

Somerset Community Action Program



2019

Community Assessment of the Needs of Individuals and Families in Somerset County, New Jersey

Approved by the Board of Trustees
June 20, 2019

Executive Summary

The Somerset Community Action Program (SCAP) is the designated Community Action Agency for Somerset County, New Jersey. SCAP's assignment is to develop and implement strategies that help the lowest income families and individuals in Somerset County move to economic self-sufficiency.

SCAP currently meets the challenge through a two-pronged strategy: (1) specializing in providing direct services; (2) working in collaboration with a network of community partners to provide services to the lowest income families and individuals in Somerset County. SCAP specialty services include: An Early Childhood Development program, and Financial Literacy Programs.

Every three (3) years SCAP is required to assess the needs of the low-income communities it serves by carrying out a community needs assessment, with a more in-depth community needs assessment carried out every third year. The purpose of this document is to share the results of the 2019 in-depth community needs assessment, which defines the current needs of low-income residents, gaps in services, areas of greatest needs, and service recommendations.

Content was developed based on data gathered and interpreted using a multi-faceted approach including: in-depth focus groups, surveys, and interviews with over 150 SCAP staff, clients, community partners, and community residents; data gathered from a range of third party sources including such sources as Boards of Education, The Somerset County Human Service's Advisory Council, Census 2010 and subsequent updates, and the Somerset County Department of Community Services.

Major findings include the following:

- The majority of the lowest income population resides in the Somerset County municipalities of Bound Brook, Franklin Township, Hillsborough, Manville, North Plainfield, Somerville, and Sound Bound Brook.
- Low income families need full day, year-round childcare in order to work a full day childcare. It is extremely important to them as expressed on the Childcare Parent Focus Group
- Families need quality-based, full day, year-round infant and toddler childcare as well, it is a significant expense for low income families in the county and difficult to afford.

Overview of Somerset County, New Jersey

Somerset County is one of the oldest counties in the country (settled in 1681). Once exclusively an agricultural economy, in the 1960s much of the farmland was sold and thousands of homes were built, transforming much of the county into suburban communities.

Somerset County within the State Of New Jersey

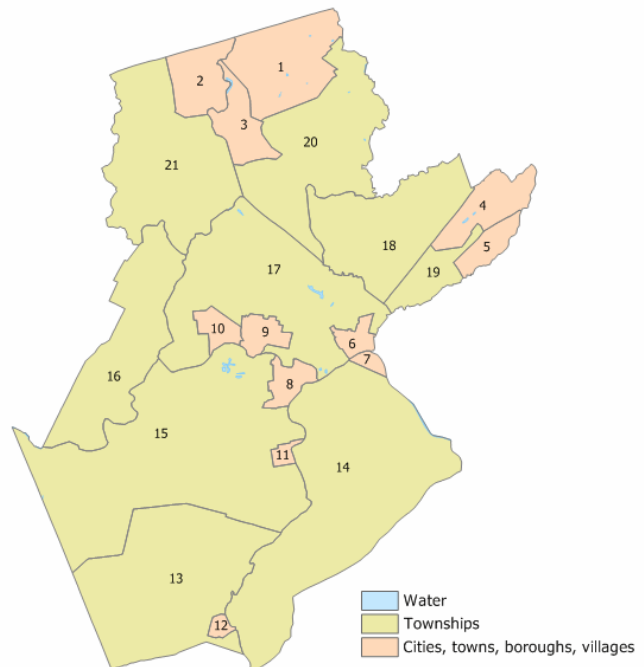


Since it is centrally located in New Jersey and easily accessible by car and railroad, over the next few decades many commuters from New York City, other areas of New Jersey, and Philadelphia moved into these growing municipalities.

Today Somerset County consists of 21 municipalities with 355,432 residents¹ living in a land area of 302 square miles and an average of 1,071 people per square mile.

Somerset County Municipalities

1. **Bernardsville**
2. **Peapack and Gladstone**
3. **Far Hills**
4. **Watchung**
5. **North Plainfield**
6. **Bound Brook**
7. **South Bound Brook**
8. **Manville**
9. **Somerville**
10. **Raritan**
11. **Millstone**
12. **Rocky Hill**
13. **Montgomery Township**
14. **Franklin Township**
15. **Hillsborough Township**
16. **Branchburg Township**
17. **Bridgewater Township**
18. **Warren Township**
19. **Green Brook Township**
20. **Bernards Township**
21. **Bedminster Township**

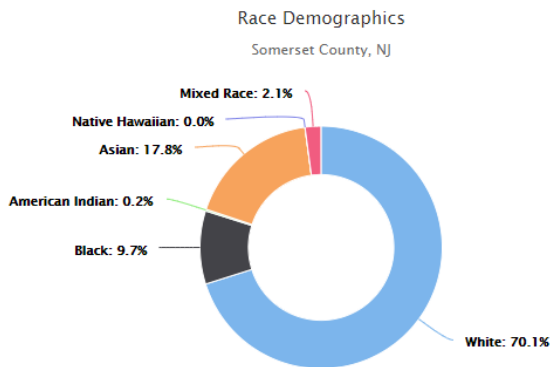


¹ US Census Bureau Quickfacts 2017

The per capita income is \$51,923 and the median household income is \$ 106,046.² 5.3% of the county population has been defined as living in poverty.³

There are 123,487 housing units, with 25.5% of them being in multi-unit structures. The county has a home ownership rate of 79.3%, and the median value of a home is \$422,800.⁴

Ethnically Somerset County composition is:



Population of Hispanic Origin, Pct. of Total Pop.	14.37%
Total Population of Hispanic Origin	47,897
Total Population⁵	333,316

Of people age 25 years or older, 53.1% have a bachelor’s degree or higher and 94.3% are a high school graduate or higher.⁶

There are 17 school districts, 4 of which are regional school systems.

The county has two colleges, Raritan Valley Community College in Branchburg (public) and Somerset Christian College in Franklin Township (private). Rutgers University in New Brunswick is located just over the Somerset County border to the east.

Two major interstates pass through the county (78 and 287). There are many county roads (512, 514, 518, 523, 535, 537, 539, 531, 533, 27, 28, 22, 202, 206), and 2 New Jersey Transit railroad lines (Raritan Valley Line, Gladstone Branch) that pass through the county. Public transportation is provided by several transit agencies.

Somerset County is governed by a five-member elected Board of Chosen Freeholders who employ a full-time County Administrator.

² Ibid

³ Ibid

⁴ DataUSA: <https://datausa.io/profile/geo/somerset-county-nj/>

⁵ Population of Hispanic Origin, Percent by County, ACS 2013-17 US Census

⁶ Ibid

Poverty in Somerset County, New Jersey

In 2016, the Somerset County Human Services Advisory Council conducted and reported on the county's priority populations. They found:

Somerset County contains a diversity of landscapes, population, and development with a balance between urban and suburban neighborhoods and rural areas. The County is located in central New Jersey's once Wealth Belt between Philadelphia and New York, where the cost of living is higher than most areas in the State. The population grew over a 6-year period (2010 to 2016). According to Census 2010, the County grew 8.7% from 2000 to 2010. Its 21 municipalities combine to form a diverse population of 297,470 in 2000 and 323,444 in 2010 to a projected 333,751 by the end of 2016 (American Community Survey Estimates 2010 to 2016).

