



2021 ANNUAL IMPACT REPORT

PBDG's primary purpose is to advocate for equity and inclusion in the construction industry and proactively support, mentor, and provide access to resources to marginalized and underrepresented business owners in the building trade.

ABOUT US

Professional Business Development Group (PBDG) is a trade association in the construction industry. Our members are minority and women-owned businesses. We are experts in every trade and phase of the built environment, and we provide advocacy, technical assistance and networking for job opportunities.

But PBDG is about more than design, demo, and development – we are about the people who construct an industry. For far too long, minorities and women have struggled to break into the field, let alone become entrepreneurs in their own right. PBDG was built to support those business owners who have frequently encountered harassment and discrimination in the construction industry.

We are providing training and technical assistance for our members while continuing to raise the voices of our members at the local, state, and federal levels. We are not just settling for aspirational goals; we are finding ways to foster more inclusive opportunities so our members will get real results while improving equity within our industry. In community with our members and partners, we are changing the narrative. We invite you to join us in setting a new table as we shape the future of the Construction industry!



Dear Friend,

We invite you to join us in celebrating a milestone — we're using our first-ever impact report to showcase how we support both clients and members. We share the quantitative, proven outcomes we achieve through community building and resource matching. But just as importantly, we share stories that reveal that behind every metric is a person whose opportunities are expanded by the holistic support that our organization offers.

PBDG's unique value proposition of pairing access to work opportunities with technical assistance while providing advocacy to ensure equity is embedded in policies and legislation to support the BIPOC and female entrepreneurs that we represent. Accessing information on available job contracts, building a network to support business development and partner opportunities, learning and mentorship are critical tools for the health and success of any business. In partnership with public agency project owners, as well as private foundations, general contractors, and individual supporters — PBDG offers our members and partners the resources they need to succeed. Our three-prong

approach is done with one goal in view, economic mobility and building generational wealth for marginalized communities.

As a collective whole, we all rise.

Along the way, we've deepened our values and mission. We've strengthened the efficacy of our coaching and our equity best practices. We've expanded the types of coaching we offer, as well as the way we deliver those offerings — always evolving and innovating to ensure we have the scale and impact to create the change we want to see in the world. We are just starting in our journey, our promise, is one of continuous improvement. We hope you enjoy this overview of what we can do, together, to achieve a brighter, more equitable future in our industry.

Thank you for your support and partnership,

Kenechi Onyeagusi
Executive Director



EXECUTIVE DIRECTOR
Kenechi Onyeagusi

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“Based on what we’ve been through, we’re trying to make it a lot more streamlined and easier for the ones coming up.”

- Mark Matthews, Board Chair



LEADERSHIP

Our Board members are minority and small business owners in construction. They represent the full spectrum of the types of businesses that we serve. They bring an empathy to this work, and strategically lead PBDG to help create solutions to the problems that they themselves have encountered.

Our Board of Directors

Mark Matthews | Pacificmark Construction – Board Chair

Faye Burch | F M Burch and Associates

James Faison | Faison Construction

Vicqui Guevara | Valley Growers Nursery and Landscape

Michael Martin | Northwest Infrastructure

Daniel Miranda | Just Right Heating & Cooling

Nathaniel Hartley | Professional Lath and Plaster, LLC

Maurice Rahming | O’Neill Construction Group

OUR ADVISORY BOARD

Our Advisory Board members are technical subject matter experts that provide tactical support and engagement for the organization to ensure that we have broader stakeholder community reach.

Cristal Finley | Dext Capital

Cassandra Kerr | US Bank

Jody Marshall | Meyer Memorial Trust

Robert Turvey | Connecting your Customers

Thomas Boolman | KPD Insurance



If you would like a copy of our member directory, please email admin@pbdgweb.com.

OUR MEMBERS

Simply put, these are individuals and firms that make up the organization itself. We are a trade association. These are the BIPOC and female entrepreneurs whose skills and businesses we are here to support and promote so they can thrive — and create generational growth.

Non-members who participate in/have influence over our industry. These are potential clients, collaborators, policymakers who affect the work we do and the way we do it. That includes funding, new jobs and prospects.

