

# NEW COMMUNITY



VISION • DIGNITY • ACHIEVEMENT

## Annual Report 2022



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

# Year in Review



Youth Services brought back the Father-Daughter Dance in 2022 after COVID-19 put it on pause.

2022 marked leadership changes for New Community, more steps toward normalcy following the onset of the COVID-19 pandemic and partnerships to benefit youth and seniors.

The most important staff addition came at the end of the year when New Community welcomed its new Chief Executive Officer Simone Gagneron in December. With experience in several service-oriented organizations and roles in operations and finance, the New Community Board of Directors is confident that Gagneron will help NCC continue to successfully serve the community.

New Community also welcomed Dr. Sylvia McCray as the Director of New Community Career & Technical Institute (NCCTI) in January. Family Service Bureau of Newark (FSB) promoted its Director of Clinical Services to Director of the agency in July.

More in-person events and activities resumed in 2022 as the threat from COVID-19 lessened. New Community reinstituted in-person orientation for new employees. The Youth Services Department brought back the Father-Daughter and Mother-Son dances for families to enjoy. It also held its traditional Halloween Party at the NCC Neighborhood Center after previously hosting an outdoor celebration and a full Breakfast with Santa event instead of a grab-and-go breakfast and gift giveaway.



Extended Care hosted the first Health Fair since 2019. Residents and community members participated.

The Adult Learning Center resumed in-person classes for students after hosting instruction via Google Meet since the pandemic hit in 2020.

New Community Extended Care Facility hosted the Health Fair in July, the first since 2019. The event included COVID-19 vaccines for all ages, as well as other important health information, community resources, food, refreshments and music.

The NCC Neighborhood Center got a new reading space thanks to The Children's Place. The children's clothing store chose 10 locations nationwide to renovate and open as part of a back-to-school campaign. New Community's space was the second learning center to be unveiled in August.

The New Community Adult Learning Center served as host for the National Diabetes Month Roundtable presented by Congressman Donald M. Payne Jr. and Newark West Ward Councilman Dupré Kelly in November. NCC residents participated in the hybrid event, which included virtual attendants as well as those at the Adult Learning Center.

While 2022 was another year of changes, New Community stayed focused on its mission: to help residents of inner cities improve the quality of their lives to reflect individual God-given dignity and personal achievement.

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# Simone Gagneron Selected as Chief Executive Officer



New Community Corporation, one of the nation's largest community development organizations, appointed Simone Gagneron as its Chief Executive Officer, effective Dec. 1, 2022. She succeeds

Richard Rohrman who retired in 2021.

Gagneron most recently served as Chief Operating Officer at United Way of Northern New Jersey where she led financial planning and managed human resources and diversity, equity and inclusion initiatives. Prior to that, she spent nearly a decade at the YMCA of Newark and Vicinity serving as Vice President of Finance and Chief Financial Officer where she oversaw financial operations and IT functions and managed risks and compliance.

She began her career in finance, serving as a senior auditor. She then took on the role of a senior lead at the real estate management firm Pinnacle Group. From there, she served as Interim CFO/Assistant Vice President of Finance at Palladia Inc., a social services agency in New York City with a \$50 million operating budget.

Gagneron earned an MBA in technology from New Jersey Institute of Technology and a bachelor's degree in accounting from

Binghamton University. She serves on the board of the Baltimore start-up nonprofit organization Transforming Youth Into Adults (TYIA).

New Community Board of Directors Chairman Dr. A. Zachary Yamba expressed the Board's confidence in the selection of Gagneron because of her background, experience and demonstrated commitment to the urban environment.

"The Board is confident that Simone will continue New Community's legacy of service and empowerment," Yamba said.

Another Board Member, Edgar Nemorin, who chaired the CEO Search Committee for the selection of Gagneron, noted her proven leadership with strong financial and business acumen, as well as her wealth of experience in finance, housing and project management.

"She has the skills, knowledge and experience from her work at the YMCA and United Way that will lead New Community Corporation to achieve its goals," Nemorin said.

In accepting the position, Gagneron has committed to New Community's mission and looks forward to leading the nonprofit to continued success.

"I am excited to join an organization that continues to be influential in its commitment to changing the life trajectory for inner city families," Gagneron said. "It is essential that nonprofits and businesses work together to make sure that the next generation has the opportunities and resources they need to thrive."

# NCC Hosts Congressman Payne, Councilman Kelly for Diabetes Roundtable



Congressman Donald Payne Jr., left, and Newark West Ward Councilman Dupré Kelly, right, lead the National Diabetes Month Roundtable from the New Community Adult Learning Center.



Congressman Donald M. Payne Jr., right, and Newark West Ward Councilman Dupré Kelly, center in blue, stand with New Community Manor Senior residents, including panelist Sherman Gibbs, center in green. NCC Director of Community Engagement Richard Cammarieri stands to the left of Councilman Kelly.

The New Community Adult Learning Center, 563 Orange St., Newark, served as the host site for the National Diabetes Month Roundtable presented by Congressman Donald M. Payne Jr. and Newark West Ward Councilman Dupré Kelly on Nov. 22. The discussion focused on diabetes care and how the Inflation Reduction Act helps reduce costs for seniors with diabetes.

