

# *The Langston*

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Tabor 100 Newsletter



NOVEMBER/DECEMBER 2024



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*Photo credit: image by Freepik*

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## Tabor Neighbors!

It is important to work from a basis of truth, especially now when much of what is being said and done is based on something else. For us as minority business owners and operators, we must be especially grounded in what is actually occurring in the world and this nation as opposed to what is being touted by elected officials, the media and others.

The next several years will be a challenge for many of us. In order to level the playing field for those who have been prohibited from participating in the prosperity of this country, even though we built much of it, local and national governments have worked to create more opportunity for us. Much of that work will now be stymied, especially at the national level and it will be critical for us to find other pathways, outside of programs designed to give us some semblance of equality. We all will have to work harder to secure our own prosperity, but, in turn, work harder to lift up others who may be less fortunate than us.

And that is where Tabor 100 comes in. We will continue to fight for programs

that benefit minority businesses, seek out and secure business opportunities that may lead us and our communities to prosperity. It is now that support for organizations like Tabor 100 and others in the region is critical and I urge you to redouble your efforts to embrace us.

We have always maintained an optimism that has driven us and our members to new levels of success and will continue to do so. To that end, we look to great things to come from our new governor, state legislature and local governments. We will engage with our private sector partners to ensure we have

**"For I know the plans I have for you, declares the Lord, plans for welfare and not for evil, to give you a future and a hope."**

**-Jeremiah 29:11**

a strong and mutually beneficial alliance. We will increase our work to assist you in executing your business in a way that will promote your prosperity and make our communities that much stronger.

I urge you to give your talent and whatever resources you might have to provide, to uplifting Tabor 100 and the many members in our organization who are at various levels in their business journey. While they will be rewarded, so will you.

Looking forward to seeing you at the Holiday Party on December 12.

**Ollie Garrett | CEO and President**



# Door Swings

Visits Since January 2024 | 7,028  
Since Opening | 27,978

Happy holidays from the  
Tabor family to you!



Share your New Year's goals. We'd love to hear them!

Changes in the air? You can prep your business with us!

Come visit to warm up with a cup of cocoa!

# Tabor 100's Liberty Project: A Year of Transformation and Triumph

**A**s 2024 comes to a close, Tabor 100

proudly celebrates the remarkable achievements of the inaugural Liberty Project. In collaboration with the University of Washington's Foster School of Business and Seattle University's Albers School of Business, this groundbreaking initiative set out to empower small businesses in Seattle, particularly those owned by BIPOC entrepreneurs. Its mission: is to provide tailored consulting, technical assistance, and financial resources to overcome challenges, achieve sustainable growth, and uplift the community.

Since its launch, the Liberty Project has supported 43 small businesses with invaluable resources, including 16 workshops on financial literacy, marketing, supplier diversity, and small business management. Through Tabor 100's innovative loan and grant programs, participating businesses collectively received \$145,000 in capital, paving the way for new opportunities and growth.

The program's collaborative approach has fostered profound growth. Seattle University provided strategic coaching and marketing expertise, resulting in businesses securing storefronts and expanding their digital presence. The University of Washington offered consulting programs that improved financial management and unlocked new funding opportunities for participants. Together, these efforts have created a support network that enables businesses to thrive.

The Liberty Project's impact extends beyond numbers. It has inspired resilience and innovation among participants, fostering stronger ties between entrepreneurs and their communities. This success will be celebrated during the First Year Celebration on December 10 at Seattle City Hall, where leaders like Tabor 100's President and CEO,

Ollie Garrett, and Mayor Bruce Harrell will honor the program's milestones.

As we look ahead, the Liberty Project continues to symbolize the power of collaboration and dedication to economic equity. With a new wave set to begin in January 2025, the foundation is laid for even greater achievements in the coming year. Together, we are building a stronger, more inclusive future for Seattle's small businesses and beyond.



