
Knoxville Area Urban League

*Empowering Communities.
Changing Lives.*



2008 Annual Report



National
Urban League

AWARD OF MERIT

presented to the

Knoxville Area Urban League

*for **Forty Years** of
outstanding achievements toward the goal
of equal opportunity*


President and Chief Executive Officer

Orlando, Florida
August 2, 2008


Senior Vice President, Affirmative Services

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.



KNOXVILLE AREA
Urban League

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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

ASSETS		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		
	(375,114)		
	187,376		
	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 Total	
	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
Metropolitan 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

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

Peyton T. Hairston, Jr. – **Vice Chair**
Senior Vice President
Tennessee Valley Authority

Gwendolyn W. Brown – **Secretary**
Vice President
Barge Waggoner Sumner & Cannon Inc.

Frank Rothermel – **Treasurer**
Denark Construction

Phyllis Y. Nichols – **President & CEO**
Knoxville Area Urban League

Tierney Bates
Asst Director of Development
University of TN

Julia Bentley
Sr. VP, Investor Relations/Comm.
SAKS, Incorporated

Russell Byrd
Director of Govt & Community Affairs
Comcast

Tom Catani
Vice-President-East Operation
U.S. Cellular

Alan Chesney, Ph.D
Executive Director of Human Resources
University of Tennessee

Lonnie Jones
Principal
Allstate Insurance

John Lansing
President
Scripps Network

Cynthia Moxley
Chief Executive Officer
Moxley-Carmichael

Sylvia Peters
Community Volunteer

Alan Pirie
Vice-President of HR
Uster Technologies

Frank Robinson
Community Volunteer

Jonida Robinson
Community Volunteer

Bryan Stubblefield
Vice-President Regional Mgr
First Tennessee Bank

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

Tim Romero
Regional Vice President
Enterprise Rent-A-Car

James Woroneicki
Sr VP, HR & Administration
DENSO Manufacturing - TN, Inc.

Debi Welch
Director of Human Resources
Knoxville News Sentinel

Avis Young
Training Supervisor
United Parcel Service, Inc.

STAFF

Phyllis Y. Nichols
President & CEO

Dr. Sherman Jones
Vice President & COO

Brenda Roper
Business Manager

Sandra Cannon
Director of Workforce Development

Aaron Kyle
Director of Housing

Felix Harris
Director of Lending

Donna Worthy
Director of Education & Youth Services

Patricia Smith
Executive Assistant

Jackie Robinson
Certified Rehab Counselor

Bill Myers
Workforce Development Counselor

Francis Brice
Senior Aide

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
Oyinkansola 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.



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KNOXVILLE AREA URBAN LEAGUE

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Affiliate of National Urban League



Community Partner