

ANNUAL REPORT 2022



Newcap
Advocating. Believing. Achieving.

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ABOUT NEWCAP

Newcap was founded in November 1965 in Wisconsin, as a Wisconsin non-profit corporation and as part of the establishment of the community action network. The network was founded as President Johnson's first salvo on the War on Poverty. Newcap used to be an acronym standing for Northeast Wisconsin Community Action Program, but since 1973, we have been simply: Newcap, Inc. We have spent the last 55 years helping those living with the conditions of poverty have better lives while helping them find opportunities to improve their lives for the futures of themselves, their families, and their communities.

Newcap has the largest physical footprint of any community action agency in Wisconsin, fully operating in 10 counties. Nearly 15,000 square miles in total. We are the third-largest in population size we serve – over a half million lives!

In addition to our 36 programs, we work with partners in government and private organizations all across our service region to maximize the ability to serve residents in our area.

Governed by 30 member board of directors, our board structure is the first thing that makes community action agencies unusual in the nonprofit world. Since the time of our founding, from the original two counties through the eventual ten counties we now serve, we have had one representative appointed to our board from each of our "capped" counties. The second third of our board is made up of private representation across the broad spectrum of our communities ensuring we have voices from every sector at the table when we are strategizing solutions and understanding problems.

But, the single thing that makes community action agencies unique is the one-third of our board who are low-income consumers themselves. From the beginning days of community action, the concept of "maximum feasible participation," has been engrained in our work. We don't look at people who are living with the conditions of poverty and talk to them about what we view as the answers for the problems they are facing; We actively engage them at the table in the governance and strategic decision-making process to design strategies to meet those needs to their needs.

These board members are democratically selected from among their peers. We are constantly seeking to maintain a pool of ready board members for the seats. If you would like to be considered please contact our offices to get an application for the next round of elections.

In addition to our volunteer board of directors, our agency is managed by a professional leadership executive team. We have 10 individuals, the majority of whom themselves either grew up in limited economic means or faced challenges in their lives as well. While we don't claim to know everything our participants are going through, most of us have been there and have both empathy and understanding. We also have an almost pathological need to make a difference.

Our staff of over 100 highly motivated, deeply committed individuals work every day to help those that we serve.



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ABOUT COMMUNITY ACTION

Community Action Agencies (CAA) are private nonprofit or public organizations that were created by the federal government in 1964 to combat poverty in geographically designated areas. The CAA network was established under the Economic Opportunity Act of 1964, which was signed by President Lyndon Johnson and declared an “unconditional War on Poverty.” Status as a Community Action Agency is the result of an explicit designation by local or state government. A Community Action Agency has a tripartite board structure that is designated to promote the participation of the entire community in the reduction or elimination of poverty. Community Action Agencies seek to involve the community, including elected public officials, private sector representatives, and especially low-income residents in assessing local needs and attacking the causes and conditions of poverty.

MISSION, VISION, THE PROMISE



MISSION

Newcap's mission for over 50 years has been to move people from poverty to opportunities and economic security, while enhancing community development.



VISION

Our vision is a world of hope, inclusion, and social justice where poverty has been overcome, people are met where they dream, and all live with dignity and security.

The word "PROMISE" written in white chalk on a blackboard, with a red heart replacing the letter "O".

THE PROMISE OF COMMUNITY ACTION

Community Action change's people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community, and we are dedicated to helping people help themselves and each other.

EMPLOYMENT SERVICES

- **7** UNEMPLOYED **YOUTH** OBTAINED EMPLOYMENT TO GAIN SKILLS OR COME
- **35** UNEMPLOYED **ADULTS** OBTAINED EMPLOYMENT (UP TO A LIVING WAGE)
 - **21** UNEMPLOYED **ADULTS** OBTAINED AND MAINTAINED EMPLOYMENT FOR AT LEAST 90 DAYS (UP TO A LIVING WAGE).
 - **3** UNEMPLOYED **ADULTS** OBTAINED AND MAINTAINED EMPLOYMENT FOR AT LEAST 180 DAYS (UP TO A LIVING WAGE).
- **49** UNEMPLOYED **ADULTS** OBTAINED EMPLOYMENT (WITH A LIVING WAGE OR HIGHER).
 - **22** UNEMPLOYED **ADULTS** OBTAINED AND MAINTAINED EMPLOYMENT FOR AT LEAST 90 DAYS (WITH A LIVING WAGE OR HIGHER).
 - **1** UNEMPLOYED **ADULT** OBTAINED AND MAINTAINED EMPLOYMENT FOR AT LEAST 180 DAYS (WITH A LIVING WAGE OR HIGHER).
- **5** EMPLOYED PARTICIPANTS IN A CAREER-ADVANCEMENT RELATED PROGRAM ENTERED OR TRANSITIONED INTO A POSITION THAT PROVIDED INCREASED INCOME AND/OR BENEFITS.
 - **2 OF THE 5** EMPLOYED PARTICIPANTS INCREASED THEIR INCOME FROM EMPLOYMENT THROUGH WAGE OR SALARY AMOUNT INCREASE.
 - **2 OF THE 5** EMPLOYED PARTICIPANTS INCREASED THEIR INCOME FROM EMPLOYMENT THROUGH HOURS WORKED INCREASE.
 - **1 OF THE 5** EMPLOYED PARTICIPANTS INCREASED THEIR BENEFITS RELATED TO EMPLOYMENT.

