

African American

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African American Heritage Museum and Cultural Center

10 Year Struggle To Build Museum Finally Near End

On a cold winter night in November 1985, six community activist entered a boarded up Colman Elementary School and began the ten year struggle to get control of the building and turn it into the African American Heritage Museum and Cultural Center.

The six community organizers, Earl Debnam, Charlie James, Omari Tahir, Michael Greenwood, Lawrence Robinson and Greg Anderson are still supporting the Museum. Four are actively working with the project and now serve as Board officers.

The City of Seattle, the Seattle Public School System and the State Department of Transportation have all conceded that the Colman School is now officially designated as the Museum site and now the former adversaries are working together to make the dream a reality.

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"We knew that this would be a hard thing to do," explained Debnam. "Whenever your vision exceeds the norm it takes a while before people catch up with what you are trying to accomplish. That's why I believe that the original six brothers that went in the building were more visionary than activist. We are in the process of solidifying a \$65,000 Community Matching Grant and we can begin making the vision a reality."

The building's condition has declined over the last ten years as the effort to secure it and raise money has slowly but steadily crept alone. Many people in the community now consider the building as eyesore but that perception explained, Fund Raising Chair Charlie James, will be an old perception.

"The grant will enable us to put the windows in, paint the window sills, fix the roof and gutters and do some limited landscaping. These improvements will pave the way for the next level of fund raising. The Board's Fund Raising commitment is to raise \$300,000 and this will demonstrate the resolve of our community to build this project."

Debnam, James and other Board members believe the Museum will be constructed floor by floor as money is available. "We hope to have the Museum open for some limited use, and gradually open it up for use as our construction schedule accelerates."

Greenwood said, "We need all the members we can get. If we can get people to come and check us out I feel that they will be more than willing to support us by taking out a \$20 membership fee. Let it be all for one and one for all, and let's build a black establishment...for ourselves."

"The Board currently has been expanded to its limit of 33 members, said Debnam, "we have youth, community activist, professionals and executives. We have people who can get the job done."

Denise Hunt, Senior Advisor to Mayor Norman B. Rice has been instrumental in keeping the city actively involved and has been a key in ushering the project through countless political hurdles.

Pat Chandler, who has taken the assignment as the overall staff coordinator is also optimistic about the project. "We have had some good community events over the last three to four months. They have really raised the level of community awareness about this project."

She, like others, see the project as a community effort and not just a project of a small group of people. "This project started out as the vision of a few" said Chandler, "but it has always embodied the hopes and dreams of the entire African American community all over the state.. Everyone is pulling for this project and we just have to make sure we continue that and give people a reason to be involved."



Attorney William Garling, of the State's Attorney General's office, works his way up front for a slice of Pizza served by ex-state Representative Michael Ross at the Central Area Bite held the last weekend in August. The Pizza Booth (Donated by Piccora's Pizza) raised nearly \$1,000.00 for the African American Museum and Cultural Center.

The Museum is estimated to cost between 10-12million dollars. It would include, a first rate performing Arts theater built from the ground up, T.V. and film production studios and classes on everything from making vases to building computers.

The plans are contingent on the Board's ability to raise capital from private and public sources. "I believe that this project could be one of the greatest single tourist draws in the city when you put the

Museum and MLK Memorial, which is a few blocks a way, together. We are looking at having an Athletic Hall of Fame and getting the Professional athletes involved. Design special displays for Tacoma, Spokane, Tri-Cities and Yakima and get the municipalities and communities involved in fund raising. We need to consolidate our effort rather than building separate museums. We are trying to get Microsoft and Paul Allen to donate money for the film and computer labs. I believe 12 million dollars is reasonable and obtainable, based on what it could mean to the city and the state of Washington," said James.

On the 10th anniversary of the occupation of Colman School the Museum Board held a candle light vigil on November 29th and an award Ceremony in the New Colman School on November 30th. President of the Board, Earl Debnam gave out 40 awards to Board members as well as community leaders like, Mayor Norm Rice, Eddie Rye Jr, and ex School Board President Michael Preston.

Debnam, James and Greenwood both encourage the community to get involved and become a member of one of the standing and operational committees, from Fund Raising to membership. Call James at 322-6117 for further information.

