

Empowering Communities. Changing Lives.



2008 Annual Report



OUR VISION is to be the recognized leader and premier non-profit organization in the greater Knoxville area promoting diversity, economic and social equity for all citizens.

OUR MISSION is to enable African Americans, other minority groups, and the disadvantaged to secure economic self-reliance, parity, power, and civil rights.

OUR CORE VALUES

- Diversity: We respect all people and value their contributions. We will actively work to serve and engage individuals from various backgrounds with different viewpoints, skills, and talents.
- Integrity: We employ the highest ethical standards, demonstrating honesty and fairness in every action that we take. We hold ourselves accountable by documenting and reporting our performance and outcomes.
- Passion: We show pride, enthusiasm, and dedication in everything that we do.
- Customer Service: We are dedicated to satisfying customer needs and honoring commitments that we have made to them. We demonstrate a consistently caring and knowledgeable attitude to each individual.
- Self-Sufficiency: We believe that individual and family self-sufficiency is the ultimate goal of a strong, viable, and growing community.
- Empowerment: We will empower our talented people to take the initiative and to do what's right.
- **Teamwork:** Our team is supportive of each other's efforts, loyal to one another, and cares for each other both personally and professionally.
- Collaboration: We will work together, building relationships to create greater value and opportunities for the customers we serve and to make our community a better place to live, work, and contribute.



Empowering Communities. Changing Lives.

Message from the Board Chair and President & CEO



Annette Eads Winston KAUL Board Chair



Phyllis Young Nichols
President & CEO

Welcome to the 2009 Annual Meeting of the membership of the Knoxville Area Urban League. We are beginning our 41st year of service to our community. Our mission is accomplished through advocacy, facilitation, and services in employment and training, education, housing, and business development. This annual report is our effort to demonstrate to you and other stakeholders that we do indeed, "Change Lives."

The Knoxville Area Urban League Board of Directors is actively involved. Board members have served as mentors in the Urban Youth Empowerment Program and supported the Shoes for School event to provide new shoes and school supplies for children as they returned for the school year. Others designed our public relations program, and helped produce and support the annual Equal Opportunity Awards Gala. Board members also helped with facility issues, supported our staff in their work, and completed a long-term strategic plan. Additionally, they attended the Legislative Policy Conference in Washington, DC, and the National Urban League Conference in Orlando. We have excellent attendance and participation at monthly board, governance or committee meetings. As you can see, we are an engaged, working Board. The strong camaraderie we share comes from the fact that each of us is dedicated to advancing the mission of the Urban League.

As we all experience tough economic times, the Urban League is experiencing an increasing number of clients, as well as a change in the audience we serve. The housing crisis has seen our doors opened to a more diverse group of people who require our assistance. In 2008, we served over 5,000 people: 78% African-American, 21% Caucasian, 3% Hispanic, and 1% other. Our clients are as young as the pre-schoolers who benefit from "Read & Rise," our early childhood literacy program, to the over-60 recently unemployed worker searching for a job.

We appreciate and need the support of our members. Please encourage your family, friends and colleagues to join us to meet growing community needs. With your help even in this tough economic climate, we can ensure that families stay in their homes, the unemployed enhance their skills to find employment, that young people learn the value of an education, or even that a pre-schooler receives a new book.

For your support, the Board of Directors, staff, and our clients say, "Thank you." And don't forget to renew your membership!

With our appreciation,

Annette Eads Winston

KAUL Board Chair

Phyllis Young Nichols

President & CEO

EDUCATION & YOUTH SERVICES

Opportunity to Thrive (Children)

Every child in America deserves to live a life free of poverty that includes a safe home environment, adequate nutrition, and affordable quality health care.

Every child in America deserves a quality education that will prepare them to compete in an increasingly global marketplace.

CORE PROGRAMS

- THE DIGITAL ACADEMY PROGRAM is an after-school curriculum based program to help middle school children improve technology skills while introducing them to high-tech careers. The Digital Academy is one of our programs directed at youth in an effort to enhance their chances of graduating from high school and going to college.
- THE NATIONAL ACHIEVERS SOCIETY is an Honor Society for African-American youth and other youth of color in grades 10-12 with a 3.0 or higher cumulative grade point average.
- NULITES (National Urban League Incentives to Excel and Succeed) provides youth with leadership and social development skills and the opportunity to help develop long-term goals.
- READ & RISE is a literacy initiative designed to ensure our children have the necessary early literacy and pre-reading skills to prepare them to do well in school and to meet the challenges of the 21st century.





