

NEW COMMUNITY

VISION • DIGNITY • ACHIEVEMENT

Annual Report 2023



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

CEO Message



In 2023, New Community reached a milestone of 55 years of serving members of the community and fulfilling its mission to help residents of inner cities improve the quality of their lives to reflect individual God-given dignity and personal achievement. There

were many highlights throughout the year.

We brought back New Community's largest fundraising event, Golfing for a Cause, after a four-year hiatus because of the COVID-19 pandemic. It was fantastic to bring our supporters together for a fabulous day of golf and networking, followed by an evening reception, all to benefit NCC's Youth Services Department and the Monsignor Linder Scholarship Fund.

We were also honored to host the Newark Convening for the Building Healthier, More Equitable Communities (BHEC) initiative. The two-day event highlighted the work being done in Newark to address issues affecting residents' health, including the environment and community investment system. Newark Mayor Ras Baraka and representatives from Rutgers, Urban League of Essex County, University Hospital, NCC and many other organizations gathered at our corporate office location to see what has been accomplished and brainstorm ways to increase the progress. It was a great event for sharing ideas, successes and challenges.

Our local officials continue to be involved with our residents. Essex County Executive Joseph N. DiVincenzo Jr., Essex County Director of the Department of Citizen Services Anibal Ramos Jr. and Essex County Director of the Office of Senior Services Maurice J. Brown came to Orange Senior in the spring to distribute food boxes to our residents. Newark West Ward Councilman Dupré Kelly hosted a pre-Mother's Day event at Roseville Senior where our residents enjoyed lunch, Mother's Day presents, flowers and time with the councilman. We appreciate all that our area officials do for our residents.

At the end of the year, New Community Board Chairman Dr. A. Zachary Yamba retired from his position and became Chairman Emeritus. We thank him for his many years of service to NCC as a Board member and for taking on the role of Chairman after the passing of NCC founder Monsignor Linder in 2018. His leadership will certainly be missed but we can't thank him enough for his support and dedication to NCC and the community it serves. We wish him all the best in retirement.

Throughout 2023, New Community continued providing services to individuals of all ages, from the infants in our early learning centers to the youth in our after school programs and summer camp to the families and individuals in our housing to the students at New Community Career & Technical School to the seniors in our Extended Care Facility. We strive to improve the lives of all the people we touch each and every day and look forward to continuing our work.

Simone Gagneron
Chief Executive Officer

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Golfing for a Cause Returns to Benefit Youth



New Community Chief Executive Officer Simone Gagneron, third from right, and Chief Financial Officer Elizabeth Mbakaya, third from left, pose with Board Chairman Dr. A. Zachary Yamba, second from right, and his group of golfers at the 26th Golfing for a Cause.

New Community hosted its 26th Golfing for a Cause fundraiser on Oct. 5 to benefit its Youth Services Department and the Monsignor Linder Scholarship Fund. This was the first golf fundraising event NCC held since the COVID-19 pandemic. Supporters gathered at Cedar Hill Golf and Country Club in Livingston for 18 holes of golf and networking, along with an evening reception that included cocktail hour, dinner and raffle prizes.

New Community Board Chairman Dr. A. Zachary Yamba thanked everyone involved.

“To those who have sponsored this event, to the players, to the various donors and all the supporters we’ve had, we can’t thank you enough for what you’ve done for us,” he said.

New Community Board Member and Golf Committee Co-Chair Edgar Nemorin also expressed appreciation to sponsors, donors and staff members.

“As the old saying goes, it takes a village. And our



New Community Board Member and Golf Committee Co-Chair Edgar Nemorin takes a swing during Golfing for a Cause.

continued success is based on our village,” he said.

New Community Chief Executive Officer Simone Gagneron talked about how New Community has been changing lives for more than 55 years and is able to continue reaching 10,000 individuals each year thanks to ongoing support. She thanked all event sponsors, particularly Platinum Sponsors HUB International, Philadelphia Insurance and Withum.

“Early on in this planning process, you supported NCC. You said whatever NCC needs, we’re here for you. And we thank you and appreciate you for that,” she said.

HUB International Senior Vice President Bill Passarotti said it’s an honor to support the organization.

“I’m really passionate about what New Community does so it makes it so much easier as a partner when we believe in your mission to rally behind you,” he said.

