



## **United Passaic Organization**

## **Community Needs Assessment**

**June 2022**

**UNITED PASSAIC ORGANIZATION BOARD OF DIRECTORS**

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#### UNITED PASSAIC ORGANIZATION ADMINISTRATION

Dr. Janelle C. Hall, PhD – Executive Director

Darien Allen, M.A. - Fiscal Officer

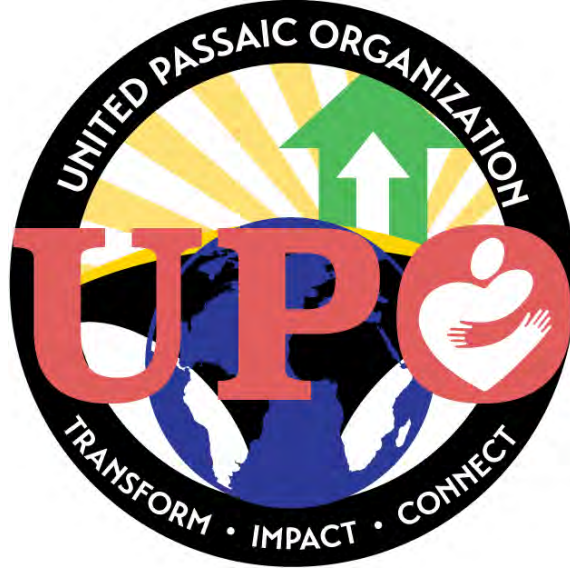
Deiby Martinez, B.A. - Director of Community Resources

Menatalla Fahmy - Food and Nutrition Coordinator

Rita Peguero - Community Resource Office Coordinator

Mwikali Muindi, M.Ed., Resource Development Coordinator

**Community Needs Assessment completed by Wanda T. Addeo, MA, CCAP, NCRI, owner of Addeo Enterprises LLC.**



Greetings and Salutations,

United Passaic Organization (UPO) is one of over 1000 community ACTION agencies nationwide tasked with eradicating poverty.

Our grassroots organization has been serving the residents of Passaic for over forty years. We use tools, resources, innovation, including this community needs assessment, to drive our programming and services offered through our agency. We can't do this work alone and appreciate all our community partners and donors alike for the help they provide UPO.

Thank you to our community partners, Board of Directors, and most importantly our clients that completed surveys or questionnaires to assist us in compiling this report.

With a community spirit,

*Dr. Janelle C. Hall*

Dr. Janelle C. Hall  
Executive Director

## *About United Passaic Organization*

### **OUR MISSION**

Through active advocacy, United Passaic Organization provides low-income families a chance at equitable rebirth by providing restorative resources for sustainable living. We seek to build and partner with people throughout Passaic and surrounding communities to elevate families and help fortify their next steps into a better quality of life.

### **OUR VISION**

United Passaic Organization is the one-stop-shop for eradicating poverty in the City of Passaic and surrounding areas. UPO's goal is to be the first stop for clients seeking assistance in the Greater Passaic Area as a trusted Community Hub providing resources and services addressing all of the community's needs.

### **OUR HISTORY**

United Passaic Organization was incorporated in 1981 by an interfaith group of clergy and laypeople, who wanted to improve the quality of life in Passaic by addressing issues of common concerns. In 1991, UPO was declared a Community Action Agency as a soldier in the War on Poverty receiving support from federal Community Service Block Grant funding. Over the years, the organization has developed a strong track record of effective service on behalf of the community's residents.

