

TROY COMMUNITY NEEDS ASSESSMENT

2020 Report



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Introduction

The Troy Foundation is a community foundation that aids in the philanthropic development for the people of Troy, Ohio, and surrounding area of Miami County. Its mission is to improve the lives and conditions for all people in the Troy community through aligning funding capabilities and the community's needs. In 2020, The Troy Foundation commissioned a community needs assessment in order to understand the needs of all communities in Troy and to identify strategic opportunities for organizational development, including being more intentional about reaching underrepresented communities of Troy. The Troy Foundation partnered with Measurement Resources Company (MRC), an independent research and consulting firm, to conduct this Community Needs Assessment. This Troy Community Needs Assessment report summarizes community-based and population-level data. This report is designed to assist The Troy Foundation and other community stakeholders in making strategic grant and program decisions that will improve the lives for all people in Troy. The Troy Foundation is sharing this report with community partners in the hope of facilitating conversation and building collaborative relationships for collective action toward the community's greatest needs.

Methods

The Community Needs Assessment findings are informed by multiple data sources, including a review of population-level secondary data and previous community reports; surveys of community members and service providers; and focus groups. All data sources were used to answer the following broad questions:

1. How is living, learning, working and raising a family being experienced differently in Troy?
2. What are the unmet needs of Troy residents?
3. What are the demographic, economic and health trends of Troy?

Data Sources

1. **Secondary Data:** Researchers reviewed secondary data focusing on the City of Troy, Piqua, and the State of Ohio, including:
 - The Troy Foundation's internal reports;
 - American Community Survey (ACS) data; and
 - Community partner and other organization reports.
2. **The Troy Foundation Community Partners Survey:** Residents' unmet needs were assessed by a survey of Troy leaders and service providers. The majority (74%) of survey respondents were Troy residents, and more than a third of respondents were employers in Troy and/or business owners. In addition, 26% of respondents were social service providers. Survey respondents also included: landlords (15%), health service providers (11%), educators (11%), elected officials (9%), public service providers (6%), mental health providers (4%), and non-elected city government employees (4%).

- 3. Troy Residents Survey:** A survey was conducted that specifically focused on racial minority communities and low-income residents in order to both identify community needs and to understand how needs and experiences vary in Troy. Community groups and social service partners helped distribute surveys to Troy residents. Surveys were offered in both English and Spanish. A total of 149 individuals responded. The majority of respondents had lived in Troy more than 20 years, are White and/or female. Of the total respondents, 28% are Black/African American, 8% are Hispanic, 2% are Asian, and 4% identified as multi-racial. Respondents represent a range of age groups from 18 to over 65 years.
- 4. Focus Groups:** Seven focus groups were conducted, representing the following unique Troy communities:
- Representatives of Miami County's Drug Free Coalition, including first responders and mental health, housing, addiction, and other social services in Miami County;
 - Adults who had received addiction and recovery services in Troy and/or provide peer support to Troy residents in recovery. Participants in this group were coordinated by Miami County Recovery Council;
 - Black or African American women, including parents, recent graduates, professionals, and social service providers;
 - Black or African American men, including parents, professionals, and social service providers;
 - Hispanic men and women, including parents, professionals, and social service providers;
 - A group of Troy residents, including parents, single mothers, retirees, business owners, and civil servants; and
 - Parents of elementary school students enrolled in English as a Second Language programs.

The City of Troy: An Overview

More than 25,500 people call the City of Troy home. Troy's population size has steadily increased over the past five years (2013–2018), increasing by over 750 people. During this time, the population for Troy has remained over 89% White/Caucasian, non-Hispanic. Six percent of Troy residents are primarily from minority groups who do not identify as Black/African American, and the Black/African- American population makes up 5% of Troy. Nearly 5% of Troy

residents do not speak English as the primary language in their homes. The majority of these households are speaking Japanese in the home, with less than 1% of households speaking Spanish as the primary language in the home. In addition, The Troy Foundation and the City and County governments, there are a large number of 501(c)(3) nonprofits within the community that assist with community-level and individual needs. Appendix D includes a comprehensive list of all non-profit organizations present in the Troy community (identified by address and city).



Summary of Findings

Strategic Focus Areas: A Call for Collective Action to Meet Troy Residents' Greatest Needs

Needs Assessment results uncovered five strategic areas that represent the greatest unmet needs of Troy residents. Meeting these community needs also calls for a collective effort among city, nonprofits, social service organizations, and other community groups. Furthermore, in utilizing this report, action towards meeting residents' needs can be data-driven, with the collective impact of community stakeholders also being measurable.

▷ **Strategic Focus #1: Public Transportation**

Availability of a public transportation system that is user-friendly, affordable, and useable for all shift workers was identified as the greatest community need. Lack of public transportation impacts all industries, private and public, including being able to access health or social services, job trainings, employment, and social events that build a sense of community. Of the surveyed community partners, 65% identified transportation as a need among Troy residents.

▷ **Strategic Focus #2: Childcare**

There is limited infant through pre-K childcare facilities in Miami County that are state certified and not enough space for all children in the community even in non-certified facilities. Over half of kindergarteners are not considered ready for kindergarten upon entry. Stakeholders perceive there are higher-paying jobs available for individuals able to work second and third shifts. Yet, workers are unable to access these jobs due to the cost and limited availability of childcare for these positions. Similar to transportation, lack of childcare impacts all industries. Of the surveyed community partners, 63% identified lack of childcare as an unmet need among Troy residents.

▷ **Strategic Focus #3: Behavioral and Mental Health**

Troy, like most communities across Ohio, has experienced rising levels of opioid and other substance misuse and addiction. Additionally, other behavioral health conditions have increased among all age groups. The community's youth have strong attitudes regarding the need for community leaders to prioritize behavioral health-related issues. The increased visibility into how mental health and addiction is afflicting more individuals throughout the community has increased the community's recognition of the need for more services to improve these conditions for residents. Of the surveyed community partners, 42% identified mental health care as a need among Troy residents.

▷ **Strategic Focus #4: Housing**

Affordable housing in Troy is a concern. Many new and younger residents are looking to live and start families in the community. During the focus groups, residents vocalized that houses are either too expensive, or affordable, but dilapidated. The lack of affordable housing keeps residents in a cycle of renting. As seen in the secondary data, renting costs in Troy are higher than the state average. Additionally, Black and/or African American neighborhoods that were formed, as a result of redlining policies, threaten home values and the ability for families to build generational wealth through homeownership. Of the surveyed community partners, 56% identified affordable housing as a need among Troy residents.

▷ **Strategic Focus #5: Diversity, Equity, and Inclusion Lens**

While focusing efforts towards the above focus areas will improve lives in Troy, intentional action will need to be taken to ensure all communities in Troy can benefit from such efforts. The diversity of Troy, such as income levels, disability levels, racial groups, education levels, age groups, and language groups, means that residents experience living, working, going to school, and raising families in Troy differently. This report identifies how different community groups also experience accessing services differently in Troy. A diversity, equity and inclusion lens applied to each strategic focus area will promote funding decisions that are intentional about reaching all residents and more culturally relevant strategies to implement effective programming for all residents of Troy.

In order to address unmet needs, Troy leaders and community partners will need to address the factors that are contributing to these unmet needs. More than a third of community partners agreed that funding restraints, low level of coordination among service providers, and a lack of community infrastructure to address needs are reasons why needs are not being effectively met in Troy. Approximately half of community partners (47%) indicated that the reason these needs are unmet is the lack of awareness of these needs among community providers. The goal of this report is to increase such awareness.

Residents’ Perceptions of Troy and the Community’s Needs

Overall, most residents reported feeling safe, welcomed, and able to pursue their goals in Troy (Figure 1). Yet, one in four of respondents disagree that Troy leadership makes decisions in their (residents’) best interest and one in five of respondents disagree that most people in Troy care about them or their community. Hispanic and Black respondents to the resident survey, on average, had lower rates of agreement that they feel safe, are welcomed, are respected, and are considered by leadership in Troy than White residents (Figure 2).

Figure 1. To what extent do you agree with the following statements?

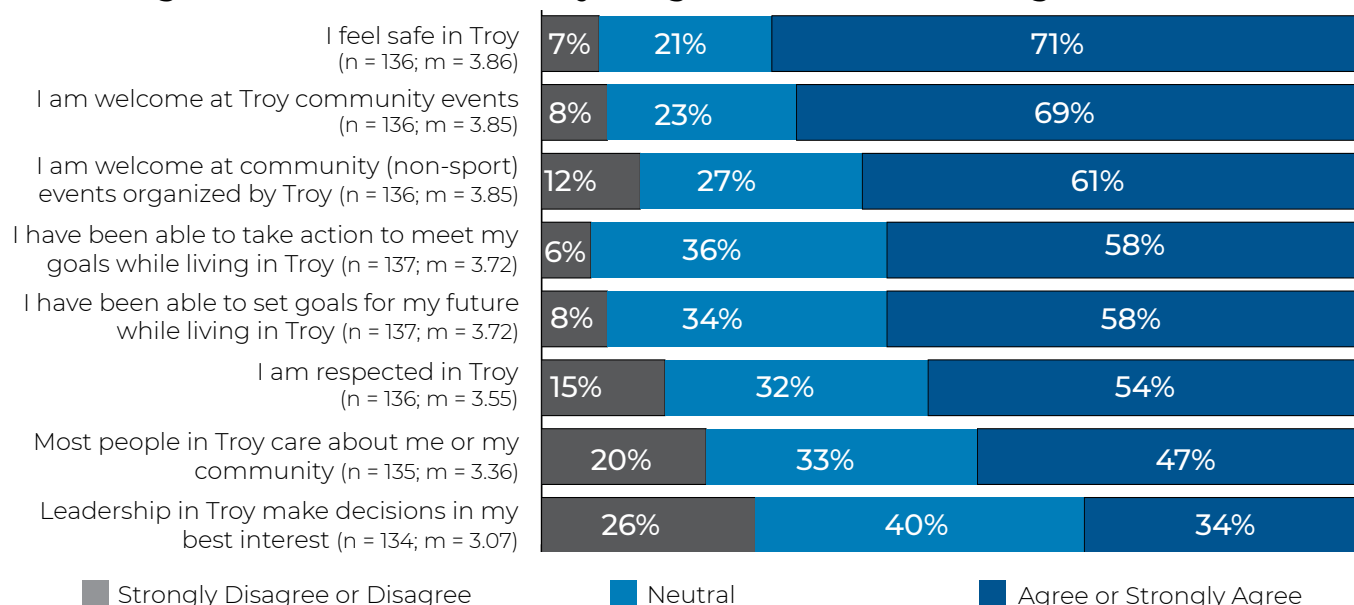
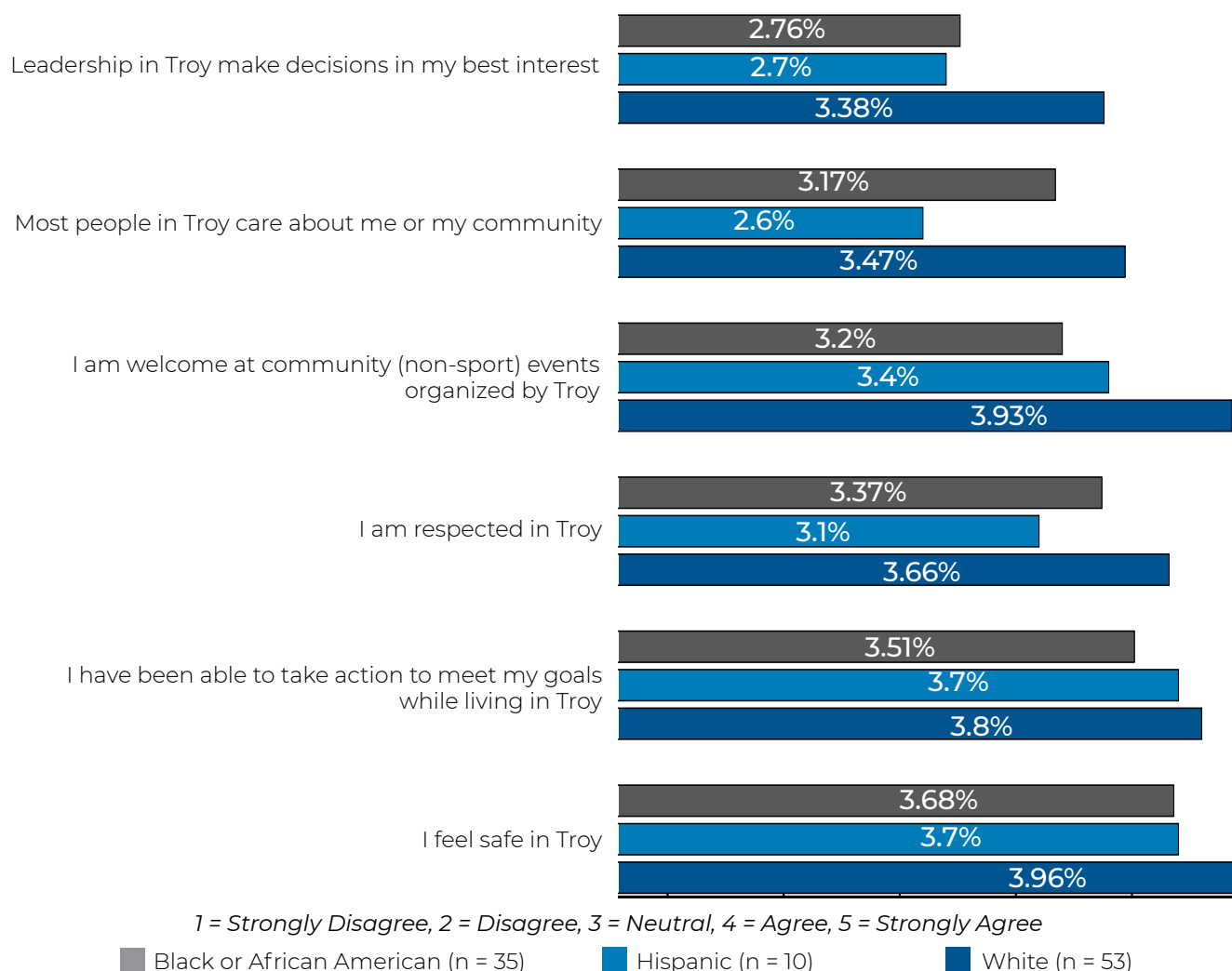


Figure 2. Comparison of How Residents Agree with Statements by Race



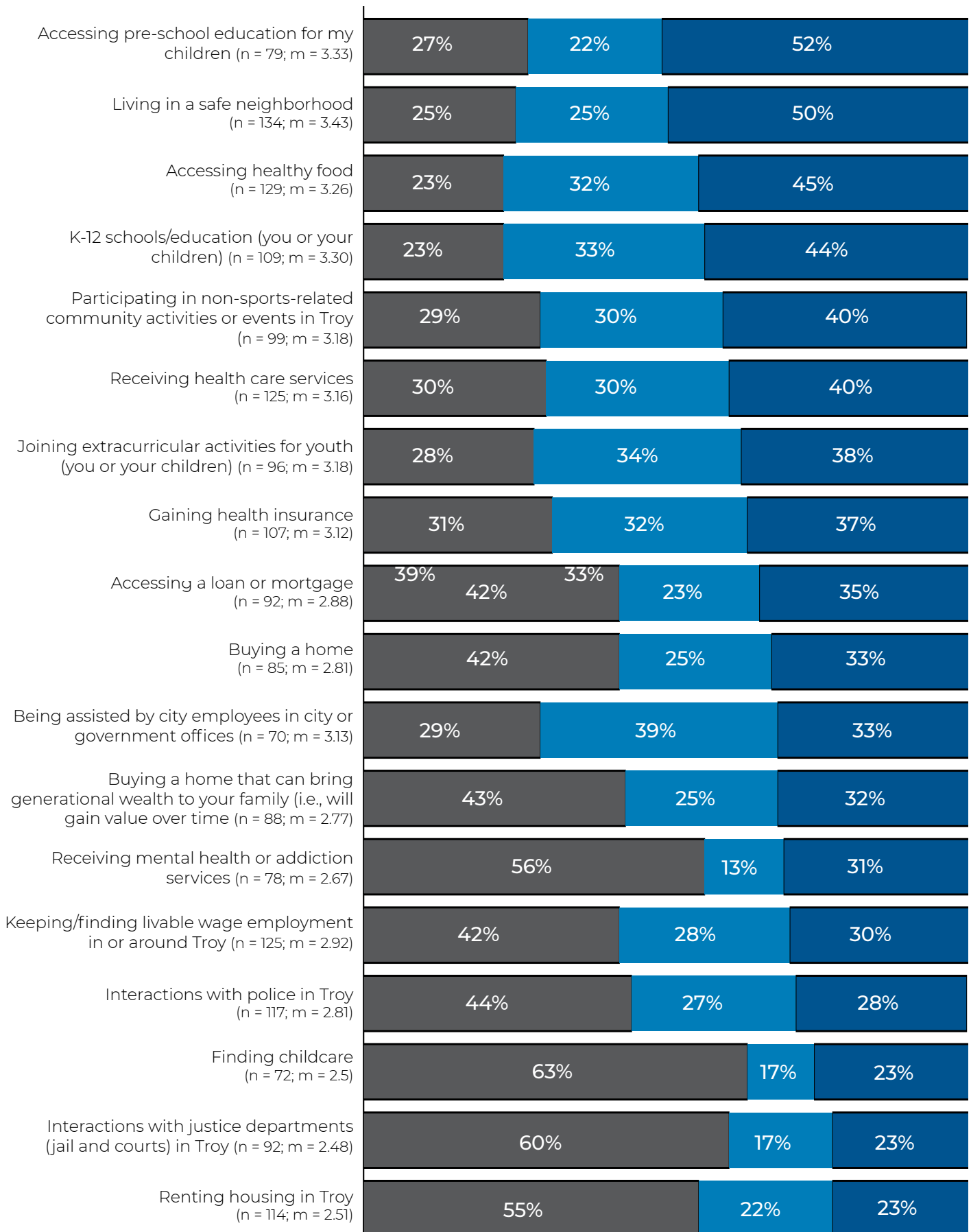
Residents' Experiences of Living in Troy

A thriving community offers a variety of community services to address the unique needs of residents (Figure 3). Overall, residents report having very good or excellent experiences when it came to neighborhood safety and accessing pre-school education. However, most respondents report less than favorable experiences with education, accessing healthy food, community activities for youth, city government, healthcare, gaining health insurance, finding and funding housing, and police. Black and Hispanic residents, on average, are more likely to report unfavorable experiences with Troy community events, school systems, healthcare, purchasing homes, interacting with police and accessing livable-wage employment than White residents (Figure 4).