Richard Rohrman, who retired from the position of CEO at New Community in 2021, served as



From left to right: New Community Board Members Fernando Colon, Diane Johnson and Edgar Nemorin with retired CEO Richard Rohrman and current CEO Simone Gagneron at the Golfing for a Cause reception.



Representatives from HUB International and Philadelphia Insurance, both Platinum Sponsors of the event.



the evening program’s emcee. He talked about the impact the Monsignor Linder Scholarship Fund has on young people’s futures. The scholarship helps send students to Catholic and private schools to give them a strong educational foundation and encourage them to continue on to college.

“It’s really changed lives,” he said of the scholarship fund named after New Community founder Monsignor William J. Linder.

Students from New Community’s Youth Services Teen Enrichment Network (T.E.N.) were in attendance and assisted with handing out raffle prizes during the reception. The T.E.N. program is designed for high school students to promote positive behavior, develop career awareness and assist with college readiness. The Youth Services Department also provides after school programs and summer camp for Newark youth, along with a variety of events for families, including a Back 2 School Jam, Halloween Party, Breakfast with Santa and family dances.

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NCC Hosts Newark Convening of BHEC Initiative



New Community hosted the BHEC Newark Convening on Oct. 25 and 26. Pictured from left to right: New Community Director of Community Engagement Richard Cammarieri; Urban League of Essex County (ULEC) BHEC Newark and Nourishing Newark Coordinator (Food Justice, Healthy Living and Sustainability) Dr. Michelle Scott; New Community CEO Simone Gagneron; Newark Mayor Ras Baraka, ULEC President and CEO Vivian Cox Fraser, and ULEC Opportunity Corporation Program Manager Nathaniah Josma.

New Community served as the host site for the Newark gathering of organizations and entities involved in the Building Healthier, More Equitable Communities (BHEC) initiative. The BHEC Newark Convening was held on Oct. 25 and 26 at Monsignor William J. Linder Plaza, New Community's corporate office location. The two-day event included participation from New Community, Newark Mayor Ras Baraka, Rutgers University Distinguished Professor of Law Dr. David Troutt, Urban League of Essex County, University Hospital and a variety of other organizations involved in the BHEC initiative.

The BHEC initiative, led by the Reinvestment Fund with funding from the Robert Wood Johnson Foundation, aims to address the social determinants of health through changes to the built environment and the community investment system in four New Jersey cities:

Asbury Park, Camden, Newark and Paterson. Those involved in the city teams for the four areas meet at convenings at each of the cities to delve deeper into the work being done in each location. Urban League of Essex County and New Community guide the Newark team.

New Community CEO Simone Gagneron welcomed the group to Newark and provided a brief history of NCC. She explained the progress the organization has made over the past 55 years thanks to partners like the Reinvestment Fund and Robert Wood Johnson Foundation that support initiatives like BHEC.

"BHEC has helped us engage with partners in our work in the community, and begin to make the case to funders and policymakers for additional investment and support in the communities we serve," she said.

Gagneron said gatherings like the BHEC Newark Convening allow for networking and for individuals to get a sense of the importance of their efforts.

"I hope you recognize that without you and the organizations you serve, the critical change work that needs to happen won't happen," she said.

Urban League of Essex County President and CEO Vivian Cox Fraser discussed her organization's efforts and how the BHEC initiative aims to have entities work together to tackle large issues.

"Through our collaboration, we seek to address the widening chasm of economic inequality, concentrated in generational poverty, poor health outcomes and intractable inequities in health and opportunities," she said.

Dr. David Troutt, Distinguished Professor of Law and Founding Director of Rutgers Center on Law, Inequality and Metropolitan Equity (CLiME), served as the keynote speaker for the BHEC Newark Convening. He discussed



New Community CEO Simone Gagneron welcomes attendees of the BHEC Newark Convening.



Newark Mayor Ras Baraka discusses the lack of housing during the BHEC Newark Convening.

CLiME's work of addressing issues of structural inequality and systemic racism, which includes the report *Who Owns Newark?* That research showed that about half of home purchases in Newark were made by institutional investors, primarily impacting neighborhoods with the highest proportion of Black residents and Black homeowners.