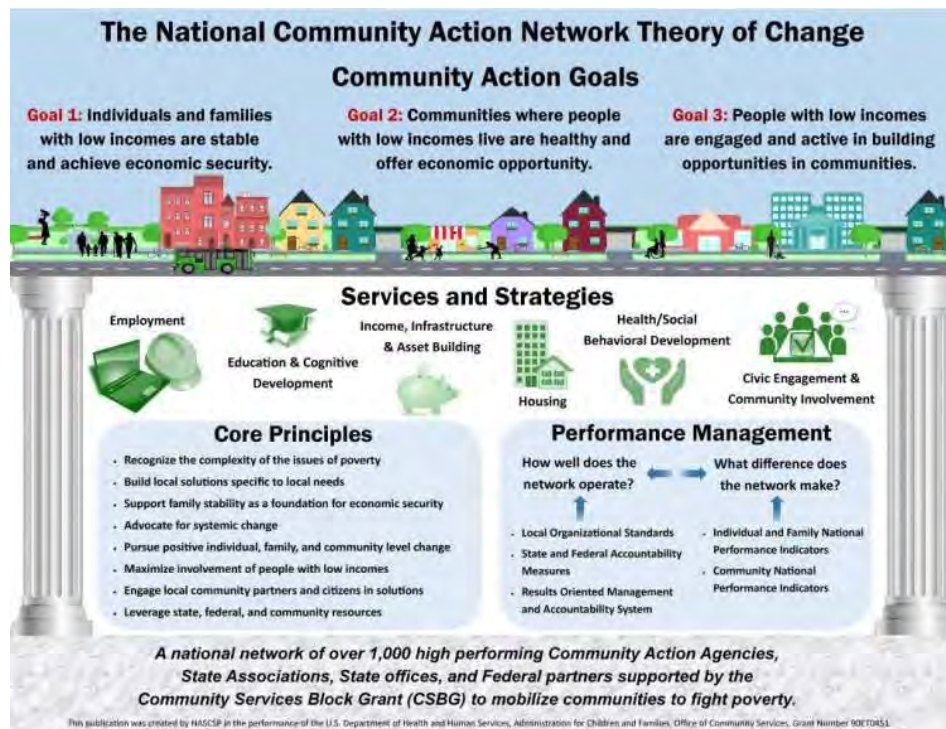
# ROMA

Results Oriented Management and Accountability (ROMA) is a results-oriented/evidence-based system of organizational management developed by the Community Action network to comprehensively evaluate community needs and leverage resources from federal, state, local, and private sectors to strategically address these issues.

The basic principles of ROMA include the following:

1. Development of a comprehensive assessment of community needs and resources
2. Development of a strategic plan based on the community assessment
3. Implementation of the organization's strategic plan
4. Observation and reporting of results
5. Program evaluation

The National Community Action Theory of Change was released by the network in 2017 as a graphical representation of the core principles, performance management framework, and services/strategies implemented and led by the Network to achieve the goals of Community Action across the nation.



This Community Needs Assessment was developed using input from key stakeholders including clients, community members, staff members, and board members using the following methods:

1. A survey tool was developed for clients and staff members to complete online.
2. A survey tool was developed for Board members and community stakeholders to complete online.

# About Passaic County



A total of 503,637 people live in the 186.01 square mile Passaic County area defined for this assessment according to the U.S. Census Bureau American Community Survey 2015-19 5-year estimates. The population density for this area, estimated at 2,708 persons per square mile, is greater than the national average population density of 92 persons per square mile.

Report Area	Total Population	Total Land Area (Square Miles)	Population Density (Per Square Mile)
Passaic County, NJ	503,637	186.01	2,708
New Jersey	8,878,503	7,355.54	1,207
United States	324,697,795	3,532,068.58	92

Data Source: US Census Bureau, [American Community Survey](#). 2015-19.

Based on April 2021 US Census data, the population for the City of Passaic, New Jersey is 70,537.



## Total Population by Age Groups, Percent

This indicator reports the percentage of age groups in the population of Passaic County, NJ.

Report Area	Age 0-4	Age 5-17	Age 18-24	Age 25-34	Age 35-44	Age 45-54	Age 55-64	Age 65+
Passaic County, NJ	6.80%	17.13%	9.80%	13.45%	12.60%	13.42%	12.54%	14.28%
New Jersey	5.85%	16.24%	8.68%	12.82%	12.81%	14.19%	13.53%	15.88%
United States	6.09%	16.53%	9.44%	13.87%	12.62%	12.96%	12.86%	15.64%

The following data is available from the April 2021 census for the City of Passaic, NJ.