EMPLOYMENT SERVICES CONT.

- Skills Training & Opportunities for Experience
 - Job Readiness Training: 4 individuals
- Career Counseling
 - Workshops: 9 individuals
 - Coaching: 124 individuals
- Job Search
 - Coaching: 397 individuals
 - Resume Development: 76 individuals
 - Interview Skills Training: 18 individuals
 - Job Referrals: 1 individual
 - Job Placements: 2 individuals
- Employment Supports
 - Coaching: 1 individual
 - Interactions with employers: 37 individuals
 - Employment Supplies: 1 individual



EDUCATION & COGNITIVE DEVELOPMENT

- **200** CHILDREN AND YOUTH WHO DEMONSTRATED IMPROVED POSITIVE APPROACHES TOWARD LEARNING, INCLUDING IMPROVED ATTENTION SKILLS.
 - ALL **200** WERE 9TH GRADE - 12TH GRADE.
- **14** PARENTS/CAREGIVERS WHO IMPROVED THEIR HOME ENVIRONMENTS
- **2** INDIVIDUALS WHO OBTAINED A HIGH SCHOOL DIPLOMA AND/OR OBTAINED AN EQUIVALENCY CERTIFICATE OR DIPLOMA.
- **3** INDIVIDUALS WHO OBTAINED A RECOGNIZED CREDENTIAL, CERTIFICATE, OR DEGREE RELATING TO THE ACHIEVEMENT OF EDUCATIONAL OR VOCATIONAL SKILLS.
- **3** INDIVIDUALS WHO OBTAINED AN ASSOCIATE'S DEGREE.



EDUCATION & COGNITIVE DEVELOPMENT CONT.

- Child/Adult Education Programs
 - Post Secondary Support: 18 individuals
- School Supplies
 - 45 individuals
- Extracurricular Programs
 - Behavior Improvement Programs (attitude, self-esteem, Dress-for Success, etc.): 21 individuals
- Adult Education Programs
 - Parenting Supports: 20 individuals
 - Post-Secondary Education Preparation: 16 individuals
 - Financial Literacy Education: 8 individuals
- Post-Secondary Education Supports
 - College applications, textbooks, computers, etc: 35 individuals
- Financial Aid Assistance
 - Scholarships: 1 individual



INCOME & ASSET DEVELOPMENT

- **155** INDIVIDUALS ACHIEVED AND MAINTAINED CAPACITY TO MET BASIC NEEDS FOR 90 DAYS
 - **69** INDIVIDUALS ACHIEVED AND MAINTAINED CAPACITY TO MEET BASIC NEEDS FOR 180 DAYS
 - **34** INDIVIDUALS OPENED A SAVINGS ACCOUNT OR IDA
 - **52** INDIVIDUALS INCREASED THEIR SAVINGS
 - **69** INDIVIDUALS USED THEIR SAVINGS TO PURCHASE AN ASSET
 - **51** INDIVIDUALS PURCHASED A HOME
 - **52** INDIVIDUALS INCREASED THEIR NET WORTH
 - **57** INDIVIDUALS ENGAGED WITH THE COMMUNITY ACTION AGENCY WHO REPORT IMPROVED FINANCIAL WELL-BEING
-
- Training and Counseling Services
 - Financial Coaching/Counseling: 267 individuals
 - Financial Management Programs (including budgeting, credit management, credit repair, credit counseling, etc). : 2 individuals
 - First-time Homebuyer Counseling: 16 individuals
 - Foreclosure Prevention Counseling: 193 individuals
 - Benefit Coordination and Advocacy
 - Health Insurance: 45 individuals