## SAVE the DATE

- 9 DECEMBER** @OMF Transit Partners Scopes  
3:00 - 5:00 PM  
@ The Hub
- 10 DECEMBER** @Doing Business with the City of Seattle  
6:00 - 8:00 PM  
@ The Hub
- 11 DECEMBER** @Year-End Business Accelerator Graduation Port of Seattle  
5:00 - 7:30 PM  
@ The Hub
- 10:00 AM - 12:30 PM** @King County Supplier Registration Workshop  
@ The Hub
- 12 DECEMBER** @SDOT Virtual Outreach  
1:00 - 2:00 PM  
@ The Hub
- 17 DECEMBER** @PLA & CWA Workshop  
6:00 - 8:00 PM  
@ The Hub
- 4 JANUARY** @Home Buyers Class  
9:00 AM - 2:00 PM  
@ The Hub
- 16 JANUARY** @OMWBE Certification Workshop  
10:00 AM - 1:00 PM  
@ The Hub
- 23 JANUARY** @Marketing for Small Businesses  
6:00 AM - 2:00 PM  
@ The Hub
- 25 JANUARY** @Membership Meeting  
10:00 AM - 12:00 PM  
@ The Hub

## New Members – NOV/DEC

- |  |  |
|--|--|
| <b>Carolyn Stovall</b><br>JTM Construction                                   | <b>James Bradley</b><br>Cornerstone General Contractors                      |
| <b>Samira Abdirahim</b><br>African Daycare Association of Washington (ADAWA) | <b>Sara Delahan</b><br>Cornerstone General Contractors                       |
| <b>Julius Brooks</b><br>Yates Consulting                                     | <b>Vicki Puckett</b><br>Cornerstone General Contractors                      |
| <b>Marissa Woodard-Nave</b><br>FORMA Construction                            | <b>Min. Reginald Gillins, Sr.</b><br>Good Pharaoh Publishing & Holdings, LLC |
| <b>Sandra Higgins</b><br>Capital Architects Group PC                         | <b>Juwan Buchanan</b><br>Viable Recycling Company                            |
| <b>Raymond Christy</b><br>R&D Concepts Consulting LLC                        | <b>Reginald C Witherspoon</b><br>Mount Calvary Christian Center              |
| <b>Teferi Abay</b><br>Wonder Coffe Ethiopian Resturant                       | <b>Abel Bantiwalu</b><br>Surety Security, LLC                                |
| <b>Janet Gboluma-kalonji</b><br>First Five Years & Beyond                    |  |

Have a question related to labor laws?  
Scan this QR code or email:  
zene.hall@tabor100.org



**Seattle Office of Labor Standards**



# Celebrating the Journeys of Tabor 100 Scholarship Recipients

## John Simpson

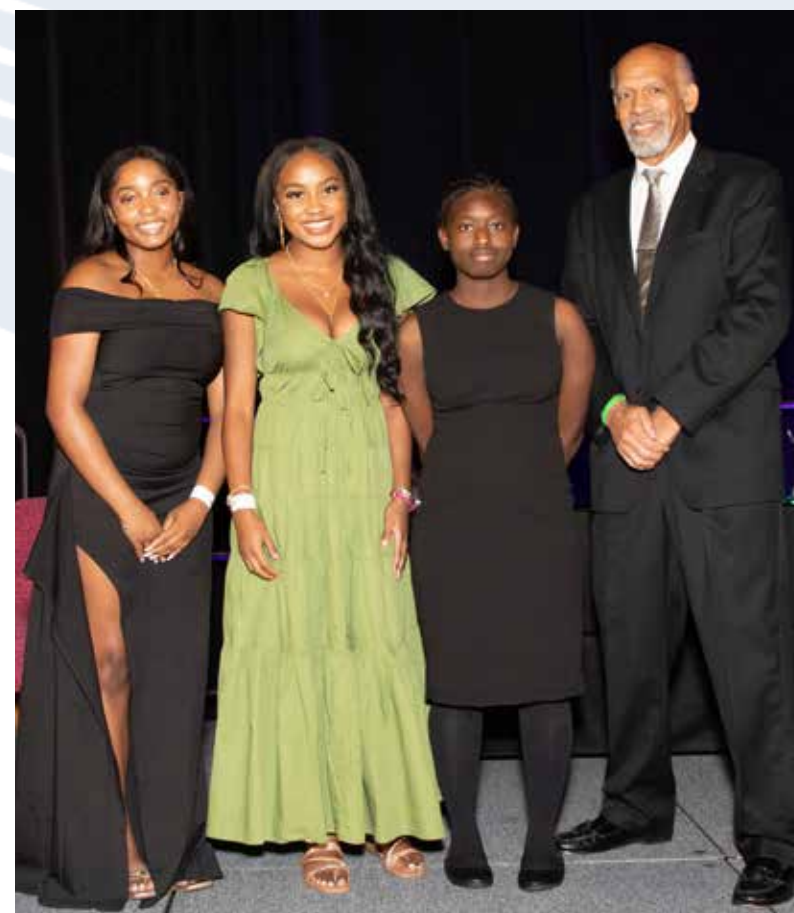
John's journey at Seattle University wasn't without its challenges. A hefty scholarship initially drew him to the school, but balancing work and academics proved difficult. With support from mentors like financial advisor Ms. Melores and Tabor's Board of Education member Kevin Washington, John secured additional scholarships to continue his education.