Congressman Payne shared his experiences and challenges living with diabetes and encouraged everyone to take the advice of their medical professionals to manage the condition. He also talked about the high cost of insulin, particularly for those without insurance,

sharing a story about how he accidentally left his insulin behind one time when he traveled to Washington, D.C. and was shocked at the high cost to pay out of pocket for a small vial.

Residents of New Community Manor Senior attended the roundtable, including Sherman Gibbs who spoke during the event about his experiences as a diabetes patient.

The roundtable was conducted virtually via Zoom for a wider audience and included Dr. Johnnie A. Lee, internal medicine, and Dr. Katherine York, AARP New Jersey, as virtual speakers.



# NCC Neighborhood Center Gets New Reading Space



Children from New Community's summer camp enjoy books in the new reading space at the NCC Neighborhood Center. The renovated room was made possible by a back-to-school campaign from The Children's Place. *Photo by JohnnyFoto.*

Children served by the NCC Neighborhood Center, New Community's recreation center located on Hayes Street in Newark, now have a newly renovated space filled with books to enjoy, thanks to an initiative from The Children's Place.

New Community and The Children's Place unveiled the learning center on Aug. 4 with a ribbon cutting. New Community's center is the second of 10 locations nationwide that The Children's Place is opening as part of a back-to-school campaign to empower children through reading and continued education.

New Community Chief Financial Officer/Interim Chief Executive Officer Elizabeth Mbakaya said it was an honor to be chosen as part of the campaign.

"Instilling a love of reading at a young age will



Newark West Ward Councilman Dupré Kelly, NCC COO Fred Hunter, Chief Education Officer for the City of Newark Dr. Sharnee Brown, NCC CFO/Interim CEO Elizabeth Mbakaya, The Children's Place VP of Marketing Melissa Linde and NCC Youth Services Director Edward Morris participate in the ribbon cutting. *Photo by JohnnyFoto.*

serve these children well as they progress through school and look toward their future careers," she said. "Having this newly renovated and dedicated library area will get them even more excited about reading."

New Community Chief Operating Officer Fred Hunter said in a world where electronic devices are so widely utilized, it's nice to have a space with physical books and an area to sit and enjoy them without the distraction of screens.

"It is great to see a program that is encouraging children to read," he said.

New Community Youth Services Director Edward Morris was excited to unveil the room and have the children start to use the space.

"We encourage the youth to read every day. We tell them reading not only stretches your



In addition to renovating the room and arranging for book donations from ThriftBooks, The Children's Place also partnered with BIC to provide school supplies and brought backpacks for the children. *Photo by JohnnyFoto.*

mind, but it takes you places, faraway places that you can explore without leaving your home. So I can only imagine what they're going to do in that room, where they're going to visit, where they're going to explore," he said. "My dad used to always tell me young readers become leaders. So we try to instill that in our children."

Chief Education Officer for the Office of Comprehensive Community Education for the City of Newark Dr. Sharnee Brown attended the event on behalf of Newark Mayor Ras Baraka. She talked about the importance of reading and coming back together in community spaces as conditions from COVID-19 improve.

"We're addressing issues that are so profound like books and literacy. Those are the things that we're charged to do every day and today is really a celebration to do that in a way that makes us all happy," she said.

Newark West Ward Councilman Dupré Kelly said that while technology provides many positive opportunities, books are still vitally important and a shared space offers additional benefits for the community.

"It's different when you open that book

and you read page to page and you get an opportunity to explore your creativity," he said. "But you get that opportunity to do that same thing while sitting next to your peer. Next to someone who looks like you."

The Children's Place Vice President of Marketing Melissa Linde explained that the company had chosen 10 sites throughout the United States to place learning centers. Because The Children's Place is based in Secaucus, leadership knew a New Jersey location would be included.

"We had to start in our backyard," she said. "And that's why the decision of building this learning center here in Newark was a no-brainer."

After holding a ribbon cutting in front of the NCC Neighborhood Center, guests moved inside where children who are part of New Community's summer camp were reading books in the new space.

New Community received a donation of 2,000 books as part of the campaign. There were 1,000 in the reading room at the unveiling and the additional books will be delivered at a later date in order to refresh the inventory.

The children were very excited to use the new room. They enjoyed exploring the space, choosing books to read and playing a giant game of Connect 4 that The Children's Place provided. They also received backpacks, school supplies and gift cards from The Children's Place and BIC, a partner in the initiative. ThriftBooks donated the reading material.

Among the guests in attendance were Newark Central Ward Councilwoman LaMonica McIver, Newark Council Member at Large Louise Scott-Rountree and Newark Council Member at Large C. Lawrence Crump.

New Community thanks The Children's Place, ThriftBooks and BIC for their work and donations and to everyone who came out for the unveiling. The organization looks forward to serving many children in the space for years to come.