COMMUNITY IMPACT

- Provided 25 weekly technology workshops to middle school youth that provided a safe place and a marketable skill.
- Inducted 125 new and returning scholars into the National Achievers Honor Society.
- Hosted four parent reading circles in Knoxville and Roane counties.
- Hosted seven reading circles and distributed 876 books, Read & Rise Guides and Read & Rise magazines to children in schools, daycare centers, and other reading circles
- Facilitated a Read & Rise Training session for 17 CVS\ CareMark volunteers.

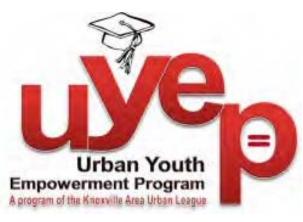
WORKFORCE DEVELOPMENT & TRAINING

Opportunity to Earn (Jobs)

Every willing adult in America should have a job that allows them to earn a decent wage and provide a reasonable standard of living for themselves and their families.

Every adult in America should have equal access to the resources that enhance employability and job mobility, including postsecondary education and other investments in human capital.





CORE PROGRAMS

- Basic Skills Computer Training
- Employment Counseling
- Job Readiness Prep
- Job Placement
- Industrial Apprenticeship Training

COMMUNITY IMPACT

In 2008, the Knoxville Area Urban League received a grant from the National Urban League funded by the US Department of Labor for Out-of-School Youth. The Urban Youth Empowerment Program (UYEP) is targeted to 18-21 year olds.

- 42 enrolled (23 adjudicated, 27 high school dropouts)
- 11 earned a GED or high school diploma
- 16 currently working to earn a GED
- 27 placed in jobs (average wage: \$7.44 per hour)
- 3 earned Certified Nursing Assistant (C.N.A.) certificate
- 5 enrolled in apprentice partnership with University of Tennessee
- 8 enrolled in post-secondary training at community college or vocational center
- 26 completed Community Service
- 13 completed Internships

The Workforce Development Center Program is funded in part by the United Way of Greater Knoxville, the City of Knoxville, and Knox County.

HOUSING SERVICES & COMMUNITY DEVELOPMENT

Opportunity to Own (Housing)

Adequate and affordable housing is a primary need for economic stability.

Every adult in America should have access to the financial security that comes from owning a home.

CORE PROGRAMS

- Housing Counseling
- Homebuyer Education
- Budget and Credit Classes
- Fair Housing Education
- Foreclosure Counseling
- Renters' Rights
- HECM Reverse Mortgage Counseling





COMMUNITY IMPACT

- Clients who completed budget and credit counseling sessions: 374
- Clients who completed first-time homebuyer sessions: 128
- Assisted 38 people to buy their first home with an average purchase price of \$124,000
- Assisted 206 people with foreclosure counseling
- Provided mortgage assistance to 78 families

The Urban League's Housing and Community Development Program is funded by the United Way of Greater Knoxville, Tennessee Housing Development Agency,
U.S. Department of Housing and Urban Development,
and the East Tennessee Foundation's Affordable Housing Trust Fund.

ECONOMIC EMPOWERMENT & SMALL BUSINESS DEVELOPMENT

Opportunity to Prosper (Entrepreneurship)

Every individual in America who possesses entrepreneurial vision, ingenuity, drive, and desire should have access to resources needed to establish and grow a viable business enterprise.

CORE PROGRAMS

TRAINING AND TECHNICAL ASSISTANCE

Working with individuals and a number of organizations such as SCORE, the Small Business Development Center and educational organizations, the Urban League provides technical assistance to businesses.

EDUCATION

An eight week course on entrepreneurship prepares participants for all steps needed to start a new business.