There is a need for public transportation in the neediest areas of the County (Franklin Township, Somerville, North Plainfield, Bound Brook, South Bound Brook, and Manville). The NJ Transit, Somerset County Transportation, and the AMTRAK or NJ Transit (railroad) provide some public transportation in needy areas. The Somerset County Board of Social Services provides transportation for the aging, disabled, Temporary Assistance to Needy Families (TANF), and General Assistance (GA) clients.

Most of the TANF recipients, Food Stamp or Supplemental Nutrition Assistance Program (SNAP) recipients, and working poor reside in the municipalities of Franklin, North Plainfield, Somerville, Bound Brook, South Bound Brook, and Manville. In addition, most of the Free/Reduced Lunch children Pre-K to 12th grade live in these areas. Franklin Township is the largest municipality in the County, while North Plainfield and Bound Brook are the most densely populated areas. Most of the minority population resides in these older, more urban communities.

The municipalities of Bound Brook and North Plainfield have the highest percentage of Spanish speaking populations. The immigrant populations who live in the County have increased dramatically over the past decade will continue to increase and affect all human services.

Many agencies use interpreters or have bi-lingual staff who speaks Spanish, an Indian dialect or a Chinese dialect. According to the American Community Survey 2015 almost one-third (1/3) of all residents in Somerset County speak a language other than English while at home.

The immigrant population, who are part of the working poor, work in low wage jobs and often seek subsidized programs to assist them in their day-to-day life. The low-income access services that might include: TANF, GA, Medicaid, Food Stamps, Family Care, childcare, homeless programs and services, food bank assistance, prescription assistance, health care assistance, dental assistance, transportation, mental health programs, substance use disorder programs,

childcare, domestic violence services, adult day care, aging and disability services, as well as legal services and many other human services.

Some of these programs service a clientele that are 30% to 70% Hispanic/Latino. The unmet needs of affordable housing, transportation, and whole health care are very consistent in almost all Priority Populations.

These unmet needs of the population SCAP currently serves are:

- Priority Populations and Unmet Needs: Children and Families at Risk: Affordable Housing, Affordable Accessible Transportation, Substance Use Disorders, Prevention Activities, Support Services for Families, and Childcare
- Low Income: Healthy Safe Affordable Housing, Transportation, Financial Literacy/Credit Counseling, Legal Advocacy/Supportive Case Management, Ability to Meet Basic Needs/Including Food Security, and Employment/Job Training & Education⁷

Although Somerset County is one of the wealthiest counties in New Jersey and the nation, there are areas of Somerset County where significant poverty exists. It is not concentrated poverty like that of New Jersey’s urban centers; it is suburban-style poverty – less visible yet just as debilitating.

The following chart reflects the population of Somerset County’s 21 municipalities. Franklin Township, with 62,300 residents, and Bridgewater Township, with 44,464 residents, are by far the largest municipalities in Somerset County.

Population of Somerset County’s 21 Boroughs and Townships

Bedminster Township	8,165	Manville	10,344
Bernards Township	26,652	Montgomery Township	22,254
Bernardsville	7,707	North Plainfield	21,936
Bound Brook	10,402	Peapack & Gladstone	2,582
Branchburg Township	14,459	Raritan	6,881
Bridgewater Township	44,464	Rocky Hill	682
Far Hills	919	Somerville	12,098
Franklin Township	62,300	South Bound Brook	4,563
Green Brook Township	7,203	Warren Township	15,311
Hillsborough Township	38,303	Watchung	5,801
Millstone	418		⁸

⁷ Somerset County Human Services Priority Populations Plan 2016

⁸ US Census Bureau: 2000 & 2010 Census, Summary File 1 (Table P1)

U.S. Census Bureau: American Community Survey, Demographic and Housing Estimates, 2014

Somerset County Poverty by Age Ranges

2016 poverty estimates show a total of 17,318 persons living below the poverty level in the Somerset County, an increase of 1.6% since 2010.⁹ Poverty information is at 100% of the federal poverty income guidelines. Poverty by age group is broken out in the chart below.

Age	<i>Under 5 years</i>	<i>5 years</i>	<i>6 – 11 years</i>	<i>12-14 years</i>	<i>15 years</i>	<i>16-17 years</i>	<i>18-24 years</i>
Number	1,501	322	1,257	442	240	236	1,597
Age	<i>25-34 years</i>	<i>35-44 years</i>	<i>45-54 years</i>	<i>55-64 years</i>	<i>65-74 years</i>	<i>75 and over</i>	
Number	1,600	1,745	1,215	1,343	874	1,171	10

*Somerset County Municipality of Residence of Families in Poverty*¹¹

Female householders with related children under 18 years are most affected by poverty.

Families Living Below Poverty Line	All Families	Married Couples with Related Children under 18 years	Married Couples with Related Children under 5 years	Female Householder with related children under 18 years	Female Householder with related children under 5 years
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⁹ US Census Bureau, Small Area Income & Poverty Estimates. 2016

¹⁰ Source: U.S. Census Bureau, 2010-2012 American Community Survey, American FactFinder

¹¹ Ibid

Bedminster Township	0.8%	2.3%	0%	0%	0%
Bernards Township	3.2%	0.7%	0%	10.1%	0%
Bernardsville	1.1%	0%	0%	0%	0%
Bound Brook	5.3%	5.4%	0%	19.4%	34.9%
Branchburg Township	1.0%	0.6%	0%	0%	0%
Bridgewater Township	2.6%	1.6%	0%	11.8%	72.7%
Far Hills	4.1%	0%	0%	23.1%	100%
Franklin Township	4.0%	2.2%	3.4%	22.5%	6.8%
Green Brook Township	0.9%	0%	0%	0%	0%
Hillsborough Township	1.6%	0.8%	0%	10.6%	0%
Millstone	0%	0%	0%	0%	0%
Manville	3.9%	3.3%	0%	19.9%	0%
Montgomery Township	NA	NA	NA	NA	NA
North Plainfield	8.1%	6.9%	0%	29.7%	11.8%
Peapack & Gladstone	0.6%	0%	0%	0%	0%
Raritan	6.6%	6.5%	0%	44.2%	88.3%
Rocky Hill	0%	0%	0%	0%	0%
Somerville	3.4%	1.1%	0%	22.1%	55.6%

South Bound Brook	4.5%	0%	0%	43.8%	41.2%
Warren Township	1.0%	0.6%	0%	20.3%	NA
Watchung	3.0%	2.5%	0%	0%	NA

Number of People in Poverty in Somerset County by Municipality and Level of Poverty ¹²

This chart reflects all municipalities; those with the most low-income residents are highlighted.