# NCC Director Participates in Press Conference About Who Owns Newark

New Community Director of Community Engagement Richard Cammarieri spoke at Newark Mayor Ras Baraka’s press conference on May 4 regarding the issue of corporations purchasing homes in the city and converting them into rentals. The press conference was in response to “Who Owns Newark,” a research report authored by David D. Troutt, Director of the Rutgers Center on Law, Inequality and Metropolitan Equity (CLiME). The report found that almost half of all real estate sales in Newark were made by institutional buyers.

While legal, the ramifications of bulk corporate ownership are farreaching in the city, according to officials. Rents rise, homeownership decreases, affordable housing is less available and renters are displaced, all of which lead to less stable communities.

“Just because something’s legal doesn’t make it right. This acquisition, as the report points out, leads to a great deal of harm in our neighborhoods, particularly racially inequitable harms in terms of rents rising, displacing the residents, evictions and lowered opportunity for homeownership,” explained Cammarieri, who is also Chair of the Newark Community Development Network and a member of the Equitable Growth Advisory Commission. “These are all things that are harmful and thus they should be considered wrong, no matter how ‘legal’ they might be.”

In an effort to combat the effects of these purchases, Baraka outlined proposed policies, including making it unlawful to solicit offers without the residents’ permission, making sure LLCs provide contact information when purchasing properties, imposing fees on property owners and landlords who increase rents more



New Community Director of Community Engagement Richard Cammarieri speaks at a press conference at Newark City Hall on May 4 about the harm that can come from corporations purchasing homes and converting them to rentals in the city. Mayor Ras Baraka looks on.

than 5 percent year over year, adding a deed restriction to all city-owned and Land Bank properties to require them to be affordable and meeting with investors, developers of color and community development corporations to develop strategies to invest in under-invested and disinvested communities in Newark.

“In cities and even suburbs across America, institutional investors are eroding the American dream of homeownership as they convert owner-occupied homes into corporately owned rental units,” Baraka said. “In Newark, where we have worked hard for years to expand homeownership, we will do everything possible to combat this dangerous trend. The CLiME report signals that Newark must create stronger and more equitable laws, regulations and policies to ensure that residents share in the growth of our city.”

# Property Management

*New Community offers a wide variety of affordable apartment residences for individuals, families, seniors and persons with disabilities.*

New Community is a mainstay in the City of Newark housing market. Properties consist of Project Based Section 8 Housing Contracts and the Low Income Housing Tax Credit programs, where income limits cannot exceed 60 percent of area median income in Essex County.

NCC has received numerous awards in recognition of contributions to the stability of Newark housing. Customer service and attention to detail are top priorities. The goal is to provide the best affordable housing for the residents of Newark.

The majority of NCC housing is located in the Central Ward of Newark with additional properties located in Newark’s West Ward, Jersey City and Orange, N.J. Properties are surrounded by various eateries, supermarkets, hospitals, daycare centers, state and local social service agencies and entertainment venues. The close proximity of properties to these retail establishments and services makes it very convenient and accessible for residents.

In 2022, the Property Management Department resumed pre-COVID operations after two years of interruptions from the global pandemic.



Commons Senior, 140 South Orange Ave., Newark.



Roseville Senior, 1 South Eighth St., Newark.

## 2021 Numbers

- 12 Properties
- 1,710 Apartments
- 16 Employees

## Tenant Income Limits

- 86% Extremely Low Income
- 13% Very Low Income
- 1% Low Income



# Harmony House

Harmony House is New Community's transitional housing facility for homeless families. But it 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 for between six and nine months.

Pictured at right: Harmony House Director Yonette Fredericks gives the Director of the Mayor's Office of Homeless Services for the City of Newark Luis Ulerio a tour of the facility on June 22, 2022.

## BY THE NUMBERS

Total Population Served in 2022: **497**

Infants (ages 5 and under): **102**

Children (ages 6-12): **136**

Youth (ages 13-17): **47**

Adults (ages 18 and over): **212**

In 2022:

- **24 children** were referred to the Family Crisis Intervention Program (FCIP) at the Family Service Bureau of Newark (FSB).
- **65 adults** were referred to FSB.
- **21 residents** were referred to New Community Career & Technical Institute (NCCTI).
- **30 residents** obtained employment.
- **30 residents** attended or completed an education program.



Accounting firm Withum resumed its in-person Thanksgiving dinner for Harmony House families in 2022 with a celebration at Monsignor William J. Linder Plaza on Nov. 21. The event had been suspended because of the COVID-19 pandemic. Above: Withum volunteers pose with NCC Chief Financial Officer/Interim CEO Elizabeth Mbakaya.



# Better Life

Better Life, which began serving members of the community in 2018, has three distinct offerings: an engagement center, respite services and supportive housing.

New Community built, owns and manages the Better Life building and contracts with Collaborative Support Programs of New Jersey (CSPNJ) as the service provider.

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.

The second floor of Better Life provides supportive housing units for chronically homeless individuals. There are 20 units that receive Project Based Vouchers (PBVs) for the residents. These PBVs are administered by the Newark Housing Authority, as the Contract Administrators. CSPNJ provides direct case management and supportive housing services to the residents.



Better Life is located at 101 Fourteenth Ave., Newark.