"It was driving up prices, it was driving people out, making it harder to enter as new homeowners and, of course, it was inextricably increasing rents because the whole model is a passive income model with steady gains," Troutt said.

CLiME also looked into the issue of affordable housing for Newark and found that the city lacks an adequate number of affordable units.

"The local measure determines that affordability in the city of Newark based on household income for renters would be \$763. And if that's what affordable means, we need 16,000+ units," he said.

Newark Mayor Ras Baraka talked about how the lack of housing in New Jersey and nationwide is the source of many of the problems residents face.

"Housing is the number one issue in this country," he said. "There's just not enough of it."

He said the lack of housing in the suburbs directly affects cities like Newark because those who grow up in the suburbs can't find affordable housing options in their hometowns. Because

of that, they move to cities like Newark which have cheaper housing options than where they grew up and often where they work. Those individuals then become part of gentrification, not because they're looking to displace people but because they don't have other options.

Baraka praised those in attendance for their efforts and said he hopes the work continues because Newark and cities like it need investment in housing, affordable housing and neighborhood health care facilities.

Dr. Colette Barrow Adams, Executive Director of Community and Population Health at University Hospital, and Jill Crawford, Principal at Type A Projects, talked about the collaboration between the two entities to develop 78 units of affordable housing with an 8,000-square-foot health clinic on the ground floor. The project includes 16 units of supportive housing for those experiencing long-term homelessness or housing instability. University Hospital refers patients to the supportive housing units and will run the health clinic, which will be a medical practice open to all.

New Community Director of Community Engagement Richard Cammarieri moderated a panel discussion with Newark Deputy Mayor Allison Ladd, Invest Newark and Newark Land Bank President and CEO Marcus Randolph and Newark Alliance and Newark Anchor Collaborative CEO Evan Weiss. The group discussed examples of collaborative and cross-sector strategies to advance equity that are happening in Newark.

Attendees of the BHEC Newark Convening also participated in group discussions to talk about successes and challenges they have experienced in their work as well as a bus tour of sites throughout Newark and a reception at Akwaaba Gallery, a Newark-based art gallery.

More information about the BHEC initiative can be found at bhecny.org.

Board Chairman Dr. A. Zachary Yamba Retires



New Community Board of Directors Chairman Dr. A. Zachary Yamba retired from his position with the organization, effective Dec. 31, 2023. Yamba joined the Board in September 2012 and became Chairman in June 2018

following the passing of NCC founder and Board Chairman Monsignor William J. Linder.

Yamba was involved with New Community long before his official capacity as a member of the Board of Directors. He was a parishioner of Queen of Angels Church where Monsignor Linder served as priest during the founding of New Community. He had been asked to join the Board prior to 2012 but declined because of his employment responsibilities. After he retired, he joined New Community's Board of Directors.

He has enjoyed being able to give back to the community through his work on NCC's Board.

"The myriad of services that New Community offers are critical to the total well-being of the community. And that has been my passion all along," Yamba said.

During his service with the Board of Directors, Yamba oversaw the re-syndication of NCC housing, helped lead the organization through the COVID-19 pandemic, established Board committees to have closer working relationships with NCC leadership staff, assisted in the re-accreditation process for New Community Career & Technical Institute, led NCC through times of leadership transition and helped relaunch the organization's Golfing for a Cause fundraiser following the pandemic.

NCC Interim Board Chairman Edgar Nemorin said Yamba has been an ambassador, advocate and steward to New Community.

"As Board Chairman, he successfully ensured that New Community Corporation continued its mission of providing services to the residents of Newark," Nemorin said. "Although he has resigned as a Board Member and Board Chairman of NCC, we know that he is only a phone call away to assist us in fulfilling our mission."

Under Yamba's direction, the Board worked with senior leadership after the onset of the COVID-19 pandemic to ensure the health and safety of NCC employees, residents and clients while maintaining the necessary services to the community. He also led the organization through two leadership transitions: the passing of Monsignor Linder and the retirement of CEO Richard Rohrman. He was instrumental in the search process for NCC's current CEO Simone Gagneron.

"Dr. Yamba defines what it means to be in public service. The dedication and support he has provided to New Community and the people of Newark is extraordinary," Gagneron said. "He has clearly set the stage for others to follow. I would like to thank him personally and professionally for his guidance."