All Individuals	50% below poverty	100% below poverty	150% below poverty	200% below poverty	Median Household Income	Per capita income
Bedminster Township	142	257	687	1,706	\$100,953	\$71,722
Bernards Township	407	449	1,375	2,905	\$121,275	\$63,696
Bernardsville	87	55	317	1,212	\$193,365	\$66,475
Bound Brook	114	464	2,282	6,073	\$79,145	\$27,075
Branchburg Township	68	128	331	1,220	\$119,413	\$52,267
Bridgewater Township	401	1,184	3,342	6,481	\$111,353	\$46,962
Far Hills Borough	28	4	93	143	\$124,750	\$107,085
Franklin Township	2,059	489	10,884	17,130	\$85,552	\$38,123
Green Brook Township						

¹² Ibid

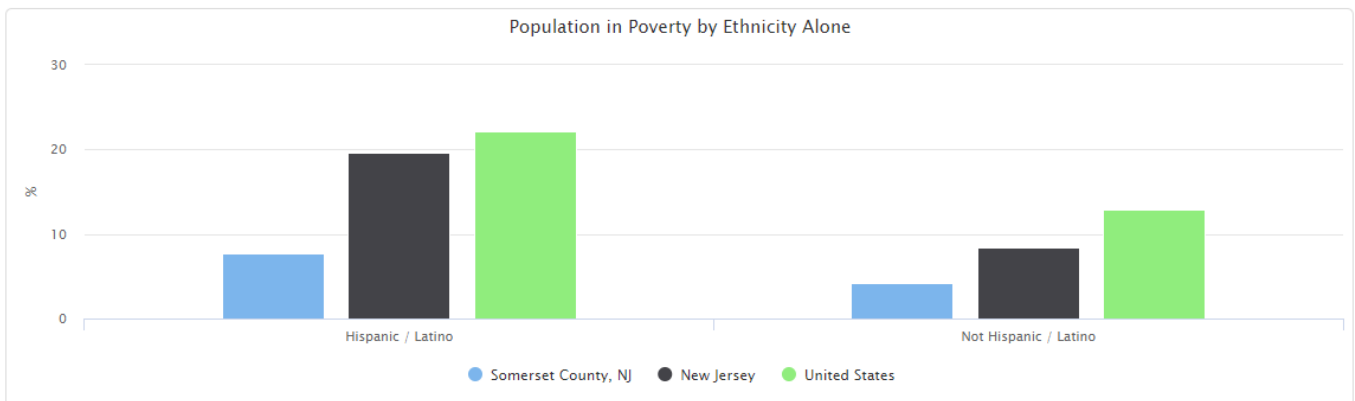
	45	53	414	922	\$119,792	\$51,151
Hillsborough Township	354	661	2,673	7,343	\$110,514	\$44,239
Millstone Borough	0	3	27	60	\$99,284	\$37,119
Manville Borough	326	250	1,595	4,477	\$55,489	\$27,773
Montgomery Township	249	37	633	1,496	\$150,126	\$64,499
North Plainfield	1,203	1,216	4,614	12,508	\$62,660	\$26,133
Peapack & Gladstone	20	54	127	489	\$125,952	\$63,952
Raritan	153	379	1,031	2,589	\$73,377	\$35,883
Rocky Hill	15	4	38	38	\$88,750	\$48,022
Somerville	228	407	1,525	4,367	\$72,665	\$31,374
South Bound Brook	58	127	423	1,051	\$75,063	\$33,573
Warren Township	69	138	504	1,110	\$142,105	\$72,165
Watchung	86	0	400	706	\$107,500	\$64,435
TOTALS	6,112	6,359	33,315	74,026		

SOMERSET MUNICIPALITIES WITH THE MOST POVERTY AND GREATEST NEED

Based upon the data above, the largest number of low-income groups with the greatest needs live in the municipalities of North Plainfield, Bound Brook, Manville, Somerville, South Bound Brook, and Franklin Township.

Population in Poverty by Ethnicity Alone

Report Area	Total Hispanic / Latino	Total Not Hispanic / Latino	Percent Hispanic / Latino	Percent Not Hispanic / Latino
Somerset County, NJ	3,684	12,061	7.76%	4.27%
New Jersey	340,748	597,504	19.61%	8.48%
United States	12,269,452	33,380,893	22.15%	12.96%



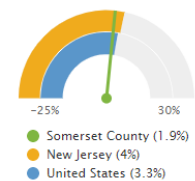
Poverty Rate Change (Age 0-17)

The poverty rate change for all children in the report area from 2000 to 2016 is shown below. According to the U.S. Census, the poverty rate for the area increased by [1.9%], compared to a national increase of 3.3%.

Report Area	Poverty Age 0-17 2000	Poverty Rate Age 0-17 2000	Poverty Age 0-17 2016	Poverty Rate Age 0-17 2016	Difference in Rate Age 0-17 2000 - 2016
Somerset County, NJ	3,157	4.1%	4,461	6%	1.9%
New Jersey	441,439	10.5%	567,522	14.5%	4%
United States	34,757,074	16.2%	42,341,696	19.5%	3.3%

Note: This indicator is compared to the state average.

Poverty Rate Change Age 0-17



PROBLEMS and CAUSES of POVERTY in SOMERSET COUNTY

The following are the main problems and causes of poverty in Somerset County.

1. Lack of Jobs and Employment Opportunities. New Jersey continues to have one of the highest unemployment rates in the nation as of July 2013 – 8.7% according to the New Jersey Bureau of Labor Statistics. Only 3 other states have higher unemployment rates.

Somerset County's unemployment rate is distinctly better as of June 2013 – 7.3%. This figure does not consider the many residents who: (1) are still unemployed but no longer receive unemployment; or (2) performed low wage jobs working on a “cash basis” and are no longer employed.

Cash payment and pay cards are common ways for low income, hourly wage workers to be paid. These include such jobs as food worker, housekeepers, clerks, day laborer, and those who for low paying jobs in offices, retail, factories, auto repair shops, etc. Because some low-income work for cash, low wage workers do not qualify for unemployment and are difficult to track. Traditionally those who work these jobs are among those who lose their job quickly in an economic recession. According to the Bureau of Labor Statistics, this figure can range up to 50% higher (equaling 11% in Somerset County) for those with less than a high school graduation.

2. Lack of In-Demand Job Skills for the Local Job Market. Based on the New Jersey Department of Labor and Workforce Development's latest releases, private industry jobs represent the largest employment sector in Somerset County, employing 151,321 workers.