OUR PARTNERS

Non-BIPOC or male-owned general contractors
Developers
Public Agencies
Real Estate Brokers
Those hiring PBDG members
Attorneys

Bankers
Community non-profits
Foundations
Investors
Labor Unions
Those seeking training and mentorship



OUR TOP PRIORITIES



ACCESS TO WORK OPPORTUNITIES

PBDG offers opportunities for minority and women-owned firms to:

- Learn about relevant upcoming work opportunities in our state through our weekly newsletter
- Ask questions concerning contract opportunities in real time of the project owners at our membership meetings
- Create multiple avenues and events to allow firms to network within the construction ecosystem to find partners



TECHNICAL ASSISTANCE

Through its technical assistance program, which is open to all firms regardless of membership, PBDG builds internal capacity for underserved BIPOC and women entrepreneurs in the construction industry throughout Oregon and SW Washington. We also work to educate general contractors, public agencies and others on how to improve their systems and practices to be more equitable and beneficial for underserved communities.



ADVOCACY

Our work is about breaking the cycle of intergenerational poverty and building generational wealth. It's about recognizing the experiences of our partners and members. It's about the people who construct an industry.

Our industry offers living-wage jobs for people regardless of the presence or absence of a college degree. It is an opportunity for growth and development. More importantly, it is an opportunity for ownership. Access to job opportunities, advocacy, and technical assistance are critical tools for the health and success of any business and we offer.

FROM BEING IMPRESSED BY BIG CONSTRUCTION FIRMS, TO DREAMING OF BECOMING ONE

Gibran Chavez grew intimidated and uncertain as he visited PBDG's website for the first time. Clearly, this was the place where minority business owners could get help, but the names of the big businesses partnered with the NGO made him wonder if he and his business were underqualified. After all, CS1 Real Interiors, the new business he'd started with his brother, Horlando was only 4 months old. Would PBDG even bother with him? Thankfully, Gibran and Horlando connected with PBDG and hasn't regretted it since.

Gibran and Horlando Chavez immigrated from Mexico in 2003. As minorities, they worked their way up the ladder; Gibran and Horlando worked for non-union companies for ten years doing residential and five years on union companies working on commercial and residential projects. They eventually gained expertise in the construction trade and developed ideas about how he and Horlando could build their own business. In July of 2020, they turned those ideas into a reality and founded CS1 Real Interiors.

Gibran knew, however, that building the business on their own would take too much time and countless resources, so he looked to PBDG for help.

Deconstructing Self-Limiting Beliefs

As Gibran and Horlando worked with PBDG they shared, time and again, how intimidating most business processes were. The language and accent barrier only added to the challenges.

Instead of backing down, however, Gibran chose to appreciate being exposed to the kind of conversations that bigger companies have. He took on every challenge and asked questions, gaining confidence in PBDG, and more importantly, in himself as a business owner.

“PBDG is good for both small and big companies. They have a lot of answers. And now, my perspective is, probably in five years, to be a part of the big construction companies.”

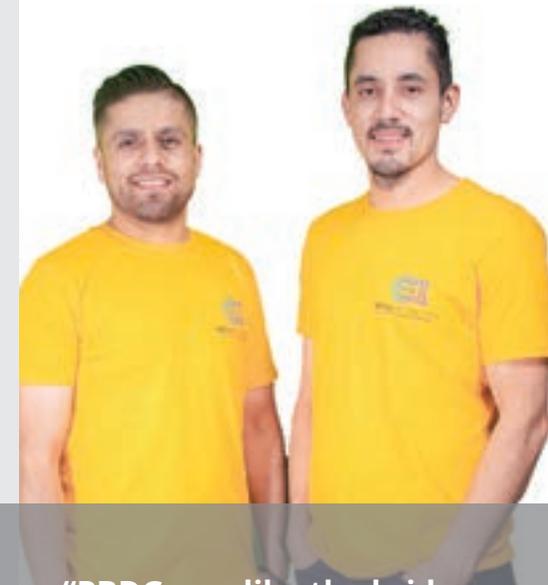
Gibran now has a big vision for himself and his business. Through PBDG, he received accounting services and mentorship. Those six months of close mentorship made the most significant impact.

Gibran also recalls when, in a meeting with PBDG, an estimator joined them and talked to him about bidding. He was intimidated, but the experience was immensely valuable. “My main concern was how I'm going to start the bidding process. I wasn't sure about the process, but they answered all my questions about that.... From there, I started bidding. I feel more comfortable sending bids now.”

Sharing PBDG's Advocacy

Gibran still contacts PBDG whenever he has questions. PBDG's commitment to relationships and community are things he also values and hopes to advocate for.

