

20
23

MONTGOMERY

ROBERTSON

SUMNER

CHEATHAM

DAVIDSON

WILSON

DICKSON

WILLIAMSON

RUTHERFORD



Urban League of
Middle Tennessee

ANNUAL REPORT

A YEAR OF SUCCESS PAVING A PATHWAY FOR THE FUTURE

MESSAGE FROM OUR PRESIDENT

Greetings, and welcome to our 2023 Annual Report.

In our preparation of this annual report and review for you, our supporters, friends, advocates, and investors, we looked back at all that made 2022-2023 a year full of successes, accomplishments, and milestones. And, what a milestone we experienced this year as we celebrated 55 years of continuous service to this community.

Founded in 1968 as the Urban League of Nashville, our reach and impact have now extended to a nine-county service area comprised of Cheatham, Davidson, Dickson, Montgomery, Robertson, Rutherford, Sumner, Williamson, and Wilson counties. As this reach has extended, we have become even more intent on realizing our goal of having a visible, viable presence as we move to become more intentional in providing service and support to all the counties within our footprint.

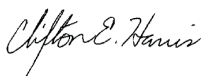
With the support of an extremely committed and dedicated Board of Directors; our amazingly passionate, professional, and devoted staff; and the hundreds of individuals, businesses, and organizations who each year provide their time, talent, and significant financial investment, we have accomplished much.

Among the past year's highlights was the kick-off of our 55th Anniversary, which we officially celebrated on April 15th. This was followed by the announcement of a \$7.8 million grant from the Nashville/Metro Council, using funds from the American Rescue Plan, for the Urban League and Nashville State Community College to partner for our Advancing Workforce Equity (AWE) initiative, focused on training and placing at least 1500 Davidson County residents in high-demand jobs in healthcare, IT, advanced manufacturing, construction, business services, and hospitality.

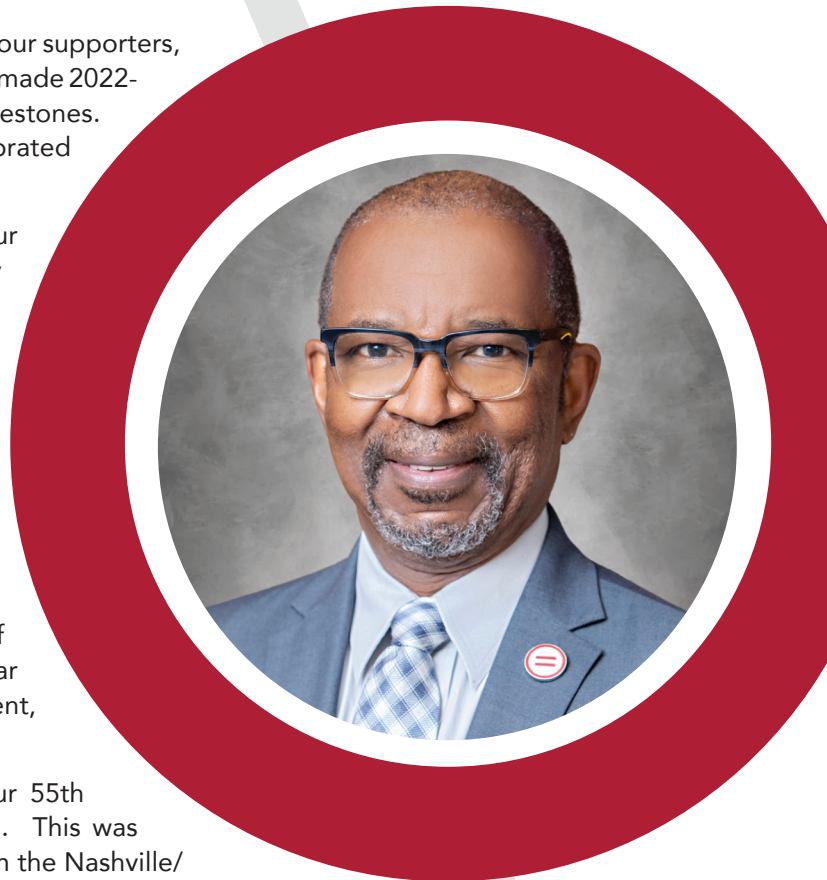
We hosted our 55th Annual Equal Opportunity Day (EOD) event in February, with the largest attendance ever; our YPs (Young Professionals) had an extremely active year, participating in several events throughout the community; and we were excited to revive our Urban League Guild, our 40 and over official voluntary auxiliary.

We thank each of you for your continued support, investment, and advocacy as we work together in our efforts to "empower communities and change lives."