Although he paused his studies during sophomore year, John now manages a successful marketing firm in Tacoma. He credits his mentors for guiding him and emphasizes resilience, urging others to seek new opportunities when faced with setbacks.

## Rachel Joshua

Rachel didn't initially plan on attending college, but her acceptance into the University of Washington changed everything. After exploring nursing and finding it wasn't her calling, Rachel spent six transformative months studying in New Zealand.

This experience broadened her perspective, deepening her interest in sociology and its connection to business. Rachel has since interned with Microsoft and worked



THE TABOR 100 SCHOLARSHIP PROGRAM CONTINUES TO EMPOWER YOUNG STUDENTS, OPENING DOORS TO HIGHER EDUCATION AND FUTURE SUCCESS. HERE, WE CELEBRATE THE EXPERIENCES OF SIX REMARKABLE RECIPIENTS WHO HAVE EMBRACED THIS SUPPORT TO SHAPE THEIR UNIQUE PATHS.

## Nyasia Duckworth

For Nyasia, receiving the scholarship was a turning point. It relieved financial stress, allowing her to focus on her education and personal growth. In college, Nyasia undertook a creative English project that explored her transition from high school to college, using storytelling to reflect on her journey.

Aspiring to enter the nursing field, Nyasia plans to gain bedside experience post-graduation. Although she initially dreamed of teaching, her CNA certification steered her toward nursing. Nyasia advises new students to leverage all available resources, build connections, and explore diverse career opportunities.



with programs like Business Bridge to support disadvantaged youth. Grateful for the mentorship she's received, Rachel aims to pay it forward and inspire others to pursue their passions fearlessly.

## Tavia Michelle

As the first in her family to attend college, Tavia has shown exceptional determination. Initially passionate about cooking, she earned a culinary certificate through a high school program and is now pursuing business studies at Renton Technical College.

Tavia dreams of opening a smoothie or dessert business and advises students to explore diverse opportunities in technical education. For her, the scholarship eased the financial burden of pursuing her goals and allowed her to thrive in college.

## Alexis Salomon

A first-generation college student, Alexis is pursuing a degree in Business Economics with a minor in Finance at Seattle University. Thanks to the Tabor 100 scholarship, Alexis seized the chance to study abroad in Seoul, South Korea. This life-changing experience introduced her to new cultures and academic challenges, enriching her understanding of global business.

Alexis is driven by a passion for community empowerment and envisions merging her business skills with initiatives that serve underserved populations. Reflecting on her journey, Alexis appreciates the scholarship's role in helping her achieve her dreams.

## Hasset Worku

For Hasset, the scholarship came at a critical time when her family faced financial hardship after her father's stroke. The support alleviated financial stress, allowing her to focus on her studies at the University of Washington.

Grateful for this unexpected opportunity, Hasset has used the funds to cover tuition and supplies, reducing the burden on her family. Her story highlights the profound impact scholarships can have on students navigating personal and academic challenges.

## Conclusion

These stories reflect the transformative power of the Tabor 100 Scholarship Program. From exploring international opportunities to launching businesses, these students have turned challenges into achievements. Their journeys are a testament to resilience, ambition, and the importance of community support in shaping the leaders of tomorrow.

# BUILDING SUCCESS: How Tamara Harris and Yes We Can Flaggers Flourished with Support from Emerald Consulting Services and the WSDOT DBE Support Services Program

**T**amara Harris, the owner of Yes We Can Flaggers, exemplifies resilience and determination in the face of the challenges that come with small business ownership. Over the past 11 years, she has built a thriving business providing traffic control services while also serving as a certified instructor, helping others access careers in the industry. Through her hard work and guidance from resources such as the WSDOT DBE Support Services Program, facilitated by consultants like Mary Lerdahl of Emerald Consulting Services, LLC, Tamara has turned her vision into a growing enterprise that uplifts both her family and her community.

## A Business Built on Grit and Vision

Tamara's journey began with humble roots, fueled by her belief in creating a business that could provide steady, reliable services in a competitive industry. Her early years in business were marked by challenges, including understanding compliance requirements, ensuring her



operations met safety standards, and learning back-office operations.