HEALTH & SOCIAL/BEHAVIORAL DEVELOPMENT

- **24** INDIVIDUALS DEMONSTRATED INCREASED NUTRITION SKILLS (E.G. COOKING, SHOPPING, AND GROWING FOOD).
- **1,187** INDIVIDUALS DEMONSTRATED IMPROVED PHYSICAL HEALTH AND WELL-BEING.
- **123** INDIVIDUALS DEMONSTRATED IMPROVED MENTAL AND BEHAVIORAL HEALTH AND WELL-BEING
- **4** INDIVIDUALS WHO IMPROVED SKILLS RELATED TO THE ADULT ROLE OF PARENTS/CAREGIVERS
- **3 PARENTS/CAREGIVERS** DEMONSTRATED INCREASED SENSITIVITY AND RESPONSIVENESS IN THEIR INTERACTIONS WITH THEIR CHILDREN
- **3 SENIORS (65+)** MAINTAINED AN INDEPENDENT LIVING SITUATION
- **56** INDIVIDUALS WITH DISABILITIES WHO MAINTAINED AN INDEPENDENT LIVING SITUATION
- **70** INDIVIDUALS WITH A CHRONIC ILLNESS MAINTAINED AN INDEPENDENT LIVING SITUATION



HEALTH & SOCIAL/BEHAVIORAL DEVELOPMENT CONT.

- Health Services, Screening, and Assessments
 - Immunizations: 82 individuals
 - Physicals: 299 individuals
 - Maternal/Child Health: 21 individuals
 - Health Insurance Options Counseling: 15 individuals
- Reproductive Health Services
 - Coaching Sessions: 789 individuals
 - Family Planning Classes: 68 individuals
 - Contraceptives: 352 individuals
 - STI/HIV Prevention Counseling Sessions: 251 individuals
 - STI/HIV screenings: 380 individuals
- Wellness Education
 - Wellness Classes (stress reduction, medication management, mindfulness, etc.): 405 individuals
 - Exercise/Fitness: 7 individuals
- Mental/Behavioral Health
 - Substance Abuse Screenings: 13 individuals
 - Mental Health Assessments: 191 individuals
 - Mental Health Counseling: 48 individuals
 - Crisis Response/Call-In Responses: 1 individual
- Nutrition and Food/Meals
 - Skills Classes (Gardening, Cooking, Nutrition): 33 individuals
 - Incentives (e.g. gift card for food preparation, rewards for participation, etc.): 16 individuals
 - Food Distribution (Food bags/boxes, Food Share Program, Bags of Groceries): 1,499 individuals
- Family Skills Development
 - Life Skills Coaching Sessions: 283 individuals
- Emergency Hygiene Assistance
 - Kits/Boxes: 1 individual

HOUSING

- **119** INDIVIDUALS EXPERIENCING HOMELESSNESS WHO OBTAINED SAFE TEMPORARY SHELTER
- **316** INDIVIDUALS OBTAINED SAFE AND AFFORDABLE HOUSING
 - **5,415** INDIVIDUALS WHO MAINTAINED SAFE AND AFFORDABLE HOUSING FOR 90 DAYS
 - **1,806** INDIVIDUALS WHO MAINTAINED SAFE AND AFFORDABLE HOUSING FOR 180 DAYS.
- **4,954** INDIVIDUALS WHO AVOIDED EVICTION.
- **207** INDIVIDUALS WHO AVOIDED FORECLOSURE
- **1,114** INDIVIDUALS EXPERIENCED IMPROVED HEALTH AND SAFETY DUE TO IMPROVEMENTS WITHIN THEIR HOME (I.E. REDUCTION OF ELIMINATION OF LEAD, RADON, CARBON DIOXIDE AND/OR FIRE HAZARDS OR ELECTRICAL ISSUES, ETC.)
- **1,100** INDIVIDUALS WITH IMPROVED ENERGY EFFICIENCY AND/OR ENERGY BURDEN REDUCTION IN THEIR HOMES.



HOUSING CONT.