The 7 largest industries in this sector are as follows:

- Professional and business services (38,921)
- Trade, transportation and utilities (32,896)
- Education and health services (21,782)
- Manufacturing (15,498)
- Leisure and Hospitality (12,453)
- Financial services (12,129)
- Information (6,474)

Many of the jobs within these industries that pay a living wage require higher work skills and training than low income workers possess. Without the required job market skills, low income workers have a much harder time acquiring a job, much less earning an income that will enable them to meet their basic needs.

Many low-income residents earn only enough to maintain a low-income standard of living, but do not have jobs skills that enable them to increase their income. According to a 2008 study carried out by Rutgers Center for Women and Work and New Jersey Policy Perspective, *Climbing the Ladder: How to Invest in New Jersey's Working Families*, despite being one of the nation's most affluent states, New Jersey is home to close to 200,000 families that have a working adult who earns too little in pay and benefits to adequately support themselves. The study found that despite having an adult breadwinner, one in five working families in the state is classified as low income, earning less than 200% of the federal poverty threshold. This study also found that the number of

low-income working families in the state has climbed by 16% since 2000, totaling about 750,000 mothers, fathers and children.

3. Lack of Local Market-Driven, Job Skills Training Programs. Programs are needed that effectively help low income workers understand the local job market and then prepare for local jobs that will enable them to earn a living wage. Existing programs do what they can, such as Venture and Venture, a human skills training center and management consulting firm with corporate offices in New Brunswick, N.J. and a training center in Somerset County's Workforce Investment Board (WIB) One-Stop Career Center. This center offers computers for: posting resumes and job searching; assessing skills, aptitudes and work experience; providing information on training providers and support services, training, employment counseling, job readiness preparation, programs for workers who have been laid off, workforce development program, adult basic literacy services and other assistance.
4. Lack of Subsidized Infant and Toddler Care Slots. According to Kids Count, in 2017 there are 166 licensed childcare centers in Somerset County with the capacity to serve 18,843 preschoolers.¹³ There are not enough affordable slots for infant and toddler care in Somerset County. Many low-income families with infants and toddlers need childcare, particularly female head of households who are either working or, if receiving TANF, required to work or attend training or classes. Additionally, the county has seen a loss in childcare vouchers in the past years.

According to a 2002 study "*Partnerships for Quality: Improving Infant-Toddler Childcare for Low-Income Families by Zero to Three*" and Mathematica Policy Research, not only is there an insufficient number of infant-toddler care slots, but most infant-toddler care quality is not good. Some families use extended family members, neighbors, and/or other local home care providers to care for their infants and toddlers. These care providers often: are not trained in best practice care strategies; are not regulated; and are not licensed environments to meet safety regulations

5. Limited Education. An increasing number of entry level jobs that enable workers to progress on a pathway toward becoming financially self-sufficient are now requiring more than just a high school degree; employers are increasingly seeking some level of college completion or other advanced educational training, skills development or degree.

In Somerset County there are 3,975 households in poverty that have less than a high school degree, and another 15,066 households in poverty that only have a high school degree.

¹³ New Jersey Kids Count Data Center 2018

Agency History and Services

The Somerset Community Action Program (SCAP) is a private non-profit organization that was one of the first few community action programs in the nation set-up in 1965 to implement the Economic Opportunity Act passed by Congress the previous year. This act served as the initial step in the war on poverty aspect of President Lyndon Johnson's Great Society program. The objective was to help the poor by enabling them to pull themselves from the grip of poverty. Since that time SCAP has been developing and refining programs and community partnerships that respond to the greatest needs of Somerset County's lowest income families and individuals.

SCAP's **mission** is to develop and implement long-lasting solutions to combat poverty by empowering low-income residents of Somerset County through economic self-sufficiency initiatives and programs. SCAP's **vision** is to be a change agent in the lives of low-income residents of Somerset County who are fighting poverty.

SCAP is managed by an Executive Director and Associate Director. SCAP is governed by a Tri-Partite Board of Directors as defined by federal regulations. The board has the fiduciary responsibility for the organization, as well as for strategic planning for the success of the its programs.

SCAP Services

Child Development Program (fee-based) – This program provides full day, year-round child development services to children ages 6 weeks to 5 years of age geared towards low to moderate income families in Somerset County.

Early child development services are currently provided at 155 Pierce St., Somerset. The Program Center has a capacity of 131 Children.

Summer Camp is provided to children 5 ½ to 13 years of age at the center. The summer camp program runs from the Monday following the closure of the Franklin Township School System to the Friday before its restart.

Nutrition Program - Children need nutritious meals to become efficient learners. The children enrolled in SCAP Child Development Program will receive nutritious meals to help improve their health and cognitive skills. For many of our children, these meals may be the only balanced meals they receive all day. SCAP staff monitors children's development to ensure they are on the World Health Organization's Infant Height and Weight Growth Chart or the Center for Disease Control and Prevention Chart for older children. In addition, SCAP has partnered with Wawa of Franklin Township to provide additional food to families to help cover weekend shortages.

Financial Literacy - The President's Advisory Council on Financial Literacy defines personal financial literacy as "the ability to use knowledge and skills to manage financial resources effectively for a lifetime of financial well-being." Personal financial literacy is

more than just being able to balance a checkbook, compare prices or get a job. It also includes skills like long-term vision and planning for the future, and the discipline to use those skills every day, and leadership to provide the right direction for sustainability and resilience. The SCAP Financial Literacy Program teaches low-income families these important concepts. Classes are led by financial professionals who are accustomed to working with our clientele. Additionally, SCAP partners Certified Public Accountants with families living in poverty to help them prepare budgets, track savings and build their credit rating.

Focus Group Outcomes

SCAP has engaged several groups to provide input into the current and future SCAP programming. The outcomes of the groups follow:

Parents Council Advisory Group – held April 3, 2019 in conjunction with the quarterly parents meeting a total of 12.8% of the parents participated in this focus group. The questions were derived from several nationally administered focus groups. The group was asked the following questions and their responses are noted:

- 1) What is important to you in raising your child?
 - a. Children are happy where they are at
 - b. Children develop manners
 - c. Children become considerate of others
 - d. Proper Education
 - e. They are properly provided for.
- 2) Are there things you hope your child will learn to do at SCAP before entering Kindergarten?
 - a. To become potty trained
 - b. To learn to read
 - c. To learn to write
 - d. To learn to do math
 - e. Meet State educational requirements before entering into Kindergarten
 - f. Become able to function independently
- 3) Do you think immigrant parents are reluctant to seek childcare for their children because they think it may affect their status?
 - a. Parents fear if their children are reported for any reason the parents will be reported to Immigration
 - b. If not US citizens, if there is trouble it flags them.
- 4) What is the most important reason why you use childcare for your child?
 - a. To be able to work
 - b. Socialization for their children
 - c. Receive a better education than home based care
 - d. To make the transition to Kindergarten easier
 - e. To learn exceptional manners before entering Kindergarten
- 5) When you were looking for someone to care for your child, how did you find SCAP? Why did you select SCAP?