When asked what could be done to improve race relations in Troy, residents most often replied that everyone should participate in the process of determining what can be done. Some respondents identified a need for community-hosted events that include attractions for different cultures of Troy, and a need for putting the Human Relations Committee into action and maintain regular communication between community members and city officials. In addition, residents perceive a need for city leadership to acknowledge racism exists within Troy institutions. Additionally, residents desire to see increased representation and engagement of minorities in city positions and organization boards.

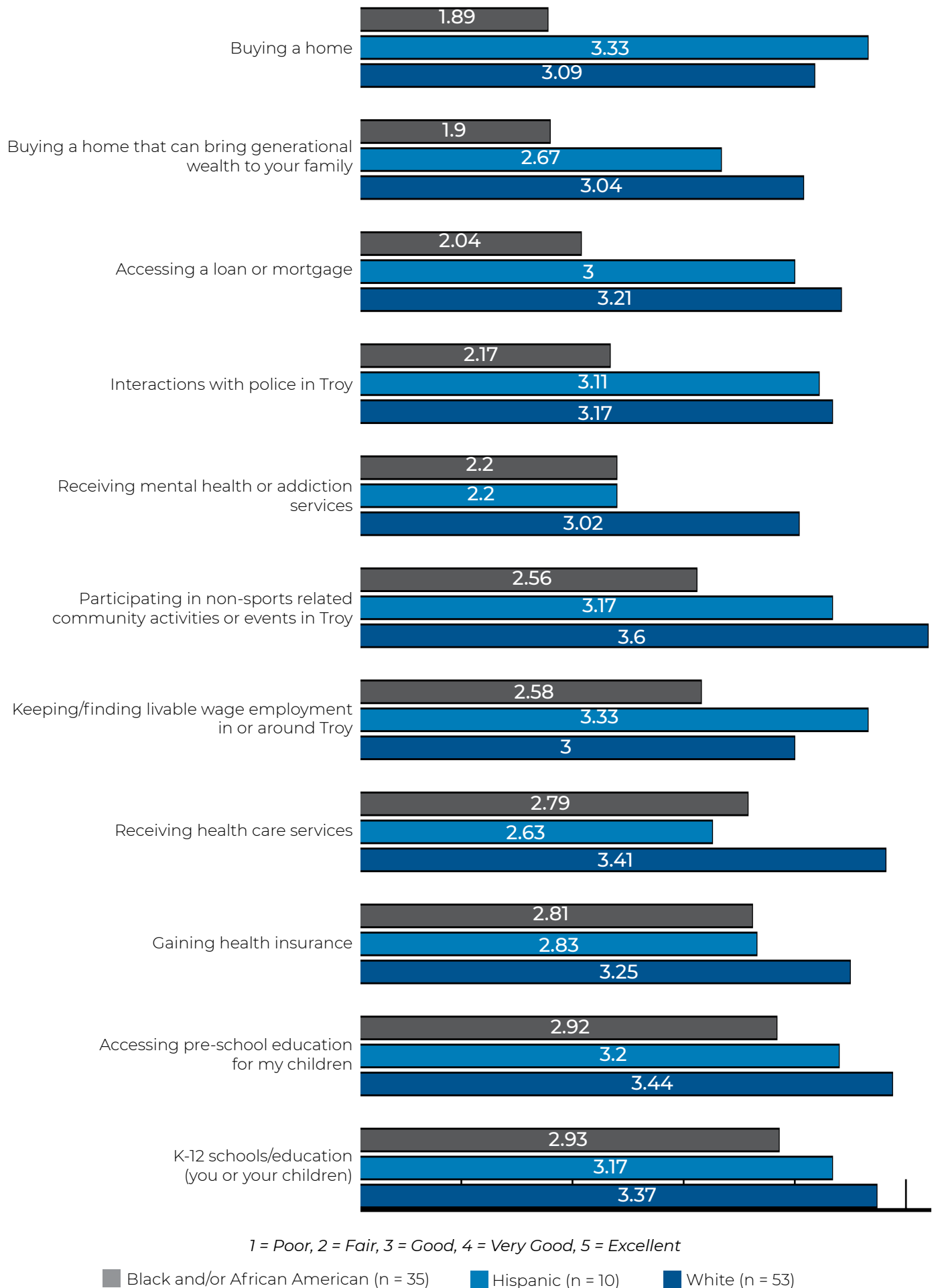
White, Hispanic, Black and African-American residents identified their church communities of Troy as a key source of social support. Parents explained that they rely on churches to create positive peer connections and a safe environment for their children, and that the sense of community that churches can foster is a key strength of Troy. When asked where residents currently find their support and hope in Troy, along with church communities, residents most often identified friends, family, and neighbors.

**Figure 3. How have your experiences been with the below in Troy?
(Survey of Troy residents)**



■ Poor or Fair ■ Good ■ Very Good or Excellent

Figure 4. Comparison of How Residents Experience Living in Troy by Race





Unique Population Needs Identified by Troy Residents and Community Partners

The diversity of Troy residents not only impacts how they experience living in Troy, but also their needs and how they access support. Through surveys and focus groups with residents and community partners, needs unique to youth, parents, adults, and racial minorities were identified.

Identified Needs for Youth to Reach Their Goals in Troy

In relation to supporting youth to reach their goals, the most common needs identified by focus group participants and respondents to the resident survey included more:

- Mental health and mentoring services, both school-based and after-school;
- Extra-curricular opportunities, including non-sports related activities and resources to support students who cannot afford equipment to participate in activities;
- Life skills and financial literacy programs, both in-school and after-school;
- Transitional services for graduating students, including career-building opportunities and assistance with navigating systems of college applications, scholarships and loans;
- Quality childcare, early-childhood education and kindergarten preparedness programs;
- Funding and support to schools for special education needs; and
- Academic support and scholarship opportunities for non-athletic students.

Identified Needs for Adults to Reach Their Goals in Troy

In relation to supporting adults to reach their goals, the most common needs identified by focus group participants and respondents to the resident survey included increased:

- Access to affordable housing, including more variety of choice in housing sizes and cost;
- Support navigating their children's college scholarship and FAFSA® processes;
- Opportunities to participate in decision-making processes of city governance;
- Access to job training and living wage employment;
- Public transportation; and
- Access to quality mental health and addiction services, including options that support keeping families together while receiving treatment, transitional services that help with continued sobriety and employment.

In addition to needs related to transportation, childcare, mental health care and housing, other unmet needs identified by surveyed community partners included: workforce development or job-skills training programs, after-school programming for children and teens, access to healthy foods, and stronger family relationships (see Appendix A). Residents agree that existing basic supports, prevention, and treatment services in the community are underutilized because residents do not know of them or how to navigate systems of eligibility attached to the range of services available. A common request among residents was a central reference source for Troy services for adults and youth, like a website, that is also easy to navigate.

Specific Needs of Hispanic Residents in Troy

Needs Assessment participants that identified as Hispanic agreed that there is a need for more culturally competent programs, ranging from education systems to city offices. Many of their concerns were focused on their children's needs. Parents of ESL students explained that their children are separated from their classmates because there are so few ESL teachers and counselors funded for their schools. Some Hispanic parents have opted to send their children to private school, despite the financial challenge, for their children to have a more inclusive education.

For Spanish-speaking parents, there is often a technological and language barrier to the way they receive information about their children, whether it be from schools, doctors, or other services. These barriers also extend to governmental offices, such as the local BMV or city offices. "Public offices are not prepared to work with [non-native English speakers]," described a parent. Participants agreed that there is a need for Troy community members of all backgrounds to have more opportunities to learn about each other and interact. This, in turn, would improve how education and services all around are accessed by minority groups. A Hispanic resident suggests, "The Festival of Nations in Troy has nothing of the input that goes into the Strawberry Festival. It is also the last festival of the year, when people are less interested. Why can't we just add some international tables at the Strawberry Festival and combine them? ... I understand the need to assimilate, but you can't deny who you are ... there is a lot of [Hispanic culture] that we can give to Troy rather than trying to remove it from us."

In addition, Hispanic focus group participants identified a need for a replication of Columbus' New American Leadership Academy in Troy, wherein students learn how government works, are introduced to city leaders and the mayor's network. This not only informs students (and their parents by association) of how governmental offices work, but they may also be inspired to become a government employee. There is also a need for accessing legal advice without fear. Spanish-speaking parents also identified a need for a single resource center where residents can find the services they need and learn about opportunities for their children.

Specific Needs of Black and/or African American Residents in Troy

Black and African American residents participating in the needs assessment identified a need for Troy leadership to acknowledge the systemic racism in Troy institutions. Parents and students fear support for their futures are dependent on having athletic abilities only. Residents also agree there needs to be improvements made in the relationship between police and communities of color in Troy. Black and African-American residents are also concerned that gaining contracts with the city or gaining upper-level employment is difficult without having a close relationship to city leadership, who are predominantly White and outside their social network. Black and African-American residents reported barriers to healthcare, in addition to affordability. Finally, residents highlighted the need for financial literacy programs, ranging from home mortgages to life insurance in order to overcome generational challenges related to building wealth.

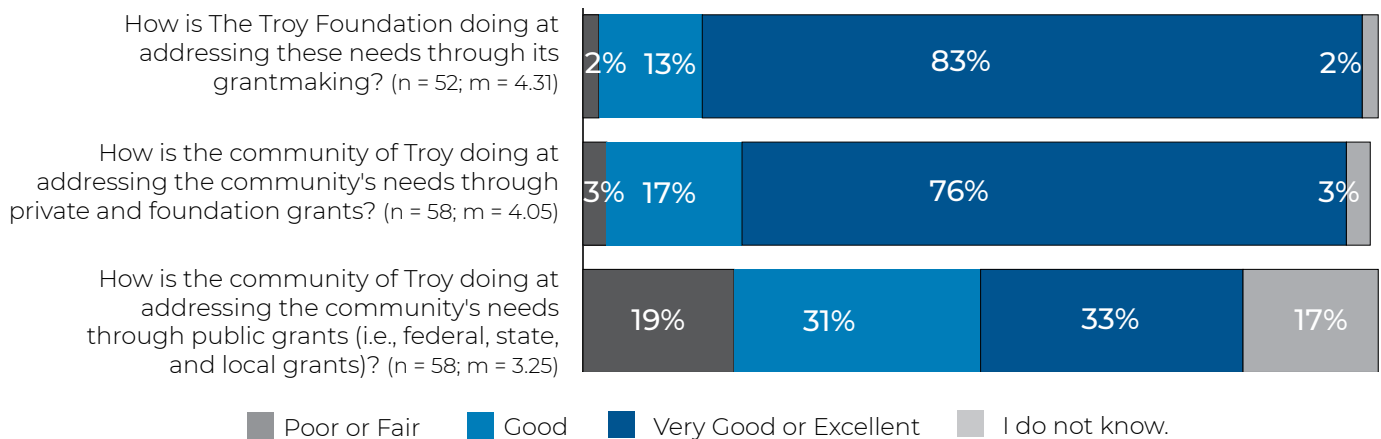
Participants highlighted the need for making more inclusive community events and recreational centers. Festivals need to offer entertainment that appeals to all ages and cultural backgrounds. Some residents identified a need to have community centers specifically marketed as a place for all residents, rather than serving specific populations. Overall, there is also a lack of recognition of the important role Black and African American residents have played in Troy, with only a focus on White history in the city. There is also a need for more robust and accessible early childhood education in Troy.

Focus group participants also highlighted that the city can rely too heavily on the Lincoln Community Center to provide all services to communities of color, while at the same time underfunding the Center. "Lincoln is our community resource and holding a lot of different [responsibilities] now ... We need to get focused on being a collective that can make change together," explained a resident.

Perceptions of The Troy Foundation's Actions to Address Community Needs

The Troy Foundation is highly rated by its community partners in several areas. Nearly all community partners surveyed agreed or strongly agreed that the Foundation is viewed as a trusted partner by the community; is a valuable resource to the community; has a positive impact on the lives of Troy residents; and supports valuable services to the community. Additionally, 83% of surveyed community partners believe that The Troy Foundation is doing a very good or excellent job addressing needs through their grantmaking process (Figure 5).

Figure 5. Community Partners' Perceptions of The Troy Foundation's Grantmaking



Regarding The Troy Foundation, needs assessment participants highlighted a desire for more accountability around providing quality services to all residents for the Troy Foundation's funded partners. Feedback included the need for increasing diversity on the boards of funded organizations and advocating for increased diversity in city leadership and city agencies. Residents would also like to see greater transparency around the grantmaking process. Finally, residents see an opportunity for The Troy Foundation to inventory service organizations in the area and to help limit inefficient duplication of services by supporting providers who are the best at particular services. Residents desire The Troy Foundation to provide flexible funding so that providers can better adapt to unforeseen challenges in providing services and in conducting outreach to minority or hard-to-reach populations. Finally, participants across all focus groups expressed great confidence in the leadership of The Troy Foundation.

The Troy Foundation's Emergency Response Fund

The Troy Foundation announced the establishment of the Troy Emergency Response Fund on March 16, 2020, and set aside \$100,000 to quickly distribute resources to organizations in Troy that are working with residents affected by the coronavirus outbreak. The Fund awarded grants to nonprofits that support vulnerable populations that have been stressed by the outbreak. The Troy Foundation encouraged the community to join The Troy Foundation by contributing to the Fund, and the community did just that!

Within days, The Troy Foundation received support from the City of Troy, local service groups, businesses and numerous individuals that helped to add an additional \$139,890 to the Fund making nearly \$240,000 available to assist nonprofit organizations providing services to Troy's most vulnerable residents. The Troy Emergency Response Fund has provided grants totaling \$212,856.88 to assist The Troy Foundation's non-profit partners.

"The Foundation would like to thank these donors for their quick response to support the Troy Emergency Response Fund. The Foundation has long-term relationships with the nonprofits in our community and is equipped to quickly address their needs through the Emergency Response Fund."

—Melissa Kleptz, Executive Director, The Troy Foundation



COVID-19 will continue to have a significant impact on members of our community who have the least ability to prepare for it. This fund was designed to provide support to those organizations that are on the front lines of caring for and assisting vulnerable populations, and those individuals where the loss of jobs and benefits, or the closure of institutions and businesses, are creating a significant new burden on these residents and the organizations that provide a safety net for them.

During this time, general operating support can provide the greatest amount of flexibility for nonprofits, which is important at a time when the needs of those they serve change quickly. Many nonprofits have not only dealt with an expected increase in services from the coronavirus, but they are also continuing to deal with disruptions in their own operations and in many cases have had to cancel fundraisers and other activities that normally support their operations. The goal of the Fund is to lessen the financial burden on these organizations to allow available funding to be used to continue their services.

Demographics of the City of Troy, Piqua, and State of Ohio

In the following sections, population-level data related to housing, poverty, income, employment, education, childcare, and health in Troy, Piqua, and the state of Ohio are compared. In addition, to provide insights as to how life may be experienced differently in Troy and to describe differences that affect residents' abilities to thrive in Troy, demographic trends are analyzed by race, age, ability, and gender. These secondary data sources provide a broader context to many of the greatest needs identified by community partners and residents highlighted in the previous sections of this report.

Housing

Nearly 60% of Troy households live in housing units they own, which is less than the state distribution of 66% (Figure 6). However, Troy residents are living in their residences longer than the average Ohioan. More than 95% of Troy residents have lived in the same unit for more than a year. This indicates that there is housing stability for the majority of people in Troy (Figure 7).