Clifton E. Harris



President and CEO





Urban League of Middle Tennessee

Empowering Communities and Changing Lives in Middle Tennessee since 1968

MEET OUR OUR TEAM



TEMPEST UTLEY
Chief Operating Officer



DENISE CIMELEY
Chief Financial Officer



FRANK BOUYER
*Vice President
Education and Workforce*



JANET KINCHERLOW-MARTIN
*Vice President
Funds Development, Marketing
and Civic Engagement*



ARON THOMPSON
*Vice President
R.E.D. Academy
Economic and Housing Development*



JOEL SILMON
*Director
Workforce
Development*



PATRICIA MALONE SMITH
*Director
Corporate Relations*



KENYA MCGRUDER
*Director
Community
& Civic Engagement*



HAROLD SIMPSON
*Manager
Workforce Development*



JADE MCCREE
*Employment Services
Coordinator*



WILLIAM GUY
*Employment Services
Coordinator*



CAROLYN R. COLEMAN
*Program Manager
R.E.D. Academy*



MAYA POWELL
*Administrative Assistant
R.E.D. Academy*



JARRELL SUMMERS
*Program Manager
Group Violence Intervention*



GLENN HANCOCK
*Navigator/Support &
Outreach Case Manager
Group Violence Intervention*



ROSALYN MCKINLEY
Office Coordinator



JARRETT W. UTLEY III
Facilities Coordinator

MEET OUR BOARD OF DIRECTORS

MANUCH AKBARI (RETIRED)

Professor of Mathematics
Tennessee State University

HERBERT BROWN (CORPORATE)

Community and Citizenship Director
Turner Construction Company

VALINDA BURKS (CORPORATE)**BOARD CHAIR**

Agent/Owner
State Farm Insurance

JULIAN FLOURNOY (CORPORATE)

Vice President/Community Development Officer
Loan Officer, Wilson Bank and Trust

SENATOR BRENDA GILMORE (RETIRED)

Tennessee State Legislature
District 19

ANN HATCHER (CORPORATE)

Senior Consultant
Thrivence/Barge Design Solutions

KIMBERLY SASSER-HAYDEN (CORPORATE)

Senior Manager of External Affairs
Comcast, Inc.

SHAWN HURLEY (CORPORATE)

Regional Vice President
Enterprise Holdings

DEREK JONES (CORPORATE)

Global EHS Director Amazon GSF and Retail
Amazon

TOM JONES (CORPORATE)

Senior Project Executive
Messer Construction Company

DR. SHANNA JACKSON (EDUCATION)

President
Nashville State Community College

VALERIE FRANKLIN (CORPORATE)

Associate Principal/Project Manager
Moody Nolan Architects

KEISHIA MASHORE (CORPORATE)

HR Business Partner Director
UPS/Midsouth District & Delta Coast Territory

MISHA MAYNARD (RELIGION)

Pastor of Operations
Cathedral of Praise Church of God in Christ

PASTOR JAMES MCCARROLL (RELIGION)

Senior Pastor
First Baptist Church

JUSTIN MAIERHOFER (GOVERNMENT)

Regional Vice President - North Region
TVA (Tennessee Valley Authority)

PAMELA MAGEE (CORPORATE)

Senior Director, Culture and Engagement
Acceptance Insurance

DEBORAH OLESHANSKY (NON-PROFIT)

Community Relations Director
Jewish Federation of Greater Nashville

KAROLYN PERRY (CORPORATE)

Attorney
Holland and Knight

VAMSI POLAVARAPU (CORPORATE)

Vice President of Enterprise Technology
Jackson National Life Insurance Company

DEWAYNE SCOTT (GOVERNMENT)

Deputy Commissioner
TN Department of Labor and Workforce Dev.

MESHAN SMITH (CORPORATE)

Financial Paraplanner
Henderson Financial Group, Inc.

DAVITA TAYLOR (CORPORATE)

Chief Procurement Officer
Metropolitan Nashville Airport Authority

CHANDRA VASSAR (CORPORATE)

Vice President/Diversity, Equity and Inclusion
Nissan Group of the Americas

SHANTAVIA WEBB (CORPORATE)

Nashville Division HR Leader
Kroger Nashville Division

GRANT L. WINROW (EDUCATION)

Special Assistant to the President
Tennessee State University

CELEBRATING **55 YEARS OF SERVICE**

On April 15, the Urban League of Middle Tennessee officially observed our 55th Anniversary, marked with a week-long celebration that included an open house and Cupcake Party for Board members, staff, public officials, volunteers, and other community leaders; a proclamation issued by Nashville Mayor John Cooper acknowledging the milestone; and the lighting of the Korean Veterans Memorial Bridge in red and white (Urban League's official colors) to publicly mark the celebration.

Other activities planned in celebration of our 55 years of service to the Middle Tennessee region included our "Drive to 55" campaign, which invited supporters to join in raising funding to continue the work of the Urban League of Middle Tennessee through their gifts of \$55 or more.