Inspired, Gibran looks forward to his business' growth and the opportunity to serve others. “At some point, I'm going to be a part of the other side where I'll need human resources or another trade.” He may have only been in business for a year, but much like PBDG, Gibran can already envision paying it forward, mentoring new contractors in the future.



“PBDG was like the bridge to get everything faster”

PERFECT JOB IN AN IMPERFECT SYSTEM

The logo for J3 Painting, featuring the text "J3 Painting" in a red, cursive font with a red brushstroke underline.

“You guys and gals, showed me how to legitimize it. It’s not a little side business; it’s a company. You guys and gals gave me that vision.”

Jeff Hairston’s J3 painting company is known for perfection and excellent customer service, and with PBDG, Jeff is making his business competitive on the playing field against bigger contractors.

Jeff learned to repair and paint houses, install roofs, and much more from his father, a former professional baseball player. When Jeff began his teaching career, after playing professional baseball himself, he used his skills as a summertime side hustle. His rate was minimal, but his excellent work led to referrals, more jobs, and decent pay.

When Jeff became a firefighter, he continued painting on the side. If a painting job fell within work hours, he’d call a trusted friend or two to do the job for him. Jeff soon realized he could build a real painting business and J3 Painting was born.

Building a Reputation

Since Jeff had no license or certifications at that time, he took his cues from the contractors. When someone asked if he had a license and bond, he got one. As clients asked for more documents of legitimacy, he would seek them out, too.

Jeff bootstrapped his company from an unlicensed one-person show to a legitimate entity, but still faced significant challenges. Working with general contractors (GCs) was problematic when they didn’t pay well, or on time, and wreaked havoc on his cash flow and payroll. For years, Jeff avoided working with GCs, as there was an even bigger problem:

“I went out there, and it felt like I wasn’t allowed to play with them. I know and prove I can do the work... I hate to say it, but I felt like a person of color, not just a person. It felt like I’m in the wrong

world. They’re not going to allow me to be an equal. I’m always going to be the person who must underbid, a person who must scrape at the bottom. They didn’t look at me as an equal or anything like that. Although I’m college educated, well trained, and taught in many careers I worked, played professional ball, worked as a professional firefighter, and worked as a schoolteacher...I still get treated like I’m less of a human.”

Elevating J3 Painting with PBDG

Getting connected with PBDG was an eyeopener for Jeff. He met Faye Burch, the owner of F M Burch and Associates, and a board member of PBDG. The help he’s been receiving has changed how he does business. And meeting Mr. Maurice Rahming was a surreal experience with his persona and humility that truly inspired me to be like him one day.

“I learned so much about how the business worked... Now, I’m at a point where I don’t do that [underbid] anymore. I still give a fair bid, but I don’t have to do a low bid anymore.”

Jeff is motivated by the welfare of his employees as well; he seeks to line up enough jobs to keep them on year-round. This, along with changing the narrative that puts people of color at a disadvantage in the construction industry, is the direction Jeff is headed with PBDG.



ACCESS TO WORK OPPORTUNITIES

PBDG members and clients worked on landmark projects that such as:

The Multnomah County Courthouse project

Meyer Memorial Trust HQ

Port of Portland T-Core and many more.

In 2022, we will engage in the hard work of disaggregating this data to see the equity impacts of public projects through a regional scorecard model.

Through our monthly Membership Meetings and sponsored Opportunity Hours, PBDG offers an opportunity for its members to hear about upcoming work opportunities, ask questions in real time of the project owners and network within the ecosystem to find partners. In 2021, PBDG held over 13 meetings bringing together an average of 70 companies per meeting to present an average of 4 public projects open to bid.

In addition, PBDG sends a weekly newsletter to its members and clients that highlights events, relevant construction industry news and business opportunities for its membership. Our partners have the opportunity to share projects open to bid and highlight their programs, so our members are the first to know. PBDG curates bid opportunities with project name and due date from multiple sources making it easy for Minority and women entrepreneurs to plan for which projects to bid on.