Renters in Troy have a median rent of \$791 per month, and more than 4 in 10 renters are spending more than 30% of their income on housing costs (Figure 8). Troy's rent cost is higher than Ohio's and Piqua's average rent of \$788 and \$728, respectively.¹ While Troy's median rent is the highest of the analysis, its median mortgages are not. Ohio's median mortgage is \$1,269 per month, whereas Troy's is only \$1,099 and Piqua's is \$925. Also, less than 2 in 10 (16%) of Troy residents with mortgages are paying more than 30% of their income toward housing costs (Figure 9). However, more than 2 in 10 (22%) Ohioans are paying more than 30%. The cost of these owner-occupied units for Ohio averaged \$140,000, followed by Troy with \$130,300, and Piqua's with a value of \$85,600.²

Figure 6. Distribution of Homeowners and Renters

ACS Table: S2503; 2018, 5-Year Estimates

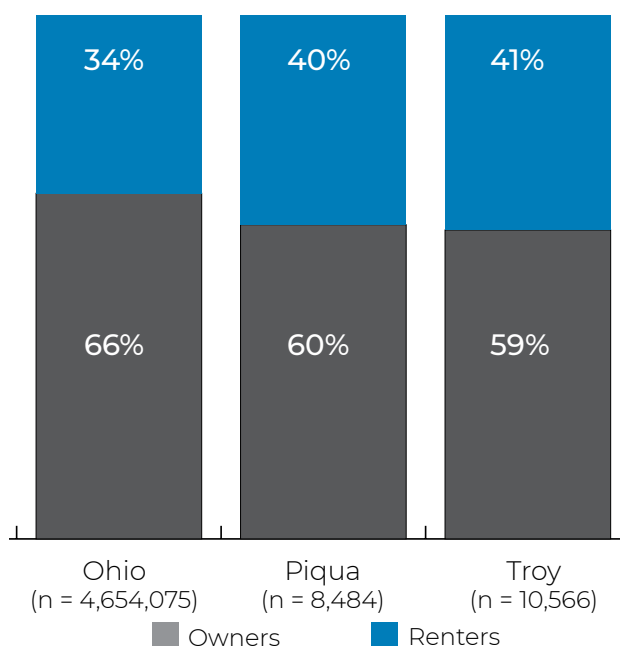
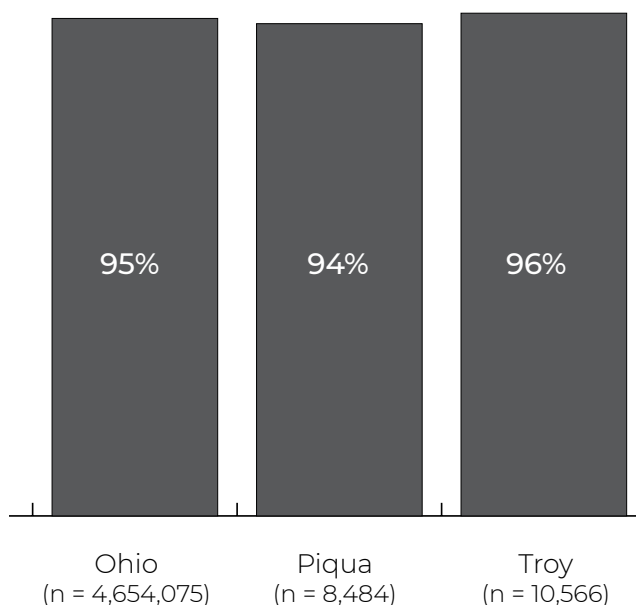


Figure 7. Percent of Households Living in Same Unit for Over One Year

ACS Table: DP04; 2018, 5-Year Estimates



¹ ACS Table: S2503, 5-Year Estimates

² ACS Table: S2503, 5-Year Estimates

Figure 8. Percent of Rent-to-Household Income

ACS Table: S2503; 2018, 5-Year Estimates

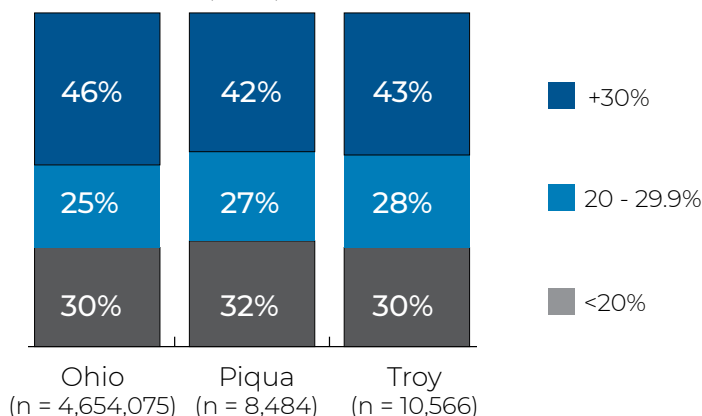
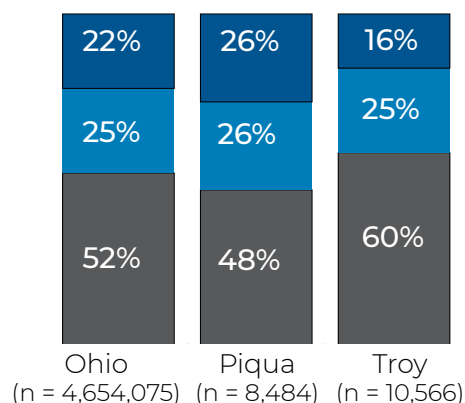


Figure 9. Percent of Mortgage-to-Household Income

ACS Table: S2503; 2018, 5-Year Estimates



Housing Inequality

Homeownership is often linked to generational wealth in society, meaning that those families who own their house and the property that it sits on are able to pass that wealth onto their children and other family members in the future. Historically, redlining has left non-White community members out of the housing market. This trend appears to have also occurred in Troy. As shown in Figure 10, Black or African American, and American Indian or Alaska Native residents have the lowest rate of homeownership in Troy. As seen in Figure 10, White householders in Troy are more likely to be homeowners than renters, while the inverse is true for Black or African American householders. Just over 6 in 10 White householders are homeowners, less than 3 in 10 Black or African American householders are homeowners. Racial minorities, excluding Hispanic or Latino householders, are more likely to rent than to own.

In Figure 11, we see that there is a likely association between one's education attainment and their likelihood of renting or being a homeowner. Those who do not complete high school, or its equivalent are most likely to rent, while those who complete their Bachelor's degree or more are more likely to own their own home. Further, Figure 12 illustrates that as annual income increases, the percent of homeownership also increases. Those householders who earn less than \$20,000 are most likely to rent while those earning more than \$35,000 are more likely to own their own home.

Figure 13 shows the distribution of income by those that rent and those that own their own home. Again, as a person's annual income increases, they are more likely to own their own home and not rent. Interestingly, those who earn between \$35,000 and \$49,999 have similar rates of renting and homeownership.

Figure 10. Percent of Householders that Own or Rent by Race (Troy, Ohio)

ACS Table: S2502; 2018, 5-Year Estimates

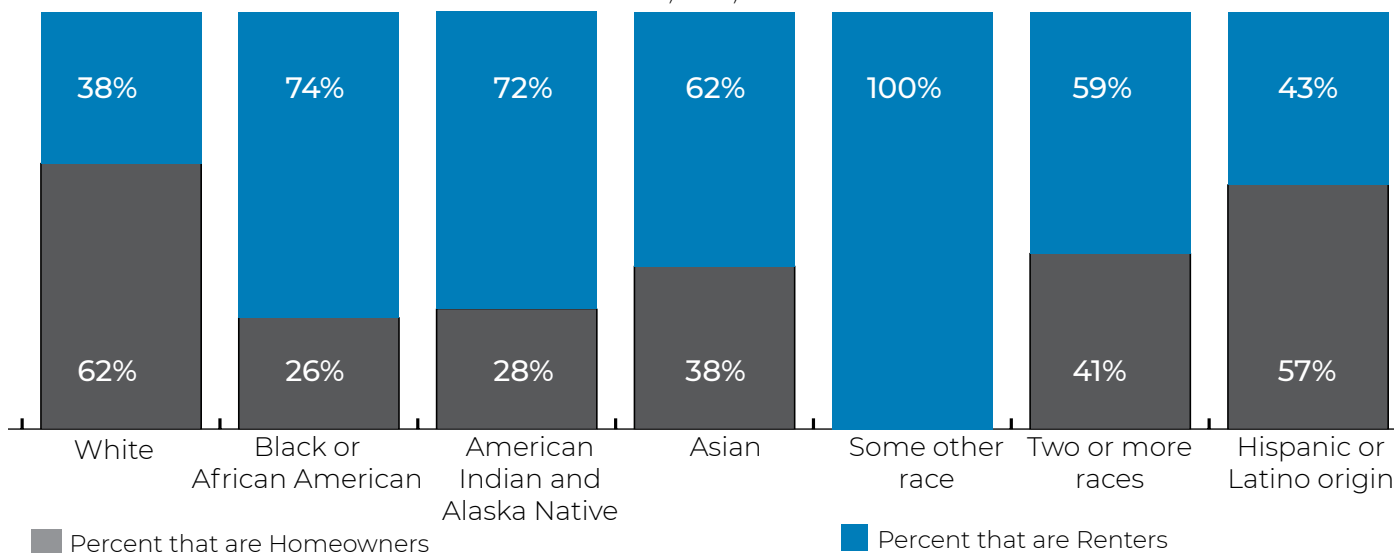


Figure 11. Percent of Householders that Own or Rent by Education (Troy, Ohio)

ACS Table: S2502; 2018, 5-Year Estimates

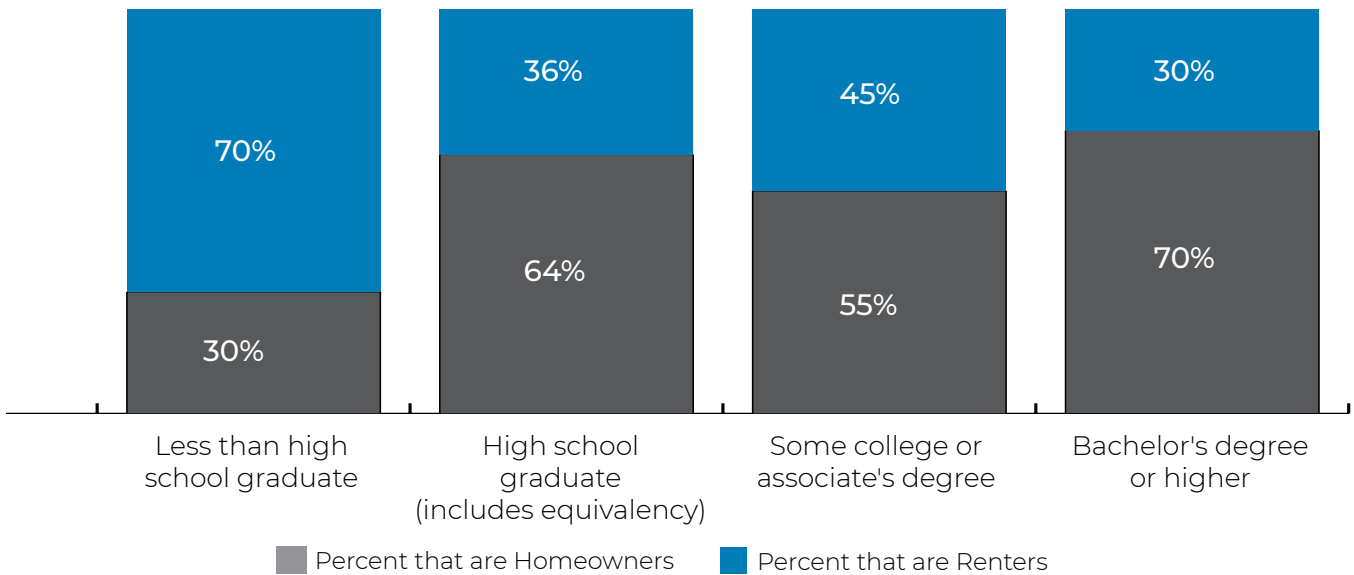


Figure 12. Percent of Householders that Own or Rent by Income (Troy, Ohio)

ACS Table: S2503; 2018, 5-Year Estimates

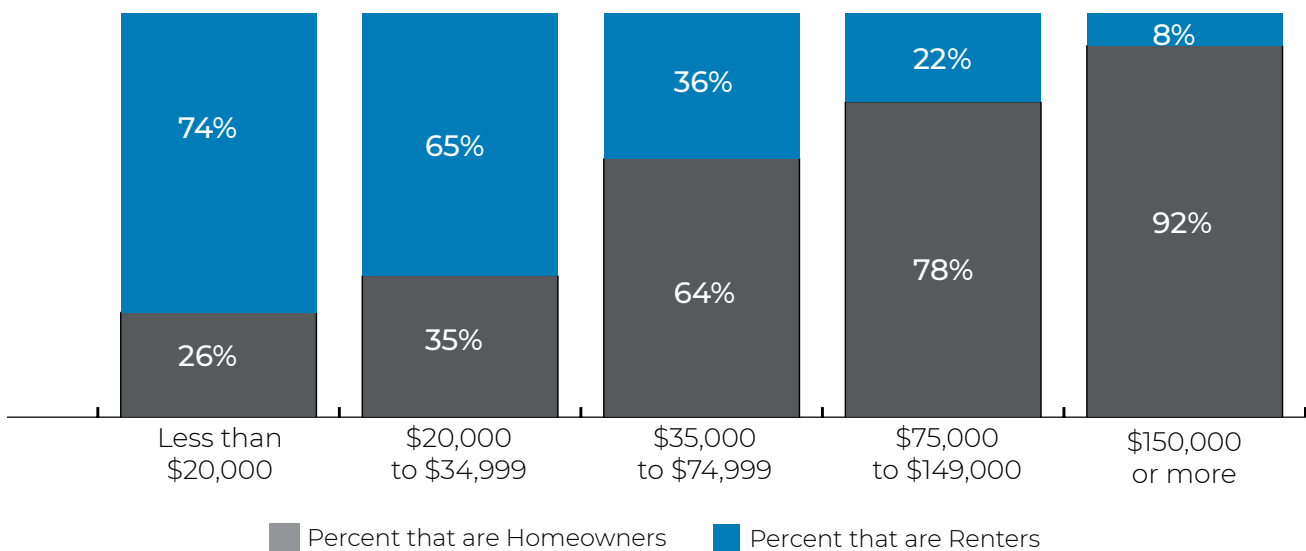
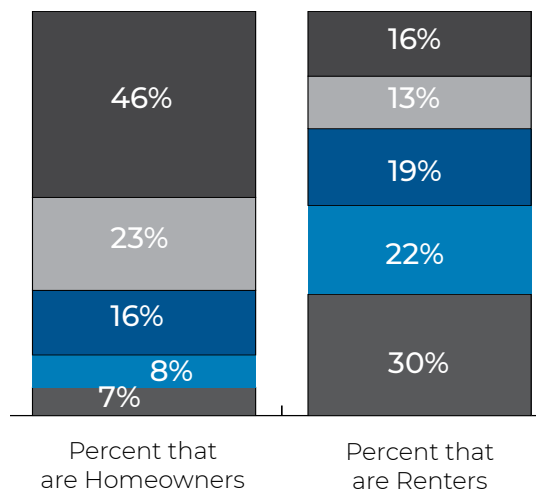


Figure 13. Householder Income by Housing Type (Troy, Ohio)

ACS Table: B25118; 2018, 5-Year Estimates



■ Less than \$20,000
 ■ \$20,000 to \$34,999
 ■ \$35,000 to \$49,999
 ■ \$50,000 to \$74,999
 ■ \$75,000 or more



Housing cost burden is when a household spends more than 30% of their income on housing costs.³ In Figure 14, we can see that the majority of individuals living below \$35,000 annually spend 30% or more on their housing costs. This shows in part that there is limited affordable housing available to these individuals making it harder for them to make ends meet and to be able to obtain other regular purchases. The majority of Troy residents spend less than \$1,500 each month on housing costs, with most spending between \$500 and \$1,500 for both homeowners and renters (Figure 15). This shows that there is large overlap in the monthly housing expenditures for those who own and those who rent.

Figure 14. Householder Income by Housing Type (Troy, Ohio)
ACS Table: B25118; 2018, 5-Year Estimates

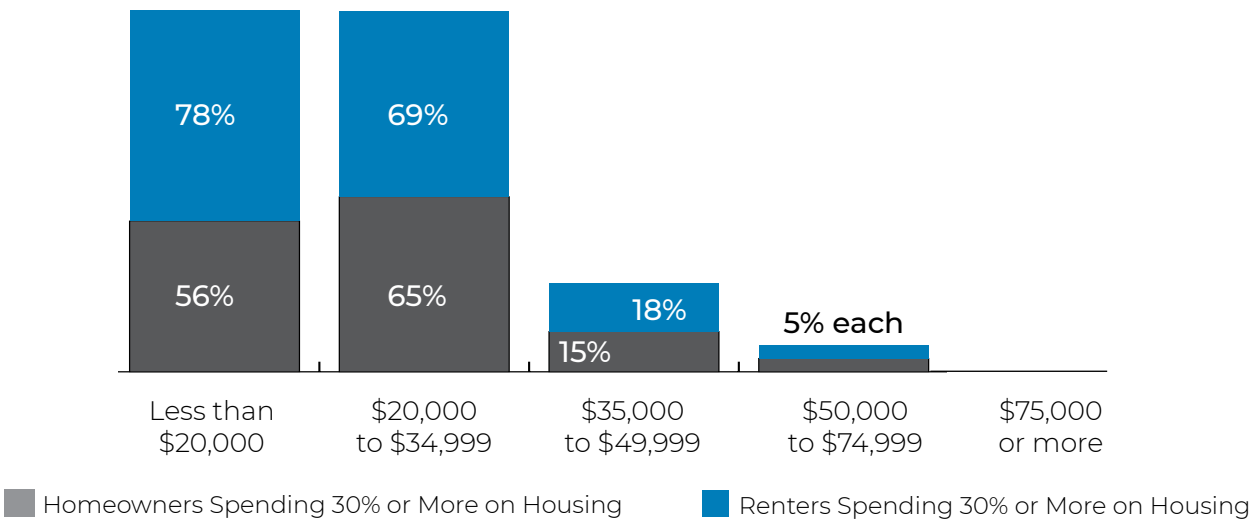
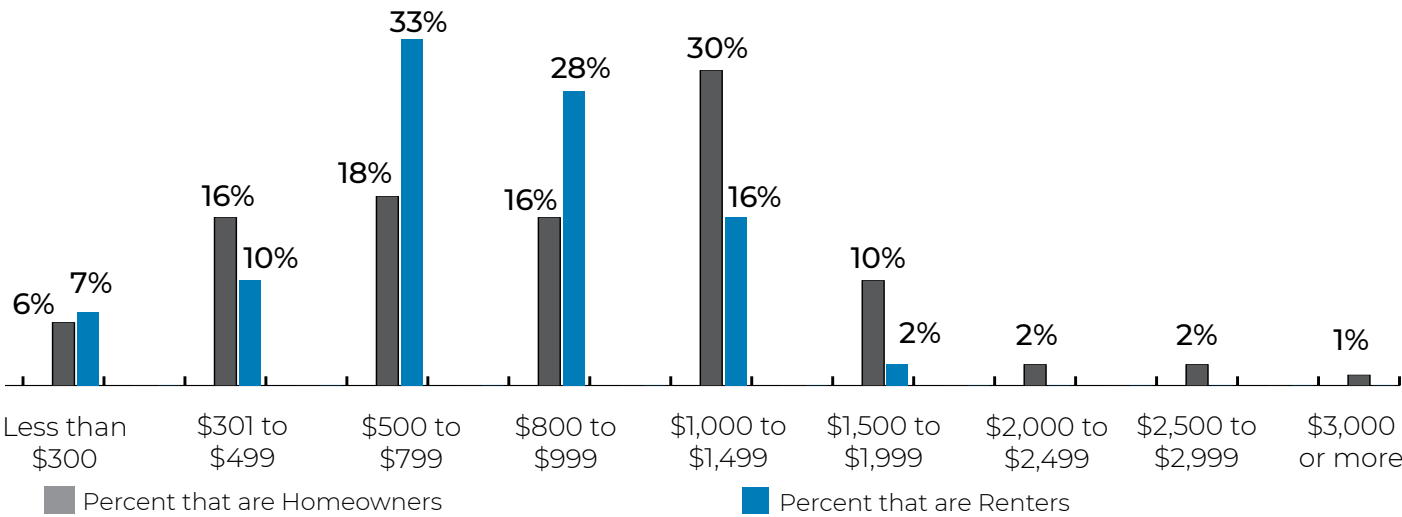


Figure 15. Percent of Householders that Own or Rent Distribution of Housing Costs (Troy, Ohio)
ACS Table: S2503; 2018, 5-Year Estimates



³ HUD defines housing cost burden as paying more than 30% of their income for housing
https://www.hud.gov/program_offices/comm_planning/affordablehousing/

Poverty

In Troy, populations most likely to live in poverty are those who have not completed high school or its equivalent. In 2018, 30% of residents without a high school degree or equivalent live in poverty; a percent that has grown by 8% since 2014 (Figure 16). Approximately one in three residents of Troy live below 200% of poverty (Figure 17).

