

The Langston

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Tabor 100 News Magazine



Tabor 100 Legacy Member:

LEN SIMPSON

**CONTINUES TO
BUILD RELATIONSHIPS
FOR 40 YEARS**

*“When asked the secret to his 40-year success,
he says: “You Can Be What You See.”*

- Len Simpson

APRIL 2022


Tabor



Message from the President

Ollie Garrett | CEO & President

Hello, Tabor Neighbors! Each month, I talk about Tabor 100 and how our organization is moving forward in partnering with various entities, making our way back into our exclusively in-person meeting environment and working to keep our member businesses moving forward. It does my heart good to see the connections that are made and the success realized by many of our members.

It is not enough. Too many of our businesses and much of our community is suffering as a result of institutional racism and misguided public policy, the two sometimes working together effectively to ensure we are perpetually suffering.

During the last legislative session, I witnessed what I hope can become the framework for new and innovative public policy and using the tax money WE pay to actually benefit our businesses. SB 5744 and HB 1988 gives entities building data centers in the state a 50% tax credit for bringing on minority and women-owned firms. While a 100% credit was given for the use of Project Labor and Community Workforce Agreements, I want to focus on the fact that our community was "earmarked" 50%.

The state's use of tax incentives to bring minority businesses onto private projects is something we have discussed at Tabor for years, mostly in relation to the high-rises we see being constructed in the city of Seattle (very little, if any, minority business participation). To see the state provide a 50% tax credit for minority and women-owned firm participation on data center

construction is notable. I ask "why not a 100% tax credit?" If government wants to do something to move our businesses forward, it would provide a minority and or women-owned business tax credit for building private infrastructure. Yes, it is OUR money too.

The 100% tax credit idea would be a good use of public funds. Just like in the current federal disadvantaged business program, there would be a huge incentive at the state level, to nurture and grow our businesses, regardless of their particular field. Excavation and dump truck companies, sign-makers, consultants, drywallers, concrete firms and even those who do accounting or insurance, could benefit hugely from a private entity that knows it can save on its state taxes by bringing them on.

While I recognize that there may be some "push back" including from some who we call our "friends" (the institutional racism does not go away), we need bold thinking and creative approaches to bolstering our business communities, which are the best hope for Black and Brown people in general. Study after study has shown that we tend to hire our own in our businesses, to a much greater degree than caucasian-owned firms. Let's press our elected officials to use "our" tax money to incentivize the hiring of both OUR businesses and workers!

Ollie Garrett

~ Jeremiah 29:11

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.

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Visit our website: www.tabor100.org
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CHUKUNDI SALISBURY