96 PROJECTS PRESENTED AT PBDG MEMBERSHIP MEETINGS

960 BID OPPORTUNITIES AVAILABLE THROUGHOUT THE STATE THROUGH THE PBDG COMMUNICATION CHANNELS

1056 TOTAL WORK OPPORTUNITIES SHARED TO BIPOC AND WOMEN CONTRACTORS

2021 PBDG
Client Demographics



346

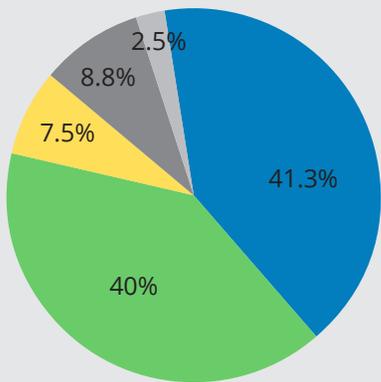
of clients served
across all of PBDG

86%

of clients served
are BIPOC

41.7%

of clients served
are Women



- Black
- White
- Hispanic
- Native American
- Asian



“We’re trying to make it a lot more streamlined and easier for the ones coming up.” – Mark Matthews, Board Chair

TECHNICAL ASSISTANCE

What distinguishes PBDG’s program from other business support programs is our approach to service delivery, which is comprehensive, flexible, client-centered, and highly effective with our target populations.

Statewide, PBDG provides businesses with

- Construction related navigation and outreach services
- One-on-one advising and mentoring on construction related projects
- Procurement support to help firms work in public contracting
- Construction Industry Specific Education Curriculum
- Loan and grant application support & funding

In 2021

- Provided navigation support to over 100 businesses
- Provided 1:1 mentors to 20 minority and women owned businesses
- Our procurement program, is currently working to help 31 businesses get COBID certified
- We offered 30 Business and Construction Management classes
- Recorded over 360 class attendance from 112 businesses
- Received an average satisfaction rating of 4.45 from 174 class evaluations this year

Direct benefits to members and clients in 2021

\$2M

Secured in PPP Loans to 23 minority owned members and clients during the first round of PPP funding

\$541K

Received in grants from (EPA) for members

\$500K

Administered in direct grants to Small Business owners from Prosper Portland

\$200K

Distributed PPE to members and clients

\$75K

Awarded in grants to its members from SAIF Corp.

\$50K

Granted in subsidized direct client assistance dollars

RECONSTRUCTING HER DREAM TO BUILD AN EMPIRE WHILE SERVING THE LATINX COMMUNITY

Brenda Castillo had always wanted to become an immigration lawyer who could help Latinas like herself, but a detour put her on the path to a business she'd never expected.

Brenda came to the US from Mexico when she was just 13. Growing up as a minority woman was not an easy feat, but her struggles inspired her to work harder and persevere. "I started working when I was 16, and I never stopped," she recalled. After marriage and a son, Brenda couldn't find suitable work and she is not used to asking for money from her husband. This led her to venture in her own janitorial business.

Her business went so well that her husband suggested that she run a construction business instead; a field he had plenty of experience in and could help her with. Though hesitant, Brenda gave it a shot; she did all the paperwork while her husband took care of business operations... until COVID-19 struck. The pandemic hit hard; clients backed out, contracts were cut short, and they struggled to make ends meet.

Finding an Advisor, Supporter and Ally

PBDG was the first nonprofit Brenda and her husband approached through a common connection. When she came to know about PBDG, Brenda realized she had much to learn and that access to the support that empowered DMWESBs was crucial. Previously, she and her husband had often ended up with contracts that demanded many hours of work but didn't pay much with a lean line up of clientele.

Brenda struggled to get a COBID certification. She was told that she could not get certified because she's a woman who had no on-site business experience in the construction industry. Brenda felt discriminated against, but she still went looking for training programs that could give her the experience she needed. PBDG suggested she attend appropriate training in plumbing, roof installation, electrical, and more. She

also attended PBDG's classes that developed her business management competencies, and she is also currently pursuing a class in construction management.

"I had an idea how to do the paperwork and business management side, I never had the idea that I needed to have secure job contracts throughout the year – and that was a big, big barrier for us back then."

PBDG also helped her navigate stressful situations related to a client who did not honor their contracts. Every time I would have a meeting with a difficult client who refuses to meet with me, I would have a meeting with PBDG first, and I would present [to PBDG] before I present it to them. It was so helpful. I'm sure it wouldn't have been resolved amicably without them mentoring and seeing me through."

Upskilling to Serve

Brenda continues to strive to set a good example for her son and to support her community. Despite a cancer diagnosis, she pressed on with the goal of helping Latinos in the construction industry, "... when I started with the program [PBDG], I found out that there's a lot of possibilities where I can help the Latino community in this field.... It opened my eyes that in construction, there's still an unheard community of Latinos who don't know how to communicate with their superintendent or get the resources they need."