Poverty Inequities

In Figure 18, the relationship between the education that one achieves and the poverty status that they live in throughout their lives is shown. This illuminated the differences faced by communities through their likelihood to experience poverty. As shown above, we see that different populations based on age, race, and gender do achieve different levels of educational attainment. Figure 19 shows that people who identify as Asian experience the lowest rate of poverty in the Troy community, with only 2% living at or below 100% Federal Poverty Line (FPL). But Black individuals experience poverty rates that are nearly twice (18%) that of their White counterparts (10%), and those who identified as some other race experience the highest rate of poverty (23%).



Figure 16. Poverty by Educational Attainment

ACS Table: S1701; 2018, 5-Year Estimates

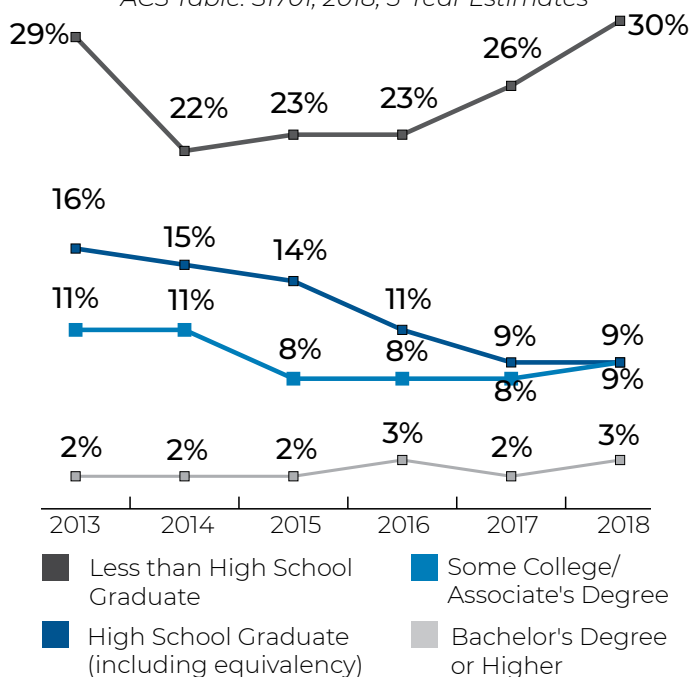


Figure 17. Individuals Living Below Specified Poverty Levels 2018

ACS Table: S1701; 2018, 5-Year Estimates

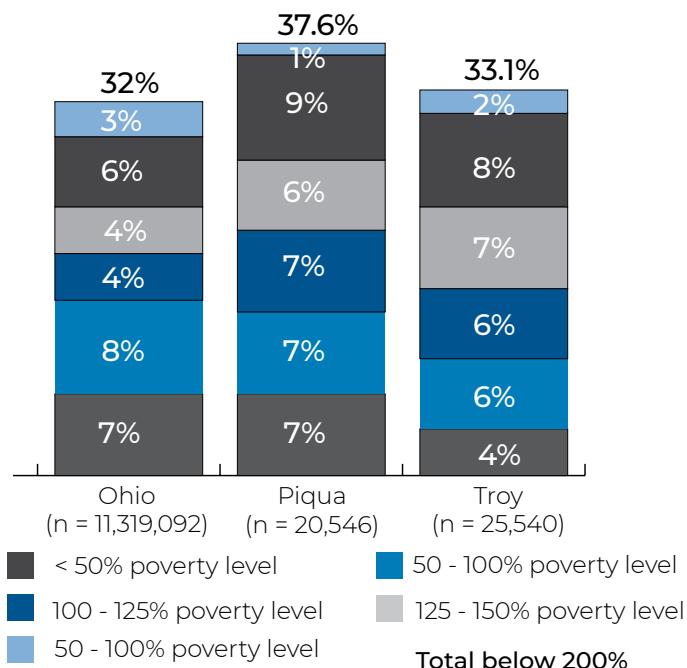


Figure 18. Individuals Living Below Specified Poverty Levels 2018

ACS Table: S1701; 2018, 5-Year Estimates

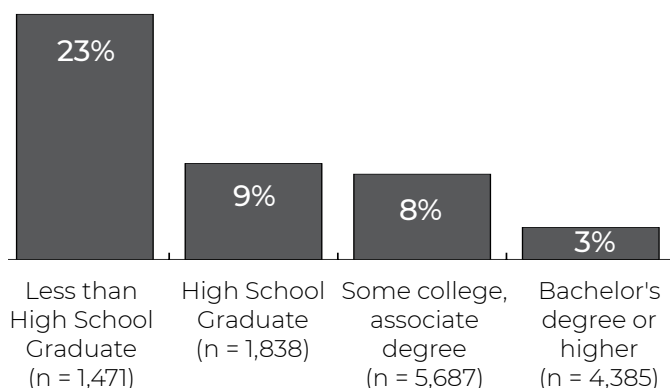
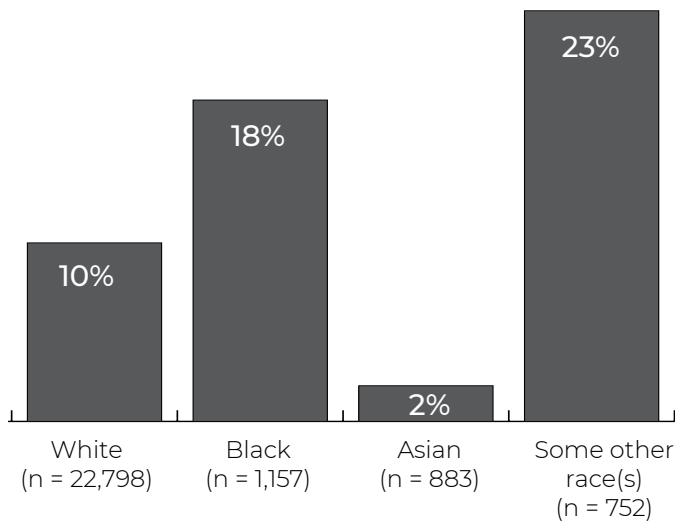


Figure 19. Percent of Race Living Below 100% FPL (Troy, Ohio)

ACS Table: S1701; 2018, 5-Year Estimates



When looking at poverty across age groups, individuals who are older experience lower rates of poverty than the younger age groups. Interestingly, those who are between the ages of 18 and 34 years old experience the highest rates among those living below 100% FPL in the Troy community—more than twice the rate of their 35 to 64-year-old counterparts (Figure 20). This comes on the heel of what is previously discussed that the age group 25 to 34 years of age are the highest-educated group among all age groups. When comparing genders though, there is little difference between the percentage of males and females living in poverty (Figure 21). Individuals living with disabilities in Miami County are nearly twice as likely to live below the FPL as those living without disabilities (Figure 22).

Figure 20. Percent Population Below 100% FPL by Age Range (Troy, Ohio)

ACS Table: S1701; 2018, 5-Year Estimates

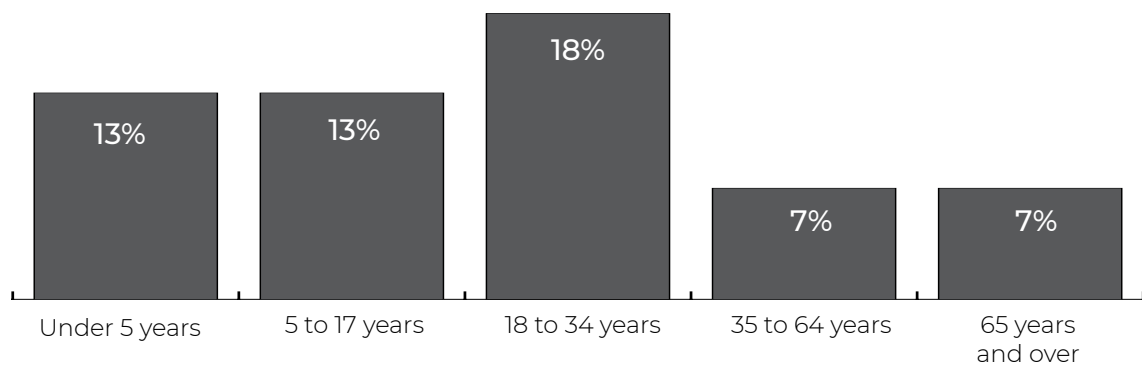


Figure 21. Percent of Gender Living Below 100 Percent FPL (Troy, Ohio)

ACS Table: S1701; 2018, 5-Year Estimates

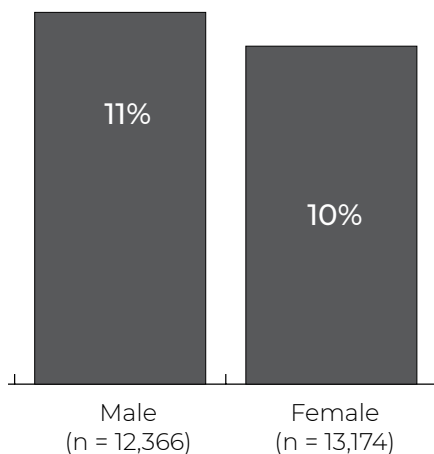
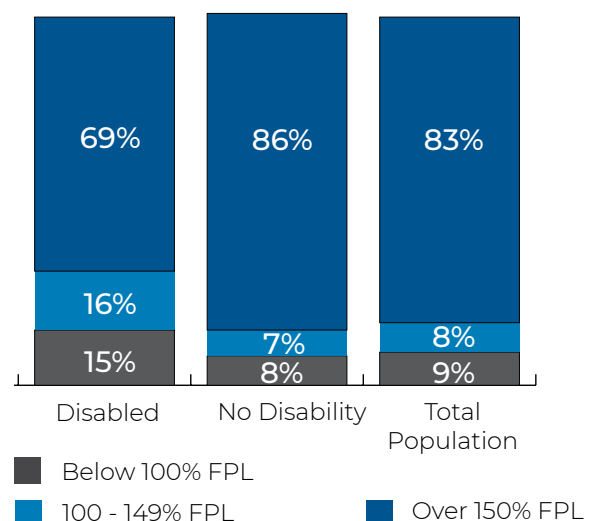


Figure 22. Poverty Status by Disability Status (Miami County)

ACS Table: S1811; 2018, 5-Year Estimates

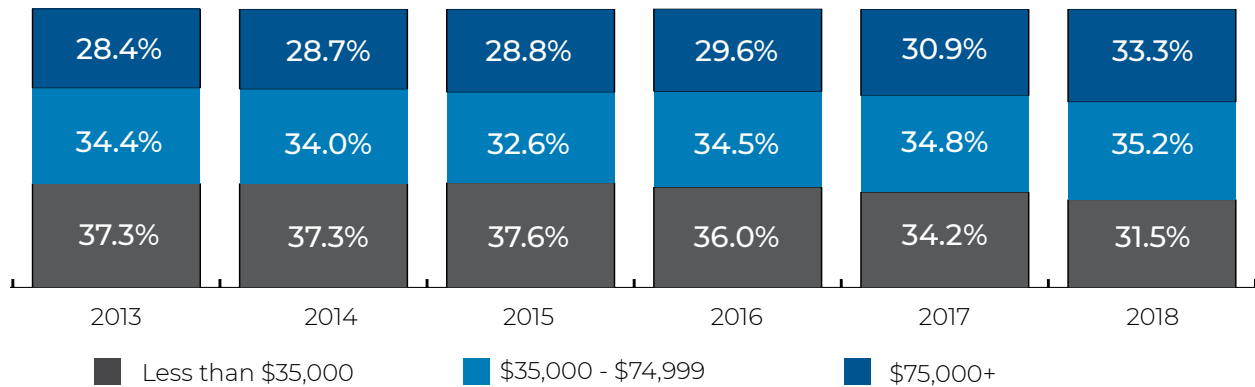


Income

In 2018, the median household income was approximately \$54,533 overall for Ohio, with median income of \$43,468 for Piqua, and Troy having a median income of \$51,686. Currently there are just over 3 in 10 households that live on less than \$35,000 annually (Figure 23). This has been decreasing slightly in recent years.

Figure 23. Percent Households by Income (Troy, Ohio)

ACS Table: DP03; 2018, 5-Year Estimates



Income Inequities

As discussed above, an individual's race, gender, ability, and level of education impact the likelihood of experiencing poverty. This point is more explicitly demonstrated in Figure 24, which depicts vast differences in earnings among Black, White, and Asian individuals in the Troy community. There is a large gap between the median household income between Black and White individuals. White individuals have a median household income of over \$52,000, which is more than \$20,000 higher than the Black median household income of just over \$31,000. Asian individuals in the community have the highest median household income of over \$63,000 annually. This figure emphasizes how each group might experience life in Troy differently.

There is often a relationship between education level and poverty. The lower the education attainment, the more likely they will have a lower income. Residents without high school degrees or equivalent have a median income of just over \$21,000. Those with a high school diploma will earn more than \$11,000 more than those who do not, with annual median earnings of just over \$32,000. Further, those who continue their education and earn a bachelor's degree also earn more than \$22,000 more than those who do not with a median earning of just under \$55,000 annually. Individuals with graduate or professional degrees have median annual earnings of over \$72,000 (Figure 25).

Figure 24. Annual Median Household Income (Troy, Ohio)

ACS Table: S1903; 2018, 5-Year Estimates

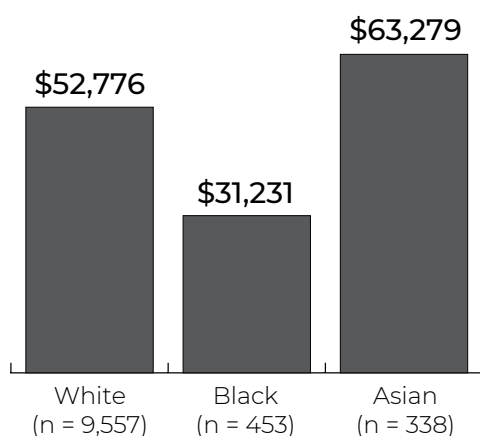
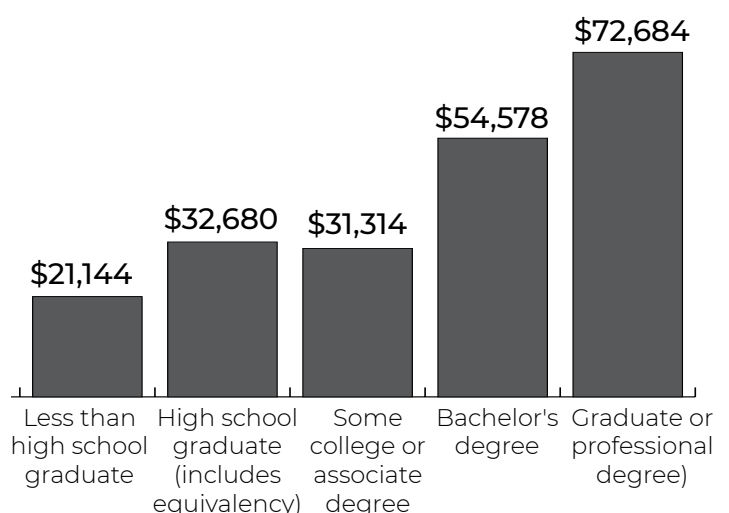


Figure 25. Annual Median Earnings by Education Level (Troy, Ohio)

ACS Table: S2001; 2018, 5-Year Estimates

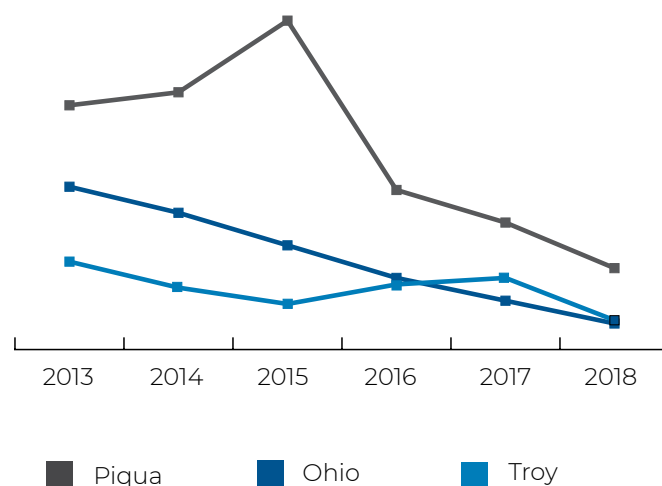


Employment

Since 2013, the unemployment rate has decreased (Figure 26). In the past five years, Troy residents have experienced greater access to employment as evident in the decreasing unemployment rate by approximately 1.3%. Troy has performed better in terms of its employment rate than the average for Ohio. Until recently, the unemployment rate for Troy has been less than the overall Ohio unemployment rate. However, while the most recent two years of data show that Troy's unemployment rate has slowly increased, it has lingered near the statewide levels, whereas Piqua's unemployment rate has remained consistently higher than that of both Ohio and Troy.