OUR YEAR IN REVIEW

Through the lens of our Signature Events

2022 ANNUAL MEETING

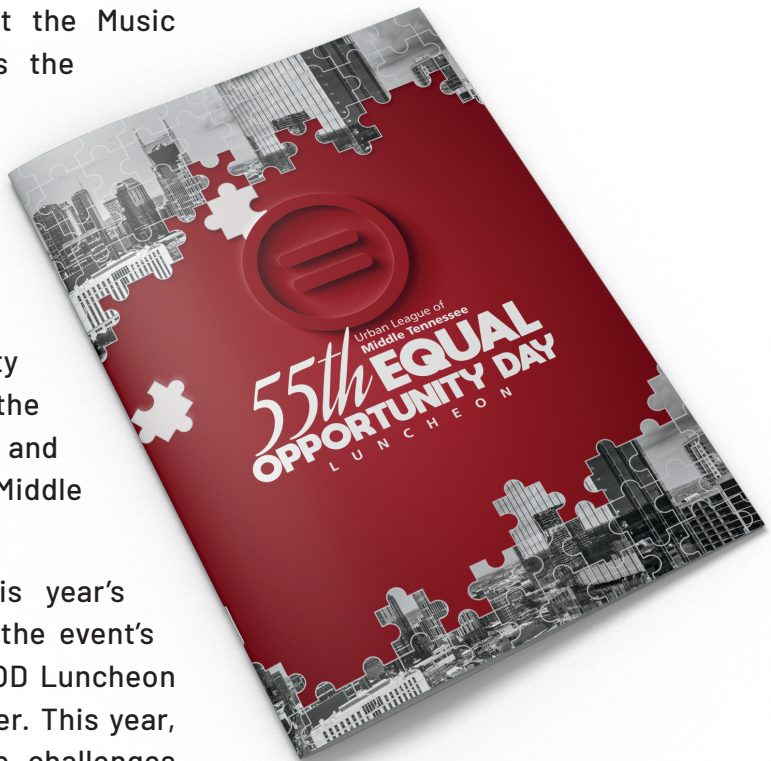
For the first time in many years, the Urban League of Middle Tennessee hosted an Annual Meeting, with over 260 people in attendance. The event was held in October at Nissan Stadium's Wesley Mortgage Club and included a "State of the Urban League" address from President and CEO Clifton Harris; recognition of outgoing Board members; the installation of new Board members and Board officers; and the official kick-off of our annual membership drive.



55TH ANNUAL EQUAL OPPORTUNITY DAY LUNCHEON

In February, we hosted our 55th Annual Equal Opportunity Day (EOD) Luncheon at the Music City Center. This annual event is the organization's premier time to reflect on and celebrate the power of diversity and inclusion in the workplace and brings together the largest gathering of business, community, and civic leaders to explore issues affecting our community and to celebrate the successes of the past year of African Americans and other minority communities across Middle Tennessee.

Close to 600 people attended this year's luncheon, the largest attendance in the event's 55-year history. In past years, the EOD Luncheon has included a single featured speaker. This year, we took a more global look at the challenges our communities face as we work to close the



equity gap and to ensure that African Americans and others in underserved communities achieve their highest true social parity, economic self-reliance, power, and civil rights.

This year's event featured a panel discussion led by President and CEO Clifton Harris and included four community leaders in the areas of education, workforce development, small business, and health who discussed current issues in their respective areas as well as ways our communities can work collectively in addressing these issues.



EOD PANELISTS

LATANYA CHANNEL

*Director
Economic Growth and Small
Business Development
Nashville*

DR. SHANNA JACKSON

*President
Nashville State Community College*

DR. HERMAN WILLIAMS

*Chief Medical Officer
Nashville General Hospital*

MARLA RYE

*Executive Director
Northern Middle Tennessee Workforce
Board (NMWB), Inc.
President of Workforce Essentials*

SUMMER AND FALL GOLF

Our 19th Annual Sam Howard Golf Tournament, again hosted at the beautiful and picturesque Hermitage Golf Course, featured more than 40 teams in two flights. A highly anticipated event each year, our summer golf tournament provides opportunities for Urban League of Middle Tennessee Board members, community leaders, supporters, volunteers, and staff to network during a fun day on the course.

For the fourth year, we hosted our Fall Golf at Top Golf event which featured an afternoon of golf, great food, and fun for the close to 130 golfers participating. Fall Golf has become the perfect opportunity for companies and organizations to treat employees to a great afternoon of golf and build morale.



WE ARE EMPOWERING COMMUNITIES AND CHANGING LIVES THROUGH **WORKFORCE AND ECONOMIC DEVELOPMENT**

As we strive to improve the lives of those who have been economically challenged, we know that a great equalizer to economic advancement is in empowering underserved communities and in bridging the workforce disparity gaps within our region.

