



NEW COMMUNITY
CORPORATION

50th

ANNIVERSARY

1968 – 2018

OUT OF THE **ASHES** CAME **HOPE**

2018 ANNUAL REPORT

Celebrating 50 Years of Service



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



2018 was a year of changes for New Community.

We celebrated a huge milestone of 50 years of service to the community, not a small feat for a nonprofit organization.

We later mourned the loss of our founder, Monsignor William J. Linder. NCC was his vision and his passing has been felt throughout the organization. But we know he wants us to move forward and continue improving upon the good work we do.

We continued making upgrades to our housing portfolio, ensuring our affordable housing is available well into the future.

Our accredited post-secondary school got a new name: New Community Career & Technical Institute. It continues to offer quality education at an affordable price that leads to successful careers.

Our newest facility, Better Life, began serving clients with housing for chronically homeless individuals, a center for the homeless and respite services for those in crisis.

We are participating in board development and have expanded the Board of Directors to 11 members with Dr. A. Zachary Yamba at the helm.

We are reinvigorating the Real Estate Development Department and are putting new projects in the queue to impact the severe shortage of affordable housing.

We have set the stage for another 50 years of growth and I look forward to leading NCC into the future.

A handwritten signature in black ink, appearing to read "Richard Rohrman". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Richard Rohrman
CEO

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50 Years of Service



New Community celebrated its 50th anniversary with a gala March 3, 2018. The event highlighted the services NCC has provided over five decades and honored Founder Monsignor William J. Linder. Longtime board members Newton Richards and Madge Wilson were also recognized for their 50 years of service to NCC.

NCC staff members, residents and supporters attended the event, held at the Hilton Meadowlands in East Rutherford.



NCC Board Member and Outreach Coordinator Madge Wilson, center, accepts an award recognizing her five decades of service to NCC from event emcee Diane Johnson and NCC CEO Richard Rohrman.



New Community Corporation Founder Monsignor William J. Linder addresses the crowd at the 50th Anniversary Gala. He said he was happy to be present to see NCC reach the 50-year milestone.



NCC Board Secretary Newton Richards, right, accepts an award recognizing his five decades of service to NCC from NCC CEO Richard Rohrman.

50th Anniversary Gala



NCC Board Members Edgar Nemorin, Newton Richards and Barry Baker, left to right.



Claremont Construction Group Inc. served as the Anniversary Sponsor for the 50th Anniversary Gala.



Withum was the Cocktail Reception Sponsor at the 50th Anniversary Gala.



NCC Mourns Founder Monsignor William Linder



New Community Founder Monsignor William J. Linder passed away June 8, 2018, just days after his 82nd birthday.

Monsignor Linder lived a life of service, helping to better the lives of countless individuals during his life. Those who knew him say he fought to get what was needed for community members and helped others without expecting anything in return.

"He touched so many people. And he didn't do this from up on high. He did it right in front of you, face to face, shaking your hand and walking you through his vision of where he wanted you to be," New Community CEO Richard Rohrman said.

New Community hosted the repast June 16, 2018 at St. Joseph Plaza following the funeral mass that was held at Cathedral Basilica of the Sacred Heart. A separate mass was held at St. Rose of Lima, where he served as pastor.

NCC also held A Memorial Tribute to Monsignor Linder: Visionary, Founder and Leader Oct. 23, 2018 at St. Joseph Plaza to recognize his accomplishments and look toward the future to carry on his mission for many years to come.

"He always remained true to those who were downtrodden and poor and in need of help."

— Dr. A. Zachary Yamba,
NCC Board President

"He built everything upon the needs of the people."

— Madge Wilson,
NCC Board Member

"His hope is that we build a bigger and stronger NCC with the capacity to fulfill the vision and transform inner cities into great urban communities."

— Newton Richards,
NCC Board Member

Changes to NCC Board of Directors



Dr. A. Zachary Yamba took on the role of NCC Board President June 26, 2018.