- a. Referrals from others
 - i. Referral program very helpful
 - b. Lawn signs around town
 - c. Affordable price
 - d. Education is included with childcare
 - e. Location
 - f. Extended hours of daycare operations
- 6) When you think about your child in their SCAP childcare setting, what makes you feel comfortable about the care they are getting? What makes you feel uncomfortable?

Comfortable:

- a. A comfortable environment
- b. Children are happy to go to the caregivers
- c. That their children don't want to leave at the end of the day.
- d. The added security features make parents feel more secure
- e. Building smells clean without smelling like bleach
- f. Separation of Children by age.

Uncomfortable:

- g. Children of different ages are mixed together at the end of the day – parents are afraid older children will accidentally injure younger children.

- 7) What were you looking for in a childcare setting? What is important to you about your childcare at SCAP?
- a. Affordability
 - b. Program provides socialization, learning and growth opportunities
 - c. More than 1 caregiver watching their children
 - d. Classroom setup – how the rooms are divided into learning areas
 - e. A child had speech delays and the daycare help make the child more verbal.
- 8) What other services would you like to see provided in the community by SCAP?
- a. Activities for young adults
 - b. Transportation to and from the center for clients
 - c. Evening and weekend activities
 - d. Drop off before and after school care
 - e. Mother's Day and Father's Day celebrations
 - f. Talent shows at the end of the year
 - g. Date night coverage for parents
 - h. Weekend Educational Courses
- 9) What unmet needs do you, your family members, or neighbors have?
- a. Evening babysitting help
 - b. An opportunity board for services
 - c. Transportation to/from childcare
 - d. Services for promoting STEM interests for preschoolers
- 10) Is there any other questions or thoughts about the services SCAP could provide to the community you would like to share?
- a. Food for the family for the weekend

- b. CPR and First Aid Training for both children and adults care
- c. Swimming lessons
- d. Dance Lessons
- e. Art Lessons
- f. Music Lessons
- g. Service opportunities for the children and their families in the community
- h. Childcare newsletter
- i. Online Fee payments

SCAP STAFF – held on May 6, 2019. 100% of the staff members were in attendance. The questions were derived from several nationally administered focus groups. The group was asked the following questions and their responses are noted:

- 1) What would our community look like without poverty?
 - a. Excellent!
 - b. Everyone would have what they need
 - c. There would be resources available for anyone needing assistance
 - d. No homelessness
 - e. Independent people, not dependent on support services
 - f. People would not be dependent on government supports and services
 - g. There would not be a need for organizations like SCAP
 - h. Competition for scarce resources would be reduced

- 2) What keeps Somerset County families in poverty?
 - a. Lack of education
 - b. Lack of transportation
 - c. High cost of living
 - d. Lack of affordable childcare
 - e. Secondary education is too expensive
 - f. Lack of affordable housing
 - g. Lack of unskilled labor jobs
 - h. Unemployment
 - i. People dependent on the social service system for support who are work-eligible
 - j. The economic divide that exists in the county
 - k. Affordable Healthcare
 - l. Affordable Dental Care
 - m. The disparity between the affluent and poor in the county

- 3) What should SCAP be doing to further address poverty in Somerset County?
 - a. Market resources
 - b. Provide Rental assistance
 - c. Provide Security Deposit assistance
 - d. Provide Affordable Housing
 - e. Hold Parent Education meetings
 - f. Increased training opportunities for SCAP staff
 - g. Provide/direct people to Information and Referral

- h. Survey parents upon applying for SCAP services on additional unmet needs
 - i. Healthy living classes i.e, proper diet, exercise, drug abuse prevention
 - j. Promote Carpooling to services
 - k. Pre and After Care childcare services for school age children
 - l. Provide Energy Assistance to clients
 - m. Provide Weatherization services to clients
 - n. Open a food pantry or expand SCAP's relationship with the food banks
 - o. Expand volunteer services with probation and workforce volunteer services
- 4) Would you say you are satisfied with the current living situations in Somerset County?
- a. No,
 - i. cost of living is too high
 - ii. rent is too expensive
 - iii. infrastructure needs to be improved
 - iv. salaries are too low
 - v. limited access to food pantries
 - vi. wages are too low
 - b. Yes,
 - i. neighborhoods are nice
 - ii. people are nice
- 5) Do you think immigrant parents are reluctant to seek childcare for their children because they think it may affect their status?
- a. Yes, afraid to apply for assistance/subsidization
 - b. Possibly working illegally
 - c. No Social Security number to apply for services
 - d. No identification to apply for services
 - e. Fear of information sharing
 - f. Lack of driver's license hinders ability to drive children to program
- 6) What additional services do you think SCAP could or should provide to the residents of Somerset County?
- a. Tutoring for students grades 1 -12
 - b. Job training for adults
 - c. Clothing drives
 - d. Volunteer nurse for the SCAP program center
 - e. Counseling services
 - f. Utility Assistance
 - g. School supplies for children
- 7) What unmet needs do you, your family members, or neighbors have?
- a. Before and After care for school aged children
 - b. Affordable auto repairs
 - c. Teen programs and a place to hold them
 - d. Youth Counseling

- e. Lawn care services for seniors
- f. Financial assistance

- 8) Are there any other questions or thoughts about the services SCAP could provide to the community you would like to share?
- a. SCAP should look to meet the unmet needs of shut in seniors looking for home food deliveries.

Somerville Community Focus Group – held on May 30, 2019 this focus group was comprised of residents of Somerville and the surrounding communities and hosted by Shiloh Church. The questions were derived from several nationally administered focus groups. The group was asked the following questions and their responses are noted:

- 1) How do you define poverty?
 - a) Living paycheck to paycheck.
 - b) Less wealth and resources compared to others in neighborhood.
 - c) Unable to comfortably support yourself.
 - d) Unable to consistently meet basic needs.
 - e) Homeless

- 2) What's would our community look without poverty?
 - a) No homelessness.
 - b) Enough resources for all.
 - c) Community shared resources.
 - d) Better economy.
 - e) Better education/ more educated adults.
 - f) It's an unrealistic ideal/ would be non-existent

- 3) What keeps Somerset families in poverty?
 - a) Government and corporations taking from the poor.
 - b) Little high paying jobs/ too many low paying jobs.
 - c) Crime.
 - d) No factories or factory jobs.
 - e) High taxes (property, income, sales)

- 4) What should we do as a community to address poverty?
 - a) It's out of our control.
 - b) Improve the economy-support local businesses.
 - c) Support nonprofit agencies.
 - d) Push government for reform and more jobs.
 - e) Lower taxes
 - i) What should SCAP be doing to help this issue?
 - (1) More programs
 - (2) Referrals to other programs
 - (3) More focus groups
 - f) Pressure government for new policies
 - g) Lower taxes
 - h) Job creation.

