



Knoxville Area  
Urban League

# 2024 ANNUAL REPORT

[thekaul.org](http://thekaul.org)



# President's Message

Dear Members and Supporters,

As we gather for the 2025 Annual Membership Luncheon, I am

filled with immense pride and gratitude for the incredible work we have accomplished together over the past year.

Our shared commitment to improving the lives of individuals and families in our community has never been more apparent. Today, we are excited to reflect on both our achievements and the path forward.

This year, we are embracing the theme "Elevating Our Impact."

It is a theme that reflects our collective ambition to not only continue the work we've started, but also to expand and enhance our influence across every area of our organization. As we move forward, we are dedicated to strengthening and growing the programs within each of our departments to better serve our community.

Whether it's education, entrepreneurship, health, housing, jobs or justice, we are committed to elevating the impact we have on those we serve.

By leveraging our resources, partnerships and expertise, we will continue to create lasting change and break down the barriers that prevent individuals from reaching their fullest potential. Together, we will build a stronger, more inclusive Knoxville – one that fosters opportunity, equity and prosperity for all.

I want to express my sincere gratitude to each of you for your continued support of the Knoxville Area Urban League. Without your unwavering commitment, none of this would be possible. I look forward to all that we will accomplish in the coming year as we work to elevate our impact and continue making a difference in the lives of our neighbors and friends.

Thank you for being part of this vital work. Here's to a bright and successful 2025!

Looking Ahead,

Dr. Avice Evans Reid  
Interim President & CEO  
Knoxville Area Urban League





# Entrepreneurship

## Impact highlight

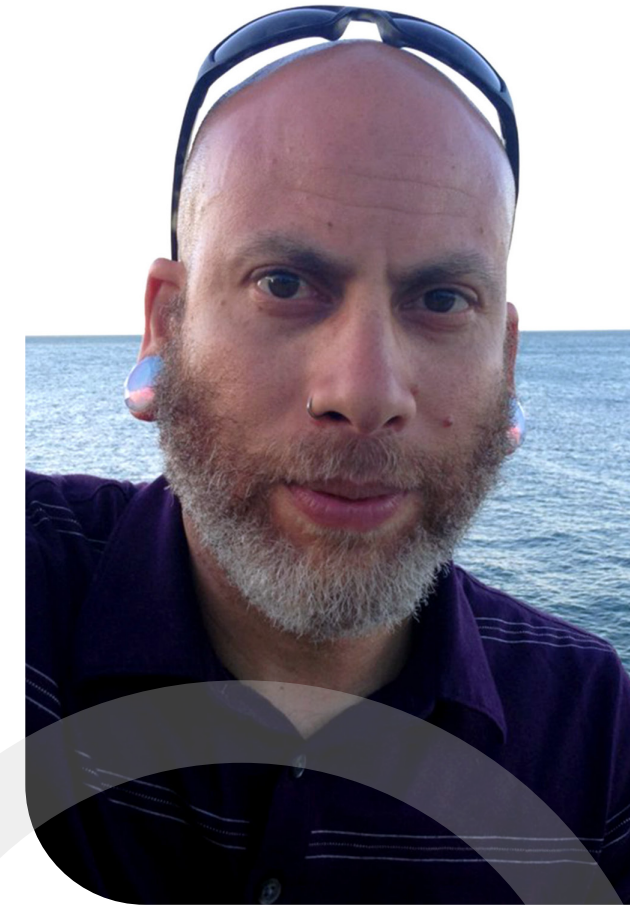
Burns Mailing & Printing, a vital part of Knoxville's business community since 1981, has entered an exciting new chapter under the leadership of Kai Brown. What began as a journey of hard work and dedication culminated in Kai's successful transition into ownership, a milestone made possible with support from the Knoxville Area Urban League (KAUL).

Kai began working at Burns Mailing & Printing years ago in the company's design and prepress department. His dedication and growing expertise eventually led to a leadership role as the print estimator and production manager. For the next seven years, Kai became an integral part of the team working under the mentorship of Phyllis Burns, the previous owner. During that time, the company began the transition process of turning over ownership responsibilities to Kai.