Together with her husband and PBDG's support, Brenda is building her dream business. She also hopes, someday, to build a mental health center and offer scholarships like the ones that helped her to finish college.

"True to form they, [PBDG], were my ally and advisors throughout my ordeal with a difficult client."





JOHNSON
CONSTRUCTION NW LLC



“It’s because of them [PBDG] and their mentorship that we feel like we will be successful. Because they are helping in the areas where we need help.”

WE ARE NOT JUST BUILDING BUILDINGS, WE ARE BUILDING A CULTURE OF MUTUAL RESPECT

Kim and Donald Johnson started their own construction company in 2018, but they don’t just build beautiful buildings, they also hope to establish a culture of mutual respect inside and outside the construction industry.

Since 1979, Donald has worked in various areas of construction, from apprentice to specialist. His years as an employee, however, were far from ideal:

“We’ve been working in the construction industry for many, many years. And I hate to say this, but this is the truth: I’ve worked with many people who are very racist,” Donald encountered discrimination and disrespect. “That made me want to get into the construction industry [business]. To help people work with respect so they come to work, do a great job, and go home with a good feeling.” The Johnson’s company is founded on respect.

Getting Help from PBDG

Despite Donald and Kim’s years of experience in construction, there was still much to learn about building their own firm. That’s why Kim reached out to Faye Burch, who connected them to PBDG. They’ve been working with PBDG since February of 2021.

Donald shared, “To me, it’s very unique to see an organization like PBDG helping people like us. They’re very professional in how they do things, and we really like that. Just like that class they just had; Estimating class? We were like, we need that!” Kim added, “It’s

because of them [PBDG] and their mentorship that we feel like we will be successful. Because they are helping in the areas where we need help.” Even a pandemic didn’t stop PBDG’s involvement with the Johnsons. Kim noted, “I think that they’re doing amazingly well. They communicate very well. Especially during COVID... they’ve been reaching out to us to see what we need.”

Shaping Their Legacy

PBDG’s mission to serve minorities resonates with Donald and Kim, who desire to benefit their own community.

“Our heart’s desire is to give to a lot of community organizations. We’re here to be a blessing,” said Kim.

“As a minority business, we are an example that you can almost do anything that you put your mind to.... Somebody said one time that there has to be more exposure for minority businesses, so black people know they’re there. Minority businesses can be successful.”

With PBDG’s help, Donald and Kim hope to achieve great success with their construction business so they can give back to their community and inspire their children and grandchildren.

2021 LEGISLATIVE WINS

\$9 million technical assistance funds for Business Oregon

**House Bill 2266
Access to Capital/COBID Loan Program**

Policy Development inputs on the Regional Comprehensive Economic Development Strategy

Public participation active engagement on matters related to the construction industry with:

City of Beaverton

City of Hillsboro

City of Portland

City of Tigard

Clackamas County

GPI

METRO

Multnomah County

Portland Housing Bureau

Portland Public Schools

TRIMET

Washington County



ADVOCACY

An important part of PBDG's mission is ensuring that our members have a strong, stable workforce and access to the capital necessary to make their businesses successful. As an organization one of our goals is to lift up BIPOC and women's voices within our industry.

**State Representation on:
Governor's Racial Justice Council economic subcommittee
Minority Contractor's Taskforce
Co-chairing the Governor's Procurement Contracting Workgroup
Oregon Employment Department Advisory Council**





COMMUNITY INVOLVEMENT

WORKFORCE SAFETY INITIATIVE

In 2021, PBDG partnered with Oregon Tradeswomen to be the Oregon affiliate provider for RISE Up 4 Equity (Respect, Inclusion, Safety and Equity) bystander-intervention and harassment prevention training program. This is our commitment to ensure that job sites in Oregon are harassment-free, and provide a respectful, equitable workplace environment.

RISE Up 4 Equity is mission-driven to ensure that our region's workforce and contractor community in our construction sector provide adequate, equitable and on-going opportunities for inclusion for women and BIPOC jobseekers and trades workers.

We are doing our part to grow and promote diversity in our workforce because BIPOC and women workers grow through their career to become BIPOC and women business owners.

PANDEMIC RELATED ACTIVITIES

Since the pandemic started, PBDG partnered with Oregon Health Authority to provide construction industry specific resources for our members and the industry as a whole. We created jobsite posters on how to keep everyone safe from COVID-19. On a weekly basis through our newsletter and social media, we provide information on resources for employers to learn about the virus and access health resources for their business.