Persons under 5 years	9.5%
Persons under 18 years	32.8%
Persons 65 years and over	8.7%

Total unemployment in the Passaic County, NJ area for the current month equals 13,568, or 5.5% of the civilian non-institutionalized population age 16 and older (non-seasonally adjusted). This indicator is relevant because unemployment creates financial instability and barriers to access including insurance coverage, health services, healthy food, and other necessities that contribute to poor health status.

Report Area	Labor Force	Number Employed	Number Unemployed	Unemployment Rate
Passaic County, NJ	248,475	234,907	13,568	<b>5.5%</b>
New Jersey	4,639,318	4,449,196	190,122	4.1%
United States	165,488,881	159,250,198	6,238,683	3.8%

*Note: This indicator is compared to the state average.*

*Data Source: US Department of Labor, [Bureau of Labor Statistics](#). 2022 - March.*

This indicator reports median household income based on the latest 5-year American Community Survey estimates for Passaic County, NJ. This includes the income of the householder and all other individuals 15 years old and over in the household, whether they are related to the householder or not. Because many households consist of only one person, average household income is usually less than average family income. There are 165,429 households in the report area, with an average income of \$93,352 and median income of \$69,688.

Report Area	Total Households	Average Household Income	Median Household Income
Passaic County, NJ	165,429	\$93,352	<b>\$69,688</b>
New Jersey	3,231,874	\$114,691	\$82,545
United States	120,756,048	\$88,607	\$62,843

*Note: This indicator is compared to the state average.*  
*Data Source: US Census Bureau, [American Community Survey](#). 2015-19.*

Within the Passaic County, NJ area 15.69% or 77,841 individuals are living in households with income below the Federal Poverty Level (FPL). This indicator is relevant because poverty creates barriers to access including health services, healthy food, and other necessities that contribute to poor health status.

Report Area	Total Population	Population in Poverty	Population in Poverty, Percent
Passaic County, NJ	496,049	77,841	<b>15.69%</b>
New Jersey	8,706,202	869,081	9.98%
United States	316,715,051	42,510,843	13.42%

*Note: This indicator is compared to the state average.*  
*Data Source: US Census Bureau, [American Community Survey](#). 2015-19.*

Based on US census data (2016-2020), the median household income for the City of Passaic, NJ is \$44,779 and the poverty rate is 27.1%.

28.17% of the population aged 25 and older, or 94,039 have obtained a Bachelor's level degree or higher. This indicator is relevant because educational attainment has been linked to positive health outcomes.

Report Area	Population Age 25+ with Bachelor's Degree or Higher, Percent
Passaic County, NJ	<b>28.17%</b>
New Jersey	39.71%
United States	32.15%

Note: This indicator is compared to the state average.

Data Source: US Census Bureau, [American Community Survey](#), 2015-19.

The adjusted cohort graduation rate (ACGR) is a graduation metric that follows a “cohort” of first-time 9th graders in a particular school year, and adjust this number by adding any students who transfer into the cohort after 9th grade and subtracting any students who transfer out, emigrate to another country, or pass away. The ACGR is the percentage of the students in this cohort who graduate within four years. In the report area, the adjusted cohort graduation rate was 82.6% during the most recently reported school year. Students in the report area performed worse than the state, which had an ACGR of 89.4%.

Report Area	Cohort Graduation Rate
Passaic County, NJ	<b>82.6%</b>
New Jersey	89.4%
United States	87.7%

Note: This indicator is compared to the state average.

Data Source: US Department of Education, [EDFacts](#), Additional data analysis by [CARES](#), 2018-19.

Within the report area there are 54,276 persons aged 25 and older without a high school diploma (or equivalency) or higher. This represents 16.26% of the total population aged 25 and older. This indicator is relevant because educational attainment is linked to positive health outcomes (Freudenberg & Ruglis, 2007).

Report Area	Population Age 25+ with No High School Diploma, Percent
Passaic County, NJ	<b>16.26%</b>

Report Area	Population Age 25+ with No High School Diploma, Percent
New Jersey	10.18%
United States	12.00%

Note: This indicator is compared to the state average.