Phyllis encouraged him to reach out to the Knoxville Area Urban League for advice and assistance with the acquisition process. Acting on her suggestion, Kai contacted Felix Harris, the chief operating officer at KAUL, who provided invaluable guidance and opportunities for securing funding for small businesses.

The process that followed took about nine months, with Kai working closely with KAUL to navigate the steps toward taking ownership of Burns. Looking back on his journey, Kai attributes his success to persistence, careful preparation and the support of the Urban League.

"Do your research, stay persistent, and don't give up," he advised future entrepreneurs.



*Kai Brown is the owner of Burns Mailing & Printing.*



# ENTREPRENEURSHIP AND SMALL BUSINESS DEVELOPMENT

## CO.STARTERS

Whitney Johnson, CEO of Paisley's Cupcakes, founded her business in 2021 with the goal of creating fresh, custom cupcakes that offer the nostalgic feel of homemade treats. What began as a small home-based operation quickly showed potential for growth, and Whitney recognized the need for support to take her business to the next level.

That's when she joined the Knoxville Area Urban League's CO.STARTERS program. This program helped her scale Paisley's Cupcakes, transforming it from a small home operation into a business capable of producing hundreds, or even thousands, of cupcakes each week.

CO.STARTERS takes a unique approach to business development, focusing on building and testing small business models rather than long, complicated business plans. Participants gather real-time customer feedback, allowing them to refine their strategies and avoid assumptions. Whitney found this approach incredibly valuable.

"I wanted to make sure I had the right tools and skill set to pursue and achieve my goals," she said.

The knowledge she gained from the program is something she applies daily to her business. In addition to running Paisley's Cupcakes, Whitney also is pursuing an associate's degree in applied business sciences and working toward certification as a pastry chef, further expanding her expertise and strengthening her business.

*Whitney Johnson, CEO of Paisley's Cupcakes, stands with her daughter at her cupcake stand.*



## The challenge

Small, disadvantaged business owners, particularly those who are part of minority groups, face a range of challenges that can impede their growth and success including:

- Limited access to capital
- Market discrimination
- Educational and training gaps
- Lack of mentorship
- Opportunity inaccessibility
- Regulatory challenges

KAUL addresses these obstacles with a multifaceted approach, involving government policy, private sector initiatives, community support and efforts to promote diversity and inclusion. Our goal is to level the playing field with financial assistance, mentorship and educational resources. Also, we offer comprehensive training programs and expert technical assistance to empower entrepreneurs.

Become a member of KAUL to help others achieve their dreams and improve our community's economic outlook.

## The numbers

- 89** Entrepreneurs and business owners served.
- 40** One-on-one technical assistance meetings held, totaling **83** hours.
- 14** Business workshops hosted with **92** attendees.

## Programs

CO.STARTERS

NextLevel

Level Up Pre-apprenticeship

KAUL Business Loan Program

## Programs are funded in part by:

City of Knoxville

Metropolitan Knoxville Airport Authority-DBE Program

National Urban League

Pinnacle Financial Partners

Regions Bank

State of Tennessee

Truist Foundation





# Education

## Impact highlight

### Scholar Perspective: Neisha Pascal

When I first joined National Achievers Society (NAS), I was certain I wanted a career in engineering. However, I attended a case competition with the theme “Save Our Planet, Preserve Our Future.” It sparked my interest in agriculture. I was soft-spoken. NAS taught me that my voice is powerful. By networking on my HBCU campus, I have joined the Office of Student Media and Next Generation of Leaders and became a charter member of the National Council of Negro Women.

Being a Black woman in professional settings, NAS showed me how to navigate those spaces with confidence. NAS also provided resume building experiences, including resources that helped me secure a full-ride opportunity for a bachelor’s degree in agriculture, food, natural resource sciences and related disciplines through the USDA 1890 National Scholars Program. I am now majoring in agricultural sciences with a concentration in plant and soil science.