In July 2021, PBDG held three COVID-19 vaccine events for the community with specific focus on the construction industry. We were the first grantee to pioneer using technology on-site at our vaccination events to help schedule participants for their second vaccine shots within their community. Through a joint partnership with Business Oregon and Oregon Health Authority, PBDG also held PPE distribution events as well as Vaccine outreach events specific for our membership. Additionally, we built up the infrastructure to provide on the job vaccine clinics as requested.

84 Business Owners were assisted with free PPE. The value of PPE distributed was more than \$200,000.

A BOOTSTRAPPED SUCCESS IS EAGER TO GROW

A telephone and an old pickup truck; these were virtually the only resources Michelle, and Dupree had when they started their junk removal business, Junk It. Today, their family (Maleek, Malcom and Dupree Jr.) is working with PBDG to take their successful business to the next level.

In 2012, Dupree was faced with a choice: settle for poor-paying jobs or dare to start his own business. Dupree swallowed his uncertainty and gave entrepreneurship a shot.

Maleek, Dupree's stepson and Operations Manager for Junk It, clearly recalls their humble beginnings. His mom managed the business, answered calls, created a website, and figured out advertising, while Dupree did the operational work. Maleek, his brother Malcolm and their family friend helped out when they weren't in school.

Dupree, Michelle, and the boys didn't mind starting small, but they had no intention of staying that way. As their business grew, they were able to hire people and provide jobs to others.

Training & Mentorship

Though Junk It has grown immensely over the years, to make their vision a reality there's still much to be done, and for this they're getting help from PBDG.

Michelle and Maleek appreciate PBDG's advocacy for small and minority-owned businesses because it gives them access to the resources, they need in order to grow.

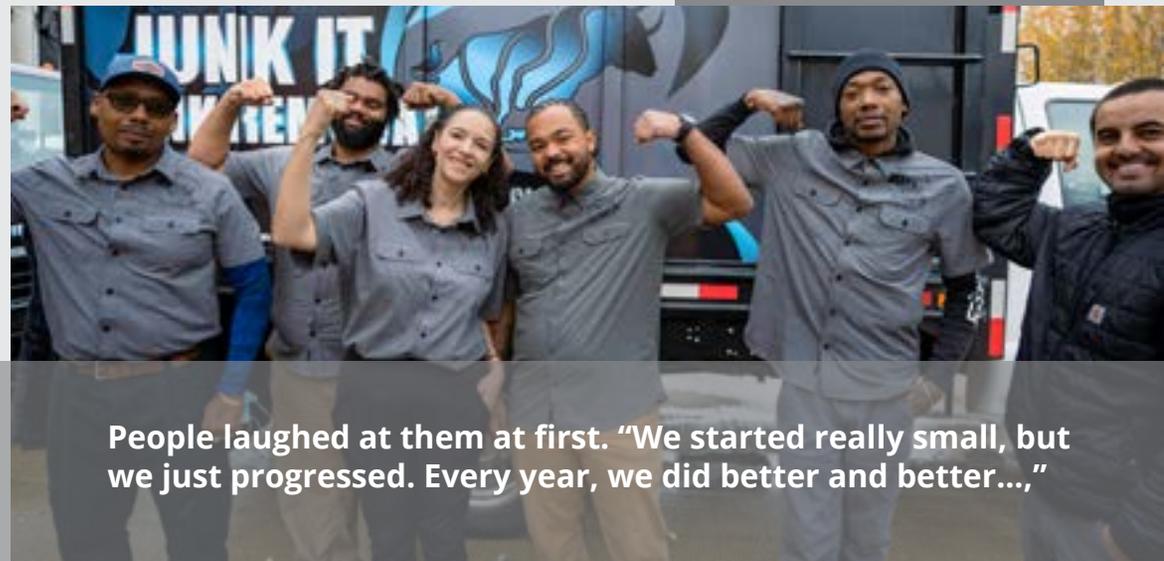
Maleek is eager for Junk It to be as competitive as larger companies in the area. He hopes to close more contracts, reach more and new markets, and eventually branch out, which will help ensure his employees' job security. PBDG will be a valuable resource as they expand.

Giving Back

With Maleek having taken over as Operations Manager, his desire to pay it forward further motivates his vision for Junk It's growth.