Tabor Member Highlight

MAKING THE MOST OF MEMBERSHIP

By Tabor 100 member, Linda Kennedy

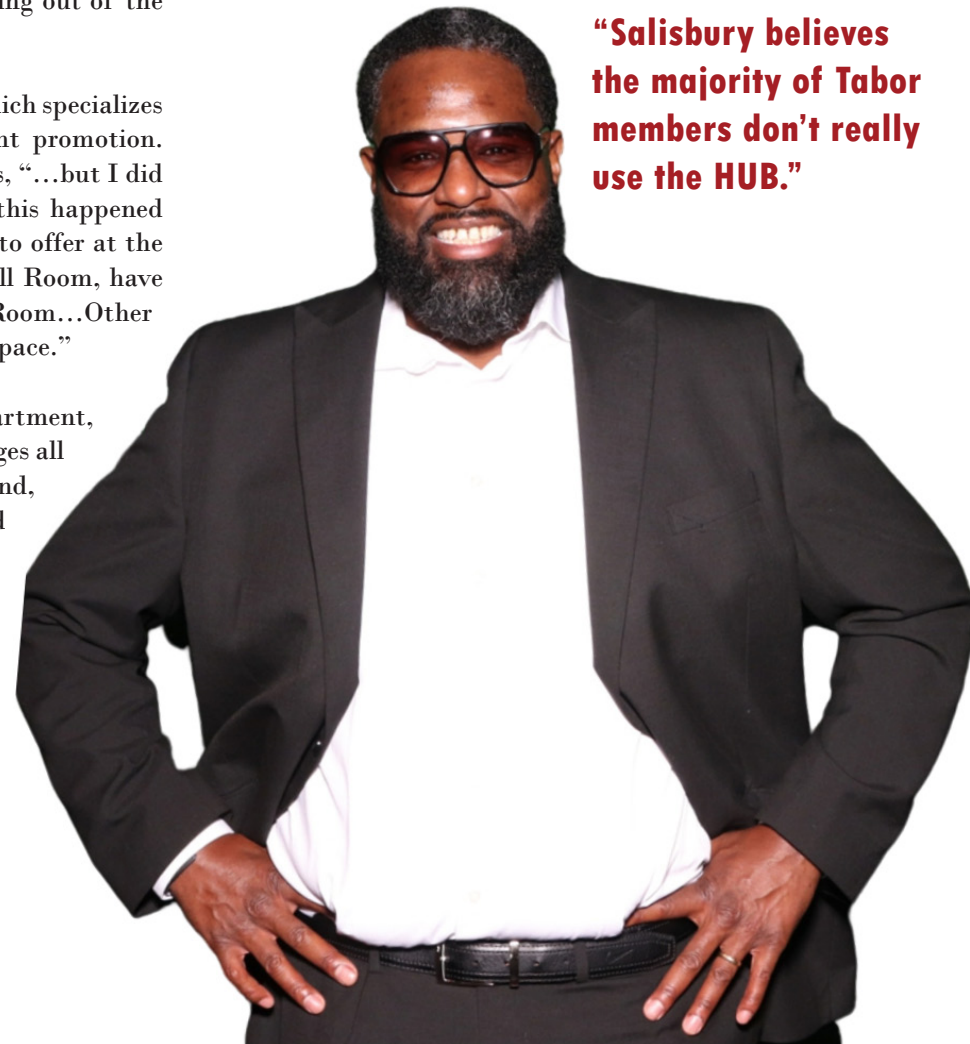
There are two types of Tabor members. There are those who attend meetings, eat breakfast, and do a little networking. Then there is Chukundi Salisbury. “About two months ago, there was a fire in my Central Seattle office building where I have been for twenty years. I can’t work there now, so my team and I have been working out of the HUB—utilizing my membership.”

Salisbury founded and owns Seaspot Media which specializes in web design, marketing, and entertainment promotion. He says he has been a Tabor member for years, “...but I did not make full use of my membership until this happened and I really learned all the things Tabor has to offer at the HUB. I can meet clients in the Bruce Harrell Room, have sessions with my team in the Larry Gossett Room...Other days, I’m at the Hot Desk, just utilizing the space.”

Salisbury also works for the Seattle Parks Department, a job he’s had for twenty-five years. He manages all the department’s environmental programs. And, in 2014, he started two non-profits, funded through grants from the Seattle Foundation among others. “100 Black Parents is one of the non-profits. We do advocacy work for Black parents. We recruit volunteers for schools and we put on fun family events.” The other is Urbvote, a voter engagement and education group. These are projects he can promote at the HUB.

Salisbury believes the majority of Tabor members don’t really use the HUB. “There’s the Facebook podcast room where you can make a business presentation and you don’t have to use your little camera and mic on your laptop. You can go in there and use that big screen. That’s a real asset. There’s lighting, very nice cameras, and good microphones.” He says when he moves back into his own office, he will still steer people to the HUB. “It is a world class facility, an added value to your business... and it’s part of your membership.”

Chukundi Salisbury also found time to make a run to represent the 37th District in the State Legislature. Though he was not successful, he did not completely close the door on a political run. So how does this husband and father of two accomplish so much? “I go to bed late and get up early.”



“Salisbury believes the majority of Tabor members don’t really use the HUB.”