I am going to gain internship experience each summer. Afterward, I plan to work as a soil scientist in Oxford, Mississippi, and will focus on food security, water quality and conducting research on the Mississippi Delta.

### Parent Perspective: Areka Edwards-Hinton

As a parent there are simply not enough words of gratitude for the National Achievers Society (NAS) program. I have seen Neisha transform into a strong, courageous, independent young woman. She has served as a volunteer for Emerald Youth, CAC Beardsley Community Farm, BattleField Farm and a homeless ministry, all while attending school and working part-time. It was through NAS that she retraced the steps of the March on Washington and participated as part of a team and won the case competition on food disparity. College tours opened her eyes to a world beyond our community. She has continued her volunteer service at Southern University A&M. NAS ignited a spark that has changed Neisha’s life.



## The challenge

Today’s educational opportunities require students to have comprehensive out-of-school support and a diverse skill set to excel. Too many students from diverse backgrounds still face disparities in access and connectivity, holding them back from success in college, career and their futures. The Knoxville Area Urban League is committed to bridging these gaps, ensuring that every student has the resources and support needed to thrive and achieve their full potential.

*Neisha Pascal and her mother, Areka Edwards-Hinton, celebrate Neisha’s graduation from West High School, where she graduated with distinction.*



## Education & Youth

Our Education & Youth programs improve opportunities for at-risk students to support their academic achievement, encourage civic involvement and contribute to development.

### National Achievers Society (NAS)

NAS identifies and inspires academically accomplished minority high school students, with an intentional focus on African American youth, aiming to expand the pool of individuals ready, motivated and qualified for higher education.

### Project Ready

Project Ready provides a comprehensive, research-based approach to preparing young people and families for the challenges and promise of higher education.



Seven scholars participated in the Mathematizing, Visualizing and Power (MVP) data artistry program in partnership with the University of Tennessee Center for Enhancing Education in Mathematics and Sciences (CEEMS). Top: Israel Oliver (scholar), Zion Oliver (scholar) Middle: Dr. Lynn Hodge (UT Partner), Jasmine Allmon (mentor), Carly Hammonds (Education Director), Tyler Woods (scholar) and Eddie Harding (mentor). Bottom: Alise Shegog (parent), Renata Galan Chongo (scholar), Zoie Woodruff (scholar), Allison Shegog (scholar) and Trinity Todd (scholar).

Carly Hammonds, center, director of Education & Youth Services for KAUL, earned the Eddie L. Moore Caring Adult of the Year award at the National Urban League Youth Leadership Summit. Pictured with Hammonds, top, Kalaeh Belfour, Tiara Hill and Jasmine Allmon (mentor). Bottom, Josie Bales and Zoie Woodruff.

## The numbers

**77** Scholars inducted into the National Achievers Society for 2024 – 40 new scholars, 27 second-year scholars, and 10 third-year scholars.

**38** Scholars who attended the 2024 Fall Break College Tour at the University of North Carolina-Greensboro, Winston-Salem State University, Hampton University, Christopher Newport University and Howard University.

**1** First-year scholar Leonard Weaver who earned a \$5,000 scholarship from Vulcan Materials Company to help pursue a degree in sales engineering at Morehouse College.

**100%** 2023-2024 senior scholars graduated and enrolled at a post-secondary educational institution.

### Programs are funded in part by:

- Comcast
- National Urban League
- State Farm
- City of Knoxville

# Shoes for School

Shoes for School has been a Knoxville Area Urban League tradition since 2003! In 2024, we were able to serve approximately 6,250 members of our community at Chillhowee Park & Exposition Center's Jacob Building by providing free backpacks, school supplies, food supplied by Second Harvest Food Bank of East Tennessee and new shoes for the school year. Through our continued partnership with Shoe Carnival, 1,730 children received a new pair of shoes for the first day of school.







# Housing

## Impact highlight

In 2024, an impressive 80 individuals realized their dream of homeownership, contributing a remarkable \$29 million to the local economy. This achievement not only represents a significant personal milestone for these homeowners, but also plays a vital role in strengthening and enriching our communities. Homeownership is much more than an individual accomplishment; it serves as a cornerstone for building more resilient, prosperous neighborhoods that benefit everyone.