Figure 26. Unemployment Rate

ACS Table: DP03, 5-Year Estimates



The single largest employer for Troy and Piqua is the manufacturing industry, making up over 30% of both cities' labor force (Table 1). By comparison, this industry only makes up 15% of Ohio's total labor force. Also, by comparison, nearly a quarter of Ohio's employees are in the education or healthcare industry, whereas less than 20% of Piqua's and Troy's are in these fields. An additional difference in employment trends is that both Troy and Piqua have more jobs in the arts, entertainment, and recreation industries, holding more than 10% of the labor force. Ohio's employment in these same areas is less than 10%.

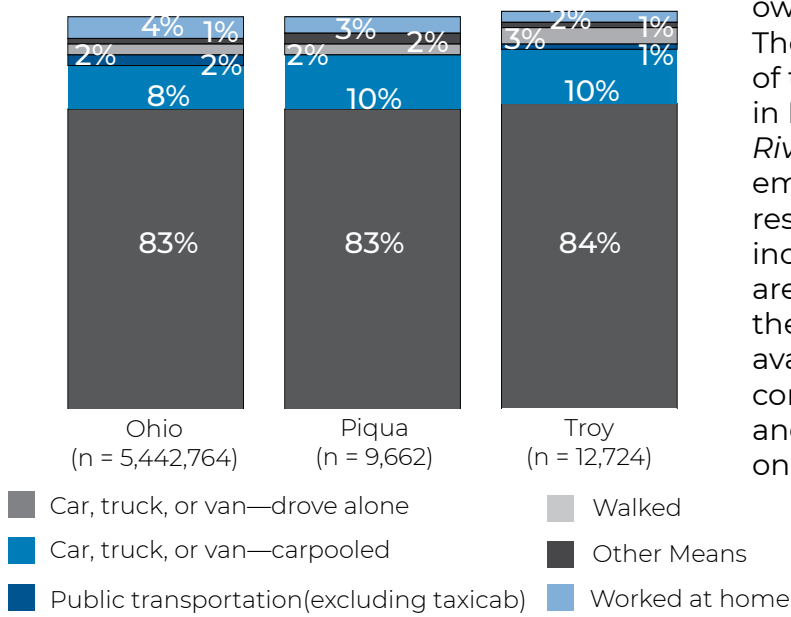
Table 1. Employment by Job Type: Ohio, Piqua, Troy –2018

ACS Table: C24030, 5-Year Estimates

Industry	Ohio (n = 5,549,577)	Piqua (n = 9,738)	Troy (n = 12,843)
Manufacturing	15%	32%	30%
Educational services, healthcare and social assistance	24%	15%	18%
Retail trade	12%	13%	11%
Arts, entertainment, recreation, and accommodation and food services	9%	15%	11%
Professional, scientific, management, administrative, and waste management services	10%	6%	6%
Public administration	4%	2%	5%
Other services, except public administration	4%	4%	5%
Transportation and warehousing, and utilities	5%	2%	4%
Finance and insurance, real estate, and rental and leasing	6%	2%	4%
Information	2%	2%	2%
Wholesale trade	3%	2%	2%
Construction	5%	5%	2%
Agriculture, forestry, fishing and hunting, and mining	1%	0.4%	0.2%

Figure 27. Mode of Transportation to Work

ACS Table: DP03; 2018, 5-Year Estimates



The average Ohioan has a mean commute time of 23.5 minutes, Piqua of 18 minutes, and Troy 20.7 minutes. Also, 83% of workers across Ohio, Piqua, and Troy rely on their own vehicles to get to work (Figure 27). The City of Troy is trying to increase the ease of transportation within the city. Published in December 2017, the *Troy Downtown Riverfront: Strategic Development Study* emphasizes a clear focus on creating residential and commercial developments, increasing walkability within the downtown area, and improving public spaces. Further, there is a focus on increasing the availability of bike lanes that would further connect the city and allow for more ease and safety when people traverse the city on self-powered bikes.

Interviews with two major employers in Troy focused on their experiences, challenges and successes of employing Troy residents. Employers agree that Troy city leadership are willing to try new strategies to grow the job market. “Troy is not bogged down by status quo. As a result Troy is thriving when other similar-sized cities are not,” explained one employer. A challenge for employers is that the manufacturing companies compete for the same pool of low-wage workers. The estimated livable, hourly wage for a single parent of one child in Miami County is \$23.16. For two adults with one child, a livable wage is \$21.74.⁵ While manufacturers have increased pay to \$15 an hour, it is not a livable wage for families with one child. These wages do not allow employees to overcome barriers to maintaining employment, such as transportation, housing, healthcare, addiction services and childcare.

Troy is not bogged down by status quo. As a result Troy is thriving when other similar-sized cities are not.” —Employer

Employers reported several strengths of Troy when it comes to being an employer. First, partnerships with regional technical schools and community colleges provides opportunities for residents to learn skills that are locally in demand. Also, an Emergency Medical Technicians (EMT) apprenticeship program allows participants to earn their EMT accreditation while also earning a paycheck. This means EMT careers will be an option for those who previously could not have afforded to take time off from work to pay for EMT training. There is an opportunity to expand apprenticeships to fire and police fields in order to improve the racial and ethnic diversity within these departments. Employers agreed that there is a need for connecting young adults to trades that suit them in order to increase the applicant pool of specialty-skilled employees.

⁵ Living Wage Calculation for Miami County, Ohio.
<https://livingwage.mit.edu/counties/39109>



Education

Troy and Piqua are both near the state population average of high school graduates for those age 25 years and older (Figure 28). Troy's level of college graduates or higher is around 25%, which is only three percent lower than the state (28% are college graduates or higher statewide, Figure 29). However, Piqua by comparison has a college-educated population that is half that of the state (14%).

Education Inequities

As shown in Figure 18 above, individuals who have achieved lower levels of education are at a higher risk of living in poverty. Figure 30 shows the educational differences based on race. Specifically, those individuals who identify as Black or African American are nearly twice as likely to not have graduated from high school or its equivalent (GED) compared to their White peers, and more than twice as likely than all other races. Further, Black individuals are also less than half as likely to graduate from college with a bachelor's degree than their White counterparts and less than a third as likely as their Asian counterparts in the Troy community.

Figure 28. Percent of Populations High School Graduate or Higher

ACS Table: DP02, 5-Year Estimates

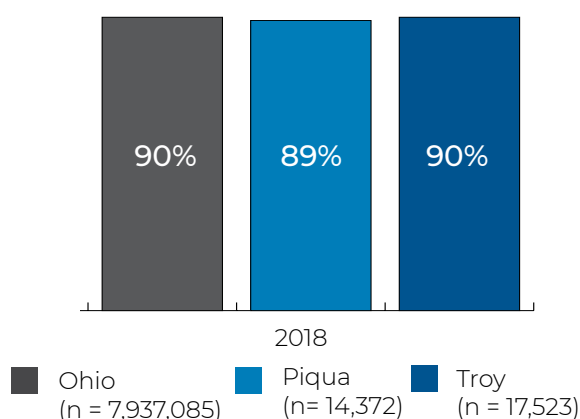


Figure 29. Percent of Populations with a Bachelor's Degree or Higher

ACS Table: DP02, 5-Year Estimates

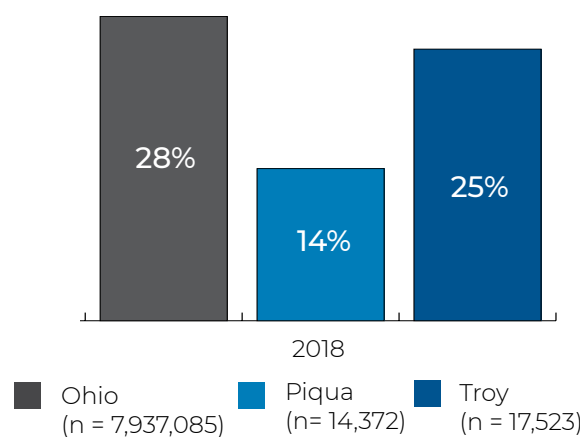
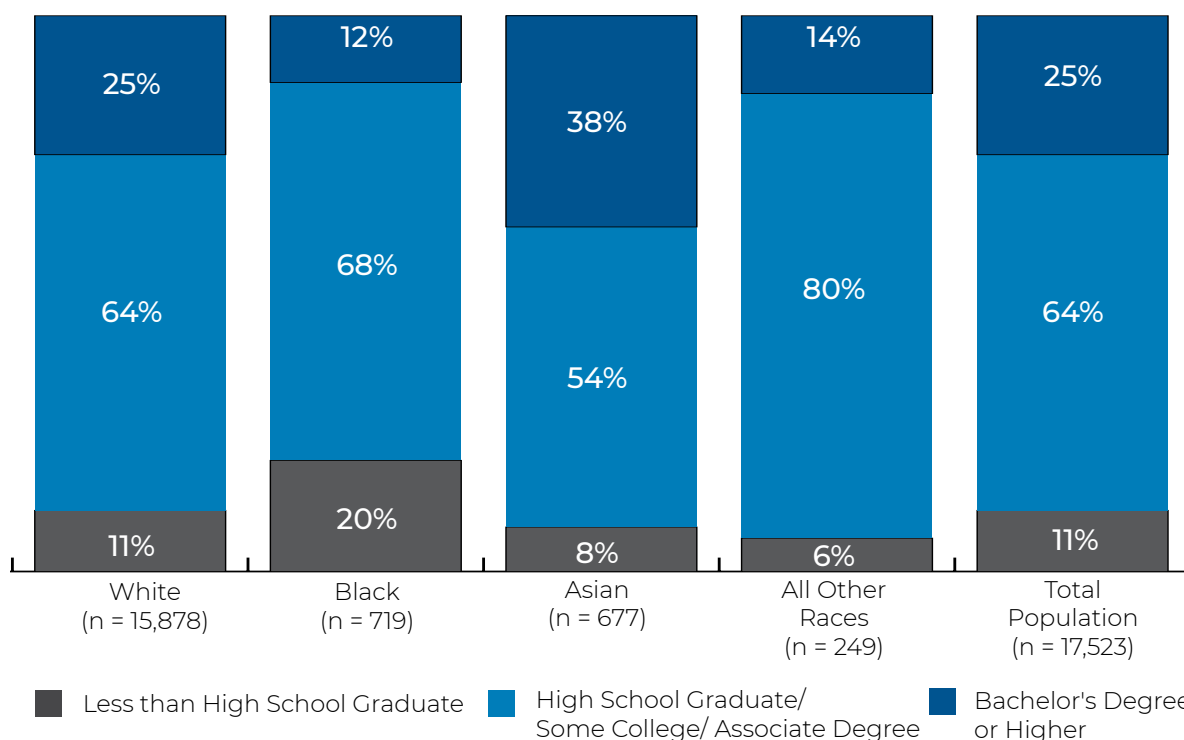


Figure 30. Education Attainment by Race for Ages 25 and Up (Troy, Ohio)

ACS Table: S1501; 2018, 5-Year Estimates



When looking at the educational attainment based on gender, there is a high level of similarity. Just four percent more males achieved a bachelor's degree than females, and four percent more females did not obtain their high school diploma or GED compared to males (Figure 31).

When looking at the intersectionality of both gender and race on education attainment, there are a few clear differences occurring between groups. First, over one third of Asian men and women are college graduates

living in Troy. However, Asian females are more than twice as likely than Asian males to have not earned their high school diploma or equivalent. However, Asian females have a higher high school graduation rate than all other female groups. Additionally, nearly 30% of White males have earned their bachelor's degree, as have nearly a quarter of White females. However, White males have nearly a 4% higher high school diploma achievement than their White female counterparts. Further, just over 10% of both Black males and Black females have earned their bachelor's degree, while around 20% have not completed high school or earned their GED (Figure 32).

Looking at the education attainment based on age ranges, the younger age groups have achieved the most educational training, with nearly 40% of those between the ages of 25 and 34 having earned a bachelor's degree or higher, and with only 5% not earning their high school diploma or GED. Conversely, individuals age 65 and over are more than three times more likely to have not earned their high school education or equivalent, and less than half as likely to have earned a bachelor's degree or more than those between the ages of 25 and 34 years.

Figure 31. Education Attainment by Gender Ages 25 and Up (Troy, Ohio)

ACS Table: S1501; 2018, 5-Year Estimates

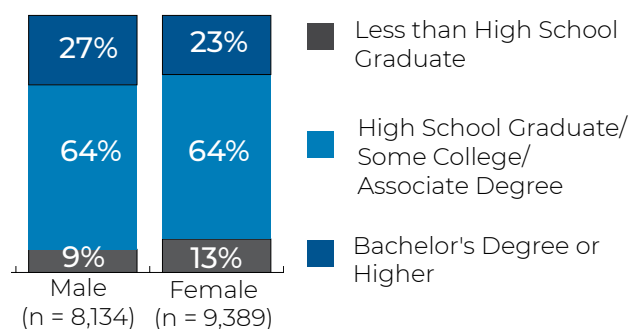


Figure 32. Education Attainment by Race AND Gender Ages 25 and Up (Troy, Ohio)

ACS Table: S1501; 2018, 5-Year Estimates

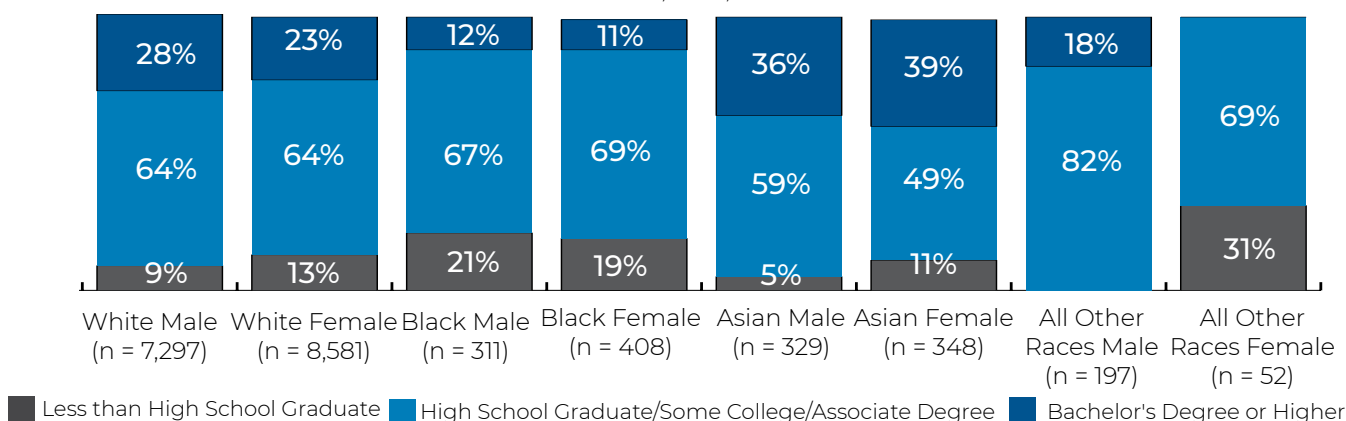
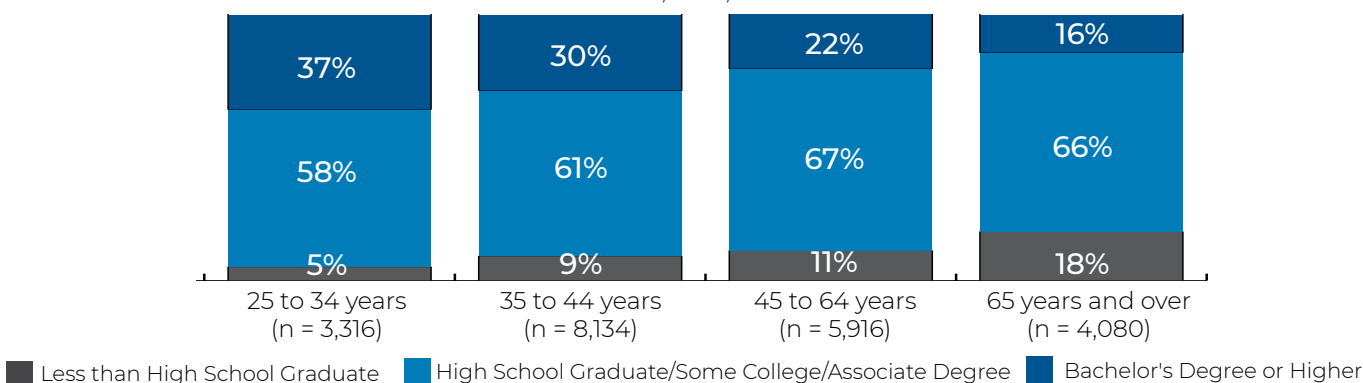


Figure 33. Education Attainment by Race AND Gender Ages 25 and Up (Troy, Ohio)

ACS Table: S1501; 2018, 5-Year Estimates





Childcare

Contributing to rates of education attainment and employment is a shortage of childcare and early childhood education services in Troy. Currently Miami County has 27 childcare programs that can provide programming for a maximum of 2,100 children during traditional work hours. However, this leaves 4,200 children under the age of five without spots in childcare programs. Furthermore, of the available public funding for childcare, 328 children are using this funding while another 435 eligible children leave these funds unused. By summer 2020, all of those children receiving public funding will be required to attend facilities that are rated at least 1-star, and by 2025, three stars, according to the Ohio Department of Job and Family Services' *Step Up to Quality* program.