SAVE *the* DATE

- 1 May** PWOCN Co-Working Space Day
- 11 May** New Members’ Orientation , 6 - 8pm
- 14 May** Vaccination and Booster Event, 10am - 3pm
- 18 May** How to Run your business virtually with employees: Class 2, 11am - 12noon
- 21 May** General Membership Meeting, 11am - 12noon

Tabor 100 Visitor Report (Door Swings)

April 2022

Total Visitors - 472 Visitors 2022 YTD - 1460

Visitors are stopping by to attend outreach events, meetings, get vaccinations, receive technical assistance, and so much more.

New Members

Julieonna Washington
Youth Growth & Development of Seattle

Kofi Boadu
Unlimited Secure Solutions

Gerald Ballard
GB Diversified

Nadeem Ismail
NI Painting and Construction

Corrie Rosen
Mahlum Architects

Carlos Imani
The Elite Collective

Candace Kydd Bailey
CKB Construction LLC

Tabor is grateful to those who chose to be a Tabor member, and encourages members to be active and participatory. All members enhance our understandings and strength in serving the community at large. We ask all those aspiring to be a Tabor member to support these policies. Members are asked to be attentive to membership fee renewal and submit their membership fees timely.

New Members

Deidre Benson
DeBenson Properties, LLC

David Molina
Molinas Construction Company

Ronald West
RW West Consultants

Anthony Hayes
Classic Eats

Reco Bembry
Bembry Consulting Svcs

Roble Musse
Transalytics

G Heaston
Harris Pacific Northwest

David C. Fanta
iConcept signs LLC

Terrance Lee Hammond
Natural Eco Builders

Sigma Gamma Rho
Zeta Phi Sigma

Michael Wolfe
Drive Forward, Seattle





KHALFANI JONES

Seattle Credit Union

“We are here to do the best we can to mobilize people to get people moving, not just provide hope, but to not kill the dream.”



By Aybee Anderson, Tabor 100 Employee

Khalfani Jones has been with the Seattle Credit Union and in the financial industry for over 10 years and is the Small Business Resource Manager. Most of his experience in the financial industry has been around stabilizing the lives of members financially and providing financial advice to navigate the ups and downs of life.

As the Small Business Resources Manager, Khalfani wants to have a more prevalent standing in the community and wants to make sure that Seattle Credit Union is on the front lines of assisting people. Credit unions and banks are similar in a few ways, but they’re very different in the way that banks will look to earn money for their shareholders. With credit unions, shareholders are the members themselves, so we don’t necessarily work for a profit. Khalfani wants us to know “We work for our members! We want to make sure that we are there for our members, so we are taking steps to make sure that we are out in front of people making sure that we are offering our services and that people know that we are here to help.”

Seattle Credit Union and Tabor 100’s missions are similar and making sure that they are helping the underserved, the folks that are forgotten about, that are overlooked that may not quite qualify for financial services based on current models, standards, assumptions, usually upheld by banks.

Seattle Credit Union offers a wide range of financial products, whether that be consumer products such as mortgages, car loans, credit cards. They offer small business products such as business lines of credit, business loans, debt consolidation loans, business vehicle loans, and workshops. A lot of what they do is surrounded with empowering the folks that have commonly been left out of financial activities. They are looking to make sure that they don’t just talk the talk, but they walk the walk and provide results, they offer some type of direction. “It’s important that we meet people where they’re at, and not where we think that they should be in order to be brought into the fold and participate in and have a sound financial life.”

Seattle Credit Union offers a wide range of different workshops: financial literacy, learning how to build credit, what it takes to operate a business, how to register your business in the State of Washington, and how to obtain a business license. These are all free classes, free workshops and you don’t have to be a Seattle Credit Union member to take part in these workshops.

We asked Khalfani “what kind of services can you provide Members here at Tabor from your Seattle Credit Union office? His response “The resources that we offer here would be a consultation. We need to sit down, speak and find out where the pain points are in one’s financial life. Once we figure out where the pain points are, I usually draw out a roadmap to figure out how we get around what’s in the way.” Seattle Credit Union can look at resources that they have internally or externally and try to best match up or fit whatever services are suitable for your specific business. They will outline the type of loans that we have. Now once there is a

good game plan and business owners can envision their path to success.

