

# 2016

## Annual Report



Knoxville Area  
Urban League

*Empowering Communities.  
Changing Lives.*

## The Urban League Movement

### Our Mission

The mission of the Urban League movement is to enable African Americans and disadvantaged others to secure economic self-reliance, parity, power and civil rights.

### Our Movement

Established in 1910, The Urban League is the nation's oldest and largest community-based movement devoted to empowering African Americans to enter the economic and social mainstream. Today, the National Urban League, headquartered in New York City, spearheads the nonpartisan efforts of its local affiliates. There are more than 100 local affiliates of the National Urban League located in 35 states and the District of Columbia providing direct services to more than two million people nationwide through programs, advocacy and research.

### Knoxville Area Urban League

Since 1968, the Knoxville Area Urban League has assisted disadvantaged people attain social and economic stability and self-sufficiency through direct services and advocacy. The League works to provide a skilled and diverse workforce; to increase homeownership; to support economic and small business development; and to enhance education efforts for our youth. The Knoxville Area Urban League is a United Way partner agency and affiliate of the National Urban League. The League's work and results are

evident in the lives of the over 8,400 people it touches each year. For more information, go to [www.thekaul.org](http://www.thekaul.org).

### Our Vision

The vision of the Urban League is to become the recognized leader and premier nonprofit organization in the greater Knoxville area promoting economic and social equality for all citizens.

### Our Strategy

We believe that all Americans deserve an equal opportunity to achieve the American Dream, and we, along with other National Urban League affiliates, operate under the guidelines of The Opportunity Compact, a comprehensive set of principles and policies set forth by the National Urban League, focused on the following key areas:

- Opportunity to Thrive (Children)
- Opportunity to Earn (Jobs)
- Opportunity to Own (Housing)
- Opportunity to Prosper (Entrepreneurship)

### Our Logo

The circle with the equal sign represents the Urban League Movement's strong commitment to equality for all people.

Dear Friends of the Urban League,

The Knoxville Area Urban League has been at the forefront of economic, educational and social justice for African Americans and others for nearly 50 years. Each year, we empower thousands of individuals and families through advocacy, effective collaborations and strategic programming. Our impact and longevity are due, in large part, to the support of a diverse community of partners.

We provide the people we serve with the skills needed to navigate and overcome personal and professional obstacles. We are fully committed to investing in people, launching careers and businesses and transforming lives. With the continued support of partners like you, we are creating Pathways to Empowerment that put individuals and families on track to reach their goals.

For some, it's buying that first home; for others, it's finding a good job or starting their own business. For our students, it's an equal-opportunity education that will prepare them for college, career and life and help them achieve their full potential.

We are pleased to share our recent accomplishments in this annual report.

The Knoxville Area Urban League has a dynamic board of directors, committed staff and dedicated volunteers who always are willing to serve the community. Their efforts, combined with your investment, make the Urban League a viable entity as we head towards our next year of service.

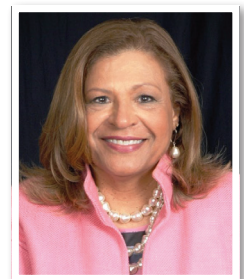
On behalf of all the people we have placed on pathways to empowerment, we thank you for your continued support and look forward to transforming more lives in partnership with you.

With gratitude from us both,



*Al Pirie*

Al Pirie, Board Chair  
Vice President of  
Human Resources  
Uster Technologies



*Phyllis Y. Nichols*

Phyllis Y. Nichols  
President & CEO

# Opportunity to THRIVE: EDUCATION

All children in America deserve a quality education that will prepare them for college, work and life.



Education reform and academic achievement are about much more than what happens in the classroom. Our Education and Youth programs work to improve educational opportunities for at-risk students to support their academic achievement, encourage civic involvement through service learning, and contribute to their cultural and emotional development. We work to ensure all students, regardless of ZIP code, income, race or ethnicity, are well-taught and held to the same high standards that align with college and work expectations, and that all students have access to high-quality educational content, support, resources and opportunities essential to ensure post-secondary success.