Yamba said New Community's mission is just as relevant today as it was in 1968 when the organization was founded and that its offerings continue to be vital.

"It's my hope and prayer and certainly part of Monsignor's vision that these services will continue to be provided as long as we have people who need them," Yamba said.

[Click here to read the Special Edition Clarion highlighting Dr. Yamba's retirement.](#)

NCC Celebrates Extended Care Resident's 100th Birthday



New Community CEO Simone Gagneron, Newark Council Member at Large Louise Scott-Rountree, New Community Extended Care resident Edna Hill and Newark Mayor Ras Baraka, left to right, at Hill's 100th birthday celebration.

Every birthday is special, but turning 100 is an incredible milestone. New Community Extended Care Facility, 266 South Orange Ave., Newark, celebrated the 100th birthday of resident Edna Hill on Dec. 13. Newark Mayor Ras Baraka, Council Member at Large Louise Scott-Rountree, West Ward Councilman Dupré Kelly and New Community CEO Simone Gagneron joined Extended Care residents and staff in honoring Hill alongside her family.

When asked how it feels to be 100, Hill said, "I feel good. I'm blessed to be an old lady."

Baraka said he was happy to celebrate Hill's milestone birthday.

"I just pray that I make it to live as long as you," he said. "I wish you many more and good health especially. God bless you."

Scott-Rountree read the City of Newark resolution marking the date of the celebration and Hill's birthday.

"May God continue to bless you, be in you to



Newark West Ward Councilman Dupré Kelly speaks with 100-year-old Edna Hill during her birthday celebration at New Community Extended Care Facility as a family member looks on.

strengthen you, be beneath you to support you, go before you to guide you and put his loving arms of protection around you," she said.

Kelly shared the letter he wrote marking Hill's milestone birthday, discussing her contributions to her family, public service as a clerk and her church community.

"It is my sincere hope that the coming years and all of your years to follow are filled with wonderful experiences, new adventures and the fulfillment of your heart's desire," he said.

Gagneron expressed her congratulations to Hill and gratitude to all in attendance.

"On behalf of New Community, we are excited, we are blessed to have you all and we say thank you and happy birthday to Ms. Hill and everyone celebrating their birthday today," she said.

In addition to Hill, Extended Care recognized all residents who celebrate a birthday in December. They enjoyed a meal, cake, music and dancing.

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.

2023 Numbers

- 14 Properties
- 1,717 Apartments
- 29 Employees

Tenant Income Limits

- 89% Extremely Low Income
- 9% Very Low Income
- 2% Low Income



Douglas Homes, located at 15 Hill St., Newark, is one of New Community's eight buildings for senior and disabled residents.



A kitchen in one of New Community's apartments.

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.



Accounting firm Withum hosted Thanksgiving dinner for Harmony House families on Nov. 21 at Monsignor William J. Linder Plaza. Above, representatives of Withum pose with NCC CEO Simone Gagneron, CFO Elizabeth Mbakaya, Director of Mission Frances Teabout and Harmony House staff members. Below, a family enjoys the meal.



At right: Volunteer Sally Milad gives a backpack to a resident of Harmony House on Aug. 28 during the seventh back-to-school event she arranged for the families. Children received backpacks, school supplies, pizza and snacks. Boys got haircuts and girls got their nails done and their hair braided.

BY THE NUMBERS

Total population served in 2023: **489**
 Infants (ages 5 and under): **79**
 Children (ages 6-12): **130**
 Youth (ages 13-17): **60**
 Adults (ages 18 and over): **189**

At right: NCC CEO Simone Gagneron, center, with Harmony House Relocation Case Manager Emily Coote, left, and Senior Case Manager Cynthia Arroyo, right, at World Homeless Connect Day on Oct. 6 in Lincoln Park. The event was sponsored by Newark Emergency Services for Families (NESF) and Newark Council President LaMonica McIver.



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 (NJLWD). 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 in a real work environment and helps them in starting career positions with 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 with a ratio of 15 to 1. Program lengths range from six 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 help broaden students' knowledge base and network and prepare them for the careers they are learning about.

CURRENT PROGRAMS:

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

ACADEMIC & SKILL READINESS SUPPORT SERVICES:

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



NCCTI held graduation on June 30.