We are here to do the best we can to mobilize people to get people moving, not just provide hope, but to not kill the dream. A lot of people are overwhelmed with the huge task of paying down their debt, repairing their credit, starting a business. We’re really here to empower minority and women owned businesses, the BIPOC community and just make sure the folks that are traditionally left behind have somebody to speak to. I would really like to stress that. We are here to have conversations, we need to have conversations about the pitfalls. That’s the only way that we are going to be able to come up with solutions if we focus on where we’re at.

“I would like to challenge the members to engage us. All the other tenants here will challenge them to engage in conversation with us. Submit some type of feedback, ideas but just engaging and begin a conversation of, you know, this is where I’m at. This is what I need or what’s this or what services do you guys offer or I believe we should have this or if you guys would focus on this that would I agree bridging the gaps. People just need to tell us what they need. That’s how we help them. A lot of times we show up and we look at the part we play. But if we don’t ask the tough questions, then we just don’t have an idea of what the solution is.

Khalfani Jones is the Small Business Resource Manager and is on site at Tabor 100 on Tuesdays 9am-3pm



LEN SIMPSON

Tabor 100 Founding member and owner of award-winning Len Can Construction

By Tabor 100 Public Affairs Chair, Henry Yates

NINETEEN EIGHTY-TWO WAS A REMARKABLE YEAR. MICHAEL JACKSON RELEASED HIS “THRILLER” ALBUM, THE FIRST ISSUE OF USA TODAY WAS PUBLISHED AND LEN SIMPSON CREATED LEN CAN BUILDERS.

Now in its 40th year, Len Can stands as a testament to minority business success, both in the construction field and as a contributor to his community. Len Can has weathered many storms, but has persevered to become one of the premier general contractors in the Puget Sound region. Len counts hundreds of buildings in the last 40 years he has had the opportunity to transform. When asked the secret to his 40-year success, he says: “You Can Be What You See.” He tells the story of his father, a Union concrete worker and Shop Steward who taught him how to work in the construction arena.

Len recounts how his father would take him to various construction sites on Saturdays and Sundays (his father had the key to just about every major

Len’s journey to Seattle had him starting his general construction business after being a “boatbuilder.” Two years after starting his firm, he met Langston Tabor, a master electrician, who quickly became a Mentor, co-worker and friend. “Langston was an electrician and worked with me on a number of jobs from 1984 until his death in 1998,” Len noted. In fact, he tells the story of how Tabor 100 was created in Langston Tabor’s hospital room a day before he died. Len proudly describes how he was unofficially the 2nd member of the new group, created to honor the legacy of Langston Tabor by Insurance and Bonding agent, Dave Tyner. “I intend to keep the legacy of Langston Tabor alive,” Len remembers Tyner saying, recruiting Len on-the-spot. “Langston was softspoken, a fighter and a hero,” Len remembers. “He hired minorities from any background and helped them become master construction trade workers and successful businessmen. I do the same.”

The 40-year legacy of Len Can is the longest tenure of any Black-owned construction firm in the region.

project in Kansas City at the time). As a Black man, Len’s father, who on weekends would host other Blacks in the trades and assist them in addressing injustices they were facing on various job sites, taught Len the art of construction. He also taught him the art of building and maintaining relationships which keep him going to this day.



The road to success for Len Can was not easy. “When I first started, I used to bid jobs too low and, because it was just me, I could survive making \$5.00 an hour (in the 1980s),” Simpson explained. “Eventually, I started bidding higher so that I could make the standard \$20 an hour one was making in those days. Then, I overbid and didn’t get the jobs, so I had to come back down. It took me a while to get to the right place as an estimator.” Today, Len Can is working on several projects and prides himself on delivering a high-quality product, on-time and on-budget. “I sometimes drive around the city, pointing out to anyone who will ride with me, the projects I was a part of. I am as excited about the buildings I helped create in the 1980s as I am about those I worked on last week.”

