Intervention Unit (FCIU)

The crisis intervention unit resolves problems through counseling to address behavioral problems, family disputes, runaways, truancy and similar problems. In 2019, FSB served **181 youth and families**.

Domestic Violence Programs

FSB offers two programs for victims of domestic violence: Beyond Survival for females ages 12 to 21 and Extensive Services for Victims of Crime, which is not gender specific. The two programs combined served **425 domestic violence victims and families** in 2019.

Substance Abuse Services:

The opioid epidemic has become the defining public health crisis of our time. New Jersey had 3,021 suspected drug related deaths in 2019.

The growing problem in the state has caused FSB to change the services provided. The agency will be looking to improve and add services.

Currently FSB offers Substance Abuse Services on the following levels:

- Intensive Outpatient
- Outpatient
- Medication Assisted Treatment
- Co-Occurring Services

The goal is to provide the best services to clients and improve the rate of relapses. Groups are available in FSB's Kearny and Newark locations. The goal is to expand this to get clients of the local areas the needed services to help them recover.

Resident Services

The New Community Resident Services Department provides personalized care and follow-up for seniors, disabled adults and low-income families. In 2019:

- **11,229** cases were managed and residents were linked to resources such as financial assistance, meal programs, transportation, mental health services and long-term care.
- **2,127** hours were spent providing case management.
- **6,334** quality of life and home visits were conducted.
- **782** recreational, social and exercise activities took place.
- **7,671** residents participated in trips and activities.
- **2,651** individuals received nutritious food from the Emergency Food Pantry.
- Home Friends staff members provide light household chore assistance and spent **11,229** hours assisting seniors and disabled adults with daily tasks.



The department has Resident Services Coordinators based in the buildings who assist residents with obtaining services and promote active and healthy living.

Services include:

- Social and recreational activities
- Translation assistance
- Workshops on life skills, including household maintenance, parenting and budgeting
- Job training and development
- Transportation
- Eviction Prevention

Supportive Assistance to Individuals and Families (SAIF)



SAIF is a two-year program that provides resources to families and individuals who have received public assistance for 48 months or more. It offers intensive case management with a continuation of services for WorkFirst NJ recipients.

Intensive case managers meet with clients to identify and work through their barriers. They connect clients to resources such as housing, job training programs and permanent employment.

In 2019, SAIF served **525 clients**.

SAIF offices are located at:

274 South Orange Ave.
Newark, NJ 07103
Fourth Floor



SAIF offers its clients access to a library with educational resources and computers to research job opportunities.

Referrals are made in a variety of areas, including:

- Housing
- Job leads
- Furniture
- Mental health services
- Counseling

Clients are referred to NCC resources and outside agencies.

Finance

New Community Corporation's Finance Department handles the financial needs of the organization.

In 2019, the department had **71 separate operating entity monthly reports**.

Total Revenue	\$66,562,260
Total Capital Expenditures	\$18,852,316
Total Assets	\$336,204,914
Total Utility Bill	\$3,266,778
Total Medical Benefits	\$3,466,342
Property Taxes Paid to City of Newark	\$2,971,719
Total Insurance	\$2,030,836
Annual Payroll	\$18,646,173

Human Resources

The Human Resources Department actively provides services to over 500 employees across the New Community Corporation network. Human Resources works on the corporate level in driving employee strategy and company-wide initiatives. The department continues to support employees and navigate NCC through the multitude of employment regulations.

One of 2019's initiatives and highlights was implementation of NCC's employee wellness program. Supporting employee health and wellness is critical, as employees are the driving force of NCC's mission. The wellness program is designed to have employees be aware of their health by participating in health-related activities. Based on participation, employees will receive a reduction on their health insurance contributions.

The HR Department links with employees through many different facets while working at NCC:

- Organizational development
- Employee orientation
- Recruiting
- Risk management
- Compensation
- Labor relations
- Employee development
- Performance management
- Employee relations and events
- Benefit administration

Employees	567
New Hires	97
Applicants	3,761
Newark Employees & Residents	388
Newark Employees & Residents Hired in 2019	65

Security



Security Employees	85
Incident Reports	519
Task Force Site Checks	3,379

NCC's Security Department took steps to help reduce crime within the organization's footprint in Newark and those efforts had an impact on the area for 2019.

In 2018, there were four hot spots for crime in Newark's Central Ward located in NCC's footprint. In 2019 there were none, which the department attributes to its efforts, along with work by the Newark Police Department.