Currently, more than half of the childcare programs (16) are not rated at all by the Ohio Department of Job and Family Services' program *Step Up to Quality*. For the rated programs, there were two centers with 1-star ratings, one with two stars, one with three stars, one with five stars, and nine without a star rating but licensed.

Evaluating the success of childcare in Miami County, 48% of children are ready for kindergarten upon entry. While these systems and childcare centers provide a support system of care for first-shift workers, there is no data on the availability of services available for childcare to those families and parents who work second and third shift.

As seen in Appendix C, for the 2018–2019 school year, Troy City Schools has just under 60% of students scoring in the “Demonstrating” range for Kindergarten Readiness. This shows the percent of students scoring above 270 overall in metrics for entry into kindergarten. Further, just over three out of four youth are considered “On Track.” Math was the area that scored the lowest, while the highest was social foundations.

Health Trends

Community Health Improvement Plan (CHIP)

In February 2018, Miami County Public Health contracted the Applied Policy Research Institute to conduct the 2017 Miami County Community Health Assessment to facilitate the Community Health Improvement Plan. To support a healthier community, data were gathered as part of the Community Health Assessment (CHA)⁶ to identify the specific health priorities in Miami County through 2021. The data and corresponding health priorities are briefly described here as this information is critical to Miami County and necessary to understand The Troy Foundation's Community Assessment as part of the larger community that is Miami County. The comprehensive CHIP and CHA reports are publicly available for the reader to reference for additional details.⁷ The health priorities identified in the CHIP are maternal and family health, chronic disease, and mental health and addiction.

Maternal and Family Health

The Maternal and Family Health priority includes percent of mothers who smoked, low birth weight rates, birth rate to teenage mothers, prenatal care, and infant mortality rate. While the smoking rate for Miami County is above the state percentage and the Healthy People 2020 goal, all other measures are below the state's level and below the Healthy People 2020 goal:

- 16.3% of mothers smoked during pregnancy;
- 7.8% rate of low birth weight;
- Birth rate to teenage mothers 36.2 per 1,000; and
- 78.8% of mothers receive prenatal care (this has been declining since 2010, according to the report).

Also included in this priority is education and youth needs. The report indicates that over half of the children assessed for kindergarten were not demonstrating readiness in social foundations, math, language and literacy, and physical well-being and motor development. This breaks down to just over 13% showing emerging (earliest) signs of readiness and just over 38% approaching second level of readiness.



⁶ In 2018, the Miami County Health Planning Partnership developed the 2017 Miami County Community Health Assessment: Examining the Health of Miami County, Ohio. It is a cross-sectional assessment resulting from a survey administered to a random sample of 400 Miami County residents.

⁷ https://84a732f2-c06d-4021-9081-e9d2141e5586.filesusr.com/ugd/0ae78b_1f00e12b2eb9434186ce6ba05ec31912.pdf
<https://piquaoh.org/download/FINAL-Miami-County-2017-Community-Health-Assessment.pdf>

Further, Miami County also considered the issues confronted by the youth in the community. The findings from the youth survey found that throughout Miami County youth need or desire to have:

- 77% indicated mental health services and connections;
- 77% indicated guidance counseling that addresses social and emotional needs;
- 73% indicated referrals to youth mental health providers;
- 73% indicated before- or after-school programming that provides instruction beyond normal schooling; and
- 72% indicated before- or after-school care for students needing academic assistance.

The report indicated that the largest challenge faced by youth centers around lack of parental involvement in the youth's education, poverty, and apathy.

Another large area of concern for Miami County is violence, child abuse, and neglect; the six-year average rate for domestic violence is 846.2 per 100,000, which is higher than the rate of Ohio at 624.8. Abuse and neglect per 1,000 children is only 14.4 in Miami County, compared to 30.9 for Ohio.

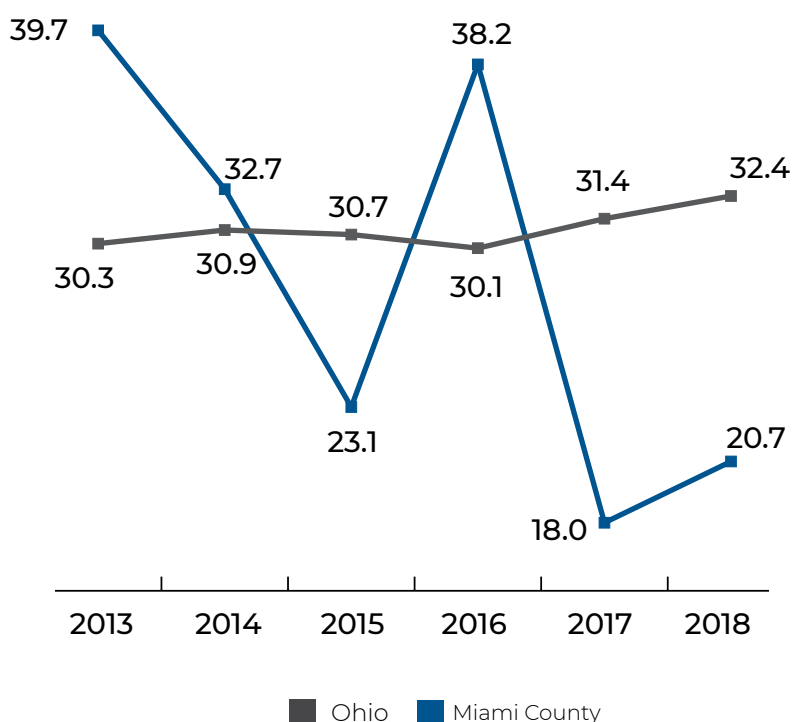
Chronic Disease

The Chronic Disease priority includes obesity, nutrition, and heart disease. Data related to this health priority include a high percentage of the population at risk of:

- Obesity (over 37% for both men and women);
- 28.2% of Miami County adults have high blood pressure versus 34.3% of all Ohioans;
- Physical Inactivity (26.2% of the population not participating in physical activity in a given week);
- Diabetes prevalence is higher for Miami County than Ohio adults (Figure 34); and
- 8.1% of Miami County has heart disease compared to 4.2% of all Ohioans.

Food insecurity is also a considerable challenge for the people in Miami County with 1 in 8 individuals and 1 in 5 children living in households where there is inadequate access to nutritious foods.

Figure 34. Mortality Indicator DIABETES Rate per 1,000 Deaths



Mental Health and Addiction

The Mental Health and Addiction priority includes educating and training Miami County mental health and addiction issues. Data related to this health priority include:

- 15% of the population are considered binge drinkers;
- 13.3% of people indicated that a family member had been affected by drugs like heroin, methadone, cocaine, etc.;
- 15% are currently smokers;
- 9.5% have a depressive disorder; and
- 7.4% have been diagnosed with a mental or emotional issue.

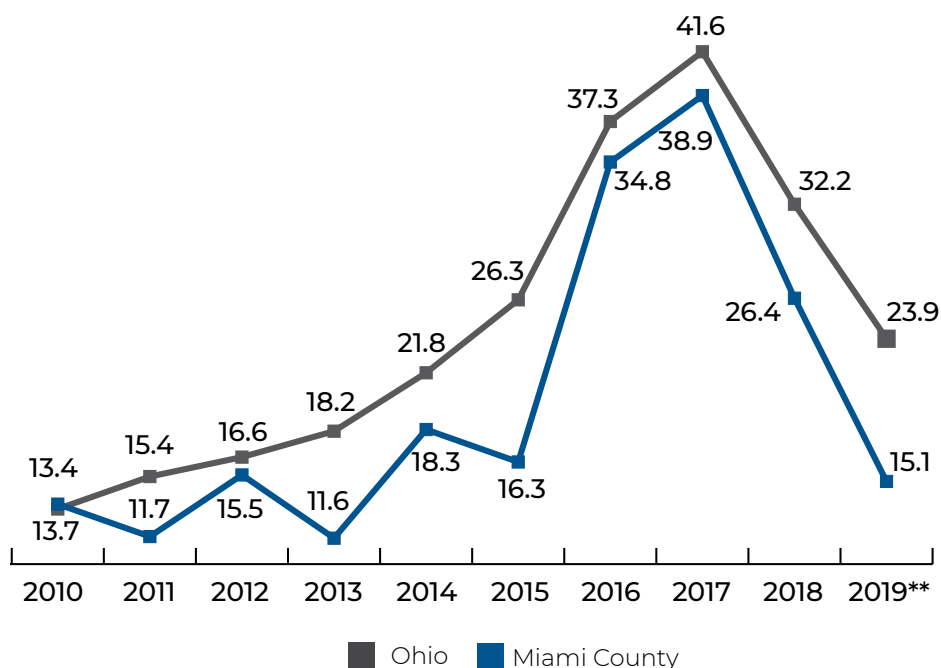
The following are services that were indicated as needed by a community survey that was conducted as part of the Miami County CHIP:

- Substance abuse treatment for youth (75.9%);
- Mental health care for children age 17 and under (73.9%);
- Substance abuse treatment for adults (68.3%); and
- Mental health care for adults (61.1%).

Unintentional Drug Overdose

Opioid addiction and overdoses have become among the most urgent public health issues in Ohio.⁸ Although the rate of drug overdose deaths in Miami County trails behind that of Ohio (Figure 35), the rate more than doubled from 2015 to 2016.⁹ Recently, there has been a decline both for the state and Miami County in drug-related deaths because of the use of programs that administer or distribute Narcan for resuscitation. This, while not stopping the prevalence of drug use in the community, is staunching the sharp incline in deaths that recorded between 2015 and 2017.

Figure 35. Accidental Poisoning by Exposure to Drugs Death Rate per 100,000



⁸ Taking Measure of Ohio's Opioid Crisis [Report] / auth. Rembert et al.; Columbus, Ohio: The Ohio State University, C. William Swank Program in Rural-Urban Policy, 2017.

⁹ Ohio Department of Health: <http://publicapps.odh.ohio.gov/EDW/DataBrowser/Browse/Mortality>; indicates that 2019 data is incomplete or impartial

Disability in Troy

The largest identified disabilities that are facing the population of Troy are individuals with ambulatory difficulties, those who have independent living difficulties, and individuals with cognitive difficulties, with 9%, 8%, and 7% of disabilities reported, respectively (Figure 36). We see that there are very similar rates of disabilities for both men and women at about 15% of the population (Figure 37).

While there is minimal difference in the occurrence of disabilities between genders, there is a more noticeable difference of incidence of disabilities between identified races. The Asian population in Troy has the lowest rate of disability at about 5% experiencing a diagnosed disability. Black individuals have the highest rate of disability at just under 20%, while White and some other race individuals have about 15% incidence of disability occurring (Figure 38). While there are small but noticeable differences of race and disability, the largest differences are between age groups and disability incidence. As ages increase, individuals are more likely to experience a form of disability (Figure 39). Nearly half of individuals age 75 or older are likely to have a diagnosed disability and 3 in 10 of individuals between the ages of 65 and 74 experience some form of disability. Whereas the age groups below 35 years of age have less than a 10% rate of incidence for having a diagnosed disability.

Figure 36. Disability Status by Type of Disability (Troy, Ohio)

ACS Table: S1810; 2018, 5-Year Estimates

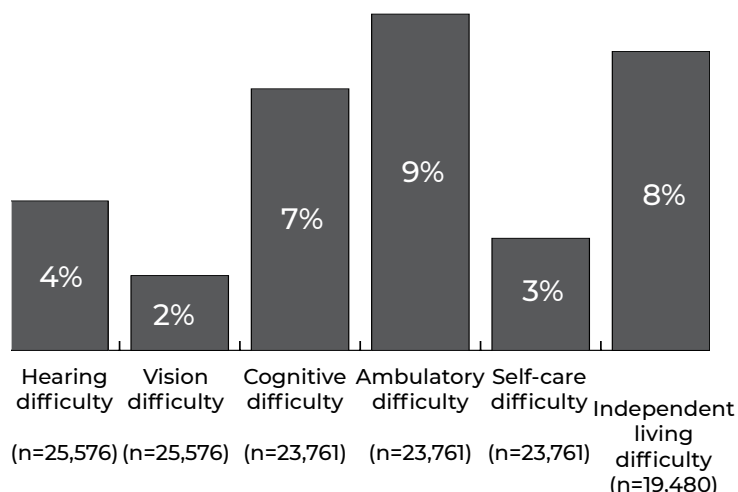


Figure 37. Disability Status by Gender (Troy, Ohio)

ACS Table: S1810; 2018, 5-Year Estimates

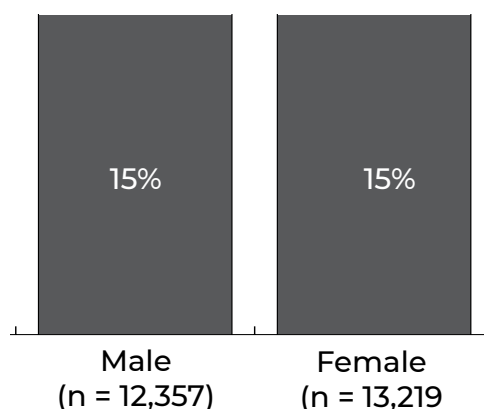


Figure 38. Disability Status by Gender (Troy, Ohio)

ACS Table: S1810; 2018, 5-Year Estimates

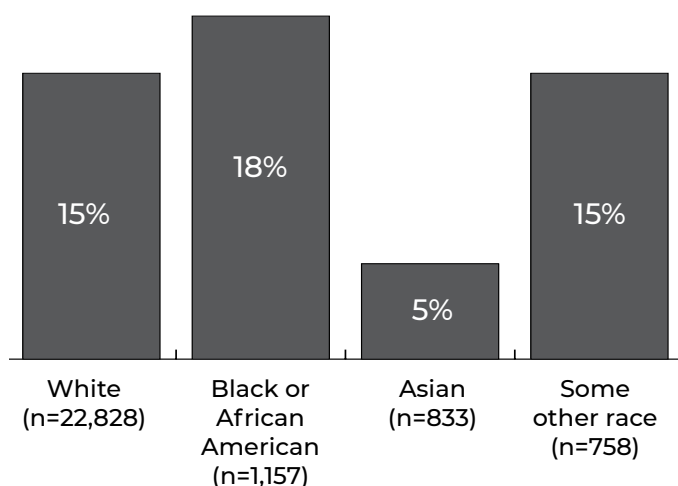
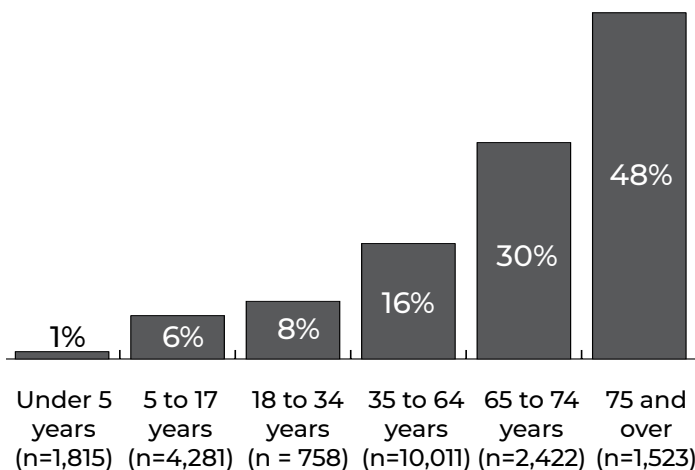


Figure 39. Disability Status by Age (Troy, Ohio)

ACS Table: S1810; 2018, 5-Year Estimates



Impacts of COVID-19 (December 2020)

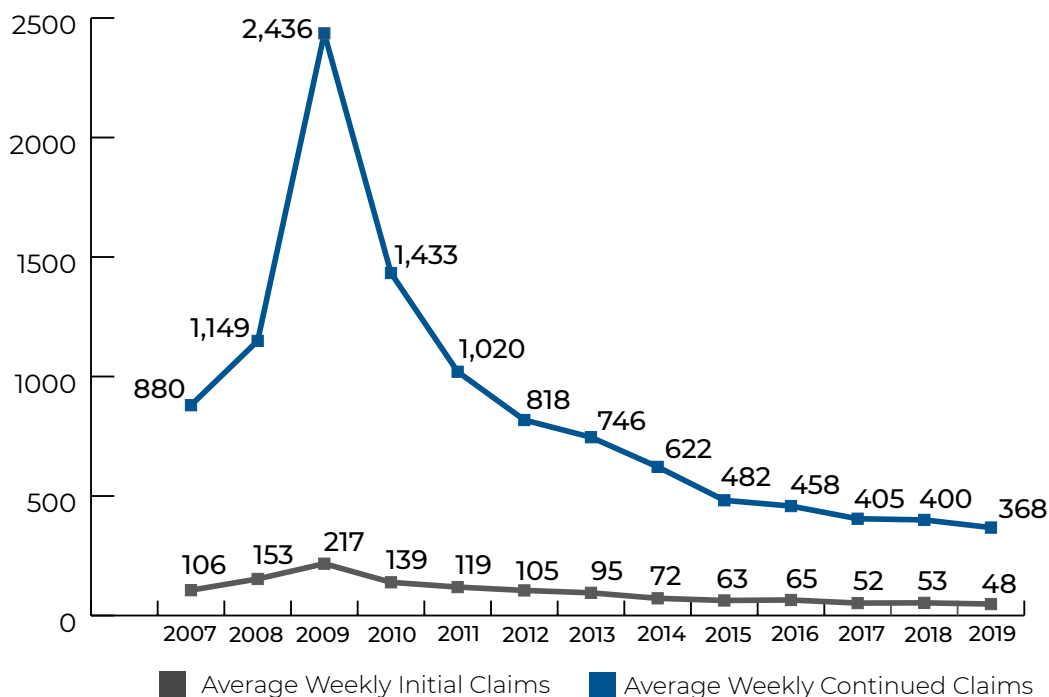
Miami County, similar to the rest of Ohio, has experienced a shudder like the rest of the nation and globe. The COVID-19 pandemic has created an economic, health, and systems shock that has not been seen before in living memory. The state government created a forced shut-down or throttling of non-essential business in an effort to increase social distancing and prevent the spread of COVID-19, while working to increase the stockpile of personal protective equipment (PPE), develop effective treatments and therapies, and search for preventive solutions.