Throughout the past year, our Workforce Development team focused their efforts on matching qualified applicants with area employers seeking a trained, prepared and diverse workforce.



During a special event at Cathedral of Praise in August, The Urban League of Middle Tennessee (ULMT) and Nashville State Community College officially announced a partnership to pull resources together to address workforce shortages and upskilling communities in Nashville.

The initiative entitled “Advancing Workforce Equity” seeks to provide a practical and workable solution to an issue that has long plagued Middle Tennessee, namely not

taking advantage of the area’s greatest asset, its human capital. The stated objective of the program is to employ 1,500 people over the next year, while addressing the issue of high turnover rates due to issues like the lack of childcare and transportation.

Last year, the Metro Council approved a \$7.8 million grant, using funds from the American

Rescue Plan, for ULMT and Nashville State to work together with more than twenty agencies that interact with the workforce to train local residents for high-end industry jobs in healthcare, IT, construction, advanced manufacturing, business services, and hospitality.

“Middle Tennessee has yet to advantage of our own human capital by training and upskilling people in our own community to fill these workforce gaps,” said ULMT President and CEO Clifton Harris. “With this program, failure is not an option. It is important that individuals who are willing to put in the work will earn a livable wage. This solves many problems moving forward.”

As a partner in the initiative, Cathedral of Praise will serve as one of the locations for classes and



training. “We are so very pleased to be an active partner in this Advancing Workforce Initiative as we work collectively with the Urban League of Middle Tennessee, Nashville State Community College, Nashville General Hospital, and dozens of other community partners in addressing the workforce shortages and employment disparities within our region,” commented Misha Maynard, pastor of operations for Cathedral of Praise.

In September, the Workforce Development team hosted the Advancing Workforce Equity Hiring Expo on the campus of AWE partner Nashville State. Close to 30 businesses and dozens of job seekers participated in the event, with a number of those in attendance receiving job offers on the spot.

OTHER WORKFORCE DEVELOPMENT HIGHLIGHTS INCLUDE THE FOLLOWING:

- *In August, ULMT Board Chair Valinda Burks, ULMT President and CEO Clifton Harris, and Harold Simpson, ULMT Workforce Development Manager, were part of an invitation-only meeting with U.S. Secretary of Labor Julie Su. Secretary Su was in the area to discuss details of a partnership with the U.S. Department of Labor, the North American Builders Trade Unions, the National Urban League, and the Urban League of Middle Tennessee.*
- *Added to the Workforce Development team by hiring a Workforce Manager and two Employee Service Coordinators.*
- *Hosted the Kick-off of the Advancing Workforce Equity Collective, facilitated by project consultant, Elevate.*
- *The Workforce Development department implemented career assessments, career plan guides, resume writing, soft skills training, and mock interviews to prepare candidates for career opportunities.*
- *Since April 2023, the Workforce Development team has interacted with 186 individuals; 109 have applied for new positions, and 22 have completed mock interviews, resume reviews, career assessments, and career plans, resulting in a number of job seekers hired and still working.*
- *Served dozens of men and women through our “Urban League Forward” program, funded by a \$10,000 grant from the Community Foundation of Middle Tennessee to provide support and wrap-around services to those in our re-entry program.*
- *Re-launched the Urban League Guild of Middle Tennessee in March 2023, strengthening our presence and expanding our reach in the local community.*

WE ARE EMPOWERING COMMUNITIES AND CHANGING LIVES THROUGH **SMALL BUSINESS DEVELOPMENT AND SUPPORT**

Among the programs we offer to provide support to our small business community is our “Next Level” program, funded through a grant from the Tennessee Valley Authority (TVA). Often referred to as a “Streetwise MBA,” Next Level is a hands-on executive education program for small business owners, providing the business knowledge, management know-how, and networks needed to grow the business to the “next level.” The program consisted of 14 sessions conducted virtually over seven months, culminating in a comprehensive, customized 3-year Strategic Growth Action Plan.

Commenting on the impact of Next Level for those participating, ULMT President and CEO Clifton Harris said, “Next Level provides the support the class members need to work on their businesses and not just in their businesses.”

Companies participating in this year’s Next Level class were Dion’s Barber Shop, Seafood Sensation, Inc., BeYoutiful Lefuqua Bridal, Cashvilleetc, Nashville Black Market, LLC, Reformed Logistics, Good Works Imaging, LLC, and Southern Classic Kitchens. A graduation ceremony was held in August for program participants. Speakers for the graduation included Justin Maierhofer, regional vice president of TVA’s North Region; Caryn Clopton, CEO and head of business development for Excel Cleaning Services and a 2022 Next Level graduate; and Susan Vanderbilt, Next Level program coordinator.