"The way I envision it, if we ever get to that level, I do want to give back. Currently, we are hiring others with barriers to employment until they move on and gain the confidence to follow their own path/ Because I'm from here, I grew up here, and I'm a black guy. I have a lot of friends who grew up rough and all that. People here know me... and they just see somebody like me doing something positive... It makes them believe they could do something too."

Maleek also hopes to help women with cancer. After his mom's recent cancer diagnosis, Maleek grew concerned for women with cancer who are struggling alone. He hopes to move toward establishing his own non-profit, with his family's help and PBDG's support.



People laughed at them at first. "We started really small, but we just progressed. Every year, we did better and better...,"

MOVING THE NEEDLE

For Mark Bodyfelt, helping small businesses, especially budding businesses, is the only way to keep up with the demands of the market. His company, Stacy and Witbeck, has had a longstanding professional relationship with Maurice Rahming, a PBDG board member, and has supported Maurice's work for many years.

"Maurice has been where a lot of these smaller firms are right now. And their goal, I would imagine, is always to try to get to where Maurice is now. So, seeing what he [Maurice] is willing to give back to the community is really inspiring."

PBDG provides an avenue for people like Mark to help new businesses succeed. "We want to help people come along," Mark said. "Certified firms obviously are important, but, you know, anybody in construction that's trying to start out, we want to help them."

Mentoring & Exposure

Mark mentored two business owners before the COVID-19 pandemic struck, but he did far more than simply give advice. Mark had his mentees practice taking off quantities, calculating hourly rates, and preparing material quotes. One of his mentees even had the opportunity to be a part of their interview team for a project in Milwaukee, a highly valuable experience for a small business owner.

Initiatives like the mentor-protégé program are intended to help small businesses in their budding phase so they can become independent and competitive. Having an expert to guide them along the way gives them confidence and empowers them to grow.

"I really believe they [PBDG] are moving the needle," Mark said, "...I think they're doing more to help move the needle than any of the other groups. Just the pure amount of training... helping the smaller firms out to learn and grow is a big thing."

PBDG counts on partnerships with people like Mark, and companies like Stacy and Witbeck, to make the construction industry more inclusive and give small businesses a bright future.

Stacy and
Witbeck



"What PBDG is trying to do, is far and above what a lot of the other people are doing,"



MENTORSHIP

BEING THERE FOR THE BIG “A-HA” MOMENTS OF YOUR MENTEES

Lindsay Verdugo has embraced the life of a change agent ever since she worked in a minority-owned general contracting firm in 2016. In 2019, she joined Mortenson as a Community Affairs Specialist. Her work centers on giving DMWESBs & VOBs in Portland equal opportunities to participate in projects of all sizes.

How PBDG’s Mentorship Program is Different

Lindsay volunteered as a mentor at PBDG, and she isn’t new to mentoring minority business owners who want to elevate their construction firm. However, her involvement with PBDG opened a whole new arena where the mentees are not like the companies she’s used to working with.

“I’ve done mentor-protégé programs in the past,” Lindsay said. “But PBDG is engaging and relevant.”

“PBDG is unique in that they really are targeting new firms that have just entered the commercial market or have just received their CCB license. So, I think that’s a really special, unique place to be to help grow firms in that phase rather than waiting for them to be established before seeking mentorship. That’s where we see this program really thriving and creating more of an equitable mentorship opportunity.”

The Role of Collaboration

Lindsay mentored Gibran and Horlando Chavez, owners of the drywall company CS1 Real Interiors. But she wasn’t alone in doing the work. Lindsay shared with us how she co-mentored with her colleague, Trent Rehfeldt, Market Executive, with Mortenson, who has first-hand experience building and running a family-owned drywall company in SW Washington. Bringing together both their perspectives and experiences gave their mentorship program greater depth and made the takeaways more actionable for CS1 Real Interiors. For example, Lindsay recalls doing an estimating exercise with their mentees. They gave the mentees previous plans from Mortenson and then asked them to write estimates and submit their bid. Lindsay and her colleague reviewed the bids and gave feedback, which is equivalent to a real-world example of what they could expect from any large general contractor. The involvement of general contractors like Mortenson

is serving as an inspiration to small business owners and the volunteer mentors themselves.

Aside from estimation and bidding exercises, Lindsay and her team also took their mentees to a job walk at Reed’s Crossing Wellness Center in Hillsboro to celebrate the end of their cohort.