Len describes how he began working for his father, the Concrete professional, when he was 10. Today, the lead worker at Len Can is none other than Simpson’s grandson, who Len proudly states “is his ‘front desk’ working with clients, estimating jobs and occasionally swinging a hammer, which he does really well.” He employs others from his family as well and his crew resembles Seattle’s

minority community. “I take the hiring of our people very seriously,” Len states. “I spend time in pre-apprentice construction programs, go to prisons and give talks at high schools. We will soon be going into elementary schools, as well.”

Over the years, Len Can has been recognized formally as a leader in construction and one of the best examples of a Black business that has thrived in this region. The federal government honored Len Can with its Contractor of the Year in Region 10 (five western states). King County awarded Len Can its prestigious “Contractor of the Year

award” and the City of Seattle has recognized Len Can as its “Small Business of the Year.” Len’s peers in the minority business community have also paid homage to him for his leadership and continued support for them. Tabor 100 has placed Len Can into its “Legacy Hall of Fame,” an honor bestowed on very few businesses.

The 40-year legacy of Len Can is the longest tenure of any Black-owned construction firm in the region. When looking to the future, Simpson believes his firm will log another 40 years under the skilled oversight of his family members who are already helping launch it to another level. Len is a regular at Tabor 100’s general membership meetings and has a long list of proteges while continuing to ensure he connects with any “up and coming” construction person, man or woman. “You know, it’s important to let them see me. ‘You Can Be What You See.’”

ALEXANDRIA CHASTEN

Green Future



The impact that Tabor 100 has had on Green Future is by helping Alexandria Chasten participate in the Technical Assistance Program at Tabor 100 and the Business Stories Program.



Since 2018 Green Future has taken special interest in the health of the community and global community at large.

Green Future is the conception of Alexandria Chasten and is the in-depth studies and research of global warming, ocean pollution and how to create a system that will save lives by generating global wealth and economical sustainability for future generations.

Alexandria has been a member of Tabor 100 throughout the pandemic and was continually using the facilities during those times. During the last couple months in her efforts to sign up for the Washington Minority Business Development Agency (MBDA) Business Center program, she decided to come into Tabor directly to ask for any kind of help and that was where she ran into Adam Powers. Adam was sitting at the front and when he heard her request, he jumped up with a spark of energy to help her out! They got to talking and when Adam heard more about what Green Future's business needs were, he immediately found a way to help and offered a solution. He took an hour of his time to give Alexandria a business process discovery for her business.

Adam informed Alexandria that he had started a technical assistance program called Business Stories and they had their first session in early December. That first meeting with Adam helped Alexandria visualize her business goals and some of the future milestones and obstacles that Green Future will face.

The impact that Tabor 100 has had on Green Future is by helping Alexandria Chasten participate in the Technical Assistance Program at Tabor 100 and the Business Stories Program. She has been developing her pitch and in doing so, she's practicing, she's preparing herself for when it's time to tell her story, she will inspire investors and get them engaged in her goal.

Alexandria wants to transform the way we recycle. She believes in merging social and environmental causes, encouraging, educating and engaging the community and improving societal standards by recycling plastic waste and converting it to energy.

Green Future is one of many businesses Tabor 100's Technical Assistance programs are helping. We are looking to the future and always wanting to help those in our Tabor 100 eco system that will benefit from these programs. If you feel your business would benefit from one of our Technical assistance programs, please contact Aybee.Anderson@tabor100.org

TABOR 100

HAPPENINGS AT THE HUB



Photography by Keith Williams | flyrightproduction.net

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



TABOR 100

Photography by Keith Williams | flyrightproduction.net

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.

Share Tabor

Do you know someone you feel is a great fit for Tabor 100 membership? Take this opportunity to expand our territory by sharing Tabor with a friend or colleague who could benefit from all the great business opportunities, connections, and networking Tabor has to offer.

Check out three ways you can share Tabor right now:

- 1 Forward a copy of the electronic version of The Langston news magazine.
- 2 Click the 3 dots at the top of the Tabor 100 Facebook page and click share on the pull-down menu.
- 3 Invite a friend or colleague to have breakfast with us at our next monthly meeting.



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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.

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

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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.

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Learn More

<http://bit.ly/Facts19>