Following the passing of New Community Founder Monsignor William J. Linder, who also led the NCC Board of Directors, the remaining members unanimously voted Dr. A. Zachary Yamba to fill the role of Board President June 26, 2018.

Later in 2018, the board welcomed four new members: Diane Johnson, Anthony Marchetta, Ingrid Rasmussen and Jerome St. John. The expansion to 11 board members is part of ongoing board development.



Diane Johnson is the retired director of the U.S. Department of Housing and Urban Development (HUD) Newark Field Office. She became a consultant for NCC in 2015.



Anthony Marchetta is the former executive director of the New Jersey Housing and Mortgage Finance Agency (NJHMFA). NCC worked with NJHMFA on several projects.



Ingrid Rasmussen is the vice president of Finance and Operations for the Heron Foundation, a private foundation based in Manhattan.



Jerome St. John is a retired judge. He was also a councilman and mayor of Essex Fells and has been a volunteer for New Community since 1985.



Housing

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	22
Average Years on the Job	10.5

Housing Renovation Project



New Community began a large **renovation project on four Newark properties** in 2018. Housing units for seniors and families at Commons, Douglas, Gardens and Roseville are all being upgraded with new paint, new closets and brand new bathrooms. Based on need, some apartments will have additional work done, which could include flooring, entry doors, light fixtures or appliances. The rehabilitation work on the buildings includes roofs, boilers, lighting, elevators, underground piping and landscaping to better serve residents.

Construction began Jan. 8, 2018 and will continue through 2019. Senior buildings and some family units were completed at the end of 2018. The remaining family units will be renovated in 2019.

The goal of the project is to update and preserve NCC's affordable housing for many years to come.

New Community worked with Greystone Affordable Development — a development and transaction management group focused on recapitalization, rehabilitation and preservation of affordable housing — to secure funding for the project. Claremont Construction Group is upgrading the interior and exterior of the buildings.



Top photo: Flooring work at Gardens Senior.

Bottom photo: Commons Senior resident Livingstone Allen shows off his newly renovated bathroom.

Better Life



Better Life, which began serving members of the community in 2018, has three distinct offerings.

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.

Essex County Wellness Respite Services is available for individuals in crisis who have mental health or substance abuse 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.

Collaborative Support Programs of New Jersey (CSPNJ) runs both the Engagement Center and respite services.

The second floor of Better Life provides **supportive housing units for chronically homeless individuals**. Rutgers University Behavioral Health Care (UBHC) provides services for residents who are referred to the facility from the emergency department of University Hospital.

Better Life

"It's kind of cliché to say, but the moment I set foot in that door, I have experienced a better life."

– *Christopher Mitchell, Better Life Engagement Center Visitor*

Right: Essex County Wellness Respite Services Program Manager Kenisha Bakayoko, Wellness Associate Melanie Nascimento and former guest Donald Williams, left to right, complete a puzzle, which is one of the activities respite guests participate in during their 10-day stay.



Left: Visitors to the Better Life Engagement Center enjoy a game of pool, which is one of the recreational activities the center offers.

Harmony House

Mary Livermore found herself in a difficult situation when her husband became sick. She was forced to quit her job to care for her husband and their daughter. The family didn't have the money for rent and welfare was unable to pay back rent owed. The trio was placed at Harmony House, New Community's transitional housing facility for homeless families.

The family found a place to stay at Harmony House, which allowed them to focus on their future. Livermore was a daycare teacher for 16 years before she had to quit her job. She began attending Essex County College to get her Child Development Associate degree, which will help her get hired again in that field.

Livermore shared her story at New Community's 24th Annual Golf Classic, held Sept. 6, 2018, and is very appreciative.

"Harmony House is a really nice facility that has helped us through a difficult time," she said.



BY THE NUMBERS

Harmony House total population in 2018:

619

Infants (age 5 and under):

199

Children (age 5-12):

129

Youth (age 13-17):

41

Adults (age 18 and over):

250

“I’m grateful for what the staff has done for us and I’m looking forward to the future.”