Co-Starters, also funded through a generous grant from TVA, targets entrepreneurs and small business owners who are in the earlier stages of building their business and provides valuable information and resources to support their growth.



EMPOWERING OUR COMMUNITIES AND CHANGING LIVES THROUGH HOUSING DEVELOPMENT

Our Real Estate Developers (R.E.D.) Academy continues to make strides as a premier experience for Black, Indigenous, and People Of Color (BIPOC) developers in the Nashville-Davidson County community. Despite anticipated challenges, the Academy has also recognized that this year has been full of opportunities for growth and innovation. Thus, we were able to adjust quickly and maintain our operations, thereby preserving the continuity of the program.

The Academy has invested in its Fellows and has established a positive culture that has resulted in the following outcomes:

GROWTH STATISTICS

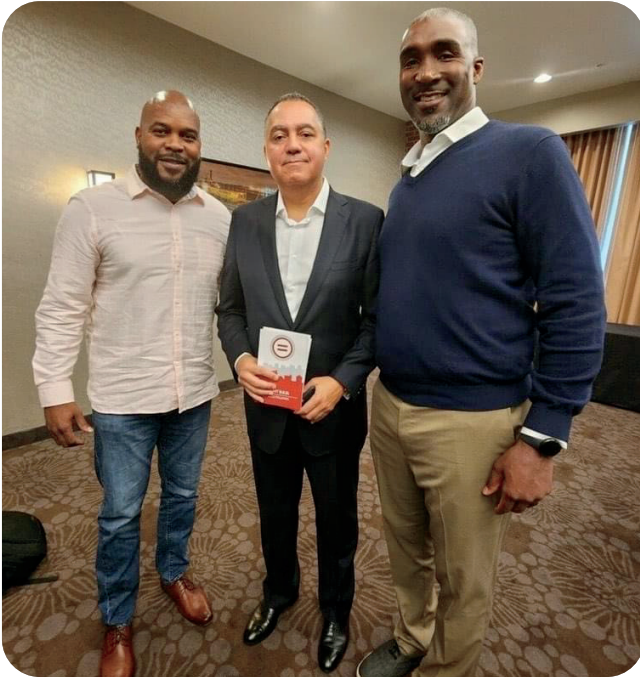
- We are exceeding the established retention rate (70%) and graduation rate (80%) with rates of 95% and 90%, respectively.
- We have a 91% attendance rate with multiple Fellows having perfect (or near perfect) attendance, which is truly a testament to their commitment and the impact the Academy is making.
- The Academy has promoted existing staff to Program Manager and hired an Administrative Assistant. We envision additional staff will be hired for the next cohort.
- The Academy is currently working with the Church Community Collective to assist in the development of their church projects.

MILESTONES/ACHIEVEMENTS

- The Academy is presently involved in two joint venture opportunities. One with Holladay Ventures to develop 140 affordable housing units, and another with LDG Development to develop 240 affordable housing units.
- The Fellows have seven projects in the pipeline resulting in more than 350 affordable housing units.
- In partnership with The Housing Fund, the Academy has streamlined a funding strategy for the predevelopment capital disbursements to the Fellows. The Academy has awarded \$920,000 in predevelopment capital. The Capacity building grant (\$600,000) awards will be disbursed throughout the remainder of 2023. One application was submitted to the Amazon Housing Equity Fund.
- The Academy has paired the Fellows with top real estate industry experts based on the Fellows' professional needs and project alignment.
- The Academy has had more than 100 guest speakers, 24 instructors, and 4 module champions. Cohort 1 will hold its last class in November 2023, with graduation in December.

- Fellow Reggie Polk (a member of the Tennessee Builders Alliance team) was chosen as Construction Manager for the new Tennessee Titans stadium.
- Fellow Dave Martin closed on a 150-unit single-family housing development on a 54-acre parcel of land in Antioch, Tennessee. The community, Barnes Ridge, will offer some attainably priced homes.
- Fellow Jennifer Horne was a guest speaker for the Wondry CIA program at Vanderbilt and the Urban Land Institute Spring Meeting in Toronto, Canada.
- Fellow Kathy Leslie was appointed to the Metro Nashville Planning Commission.