## THE ISSUE

For Tennessee to reach its goal of preparing all students for success in college and career and increasing the overall number of students with college degrees, education partners must place priority on supporting academic growth for students of color and students living in poverty.

## UL IMPACT

- 1,200 books distributed to preschool and elementary schoolchildren
- 1,400 pairs of new shoes and school supplies distributed to area children
- 126 high school scholars inducted into National Achievers Society
- 113 scholars participated in college and behind-the-scenes tours.



Preparing a Generation  
For Higher Education

Major source of funding: Comcast Foundation, Cornerstone Foundation, East Tennessee Foundation Youth Endowment, Gene & Florence Monday Foundation, National Urban League, State Farm Foundation.

# Opportunity to EARN: WORKFORCE DEVELOPMENT AND EMPLOYMENT

Every adult in America should have equal access to resources that enhance employability and job mobility, including post-secondary education and training.

## THE ISSUE

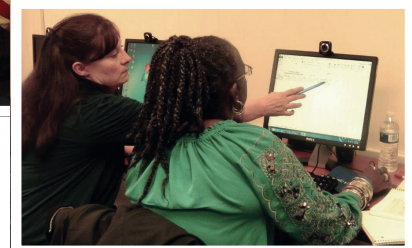
Employment challenges are greater within a broader, more diverse sector of our community. Employers require cognitive (hard) skills and communication (soft) skills, as well as education credentials and job-related skills.

## UL IMPACT

- 410 clients received services through workforce department
- 402 clients increased employability through individual and group instruction, use of computer lab and attendance at workshops and career fairs
- 259 developed up-to-date resumes with assistance submitting online and other applications
- 82 clients gained full- or part-time employment, equating to economic impact of more than \$2.1 million.

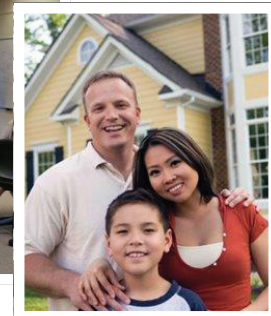
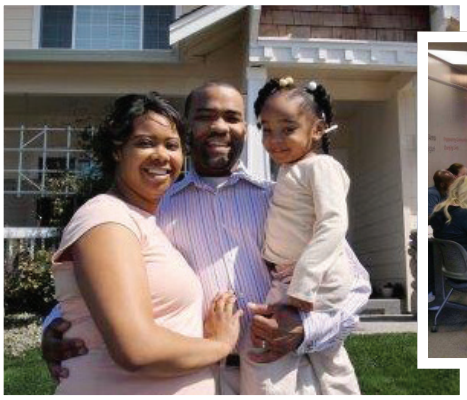
Work is empowering. Work gives purpose and dignity to life, provides families with economic and social stability and contributes to our community. Our Job Readiness and Employment Program facilitates the process by which individuals identify, prepare for, attain and maintain employment and self-sufficiency.

**Major sources of funding:** United Way of Greater Knoxville, Knox County and UPS Foundation



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Urban League

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## Opportunity to OWN: **HOUSING SERVICES** AND COMMUNITY DEVELOPMENT

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

The Urban League is a HUD-approved nonprofit counseling agency; in 1971 we became the first nonprofit agency in Tennessee to be so designated. Today, our counseling program is recognized throughout the state of Tennessee for the quality of work we do and the outcomes we achieve.

Our housing counseling program has a twofold strategy to address areas that are relevant in the current economy: 1) the foreclosure crisis; and 2) a housing market that is advantageous to buyers. Our Budget and Credit Courses help boost financial literacy; Homeownership Courses prepare first-time homebuyers to make the most of the favorable housing market; and foreclosure counseling helps homeowners stay in their homes.

**Major source of funding:** East Tennessee Foundation “Affordable Housing Trust Fund,” Tennessee Housing Development Agency, U.S. Department of Housing & Urban Development, United Way of Greater Knoxville, Bank of America and Clayton Foundation.

### **THE ISSUE**

Housing issues are no longer a problem of the poor; people are being confronted with this issue at every income level. Homeownership is still the American dream.