■ EMPOWERMENT ZONE SMALL BUSINESS LOAN PROGRAM

Through a grant from the City of Knoxville, the Urban League manages the Empowerment Zone Small Business Loan Program. Loans up to \$50,000 are available to business owners who live, work, and/or are interested in locating businesses within the Empowerment Zone.

OTHER LOAN PROGRAMS

Two micro-lending programs are available to assist small businesses with start up and expansion services for the greater Knoxville area.

COMMUNITY IMPACT

- 11 EZ loans closed
- Loans closed by EZ geographic area: East (5), West (3), and Central City (3)
- EZ loan pool \$1,000,000
- 2009 goal \$900,000



COMMUNITY DEVELOPMENT & CIVIC ENGAGEMENT



Enterprise Rent-A-Car – "Shoes for School"



"Comcast Cares" – Russell Byrd, Director of Government & Public Affairs



AT&T Foundation – Dennis Wagner, Vice President for External Affairs



Scripps Howard Foundation – John Lansing, President Scripps Networks



KNOXVILLE AREA URBAN LEAGUE YOUNG PROFESSIONALS

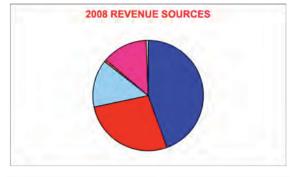
President - Tierney Bates
Vice President - Charlane Oliver
Secretary - Quiana Hardy
Treasurer - Y'Londa Byrd
Policy & Procedures - Reggie Jenkins

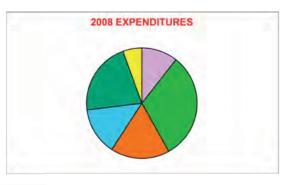
2008 National Urban League "Outstanding Rookie Chapter of the Year" Award

FINANCIAL STATEMENT

<u>ASSETS</u>			LIABILITIES AND NET ASSETS	
CURRENT ASSETS			CURRENT LIABILITIES	
Cash in bank:			Accounts payable	295
Operating		209,459	Accrued expenses	21,531
Savings		63,896	Deferred revenue	28,000
Investments		15,000	TOTAL CURRENT LIABILITIES	49,826
Accounts receivable		137,158		
Inventory		433	LOAN RESERVE	1,054,465
Prepaid expenses		7,214		
TOTAL CURRENT ASSETS		433,160	NET ASSETS	
			Unrestricted 570	,708
RESTRICTED ASSETS				
Cash in bank	174,919			
Loan receivable	879,546	1,054,465		
PROPERTY AND EQUIPMENT				
LAND				
Buildings and improvement	30,000			
Furniture and equipment	168,988			
	363,502			
Accumulated depreciation	562,490			
	<u>(375,114)</u>	<u>187,376</u>		
		1,675,000		1,675,000

REVENUE SOURCES		% of Total	
	Public Grants	566,700	56%
	United Way of Greater Knox	181,000	18%
	Foundations	155,624	15%
	Membership & Contributions	9,920	1%
	Corporate Donations	87,904	9%
	Other Resources	5,618	1%
TOTAL REVENUE		1,006,766	100%





EXPENDITURES		% of To	
	EZ Loan Program	210,005	22%
	Workforce Development	370,630	39%
	Administration	112,978	12%
	Youth	94,515	10%
	Housing	166,802	13%
	Fundraising	37,417	4%
TOTAL EXPENDITURES		992,347	100%

INVESTORS & COMMUNITY PARTNERS

GRANTS

City of Knoxville Community Development **Knox County Community Development** National Urban League

Regions Financial Corporation TN Housing Development Agency United Way of Greater Knoxville

US Dept. of Housing & Urban Development

US Dept. of Labor

FOUNDATIONS

AT&T Foundation Bank of America

Clayton Family Foundation

Comcast Foundation Cornerstone Foundation

East Tennessee Foundation

First Tennessee Foundation

Gene & Florence Monday Foundation

Haslam Family Foundation

James Haslam III Pilot Foundation

Rotary Foundation of Knoxville Scripps Howard Foundation

U.S. Cellular Community Programs

PLATINUM

Pilot Travel Centers, LLC Scripps Networks, Inc

GOLD

Allstate Insurance Company

AT&T Comcast

Cornerstone Foundation **Denso Manufacturing** First Tennessee Bank Knoxville News Sentinel Knoxville Utilities Board Tennessee Valley Authority

U.S. Cellular

SILVER

Clayton Bank & Trust Company

Clayton Homes, Inc. Denark Construction, Inc. Enterprise Rent-A-Car **ORNL** Federal Credit Union Regions Financial Corporation State Farm Insurance

DONATIONS

Angela Conner Charlane Relford **Comcast Cares** David & Ann Metz Donna Hardy

DONATIONS (cont.)