Data Source: US Census Bureau, [American Community Survey](#), 2015-19.

According to US census data (2016-2020) for the City of Passaic, NJ, 67% of persons over age 25 have a high school diploma and 15.1% of persons over age 25 have a Bachelor's degree or higher.

This indicator reports information about formal evictions based on court records from 48 states and the District of Columbia, compiled by the Eviction Lab. The number evictions and eviction filings within the report area is shown in below. The "filing rate" is the ratio of the number of evictions filed in an area over the number of renter-occupied homes in that area. An "eviction rate" is the subset of those homes that received an eviction judgment in which renters were ordered to leave. For the year 2016, the Eviction Lab reports that, of 81,327 homes in the report area, there were 10,268 eviction filings, for an eviction filing rate of 12.63%. 13 of the eviction filings ended in an eviction, for an eviction rate of 0.02%.

Note: Not all counties have data that has been provided. Indicator data do not include information about "informal evictions", or those that happen outside of the courtroom.

Report Area	Renter Occupied Households	Eviction Filing Rate	Eviction Rate
Passaic County, NJ	81,327	12.63%	<b>0.02%</b>
New Jersey	1,225,526	12.05%	0.01%
United States	38,372,860	6.12%	2.34%

Note: This indicator is compared to the state average.

Data Source: [Eviction Lab](#), 2016.

This indicator reports the percentage of the households where housing costs are 30% or more of total household income. This indicator provides information on the cost of monthly housing expenses for owners and renters. The information offers a measure of housing affordability and excessive shelter costs. The data also serve to aid in the development of housing programs to meet the needs of people at different economic levels. Of the 165,429 total households in the report area, 74,626 or 45.11% of the population live in cost burdened households.

Report Area	Total Households	Cost Burdened Households, Percent
Passaic County, NJ	165,429	<b>45.11%</b>
New Jersey	3,231,874	37.79%
United States	120,756,048	30.85%

*Note: This indicator is compared to the state average.*

*Data Source: US Census Bureau, [American Community Survey](#). 2015-19.*

This indicator reports the number and percentage of owner- and renter-occupied housing units having at least one of the following conditions: 1) lacking complete plumbing facilities, 2) lacking complete kitchen facilities, 3) with 1 or more occupants per room, 4) selected monthly owner costs as a percentage of household income greater than 30%, and 5) gross rent as a percentage of household income greater than 30%. Selected conditions provide information in assessing the quality of the housing inventory and its occupants. This data is used to easily identify homes where the quality of living and housing can be considered substandard. Of the 165,429 total occupied housing units in the report area, 77,345 or 46.75% have one or more substandard conditions.

Report Area	Total Occupied Housing Units	Occupied Housing Units with One or More Substandard Conditions
Passaic County, NJ	165,429	77,345
New Jersey	3,231,874	1,235,193
United States	120,756,048	38,530,862

*Note: This indicator is compared to the state average.*

*Data Source: US Census Bureau, [American Community Survey](#). 2015-19.*

The Supplemental Nutrition Assistance Program, or SNAP, is a federal program that provides nutrition benefits to low-income individuals and families that are used at stores to purchase food. This indicator reports the average percentage of the population receiving SNAP benefits during the month of July during the most recent report year.

<b>Report Area</b>	<b>Total Population</b>	<b>Population Receiving SNAP Benefits, Percent</b>
Passaic County, NJ	501,826.00	<b>17.4%</b>
New Jersey	8,882,190.00	7.7%
United States	328,239,523.00	11.7%

*Note: This indicator is compared to the state average.*

*Data Source: US Census Bureau, [Small Area Income and Poverty Estimates](#). 2019.*