NEW EMPLOYER PARTNERS DEVELOPED IN 2023:

- CareWell Health Medical Center
- Job Haines Home
- Jiffy Lube
- Dr. James L. Kusnierz (OBGYN)
- Saint Michael's Medical Center (ER)
- St. John's Episcopal Hospital
- Hackensack Meridian Health
- Harrar Cafe
- A Jaaraama Cuisine
- Mavis Tire
- Newark Community Health Centers, Inc.
- RWJBarnabas Health
- Quality Auto Glass
- Tilcon New York Inc.
- Turner Construction Company
- S&A Auto Center
- Family MD Urgent Care
- Habitat for Humanity

2023 STUDENT DATA:

- **Consistent** student enrollment year over year
- **Increased number** of students graduated
- **Increased number** of students placed in field of program learning
- **17% increase** in graduation rate

BUSINESS CONTACTS/EMPLOYER PARTNERS:

- **34** business contacts
- **11** employers placed graduates
- **8** business partners that communicated with NCCTI at least five times, made visits and employed students

CAREER FAIR:

NCCTI hosted two Career Fairs in 2023, in February and in November. Both were open to students and the general public. There was a 128 percent increase in participation.

- **115 total participants** in NCCTI Career Fairs



The NCCTI Career Fair on Nov. 16 included a variety of employers, including University Hospital.



NCCTI welcomed Automotive Technician students during orientation on March 23.



NCCTI celebrated Medical Assistant Week on Oct. 18 with a pinning ceremony for its Medical Assistant Clinical and Patient Care Technician students.

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

The FOC aims to help NCCTI students and members of the community create a budget and improve their credit scores, as well as help them with their saving habits to increase financial stability.

In 2023, the FOC conducted **77 workshops for NCCTI students.**

The workshops included NCCTI's Financial Coach, Career Services Coordinator and Retention Specialist. Fourteen of the workshops included guest visitors.



Financial Coach Akeen Downes talks about the services she provides through the Financial Opportunity Center during the New Community Career & Technical Institute Open House on Aug. 16.

FOC Outcomes in 2023:

- 34 job placements
- 42 people with increased savings
- 33 people with increased net worth
- 20 people with increased net income

NCFCU

New Community Federal Credit Union

New Community Federal Credit Union (NCFCU) is a not-for-profit, cooperatively owned and governed, federally insured, NCUA-designated low-income credit union (LICU). NCFCU is a certified Community Development Financial Institution (CDFI) in good standing. It was founded with the specific mission of serving low- to moderate-income and minority communities beyond the reach of banks and mainstream credit unions.

NCFCU offers its members minimal-fee ATM services, allowing them to access cash 24/7, 365 days a year, in a safe and convenient environment. Additionally, members of NCFCU receive a fraud alert if their card is compromised, ensuring that their financial security is always a top priority.

In 2023, NCFCU served **3,784 members** and provided **35 new short- and long-term loans**. These loans are essential for the underserved community that NCFCU works with, where the average median income of members is below the county median income. Moreover, in 2023, NCFCU helped **14 clients receive first-time home buyer counseling**, and **21 members received post-purchase and financial counseling**.

The New Community Federal Credit Union is dedicated to providing its members with various services with minimal or no fees. These services include money orders, wire transfers, same-day ACH, cashier's checks, online statements, online loan applications, mobile access to accounts, checking/draft accounts, saving/regular share accounts and money market and holiday club accounts. Our goal is to offer a broad range of services that are affordable and accessible to our members.



OPERATING HOURS:

- Monday to Friday: 9 a.m. to 3 p.m.

WEBSITE:

- 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.

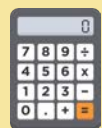
Personnel link individuals to New Community's Emergency Food Pantry, housing resources (through New Community and other area agencies), Essex County Division of Family Assistance and Benefits (Welfare) and furniture resources.

The Family Resource Success Center is housed in New Community's Health Care Building at 274 South Orange Ave., Newark, and can be reached by phone at 973-565-9500.



Family Resource Success Center Director Joann Williams-Swiney participates in Essex County Homeless Connect Day on Jan. 25.

