



2022
ANNUAL
REPORT



Knoxville Area
Urban League

thekaul.org





PRESIDENT'S MESSAGE

For 22 years, Phyllis Y. Nichols stood at the helm of the Knoxville Area Urban League. She led this organization with vision and compassion, and helped to lay the foundation on which this movement is built. Her legacy is cemented in every brick of the building, in every dream she helped cultivate and in every life she impacted. Her retirement was well earned, and we

continue to wish her nothing but the best in the chapters yet to be written.

I am grateful and humbled to be the recipient of the baton she passed. I will work tirelessly to ensure that the Knoxville Area Urban League continues the trajectory of success to which we have all become accustomed. We will not simply maintain the status quo, but we will continually strive to aim Onward and Upward.

The Knoxville Area Urban League is poised to continue providing services and support to those needing our assistance. Thanks in part to our largest single donor donation by philanthropist MacKenzie Scott and another generous donation by the Bill & Melinda Gates Foundation, we are situated to make a significant impact in the Metropolitan Knoxville area. Our potential has

never looked better – and the need for our work has never been greater. Now more than ever the work of the Urban League is as relevant as ever.

We are elated to share the accomplishments of the previous year in this annual report. The staff of the Knoxville Area Urban League has worked tirelessly to provide the necessary assistance to address the unprecedented challenges that have been faced by the communities we serve. With the support of our distinguished board of directors and the generosity of our corporate and community partners, we were able to heed the call of our communities to not only sustain our programs, but also to expand our reach. This past year students, families, job seekers, entrepreneurs, homeowners and renters alike were able to benefit from the resources made available to us.

“Thank you” seems inadequate considering the amount of investment poured into this work, but it is sincere and heartfelt. It is my hope that 2023 provides us the opportunity for more partnerships, more collaborations and more stories of success for those striving to be empowered. We are well on our way and thankful for your continued support. Onward and Upward!

In service,

Charles F. Lomax Jr., D.Min.
President and Chief Executive Officer



ECONOMIC & BUSINESS DEVELOPMENT

IMPACT HIGHLIGHT

In December 2022, three Urban League CO.STARTERS participants were prominently featured in the Knoxville News Sentinel's Knox.biz publication.

Congratulations to the following black-owned businesses celebrated: Britnie's Balloon Bonanza, Dogwood Grooming Spa and Gosh Ethiopian Restaurant. Photos courtesy of Knox News.



Terri Woldemichael, co-owner, Gosh Ethiopian Restaurant; Candise Johnson, Tara Johnson, owner and Monica Johnson, Dogwood Grooming Spa; and Britnie Davis, owner, Britnie's Balloon Bonanza.

THE CHALLENGE

Small, disadvantaged business owners and startups struggle with “behind the scenes” operations systems and cashflow challenges; both challenges have adversely impacted their ability to access capital. Our training programs and technical assistance can help. Call us at **865-524-5511**.

KNOXVILLE MULTI-USE STADIUM PROJECT

For the past two years, the Knoxville Area Urban League has worked diligently to reach minority contractors, subcontractors, business owners and the community about the multi-use stadium project and mixed-used retail, office, and residential space surrounding the development. We hosted four community outreach events attended by 357 individuals. Using other channels, we engaged with 30,000+ people. We hosted 40 business workshops and seminars to increase knowledge, skills and capacity of contractors and disadvantaged businesses interested in participating in the stadium project. Construction is expected to begin in 2023.



ENTREPRENEURSHIP AND SMALL BUSINESS DEVELOPMENT

CO.STARTERS Entrepreneurship Training

Nine entrepreneurs completed our 10-week CO.STARTERS entrepreneurship training program to launch their new businesses. Participants like Sabrina T., a fall 2022 graduate, learned how to develop a business plan, manage finances and make entrepreneur ideas a reality.

Next Level Business Growth Training

Six business owners completed our seven-month Next Level Business Growth Training program, which guides participants through the creation of a strategic growth action plan. The three-year growth strategy empowers entrepreneurs to seek sustainable success, and the 2022 participants increased sales by 9%-12% on average.

"The Next Level program helped me identify why my business was not growing and helped me identify the changes I needed to make to grow my company. The program helped me to not only come up with an action plan, but also put the plan into action. I learned how to delegate projects and build a better structure for my business to survive even when my hands are not on the project directly."