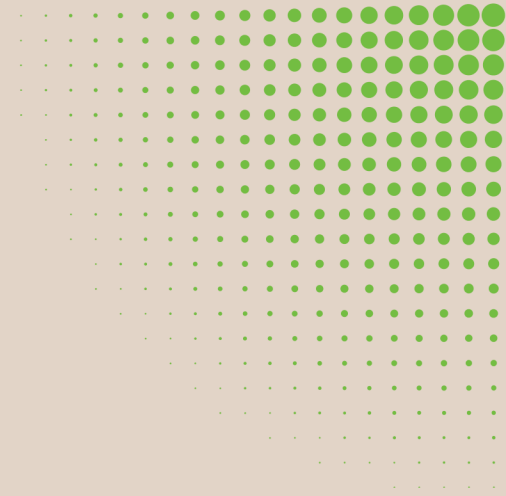
- Housing Payment Assistance
 - Financial Coaching/Counseling: 208 individuals
 - Rent Payments (including Emergency Rent Payments) : 6,991 individuals
 - Deposit Payments: 413 individuals
 - Mortgage Payments (including Emergency Mortgage Payments): 67 individuals
- Eviction Prevention Services
 - Eviction Counseling: 340 individuals
 - Landlord/Tenant Mediations: 49 individuals
 - Landlord/Tenant Rights Education: 20 individuals
- Utility Payment Assistance
 - Utility Payments (LIHEAP - includes Emergency Utility payments): 340 individuals
 - Utility Deposits: 60 individuals
 - Utility Arrears Payments: 282 individuals
- Housing Placement/Rapid Re-Housing
 - Temporary Housing Placement (including Emergency Shelters: 208 individuals
 - Transitional Housing Placements: 3 individuals
 - Permanent Housing Placements: 6 individuals
 - Rental Counseling: 17 individuals
- Housing Maintenance & Improvements
 - Home Repairs (e.g. structural, appliance, heating systems, etc. Including Emergency Home Repairs): 1,333 individuals
- Weatherization Services
 - Healthy Home Services (e.g. reduction or elimination of lead, radon, carbon monoxide and/or fire hazards or electrical issues, etc.): 889 individuals
 - Energy Efficiency Improvements (e.g. insulation, air sealing, furnace repair, etc.) 1,274 individuals

CIVIC ENGAGEMENT & COMMUNITY INVOLVEMENT

- **17** INDIVIDUALS INCREASED SKILLS, KNOWLEDGE, AND ABILITIES TO ENABLE THEM TO WORK WITH COMMUNITY ACTION TO IMPROVE CONDITIONS IN THE COMMUNITY.
 - **2 OF THE 17** PARTICIPANTS IMPROVED THEIR LEADERSHIP SKILLS
 - **4 OF THE 17** PARTICIPANTS IMPROVED THEIR SOCIAL NETWORKS
 - **16 OF THE 17** PARTICIPANTS GAINED OTHER SKILLS, KNOWLEDGE, AND ABILITIES TO ENHANCE THEIR ABILITY TO ENGAGE.
- Civic Engagement and Community Involvement Services
 - Leadership Training: 1 individual
 - Tri-partite Board Membership: 5 individuals



SUPPORTING SERVICES



- Case Management: 5,232 individuals
- Eligibility Determinations: 11,240 individuals
- Referrals: 17,117 individuals
- Transportation Services (e.g. bus passes, bus transport, support for auto purchase or repair; including emergency services): 23 individuals
- Emergency Clothing Assistance: 20 individuals
- Mediation/Customer Advocacy Interventions: 9 individuals



YEAR END COMPLETE NUMBERS



Total Individuals Served: 25,561

Total Households Served: 12,386

Gender:

Male: 10,568

Female: 14, 059

Age:

0-5: 3,021

6-13: 4,295

14-17: 1,864

18-24: 2,491

25-44: 8,061

45-54: 2,350

55-59: 1,048

60-64: 931

65-74: 978

75+ 431

Ethnicity/Race:

Hispanic, Latino, or Spanish Origins: 2,802

American Indian or Alaska Native: 3,086

Asian: 288

Black or African American: 3,723

Native Hawaiian/Pacific Islander: 58

White: 13,042

Other: 2,438

Multi-race: 527

YEAR END COMPLETE NUMBERS CONT.

Military Status:

Veteran: 290

Active Military: 25

Work Status:

Employed Full-Time: 3,787

Employed Part-Time: 2,247

Migrant or Seasonal Farm Worker: 5

Unemployed (short-term, 6 months or less: 2,210

Unemployed (long-term, more than 6 months: 2,554

Unemployed (Not in Labor Force): 1,856

Retired: 1,037

Education Levels:

Grades 0-8: 623

Grades 9-12/Non-Graduate: 766

High School Graduate: 455

GED/Equivalent Diploma: 42

12 grade+ some Post-Secondary: 150

2 or 4 years College Graduate: 25

Graduate of other Post-Secondary School: 22

Disabled: 2,207

YEAR END COMPLETE NUMBERS CONT.

Health Insurance Sources:

With Health Insurance: 10,386

Without Health Insurance: 369

Medicaid: 5,506

Medicare: 2,067

State Children's Health Insurance Program: 1,467

State Health Insurance for Adults: 1,426

Military Health Care: 75

Direct-Purchase: 126

Employment Based: 981

Household Type:

Single Person: 2,821

Two Adults, no children: 737

Single Parent Female: 1,984

Single Parent Male: 331

Two Parent Household: 968

Multigenerational Household: 152

Household Size:

Two: 2,490

Three: 1,600

Four: 1,094

Five: 626

Six or More: 658

Housing:

Own: 1,630

Rent: 4,573

Other Permanent Housing: 84

Homeless: 1,418