Ellen Robinson

Equality Coalition Housing Opportunity (ECHO)

Gwen McKenzie

In Memory of Thelma P. Hayes

Jack McElroy James Carter L. Caesar Stair III Margaret Gaiter Mark Brown

Monsignor Xavier Mankel Mount Olive Baptist Church Rabbi Beth Swartz, Temple Beth EL

Riverview Missionary Baptist Church Robert Frost Ross N. Faires

The Capital Group Vulcan Materials Company

SUPPORTERS

Alcoa Inc.

Alcoa Primary Metals & Sales

Avis Young

Atlas Electric Company

Barge Waggoner Sumner & Cannon Inc.

Blue Cross Blue Shield Branch Banking & Trust

BWXT-Y12 City of Knoxville Food Lion Frank Robinson

Holrob Commerical Realty, LLC

Home Federal Bank

ImagePoint

Knox County Office of the Mayor Knoxville Convention Center

Kramer Rayson Kroger Company

Lewis, King, Krieg & Waldrop Mercy Health Partners

Merit Construction

Metropolitian Knoxville Airport Authority

Moxley Carmichael

Pellissippi State Community College

Pure Line Printing, LLC

Suntrust Bank

Tennessee Human Rights Commission

TIS Insurance Services, Inc.

UPS Foundation, Inc.

US Celllular

UT Chancellor's Office

UT College of Business

UT College of Law

UT College of Social Work

UT College of Equity & Diversity

Walter State Community College



BOARD OF DIRECTORS

Officers

Annette Winston – **Chairman** Instructor, University of Tennessee

Peyton T. Hairston, Jr. -Vice Chair

Senior Vice President Tennessee Valley Authority

Frank Rothermel - Treasurer

Denark Construction

Dennis Upton – **Immediate Past Chairman** Vice President, Knoxville Utilities Board

Gwendolyn W. Brown – Secretary

Vice President

Barge Waggoner Sumner & Cannon Inc.

Phyllis Y. Nichols - President & CEO

Knoxville Area Urban League

Tierney Bates

Asst Director of Development

University of TN

Tom Catani

Vice-President-East Operation

U.S. Cellular

John Lansing President Scripps Network

Alan Pirie

Vice-President of HR Uster Technologies

Bryan Stubblefield

Vice-President Regional Mgr First Tennessee Bank

James Woroneicki

Sr VP, HR & Adminstration DENSO Manufacturing - TN, Inc.

Julia Bentley

Sr. VP, Investor Relations/Comm.

SAKS, Incorporated

Alan Chesney, Ph.D

Executive Director of Human Resources

University of Tennessee

Cynthia Moxley Chief Executive Officer

Moxley-Carmichael

Frank Robinson Community Volunteer

Rosalyn Tillman

Asst. Dean, Magnolia Avenue Campus Pellissippi State Tech. Comm. College

Debi Welch

Director of Human Resources Knoxville News Sentinel Russell Byrd

Director of Govt & Community Affairs

Comcast

Lonnie Jones Principal

Allstate Insurance

Sylvia Peters

Community Volunteer

Jonida Robinson Community Volunteer

Tim Romero

Regional Vice President Enterprise Rent-A-Car

Avis Young

Training Supervisor
United Parcel Service, Inc.