- i) Spreading the wealth
- 5) Is employment a problem in Somerset County? If so, why?
- a) Yes, wages too low.
 - b) No job skills training.
 - c) Outsourcing.
- 6) If you could improve your current employment what area(s) would you focus on?
- a) Higher salaries.
 - b) Better working conditions.
 - c) Benefits. Retirement packages.
 - d) To be employed.
 - e) To not be overworked and underpaid.
 - f) Own your own business.
- 7) What are the county's strengths and barriers for employment?
- a) Strengths-
 - i) Lots of businesses.
 - ii) Resources and referral programs.
 - iii) Job fairs
 - b) Barriers-
 - i) Getting in the door/finding a job.
 - ii) Finding employees.
 - iii) Outsourcing jobs.
 - iv) Discrimination (age, race, gender, education)
- 8) What employment services would help you get employed or increase your income
- a) Training. Trade school.
 - b) Volunteering opportunities.
 - c) Education.
 - d) Transition programs (volunteer to employed, part time to full time employment)
- 9) Is affordable childcare a barrier to employment in Somerset County?
- a) Yes, can't find work.
 - b) Childcare too expensive.
 - c) No more daycare centers in office buildings for employees
- 10) Is the availability of affordable childcare in your community a barrier to increasing economic sustainability?
- a) Yes, can't find work.
 - b) Can't afford childcare.
 - c) Can't support family/ feed children and send them to childcare on one income.
- 11) Do you have any housing problems?
- a) Homeless for 2 years- living at the train station.
 - b) Rents are too expensive.
 - c) Apartment too small.
 - d) Can't afford a big enough space to be comfortable.

- e) Utilities too expensive.
 - f) Low quality of houses/ apartments (cheap walls, bad windows, broken stairs)
- 12) Do you feel you would lose your housing if you were to become unexpectedly unemployed?
- a) Yes, paycheck to paycheck.
 - b) Can't recover from temporary unemployment.
 - c) Cost of living statewide is too expensive.
- 13) To what extent are you able to stay in the same dwelling from year to year?
- a) Relatively well but could change at any time- same home for 20 years.
 - b) Not stable housing as situations change, too dependent on others like roommates and family and if their situation changes it directly affects housemates
 - c) 10 homes in past 3 years.
- 14) Do you feel you could purchase a home in your community? Why or why not?
- a) No, cost of living too high.
 - b) Cost of living is increasing but wages are not.
 - c) Property taxes are too high.
 - d) Houses are too expensive.
- 15) Is your food supply adequate?
- a) With the help of pantries and food banks only.
 - b) Only if we buy lots of nonperishable items.
 - c) Can't afford meats.
 - d) Learned to shop with a list and use coupons to cut costs and save money.
 - e) Learned to buy vegetables at farmers markets because they are cheaper.
- 16) Does your family have any barriers to obtaining and preparing nutritious meals?
- a) Yes, homeless. No refrigerator.
 - b) No stove.
 - c) Hard to get approved for food stamps.
 - d) Too many restrictions to qualify for assistance.
 - e) Poverty guidelines/ definitions are unrealistic and inaccurate.
- 17) Are the resources of WIC or Food Stamps available to you?
- a) No, don't qualify.
 - b) Yes, but not enough.
 - c) No, need children to qualify.
- 18) What unmet needs do you, your family members, or neighbors have
- a) Housing.
 - b) Food.
 - c) Transportation.
 - d) Healthcare.
 - e) Affordable childcare in Somerville.

- 19) Are there any other questions or thoughts about the services SCAP could provide to the community you would like to share?
- a) Childcare outside of Franklin (specifically Somerville).
 - b) Resource center with evening/ weekend hours.
 - c) Job training center.
 - d) Life skills training.
 - e) Etiquette training.
 - f) ESL classes

Bound Brook Community Focus Group – held on May 30, 2019 this focus group was comprised of residents of Bound Brook and the surrounding communities and hosted by the Salvation Army. The questions were the same as the Somerville Focus Group. Their responses are noted:

- 1) How do you define poverty?
- a) A lack of quality, clean housing
 - b) A lack of clothing
 - c) Shortage of food
 - d) Low personal hygiene
 - e) Lack of support services for senior and the sick
 - f) Low income employment with little or no disposable income for recreational activities.
 - g) Lack of resources for support services.
 - h) Homeless without food, clothing or food, especially during the winter.
 - i) A lack of medical and dental care
- 2) What's would our community look without poverty?
- a) Beautiful
 - b) Clean
 - c) Structured
 - d) High quality of life
 - e) No need for the Salvation Army or other nonprofit supports.
 - f) Less crime in the streets
- 3) What keeps Somerset families in poverty?
- a) Low wage jobs
 - b) High unemployment in the Latino Community
 - c) Language barriers
 - d) Single job income is not enough to sustain a family, many people are working two jobs just to meet basic needs
 - e) Immigrants are unable to secure employment due to being undocumented
 - f) Many educated immigrants' credentials do not transfer to the US
 - g) Immigrants are being cheated on wages because of language barriers

- h) Many Undocumented immigrants are without jobs. Many immigrants are professionals in their country, but their credentials do not transfer to the United State preventing them from gaining employment in their field.
 - i) Untrained labor pool
 - j) No local jobs
 - k) Unfair labor practices against immigrants
 - l) Discrimination
- 4) What should we do as a community to address poverty? What should SCAP be doing to help this issue?
- a) Just like in the Salvation Army, provide help in whatever they need
 - b) Comprehensive care in a “one stop” setting
 - c) Provide empowerment programs/training to help low income individuals and families
 - d) Add additional services for children and families
 - e) To know what the needs are by doing more demographic surveys to understand the needs. When results are in, see how SCAP can help.
 - f) Run a “flea market” to allow immigrants and low-income people to sell their handmade wares.
 - g) Workforce training to improve job skills
 - h) Childcare training for single mothers to allow them to do care in their homes
 - i) Run Support Groups for single mothers
 - j) Provide ESL Classes
 - k) Increase resources for undocumented individuals
 - l) Expand transportation services
 - m) Increase assessments to understanding and investigating the needs of all.
 - n) Provide a place for training and empowerment services to increase the resources to the community
 - o) Adding a type of school for people who work with kids, etc.
 - p) Increase job training to make people more employable and get better paying jobs
 - q) Have meetings like this more often.
- 5) Is employment a problem in our county?
- a) Yes, due to a lack of jobs undocumented people.
 - b) Jobs too far away, and there is a lack of transportation.
 - c) Low wages, underpaid jobs and high taxes.
 - d) Employments agencies overcharge and charge for transportation.
 - e) Work conditions are very poor.
 - f) Dangerous working conditions for immigrants
 - g) Immigrants easily get fired.
 - h) If you have no tools/skills for work, you get fired.
 - i) Forced to operate without training
 - j) Only available jobs are heavy work for women such as housekeeping.
 - k) Discrimination towards undocumented people.
 - l) Language Barriers

- 6) If you could improve your current employment what area(s) would you focus on?
 - a) Maintain a well working team
 - b) Building a good work environment
 - c) Provide ESL classes
 - d) Provide training and support for people that want to start their own business.
 - e) Provide training for job advancement. Many people get a higher position but do not receive a pay increase
 - f) More fairs to sell products.
 - g) Do more events such as today.

