

The **Langston**

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Tabor 100 Newsletter



*On Behalf of Tabor 100 Board and Staff,
We wish you a Merry Christmas & a Blessed
and Prosperous New Year*

November & December 2022

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Visit our website: www.tabor100.org
Social Media Handle: @Tabor100

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Message from the President

Ollie Garrett | CEO and President

Whew! This year is one to remember.

This was the year that Tabor 100 began to “hit its stride.” Our staff grew, our technical assistance role expanded and we had more visitors to the HUB than in any other year., That includes our highly successful monthly general membership meetings where we saw more than 100 of you for pretty much every meeting. You gave up your Saturday morning to join us for inspiring and fruitful presentations and connections for your business success.

So many of you used the HUB, it is hard to name everyone – many construction firms, other non-profit organizations and private groups used HUB facilities for small group meetings – the Bruce Harrell and Larry Gossett rooms were constantly booked. Some of you hosted big events – Hoffman, Hensel Phelps, Cornerstone and many more

You shall observe the Feast of Weeks, the firstfruits of wheat harvest, and the Feast of Ingathering at the year's end.

– Exodus 34:22

contractors held outreach events at the HUB and we saw Tabor members and others from the minority business community benefitting from them. Tabor remains persistent with its community engagement and economic development with 4,703 visitors through December 12, a more than 40% increase.

We welcomed 107 new members in 2022. I am most

proud of the fact that our member engagement remains strong with 55.9% of those who used our facility in 2022 being Tabor 100 members. Our future is bright and we appreciate your commitment to us.

No year-end shout-out would be complete without mention of the spectacular Gala spearheaded by Board members Darci Henderson and Aundrea Jackson. Our last Gala was in 2019 so we weren't sure how this one would go. It exceeded our expectations even though we changed the location a few weeks before the event.

Regardless, we packed the room, had a world-class keynoter who delivered an incredible message and brought her husband, the Mayor, along for “back up.” We appropriately recognized our founder, Dave Tyner, with a Lifetime Achievement Crystal Eagle Award. And we saw our only two Black Mayors onstage sharing hearty “congratulations” as current Mayor Harrell awarded a

Tabor Crystal Eagle Lifetime Achievement Award to Seattle's first Black Mayor, Norm Rice.

How do we top 2022? Well, we want to provide services to you that will boost your business beyond what it was in 2022. We want to continue offering a professional atmosphere for you to use as you conduct your business. Lastly, we want to introduce you to government and private sector connections that will boost your bottom line.

Thank you for your support and work with us as we make 2023 even better than 2022. We will continue “Prospering Where we are Planted!”

Tabor 100 Visitor Report (Door Swings)
November 1 – December 12, 2022: 905 Visitors

New Members – DECEMBER

Elemo Mussa
Reroute Tech | Year up

Duron Jones
7 Generation Management

Marqua Moya
NU Wise Pro LLC

Carolyn Johnson Davis
Abundant Living Davis
Enterprise LLC

Katherine Boyd
Halcyon Northwest, LLC

Joy Schoning
U of W

Sharon Maxwell
Branton Construction

Bianca Nealious
Money Coach Bianca LLC

January 1 – December 12, 2022: 4,703 Visitors

January 1 – December 12, 2022: Tabor welcomed 107 NEW members!

55.9% Members
43.5% Visitors
.6% Volunteers

Wednesday and Thursdays, 9 – 11 AM are our most popular days.

SAVE the DATE

4 January **Tabor x Professional Women of Color Network**

18 January **New Member Orientation**

28 January **General Membership Meeting**
10 AM-12:00 noon

2022 Notable Accomplishments

- Vaccination Events: 7
- OMWBE Certification Classes: 5
- Lunch & Learn with the Port: 3
- Department of Enterprise Services workshops: 9
- ANEW Classes: 3
- OSHA Training Courses: 2
- City of Seattle Webinars & Workshops: 10
- Accounting Workshops: 3
- Networking Events: 31

OMWBE’s Lehka Fernandes
A Change is Gonna Come

by Linda Kennedy

Lehka Fernandes is a woman with ideas. Moreover, she has plans and the power to implement them. Fernandes is the new director of the Office of Minority and Women’s Business Enterprises (OMWBE).