Services Rendered in 2023:



Free Tax Prep: 98



Homeless Prevention/Rental Assistance: 393



Utility Assistance: 244



Gift Cards Given from FEMA Grant: 100

Emergency Food Pantry

New Community operates an emergency food pantry starting the first business day after the 15th of every month to aid individuals and families who are in need of food supplies.

Food is distributed out of the Resident Services office, located at 220 Bruce St., Newark, from 10 a.m. to 2 p.m. while supplies last.

There is also a Community Food Distribution that occurs at the same location on the first Tuesday of every month from 10 a.m. to 2 p.m. while supplies last.

In 2023, **4,363 people were served** at the New Community Emergency Food Pantry through donations from the Community FoodBank of New Jersey.



Better Life

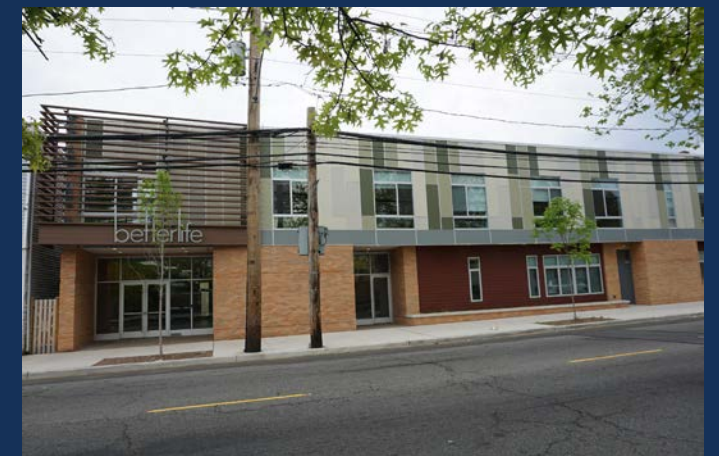
Better Life, which began serving members of the community in 2018, has three distinct offerings: an engagement center, respite services and supportive housing.

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.



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. Combined the centers served **186 children** for the 2023-2024 school year.

CHELC served **36 infants and toddlers** and **105 pre-K students** for a **total of 141 children** for the 2023-2024 school year.

HHELC served **32 infants and toddlers** and **13 pre-K students** for a **total of 45 children** for the 2023-2024 school year.



Harmony House Early Learning Center (HHELC) graduates on June 21.



Community Hills Early Learning Center (CHELC) celebrated Cultural Diversity Day on Feb. 22.



Community Hills Early Learning Center (CHELC) hosted a Trunk-or-Treat event for students on Oct. 31.



Community Hills Early Learning Center (CHELC) had an event for Valentine's Day and the 100th day of school on Feb. 14.

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.

The department served **2,903 youth** in 2023 with the following programs:

- After School Programs
- Saturday Fun Club
- Summer Camp
- Teen Empowerment Network (T.E.N.)
- Father-Daughter Dance
- Family Sneaker Ball Gala
- Back 2 School Jam
- Community Halloween Party
- Breakfast with the Grinch



One of the many Summer Camp 2023 trips.



The after school program Black History Month presentation on Feb. 24.



The Father-Daughter Dance on April 29.



The Halloween Party on Oct. 28.



Breakfast with the Grinch on Dec. 16.



The Family Sneaker Ball Gala on June 10.



The Back 2 School Jam on Sept. 16.

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.

NUMBER OF STUDENTS IN 2023:

- English for Speakers of Other Languages (ESOL): **563**
- Adult Basic Education, Pre- HSE, High School Equivalency (HSE): **218**
- Civics: **42**
- Computers (Google Docs): **49**
- **Total: 872**

FREE SERVICES:

- Eye Screenings: **104**
- Food Vouchers: **95**
- Back to School/Christmas Gifts: **71**
- Health Screenings: **65**
- Mammograms: **43**
- Immigration Workshop 101: **37**
- Nutrition: **35**
- Obamacare and ITIN: **25**
- Flu shots: **20**
- Financial Coach: **3**
- **Total: 498**

In 2023, the Adult Learning Center student population was made up of mainly non-citizens with the majority of students falling between the ages of 25 and 44. The majority of students identified as Hispanic-White with Ecuador being the highest place of birth for students. English for Speakers of Other Languages was the most popular program of study.

The Adult Learning Center was staffed with **11 part-time employees**: eight instructors and three administrative employees.

