

The Langston

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Tabor 100 Newsletter



NOVEMBER/DECEMBER 2025



Tabor

What's Inside?

- 1 President's Message
- 3 City of Seattle's Small Business Roster
- 4 Business Highlight: Gillian Marshall
- 5 Tabor 100's Liberty Project
- 6 2025 Year in Review
- 8 November Highlights
- 9 Membership Meeting



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

Tabor 100 Economic Development Hub
7100 Fort Dent Way
Tukwila, WA 98188
425-528-0110 | Staff@Tabor100.org

OUR BOARD

Ollie Garrett

CEO and President
Ollie.Garrett@Tabor100.org

Brian Sims

Chair
Brian.Sims@Tabor100.org

Sherlita Kennedy

Vice Chair
Sherlita.Kennedy@Tabor100.org

Elisa Young

Treasurer
Elisa.Young@Tabor100.org

Darci Henderson

Secretary
Darci.Henderson@Tabor100.org

Shannon Horton

Membership Chair
Shannon.Horton@Tabor100.org

Henry Yates

(Interim) Public Affairs Chair
Henry.Yates@Tabor100.org

Dan McGrady

Government Affairs
Dan.McGrady@Tabor100.org

James Faison

Business Development Chair
James.Faison@Tabor100.org

Kevin Washington

Education Chair
Kevin.Washington@Tabor100.org

VACANT

Fund Development Chair

VACANT

Economic Development Chair

ADVISORY MEMBERS

Aundrea Jackson

Aundrea.Jackson@Tabor100.org

Ellen Kerr

Ellen.Kerr@Tabor100.org

Tabor 100 Family,
As we close out 2025, my heart is full of gratitude and expectation for what God will continue to do through Tabor 100 and through you.

This year, one message carried us from start to finish:

“When the roots are deep, there is no reason to fear the storm.”

Storms will come, economic shifts, political changes, unexpected challenges. But when the foundation is strong, you may bend, but you will not break. Jeremiah 17:8 reminds us that a tree planted by the water does not fear the heat and never fails to bear fruit. *That is Tabor 100, rooted in purpose, nourished by faith, grounded in unity, and still producing.*

Last year I said we had to work from truth, that the next several years would demand more of us. A

year later, we proved that truth with action. When tension rose nationally and locally, our community responded with strength, unity, and service. For every setback, you asked,

“What can I do? What do you need?” We weathered uncertainty by leaning on each other because we are each other’s roots.

2025 wasn’t easy. But we adapted, stayed focused, and kept building. We continued to champion minority

businesses, support entrepreneurs, expand opportunities through partnerships, and prepare the next generation to lead. Over 26 years in, the dream of Tabor 100 is still alive and still bearing fruit.

Change is inevitable, nationally and here at home but we stay vigilant, optimistic, and ready to work with that

change to our advantage. We’ve faced storms before and come out stronger every time. *We’ve done it before, and we’ll do it again.*

Thank you to our partners. to our committed Board and staff. And thank you most of all to you our members and businesses, the reason this mission grows.

I look forward to seeing you at our Holiday Party on **December 11, 2025.**

Let’s keep our roots deep and our vision even deeper.

Merry Christmas and have a Blessed 2026.

Ollie Garrett
CEO and President



Door Swings

November 2025 Visits | 6,145
Since Opening | 34,683

We must stand together –
Still, we Rise!



New Members – November

Khadim Diop
United Shine Cleaning

Eric Alozie
NWE Construction, Co.

Pedro Espinoza
*BravoBravo & Stone
Construction LLC*

Chris Nguyen
NextDeavor

Earl Vinson
JES Trucking, LLC

Karen Mwachofi
SUKA LLC

Hodan Rage
*Light Within Home
Health, LLC*

Have a question related to labor laws?

Scan this QR code or email:
OWS@tabor100.org



**Seattle Office of
Labor Standards**

SAVE *the* DATE

9 December
6 – 8:00 PM
@ The Hub

**Independent Contractor Protections
Workshop**

10 December
6 – 8:00 PM
@ The Hub

**Request for Proposal Seminar: City-
wide Consultant Roster Solicitation –
Information Technology Consulting**

11 December
6 PM
@ The Hub

Tabor 100's Annual Holiday Party

15 December
6 – 8:00 PM
@ The Hub

**Request for Proposal Seminar: City-
wide Consultant Roster – Engineer-
ing, Surveying & Design Consulting**

17 December
6 – 8:00 PM
@ The Hub

**Business Development Foundations
Workshop**

**Request for Proposal Seminar:
Electrician Services Business**

18 December
6 – 8 PM
@ The Hub

**How to Navigate Blanket Contracts
Workshop**

13 January
6 – 8 PM
@ The Hub

**Fundamentals of Building Your
Brand Workshop**



POWERING PROGRESS. CONNECTING WHAT MATTERS.