### The challenge

Every adult in America deserves the financial security that comes with owning a home. However, achieving that stability remains a challenge for many individuals from diverse backgrounds. The Knoxville Area Urban League stands as a beacon of hope, guiding those on their journey to homeownership by offering immediate foreclosure counseling and long-term financial planning. KAUL helps East Tennesseans secure housing and empowers them with the essential knowledge to maintain homeownership and achieve greater economic mobility.



### SUCCESS STORY:

#### 2024 Eviction Prevention Program (EPP)

The Knoxville Area Urban League, partnering with the Knox Housing Assistance Eviction Prevention Program (EPP), a joint City of Knoxville/Knox County initiative, provided rental assistance to a homeless couple to cover move-in expenses, including the security deposit and the first month's rent. The family also received five months of rental assistance through the program to maintain housing stability, which also enabled them to secure essential items for the home.



# HOUSING & COMMUNITY DEVELOPMENT

## Homebuyer & renter education

Our housing counselors work closely with clients to help them set goals, create effective budgets, build their credit, negotiate favorable terms with agents and identify emergency and financial assistance resources. As an affiliate of the National Urban League and a HUD-certified Housing Counseling Agency, we are committed to offering personalized services that are specifically designed to meet the unique needs of our community. By collaborating with a wide range of public and private organizations, we can enhance the impact of our efforts and provide more comprehensive support to those seeking housing stability and financial empowerment.

## Foreclosure prevention

During times of financial hardship, the Knoxville Area Urban League serves as a crucial support system for struggling homeowners. We guide them through the process of understanding and assessing their financial challenges, offering clear action steps and, whenever possible, working to prevent foreclosure by negotiating affordable loan modifications or forbearance terms.

Our dedication to helping individuals extends far beyond crisis intervention. We focus on building long-term financial capacity by empowering people to gain financial independence. Through our counseling services, we assist clients in increasing their income, managing their finances effectively, saving more, reducing debt, improving their credit scores and building lasting assets for a more secure future.



## 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

- 474** Clients served.
- 80** Clients completed eHomes Course = \$29 million impact on local economy.
- 78** Clients finished homebuyer counseling.
- 58** Clients completed Financial Fitness.
- 258** Clients served through Eviction Prevention Program.







# Jobs

## WORKFORCE DEPARTMENT

The Knoxville Area Urban League Workforce Department continues to operate a premier program to help adults increase their household income through financial stability. Our goal is to guide individuals toward the best path to self-sufficiency and economic empowerment by tailoring pathways to fit time constraints and family obligations.

The Workforce Department works with participants to enhance their employment opportunities in high demand income job fields. We collaborate and network with our community employees in our employer talent bank. These employers support the work of the KAUL by assisting in helping the Workforce Department connect participants to a variety of high impact training programs and apprenticeships that lead to employment. In partnership with the United Way of Greater Knoxville and Knox County, the Workforce Department assisted 67 individuals to obtain employment. The average hourly starting rate was \$18.

This year, 23 individuals increased their training skills to secure better career opportunities in these areas of training for certifications: construction, peer specialist, certified nursing assistant, licensed practical nursing, phlebotomy, truck driving, Microsoft Word verification, heavy equipment operator, cosmetology license, licensed barber, OSHA certification and culinary certification.

The State of Tennessee each year has designated April as Reentry Month. The Knoxville Area Urban League was honored to host Commissioner Deniece Thomas of the Department of Labor & Workforce and her staff to speak to the Knoxville community on April 30, 2024.

*Commissioner Deniece Thomas of the Department of Labor and Workforce Development.*



## The challenge

In today's rapidly evolving job market, securing sustainable employment and economic self-sufficiency is difficult. KAUL provides accessible, cost-effective job skills training, employment referrals and opportunities to connect with hiring managers. Success encompasses a wide range of career paths, and we are dedicated to equipping our clients with the counseling and guidance they need to achieve their goals. Together, we can bridge the gap between job seekers and employers, transforming challenges into opportunities for growth and economic empowerment.