### **UL IMPACT**

- 211 individuals received comprehensive housing counseling services
- 125 clients completed homebuyer education class, 69 of whom achieved the goal of homeownership
- Financial impact of \$8.7 million through new home purchases and maintenance of homeownership
- 44 completed workshop to resolve or prevent mortgage delinquency, thus maintaining homeownership.



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# Opportunity to PROSPER: ECONOMIC EMPOWERMENT AND SMALL BUSINESS DEVELOPMENT



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.

## THE ISSUE

While more individuals are starting businesses, others are struggling to keep their small businesses afloat. Minority-owned businesses are less likely to receive loans than non-minority-owned businesses and when awarded, loans are at lesser amounts.

## UL IMPACT

- 94 one-on-one technical assistance and mentoring sessions
- 11 business workshops and/or seminars attended by 192 entrepreneurs
- Completed two 10-week CO.STARTERS entrepreneurship training cohorts
- 405 hours devoted to serving entrepreneurs
- 5 loans closed for \$183,000
- Raised \$100K investment for loan program.

**Major source of funding:** City of Knoxville, SunTrust Foundation and Pinnacle Financial Partners



The Knoxville Area Urban League gained certification from the U.S. Department of Treasury to operate as a Community Development Financial Institution (CDFI) in 2013. Working with our partner, the Knoxville Entrepreneur Center, we are a licensed CO.STARTERS entrepreneurship training center.

The Urban League's loans and technical assistance are strategic investments that will build strong economic ecosystems to support entrepreneurship and sustained business growth in economically disadvantaged communities.



Knoxville Area  
Urban League

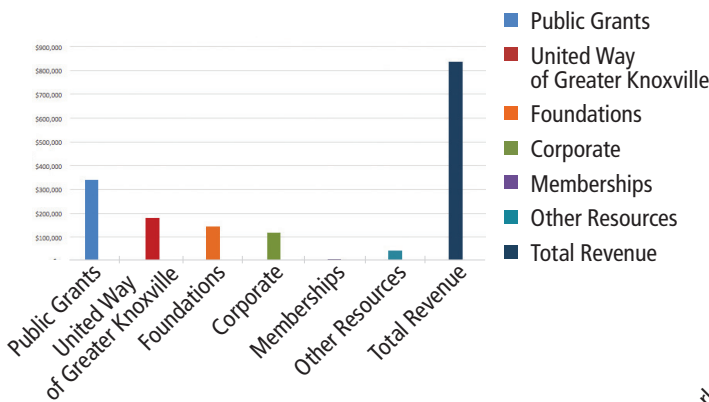
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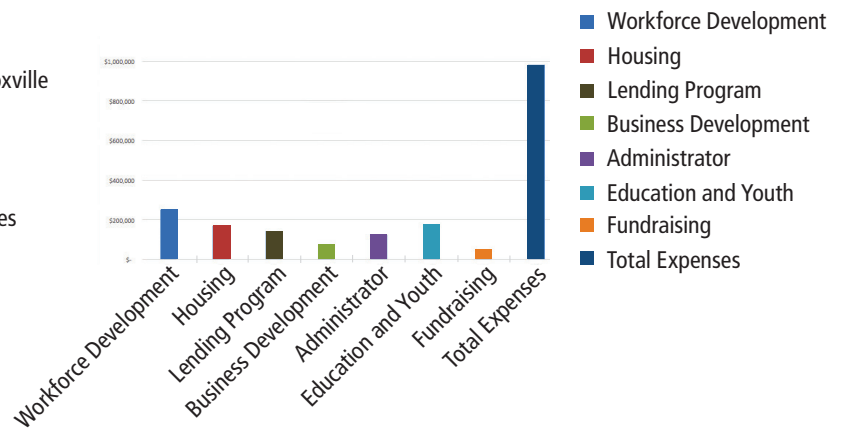
# 2016 FINANCIAL HIGHLIGHTS

Statement of Financial Position for year ending June 30, 2016. Audit available for review.