This throttling of the economy took a toll on the workforce, especially for businesses that could not or would not change their business models to accommodate the prohibition on in-store shopping, in-office work, dine-in, and other similar services that require in-person gathering, and some businesses and nonprofits simply cannot change because of the nature of their work. This quick change in policies impacting businesses' strategies, and in some cases organizations' inability to change, increased unemployment claims tremendously across the board and reduced sales for nonprofits and for-profit businesses. The stress stemming from these drastic shifts has also increased mental health problems experienced by many. Further, the pandemic has created an environment where nonprofits have faced shifts in priorities as they work to accommodate the growing needs of those they serve.

Employment and Small Business Loans

Currently, most data surrounding the response to COVID-19 are anecdotal and are based on data and policies at the state and federal levels that continue to change weekly, if not daily. As Ohio, and Miami County, entered into early 2020, the unemployment continued claims (those who have been on unemployment more than one week) was at an all-time low since the Great Recession, with fewer than an average of 400 people weekly for the county. In terms of initial claims, or individuals newly applying for unemployment benefits, just under an average of 50 new claims were being recorded weekly (Figure 40).¹⁰

Figure 40. Miami County Annual AVERAGE Weekly Unemployment Claims



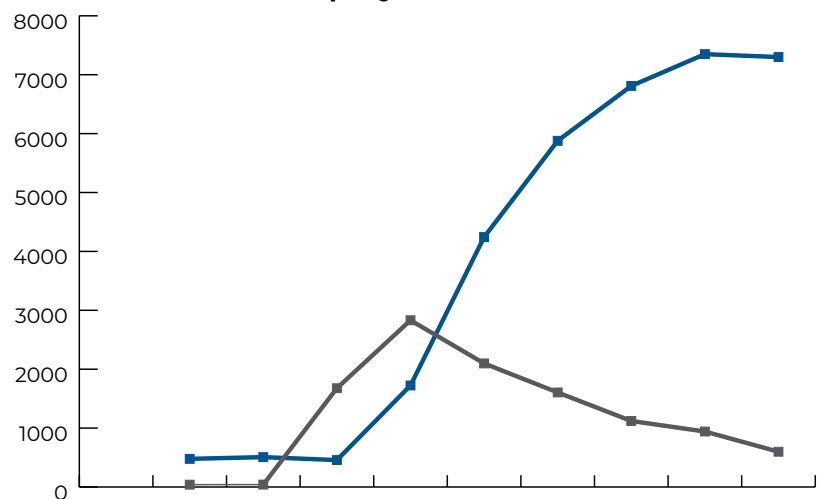
At the beginning of 2020, Miami County experienced a continued weekly decline or plateau in the number of unemployment claims. This trend continued through the second week in March, which marked the beginning of the state-mandated social distancing standards (Figure 41).¹¹ From that point, the actual weekly number of initial and continued claims began to increase.

¹⁰ *Unemployment Insurance Claims: Unemployment Claims & Benefit Statistics*. (2020, April). Retrieved from Ohio Labor Market Information; Ohio Department of Job and Family Services: <https://ohiolmi.com/home/UIclaims#c3>

¹¹ *Unemployment Insurance Claims: Unemployment Claims & Benefit Statistics*, 2020

How the recovery from the pandemic plays out will greatly influence the potential annual average. It is likely that it will follow a path similar to that of the Great Recession. Regardless, many unemployed individuals and families are suffering severe economic hardship and need support, and the hardest-hit industries include the arts, entertainment, recreation and accommodation, and food services (Table 2). These industries employ over 10% of the population of Troy.¹² But reductions in the workforce have spanned many additional industries.

Figure 41. Miami County ACTUAL Weekly Unemployment Claims



A national study estimates that of those jobs lost (furloughed or laid off) due to COVID-19, over 40% of them will not return. This does not mean that those who lost employment will remain unemployed, just that they will need to gain employment in other industries. Businesses that saw increased demand were places like Walmart, Amazon, food delivery services, and other similar types of businesses. The study also argues that this change in the composition of the economy will persist even after a full economic recovery, and that to keep or maintain all businesses that closed would be too costly and exhaust resources, should the government attempt to keep all businesses open that were closed due to COVID-19—and without any guarantee of those businesses' future success.

Further, this study also suggests that, optimistically, the return to pre-COVID-19 economic conditions will take at least until mid-2021, at the very earliest. But this scenario is dependent on whether or not a complete reopening of the economy occurs, an effective treatment is found that gains public trust (allowing for travel and recreation), and then the approval and distribution of a vaccine that is safe by April 2021. Even under these optimal conditions, most businesses are expecting to lose nearly 20% in total sales in 2020.

To reduce some of the economic disruption caused by the pandemic, the federal government approved an economic relief package that included loans for businesses designed to help maintain employment levels. These loans would be forgiven if the majority of the funds were used to cover employee wages and other approved expenses. But the pandemic also created a dynamic where individuals, families and businesses all struggled to balance the needs of the business with the needs of the individuals. From childcare and access to healthcare to education, the pandemic has exposed the fragility of the economy and many latent vulnerabilities.

A localized study to central Ohio conducted on Women-Owned Businesses found that there was a reduction of labor force of just over one in four employees being laid off or furloughed. Additionally, these businesses stated that they were not only experiencing loss of their employees, but also a reduction in their earnings. In fact, two-thirds of these businesses experienced decreased revenue, with one in three not sure if their revenue would return after stay-at-home orders are lifted. The range of revenue loss was anywhere from 10% to 100%, with an average of 47% of revenue expected during this time.

While several of these businesses are suffering, some, but not all were able to qualify and receive small business loans to aid in keeping their business from closing completely during this time. Those businesses hardest hit by the economic shock included fitness centers, spa/salon/wellness, technology/software, brick and mortar retail, online retail, restaurant/bar, construction, and marketing and event planning. These business owners, like those in the national study, are unsure about whether or not their revenue will return to pre-pandemic levels.

¹² Currently March data is only available, it is predicted that April data will see a larger reduction in employment in these sectors already hit and likely an increase in many other industries, too.

¹³ Barrero, J. M., Bloom, N., & Davis, S. J. (2020). COVID-19 Is Also a Reallocation Shock. *Becker Friedman Institute for Economics at UChicago*.

Table 2. Ohio Current Employment (April 2020)
Ohio Labor Market Information, Ohio Department of Job and Family Services¹⁴

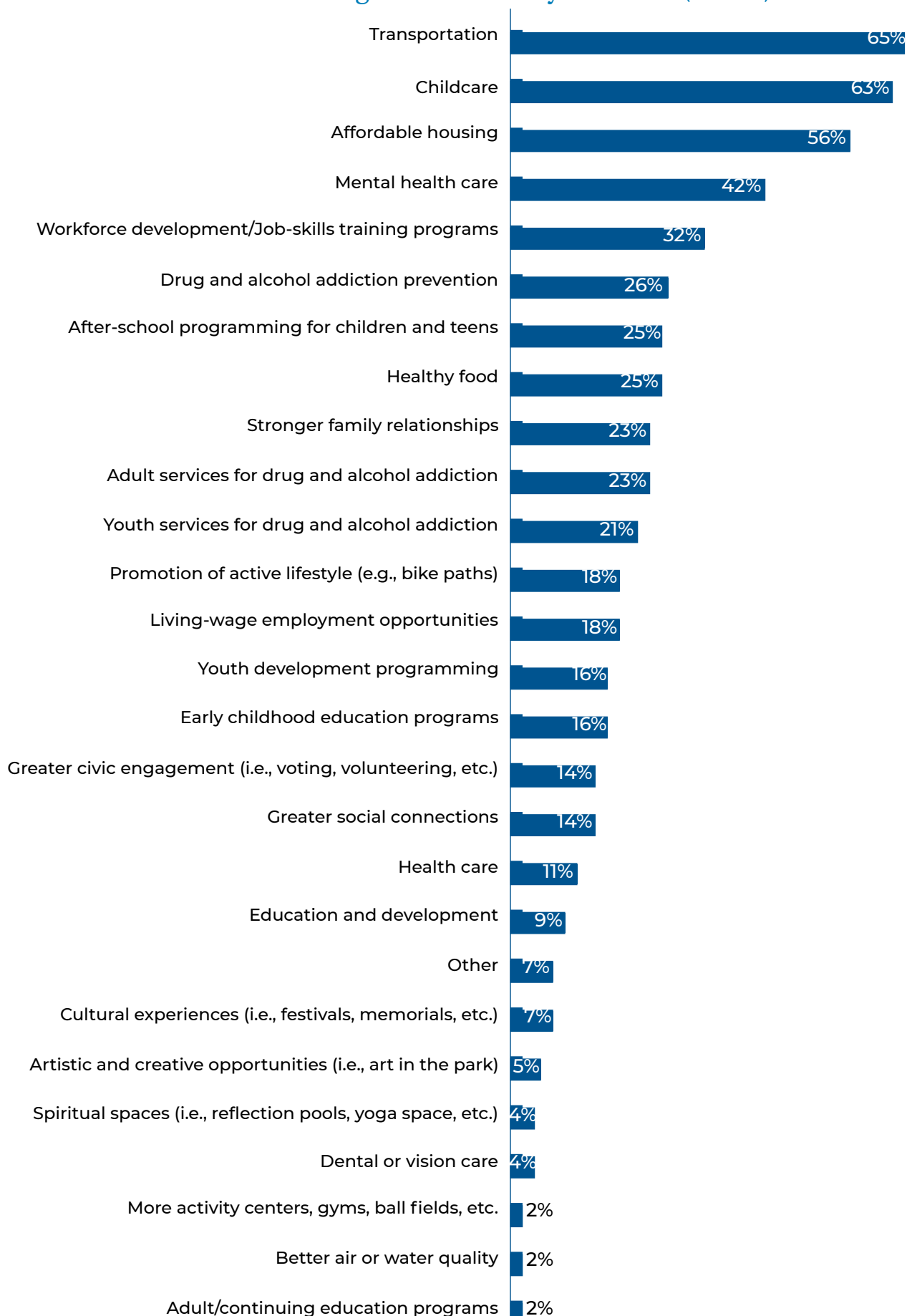
Industry	State of Ohio						City of Troy					
	Current Job Count	Last Year Jobs	April Job Loss	% Change Month	Year Job Loss	% Change Year	Current Job Count ¹⁵	Last Year Jobs	April Job Loss	% Change Month	Year Job Loss	% Change Year
Manufacturing	601,800	702,800	-96,300	-14%	-101,000	-14%	3,299	3,853	-531	-14%	-554	-14%
Educational services, healthcare and social assistance	840,600	939,600	-99,900	-11%	-99,000	-11%	2,068	2,312	-246	-11%	-244	-11%
Retail trade	472,900	555,300	-75,800	-14%	-82,400	-15%	1,203	1,413	-195	-14%	-210	-15%
Arts, entertainment, recreation, and accommodation and food services	280,700	569,800	-263,500	-48%	-289,100	-51%	696	1,413	-684	-48%	-717	-51%
Professional, scientific, management, administrative, and waste management services	628,200	737,800	-101,000	-14%	-109,600	-15%	656	771	-107	-14%	-114	-15%
Public administration	739,800	788,100	-42,000	-5%	-48,300	-6%	603	642	-34	-5%	-39	-6%
Other services, except public administration	164,800	213,100	-47,400	-22%	-48,300	-23%	497	642	-143	-22%	-146	-23%
Transportation and warehousing, and utilities	217,200	230,200	-21,400	-9%	-13,000	-6%	485	514	-46	-9%	-29	-6%
Finance and insurance, real estate, and rental and leasing	293,600	309,400	-12,500	-4%	-15,800	-5%	487	514	-21	-4%	-26	-5%
Information	64,200	69,400	-5,600	-8%	-5,200	-7%	238	257	-21	-8%	-19	-7%
Wholesale trade	212,600	237,200	-18,700	-8%	-24,600	-10%	230	257	-21	-8%	-27	-10%
Construction	187,800	227,200	-39,400	-17%	-39,400	-17%	212	257	-45	-17%	-45	-17%
Agriculture, forestry, fishing and hunting, and mining	11,200	12,200	-200	-2%	-1,000	-8%	24	26	0	0%	-2	-8%

¹⁴ Current Employment Statistics by Industry Sector. (2020, April). Retrieved from Ohio Labor Market Information; Ohio Department of Job and Family Services: <https://ohiolmi.com/?page85481=1&size85481=48>

¹⁵ Employment Data based on ACS Table: C24030; 2018, 5-Year Estimates

Appendix A: Overview of Troy Residents' Unmet Needs

Figure A1. Troy Residents' Greatest Unmet Needs
According to Community Parnters (n = 57)



Appendix B: The Troy Foundation's SWOT Analysis

A SWOT analysis of The Troy Foundation was also conducted in order to better understand the organization's internal potential (Strengths) and limitations (Weaknesses), and the Opportunities and Threats from the external environment in which the Foundation (and other Troy non-profits) must operate. The following is a high-level overview of the SWOT analysis and is being included in this report in order to aid The Troy Foundation's collaboration with other area nonprofits. Organizations can evaluate their own strengths and challenges and communicate with The Troy Foundation opportunities to leverage each other's strengths to overcome each other's barriers.

Strengths

- The Troy Foundation allocates resources to a variety of projects, changing regularly the focus of funding based on community needs.
- Community partners and leaders view The Troy Foundation staff as community leaders, liaisons, and a knowledgeable resource based on how to receive funding for projects.
- The Troy Foundation serves as a hub to connect similar organizations and projects.
- The Troy Foundation has been a communing leader in funding during the COVID-19 crisis.

Weaknesses

- Community perceives inadequate funding to four key areas: a robust public transportation system, childcare/youth development programming, mental health resources, and affordable housing.
- The overall community has limited knowledge of The Troy Foundation's mission/work.
- Opportunity to increase diversity in representation on the Board, among staff.
- The Troy Foundation Board and staff report improvements can be made to make funding decisions more transparent, intentional in reaching all residents and more proactive towards resident needs.
- Racial and ethnic minorities and individuals recovering from addiction feel not welcome to participate in community events.

Opportunities

- Social service organizations provide multiple avenues of support for substance abuse disorders, aiding the homeless, creating support systems for families.
- Churches are convening places for most parents to share information, find support, and create a safe and positive environment for children.
- Residents indicated they feel safe in their neighborhoods.
- First responders and other recovery services actively try to connect individuals to treatments and employment opportunities.
- Desire among residents to volunteer and serve.

Threats

- Lack of transportation services for those without cars, especially 2nd and 3rd shift workers.
- Limited upward mobility for their residents, especially for those who are shift workers.
- Poor housing conditions and limited affordable housing options (size and neighborhoods).
- Prevalence of substance abuse, and insufficient resources for children's mental health and academic support.
- Lack of affordable childcare options for children, limiting parents' employment opportunities.
- Racial wealth gap rooted in historical discriminatory housing lending practices.
- Lack of women and minority representation in city leadership, civil servant positions; limited access for minorities to join.
- Need for increased teaching and special education resources, lack of minority representation among school faculty/staff.
- Residents report need for financial literacy skills (mortgages, life insurance, FAFSA, school loans).
- Minority residents more likely to perceive leadership does not make decisions in the best interest of all.