Thomajah Bishop | GRAD

*Thomajah Bishop discusses her experience in the practical nursing program at the Tennessee College of Applied Technology.*

## Impact Highlight

Thomajah Bishop joined the East Tennessee Collaborative Tennessee Opportunity Pilot Initiative (TOPI) to receive mentorship and support as she strives to create a better future for herself and her family. As a single mother, Bishop has faced challenges with unwavering resilience. Her recent graduation from the Tennessee College of Applied Technology in practical nursing is a testament to her hard work and dedication. Through her new career in nursing, Bishop aims to provide compassionate care to those in need, inspired by her desire to make a meaningful difference in the lives of others. Her journey reflects her personal growth and her commitment to being a positive role model for her child.

## Workforce Development at Work

Lisa Doe, a single mother of two, turned to the East Tennessee Collaborative Tennessee Opportunities Pilot Initiative (TOPI) for assistance. Facing challenges such as unpaid tickets and court fines and a suspended driver's license, she struggled to access employment opportunities. Through KAUL's expungement clinic, more than \$1,000 in tickets and court fines were dismissed, and she reinstated her driver's license, allowing her to participate in workforce initiatives. Doe now works at a Red Roof Inn in housekeeping, a significant step forward in self-sufficiency. Her story highlights the power of community collaboration in addressing systemic barriers and empowering individuals to achieve their goals.

### Programs

- Skills workshops
- Certificates and credentialing
- Tennessee Opportunity Pilot Initiative (TOPI)
- Vocational Rehabilitation Workforce Program

### Program are funded in part by:

- City of Knoxville
- Knox County
- Tennessee Department of Human Services Office of Rehabilitation Services
- United Way of Greater Knoxville

# The numbers

**177** People served through TOPI enrollment, workshops and computer lab.

**70** Employer contacts providing recruiting and application pre-screening.

**16** Educational facilities' contacts with access to variety of apprenticeships and training.

**53** Individuals who attended two hiring fairs.

**406** Individuals with services for enrollment, workshops and computer training.

**67** Individuals who obtained employment.





# Health

## Impact highlight

In 2024, the Knoxville Area Urban League (KAUL) continued to play a pivotal role in enhancing community health through strategic partnerships and outreach efforts. By collaborating with a diverse network of local organizations, KAUL has made significant strides in promoting health equity and improving access to essential services for residents in the East Knoxville area.

### **Trusted Health Ambassadors:**

KAUL has developed a strong network of 14 trusted messengers, including community health workers, volunteers and ambassadors, who support and promote KAUL's health initiatives. These individuals serve as key liaisons within the community, helping to extend the reach and effectiveness of health programs.

### **Coalition Partners:**

KAUL has partnered with additional influential organizations, including the American Heart Association, Cherokee Health Systems, New Directions Health Care Solutions, Knox County Health Department, The University of Tennessee Medical Center and Alzheimer's Association. These partnerships have allowed KAUL to amplify its impact and provide vital resources to the community.

### **Educational Sessions for Cancer Support:**

In collaboration with Cancer Support Community East Tennessee and New Direction Health Care Solutions, KAUL hosted four educational sessions throughout the

year, specifically designed to support cancer patients and their families. The free sessions, led by certified professionals, offered valuable information and resources on managing cancer, promoting wellness and accessing treatment options.

### **Eye Exam Clinic:**

Partnering with the local Lions Club, KAUL hosted a successful Eye Exam Clinic, where 126 participants received free eye exams, glaucoma checks and a new pair of glasses. This initiative addressed a crucial need for vision care in the community, improving the quality of life for many underserved individuals.

### **Medical Insurance Sign-ups and Health Services:**

KAUL partnered with the Knox County Health Department and Cherokee Health Systems to offer five free medical insurance sign-up events. In addition to enrollment assistance, the events provided free health checkups and flu and COVID-19 vaccinations to uninsured individuals, ensuring that critical healthcare services were accessible to those in need.