The center is open Monday through Thursday and can be reached by phone between the hours of 9 a.m. and 6 p.m. at 973-558-5536.



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.

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 chapel which is available for use by leaders of various faiths who may visit residents.



Extended Care Activities Director Yonette Semple gives a resident a gift during Adopt-a-Resident Day on May 17. The day is part of National Skilled Nursing Care Week.



Extended Care hosted a cookout for residents and staff members on May 19.



Extended Care Administrator Veronica Onwunaka hands a resident a token of appreciation during Adopt-a-Resident Day on May 17.



Extended Care held a Black History Month Celebration on Feb. 17.

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 in offices in Newark and Kearny.

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, along with 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 2023, 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.

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 Statistics for 2023

- **Total Intakes: 546**
 - Mental Health Intakes: 507
 - Substance Abuse Intakes: 39
- **Mental Health Individual Sessions: 5,939**
- **Substance Abuse Individual Sessions: 332**
- **Mental Health Group Participants: 294**
- **Substance Abuse Group Participants: 496**
- **Psychiatric Evaluations: 165**
- **Medication Monitoring: 369**



Representatives from Family Service Bureau of Newark (FSB) held a workshop at New Community Associates on July 28 for residents. The workshop was part of an initiative to introduce New Community residents to the services FSB provides.



Residents of Douglas Homes learned more information about FSB during a workshop in the building's Community Room on May 30.



FSB Director Christina Ward speaks to residents of Associates on Feb. 3 about the services the agency provides.



Residents of Associates had the opportunity to sign up for FSB's services during a substance abuse workshop on Feb. 3.

Resident Services

The Resident Services Department employs Resident Services Coordinators who provide personalized attention to New Community tenants as liaisons for specialized care and services for seniors, disabled adults and low-income families.

In 2023, the Resident Services Department provided the following:

- **7,901 home visits/quality-of-life inspections.**
- **6,293 activities** for residents.
- **8,000 cases** were managed.
- **2,020.43 case management hours.**



Gardens Senior residents play a round of bingo on Jan. 12 thanks to members of the Newark Police Department and Newark Fire Department.



Newark West Ward Councilman Dupre Kelly hosted a fashion show for Manor Family residents on Aug. 29 in the building's Community Room.

Services include:

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



Saint Patrick's Day at Manor Senior on March 17.



Associates residents enjoy a dinner in honor of Dr. Martin Luther King Jr. on Jan. 27.

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.

In 2023, SAIF served **642 clients**. The program provided **13,481 informational and other resources**.



Home Friend Program

The Home Friend Program is designed for seniors who need extra help with their daily living needs.

Seniors must be 60+ years old residing in Newark's Central Ward and have Medicare only to be eligible for this program.

In 2023, there were **8,329 client hours** performed for the Home Friend Program.

Human Resources

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

In 2023, the Human Resources Department continued to build on the successes of 2022 as an essential part of organizational development and most importantly in supporting NCC's mission. Our focus has been on aligning human resources strategies with the company's overall objectives, simultaneously being responsible for employee relations, policy administration, recruitment and benefits.

We strive to support NCC's mission by continuing to hire community residents, resulting in 51 percent of our workforce residing in Newark. Previous year recruiting trends continued in 2023. We are still contending for talent, as hiring needs increase and demand for higher pay was prevalent with candidates. In a positive direction, we saw the number of applicants increase 53 percent in 2023. This increase was a result of expanding recruiting sources and digital platforms. In addition, NCC partnered with colleges and vocational schools for the recruitment of health care and nursing staff. This collaboration resulted in many new employees joining the New Community team.

In 2023, the HR department participated in the Communication Department's Communications Task Force striving to enhance both employee and resident/client communications. Members of the committee included staff from several NCC service areas.

In addition to employee annual training, the Human Resources Department initiated additional staff development with a focus on employee wellness. We partnered with another nonprofit to facilitate several financial wellness sessions covering subjects including budgeting, getting fiscally fit and utilizing sound financial principles. Internally, FSB clinicians facilitated mental health sessions. 2023 staff development also focused on Property Management. Property Management and Finance staff were provided certification training to become Certified Occupancy Specialists. Training was held on site for a total of 24 staff members.