## *Survey Analysis*

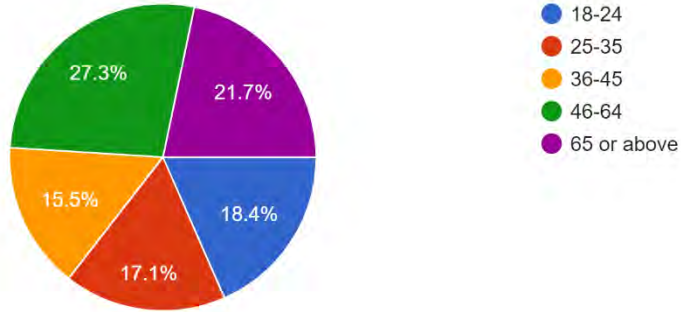
Our data indicates the following top needs in Passaic County and the City of Passaic:

1. Rental/Mortgage Assistance
2. Job Training
3. Soft Skills Training

# Survey Results

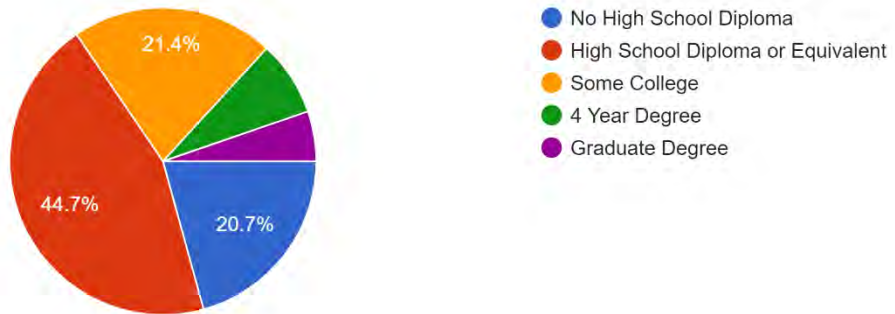
What is your age?

304 responses



What is your education level?

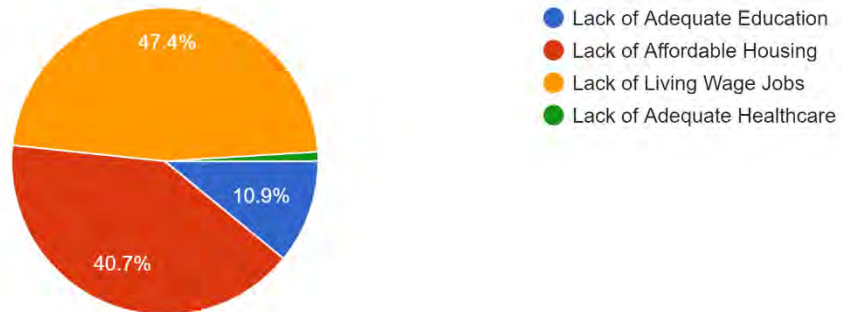
304 responses





What are the causes of poverty in your community?

302 responses



Are services for the homeless population needed in your community?

297 responses



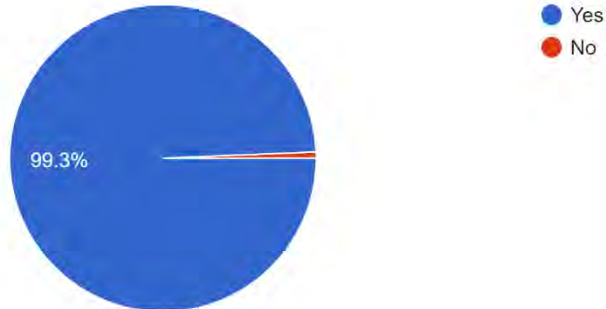
Is rental and/or mortgage assistance needed in your community?

302 responses



Is there a need for a home repair program (roof replacement, wheelchair ramps, etc) in your community?

305 responses



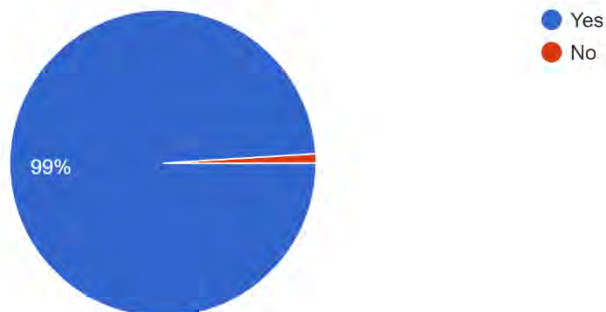
Is there a need for after school/youth services in your community?