- 7) What are the county's strengths and barriers for employment?
 - Strengths
 - One Stop Center
 - Barriers
 - Lack of jobs for undocumented individuals
 - Language barriers
 - Lack of opportunities
 - No local employment opportunities, must travel

- 8) What employment services would help you get employed or increase your income?
 - a) Employment search assistance
 - b) No cost employment agencies – agencies take a fee from every paycheck and also charge for transportation
 - c) Expanded transportation services throughout the county. Indirect service is ½ the price of direct
 - d) Subsidized transportation/bus vouchers.
 - e) Bus vouchers

- 9) Is affordable childcare a barrier to employment in Somerset County?
 - a) Yes!
 - b) Families pay \$15.00 a day for childcare daily plus transportation costs for drop off and pick up
 - c) No affordable daycare in the Bound Brook area

- 10) Is the availability of affordable childcare in your community a barrier to increasing economic sustainability?
 - a) Working two jobs prevent parents from taking their kids to activities.
 - b) There should be more free/reduced cost activities for families. Recreational costs reduce usable income.
 - c) Waiting for the existing daycare to open means they work less and get paid less

- 11) Do you have any housing problems?
 - a) Rents are very high, barely affordable
 - b) There are no affordable housing units in the area

- c) Utility costs are very high
 - d) Landlords require unnecessary repairs for return of security deposits.
 - e) Need utility assistance
 - f) * Would requesting help for weatherization hurt the opportunity of bringing their children in from other countries? Steven Nagel to investigate
 - g) Single mothers can't afford the rents along with children's needs
- 12) Do you feel you would lose your housing if you were to become unexpectedly unemployed?
- a) Yes, not able to save due to high costs of living in the county.
 - b) Yes, have been homeless because of that in the past
 - c) Yes, Landlords don't care about tenants and if they were late paying, they would be evicted
- 13) To what extent are you able to stay in the same dwelling from year to year?
- a) If we have a job, then yes.
 - b) Not considering a rent increase
 - c) No if Landlords raise rates by \$100s every year
 - d) Inability to pay a rent increase caused one family's homelessness.
- 14) Do you feel you could purchase a home in your community? Why or why not?
- a) No, can't even afford rent.
 - b) No, need down payment assistance
 - c) Yes, but cannot secure a mortgage because of undocumented status
 - d) Yes because, I would be paying the same amount that I'm paying for rent, but We need to be documented to buy a house
- 15) Is your food supply adequate?
- a) Sometimes yes, sometimes no.
 - b) Sometimes in order to save I eat only once a day.
 - c) When there is no money sometimes families cannot buy nutritional items.
- 16) Does your family have any barriers to obtaining and preparing nutritious meals?
- a) No money means no food
 - b) Costs are very high - \$200 a week to feed a family of 4
- 17) Is your household food supply adequate? If not, what would help?
- a) No, depends on the Salvation Army Food Bank
 - b) Depends on funds – a better paying job would mean more food for the family
 - c) Other than the Salvation Army there are no other food banks in the area
- 18) Are the resources of WIC or Food Stamps available to you?
- a) Only if documented
- 19) What unmet needs do you, your family members, or neighbors have?

- a) There is a need for county wide Transportation both rail and bus. The system is very limited, keeping people out of work.
 - b) Buses need to run more often and all day
 - c) Need direct service to employment
 - d) Increase recycling to reduce waste
 - e) See if township/county can provide trash pickups for nonprofit orgs
 - f) Affordable and available dental care. There is a shortage for Bound Brook residents
 - g) Driver license for undocumented. Not having a license either keeps people out of work or makes them drive illegally.
 - h) Work permits for immigrants.
 - i) Teen events and activities to keep kids off the streets and from getting in trouble
 - j) Emergency Room diversion – more medical clinics
- 20) Are there any other questions or thoughts about the services SCAP could provide to the community you would like to share?
- a) A train station in Bound Brook would enable more people to get jobs. The closest now is in Manville and there is no transportation from Bound Brook to get there and back.
 - b) First time homebuyer classes

Childcare Providers Community Focus Group – held on June 3, 2019 this focus group was comprised of staff members of Community Childcare Solutions, the largest provider of subsidies for childcare centers in New Jersey and hosted in their office. The questions were taken from similar surveys used nationally. Their responses were:

- 1) What do you believe is important in the raising of a child?
 - a. Raised in a loving environment
 - b. Receives guidance from family and community
 - c. Receives supports from family and community
 - d. Receives attention from parents, family and friends
 - e. Understanding of their needs
 - f. People are patient with them
 - g. Raised in proper, stable and safe housing
 - h. Family stability
 - i. The child has a sense of security
 - j. The family has enough money to meet basic needs
 - k. Access to healthcare
 - l. Child has health insurance

- 2) Do you think immigrant parents are reluctant to seek childcare for their children because they think it may affect their status?
 - a. Yes, parents concerned about ICE coming to get them
 - b. Fear of being deported if using services

- c. There is a great deal of misinformation out regarding the ability to secure services
 - d. Yes, fearful of a sweep catching them if many undocumented families use services
- 3) What is the most important reason people use childcare for their child?
- a. Employment
 - b. To introduce structure into the child's life
 - c. Socialization
 - d. Learning
 - e. Child safety – unsafe housing or domestic violence
 - f. Time off for the parents
 - g. Prep for Kindergarten
- 4) What are people looking for in a childcare setting?
- a. Structure
 - b. Reliable staff
 - c. A safe environment
 - d. A clean building, especially floors and windows
 - e. How often the facility and toys are cleaned
 - f. Engaged children
 - g. Lots of books
 - h. Using a curriculum
 - i. Arrangements for naps
 - j. If provided, the quality of the food
 - k. Staff professional development
 - l. Postings of licenses and related materials
 - m. Friendly, courteous staff
 - n. Quality customer service
 - o. Displays children's work
 - p. Hours are accessible to parents with difficult transportation situations
 - q. Regular communications to parents – A daily report
- 5) What other services would you like to see provided in the community by SCAP?
- a. Transportation to and from childcare
 - b. Utility Assistance
 - c. Food Pantry
 - d. Be an Affordable Care Act entry point
 - e. Provide translation services
 - f. Provide ESL classes
 - g. Provide children with special needs supports
 - i. Care
 - ii. Language development
 - iii. Enroll special needs children in SCAP's childcare

- 6) What unmet needs do you, your family members, or neighbors have?
 - a. Better county wide transportation
 - b. Mental Health Services
 - c. Addiction Services
 - d. Employment and employment services
 - e. Training for jobs in the trade industry
 - f. Computer classes to increase employability