– *Mary Livermore*
Harmony House resident

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.

In 2018:

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

Right: Harmony House resident Mary Livermore speaks at the 2018 Golf Classic.





Employment

New Community Career & Technical Institute (NCCTI)

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



New Community's post-secondary school received its accreditation from the Council on Occupational Education (COE) in February 2018. It also got a new name in 2018: New Community Career & Technical Institute (NCCTI). The rebranding was an effort to emphasize the direct access to career and technical education services.

Previously known as New Community Workforce Development Center, NCCTI still focuses on helping students secure permanent employment, via internships and through building partnerships with local employers. As an accredited post-secondary school, NCCTI offers financial aid to eligible students.



Automotive Technician graduate Samson Manyange addresses the crowd at the graduation ceremony July 12, 2018. "It's very satisfying to know all that we fought for, all the knowledge we acquired will shape our future. I'm confident that it is a brighter future," he said.

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.



Clinical Medical Assistant:

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:

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.

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.



NCCTI Graduates Find Success At University Hospital



Ariellen Orense graduated from the Clinical Medical Assistant program in July 2018 and landed a job as an ambulatory care technician at University Hospital. She hopes to become a registered nurse in the future.



Tasmiyah Gary currently works as an ambulatory care technician at University Hospital. She graduated from the Clinical Medical Assistant program in July 2018 and started her current job in September.

Strong employer partnerships help New Community Career & Technical Institute graduates find meaningful employment in their field of study. Clinical Medical Assistant (CMA) students have the chance to work at University Hospital, which is walking distance from NCCTI.

Ariellen Orense had to leave nursing school because of the high cost and took a job managing a restaurant, but she wasn't happy. She enrolled in NCCTI's CMA program to start her career in the medical field.

"I really love it," she said of her job as an ambulatory care technician (ACT) at University Hospital.

Tasmiyah Gary was working at Dunkin Donuts when she heard about the opportunities at NCCTI and decided to enroll in the CMA program. After graduation she too became an ACT at University Hospital.

"I feel so grateful. When I hear other people's stories, how it took them three years to get in here, I feel very appreciative and very grateful to be here at University Hospital," Gary said.

“It was clear they were well trained and prepared on not just the subject matter but on the soft skills needed in the workplace.”

– *Lauren Singh*

University Hospital Assistant Business Manager

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
- Reydel Volkswagen
- Route 22 Toyota
- Saint Barnabas Medical Center
- Saint Joseph’s Medical Center
- United Airlines
- University Hospital
- Volvo

More Highlights from 2018:

- After undergoing an extensive self-study for accreditation from the Council on Occupational Education (COE), **COE granted accreditation** in February 2018 for six years, the maximum length of time.
- Received approval from the U.S. Department of Education to participate in **Title IV Financial Aid Program.**
- Began offering a **Diesel Technician training program**, ensuring graduates have the skills to obtain jobs in a field that is looking for qualified candidates.
- Achieved a **78 percent graduation rate and a 74 percent job placement rate** for graduates.
- Was **featured in a New York Times Fixes column** Sept. 4, 2018 for successfully training students for high-paying jobs in various fields.
- Supported the Newark Opportunity Youth Network to serve disconnected youth ages 16 to 24 in the **Academic Enrichment Program.**

Financial Opportunity Center (FOC)



AT A GLANCE IN 2018:

- **72** FOC clients showed an improved credit score with one bureau
- **118** FOC clients showed an increased net income
- **70** FOC clients were placed in a job
- Average starting salary was **\$15 per hour**
- FOC staff facilitated approximately **40 presentations**, in-class and in the community

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 full-time 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 Initiative Service Corporation (LISC), with generous support from Citi Foundation and Capital One Bank.