Better Life staff members and volunteers helped serve a hot lunch to those who attended the facility's Homeless Persons' Memorial Day service on Dec. 21, 2022. Homeless Persons' Memorial Day is a day to remember all those without addresses who have passed away. Pictured are Better Life Lead Cook Jerrell Mann, Minister Valerie Seymore from Beauty for Ashes, Better Life Wellness Mentor Serena Zuppardo, Sharon McGreevey of NJ Reentry Corporation, Better Life Kitchen Staff Member Eleanor Glover and Better Life Kitchen Staff Member Darlin Hall.





# New Community Career & Technical Institute

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

NCCTI is accredited by the Council on Occupational Education (COE), New Jersey Department of Education (NJDOE) and the New Jersey Department of Labor and Workforce Development (NJDOL). The school educates individuals across various industry fields; provides readiness skill training and development, along with soft skill coaching to better prepare them for externship opportunities (real work environment), and in starting career positions with our many employment partners.

NCCTI utilizes a year-round academic calendar. As an accredited post-secondary school, NCCTI offers financial funding and grants to eligible students. The academic environment consists of small and manageable classroom sizes of a ratio of 15-1. Program length ranges from six months to nine months, depending on the program.

NCCTI offers student and academic support services to assist in the successful completion of programs, as well as learning opportunities that will help students broaden their knowledge base, network and prepare them for the career they are learning about.

## CURRENT PROGRAMS:

- Automotive Technician
- Building Trades Specialist
- Medical Assistant Clinical (MAC)
- Patient Care Technician (PCT)
- Culinary Arts Specialist

## ACADEMIC & SKILL READINESS SUPPORT SERVICES:

- GED/High School Equivalency (HSE)
- Financial Literacy/Education (FOC)



## EMPLOYER PARTNERSHIPS:

- Barnabas Health Medical Group
- CareWell Health Medical Center
- Clara Maass Medical Center
- East Orange General Hospital
- New Community Health Centers
- Ford
- 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
- Tremco
- Turner Construction Company
- University Hospital
- Volvo

## 2022 Numbers:

- **101** students enrolled
- **47** students graduated
- **40** students placed in their field of program learning
- **46%** graduation rate



David Hutchinson of Tremco works with a small breakout group of students in the Building Trades Specialist program at NCCTI on March 24 as part of the Rising Stars program that Hutchinson created and launched in 2022.



Students and staff members at NCCTI brought in a variety of desserts to share during the Thankful Tuesday event on Nov. 15, ahead of the Thanksgiving holiday.



NCCTI Director Dr. Sylvia McCray welcomes Building Trades and Culinary Arts students during orientation on Oct. 6.



# 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 students and job seekers learn and build smart money habits. It began offering services in 2016.*

The FOC department is composed of a Financial Coach, a Career Services Coordinator, a Retention Specialist and a Benefits Specialist. The department works collaboratively with all the departments of New Community Career & Technical Institute (NCCTI) from Admissions to HSE/GED services offered to the community.

The FOC department is fully immersed in skill development and career readiness of students from the start of their program through job placement and beyond. The instruction is provided on various topics: soft skill development, career planning, digital technology education, resume writing, mock interviews and career fairs. Another aspect of the department is to build industry relationships and partners, some of which include Turner Construction, University Hospital, Route 22 Toyota, Tremco and RWJBarnabas Health.

The FOC helps students and job seekers create realistic budgets, improve credit scores and increase financial literacy and understanding. Through a combination of the school and the FOC, students and community members receive resource supportive information that helps to ease the burden in areas such as transportation, childcare, food and mental wellness/health.

The work completed at the FOC under NCCTI/NCC is funded by Greater Newark Local Initiatives Support Corporation (LISC), with generous support from Citi Foundation, Lowe's and Citizen's Bank.



Akeem Downes joined New Community as its Financial Coach in September of 2022.

## 2022-2023 Cohort Numbers

- **139 students reached** for financial literacy classes
  - **88 students demonstrating understanding** of financial literacy topics
  - **112 students/clients** met with budgeting and coaching advising sessions
    - **52 students/clients** created budgets
    - **24 partnerships** established



*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 **3,740 members** in 2022 and provided **23 new short-term loans**. These loans are vital for the underserved community we work with. The average median income of members is below the county median income.

In 2022, **17 clients** received **first-time home buyer, post-purchase 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 to Friday:  
9 a.m. to 3 p.m.

## WEBSITE:

- [www.newcommunityfcu.org](http://www.newcommunityfcu.org)



# 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.

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.

In 2022, the Family Resource Success Center received \$6,435 for the operation of the free tax prep VITA Site. The center was able to hire two part-time tax preparation coordinators to assist with the program. The center also received \$1,395 to cover the cost related to the purchase of paper, ink, equipment and other supplies for the VITA program.

The center received a grant for the FEMA Emergency Food and Shelter Program which provided \$40,000 in food assistance to families and funds to purchase much-needed supplies and equipment to assist the NCC Emergency Food Pantry staff in providing food to families.

The center partnered with the Affordable Connectivity Program (ACP), which provides free tablets and cell phones to Essex County residents. The devices come with free Wi-Fi. To be eligible, individuals must have a yearly household income of less than \$90,000. The center signs up NCC employees and residents and Family Resource Success Center clients.