NCC's Security Department is involved in the Newark Public Safety Collaborative, which is part of the Rutgers School of Criminal Justice. The initiative aims to provide relevant crime statistics and information on what is contributing to crime in a certain area. NCC's Security Department uses the information to create strategies to address issues.

The NCC Security Task Force began having a stronger presence during the day and focused on quality of life issues including illegal parking, loitering and drug activity.

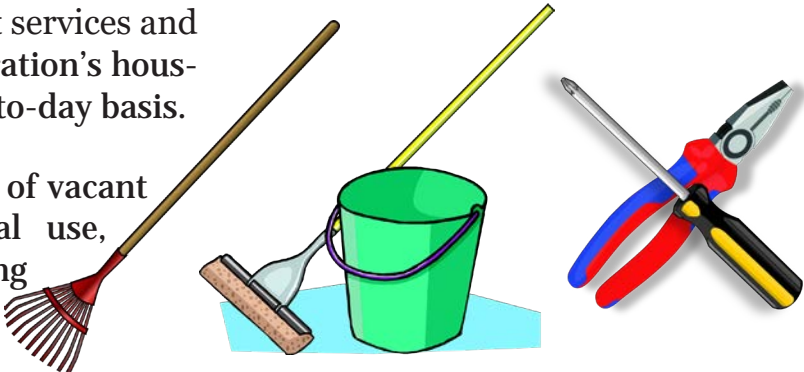
One of the Security Department's key focus areas in 2019 was the playground between the NCC Neighborhood Center and Manor Family at 72 Hayes St., Newark. The department wanted to ensure parents felt safe sending their children to NCC's Summer Camp. Feedback from the parents was positive, showing the vigilance had an impact on families and residents in the area.

Additional cameras were installed around the residential buildings in 2019, which provides NCC's Security Department more tools and resources to help with both criminal and internal investigations.

Environmental Services

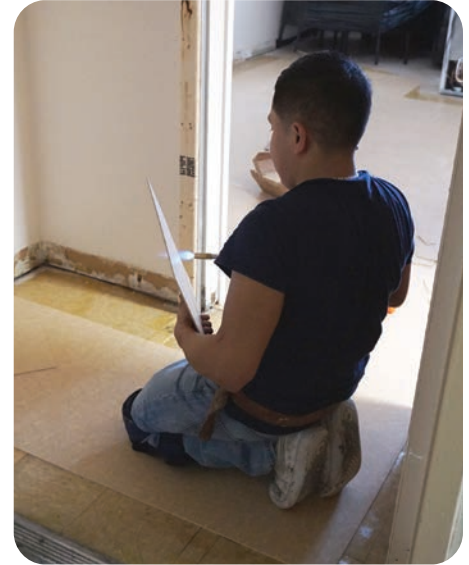
The Environmental Services Department services and maintains all of New Community Corporation’s housing and commercial properties on a day-to-day basis.

Department personnel provide turnover of vacant units, renovate spaces for commercial use, maintain grounds, service facilities during inclement weather (including snow removal) and assist with pickup for the NCC Emergency Food Pantry.



Total Number of Work Orders Completed	6,250
Total Number of Employees	64
Number of Superintendents	13
Number of Administrative Staff Members	5

Chelsea-Warren Construction



Chelsea-Warren Construction, a subsidiary of New Community, manages NCC construction projects. In 2019, the company was involved in many activities throughout the NCC network:

- Completed the scope of work for 841 units for the **Preservation Portfolio Project** with Greystone Development. Construction began in 2018 and was completed in 2019 at four Newark properties: Commons, Douglas Homes, Gardens and Roseville. Work included roof replacement, boiler replacement, parking lot resurfacing, removal of oil tanks and steel stair replacement. The individual units for seniors and families received new paint, flooring, bathrooms, kitchens, lighting, appliances and window replacements.
- Completed work for the **Rutgers Community Health Center (RCHC)** at the NCC Health Care Complex, 274 South Orange Ave., Newark.
- Supervised and managed **capital improvements** on all NCC housing properties.
- Began preparing for the **next rehabilitation project** to be completed at two more NCC residences: Orange Senior in Orange and Hudson Senior in Jersey City.
- Worked on **new initiatives for future development**, including potential projects at the Homes Court site.

Real Estate Development

In 2019, NCC was active in identifying and beginning to undertake new real estate developments. The process from concept to completion is long and complicated but NCC has a number of opportunities to implement real estate developments in the NCC “footprint.” In addition, NCC has a long and highly successful history of creating developments that make a difference in the lives of inner city residents. We identified and began putting together concepts for various sites. In some instances aggregating these sites will require NCC to acquire additional properties from private owners or the City of Newark.