Family Resource Success Center



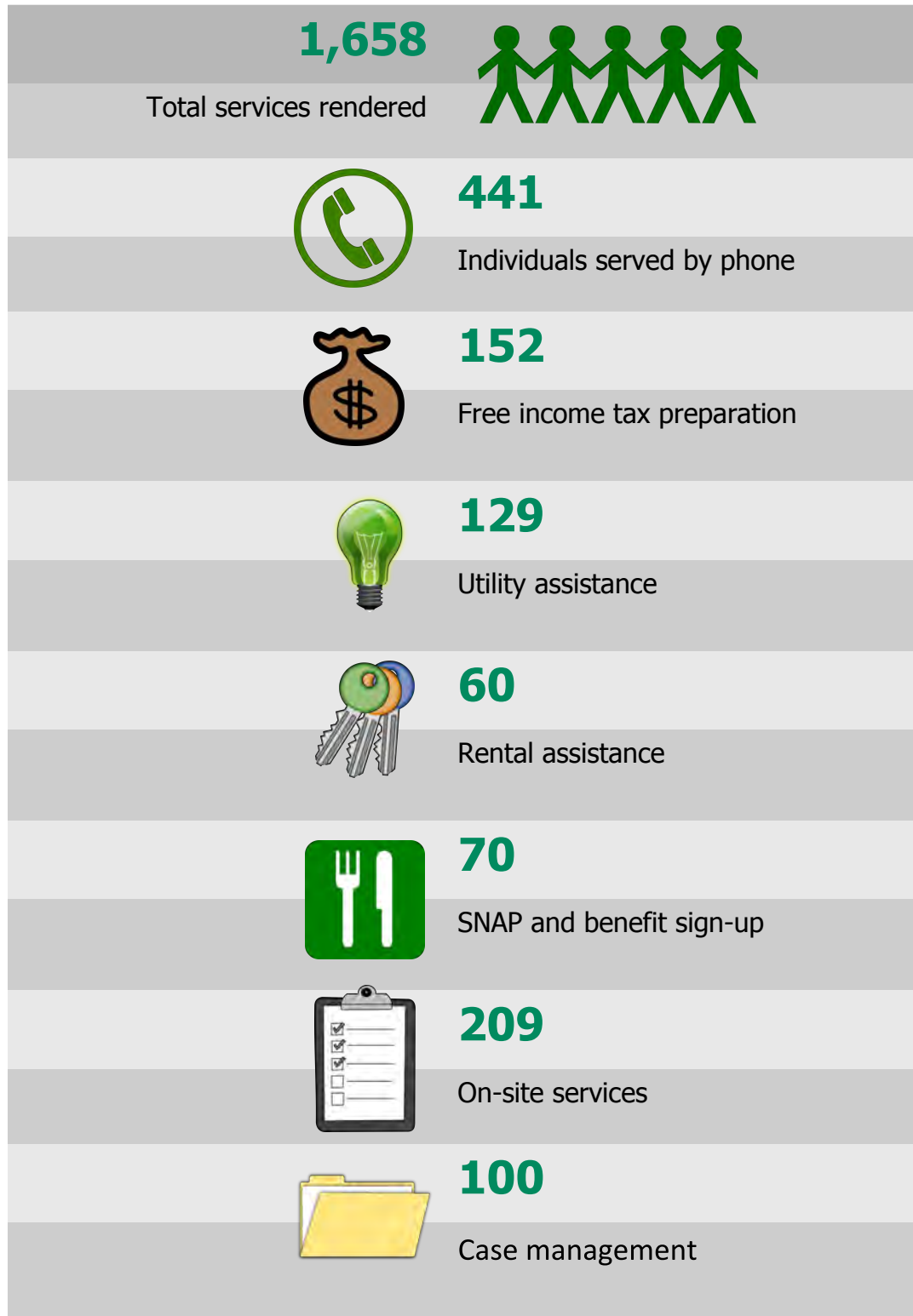
The Family Resource Success Center serves as an information and referral hub for the services that NCC offers. Additionally, it links visitors to services available through local, state and federal government agencies, as well as non-governmental, nonprofit and other social service agencies.