New Community Family Resource Success Center Director Joann Williams-Swiney, left, accepted a donation of a laptop, printer and marketing materials from United Way of Greater Newark Director of Financial Stability Danielle Corea-Smith at the end of May 2022. United Way of Greater Newark provided donations to partners that are part of the IRS Volunteer Income Tax Assistance (VITA) program.



Free tax prep client and Associates resident Harlina Tucker, seated, receives her completed tax return in March 2022 from VITA Tax Preparer Yolanda Aguilera. Gloria Singletary, who provided assistance at the Family Resource Success Center, looks on. New Community is one of the sites for the IRS Volunteer Income Tax Assistance (VITA) program.



# Family Resource Success Center Stats

**Total Services Rendered: 2,278**



Free Tax Prep: 276



Utility Assistance: 454



Homeless Prevention/  
Rental Assistance: 418



Food Stamp and Benefit  
Sign-up: 114



Housing Resources: 141



Case Management & FOC  
Follow-up: 47



City of Newark  
Emergency Rental  
Assistance Program  
(ERAP) Application  
Assistance: 27



Food Pantry: 13



Children Who Received  
Holiday Gifts: 475



Furniture: 116



Gift Cards Given from  
FEMA Grant: 50



Homeless Shelter  
Placement: 19



Referred to DEFAB  
(Welfare): 13



Other Referred  
Services: 21



Holiday Turkey Baskets:  
25



NCCTI (FOC) Case  
Management Benefit  
Screening & Follow-ups:  
39



Training Referrals: 14



# Early Learning Centers

*New Community's two early childhood learning centers provide critical services to the youngest members of the community.*



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.

In 2022, the early learning centers resumed more activities that had been put on hold because of the COVID-19 pandemic.

In-person outside events for both parents and children resumed, including parades for the Week of the Young Child and Breast Cancer Awareness Month and Trunk-or-Treat for Halloween.

CHELC served **42 infants and toddlers** and **97 pre-K students** for a **total of 139 children** in 2022.

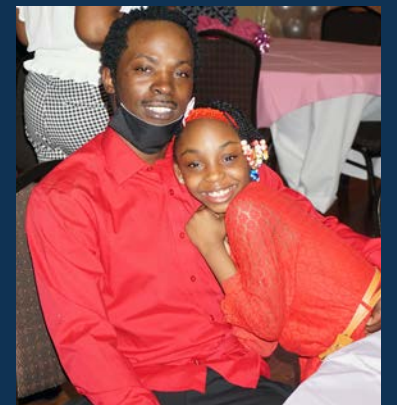
HHELC served **24 infants and toddlers** and **13 pre-K students** for a **total of 37 children** in 2022.

# Youth Services

*New Community Youth Services offers youth-centered and family-oriented activities throughout the year. The programs and events promote academic learning, STEAM (science, technology, engineering, the arts and mathematics), family engagement, leadership development and recreation.*

Youth Services was able to bring back all its in-person programs after having many suspended since 2020. The department served **1,509 youth** in 2022 with the following programs:

- After school programs
- Saturday Fun Club
- Summer Camp
- Teen Empowerment Network (T.E.N.)
- Father-Daughter Dance
- Mother-Son Dance
- Back 2 School Jam
- Community Halloween Party
- Breakfast with Santa



New Community and The Children's Place partnered to open a new reading/learning space at the NCC Neighborhood Center.



# 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.*

In-person classes resumed in 2022 after being conducted virtually through Google Classroom and Google Meet after the onset of the COVID-19 pandemic.



## NUMBER OF STUDENTS IN 2022:

- English for Speakers of Other Languages (ESOL): **372**
- Adult Basic Education, Pre- HSE, High School Equivalency (HSE): **182**
- Civics: **38**
- Computers (Google Docs): **47**
- **Total: 639**

## FREE SERVICES:

- Back to School/Christmas Gifts: **142**
- Three Kings: **57**
- Nutrition: **35**
- Mammograms: **34**
- Immigration Workshop 101: **32**
- Flu shots: **20**
- Obamacare and ITIN: **9**
- **Total: 329**



# Extended Care Facility

*New Community Extended Care Facility is a 180-bed skilled nursing facility in Newark that serves inner city residents (including seniors, disabled adults and those with mental health challenges).*

The facility specializes in offering resident-centered care for individuals with Alzheimer's disease and dementia. In addition, programs are being developed to admit and manage individuals with chronic substance abuse challenges.

As COVID-19 continued to pose a threat to the health of people in the community in 2022, New Community Extended Care staff worked hard to ensure the infection rate was curtailed.

The facility encouraged everyone to get vaccinated and receive booster shots when eligible. At the end of 2022, 98 percent of residents and 96.3 percent of staff members were fully vaccinated.

While COVID-19 remained a health concern, Extended Care was able to resume activities for residents in 2022, including a Black History Month celebration, Adopt-a-Resident Day, Health Fair and Halloween Party.