NCC is moving to provide substantial capital improvements to two of its senior properties — Hudson Senior in Jersey City and Orange Senior in Orange — with more than 170 units in total. This renovation will be completed by participating in the Rental Assistance Demonstration (RAD) for Project Rental Assistance Contracts (PRAC) program.

NCC is also looking at a possible one- to four-family unit initiative. We plan to partner with other local groups that have experience with developing one- to four-unit projects for sale to low- and moderate-income buyers. NCC brings the building expertise of our Environmental Services Department as well as access to capital from a variety of network relationships. NCC is building a two-family house at 20 Bathgate Place, which NCC owns. The organization will sell the property to a first-time homebuyer with moderate income.

NCC, with its development partner Greystone, will provide development services on opportunity zone parcels in Newark.

The implementation of new real estate developments will require a variety of initiatives and efforts. We are confident that NCC, which has such a grand history of development in the inner city, will be able to add to that portfolio in the near term.

NCC is also focusing on several sites controlled by New Community to build senior housing, veterans housing and special needs housing.



Community Partners, Supporters & Volunteers

New Community expresses deep gratitude to our community partners, supporters and volunteers for dedicating time, resources and efforts to ensure the success of our programs.



Zachary Yamba, left, stands with his team
ect Manager Ronda Lawrence, second from left, and NCC CFO Elizabeth Mbakaya, third from left.



New Community's Annual Golf Classic was held July 1, 2019, to benefit the Monsignor William J. Linder Scholarship Fund, homeless families at Harmony House and NCC's education programs. **Left photo:** A team from Withum stands with NCC Environmental Services Project Manager Ronda Lawrence, left, and NCC CFO Elizabeth Mbakaya, second from left. **Right photo:** NCC Board Chairman Dr. A. and NCC Environmental Services Proj-



Representatives from Palmer & Cay, a specialty insurance brokerage and risk management firm, volunteered at New Community Feb. 26, 2019. **Left photo:** Pam Headden, left, and Bill Passarotti of Palmer & Cay talk with a resident at New Community Extended Care. **Middle photo:** Palmer & Cay CEO Jack Cay, Family Resource Success Center Mature Worker Yvonne Prather, Palmer & Cay's Kelly Gruninger and Denisse Cabanilla, left to right. **Right photo:** New Community CEO Richard Rohrman, left, with the volunteers from Palmer & Cay as they enjoy lunch at the Extended Care cafeteria.



Accounting firm Withum hosted a Thanksgiving dinner for the residents of Harmony House, New Community's transitional housing facility for homeless families, Nov. 26, 2019, at St. Joseph Plaza. Volunteers from Withum cooked the meal and served it to the families. Adults and children in attendance enjoyed traditional Thanksgiving dinner and dessert.

Community Partners, Supporters & Volunteers

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Children's Light Foundation, a charity that donates to children's causes all over the world, worked with New Community Corporation on two events. **Two left photos:** NCC, in partnership with Children's Light Foundation, hosted a Prom Gown Giveaway April 2 and April 6, 2019, at St. Joseph Plaza. Young women from the area were able to come and pick out dresses, shoes and accessories to wear to their prom, at no cost. They also entered into a raffle to receive free admission to their prom. **Two right photos:** Children's Light Foundation and NCC sponsored a Back to School Giveaway Aug. 29, 2019, at St. Joseph Plaza for area families. Children received backpacks and school supplies to ensure a good start to the school year.



Volunteer Sally Milad organized two events in 2019 for the children and families of Harmony House, NCC's transitional housing facility for homeless families. **Two left photos:** Milad's Christmas party Dec. 22, 2019, where each child received presents from Santa, pizza, juice, snacks and face painting. **Two right photos:** The third annual back to school event at Harmony House Aug. 28, 2019, where children received backpacks, school supplies and free haircuts and hairstyles, along with pizza and doughnuts.



Children identified by New Community participated in the 11th Annual Back 2 School Store July 28, 2019, organized by the National Council of Jewish Women, Essex County (NCJW/Essex). NCC Board Member and Outreach Coordinator Madge Wilson organized a group from NCC and St. Rose of Lima Church to participate.

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New Community hosted a Farmers Market organized by Essex County Executive Joseph N. DiVincenzo Jr., the Board of Chosen Freeholders and the Essex County Division of Senior Services Aug. 9, 2019, next to Commons Senior. Senior citizens who met the income and residency requirements received a voucher of \$25 to purchase fruits and vegetables at the market. NCC's Resident Services Department coordinated with the county to host the event and the county provided transportation for the seniors.