## REVENUE



## EXPENDITURES



## ASSETS

Cash and Cash Equivalents	\$671,214
Accounts Receivable	\$143,289
Assets Related to Building & Equipment	\$146,921
Prepaid Expenses	\$19,230
Restricted Cash in Bank	\$1,502,017
Loans Receivable	\$848,982
Other Assets	\$35,721
<b>Total Assets</b>	<b>\$3,367,374</b>

## LIABILITIES & NET ASSETS

Accounts Payable and Accrued Expenses	\$18,832
Deferred Revenue	\$64,800
Total Current Liabilities	\$83,632
Long-Term Debt	\$1,000,000
<b>Total Liabilities</b>	<b>\$1,083,632</b>

## NET ASSETS

Unrestricted	\$932,744
Loan Reserve	\$1,350,998
Total Net Assets	\$2,283,742
<b>Total Liabilities &amp; Net Assets</b>	<b>\$3,367,374</b>

## Grants

City of Knoxville Community Development  
Knox County Development  
National Urban League  
Tennessee Housing Development Agency  
United Way of Greater Knoxville  
U.S. Department of Housing & Urban Development

## Foundations

Allstate Foundation  
Bank of America  
BB&T  
BlueCross BlueShield Foundation  
Clayton Family Foundation  
Comcast Foundation  
Cornerstone Foundation  
East Tennessee Foundation  
Enterprise Foundation  
First Tennessee Foundation  
State Farm Mutual Automobile Insurance  
SunTrust Foundation  
The Haslam Family Foundation  
U.S. Cellular Community Programs  
UPS Foundation, Inc.

## Donors and Supporters

Accenture	DENSO Manufacturing Tennessee, Inc.	Lonnie Jones Insurance Agency	Stowers Machinery Corporation
Alcoa, Inc.	East Tennessee Children's Hospital	Messer Construction Co.	SunTrust Bank
Allstate Insurance	Enterprise Holdings	Metropolitan Knoxville Airport Authority	Tennessee Valley Authority
American Apartment Management Company Inc.	Fifth Third Bank	Moxley Carmichael	Tennova Healthcare
AT&T	First Citizens Bank	Oak Ridge Associated Universities	The University of Tennessee System
BB&T	First Tennessee Bank	Partners	Theotis Robinson
BlueCross BlueShield of Tennessee	FSG Bank	Pellissippi State Community College	TN Human Rights Commission
Clayton Bank & Trust	Graham Corporation	Philander P. Claxton	UPS
Clayton Homes	GWB Planning and Project Management	Pilot Flying J	U.S. Cellular
Consolidated Nuclear Security, LLC	Home Federal Bank	Pinnacle Financial Partners	US Bank
Cornerstone Foundation of Knoxville	Innovative Roofing & Siding	Publix Super Markets Charities	UT College of Law
Covenant Health	Jarnigan & Son Mortuary	Regions Bank	UT College of Social Work
David Owens	KAUL Young Professionals	Rosa Mar	UT Haslam College of Business
Denark Construction	Knoxville Convention Center	Scripps Networks Interactive	Visionary Solutions LLC
	Knoxville News-Sentinel	State Farm Insurance	Walters State Community College

# KNOXVILLE AREA URBAN LEAGUE BOARD

## Officers

### Board Chair Al Pirie

Vice President of Human Resources  
Uster Technologies

### Treasurer Rosa Mar

Community Volunteer

### Immediate Past Chair Cynthia Moxley

CEO, Moxley Carmichael

### Vice Chair Sheldon Green

Sales Leader, State Farm

### Secretary Jan Brown

Ethics Manager and Deputy Designated  
Agency Ethics Official  
Tennessee Valley Authority

### Phyllis Y. Nichols

President/CEO  
Knoxville Area Urban League

## Directors

### Brian Bills

Senior Vice President  
SunTrust Mortgage

### Dr. Joe DiPietro

President  
University of Tennessee

### Dr. Ted Lewis

Vice President, Academic Affairs  
Pellissippi State Community College

### Tyvi Small

Executive Director of Talent Management,  
Diversity & Community Relations  
University of Tennessee Haslam College of Business