STAFF

Phyllis Y. Nichols President & CEO

Sandra Cannon
Director of Workforce Development

Donna Worthy

Director of Education & Youth Services

Workforce Development Counselor

Dr. Sherman Jones *Vice President & COO*

Aaron Kyle
Director of Housina

Patricia Smith Executive Assistant

Francis Brice Senior Aide Brenda Roper Business Manager

Felix Harris

Director of Lending

Jackie Robinson

Certified Rehab Counselor

Joyce Armstrong Receptionist

2008 MEMBERSHIPS

Family Membership

David & Ann Metz Dr. L. C. Powell Evelyn R. Hallman Jack McElroy Jim & Phyllis Nichols John & Pilar Davis Mac McSwine Margaret & Felix Gaiter Nathaniel Ware Beth Swartz Russell & Margaret Harris

Individual Membership

Aaron Kyle Alan Chesney, PhD Alice Evans Reid Allan Pirie, Jr. Allen Edwards Andrea Woods Annette E. Winston Anthony Ingram Avis Young Bertha J. Patterson Brenda Roper Bryan Stubblefield Carol T. Riser Cheri Luster Clarence Vaughn Constance Powell Cynthia M. Moxley Dasha Lundy David Bush Debi Welch Dennis R. Upton Dessa E. Blair Donald Hickman Donna Hardy Doris Freeman-Splawn Edward G. Phillips **Edward Jennings** Eric Stokes Felix Harris

Gary Aytes

Individual Cont.

George S. Polos Glenn D. Swift Gloria Garner Gwen McKenzie Gwendolyn W. Brown Jackie Robinson James Woroniecki Jane S. Redmond, Ph.D. Jean C. Hall Jefferson Chapman Jeffrey L. Cornish John Davis John E. Bostick John Lansing John Turner Jonida Robinson Joyce Armstrong Juanita Cannon Julia A. Bentley K. Elaine Huff Karim Abdel Alim Lonnie Jones, Jr. Patricia A. Smith Patricia M. McDonald Peyton T. Hairston, Jr. Robert Frost Roland A. Harris, Jr. Rosalyn Tillman Russell Byrd Ruth S. Benn Saadia L. Williams Sandra Cannon Sherman Jones Sherry Stewart Stan Bowie, Ph.D Steven Kitts Sukanka Langley Sylvia L. Peters Talyon Anderson Thomas E. Strickland, Jr. Tim Romero Tom Catani Vrondelia Chandler

Zon G. Quewea

Young Professionals

Abe Brown Adrienne L. Roach Aerin Washington AJ Simmons Alford Marcus Andrea Woods **Angel Martinez** Angela Conner Anthony Ingram Antwuan Hill Ashley Hairston Brian Ball Bryan Patterson Carole Anne Cook Chandra Harris-McCray Charlane Relford Charles Sanderfur Cheri Luster Chris Powell **Christopher Jones** Clarence Vaughn Clarissa Green Curtis Russell Damon Rawls Dasha Lundy Deborah Sanderfur Dereck Under Doretta Dupree Dorissa Simpson **Edward Jennings** Eric Stokes Erika Baldonado Frank Shanklin Gloria Evan Ivory Jaffar Jackie Smith Jamia Stokes Jennifer D. Evans Jennifer Rayner John Phelps Johnny Taylor Jonathan M. Buckner Jules Mugemuzi Kamesha Bowen-Jenkins Kukanka Langley

Young Professionals

LaMar Mack

LaTonya L. Jordan Leshuan D. Oliver Martin Vargas Maurie Douglas Nate Evans Nicole Cabrere Nicole Collins Nityhya Brown October Davis Pittman Ovinkansola Ogunrinde Queana Hardy Rebecca D. Crowe Reggie Jenkins Renita Griskel Sharon Moore Shaylinn Meredith Sukanka Langley Taquiya Thompson Tiara Wilson **Tierney Bates** Tiffany Dellard Tiffany Simmons Tiffnay Battle Tracey Eppes Tuwanna Munroe Tyri Small Tyson L. Jordan Valencia Jeffries Wendy Scruggs Y'londa Byrd

Lifetime Memberships

Frank D. Robinson Frank Rothermel Leroy Thompson Scott McDonald

Corporate Memberships

Enterprise Rent-A-Car Home Federal Bank **Knoxville Convention Center** Mercy Health Systems Premiere Maintenance Project Grad Knoxville SunTrust Banks, Inc.

KNOXVILLE AREA URBAN LEAGUE

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Affiliate of National Urban League