Favorite Mentoring Moments

“You really get to witness those big aha moments of what they really want to turn their business into,” she told us. “That was really gratifying to see those moments of like, okay, do you want to own a big firm or do you envision yourself never taking off your tool belt.... That was one of my favorite parts.”

Lindsay also brought up the value of focus. “It’s easy to cast your net really wide and try to go after every opportunity,” she said. “I believe we see successful firms, when they have discipline and focus, and want to get really good at one thing first before taking the next step.”

Lindsay shared, “Don’t be afraid to ask for help. We’re all here to support one another. We like to teach others to thrive and flourish in this space and become successful firms., We at Mortenson want to show others that this is a great industry to be a part of and grow in as a business”

For more information about volunteer opportunities or to become a mentor, please contact us at volunteer@pbdgweb.com.



INVESTORS

Because of the generous support of investors, PBDG provides women and minority owned entrepreneurs in construction with education, mentoring and support to ensure they grow and prosper – not only strengthening their own families and communities, but also our regional economy. **Thank you to all of our 2021 investors listed below.**

Corporate investors

Presenting

NW Carpenters Union

Pillar

City of Portland
Hoffman Construction Company
Portland Community College

Insulator

Hamilton Construction
Sundt Construction, Inc.
Walsh Construction
LMC Construction
Andersen Construction
Howard S Wright
All about flagging
O'Neill Construction
Just Right Heating & Cooling
Northwest Infrastructure
Pacificmark Construction
Valley Growers Landscape & Nursery
Walsh Construction

Foundation

Port of Portland
Mortenson
Worksystems

Utility Sponsors

Faison Construction
Lara Media
Group AGB

Individual investors

Twauna Hennessee
Karen Egner
Casandra Kerr
Christy Witzke
Jaye Frazer
Gerry Hein
Casandra Kerr
Marcela Alcantar
The Gordly and Burch Family
Jody Marshall
Willy Myers & Elizabeth Mazzara
Beth Cooke
Michael Burch
Christy Witzke
Biko Taylor
Tam Alemu
Aaron Barber Strong

Direct Program Funders

Business Oregon
Oregon Health Authority
Meyer Memorial trust
Prosper Portland
Environmental Protection Agency
Washington County
The Oregon Community Foundation
GCAP
Energy Trust
METRO
Wishcamper Development Partners
MWH Construction
Stacy & Witbeck
Walsh Construction
Hoffman Construction

To continue to advance our work and mission forward, we invite you to become an investor today. For more details on how to join us in this work, please contact Kenechi@pbdgweb.com



WHAT DOES PBDG MEAN FOR YOUR ORGANIZATION?

For our BIPOC and female entrepreneurs, we represent your interest.

We partner with other construction industry stakeholders to ensure you have a voice at the table.

We teach you how to grow and operate a profitable business by giving you the skills to ensure that you control your own destiny. During your journey, we offer supportive services and capacity building resources to provide subject matter expertise that you will need on the way.

PBDG partners are a key part of the PBDG community, offering mentorship and support, but also gaining access to a wealth of resources aimed at advancing their own ability to utilize and grow local talent. Through active engagement, partners advance equity, contribute to the region's economic prosperity and actively demonstrate a commitment to social impact work. We offer our partners the opportunity to Invest, Meet Equity Goals and demonstrate strong social corporate responsibility values.

LOOKING FORWARD

In 2021, we built a solid foundation to be able to leverage technology and new partnerships to advance our mission. The recently passed Infrastructure Investment and Jobs Act will boast government spending of about \$1 trillion, with around \$550 billion in new public-works spending above what already was expected in future federal investments. Over \$40 billion is anticipated to be spent in Oregon. In 2022, PBDG will be working to support the growth and capacity of BIPOC and female entrepreneurs in construction to ensure that we can build back equitably.



2021 AWARD WINNERS

Ryan Mcgrew
Volunteer of the Year

Maurice Rahming
Member of the Year

Hoffman Construction
Partner of the Year

Andre Baugh, DMWESB
Coordinator of the Year

TriMet
Agency of the Year

Faye Burch
PBDG Legacy Award

**O'Neill Walsh
Community Builders**
General Contractor of the Year



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Interested in membership? Contact admin@pbdgweb.com
Interested in our programs? Contact advisor@pbdgweb.com
Interested in sponsoring our work? Contact kenechi@pbdgweb.com
Interested in partnership? Contact partnerships@pbdgweb.com