The facility also welcomed members of the New Jersey National Guard from Jan. 27 to Feb. 11 to assist with maintaining environmental cleanliness and non-patient care tasks. The deployment was part of a statewide effort to assist long-term care facilities with their COVID-19 response and to help with staffing shortages brought on by the surge of cases due to the Omicron variant of the virus. Residents and staff members thanked the service members on Feb. 11.

The ultimate goal of ensuring quality care was met as the facility maintained an overall four-star rating and received the highest rating of five stars for quality measures. Ratings are determined by medicare.gov.

In addition to the traditional sub-acute and long-term care services provided, Extended Care also offers hospice and respite care. Excellent rehabilitation services are available, along with a successful structured activity program for individuals with Alzheimer's and dementia care needs.

Spiritual care is extremely important at Extended Care, regardless of an individual's religious beliefs. The facility has a renovated chapel which is available for use by leaders of various faiths who may visit residents.



Extended Care was able to resume activities in 2022. Pictured here are residents enjoying the Halloween Party on Oct. 28.



Extended Care residents and staff members show their appreciation to members of the New Jersey National Guard for their assistance on Feb. 11.



# Family Service Bureau of Newark (FSB)



*The Family Service Bureau of Newark (FSB) offers comprehensive mental health and substance use treatment services to families and individuals who reside in Essex and West Hudson counties. Fully licensed therapists treat faceted mental health and addiction struggles.*

FSB is dedicated to preserving, educating, supporting, strengthening and enriching family life through prevention, intervention and community education programs that assist families, children and individuals in realizing their full potential.

FSB has been serving the needs of its communities since 1882. It is a licensed outpatient mental health and substance abuse treatment center, providing psychiatric evaluation and intervention and medication monitoring. FSB aims to provide consumers with the appropriate resources to improve their quality of life.

Since the beginning of the COVID-19 pandemic, FSB has adopted a hybrid treatment model, providing both telehealth and in-person services to provide clients with safer environment options for the continuation of treatment. This innovative treatment modality has helped maintain attendance and client engagement. FSB also offers NCC employees free and safe treatment through its Employee Assistance Program (EAP). Throughout 2022, senior residents in NCC housing and families of NCC's transitional housing unit, Harmony House, were also assisted with mental health and substance abuse services.

During the ongoing COVID-19 pandemic, there has been a significant demand for mental health services that FSB has met. FSB works and provides culturally and linguistically appropriate services to the Spanish-speaking population. Moreover, the division provides services to youth in collaboration with six Newark Public Schools through its Family Crisis Intervention Unit (FCIU). In response to the COVID-19 pandemic, FSB provided support and crisis intervention through the New Jersey Hope and Healing initiative, funded by FEMA.

## FSB Numbers

- **Total Intakes: 549**
  - Mental Health Intakes: **502**
    - Kearny: **135**
    - Newark: **367**
  - Substance Abuse Intakes: **47**
    - Kearny: **21**
    - Newark: **26**
- **Mental Health Individual Sessions: 4,284**
  - Kearny: **2,973**
  - Newark: **1,317**
- **Mental Health Group Participants: 266**
  - Kearny: **108**
  - Newark: **158**
- **Psych Evaluations: 199**
  - Kearny: **190**
  - Newark: **9**
- **Medication Monitoring: 685**
  - Kearny: **654**
  - Newark: **31**
- **Substance Abuse Individual Sessions: 237**
  - Kearny: **71**
  - Newark: **166**
- **Substance Abuse Group Participants: 167**
  - Kearny: **130**
  - Newark: **37**
- **Family Crisis Intervention Unit (FCIU) Case Openings: 16**
- **Family Crisis Intervention Unit (FCIU) Case Closings: 1**
- **NCC Employee Assistance Program (EAP) Active Clients: 6**
- **NCC Employee Assistance Program (EAP) Sessions: 6**





# Resident Services

*The Resident Services Coordinators, who are part of the Property Management Department, provide personalized attention as liaisons for specialized care and services for seniors, disabled adults and low-income families.*

In 2022, the department was able to resume services to pre-COVID levels. Resident Services provided the following:

- **6,900 home visits/quality-of-life inspections.**
- **6,294 activities** for residents.
- **7,701 cases** were managed.
- **2,836.03 case management hours.**
- **9,171 client hours of Home Friend services** were provided. Home Friend staff members provide light household chore assistance for eligible seniors.
- **2,345 people were served at the New Community Emergency Food Pantry**, which is stocked with donations from the Community FoodBank of New Jersey. Individuals receive a combination of canned goods, frozen foods and dry goods.

## Services include:

- Social and recreational activities
- Translation assistance
- Workshops on life skills, including household maintenance, parenting and budgeting
- Job training and development
- Transportation
- CARES Act rental assistance services
- Access to general and mental health doctors and agencies



Associates, 180 South Orange Ave., Newark, hosted a cookout for residents on Sept. 9, 2022. They enjoyed a variety of food.



Residents of Manor Senior, 545 Orange St., Newark, were able to shop at a Farmers Market outside of their building on Sept. 12, 2022.

# Supportive Assistance to Individuals and Families (SAIF)

*Supportive Assistance to Individuals and Families (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.

SAIF resumed connecting with clients in person in July 2022.

In 2022, SAIF served **843 clients**. The program provided **12,582 informational and other resources**.