– Ronisha B., KCS Janitorial Services Company

PROGRAMS

CO.STARTERS

Next Level

Level Up Pre-apprenticeship

KAUL Business Loan Program

Tennessee Opportunity Pilot
Initiative-East Tennessee
Collaborative

PROGRAMS ARE FUNDED IN PART BY:

Stanley Black & Decker

Pinnacle Financial Partners

Regions Bank

Truist Foundation

Tennessee Valley Authority

U.S. Department of the Treasury
– CDFI Fund

Metropolitan Knoxville Airport Authority
– DBE Program

City of Knoxville

State of Tennessee

National Urban League



THE NUMBERS

\$16K

Awarded to best business pitch contestants in CO.STARTERS.

23

Business training classes and workshops provided.

247

Hours of technical assistance provided.

232

Entrepreneurs and business owners served.



EDUCATION & YOUTH





IMPACT HIGHLIGHT

The National Achievers Society (NAS) Class of 2022 earned the Affiliate of the Year Award at the National Urban League's Youth Leadership Summit held at the University of Maryland.

Knoxville Area Urban League's NAS case competition team also won the first place trophy at the youth summit. These brilliant and talented NAS scholars won the Think Fast Challenge and shared the \$250 cash prize!

THE CHALLENGE

Today's student continues to need out-of-school support and a wide range of competencies to succeed in the post-secondary environment. Too many students of color still lack access and connectivity to help them prepare for college, career and life overall.

EDUCATION & YOUTH

Education reform and academic achievement are much more than what happens in the classroom. Our Education & Youth programs work to improve opportunities for at-risk students to support their academic achievement, encourage civic involvement through service learning and contribute to their cultural and emotional development.



THE NUMBERS

88

Scholars inducted into National Achievers Society (NAS) in 2022.

18

Scholars attended National Urban League's Youth Leadership Summit in-person for first time since 2019.

33

Scholars volunteered at 2022 "Weigel's Family Christmas" event, providing items to 250 children and families.

51

Senior scholars graduated.

100%

2021-22 scholars enrolled at post-secondary educational institutions.

The Knoxville Area Urban League was named 2022 Affiliate of the Year for its NAS involvement and achievements from the National Urban League (NUL). Scholars were recognized with a video at the Youth Leadership Summit.

Senior NAS scholar Ivy Enyenihi was selected for the National Urban League Youth Council, earning the opportunity to be a Knoxville Area Urban League ambassador on a national level of involvement and influence.

PROGRAMS

National Achievers Society (NAS)
Project Ready

PROGRAMS ARE FUNDED IN PART BY:

National Urban League
Comcast

State Farm

SHOES FOR SCHOOL

We celebrated 20 years of “Shoes for School,” a community-wide event for low-income students to stock up on everything they need for the new year and encourage confidence among Knoxville’s youth. Presented by sponsors Covenant Health, Pilot Company, TVA, WBIR and Knox News, the event provided nearly 1,700 pairs of shoes to children and more than 3,000 received school supplies.





HOUSING COMMUNITY & DEVELOPMENT



IMPACT HIGHLIGHT

In partnership with Knox Housing Assistance and other community partners, the Knoxville Area Urban League helped 270 clients maintain their home and pay utilities.



THE CHALLENGE

The Knoxville Area Urban League assisted unprecedented numbers of individuals and families who faced rental eviction and foreclosure.

HOUSING COUNSELING

Our housing counselors engage clients in goal setting, budgeting, credit building, negotiation of terms with agents and identification of emergency and financial assistance. As an affiliate of the National Urban League and a HUD-certified Housing Counseling Agency, we tailor our services to our community and work with a diverse group of public and private organizations to increase impact. Every adult in America should have access to the financial security that comes from owning a home.

FORECLOSURE PREVENTION

We help distressed homeowners understand, evaluate and navigate a financial crisis by providing specific action steps and, when possible, helping them avoid foreclosure by negotiating an affordable loan modification or terms of forbearance.

FINANCIAL CAPACITY BUILDING

As an organization, we focus on empowering people to earn more, manage and retain more of what they earn, reduce debt, enhance credit scores, increase savings and build assets.



PROGRAMS

Homebuyer Education
Foreclosure Counseling
Rental Counseling

PROGRAMS ARE FUNDED IN PART BY:

Affordable Housing Trust Fund
(AHTF) of East Tennessee
Foundation with support from
the City of Knoxville

Bank of America

National Urban League

Wells Fargo Home Mortgage

Tennessee Housing
Development Agency (THDA)

United Way of Greater
Knoxville

U.S. Department of
Housing and Urban
Development (HUD)



THE NUMBERS

468

Clients served.