The New Community Resident Services Department organized the NCC Family Farmers Market, sponsored and provided by WellCare. Families came to the NCC Neighborhood Center Sept. 7, 2019, and were able to receive vouchers for fresh produce. In addition, there were refreshments, fun and games, school supplies for children and yoga. The Newark Fire Department also participated in the event by bringing a fire truck and providing information.



New Community Youth Services Department organized the annual Breakfast with Santa event, held at the NCC Neighborhood Center Dec. 14, 2019. Thanks to donations and volunteers, 186 children and their families enjoyed a hot breakfast, time with Santa and Christmas presents.

Supporters & Collaborators

New Community wouldn't be able to provide its services without the support of others. We want to thank all of our supporters and collaborators who have helped make our mission a reality, including the following:



**East Orange
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**Essex County
Department of Citizen
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Employment**

Supporters & Collaborators



NCC Success Stories

Harmony House Resident Finds Success at Extended Care



Tamika Muhammad found herself in need of transitional housing after she had to leave a violent living situation. She moved to Harmony House, New Community's transitional housing facility for homeless families, with her two minor children.

She worked for the Boys and Girls Club after-school program for 20 years but decided she wanted to change jobs. She saw an opening at New Community Extended Care for an activity aid and applied. She went to the facility and provided her resume, cover letter and references and was granted an interview. She got the job.

Her positive attitude, bright smile and willingness to work make her a good employee, according to Extended Care Administrator Veronica Onwunaka.

Muhammad's stay at Harmony House lasted a year and a half. She is grateful for Harmony House, which provided a safe place for her and her children in their time of need.

"I'm just grateful and thank NCC for being there for me and my family," she said.

NCCTI Building Trades Grad Owns Construction Business



Yusto Awich came to the Building Trades Specialist program at New Community Career & Technical Institute (NCCTI) to get training for a second career. He served as a New York City school teacher for about 10 years, teaching biology and sciences. He took an early retirement and decided to pursue a building trades career.

After successfully completing the program, Awich went on to start his own business: Pafya General Construction. It offers construction services that include painting, framing, electrical, flooring, tiling and plumbing. Awich does much of the work himself and hires people to help with jobs when necessary, including NCCTI students on occasion.

"The school is great," Awich said. "It gave us a real hands-on experience of what to do. I think it's a wonderful place to attend if you're willing and ready to learn something. You'll get all you want to learn."

NCC Success Stories

Extended Care RN Credits New Community for Success



Joyce Misiani first became involved with New Community when she enrolled in the licensed practical nurse (LPN) program it used to offer.

Shortly after joining the program, Misiani became homeless. Her instructor, Ellen Boddie, noticed something was wrong and questioned her about it. Although she resisted at first, Misiani eventually told Boddie what was going on. Boddie reached out to NCC Board Member and Outreach Coordinator Madge Wilson about the situation and they helped Misiani get placed at Harmony House, NCC's transitional housing for homeless families. From there, she moved to an NCC apartment

and then became a homeowner through Habitat for Humanity.

After Misiani completed the LPN program, she was hired at New Community Extended Care. Monsignor William J. Linder, founder of New Community, who lived the last years of his life at Extended Care, encouraged Misiani to return to school and become an RN. She received an NCC scholarship to attend Chamberlain University. She graduated with her bachelor's degree in 2019 and remains working at Extended Care.

"I feel like I'm so blessed. Because when you start, you're so miserable, desperate. There are times you feel like you're just nothing," Misiani said. "I'm honored to be one of Monsignor's recipients of the scholarship."

NCCTI Graduate Thriving in New Health Care Career



Denayah Reese loves her new career, which she recently began after completing the Patient Care Technician (PCT) program at New Community Career & Technical Institute (NCCTI). At just 19 years old, she works as a nurse's assistant at Clara Maass Medical Center in Belleville, providing direct care to patients during her shift.

Reese has overcome some challenges. She has a 3-year-old son to support and has experienced homelessness. But that didn't stop her from following her dream of working in a hospital.

Reese credits NCCTI with preparing her for the working world and helping her find employment. Her main course instructor was Maha Koltowski, who she said was extremely helpful and accommodating.

"The whole experience was great. Everybody was nice and welcoming. I felt comfortable with everybody. They were there to help," Reese said. "I've never been to a school where they care about you this much."

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Our Mission: To help residents of inner cities improve the quality of their lives to reflect individual God-given dignity and personal achievement.