# Human Resources

*NCC's Human Resources Department provides employment services to all of the organization's services areas.*

2022 was a challenging year contending with the struggle to obtain employees but there were also some positive signs that emerged since the onset of the pandemic. We have had to contend with the ramifications of the great resignation and staying competitive, both in salary and benefits, to attract and retain employees. These new employment challenges have an effect throughout all of NCC's service sectors.

However, there were signs of improvement. In 2022, we had an almost 200 percent increase in employment applications compared to 2021. We attribute this to the trend of jobseekers searching for new challenges and employees' increased willingness to change places of employment. As a result, in 2022 we onboarded and hired 134 employees. Applications and new hire levels are now at pre-pandemic levels.

We continue to see levels of those employees hired in 2022 being Newark residents, consistent with our organization's mission. Additional positive trends include a 61 percent decrease in employee injury rates resulting in a safer working environment and a 24 percent decrease in unemployment claims resulting in savings to NCC.

The focus and challenge in 2023 will now be focusing efforts on employee retention and engagement. We will continue to strive to make New Community Corporation a desired place of employment for those wanting to provide valuable service to the Newark and surrounding community.

## 2022 NCC Employee Data

- Employees: **429**
- New Hires: **134**
- Applicants: **3,429**
- Newark Residents: **227**
- Newark Residents Hired in 2022: **41**



## HR Provides:

- Organizational development
- Risk management & compliance
- Recruitment & orientation
- Employee relations & events
- Compensation planning
- Benefit administration
- Employee development & training
- Performance management
- Labor relations

# Finance

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

In 2022, the Finance Department had **61 separate operating entity monthly reports**, **43 tax returns filed** and **26 audits completed**.

## 2022 Financial Data

- Total Revenue: **\$66,660,973**
- Total Capital Expenditures: **\$955,597**
- Total Assets: **\$315,734,940**
- Total Utility Bill: **\$3,664,503**
- Total Medical Benefits: **\$3,916,605**
- Property Taxes Paid to City of Newark: **\$2,232,454**
- Property and Liability Insurance: **\$3,168,775**
- Annual Payroll: **\$15,587,778**

# Security

*New Community's Security Department is committed to maintaining a safe and secure environment for our tenants, staff and guests.*

New Community employs a well-trained staff of Security Officers as well as Task Force Officers who are dedicated to making each of our properties and locations a safe place to live, work and visit.

The COVID-19 pandemic significantly impacted New Community's activities and will likely change the way we provide security services in the future. We will continue to provide the highest quality of services and are honored to work in partnership with the Newark Public Safety Collaborative, which works with City Officials and other community-oriented organizations to offer crime reduction programs that affect positive changes in the surrounding community, as well as provide a safe environment for New Community tenants, staff and guests.

## 2022 Security Numbers

- Security employees: **77**
- Incident reports: **249**
- Task Force Site Checks: **2,125**
- Transports: **100**
- Post Inspections: **4,182**



# 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 New Community Emergency Food Pantry.

## 2022 Numbers

- Completed Work Orders: **6,218**
- Total Employees: **53**
- Superintendents: **12**
- Administrative Staff Members: **5**

# Chelsea-Warren Construction

*Chelsea-Warren Construction, a subsidiary of New Community, manages NCC construction projects.*

In 2022, the company was involved in the following activities in the NCC network:

- Supervised and managed capital improvements on all NCC housing properties and commercial entities.
- Worked on new initiatives for future development, including potential projects at the Homes Court site and five two-family houses for first-time homebuyers in Newark.

# Real Estate Development

*The department of Real Estate Development is driven by NCC's mission to improve the quality of life of residents by creating affordable housing that rebuilds communities and recreates stable neighborhoods.*

In 2022, NCC was active in identifying and beginning to undertake new real estate development projects and continuing efforts on proposed projects. The process from concept to completion is arduous. NCC has a number of opportunities to implement real estate developments, especially in the NCC "footprint". NCC has a long and successful history in developments that make a difference in the lives of inner-city residents. These developments focus primarily on quality, affordable housing but have also included a charter school, workforce training center and an extended care facility.



NCC is currently developing a 120-unit project on the Homes Court two-acre site. This project is a family project and includes one-bedroom and two-bedroom units. NCC is currently developing the sources of necessary capital and hopes to submit applications in 2023. NCC expects to take advantage of the new Aspire program to provide the necessary capital. NCC is also in discussions with the New Jersey Housing and Mortgage Financing Agency (NJHMFA) on financing alternatives for the project.

NCC continued efforts to provide substantial capital improvements for two of its senior projects: Hudson Senior in Jersey City and Orange Senior in Orange with 170 total units. This renovation is made possible by participating in a conversion under the Rental Assistance Demonstration program for Project Rental Assistance Contracts projects. NCC is currently in discussions with the Department of Housing and Urban Development on capital needs. NCC hopes to begin the capital improvements to these properties in 2023.