# The challenge

Socioeconomic status plays a significant role in people's healthcare options and their susceptibility to health disparities. Unequal access to care affects individuals and communities alike. KAUL and our partners are working to reverse this trend by addressing the underlying causes of health inequity and sharing opportunities to better one's health. Together, we can ensure that good health is attainable to all, and an equitable future is possible.

## HEALTH STARTS HERE

Through these initiatives, KAUL has demonstrated its ongoing commitment to improving health outcomes, enhancing access to care and fostering a healthier, more informed community in 2024.

We work closely with a wide array of partners, such as healthcare providers, community organizations, government agencies and local drugstore clinics. By joining forces, we create and execute initiatives that advance health equity. Our combined efforts have led to the successful organization of health fairs, vaccination clinics, educational workshops, support groups and mobile healthcare services for our community.

*The Knox County Health Department staff administered COVID-19 and flu vaccines to uninsured individuals at the Knoxville Area Urban League. From left: Aren Boddie, Stephanie Ard, KAUL's Jackie Robinson, Lisa Jones and Nichole Lawson.*



# The numbers

18

Coalition partners.

1

Telephone Town Hall that reached 5,114 individuals.

14

Trusted messengers recruited and equipped to communicate about COVID-19 vaccinations.

4

Events held to administer vaccines to community members.

15

Healthcare events organized

10,500+

Received vaccine and health-related information.

## Programs

- Health Resources and Services Administration (HRSA) Community-Based Workforce
- Centers for Disease Control and Prevention (CDC) Partners for Vaccine Equity

## Programs are funded in part by:

- Health Resources and Services Administration
- National Urban League
- U.S. Centers for Disease Control and Prevention



*From left: Kim Kearney of Mercy Health Partners; Linda Reid of KAUL; Rebecca Simpson of the Knox County District Attorney's Office; Jackie Robinson of KAUL; Mary Gadison-Evans and Carolyn Tabors of Tennova; and Julia Ball, nurse practitioner, participate in the Knoxville Area Urban League's free eye clinic. The Lions Club administered eye checks to 126 community members who also received a free pair of prescribed glasses.*



# Justice



Markicia Greenlee has started her new job with Pediatric Consultants.

## Impact highlight

Markicia Greenlee, a single mother raising three children, became homeless for two years in 2020 when her house burned down. After completing the expungement clinic program in 2023, Greenlee got a full-time job as a certified medical assistant at Pediatric Consultants at \$18 an hour. She has since been promoted with her pay boosted to \$23 an hour. Greenlee is grateful for the support and encouragement that she received during her job search and job placement.

*KAUL's Jackie Robinson, front, holds her 2025 Advocacy Award granted by the Dr. Martin Luther King Jr. Commemorative Commission for her work in the justice and workforce department with coworkers, top row, Felix Harris, Gabriela Sanchez Benitez, René Yanes and Carly Hammonds; middle row, Linda Reid, Dr. Avice Evans Reid, Brenda Roper and Cami Gorrell; and bottom row, Cas Pierce and India Brabson.*



## The challenge

Justice-involved individuals seeking employment face situations that make it difficult to acquire adequate employment. In today's rapidly evolving job market, securing and sustaining referrals for employment and economic self-sufficiency is critical. Together, we can bridge the gap between job seekers and employers, by transforming challenges into opportunities for growth and economic empowerment.



# BALANCING THE SCALES

## RISE Reentry Program & expungement services

The RISE Reentry Program and expungement clinics focus on helping justice-involved individuals navigate the legal process of clearing their records, restoring voting rights and obtaining employment. The expungement clinics have made a profound impact on the community by identifying community deficiencies and addressing the challenges, so individuals can move forward. Our extraordinary partners, including the University of Tennessee College of Law and its Legal Clinic, Tennessee Supreme Court, Pellissippi State Community College, American Job Centers, Overcoming Believers Church, Legal Aid of East Tennessee, Public Defenders Office, Child Support Office, Sixth Judicial District, League of Women Voters and Community Mediation Center, have allowed us to expand our outreach in the community and efficacy. With access to resources like the "Justice Bus," driver's license clinic, and off-site expungement clinics and volunteer attorneys for each clinic, we are helping more justice-involved individuals than ever on their path to rehabilitation and sustainable employment.