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, diabetes supplies, eyeglasses, rental assistance, prescription medications, prenatal programs and tax assistance.

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.

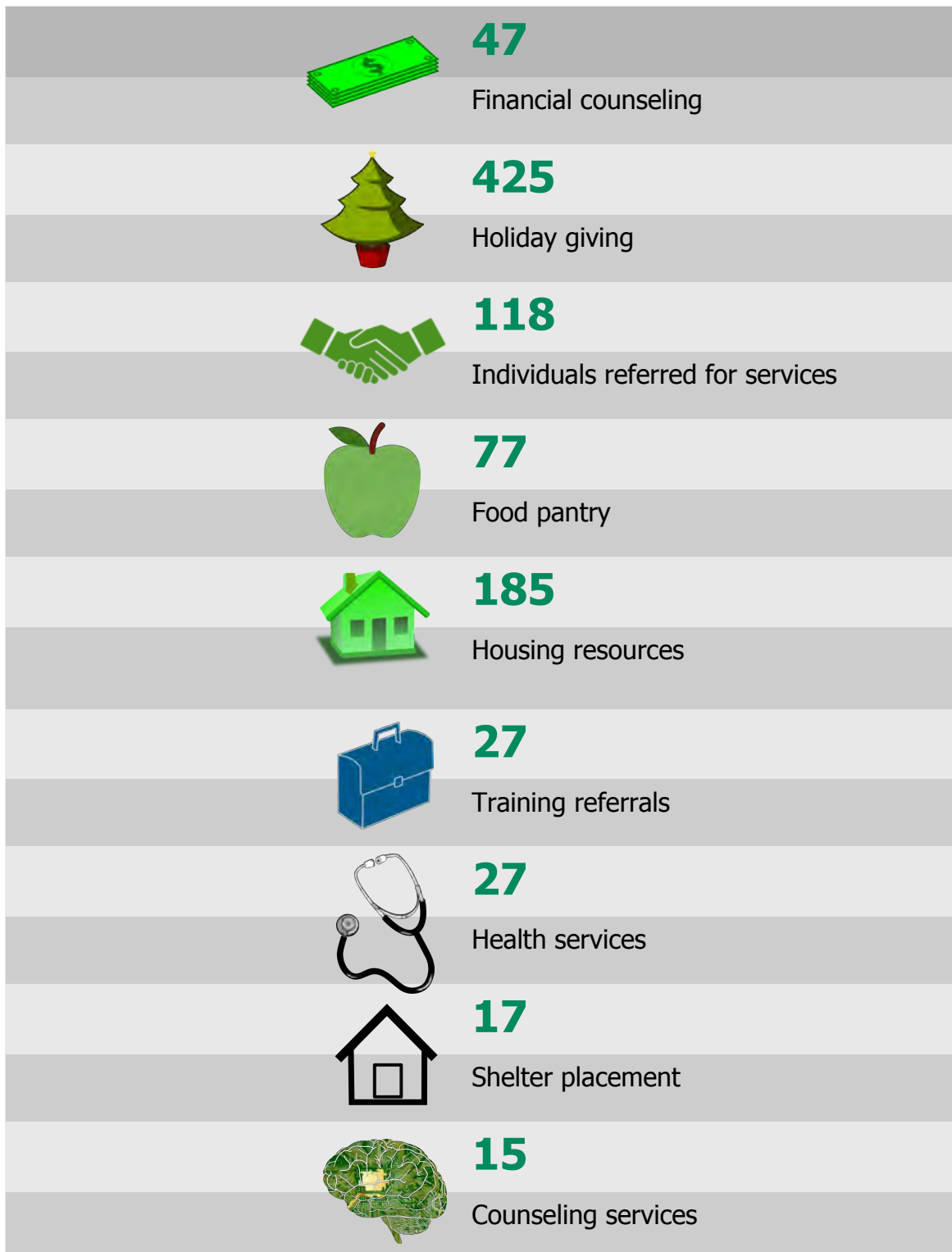
BY THE NUMBERS

Family Resource Success Center



BY THE NUMBERS

Family Resource Success Center



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 **3,735 members** in 2018 and provided **66 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 2018, **24 clients received First Time Home Buyer education** and financial counseling.