NCC has also begun an initiative to provide first-time home ownership properties. NCC has acquired four parcels on 15th Avenue in the Central Ward from the City of Newark. On these parcels, NCC will build two-family units with one owner-occupied and one rented. NCC brings the building expertise of Chelsea-Warren Construction to the project. In addition to the four parcels discussed above, NCC plans to build another two-family unit at 20 Bathgate Place which NCC owns. In this important initiative, NCC's goals are to sell these properties to owner-occupied first-time home buyers with low or moderate incomes. Financial and management training will be provided as well as down payment assistance.

The implementation of new real estate developments requires imagination and effort. NCC, which has such a grand history of inner-city development, hopes to add to that portfolio in the near term.



# 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  
Mayor's Office of  
Employment and  
Training



LLSC NEWARK



LA CASA DE  
DON PEDRO

Hillside  
Route 22  
Automall



Essex County  
Department of Citizen  
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# Supporters & Collaborators



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# NCC Success Stories

*New Community helps change the lives of many people. Here are some successes from 2022.*

## New Community Helps Young Woman from Homelessness to a Medical Career



Ilene Villanueva had dreams of becoming a doctor, but she was unable to finish high school because she became a mother at a young age. When she ended up homeless with her children, she found her way to Harmony House, New Community's transitional housing facility for homeless families. From there, she learned about New Community Career & Technical Institute (NCCTI). She took advantage of the High School Equivalency program offered to earn her GED and then the accredited post-secondary Medical Assistant Clinical (MAC) program.

Her education at NCCTI has led to a career in the medical field at University Hospital as an ambulatory care technician.

In addition to being happy about going to school and starting a career she's passionate about, Villanueva is proud to be a good role model for her four children.

## New Community Extended Care Facility Helps Patient Resume Self-Sufficient Lifestyle



When Karen Sewell arrived at New Community Extended Care Facility, she was in poor health. She had experienced two massive heart attacks, a brain aneurysm and a stroke. She had been at University Hospital for one year and spent three months in a coma. She also underwent surgery that required rehabilitation.

When she left University Hospital, Sewell spent some time at a couple of other facilities before transferring to Extended Care in March. The New Community facility is closer to her family members.

Upon arrival at Extended Care, Sewell was unable to care for herself because of weakness. But

through physical therapy and care, she regained her self-sufficiency and was discharged to an independent apartment at New Community Manor Senior.

# NCC Success Stories

## New Community Career & Technical Institute Graduate Uses Certification to Return to Medical Field



Denise Jones has always been passionate about helping others. She worked as a nursing assistant for 25 years before becoming a substitute teacher for seven years. When the COVID-19 pandemic hit and closed schools, she decided she didn't want to continue working as an educator. Instead, she enrolled in school herself and thanks to New Community Career & Technical Institute (NCCTI), she is now working full-time at Newark Community Health Center as a Certified Clinical Medical Assistant.

Jones was the oldest student in her class at age 52, but that didn't discourage or intimidate her. She brought her knowledge from serving as a nursing

assistant and learned the additional skills necessary to complete the NCCTI program. She passed the certification exam in early February and quickly found a job at Newark Community Health Center.

## New Community Career & Technical Institute Helps Student Prepare for Medical Career



Christopher Clement has always had an interest in science and decided while in high school that he wanted to pursue a career in the medical field. He enrolled in the Medical Assistant Clinical (MAC) program at New Community Career & Technical Institute (NCCTI) to kickstart his career.

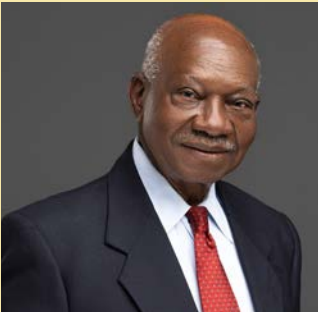
Clement considered joining the U.S. Air Force to become a medical professional but decided to attend NCCTI instead. His older brother previously completed the MAC program at NCCTI and found a job at University Hospital in Newark. He urged Clement to enroll at NCCTI because of his positive experience.

"Everyone is here to help you," he said of the NCCTI staff. "They give you every chance and opportunity to succeed. They help you find the path you're looking for and help you start your career."



# Board of Directors & CEO

*New Community has a Board of Directors and a Chief Executive Officer. In 2022, the Board was made up of 11 members. The organization had an interim CEO in 2022 until a permanent replacement joined the team.*



Dr. A. Zachary Yamba  
Board Chairman



Mr. Edgar Nemorin  
Board Treasurer



Mr. Newton Richards  
Board Secretary



Mr. Barry Baker  
Board Member



Mr. Fernando Colon  
Board Member



Ms. Diane Johnson  
Board Member



Mr. Anthony Marchetta  
Board Member



Ms. Migdalia Martinez  
Board Member



Ms. Ingrid Rasmussen  
Board Member



The Honorable Jerome St. John,  
Board Member



Ms. Madge Wilson  
Board Member



Ms. Elizabeth Mbakaya  
Interim Chief Executive Officer  
(Jan. 1-Nov. 30)



Ms. Simone Gagneron  
Chief Executive Officer  
(starting Dec. 1)

# Stay Connected

*New Community has a strong online presence and encourages everyone to connect digitally.*

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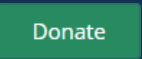


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# NEW COMMUNITY



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