**African American Buying Power
Part IV will be in next edition**

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From Front Page

A Conversation With Earl Debnam

By Ruqayyah Sabir

"The task is enormous but certainly not impossible, given the distance that we have already traveled." Taken from a report compiled by the Mayor's Task force that merged into the African American Heritage Museum and Cultural Center committee, in February of 1994, these words are truly an accurate description of the essence of the conversation I had with Earl Debnam.

Mr. Debnam took me on a journey filled with commitment, paved with passion and lined with total sacrifice. The journey is yet to be completed but the distance, measured in miles, would certainly span the globe several times by now.

The Museum is and was, since its inception, Mr. Debnam's mission in life, so much so, that many aspects of his existence have taken a back seat to his dedicated efforts. I was taken on a tour through history as Mr. Debnam eloquently and graciously exposed to me his, "gift" to this effort. Terms such as, hard work, struggle and sacrifice, somehow do not adequately describe the depth or the magnitude of what Mr. Debnam had to and continues to experience in his effort to nurture and grow the Museum.

Mr. Debnam, the eldest of eleven living children, is no stranger to hardship and strife. At an early age, in Portland Oregon, he and his brother, who at the time was 22, were talking on the phone. His brother, who at the time was 22 years old, was in a telephone booth engaging in an ordinary conversation when he was brutally and savagely murdered by a racist for no particular reason other than being in the wrong place at the wrong time. Earl, is still obviously pained when he recounts it and that episode will understandably stay in the recesses of his psyche. It also obviously forced Earl to grow up rapidly and regardless of how horrific it was, it instilled in him the resolve it would take to take on the task of "nurturer" and "nourisher" of such a monumental task as erecting the Statewide African American Museum and Cultural Center.

Other events also played a key role in his life. After later working to establish the Albino Arts and Cultural Center, also in Portland, and serving as the Art director, Earl was obliged to relinquish his directorship.

Mr. Debnam successfully lobbied the government for a \$50,000 commitment to the project and got it off the ground. By the time other funding arrived Earl was no longer heading it up but left the project "organizationally and financially sound." Earl had to watch while something that he had put so much of his time and effort crumble and die. The group restructured but it no longer had the visionary and without the one who sees the vision, feels the vision and lives the vision, the vision dies. The building on the corner of Killingsworth and Williams, in Portland, Oregon, still stands vacant.

Perhaps those major events, as negative and hurtful as they were, are what prepared Earl to, "carry out the Lord's mandate", here in our little corner of the world. As he sees it, Earl, in his quest to see the vision, (perhaps a rebirth of the original Portland project) and to witness, (not from the sidelines but as again, one of the visionaries) the materialization of the miracle, the harvest from the toil, has accepted the Lord's directive.

Mr. Debnam, although very passionate is very humble as he speaks about his life's work and through being led by God's direction, he has reorganized his life, his priorities, time and energies to address the needs of the Museum and the community. He speaks of empowering the community, the value and love of Art and sharing the vast responsibility of bringing the Museum to fruition with unqualified passion paralleled to nothing or anyone I can recall conversing with.

In the 10 year struggle that he has selflessly devoted to the Museum, Earl has accumulated a portfolio stacked and packed with documentation that denotes, in black and white, his level of commitment to the project. Substance is what he has deemed to be essential in anyone's participation in the project. Providing concrete structure, producing monetary backing, creating substantial support; these are the things of substance that prove the depth of the commitment level as Earl sees it. With my having reviewed the AAHMCC Membership and Informational packet, which consists of over 50 pages of historically relevant, official, legal and technical documentation, I as the journalistic apprentice that I am can attest to the certainty that Mr. Debnam has lived up to his expectations of others.

Page after page elevates the project to a higher level. Each challenge is met with an appropriate and timely response that addresses the issue squarely. No one can ever say that Earl is a man of few words nor that he minces his words as is evidenced throughout the Informational packet. Professionalism is the word that comes to mind as I browsed through the various correspondence in the document. Included are copies of letters to and from the City of Seattle, Seattle Public Schools, signed by the Mayor and the Chief Financial Officer of the School District, addressed to Mr. Earl Debnam, President. city of Seattle Department of Neighborhoods, IRS, various attorneys at law, articles and numerous media coverage pinpointing Earl as the essence and driver of the dream, letters of support, bulletin updates, etc. etc.; all of these items are included in the packet, by the scores.