Services Provided to Members:

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

These services are provided at little or no cost.



Education

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 2018 from infants 3 months old to children in pre-kindergarten.

In 2018, 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 4,502 youth** in 2018.

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

Adult Learning Center

783

The number of individuals in 2018 the Adult Learning Center provided with the following free workshops and services:

- Nutrition Workshops
- Immigration Workshops
- Creative Writing Workshops
- Health Examinations
- Mammograms
- Eye Screenings
- Flu Shots

993

The number of students the Adult Learning Center served in 2018. Four sessions of classes were offered in the following areas:

- English for Speakers of Other Languages (ESOL)
- Adult Basic Education (ABE)
- Pre-High School Equivalency (Pre-HSE)
- High School Equivalency (HSE)
- Civics
- English Conversation Group
- Basic Computer Skills



Gloria Orjuela is a student and volunteer at the Adult Learning Center, taking HSE classes. The wife and mother of two is originally from Colombia and emigrated to Canada before moving to the U.S.

"My teacher was so amazing. She was really professional," Orjuela said. "She was not only teaching subjects, but she was teaching me how to have great emotional intelligence."



Health and Social Services

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 2018. 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 2018, FSB had a total of **1,068 requests for services**, of which **843 were opened for outpatient services**.



101

High-risk referrals to 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.

FSB Programs

Training and Psycho-Educational Groups

FSB completed 442 trainings and psycho-educational groups in 2018. 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 2018, the KLG program served **17 families and 42 children**.



Cheyenne's Success

Cheyenne is an 18-year-old recent high school graduate who is thriving after utilizing services at FSB. She has been raised by her grandmother since she was 1. Her grandmother is part of FSB's Kinship program, caring for Cheyenne and her two sisters, ages 16 and 14. The family attends biweekly support meetings to strengthen their relationships. Cheyenne hopes to become a real estate agent.

FSB Programs

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 2018, FSB was working in **10 Essex County schools** and between the Newark office and the schools served **230 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 **306 individuals** in 2018.

Classes Available

Parenting

FSB offers an eight-week parenting class program with topics that include parenting styles, communication, effective discipline, building self-esteem, safety and child development. There were **65 graduates** in 2018.

Anger Management

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. There were **150 graduates** in 2018.

FSB Programs

Substance Abuse Services

The opioid epidemic has become the defining public health crisis of our time. New Jersey has documented 9,512 drug overdose deaths from January 2014 to June 2018.

The growing problem in the state has caused Family Service Bureau to change the services provided and 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.



Sean's Recovery

Sean began using heroin in his 20s and became involved in an abusive relationship. He was arrested after defending himself from his abuser. Upon his release from prison, he was referred to the Family Service Bureau of Newark for substance abuse treatment. Sean actively participated in his treatment, attending group and individual counseling. Sean has found stable housing and regained employment and he now works to serve his community. He no longer uses heroin.

Resident Services



The New Community Resident Services Department provides personalized care and follow-up for seniors, disabled adults and low-income families. In 2018:

- **17,286** cases were managed and residents were linked to resources such as financial assistance, meal programs, transportation, mental health services and long-term care.
- **2,376** hours were spent providing case management.
- **13,746** quality of life and home visits were conducted.
- **532** recreational, social and exercise activities took place.
- **5,947** residents participated in trips and activities.
- **2,314** individuals (708 children, 1,183 adults and 423 senior citizens) received nutritious food from the Emergency Food Pantry.
- Home Friends staff members provide light household chore assistance and spent **11,654** 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

Supportive Assistance for Individuals and Families (SAIF)



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 and counseling. Clients are referred to NCC resources and outside agencies.