She has been on the job all of two months and through dint of hard work learned and assessed the situation. “There are a lot of changes I want to make. I want to be more responsive to the community. I want to work with agencies to increase their spend [with MWBEs] and understand barriers to increasing their spend. I want to be able to set goals for agencies and build really good practices to work with those [MWBE] businesses.”

The State spent more than fifty-five billion dollars last year, and, of that, OMWBE certified businesses received almost three percent or about two hundred million dollars. Though Black firms make up nineteen percent of all the state certified firms, Black companies won contracts for only 0.0018 percent or a little less than ten million dollars. That means for every dollar the State spent, Black firms were contracted for a little less than one-fifth of a penny.

“History is working against us,” said Fernandes. “The way things have been done is not going to work. We have to change the way we do procurements. We have to look at what we ask of folks. Is it really about years of experience working with the state or is it about capability?”

Fernandes was a small business owner herself in her hometown of Flint, Michigan. “I don’t know all that happens in Washington but I know what it’s like not to get a contract.” So how do you turn it around? “Part of it is looking at the aspirational goals of the agencies, looking at opportunities missed in the spend, and taking a look at the certified list and saying, ‘you had all these opportunities to contract with certified businesses, what went wrong?’” Fernandes also suggests interviewers acknowledge and account for their own inclinations when deciding who wins a contract. “Your



opinion matters only if it is based upon looking at the qualification of the business, not upon the color of their [the owner’s] skin or your own personal biases.”

“We have to look at what we ask of folks. Is it really about years of experience working with the state or is it about capability?”

Top priorities for OMWBE are to re-engage and listen to the certified business community. It’s critical to have that voice at the table. Fernandes is set to reinvigorate the Governor’s SubCabinet on Business Diversity. “We can create partnerships and work together to ensure we are holding agencies accountable. And, I am looking at barriers in my own agency policies. I want

to evaluate, minimize, and mitigate those and make sure our structure supports the community. That’s what we’re here to do.” Fernandes also wants to engage with Tabor 100. “I want folks to reach out to me, and I want to be able to address and answer any questions.”

Fernandes moved to Washington from Portland where she was the Southwest Regional Director for the Employment Security Department. Not that she has much time for it these days, but for fun, she likes live music and cooking Southern Indian dishes. Good Luck Lehka Fernandes.

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LekhaF@omwbe.wa.gov | 360-528-0514

Tabor Technical Assistance

A Sweeping Success

by Linda Kennedy

This time last year Marty White was a garbageman. Good pay, nice benefits, but not what White wanted. Today he is an entrepreneur, the owner and sole employee of M City Street Sweepers. “I work on bigger construction projects, schools, and highways. Things that will last three or four years, the ones that guarantee your money.” That may be unusual talk from someone who has been in business only six months, but that’s part of his mindset. “I wanted to buy my time back. Getting up at four in the morning, clock in at five, and on my route at six. If I can do that for somebody else, I should easily be able to do it for myself.” And so he is. “It’s a grind, but there’s enough work for everybody. You just have to apply yourself.”



site, you drive two to five miles an hour. I didn’t want to do back breaking work. I like to drive and I do like the money.” His immediate goal is to get another street sweeping truck. He also wants to be a mentor and show young people the benefits of entrepreneurship. “I wish someone had shown me when I was in my twenties to think like an owner instead of an employee.”

And for anyone who wants to start a business, Marty White says, do your research, know what you’re getting into, and have that, ‘this cannot fail, there is no Plan B’ mentality.”

Contact; Marty White | 206-714-7277
www.mcitysweepers.com | marty@mcsweepers.com

Each One, Teach One

You would think that the kind of advice that helped Marty White would come from someone who had decades of experience. But no. David Molina has been in business a mere five years and is the owner of a successful enterprise, Molinas Construction. How did he do it? “Grit, resilience, and never giving up.”

Molinas spent ten years in the army and retired as a Captain. He founded his company in the family garage with a \$3000 loan.