Seattle
Department of
Transportation



***Take root. Join The City of Seattle's
Small Business Roster today and
help build the future.***

Understanding Power Through Data

TABOR 100 BUSINESS HIGHLIGHT

GILLIAN MARSHALL DYNAMIC INNOVATIVE RESEARCH SOLUTIONS

Many organizations are doing incredible work but struggle to showcase it in a way that moves funders, partners, and communities. That's where data storytelling comes in. Dr. Gillian Marshall, founder of Dynamic Innovative Research Solutions (DIRS), began helping clients translate their data into simple, person-centered narratives in 2016, a passion that led her to launch DIRS full-time in 2022.

"People want to explain their impact in clear, simple language that funders immediately understand," Dr. Gillian says. "I want to help them capture the great work they're already doing."

A former University of Washington professor with a background in social work and public health, Dr. Gillian often partners with a variety of people from several industries, ranging from nonprofits to government agencies. Through program evaluation, data coaching, capacity building, and needs assessments, Dr. Gillian helps clients connect their data to the goals they're trying to achieve, closing the gap between information and insight, helping leaders make

stronger decisions, secure funding, and confidently tell their story

As a first-time business owner, Dr. Gillian realized building a strong company meant mastering everything from business structure to certifications to operational systems. Dr. Gillian also discovered the power of a supportive professional network, not just for growing her client base, but for ensuring she had experts she could rely on.

"To do this work, I had to get people to trust me and trust what I'm doing," she said. "I was totally in a different field before."

Dr. Gillian's support system expanded when her business coach (Curtiss Calhoun) encouraged her to apply for Tabor 100's Technical Assistance program. After applying, Dr. Gillian received support from a professional consultant (Asia Dillingham) to strengthen the accounting side of her business, understand tax requirements, and learn to use tools like QuickBooks. This operational support streamlined her systems, freeing up valuable time, allowing her to focus more on serving her clients.

"A lot of people don't know about Tabor or what they can do, which

is really unfortunate!" Dr. Gillian said. "[Tabor] helped me automate my billing, my invoices...it gave me back some time. I am extremely grateful for this resource."

In the end, Dr. Gillian's goal is simple: to help organizations feel confident in what they collect, report, and share so their impact is undeniable and their funding grows.

"I want to turn data into a powerful story that strengthens credibility and amplifies the great work they are already doing."

Unsure where to start or already know your data and evaluation gaps? You can learn more about scheduling complimentary 20-minute meeting with Dr. Gillian at dircsolutions.org ►



Tabor 100's Liberty Project: Investing in Business, Building Community



Reflecting on 2025, Tabor 100 highlights the extraordinary impact the Liberty Project continues to have on supporting City of Seattle's small business owners. Partnered with the University of Washington's Foster School of Business and Seattle University's Albers, The Liberty Project continues to be an impactful and innovative program, uplifting small Seattle businesses, with an emphasis on BIPOC-owned businesses.

The goal: help entrepreneurs expand to, or stay in Seattle, through one-on-one technical assistance, consulting, financial resources, and bespoke professional development to overcome barriers and give back to their community.

Since the launch of its first cohort in 2024, The Liberty Project has provided support to 64 small businesses from a variety of industries, such as food/retail, professional consulting, childcare/education, construction/trades, and more. With Tabor 100, enrolled businesses received professional one-on-one technical assistance at no cost to them, improving operations such as business development, accounting, and marketing. Many of these businesses also received capital through Tabor 100's innovative loan and grant programs, ultimately increasing their chances of obtaining new growth opportunities.

With Seattle University, these businesses received access to financial literacy and opportunities for capital through targeted educational programming, strategic outreach,

and specialized workshops on credit-building pathways. With the University of Washington, these businesses also received access to student consulting programs, resulting in hundreds of hours of consulting services to help said businesses create & see through implementation plans to execute their business & financial strategies.

These 61 businesses are not just numbers on a spreadsheet- they are people. Passionate and driven Seattle-based people whose contributions to the city have been direct results of the program's existence. Some are bakeries like Caked Goods, which after temporary closure, reopened its location in Seattle via direct financial technical assistance and loan support. Others are entities like Fresh Family, a hazardous waste and commercial construction company who, due to resources received from the program, grew their practice, received multiple government contracts, enabling them to create living-wage job opportunities. These are but a couple of many stories highlighting Liberty Project's real-world impact on it's businesses and the Seattle community.

The Liberty Project still proves to be a symbol of what community and economic prosperity can look like when we invest back in those entrepreneurs and business owners who define it. Here, we express immense gratitude from Tabor 100 and on behalf of it's anchor partners at UW and SU for its partnership with the City of Seattle in making this program possible. We hope to continue developing the Liberty Project Program, creating a better, more inclusive future for Seattle's small businesses, the city, and our communities. ►

2025 Year in Review





November Highlights



Membership Meeting





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>