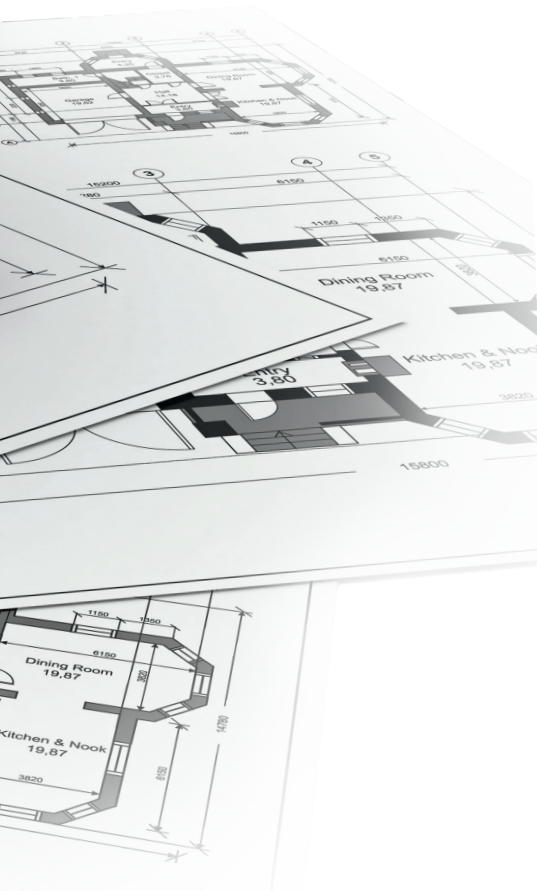
INNOVATION

- The Speaker Series was developed as a networking tool within the Academy and to provide subject matter experts relevant to the real estate development industry the opportunity to share their expertise and experiences with the Fellows. This series has grown significantly, with more than 100 guest speakers attending either a virtual or in-person class. We have received positive feedback from our guests on this experience.
- Property tours were another addition to the program. The Academy has afforded the Fellows opportunities to tour four newly (or nearly) completed development properties by local developers. These tours include The Alcove (Giarratana), The Rutledge (The Mathews Group), Hyve (CA South), and Eastwood Greene, (The Clear Blue Company)

In February, R.E.D. Academy hosted an invitation only short film screening by three-time NAACP Image Award winner, entrepreneur, and actor, Malik Yoba entitled, "Real Estate Mix Tape." Known for his starring roles as Detective J. C. Williams on the Fox police drama New York Undercover and as Yul Brenner in the film Cool Runnings, as well as for his role as Gavin in the 2007 Tyler Perry film Why Did I Get Married? and its 2010 sequel Why Did I Get Married Too?, Yoba is Founder/CEO of Yoba Development. Yoba Development is a diversified portfolio company specializing in real estate, education, and media. As a mission-driven firm, it is committed to building human capacity through education while simultaneously pursuing sustainable and affordable mixed-use development projects in transitioning neighborhoods.

In May, R.E.D. Academy Executive Director Aron Thompson and R.E.D. Fellow Tarick Loven attended Black Real Estate Week in New Orleans, where they had the opportunity to meet and talk with real estate mogul Don Peebles.

Looking ahead, we are excited to continue building on this momentum. Our focus for the next cohort will be on expanding our curriculum to include an Environmental Sustainability module, increasing operational efficiency, and continuing to innovate to meet the needs of our Fellows.



EMPOWERING OUR COMMUNITIES AND CHANGING LIVES THROUGH **YOUTH AND EDUCATION PROGRAMS**

Our Youth and Education initiatives serve to elevate and expose our youth to areas focused on ensuring academic competence while preparing them for life, leadership and success within a global economy.



This summer, we hosted 22 dynamic, academically high-achieving “fellows” for our annual Leadership Academy, which provides blended academic curriculum offering ACT preparation, workshops and classes in reading comprehension, math, science, engineering and career exploration through daily tours to area businesses. This year, our Leadership Academy students had the opportunity to tour Jackson National (our Leadership Academy sponsor), TVA’s Gallatin Fossil Plant, Nashville Library, Nissan’s Smyrna facility, Enterprise, and were hosted by Mayor John Cooper.



Our Presidential Scholarship program provides the opportunity for the Urban League to focus on supporting our youth along their academic journey by providing needed financial resources. Through the generous support of several donors, we were able to provide scholarships to nine students to support their higher education and career goals.



EMPOWERING OUR COMMUNITIES AND CHANGING LIVES THROUGH **CIVIC AND COMMUNITY ENGAGEMENT**

■ 100 WISE WOMEN

Our 100 Wise Women: “The Power to Make a Difference” event is the Urban League of Middle Tennessee’s premier Women’s History Month event, where women at all career stages tap into the power of connections. Sponsored by PNC and MoJo Marketing+PR, the high-



energy breakfast event featured Sen. Brenda Gilmore (retired), who shared her personal journey and lessons learned along the way with the close to 250 women in attendance. Influential ‘wise women’ facilitated table conversations related to Senator Gilmore’s comments and all came away with inspiration and a network of mentors, colleagues, and friends—networks essential to leading in careers and community.

■ LEGISLATIVE RECEPTION

This event was an opportunity for ULMT members to mingle with members of the Tennessee State Legislature and other elected officials and community leaders. Over 100 elected officials and members of the community attended this February event.