### Bob Booker

Senior Manager  
Denso

### Dana D. Dorcas

Director of Business Sales  
SE Region  
U.S. Cellular

### Dr. Jim McIntyre

Director  
UT Center for Educational Leadership

### Honorable Deborah Stevens

Circuit Court Judge  
Knox County

### Gwendolyn Brown

Community Volunteer

### Tamara "Tammy" Franklin

Executive Vice President, Digital  
Scripps Networks Interactive

### Gwen McKenzie

Senior Advisor, Client Relations  
CVS Caremark

### Syreeta Vaughn

President  
KAUL Young Professionals

### Russell Byrd

Senior Director of Government and  
Community Affairs, Comcast

### Alan Hill

Regional Director – External Affairs  
AT&T

### Rev. Harold Middlebrook Sr.

Community Leader, Activist, Retired Pastor

### Stanford Williams

Vice President, Chief Inclusion  
and Diversity Officer  
Messer Construction Co.

### Dr. Clifford Davis

Chief of Staff  
Knox County Schools

### Lonnie Jones

Principal  
Allstate Insurance

### Cavanaugh Mims

President  
Visionary Solutions

### Avis Young

Operations Supervisor  
United Parcel Service

### Orlando Diaz

Vice President  
Partners

### Tim Romero

Regional Vice President  
Enterprise Holdings

## KNOXVILLE AREA URBAN LEAGUE STAFF

### Phyllis Y. Nichols

President & CEO

### Terrence Carter

Director of Economic and  
Business Development

### Gladys Farmer

Senior Workforce  
Advocate

### Jackie Robinson

Workforce Development  
Specialist

### V. Lynn Green

Senior Aide/Receptionist

### Ola Blackmon-McBride

Vice President

### Felix Harris

Director of Lending and  
Housing

### Bill Myers

Workforce Development  
Counselor

### Janece Neubert

Education and Youth  
Coordinator

### Andrea Crouse

Executive Assistant  
to Phyllis Y. Nichols

### Brenda Roper

Director of Finance  
and Human Resources

### Ebony Petty

Program Assistant

### Karim Abdel-Alim

Facilities

## KNOXVILLE AREA URBAN LEAGUE MEMBERS

### FAMILY MEMBERSHIPS

Adolpus & Janda Brown  
Allan & Linda Hill  
Allan & Lisa Pirie  
Cavanaugh & Telicia Mims  
Clifford & Angela Davis, Jr.  
Cynthia Moxley & Alan Carmichael  
David & Shawn Owens  
Dr. Ted & Katherine Lewis  
Earl & Chevelle Lewis  
Elaine Huff  
Finbarr Saunders, Jr. & Ellen Bebb  
Frederick and Julie Graham  
George & Deborah Stevens  
Gordon & Judith Gibson  
Gwendolyn & Ron Brown  
Harold & Betty Middlebrook  
Harold & Carmen Hicks  
James & Ola McBride  
Jim & Phyllis Nichols  
Joyce Feld & Charles Glisson  
Latoya Myles

Lonnie & Judy Jones  
Mark & Gloria Deathridge  
Marshall W. Stair  
Nathaniel & Monica Ware  
Oliver S. Thomas  
Orlando & Donna Diaz  
Osmonde & Jackie Robinson  
Rosanne and James Smith  
Rufus and Patricia Smith  
Sheldon & Teresa Green  
Tamara Simpkins Franklin  
Tammy Strader  
Terrence & Mary Carter  
Theresa Love  
Tyvi & Tammi Small

### INDIVIDUAL MEMBERSHIPS

Alaric Scott  
Aliyah Mathieu  
Alpha Jean Kendall  
Amanda Muirhead  
Amelia Konomos  
Andrea Crouse  
Angela Conner  
Anique Umwari  
Avice Reid