In an article entitled "Celebrate African American History Month!" Mr. Debnam is quoted, "Any body can build a museum, but it's a struggle for the community to have input in the process. We want a museum that will be hands on, that will address our cultural needs as well as the needs of our young people. We want a living institution - one that MAKES history as well as records it."

Again, a man true to his words, Earl Debnam not only visualizes a museum that makes history, he has laid the groundwork by setting an example. In a controversial (not a word foreign to his make-up) move that for Mr. Debnam lasted longer than any such event in history, he took up housekeeping in the very building he has now dedicated his life's work

to. He was not alone in his effort. The now familiar term "the original six" refers to Mr. Debnam's comrades-in-arms, so to speak, who all, at some point took up residence in the old Colman school building. Mr. Debnam diligently stood watch and manned his post to ensure the safety of the site. For Earl this unenviable responsibility lasted the better part of six years. While others in this community as well as all others were commuting on highways and bridges to their various work stations, Earl was waking up in his. Needless to say he took his position very seriously.

Ten years ago, according to Earl, the seed was planted and the steps after that were and are currently being taken for the sole purpose of giving the seed the proper nourishment and care so that the once it gets to a certain point, it grows on its own. "The museum is just about ready to grow on its own".

Earl is a multi-faceted, well versed man of many dimensions. However, during my conversation with him that lasted over two hours, I was most impressed with not only his unpenetrable resolve to be involved with this project to its completion, but more so his duality of character. This man who speaks forthrightly and "only the truth" while pulling no punches, using terms like, "the battle", and "the war" uses such harsh and descriptive terms in the same sentence he is talking about the reason that all of his efforts are "for those we haven't seen yet". The children not yet born. He is a very hard man, shaped by very difficult situations yet still a powerfully humble, quiet, peaceful man that understand he is really in all actuality being molded by the Hands of God.

As I began this conversation with Earl, for the purpose of the interview, I asked him "who are you, who is Mr. Earl Debnam and what are you all about?" Well, I am satisfied that he thoroughly answered my questions. He is a man of resolve and focus willing to put his life on the line for a principle.

Earl has every reason to believe that the journey he has traveled relative to the Museum is well worth his efforts. He can see the process as it has progressed and submits in response to my request for words of wisdom to those who may also "see the vision" as their life's work is that they simply "keep the vision alive".

In the move last week by what Earl deems as illegal procedure by the Board, they voted to remove him from office as President and in response to this matter Earl has deferred his responsibility as President of the Board to Mr. Charlie James, Vice-President, pending resolution of the matter. In a style consistent with his character he said "the issue is not a popularity issue - the issue is an organizational issue and it will be treated as such and because I have, I can and I will mandate my duties from any position, while the issue of me being or not being President is being challenged, the Museum must go forth".

As the author of this article believe it only fair and my responsibility to share with the readers Earl's grave concern with the action taken by the Board and his determination to expeditiously bring the matter to a close so that focus can be redirected back to its proper venue and that is, of course, the African American Heritage and Cultural Center. Let's do this just "because we can".

Ms. Sabir is a contributing free-lance writer and interview journalist. she is also an independent international entrepreneur and we welcome her contributions to the Journal.



Volunteer sign-up
African American Heritage Museum and Cultural Center
PO Box 22921
Seattle, WA. 98122-0991
324-3185

I would like to volunteer to support the Museum effort

Name _____

Address _____

City _____ Zip code _____

Home phone _____ Work phone _____

fundraising committee _____ program committee _____ membership/public
relations committee _____ development/design & construction
committee _____ data entry _____ yard sale _____

Publishers Page

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Tell them you found it in the African American
Business & Employment Journal

The Department of Trade and Economic Development

“... In short, the Department is the focal point for creating innovative and effective economic development policies, and delivering services to make economic development happen.”

Business Assistance Hotline

206 664-9501 Olympia
206 586-4840 TDD
1-800-237-1233 Within Washington

A professional business information counselor is available to answer business related questions and refer callers to appropriate contacts for additional assistance. This statewide information and referral service provides valuable business information and guidance.