- 7) Are there any other questions or thoughts about the services SCAP could provide to the community you would like to share?
 - a. Transportation to childcare centers
 - b. Before and Aftercare services
 - c. Expand affordable childcare into other areas
 - d. Day Care drop off services (short term emergency care)
 - e. Mental health services
 - i. Offer evaluations
 - ii. Be a source of referrals
 - f. Children counseling
 - g. Parenting classes
 - h. Teen activities
 - i. Movie nights/family activities
 - j. Part time social worker to coordinate service

North Plainfield Community Focus Group – held on June 17, 2019 this focus group was comprised of residents, clergy and community leaders of North Plainfield and the surrounding communities and hosted by North Plainfield Councilwoman and SCAP Board Member Keiona Miller and held at the Community Center. The questions were the same as the Somerville/Bound Brook Focus Groups. Their responses are noted:

- 1) How do you define poverty?
 - a) Not enough income for basic needs
 - b) No discretionary money left after meeting basic needs
 - c) “Too much month left at the end of the month”
 - d) A family of two with income less than \$20,000

- 2) What’s would our community look without poverty?
 - a) Adequate housing
 - b) People would have fresh fruit and produce
 - c) No long lines at food pantries/soup kitchens
 - d) More volunteers as people would be working less
 - e) More homeowners
 - f) Better access to public transportation
 - g) Increased safety and walkability
 - h) It would look privileged with no need

- i) Increased recreational activities – community pool/basketball court/community rooms
 - j) More cultural activities
 - k) More parks
- 3) What keeps Somerset families in poverty?
- a) High taxes
 - b) High cost of living
 - c) Lack of employment skills
 - d) Low paying jobs
 - e) Lack of skilled trade workers
 - f) Inadequate education
 - g) High dropout rate
 - h) Lack of vocational training
 - i) Lack of public transportation
 - j) Lack of access to high quality primary and secondary education
 - k) Lack of resocialization programs for former convicts
 - l) Access to services
 - m) Lack of education funding
 - n) Lack of affordable housing
 - o) Lack of Senior Housing
 - p) Information and Referral
 - q) Immigrant services
 - i) ESL
 - ii) Cultural education
 - r) Lack of Financial Literacy education
 - s) Lack of commitment to eradicate poverty by individuals, corporations and government
 - t) Affordable childcare
- 4) What should we do as a community to address poverty? What should SCAP be doing to help this issue?
- a) Check on neighbors
 - b) Identify who is living in poverty
 - c) Paradigm shift – identifying the new poverty
 - d) Match organizations to needs
 - e) Increase access to resources
 - f) Upgrade substandard housing
 - g) Increase affordable housing stock
 - h) Add a rotating shelter for homeless families
 - i) Job Fairs for ages 16-24
 - j) Add career intensives outside of the school day for teenagers
 - k) Increase quality education
 - l) Implement a dress for success program
 - m) Hold computer training classes

- n) Increase adult education through a RVCC extension in North Plainfield
 - o) Increase resources for undocumented individuals
 - (1) Specific to SCAP – Increase access to services – hold an information and health fair – BP checks/Blood sugar, etc.
- 5) Is employment a problem in our county? YES
- a) Jobs are too far away, and there is a lack of transportation.
 - b) Low wages,
 - c) Underpaid jobs
 - d) High taxes force companies to move out of the county
- 6) If you could improve your current employment what area(s) would you focus on?
- a) Reduce barriers to starting small businesses
 - b) Companies should institute tuition reimbursement programs
 - c) More job training
 - d) Reduce outsourcing to foreign countries
 - e) Increase technology training to attract high tech companies to the area
 - f) Encourage entrepreneur incubators
 - g) Increase affordable childcare in the community
 - h) Hold off hour training to accommodate full time employees
 - i) Provide job readiness training for high school students
 - j) Increase life skills training
 - k) Involve senior citizens in mentoring young people and immigrants
- 7) What are the county's strengths and barriers for employment?
- Strengths
 - Small county size
 - Infrastructure
 - Expandable airspace
 - Barriers
 - Transportation
 - Representation of diversity
 - Geography – county is “land locked” and lacks space for companies to expand
- 8) What employment services would help you get employed or increase your income?
- a) Job training while working to increase skills
 - b) Resume writing workshops
 - c) Apprenticeships and mentoring
 - d) Continuing education classes
 - e) Recruitment incentives to employees to increase corporate diversity base
 - f) Institute veteran's employment programs
- 9) Is affordable childcare a barrier to employment in Somerset County? YES
- a) Need more local slots

- b) Need to have hours that meeting parents work hours
 - c) Work with the pre-school initiative to expand before and after care
- 10) Is the availability of affordable childcare in your community a barrier to increasing economic sustainability? YES
- a) Loss of wage hours to care for children
 - b) Lack of childcare prevents parent for workforce advancement
- 11) Do you have any housing problems? YES
- a) There are no affordable housing units in the area
 - b) High housing costs push multiple generations of families to live together
 - c) There is an excess of substandard housing
 - d) Illegal apartments without control
- 12) Do you feel you would lose your housing if you were to become unexpectedly unemployed? YES
- a) Not able to save due to high costs of living in the county.
 - b) People live paycheck to paycheck
 - c) Social Security does not provide enough funds to afford adequate housing
- 13) To what extent are you able to stay in the same dwelling from year to year?
- a) Yes, if in the housing controlled by the Rent Stabilization Commission (11+ units)
- 14) Do you feel you could purchase a home in your community? Why or why not? NO
- a) High taxes
 - b) High down payment
 - c) High utility costs
 - d) Undocumented and cannot apply for a mortgage
- 15) Is your food supply adequate?
- a) No –
 - i) Other costs prevent buying nutritious food
 - ii) Not enough houses of worship food banks to cover gaps
 - iii) Summer gaps in food donations
 - iv) Food Pantries are stretched
 - b) Yes –
 - i) Farmers Market provides low cost produce to low income families
- 16) Does your family have any barriers to obtaining and preparing nutritious meals? YES
- a) No money means no food
 - b) Food costs are high
 - c) Availability of food
 - d) Lack of transportation to food stores
- 17) Is your household food supply adequate? If not, what would help?
- a) More food pantries

- b) Lower cost food
- c) Transportation to supermarkets

18) Are the resources of WIC or Food Stamps available to you?

- a) Yes, but only if documented
- b) Training needs to be held on what items are WIC eligible
- c) Increase access to information and application

19) What unmet needs do you, your family members, or neighbors have?

- a) Helpers to assist the infirmed and seniors with tasks like lawnmowing
- b) Free legal services
- c) Literacy courses for adults
- d) Township wide communication system
 - i) WKMD – 1070 AM
- e) Wellness initiatives to increase individual health
- f) Drop in center for information and services
- g) Abandoned building watchdog
- h) Mental health counseling

20) Are there any other questions or thoughts about the services SCAP could provide to the community you would like to share?

- a) Initiatives to involve youth in all aspects of services