## Driver's license reinstatement

Reentry into Sustainable Employment (RISE) recognizes the importance of mobility for employment and assists in obtaining state identification and reinstatement of a driver's license, which removes a significant barrier for justice-involved individuals seeking to rebuild their lives. In partnership with the Knox County Driver's License services, KAUL provides workshops for state identification and driver's license renewal that is held quarterly at our expungement clinics.



From left: Rev. Sam Brown, Keira Wyatt, founder and executive director of C.O.N.N.E.C.T. Ministries, Camilla Ray Booker, Circuit Court Judge Deborah Stevens, the late Clea Booker-Slater and Jackie Robinson, KAUL, assist at an expungement clinic.

## Voter and civil rights restoration

The expungement clinics, with assistance from the UT Legal Clinic staff, work with our justice-involved individuals to provide guidance in the process of restoring voting rights, registering to vote and restoring civil rights. This process helps in promoting civil engagement and fostering a sense of empowerment within the community.

## Job preparation and placement

The workforce staff offers job readiness skills to justice-involved individuals geared to personal and family needs. Our training classes, workshops, resources for internships, apprenticeships and certificate programs through TCAT open a path to self-sufficiency. We connect our program participants with businesses that are hiring and provide placement assistance and job referrals to facilitate reentry into the workplace to reduce the rate of recidivism.

## Programs

- RISE Reentry Program
- Expungement clinics
- Tennessee College of Applied Technology (TCAT)

## Programs are funded in part by:

- Truist Bank
- US Bank
- United Way of Greater Knoxville
- Tennessee Department of Human Services Office of Rehabilitation Services

# The numbers

**259** Justice-involved individuals benefited from voter registration, civil rights restoration, driver's license, state identification, driver's license reinstatement services and certificates of employability.

**209** Justice-involved individuals served through expungement orientation and expungement clinics.

**41** Justice-involved individuals enrolled and received free medical insurance through partnership of KAUL and Cherokee Health Systems.

**28** Agency contacts received for expungement services.

**23** Justice-involved individuals increased training skills for better career opportunity.

**7** Justice-involved individuals had civil rights fully restored in Knox County in 2024.

**4** Expungement clinics held in community in 2024.

**61** Justice-involved individuals secured employment.

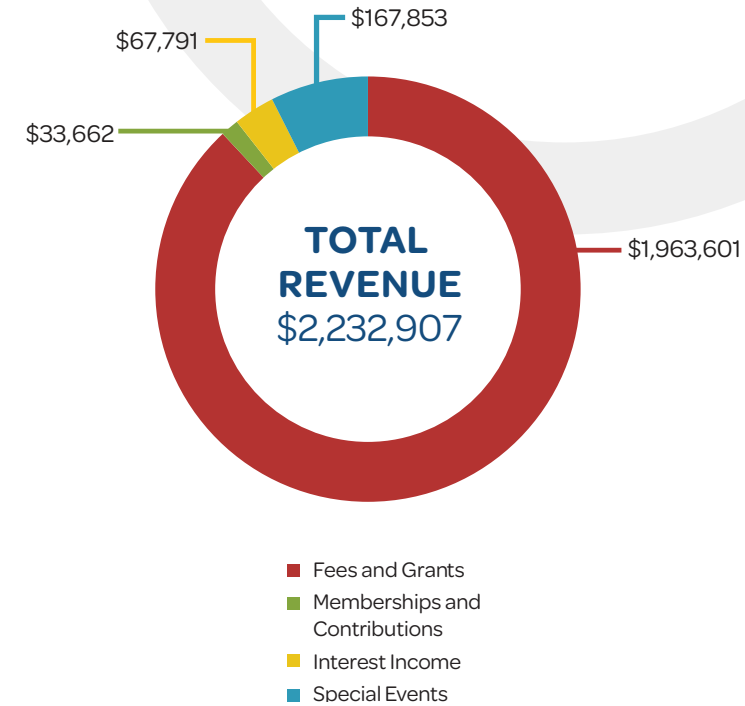


# 2024 FINANCIAL HIGHLIGHTS

## EXPENDITURES



## REVENUE



## ASSETS

|                             |                    |
|-----------------------------|--------------------|
| Cash and Cash Equivalents   | \$4,450,460        |
| Restricted Assets           | \$2,216,033        |
| Property and Equipment, Net | \$2,172,179        |
| Other Assets                | \$58,048           |
| <b>Total Assets</b>         | <b>\$8,896,721</b> |