Hearing impaired individuals can contact the Hotline directly for business information or assistance by calling the BAC's Telecommunications Device for the Deaf (TDD) service in Olympia.

Small Business Development Center Specialists

Earl True, Business Specialist
206 586-4854 Olympia
The BAC also supports the Small Business Development Center (SBDC) through Washington State University. Expert business advisors provide one-on-one counseling in technical and business management assistance, training and research at 20 statewide SBDC locations. They advise on such matters as the purchase or sale of a business, policies and procedures, cash flow analysis, business plan development, or plant layout and work flow analysis. (See SBDC listings on page 16.)

Community Economic Revitalization Board

Donna Batch, CERB Director
206 464-6282 Seattle

The Washington Community Economic Revitalization Board seeks to promote economic development throughout Washington State. CERB's purpose is to encourage the expansion and retention of business and industry that will provide stability in income and employment.

Low interest loans and occasional grants are provided to cities, counties, ports and special utility districts to improve infrastructure necessary for private development. Special assistance is available in timber-dependent areas of the state.

Small Business Finance Unit

1-800-237-1233
For general finance questions

The BAC Finance Unit provides technical assistance and referrals to business owners who are seeking to find out what finance programs are available on the state and local level. The BAC administers finance programs designed to increase the access to capital for small businesses. Program managers also provide technical expertise to other divisions of the Department of Trade and various state agencies or organizations.

Small Business Ombudsman

Paula Baker, Ombudsman
206 586-3022 Olympia

The BAC's business Ombudsman serves as an advocate on behalf of small businesses and helps settle disputes between a business and state or local government agencies. The Ombudsman is available to explain to small businesses state and local legislation and regulations.

Minority and Women's Business Assistance Program

Kathy Norwood, Program Manager
206 399-2562 Seattle

The Minority and Women's Business Assistance Program helps women and minorities access existing business assistance services in order to improve their competitiveness in the business arena. The program provides assistance through conferences, workshops, or one-on-one counseling, guiding women- or minority-owned firms in the appropriate direction whether it be writing a business plan, financing, OMWBE certification process, or referral to highway construction projects for disadvantaged business enterprises.

Business & Job Retention

Ginger Rich, Program Manager
206 464-6282 Seattle
206 464-7660 Seattle

The Business and Job Retention Program was established by the Legislature in June 1987. The program provides technical assistance to manufacturing and processing companies where there is a risk of plant closure, mass layoffs and/or business failure.

Business and Job Retention acts as liaison with other state agencies in tax, labor and compensation problems. It works with management to identify problems and proposes solutions. The goal is to help managers and owners solve problems before the closures result in layoffs.

Training

Maury Forman, Program Manager
206 464-6282 Seattle

In a major effort to communicate its commitment to economic development professionals, the Legislature and the Department of Trade and Economic Development established a training unit in the local economic development assistance section. The goals of the unit were to provide background theory and practical application of industrial development techniques and to provide a forum for practitioners for the interchange of ideas on principles, practices and ethics in industrial development.

Charlie James

African American Man's Christmas

For the first time, since slavery put the entire race in jail, there are more African Americans in prison than whites. We have had a higher percentage in prison for some time but now, we actually have more people incarcerated, and for Christmas of 1995 over 700,000 are in prison and virtually 25% of the African male population are in now or recently got out. **By the year 2000 75% of us, between the ages of 18-34, will be in prison.**

Prison is where those who cannot fit into the larger society end up but for African American men it's where we put those without a stake in the great American dream. For the last ten years the unemployment numbers have made it clear that African American teenage and adult men were not being hired. We could not be found in college or vocational educational classrooms in large numbers and the jobs we once held were being exported to third world countries.

As the steel mills and iron foundries closed down and inner city communities were left with boarded up businesses and dilapidated homes the drug culture moved in. The way television dramatized the violence around the drug trade made it impossible for anyone to feel comfortable or safe around an African American man.



So many of them go from the street to prison, back to the street and back to prison, finally getting three strikes and do life. African American women are left without husbands, children are left without fathers and potential role models are modeling prison wear. We spend \$50,000.00 a year to keep a brother behind bars and that's far more than he would make on the streets and we wonder why America has a financial crisis.