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 2018, SAIF served **733 clients**.



Administration

Finance

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

In 2018, the department completed **35 audits**, filed **48 tax returns** and had **71 separate operating entity monthly reports**.

Total Revenue	\$65,707,730
Total Capital Expenditures	\$51,663,090
Total Assets	\$331,667,858
Total Utility Bill	\$3,601,717
Total Medical Benefits	\$3,614,232
Property Taxes Paid to City of Newark	\$2,198,516
Total Insurance	\$1,764,351
Annual Payroll	\$18,566,769

Human Resources

Striving to emphasize New Community Corporation's mission throughout the employment cycle.

The Human Resources Department actively provides services for close to 600 employees across the New Community Corporation network. Human Resources works on the corporate level in driving employee strategy and company wide initiatives.

One of 2018's initiatives and highlights was employee training. As staff development is critical to improving services, we integrated training through NCC's human resources management system (HRMS). Training sessions are designed specifically for all staff and those with supervisory responsibility. Expansion of the training continues as the HRMS allows for integration of training from a variety of sources. Also, the training system enables flexibility for when and where training can take place.

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

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

Employees	598
New Hires	136
Applicants	3,019
Newark Employees & Residents	305
Newark Employees & Residents Hired in 2018	50

Security



Security personnel participate in staff development Jan. 23, 2018.

Security Employees	80
Incident Reports	501

The Security Department made significant changes in 2018 to improve operations.

New rules and regulations were implemented. To ensure all staff members are on the same page, instructions, duties and responsibilities can now be found at each post for Security Officers to reference.

The department held a three-day staff development series to update and train personnel.

Training also occurred for other departments, including active shooter drills, which will continue in 2019.

The Security Department is engaged in and spearheading the NCC Safety Initiative, which focuses on preventing accidents and improving accident response.

The department now also has updated job descriptions for employees at every level.

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	2,500
Total Number of Employees	64
Number of Superintendents	13
Number of Skilled Workers	51
Number of Administrative Staff Members	3

Chelsea-Warren Construction



Chelsea-Warren Construction, a subsidiary of New Community, manages NCC construction projects. In 2018, the company was involved in many activities throughout the NCC network.

- Worked on developing the renovation budgets and scope of work for 841 units for the **Preservation Portfolio Project** with Greystone Development, with a cost of \$54 million. Project construction began in 2018 and is slated for completion in 2019 at four Newark properties: Commons, Douglas Homes, Gardens and Roseville. Work includes roof replacement, boiler replacement, parking lot resurfacing, removal of oil tanks and steel stair replacement. The individual units for seniors and families are receiving new paint, flooring, bathrooms, kitchens, lighting, appliances and window replacements.
- Began work for the **Rutgers Community Health Center (RCHC) at the NCC Health Care Complex**, 274 South Orange Ave., Newark. The facility is slated to open in the summer of 2019.
- Supervised and managed **capital improvements** on all NCC housing properties.
- Worked on **new initiatives for future development**.

Real Estate Development



In 2018, 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.

We also have control of a two-acre site with which we have begun to review financing and possible partnerships with local organizations. The parcel is extremely well located for development and presents a number of possible opportunities.

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 has also begun investigating the availability of New Markets Tax Credits from the federal government and Neighborhood Community Revitalization Tax Credits from the State of New Jersey to help finance our development plans.

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.

Thank You!

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



Left: Employees from University Hospital in Newark came to Harmony House, NCC's transitional housing facility for homeless families, to serve a holiday meal to residents Dec. 3, 2018.

Right: New Community's 24th Annual Golf Classic was held Sept. 6, 2018 to benefit the Monsignor William J. Linder Scholarship Fund, homeless families and education programs. Board Member Dr. A. Zachary Yamba, right, poses with his group along with NCC CEO Richard Rohrman, second from left, and Board Member and Outreach Coordinator Madge Wilson, third from right.