## LIABILITIES AND NET ASSETS

|   |                    |
|---|--------------------|
| Accounts Payable and Accrued Expenses   | \$321,282          |
| Deferred Revenue                        | \$700              |
| Current portion of long-term debt       | \$41,222           |
| <b>Total Liabilities</b>                | <b>\$363,205</b>   |
| <b>Long-term Debt</b>                   | <b>\$1,305,000</b> |
| Net Assets (Restricted)                 | \$137,495          |
| Net Assets (Unrestricted)               | \$7,080,714        |
| <b>Total Net Assets</b>                 | <b>\$7,228,516</b> |
| <b>Total Liabilities and Net Assets</b> | <b>\$8,896,721</b> |

The Knoxville Area Urban League is grateful to the following organizations for their in-kind support received during the period of July 1, 2023, to June 30, 2024.

MoxCar Marketing + Communications | WBIR

## GRANTS AND FOUNDATIONS

### GRANTS

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

### FOUNDATIONS

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



# 2024 BOARD OF DIRECTORS

## OFFICERS

### Board Chair

#### Dr. Tyvi Small

Vice Chancellor for  
Diversity and Engagement  
University of Tennessee

### Vice Chair

#### Ursula Bailey

Attorney  
Law Office of Ursula  
Bailey

### Secretary

#### Eleni Stratigeas

General Counsel  
Ministry Brands

### Treasurer

#### Harry Gross Jr.

Greater Knoxville  
Market President  
Commercial Banking  
Leader, Truist Bank

#### Dr. Avice Evans Reid

Interim President & CEO  
Knoxville Area Urban  
League

## DIRECTORS

#### Gabriel "Gabe" Bolas II

President & CEO  
Knoxville Utilities Board

#### Bob Booker

Senior Manager  
DENSO Manufacturing  
Tennessee, Inc.

#### Harry Boston III

Founder & President  
Boston Government  
Services, LLC

#### Randy Boyd

President  
University of Tennessee

#### Tammi Gwinn

#### Campbell

Director of Student and  
Family Supports  
Knox County Schools

#### David Colquitt

Owner, The Swag

#### Frank Cuevas

Vice Chancellor,  
Division of Student Life  
University of Tennessee

#### Orlando Diaz

Vice President  
Partners Development

#### Vincent Fusco

Senior Vice President  
Global Accounting  
Regal

#### Cynthia Gibson

Chief Counsel  
Bush Brothers &  
Company

#### Alan L. Hill

Community Volunteer

#### Gwen McKenzie

Councilmember  
Knoxville City Council

#### Rev. Harold

#### Middlebrook Sr.

Retired Pastor &  
Advocate

#### Lauren Miller

Partner & CEO  
MoxCar Marketing +  
Communications

#### Cavanaugh Mims

President  
Interstate Ventures

#### Delnise Moore

President & CEO  
Always Moore Janitorial

#### Janea Peterson

Community Relations  
Analyst  
Knoxville Utilities Board

#### Al Pirie

Retired, Vice President of  
Human Resources  
Uster Technologies

#### Nikitia Thompson

Owner  
Realty Executives  
Nikitia Thompson Realty

#### Petie Wilson

Owner and agent  
State Farm

#### Dr. L. Anthony Wise Jr.

President  
Pellissippi State  
Community College







**Knoxville Area  
Urban League**

**1514 E. Fifth Ave. • Knoxville, TN 37917  
865-524-5511 • [thekaul.org](http://thekaul.org)**