297 responses



Is there a need for child care in your community?

303 responses



Is there a need for home delivered meals for homebound residents in your community?

302 responses



Is there a need for utility assistance in your community?

301 responses



Is there a need for immigrant counseling services in your community?

299 responses



Is there a need for free income tax preparation services in your community?

304 responses



Is there a need for job training in your community?

303 responses



Is there a need for soft skills training (resume building, checkbook balancing, etc) in your community?

301 responses



# *Board of Directors and Community Data Analysis*

A survey was sent to the Board of Directors and community members to gather input into the causes and conditions of poverty, needs of the community and ways that community members can help us help others.

## Causes and Conditions of Poverty

1. Families have low incomes.
2. Lack of Education

## Needs in Passaic County and the City of Passaic

1. Access to education
2. Access to employment training
3. Access to life skills training

# *Board of Directors and Community Questionnaire*

1. What are some of the causes and conditions of poverty in Passaic?
2. What are some needs you have identified in Passaic?
3. What programs do you think could meet these needs?
4. How can you help us meet these needs? What can we do to facilitate this?

## *WFO Client Demographics*

Gender	Number of Individuals	
	TOTAL	1752
	Female	1052
	Male	652
	Unknown/Not Reported	48
Age	Number of Individuals	
	TOTAL	1752
	0-5	158
	6-13	270
	14-17	140
	18-24	166
	25-44	349
	45-54	212
	55-59	136
	60-64	124
	65-74	125
	75+	72
Education Level	[Ages 14-24]	[Ages 25+]
	51	19

<b>Education Level</b>	<b>[Ages 14-24]</b>	<b>[Ages 25+]</b>	
<9 Yrs (0 to 8th Grade)	1	2	
12+ Some Post Secondary	2	8	
9-12/Non-Graduate	48	9	
<b>Disconnected Youth</b>	<b>Number of Individuals</b>		
Youth ages 14-24 who are neither working or in school	0		
<b>Health</b>	<b>Yes</b>	<b>No</b>	<b>Unknown</b>
Disabling Condition	276	1427	49
Health Insurance	1657	40	78
<b>Health Insurance Sources</b>			
TOTAL			1752
0-No Health Insurance			40
Insured-Employer Provided			8
Insured-Medicaid			1619
Insured-Medicare			6
Insured-State Health Insurance for Adults			1
Unknown/Not Reported			78
<b>Ethnicity</b>	<b>Number of Individuals</b>		
TOTAL	1752		
Hispanic / Latino	1245		
Non-Hispanic / Not Latino	412		
Unknown/Not Reported	95		
<b>Race</b>	<b>Number of Individuals</b>		
TOTAL	1752		
Asian	24		



<b>Ethnicity</b>	<b>Number of Individuals</b>
Black/ African American	333
Multi-Race/More than one race	34
Native Hawaiian or Other Pacific Islander	1
Other Race	1
Unknown/Not Reported	39
White	1320
<b>Military Status (*Adults Only)</b>	<b>Number of Individuals</b>
TOTAL	1184
Unknown/Not Reported	1183
Veteran	1
<b>Work Status</b>	<b>Number of Individuals</b>
TOTAL	1184
Employed-Full time	183
Employed-Part time (including multiple part time jobs)	10
Not in Labor Force	837
Unemployed (< 6 Months)	71
Unemployed (>6 Months)	7
Unknown/Not Reported	76

## *VPO Services Rendered*

Housing Payment Assistance	24
Utility Payment Assistance	2
Nutrition & Food/Meals	79
Eligibility Determination	83

## *Closing Impact Statement*

The United Passaic Organization has been meeting the needs of the low income citizens of Passaic, New Jersey for over 40 years. This Community Needs Assessment will serve as the tool to direct our focus for the next three years in our fight against poverty. We will continue our fight and continue to meet the needs of the low income, vulnerable citizens in Passaic, New Jersey for as long as we are needed.