"I made sure my business was running right from the start, but back then, I had no knowledge of the back-office operations," Tamara recalls. "I was focused on keeping everything in line to survive."

With over 30 years of experience as a flagger and more than a decade as a certified Traffic Control Supervisor (TCS), Tamara's field expertise, charisma, and commitment to quality earned her recognition in the construction industry. Her secret to success? Building trust through strong networking and delivering exceptional results.

## Support Through the WSDOT DBE Program and Tabor 100

Three years ago, Tamara connected with the Washington State Department of Transportation (WSDOT) Disadvantaged Business Enterprise (DBE) Support Services Program, which provides free resources to DBE-certified firms, including women- and minority-owned businesses. She also has received support through Tabor 100's technical assistance program, which offers free consulting services to small businesses. Her technical assistance consultant Mary Lerdahl, of Emerald Consulting Services, LLC, has been pivotal in helping Tamara refine her skills and expand her business.

"Mary has been so inspiring," she shares. "Attending the workshops and working with her through Tabor 100's free technical assistance program has helped me grow. They meet you where you are and help you move forward."

Through the DBE Support Services Program, Tamara gained critical knowledge in financial management, bidding strategies, and market analysis. She also learned how to use QuickBooks and analyze financial statements, which allowed her to make data-driven decisions for her business.

## Breaking Barriers

One of Tamara's biggest wins came this year when she secured a two-year contract with the City of Seattle to provide on-call traffic control services. The contract, which includes two potential extensions, puts Tamara among a select few companies trusted to handle key city projects.

Securing this contract required extensive preparation, from calculating true payroll costs to pricing specialized equipment like arrow boards and cones. "Mary walked me through the process, helping me understand every detail of the bid," says Tamara. "It was a huge step for my company."

The free consulting services provided through the Tabor 100 program were instrumental in preparing Tamara to successfully bid for this contract and others, positioning her business for continued growth.

## Empowering the Community

Beyond growing her own business, Tamara is deeply committed to empowering others. She teaches flagging certification classes, often to individuals seeking a fresh start or a pathway into the construction industry. With her 30 years of experience as a flagger and over 10 years as a TCS, Tamara is uniquely positioned to guide others. This depth of expertise sets her apart from competitors.



"When people come to my classes, I see it as more than just training," she says. "It's opening doors for them to build better lives."

Many of her students have gone on to secure high-paying jobs as traffic control supervisors or safety managers.

## Looking Ahead

Tamara's goals for the future are ambitious yet grounded. By 2025, she envisions having multiple contracts, employing 10 to 12 staff members, and taking on larger projects like Washington State Department of Transportation (WSDOT) jobs.

"I want to grow healthily," she says. "With what I've learned from the DBE Support Services Program and consultants like Mary, I now know how to approach growth strategically, without overextending myself."

As she continues to navigate the complexities of small business ownership, Tamara remains grateful for the free support and resources available to her through Tabor 100's technical assistance program and the dedicated professionals who help firms like hers thrive. "The contractors and unions know me now," she says with pride. "I'm no longer just surviving—I'm thriving."

## A Model of Success

Tamara Harris and Yes We Can Flaggers serve as a testament to the power of determination and the importance of supportive resources for small businesses. With programs like WSDOT DBE Support Services paving the way for equitable growth, Tamara's story is one of many that highlight how small businesses can drive economic empowerment and community transformation.

# 2024 Year in Review





# Access to Equal Opportunity

The Port of Seattle is committed to building a strong, inclusive economy. With the Diversity in Contracting Resolution, we're making sure that includes businesses like yours.

Our goal is to triple the number of women and minority-owned businesses that contract with the Port by 2024 and remove barriers to expand the development of other disadvantaged business enterprises.

## **GROW YOUR BUSINESS AND SKILLS WITH THE PORT:**

### **1. Bid on open contacts**

Register your business in our database, and search and apply for contracts through a clear and fair process on <http://bit.ly/Facts19>.

### **2. Train with PortGen Workshops**

Excited for opportunities but not sure where to start? We're here to support you. Join quarterly workshops to learn how to do business with the Port, get certified as a vendor, and network with representatives.

### **3. Learn on our site**

Access resources year-round on the site. From video how-tos to lists of upcoming opportunities and events, you can find all the information you need for success.

[Learn More](#)

<http://bit.ly/Facts19>