In 2024, the Human Resources team will focus on expanding recruitment and employee engagement. We will continue to strive to make New Community Corporation a place where employees will provide a direct impact to improve our communities.

2023 Employee Metrics

- Employees: **436**
- New Hires: **106**
- Applicants: **5,254**
- Newark Employee Residents: **51% of workforce**



NCC Human Resources Provides:

- Organizational Development
- Recruitment & Onboarding
- Employee Development & Training
- Employee Engagement
- Performance Management
- Risk Management & Compliance
- Labor Relations

Finance

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

In 2023, the Finance Department had **61** separate operating entity monthly reports, **40** tax returns filed and **25** audits completed.

2023 Financial Data

- Total Revenue: **\$81,077,797**
- Total Capital Expenditures: **\$584,016**
- Total Assets: **\$286,547,883**
- Total Utility Bill: **\$3,465,742**
- Total Medical Benefits: **\$2,785,217**
- Property Taxes Paid to City of Newark: **\$2,218,277**
- Total Insurance: **\$3,580,515**
- Annual Payroll: **\$16,605,102**

Security

New Community's Security Department is responsible for creating and maintaining a safe and secure environment for New Community tenants, employees and guests.

The safety of New Community is important to us. We accomplish this through the around-the-clock efforts of our dedicated security personnel who maintain a visible public safety presence.

We continue to collaborate with the Newark Public Safety Collaborative (NPSC) to help keep New Community safe through information sharing with the Newark Police Department and other public safety agencies that help with our commitment to public safety.

2023 Security Numbers

- Security Employees: **76**
- Incident Reports: **317**
- Task Force Site Checks: **1,834**
- Transports: **157**
- Post Inspections: **3,903**

At right: Longtime Security personnel William Folsom, Michelle Grier-Porch, Gerard Mansare and Jerome Barrow, left to right.



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.

2023 Numbers

- Completed Work Orders: **7,418**
- Total Employees: **75**
- Superintendents: **14**
- Administrative Staff Members: **5**

Chelsea-Warren Construction

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

In 2023, 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

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 2023, NCC was active in identifying and beginning to undertake new real estate development projects and continuing efforts on proposed projects. NCC has a number of opportunities to implement, 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 will house families and includes one-bedroom, two-bedroom and three-bedroom units. NCC is currently developing the sources of necessary capital and hopes to submit applications in 2024. 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 has also begun an initiative to provide first-time home-ownership opportunities. 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 on 15th Avenue, NCC plans to build another two-family unit at 20 Bathgate Place, which the organization 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. NCC is in discussions with New Jersey Redevelopment Agency (NJRA) for financing of the construction and pre-development cost.

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:

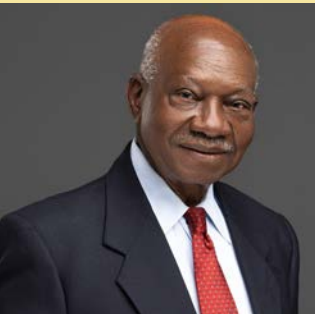


Supporters & Collaborators



Board of Directors & CEO

New Community has a Board of Directors and a Chief Executive Officer. In 2023, there were some departures of Board members.



Dr. A. Zachary Yamba
Board Chairman
(Jan. 1-Dec. 31)



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



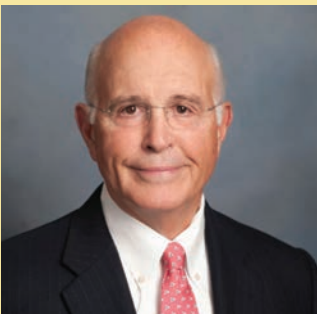
Mr. Anthony Marchetta
Board Member



Ms. Migdalia Martinez
Board Member
(Jan. 1-March 31)



Ms. Ingrid Rasmussen
Board Member
(Jan. 1-Sept. 1)



The Honorable Jerome St. John,
Board Member



Ms. Madge Wilson
Board Member
(Jan. 1-March 31)
Board Member Ex-Officio
(starting April 1)



Ms. Simone Gagneron
Chief Executive Officer

Stay Connected

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

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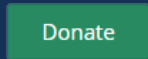


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NEW COMMUNITY



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Newark, NJ 07103

973-623-2800
newcommunity.org



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