Molinas Construction is a family owned and operated company headquartered in Renton. The company works as a prime and subcontractor for federal, state, and local governments. Molinas prides itself on innovation, lasting relationships, and providing quality work, all while preserving the environment and fostering an entrepreneurial spirit. “Too many of us



With that in mind, Marty White joined Tabor 100 and signed up for the Technical Assistance program. He was matched with David Molina of Molinas Construction. “He showed me shortcuts. Being a boss and trying to run a business, I was doing things in a difficult way.” Molina showed him to how to do paperwork, the task he confesses that gives him the most trouble. “My way was going through email...now I have (color-coded) folders.” He also got tips on marketing, estimating, and organizing his calendar. “I haven’t mastered everything, but it’s coming together. I’m learning the language. I just have to continue to apply it and keep growing. This really helped me out a lot. David’s knowledgeable and I know I can go back to him.”

White says he’s sure he’s in the right business. “I wanted to get away from hard labor and this is less labor intensive. Once you are on the job

Tabor Technical Assistance (cont’d)

give up, because we say we weren’t good at contracting so we pivot and work for someone else, that’s giving up. I have never given up the goal of working for myself.”

Molinas is a certified Service-Disabled, Veteran-Owned Small Business (SDVOSB), Disadvantaged Business Enterprise (DBE), and Minority Business Enterprise (MBE). Owner David Molina is also a Tabor 100 Technical Assistance Consultant.

David Molina is a Tabor 100 member compelled to help others. Another member asked him to refer someone who could provide help with an estimate. Instead of recommending someone else, Molina taught the business owner how to do an estimate herself and save money. “Before I knew it, I had more people coming for help. I’m just one small part [of this program]. A lot of it is just me coaching and guiding them toward seeing that they have it in them. We just need to put the right tools in front of them so they can become self-sufficient.”

Molina says the Technical Assistance Program is incredible because it



brings skilled individuals together to meet those who need assistance and help them grow their business. “I have seen programs like this that don’t work, and this one does. We, as business owners, need to know when to reach out for help and find individuals who have more expertise in what we are doing so we can accelerate our growth.” David Molina says the goal is to break the cycle of poverty through business ownership and pass on generational wealth.

Contact: David Molinas | 503-951-8788
david@molinas.com



Grow Your Business

Are you are a Small Business that could benefit from getting assistance with business development, contract review, bid preparations, operations management and accounting? The **Tabor 100 Technical Assistance Program** is something you may want to look into. You may sign up either through Tabor or the Washington State Department of Transportation (WSDOT) website(s)

By providing us information, we can assess your needs and

match you with a consultant who can help your business! We (Tabor) want your business to thrive and we have expert consultants available to help you and your business. Our goal is for Small Businesses that are enrolled to grow, become sustainable, and have opportunities to bid on and win government and private contracts. We also strive to put our members in the right rooms to inspire them to network and

to shake hands with those who are requesting bids. The Technical Assistance Program is always looking for Consultants who are experts in their fields and Small Minority Businesses that might need some help to get off the ground or understand certain business requirements. Please visit our website (Tabor100.org) to apply. If you need more information, please email staff@tabor100.org or call 425-528-0110.

Tabor 100 Year in Review

Tabor has had another successful year, one we couldn't do without our partners, sponsors and, of course, Our Members!

We have seen political figures, non-profit champions, super star athletes, and others attend our membership meetings. We are proud to say we had two former Tabor 100 Presidents visit us!

We are on the tail end of a pandemic that took a lot of small businesses on a scary ride that challenged them, and some had to close their doors.

While we couldn't help everyone, we were proud to help 27 Black owned businesses with \$600,000.00 from the BBE.



Congrats to those in new positions who were highlighted in 2022 Tabor newsletters. We look forward to working with you!

- * Seattle Mayor, Bruce Harrell
- Senator T'Wina Nobles
- US Attorney for the Western District of WA, Nicholas Brown
- Senator John Lovick
- Congresswoman Marilyn Strickland
- Governor's Chief of Staff Jamila Thomas
- Port Commissioner, Hamdi Mohamed
- Port Commissioner, Toshiko Hasegawa
- Washington Employers for Racial Equity Executive Director, Sherline Wilson
- KC Chief Procurement Officer, Terry Blake
- Tabor 100 staff, Abdulahi Mohamed & Aleyda Martinez

Events and Outings



Feel the Power, Join Tabor!

Tabor 100 is an association of entrepreneurs and business advocates who are committed to economic power, educational excellence, and social equity for African Americans and the community at large.

Don't Miss an Issue

Be sure to add our email address; communications@tabor100.org to your address book, so important news from Tabor doesn't end up in your spam folder.

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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>