Appendix C: Miami County Districts Kindergarten Readiness

Year	District Name	Demonstrating (270-298)	Approaching (258-269)	Emerging (202-257)	On Track (263-298)	Not On Track (202-262)	Overall Score	Language & Literacy	Math	Physical Well-being & Motor Development	Social Foundations
2018–2019	Bethel Local	47.2%	32.1%	20.8%	76.4%	23.6%	267.8	268.2	266.2	272.2	272.5
2017–2018	Bethel Local	52.6%	20.5%	26.9%	67.9%	32.1%	268.2	267.0	268.2	272.8	272.5
2018–2019	Bradford Exempted Village	28.6%	50.0%	21.4%	45.2%	54.8%	264.7	262.1	262.5	267.4	276.3
2017–2018	Bradford Exempted Village	45.5%	45.5%	9.1%	60.6%	39.4%	269.3	266.1	266.3	284.5	280.7
2018–2019	Covington Exempted Village	52.9%	29.4%	17.6%	68.6%	31.4%	270.2	268.2	268.0	274.2	277.2
2017–2018	Covington Exempted Village	53.1%	36.7%	10.2%	81.6%	18.4%	270.1	269.2	269.8	277.3	272.3
2018–2019	Miami East Local	64.5%	28.9%	6.6%	82.9%	17.1%	274.1	272.0	267.8	279.6	288.3
2017–2018	Miami East Local	72.0%	24.0%	4.0%	81.0%	19.0%	275.9	272.9	269.7	281.9	291.3
2018–2019	Milton-Union Exempted Village	42.2%	45.1%	12.7%	61.8%	38.2%	267.1	264.5	263.5	272.8	280.5
2017–2018	Milton-Union Exempted Village	53.5%	30.7%	15.8%	66.3%	33.7%	268.8	265.1	266.0	273.0	283.0
2018–2019	Newton Local	78.6%	21.4%	0.0%	90.5%	9.5%	277.4	273.0	269.4	289.0	297.2
2017–2018	Newton Local	60.0%	38.0%	2.0%	74.0%	26.0%	273.6	270.0	267.6	282.3	288.9
2018–2019	Piqua City	31.5%	40.2%	28.3%	46.1%	53.9%	263.9	260.2	261.0	274.2	276.0
2017–2018	Piqua City	44.2%	35.8%	20.0%	61.5%	38.5%	268.1	264.2	265.0	275.9	280.9
2018–2019	Tipp City Exempted Village	39.1%	46.6%	14.4%	71.8%	28.2%	267.1	269.1	273.0	260.6	266.0
2017–2018	Tipp City Exempted Village	43.4%	36.4%	20.2%	68.8%	31.2%	268.3	267.8	270.5	269.0	270.7
2018–2019	Troy City	58.3%	33.1%	8.6%	77.3%	22.7%	272.1	269.5	268.8	276.8	281.8
2017–2018	Troy City	57.9%	32.8%	9.3%	81.4%	18.6%	273.0	272.4	269.8	275.6	280.1

Appendix D: City of Troy Nonprofits

The following list has been developed utilizing TaxExemptWorld's online database in order to be as comprehensive as possible. Nonprofits included in this list were found by TaxExemptWorld to be located in Troy, Ohio, having provided Form 990 in 2018 to the United States Internal Revenue Service, and to have reported a revenue greater than \$0 in 2018.

- 1383 HTM Area Credit Union Inc. - Troy
- 4-H Clubs and Affiliated 4-H Organizations - Troy
- A Little Help Miami County Inc. - Troy
- Abundant Life Assembly of God - Troy
- Accounting Publishers Co. – Troy
- Achieve – Troy
- AD 33 Ministries Inc. - Troy
- African Connection - Troy
- Agape Ministries - Troy
- Ahava Tree Ministries Inc. - Troy
- Altrusa International Foundation Inc. - Troy
- Altrusa International Inc. Troy Club - Troy
- Altrusa Mobile Meals Inc. - Troy
- American Association of University Women - Troy
- American Kodokwan Institute Inc. - Troy
- American Legion - Troy
- American Legion Auxiliary - Troy
- American Marketing Association Inc. - Troy
- American Statistical Association - Troy
- American Volkssport Association Inc. - Troy
- Amvets - Troy
- Arbogast Performing Arts Center - Troy
- Arc of Miami County Inc. – Troy
- Arthur P Daniel Charitable Lead Annuity Tr 2 – Troy
- Assemblies of The Lord Jesus Christ – Troy
- Bed Bug Relief Fund Inc. - Troy
- Benevolent & Protective Order of Elks of the USA – Troy
- Bethel Education Association - Troy
- Bible Missionary Church of Troy Ohio - Troy
- Bigger Than Bricks Inc. - Troy
- Blue Star Mothers of America Inc. - Troy
- Brukner Nature Center - Troy
- BSA Troop 544 - Troy
- Centerpoint Christ Community Church - Troy
- Champaign County Farm Bureau Inc. - Troy
- Children's International Summer Villages Inc. - Troy
- Christian Science Society Troy Ohio - Troy
- Chuck Help A Family Service - Troy
- Clark County Farm Bureau Inc. - Troy
- Coaches Team International Inc. - Troy
- Community Housing of Darke, Miami & Shelby Counties Incorporated - Troy
- Concord Parent Teacher Organization - Troy
- Cookson PTO - Troy
- Coppock-Hole Tr 1035004902 - Troy
- Corinn's Way Inc. - Troy
- Cornerstone Baptist Church - Troy
- Corvette Troy Charities Inc. - Troy
- Corvette-Troy - Troy
- Country Workshop Artists - Troy
- Courier for Christ Corporation - Troy
- Court-Appointed Special Advocate Guardian Ad Litem of Miami County - Troy
- Courts of Praise Church OBSC - Troy
- Crosspoint Church - Troy
- Crossroads Connexions - Troy
- Curl Troy - Troy
- Darke County Farm Bureau Inc. - Troy
- Daughters of The Nile - Troy
- Deepening Your Effectiveness Inc. - Troy
- Disabled American Veterans - Troy
- Dolphin Swim Club Inc. - Troy
- East Central District Missionary Church - Troy
- East Central Region Missionary Church - Troy
- Elizabeth Twp. Historical Society - Troy
- Family Abuse Shelter of Miami County Inc. - Troy
- Family Connection of Miami County Inc. - Troy
- Fire & Iron Foundation - Troy
- First Baptist Church - Troy
- First Church of The Nazarene - Troy
- First Lutheran Church of Troy Ohio - Troy
- First Place Food Pantry Inc. - Troy
- First United Methodist Church - Troy
- Fish Inc. of Troy Ohio - Troy
- Forest Elementary School PTO - Troy
- Fraternal Order of Eagles - Troy
- Fraternal Order of Police - Troy
- Free & Accepted Masons of Ohio - Troy
- Free To Run Foundation - Troy
- Friends And Neighbors of Miami County - Troy
- Friends Of The Hayner Inc. - Troy
- Friends of the Troy-Miami County Public Library - Troy
- Full Gospel of Christ Fellowship Inc. - Troy
- Gamma Phi Beta Sorority Inc. - Troy
- George R. Gardner Foundation Inc. - Troy
- Global Water Consortium - Troy
- God's Freedom Fighters International Inc. - Troy
- Gospel Community Church of Troy - Troy
- Grace Apostolic Family Worship Center - Troy
- Great Council of Ohio Improved Order of Red Men - Troy
- Green Again Corp., An Ohio Corporation, Not-For-Profit – Troy
- Habitat For Humanity International Inc. - Troy

- Harvesting Word Outreach Church - Troy
- Health Partners Free Clinic - Troy
- Heywood School Parent Teacher Organization - Troy
- Hobart Calamity Fund - Troy
- Hobart Institute of Welding Technology - Troy
- Honey Creek Watershed Association Inc. - Troy
- Hope For Home Ministries - Troy
- Hospice of Miami County Inc. - Troy
- House On The Rock Fellowship - Troy
- Housing Opportunities for People - Troy
- Hype Northern Miami Valley Inc. - Troy
- Improved Order of Red Men Degree of Pocahontas of Ohio - Troy
- Industrial Heritage Museum of Miami County - Troy
- International Association of Lions Clubs - Troy
- International Facility Management Association Inc. - Troy
- International Reading Association Inc. - Troy
- International Union United Auto Aerospace & Agricultural Workers - Troy
- Isaiah's Place Inc. - Troy
- Juvenile Education Fund - Troy
- Kedrick Hirschy Ministries Inc. - Troy
- Key Club International - Troy
- Kids Read Now - Troy
- Kiwanis International Inc. - Troy
- Knights of Columbus - Troy
- Knights of St John Commandery - Troy
- Knights Templar of The United States of America - Troy
- Koinos Christian Fellowship - Troy
- Kyle Elementary Parent Teachers Organization - Troy
- Kyle Terrian Memorial Fund - Troy
- Laber of Love Pet Rescue - Troy
- Lakeview Missionary Church - Troy
- Life Cycles - Troy
- Lincoln Community Center Association Inc. - Troy
- Living Stones Memorial Church - Troy
- Lost & Found K9 Rescue - Troy
- Mayor's Troy International Council - Troy
- Mental Health Coalition - Troy
- Miami County Agricultural Society Inc - Troy
- Miami County Amateur Radio Club Inc. - Troy
- Miami County Antique Power Association Inc. - Troy
- Miami County Chapter No. 2283 Women of The Moose - Troy
- Miami County Community Action Council - Troy
- Miami County Dental Clinic - Troy
- Miami County Farm Bureau Inc. - Troy
- Miami County Gem and Mineral Club - Troy
- Miami County Home Builders Foundation - Troy
- Miami County Liberty Inc. - Troy
- Miami County Local Food Council - Troy
- Miami County Lodge 2611 Loyal Order of Moose - Troy
- Miami County Mental Health Center - Troy
- Miami County Park District Volunteers in Parks - Troy
- Miami County Pro-Life Educational Foundation - Troy
- Miami County Recovery Council Inc. - Troy
- Miami County Right To Life Society - Troy
- Miami County Sheriffs Building Committee - Troy
- Miami County Visitors & Convention Bureau Inc. - Troy
- Miami East After Prom Parents Committee - Troy
- Miami East Education Association - Troy
- Miami East Football Parents Association - Troy
- Miami East Junior Diamond Sports Inc. - Troy
- Miami East Youth Wrestling Club - Troy
- Miami Montessori School - Troy
- Miami Valley Bird Club and Rescue - Troy
- Miami Valley Career Tech Center - Troy
- Miami Valley Christian Center Inc. - Troy
- Miami Valley Fly Fishers Educational Outreach Inc. - Troy
- Miami Valley Pet Therapy Association Inc. - Troy
- Miami Valley Quarter Midget Racing Association Inc. - Troy
- Midwest Chinese Christian Association - Troy
- Midwestern Ohio Association of Realtors - Troy
- Midwestern Ohio Association of Realtors Inc. - Troy
- Miracle League of The Miami Valley - Troy
- Mission Be Addicted 2 Life - Troy
- Most Worshipful Prince Hall Grand Lodge Free And Accepted Mason of - Troy
- NAMI of Miami County Ohio - Troy
- National Alliance for the Mentally Ill Shelby County Ohio Inc. - Troy
- National AMBUCS Inc. - Troy
- National Federation of Grandmothers Clubs of America - Troy
- National Society of the Sons of the American Revolution - Troy
- New Day Ministries - Troy
- New Life in Christ Ministries Inc. - Troy
- Newton Teachers Association - Troy
- C N A - Troy
- Ohio Association of Gifted Children - Troy
- Ohio Chapter American Political Item Collectors - Troy
- Ohio Cutting Horse Foundation Inc. - Troy
- Ohio Dental Association - Troy
- Ohio Job Bank Inc. - Troy
- Ohio Special Olympics Inc. - Troy
- Ohio State Grange of Patrons of Husbandry - Troy
- Ohio State Medical Association Alliance - Troy
- The Ohio State University - Troy

- The Ohio State University Alumni Association Inc. - Troy
- Ohio's Great Corridor Association Inc. - Troy
- Ohio's Historic West Inc. - Troy
- Olmsted Missionary Church - Troy
- Operation Reach Back Incorporated - Troy
- Optimist International - Troy
- Order of The Amaranth Inc Supreme Council - Troy
- Order of the Eastern Star of Ohio - Troy
- Overfield Early Childhood Program Inc. - Troy
- Overfield Tavern Museum - Troy
- OX5 Aviation Pioneers - Troy
- Pals for Young Moms Inc. - Troy
- Partners in Hope Inc. - Troy
- Pastors Forum - Troy
- Patricia Ann Twiss Charitable Remainder Unitrust - Troy
- Pi Delta Zeta Alumni Association - Troy
- Piqua Education Association - Troy
- Pivot of Miami Valley - Troy
- Preeminent Word Fellowship - Troy
- Presentation Weekend Student Interchange Inc. - Troy
- Prevailing Word Church Incorporated - Troy
- Project Velo Racing - Troy
- Public Television Communications Center - Troy
- R T Industries Inc. - Troy
- Reading for Change - Troy
- Remainhome Care Inc. - Troy
- Right Turn USA - Troy
- River Valley Co-Op Inc. - Troy
- Riverside Corporation for Mentally Retarded Citizens Inc. - Troy
- Rotary International - Troy
- Royal Arch Masons of Ohio - Troy
- Saint Patrick Soup Kitchen - Troy
- Saluting Veteran Stories - Troy
- Science Education Council of Ohio - Troy
- Seeds of Hope Ohio - Troy
- Sertoma Inc. - Troy
- Sertoma International - Troy
- Sertoma International Sponsorship Fund - Troy
- Shelby County Recovery Inc. - Troy
- Shelby County Residential Services Inc. - Troy
- Shelter the Children - Troy
- Southern Ohio Forge & Anvil - Troy
- Spiritual Health Care Forum of Greater Dayton Ohio - Troy
- St. John's United Church of Christ - Troy
- St. Joseph's Catholic Worker House - Troy
- Stand True Ministries Inc. - Troy
- Standing Together Community Development Corporation - Troy
- Steve's Club National Program - Troy
- Stillwater Aquifer Protection Association - Troy
- Streams of Mercy Africa Inc. - Troy
- T L Baseball Boosters - Troy
- Tabernacle of the Lord Jesus Christ - Troy
- Ta-Da Theatrics - Troy
- Tae Ryu Do International - Troy
- TBPA Inc. - Troy
- Temple of Praise Ministries - Troy
- TF Land Inc. - Troy
- The Future Begins Today - Troy
- The Grail Institute of North America - Troy
- The Lucia Hobart Bravo Memorial Inc. - Troy
- Therapeutic Horseback Riders Of Miami County Inc. - Troy
- Thomas E. Hook Elementary School PTO - Troy
- Tipp City Education Association - Troy
- Toastmasters International - Troy
- Tri-County Suicide Prevention Coalition Inc. - Troy
- Triumphant Ministries - Troy
- Trojan Athletics Hall Of Fame - Troy
- Trojans Soccer Club - Troy
- Troy After-Prom Parents Inc. - Troy
- Troy Area Chamber of Commerce - Troy
- Troy Chapter 1025 Women of the Moose - Troy
- Troy Christian Athletic Boosters - Troy
- Troy Christian Church - Troy
- Troy Christian Schools Inc. - Troy
- Troy City Education Association - Troy
- Troy City Support Staff Association - Troy
- Troy Civic Theatre Inc. - Troy
- Troy Classic on the Square - Troy
- Troy Community Works Corporation - Troy
- Troy Concern Inc. - Troy
- Troy Country Club - Troy
- Troy Development Council Inc. - Troy
- Troy Emergency Crew Inc. - Troy
- Troy Fastpitch Association Inc. - Troy
- Troy First Church of God - Troy
- Troy Fish and Game Protective Association Inc. - Troy
- Troy Football Alumni Association Inc. - Troy
- Troy Football Parents Association Inc. - Troy
- The Troy Foundation - Troy
- Troy Gospel Tabernacle - Troy
- Troy Hall of Fame Inc. - Troy
- Troy High School Hockey Parents Booster Association - Troy
- Troy High School Parents Association Inc. - Troy
- Troy High School Wrestling Parents Association - Troy
- Troy Historical Society - Troy
- Troy History Enterprises LLC - Troy
- Troy Housing Opportunity United Inc. - Troy
- Troy Junior Basketball Association Inc. - Troy
- Troy Junior Football Inc. - Troy
- Troy Junior Hockey Boosters Association - Troy
- Troy Junior Trojans Baseball Inc. - Troy
- Troy Lions Charities Inc. - Troy
- Troy Literacy Council Inc. - Troy
- Troy Lodge 2695 Loyal Order of Moose - Troy
- Troy Lunch Club Inc. - Troy

- Troy Main Street Inc. - Troy
- Troy Mayor's Concerts Inc. - Troy
- Troy Memorial Stadium Corp - Troy
- Troy Museum Corporation - Troy
- Troy Music Booster Inc. - Troy
- Troy Pop Rocks Parent Boosters - Troy
- Troy Recreation Association Inc. - Troy
- Troy Reinvestment Fund - Troy
- Troy Rotary Foundation Inc. - Troy
- Troy Senior Citizens Center - Troy
- Troy Skating Club - Troy
- Troy Strawberry Festival Inc. - Troy
- Troy Trojan Archery Boosters - Troy
- Troy-Miami County Public Library - Troy
- True Life Community Church - Troy
- UAW Local 128 Building Corp - Troy
- Union Baptist Church - Troy
- United States Bowling Congress Inc. - Troy
- United Steelworkers - Troy
- United Way of Miami County Inc. - Troy
- Uplift Group - Troy
- Uplink Academy Incorporated - Troy
- Veterans Museum Miami Valley - Troy
- Veterans of Foreign Wars of the United States
Department of Ohio – Troy
- Waco Historical Society Inc. - Troy
- Wear The Message Inc. - Troy
- Western Ohio Dental Society Relief Fund -
Troy
- Western Ohio Education Association - Troy
- Western Ohio Home Builders Association -
Troy
- Western Ohio Japanese Language School -
Troy
- White Dove Circle of Light & Love Inc. - Troy
- Wildcats Baseball - Troy
- William Busser Howell Jr Charitable Remain-
der Unitr - Troy
- Women's Christian Association - Troy
- Women's International Bowling Congress Inc.
- Troy
- World Covenant Prayer Center Inc. - Troy
- World Shorin-Ryu Karate-Do Federation, Unit-
ed States of America, Incorporated - Troy
- Zallihoo - Troy



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