Avis Young  
Belton Watson  
Bob Booker  
Brandon Bowen  
Brandon Hardin  
Brandon Yanez  
Brenda Roper  
Brian Bills  
Brianna Debro-Hall  
Brittany Gardner  
Bruce Hairston  
Bryan G. Sewell  
Bryan Hairston  
Camille Franklin  
Cheryl Glenn  
Cindy A. Doyle  
Clarice Phelps  
Courtney Roach  
Crystal Washington  
Dana Dorcas  
Dashawdre Stripling  
Dasia Jones  
Deborah Stevens  
Delores Mabins-Adenekan  
Dennis R. Upton  
Diamond Love  
Diawara Moustapha  
Donald Lauderdale

Doris Colston  
Ebony Petty  
Ebony Winbush  
Ed Smith  
Edward Shouse  
Felix Harris  
Fredrick Black  
Georgiana Vines  
Gladys Farmer  
Greenwood Carlton  
Harold Middlebrook  
Helen Bigby Hutchinson  
Hubert Wrushen  
Jackie Clay  
Jackie Myers  
Janece Neubert  
Jared Brabson  
Jasmine Davis  
Jeanie Melton  
John Craig  
Jonathan Oates  
Joseph A. DiPietro  
Joshua Walker  
Joy Gaertner  
Joyce Feld  
JP Gusson  
Kaela King  
Kame Reidy

Kaylin Chesney  
Keilah King  
Kerry Monroe  
Larry Lee Sawyer Jr.  
Lisa Lancaster  
Lydia X. McCoy  
Marcel Wilder  
Maria Cornelius  
Marissa Patrick  
Mark Campen  
Marvin Martin  
Mary B. Gray  
Meeya Lowery  
Melissa Brenneman  
Meliya Evans  
Miles Lewis  
Morgan Jones  
Myriam Brugg  
Orlando Diaz  
Parker Borofsky  
Patrice Smith  
Patricia Robledo  
Philander P. Claxton  
Phillip Conner II  
Rita Williams Walker  
Rosa Mar  
Ruby Miller  
Sandra McClellan

Scott Dykes  
Shaquille Marsh  
Sherone Shavers Rickie  
Stanford T. Williams  
Stephanie Hale-Smith  
Stephen Clements  
Sydney Matlock  
Tamera Parsons  
Terry Dodson  
Thomas E. Strickland, Jr.  
Tia Walton  
Tierra Gwinn  
Tim Romero  
Trinity Mattress  
Tyshawn Young  
Virginia Lynn Greene  
Wayne Blasius  
William Myers  
Z B Yow-Young  
Zerconia Davis  
Zubaidah Alizoti

### CORPORATE MEMBERSHIPS

Tennessee Valley Authority  
First Tennessee Bank  
U.S. Cellular  
East Tennessee Childrens Hospital

### SMALL BUSINESS MEMBERSHIPS

Design Innovation Architects, Inc.  
LIFETIME MEMBERSHIPS  
McDonald, Scott  
Robinson, Frank  
Rothermel, Frank  
Thompson, Leroy  
William, Tim  
YOUNG PROFESSIONALS  
Blount, Miriam  
Bonheur, Hardem  
Branam, Shavard  
Brawner, Vanya  
Brownfield, Alexandra  
Butler, Jennifer  
Caldwell, Gerrica  
Cook, Jeremy  
Croom, Jered  
Davis, Pamel  
Evans, Melvin  
Fields, Quana  
Feeling, Stacy  
Gibson, Javon  
Gist, Tinaya

Griffin, Tori  
Hamilton, Patrick  
Hardin, Brandon  
Harding, Michelle  
Jerome, Kevin  
Johnson, Jemeecia  
Johnson, Jessica  
Jones, Kierra  
Jones, Korri  
Love, Shana  
Lucas, Marlon  
McClary, Savaughna  
McCoy, Lydia  
Moser, Jason  
Moten Quineka  
Olds, Anderson  
Parker, Hannah  
Peterson, Joshua  
Powell, Fanesha  
Rawls, Damon  
Reid, Brittany  
Russell, Brian  
Talley, Shamel  
Thompson, Taquiya  
Vaughn, Clarence  
Vaughn, Syreeta  
Wilson, Tiara-Lady