Left: Kelly Marzo of Palmer & Cay, left, plays cards with a resident of Extended Care. A group of five Palmer & Cay employees volunteered at New Community sites June 19, 2018. They visited children at Community Hills Early Learning Center, residents of Extended Care and provided assistance at the Family Resource Success Center.

Thank You!



Left: Representatives from accounting firm Withum prepared and served Thanksgiving dinner to residents of Harmony House, NCC's transitional housing facility for homeless families, at St. Joseph Plaza Nov. 20, 2018.

Right: Children identified by New Community participated in the annual Back 2 School Store July 29, 2018 organized by the National Council of Jewish Women, Essex County (NCJW/Essex). NCC Board Member and Outreach Coordinator Madge Wilson arranged for families to participate and coordinated transportation.



Left: New Community Youth Services Department organized the annual Breakfast With Santa event, held at the NCC Neighborhood Center Dec. 15, 2018. Thanks to donations and volunteers, more than 230 children and their families enjoyed a hot breakfast, time with Santa and Christmas presents.

Thank You!

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
Employment and
Training Workforce**



Federal Home Loan Bank
NEW YORK



**Essex County Department of Citizen
Services, Department of Economic
Development/Training and Division
of Training and Employment**



**THE HEALTHCARE
FOUNDATION OF NJ**
founded by the Jewish community

GOURMET DINING

Hillside Route 22 Auto Mall



The Leaguers, Inc.



**Prudential
Foundation**

Thank You!



State of New Jersey



RUTGERS

RWJBarnabas
HEALTH



UNIVERSITY HOSPITAL
Newark, New Jersey



Urban League of
Essex County



withum⁺
AUDIT TAX ADVISORY

NCC Success Stories

NCCTI Automotive Technician Grad Starts Career



Noah Deverel completed the New Community Career & Technical Institute Automotive Technician program and because of NCCTI's strong partnership with Sansone Auto Group, was offered a job at a Hyundai dealership doing pre-delivery inspections on new vehicles.

Deverel is making progress in his career and as an automotive technician has the potential to earn \$50,000 in five years.

"My overall goal is to be a head tech somewhere," Deverel said.

NCCTI Director Rodney Brutton said Deverel is on his way to achieving that goal.

"We're proud of Noah's growth and the entire staff sees a wealth of potential in his future as an automotive technician," Brutton said.

Adult Learning Center Student Aims for Dream

Maa Efia Nyarkoa Ampiaw has always been interested in cars and wants to become a mechanic. She was born and raised in Ghana and came to the U.S. to further her education.

Although she had taken English classes in Ghana, Ampiaw needed additional practice so she enrolled in English for Speakers of Other Languages (ESOL) at the Adult Learning Center. Upon successful completion, she took Adult Basic Education courses and the High School Equivalency Test.

Since receiving her diploma, she enrolled in the Diesel Technician program at New Community Career & Technical Institute and is on her way to getting her dream job.



Get Involved

Want to learn more about New Community?

- Check us out online: **www.newcommunity.org**
- Follow us on social media:



Facebook

www.facebook.com/NewCommunityCorporation



Twitter

[@NewCommunityCor](https://twitter.com/NewCommunityCor)



Instagram

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YouTube

www.youtube.com/user/NewCommunityNewark

- Sign up for the **eClarion newsletter**: email mlang@newcommunity.org
- Support us by making an **online donation** at www.newcommunity.org

NCC Board of Directors 2018

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Newton Richards, Vice President

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Barry Baker, Member

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Diane Johnson, Member

Anthony L. Marchetta, Member

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Ingrid Rasmussen, Member

Jerome St. John, Member



Members of the NCC Board of Directors at the Christmas Party Dec. 18, 2018. Back row, left to right: Anthony L. Marchetta, Fernando Colon, Jerome St. John and Barry Baker. Front row, left to right: Edgar Nemorin, Dr. A. Zachary Yamba, Diane Johnson and Newton Richards.



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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.