270

Clients received utility and rental
assistance.

95

Clients completed homebuyer education.

80

Clients purchased homes.

177

Clients completed financial education.



WORKFORCE DEVELOPMENT



IMPACT HIGHLIGHT

Vinchelle M. came to the Knoxville Area Urban League seeking to remove employment barriers.

She attended the organization's on-site expungement clinic in February 2022, resulting in all of her legal charges and fines being dismissed. Without the obstacles, Vinchelle applied for a job with Knoxville Area Transit (KAT) and excitedly accepted the position soon after. She is still employed at KAT and enjoying her work.

THE CHALLENGE

There are job seekers facing certain life situations that make it difficult for them to acquire adequate employment.

WORKFORCE DEVELOPMENT

The Knoxville Area Urban League's Start Smart Workforce Program advances workplace diversity by creating opportunities for individuals to gain economic mobility and social equity and educating participants about inclusion. The goal of self-sufficiency is achieved through employment at various levels and across fields. We host expungement clinics, job-readiness workshops and community resource events to remove barriers. Then, individuals receive industry-recognized training for long-term success in their new positions.

Through significant increases in community partnerships, the workforce department has created a pipeline of employers and agencies, addressing the needs of job seekers and companies in the Knoxville area.

Our empowering and proactive approach is always evolving to respond to economic conditions. Our workforce team believes that participants' success is our success, and we will not stop until their success is achieved.

THE NUMBERS

283 Employer contacts gained to provide recruiting and applicant pre-screening.

18 Connections with educational facilities to access occupational training opportunities.

25 Clients who attended two hiring fairs.

323 Individuals served through our community resource services, including mobile health screening and vaccinations, voter registration, expungement clinics and more.

333 Agency contacts made to receive referrals for services.

454 People served through enrollments, workshops and the computer lab.

101 Clients who obtained employment.



PROGRAMS

Start Smart
Workforce Program
CrossOver Program
RISE Reentry Program

Elevate and Stars Programs
Skills Workshops & Classes
Certificate
and Credentialing

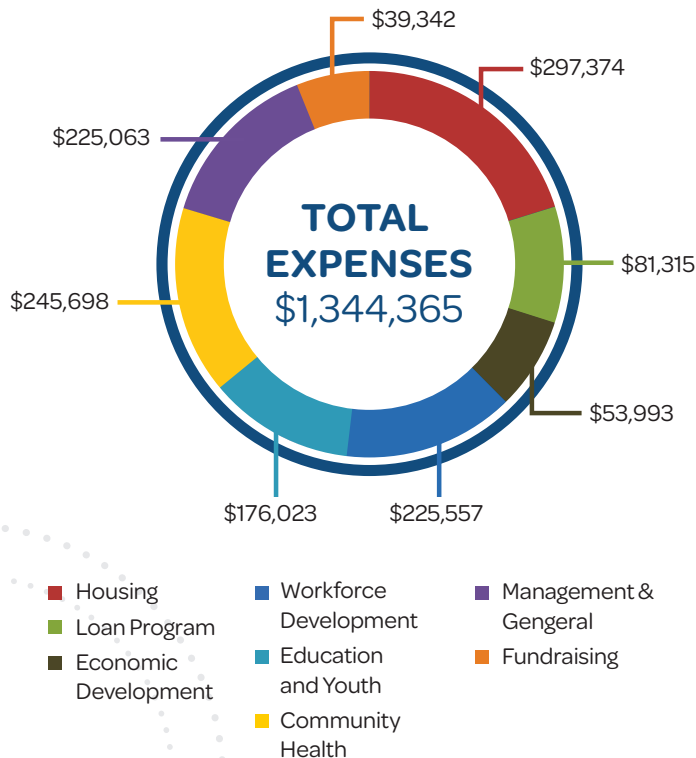
PROGRAMS ARE FUNDED IN PART BY:

Knox County
United Way of
Greater Knoxville

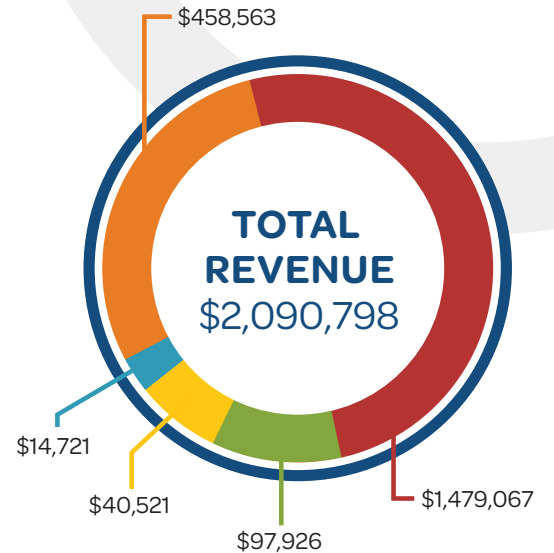
Truist
City of Knoxville

2022 FINANCIAL HIGHLIGHTS

EXPENDITURES



REVENUE



ASSETS

Cash and Cash Equivalents	\$1,792,870
Restricted Assets	\$2,398,315
Property and Equipment, Net	\$2,316,288
Other Assets	\$47,701
Total Assets	\$6,555,174

LIABILITIES AND NET ASSETS

Accounts Payable and Accrued Expenses	\$73,739
Deferred Revenue	\$10,900
Current portion of long-term debt	\$41,222
Total Liabilities	\$125,861
Long-term Debt	\$1,305,000
Net Assets (<i>Unrestricted</i>)	\$5,124,313
Total Net Assets	\$5,124,313
Total Liabilities and Net Assets	\$6,555,174

GRANTS AND FOUNDATIONS

GRANTS

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

FOUNDATIONS

Bank of America	LAMP Foundation
Clayton Homes Foundation	Regions Foundation
Comcast Foundation	State Farm Mutual Automobile Insurance
East Tennessee Foundation	The Haslam Family Foundation
First Horizon Foundation	Truist Foundation
	US Bank Foundation
	Wells Fargo Foundation

The Knoxville Area Urban League is grateful to the following organizations for their in-kind support received during the period of July 1, 2021, to June 30, 2022.

Moxley Carmichael | Tennessee Valley Authority | WBIR

2022 BOARD OF DIRECTORS

OFFICERS

Board Chair

Jan Brown

Director, Ethics & Compliance
Tennessee Valley Authority

Vice Chair

Tyvi Small

Vice Chancellor
for Diversity and Engagement
University of Tennessee

Treasurer

Rosa Mar

Community Volunteer
and Advocate

Secretary

Ursula Bailey

Attorney
Law Office of
Ursula Bailey

Immediate Past Chair

Cavanaugh Mims

President
Interstate Ventures

Ex Officio Member

Dr. Charles F. Lomax Jr.

President & CEO
Knoxville Area Urban League

DIRECTORS

Colin Anderson

CEO & President
ORNL Federal Credit Union

Brian Bills

Senior Vice President
Truist

Gabriel Bolas II

President & CEO
Knoxville Utilities Board

Bob Booker

Senior Manager
DENSO

Harry Boston

Founder & President
Boston Government Services, LLC

Randy Boyd

President
University of Tennessee

Tammi Campbell

Principal
Austin-East High School

David Colquitt

Owner, The Swag

Orlando Diaz

Vice President
Partners Development

Vincent Fusco

CAO, Radio Systems Corporation

Cynthia Gibson

General Counsel
Bush Brothers & Company

Alan Hill

Regional Director
External Affairs
AT&T

Gwen McKenzie

Executive Director
Legacy Housing Foundation

Rev. Harold A. Middlebrook Sr.

Retired Pastor
Community Advocate

Delnise Moore

President and CEO
Always Moore
Janitorial Services

Cynthia Moxley

Founder & Strategic Consultant
Moxley Carmichael

Al Pirie

Retired Vice President
of Human Resources
Uster Technologies

Eleni Stratigeas

General Counsel
Ministry Brands

Nikitia Thompson

Owner, Realty Executives - Nikitia Thompson Realty

Terry Vo

Manager External Affairs
Comcast

Petie Wilson

Owner & Agent
State Farm

Dr. Anthony Wise

President, Pellissippi State Community College

Dr. Thomas Zacharia

Retired Lab Director
Oak Ridge National Laboratory





**Knoxville Area
Urban League**

**1514 E. Fifth Ave. • Knoxville, TN 37917
865-524-5511 • thekaul.org**