■ BACKPACK GIVEAWAYS

More than 1200 backpacks donated by Hi-Touch Business Services (Staples) were given out to deserving students helping to prepare them for a successful school year. 700 backpacks were given to the students at J.E. Moss Elementary School where more than 21 languages are spoken in Nashville–Davidson County. This event was in partnership with Councilwoman Taneka Vercher and School Board Member Freda Player. The remaining backpacks were distributed to students in Davidson and Rutherford counties.



■ ISSUES + INFLUENCERS SERIES

Issues & Influencers is a pop-up series that looks at the intersection of politics, policy, and business regarding the most pressing issues of the day - this issue was who would be the next Mayor of Nashville, the influencers are the candidates, interviewing the candidates for Nashville Mayor. All conversations were accessible for viewing on ULMT's YouTube page.

■ EXPUNGEMENT CLINICS

ULMT partnered with Davidson County Criminal Court Clerk Howard Gentry to host expungement events throughout the year, where the legal record of some of Davidson County's criminal cases are erased in the eye of the law. More than 1900 records were expunged in Davidson County last year.

The League also hosted its first expungement clinic in Williamson County, partnering with the Williamson County Public Defender's Office, the Legal Aid Society of Middle Tennessee and the Cumberland, the Tennessee Alliance for Legal Services, the Tennessee Courts and Franklin Justice and Equity Coalition.

GROUP VIOLENCE INTERVENTION (GVI) PROGRAM

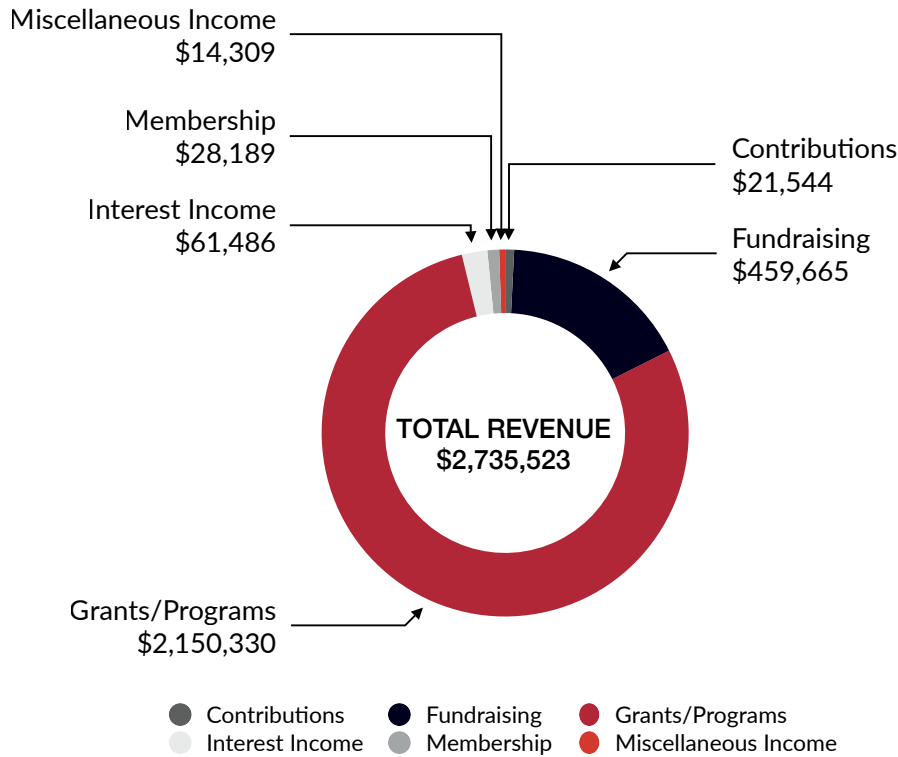
A partnership with the Metro Nashville Police Department, community members, and social service providers directly engaging with a small and active number of people involved in violent street groups and delivering a credible message against violence, prior notice about the consequences of further violence, and a genuine offer of help for those who want it.

BLACK BUSINESS TOWN HALL

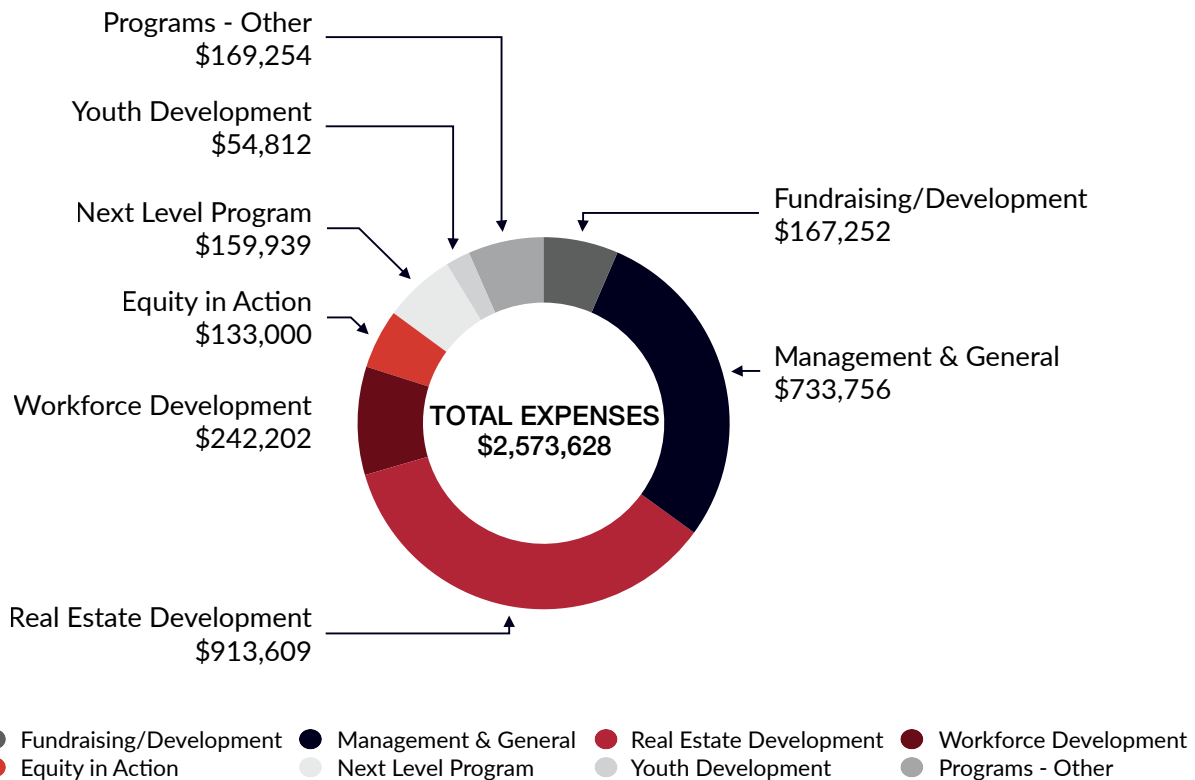
We partnered with State Senator Charlene Oliver, the Nashville Black Market, the Nashville Business Incubation Center, TSU's Business Incubation Center, Black Business Boom and Corner 2 Corner to host a Small Business Town Hall to hear from representatives from the TNECD Fund Tennessee Initiative. Fund Tennessee has been allocated \$116.9 million dollars from the State Small Business Credit Initiative 2.0 (from the American Rescue Plan) which will provide funding for small business financing and technician assistance to help small and diverse businesses become capital-ready.



ULMT REVENUE



ULMT EXPENDITURES



URBAN LEAGUE OF MIDDLE TENNESSEE

As of June 30, 2023

ASSETS	
Cash and Cash Equivalents	\$6,353,454
Property and Equipment, Net	\$34,872
Other Assets	\$298,698
TOTAL ASSETS	\$6,687,023
LIABILITIES & NET ASSETS	
Accounts Payable & Accrued Expenses	\$191,847
Deferred Revenue (Programs)	\$5,995,211
Current Loan Debt	\$178,132
Totally Liabilities	\$6,365,190
Total Net Assets	\$321,833
TOTAL LIABILITIES & NET ASSETS	\$6,687,023

NEW AND CONTINUING FUNDING FROM GRANTS AND FOUNDATIONS

GRANTS

ALDI
Amazon
Asurion
Metropolitan Government of Nashville & Davidson County
JP Morgan/Chase
National Urban League
Regions Bank
TVA-Tennessee Valley Authority
Tennessee Department of Labor and Workforce Development

FOUNDATIONS

American Family Ins. Dreams Foundation
Enterprise Foundation
LP Foundation
PNC Foundation
The Community Foundation of Middle TN

With support from our partners, supporters, advocates, and the local community, the Urban League of Middle Tennessee is able to create a stronger, more equitable community. Contributions and investment from community members like you are the lifeblood of what makes our work successful.

The impact of your support helps the Urban League of Middle Tennessee create awareness for the organization, our programs, and the needs of the communities we serve; establish a community-based culture of giving and supports us in meeting our strategic vision; and ensures our sustainability in this ever-changing economic environment as we celebrate our 55th year of service to this community.

Please join us in the movement! Your gift – at any level – will help improve the quality of life for those we serve. We thank you for your support.

For more information on ways to support, please visit www.ulmt.org or scan this QR code.



Urban League of
Middle Tennessee

*Empowering Communities.
Changing Lives.*

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ULMT@ULMT.ORG // 615-254-0525