In the State of Washington more African American men are going to prison than in any state in the nation. Because America has the highest incarceration rate in the world, the State of Washington and Seattle are number one in the world for locking up African men. It is higher than any place in south Africa before apartheid ended.

So it seems only fitting that Seattle and Washington State find a way to reverse this trend here and become the leader in training and employing rather than incarcerating. But it cuts to ways: those who need training and employment must look for it and be willing to follow through when the opportunity presents itself.

As our African American business community grows we must use those entry level jobs to hire and train our own. It's easy to go and get someone from another community that already have the skills you need and in some cases, you don't have a choice. But in most cases you do have a choice, and the choice is not to deny someone else, it is to give first consideration to those around you.

African American have problems that are totally different than any other race. We did not ask to come here, jump in a boat on perilous seas or get political refugee status. We came in chains and stayed in them for nearly 400 years so the things we must do to change our situation may look exclusionary to some but the nation benefits in the long run.

So this Christmas my thoughts are on those behind bars and the lack of opportunity for those who want to have a different life. This Christmas I think of husbandless African American women, fatherless children, mothers and fathers in pain because they believe they could have done something different.

My Christmas prayer: Father give us the wisdom to figure out how to bring home our men, the strength and integrity to do it and the will to build communities where all are nurtured and none are neglected. Amen

General News

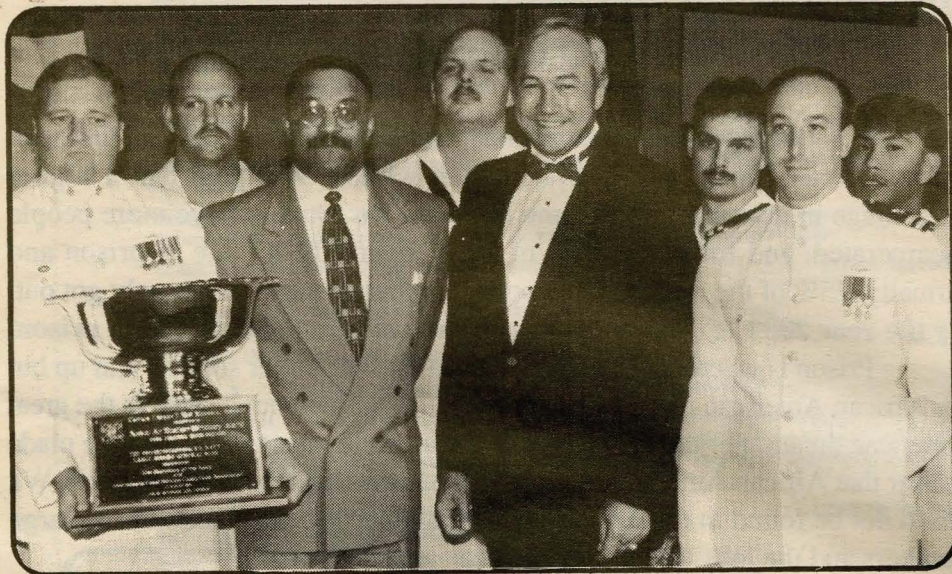


Photo: Courtesy U.S. Navy. (L-R-) Eddie Rye, Jr., President, Traction Systems, Inc. is pictured next to John H. Dalton, Secretary, U.S. Navy; Karik Gibbs, MSC (SS), USN, Assistant Food Service Officer, (holding the trophy) and other Naval officers at Admiral Nimitz Hall, Whidbey Island Naval Air Station, Washington.

U.S. Navy Rates

Traction System nation's Best Food Service

(Seattle)- Unless you're helping to feed the men and women in the US Navy, you probably never heard of Captain Edward F. Ney Award. However, employees of Seattle-based Traction systems, Inc. Know all about the Ney award.

Because of Traction, the 1995 winner of the Navy's coveted food service prize is Admiral Nimitz Hall, at the Whidbey Island Naval Air Station. Traction workers also helped win the award for the Newport, Florida, Naval Station in 1993 and 1994.

The Ney award is handed out yearly as an acknowledgement of "food service excellence," according to navy spokesmen. Competition categories fall under those facilities that are "afloat," and those "ashore." Nimitz Hall, which contracts with traction Systems to provide food services, won the Ney award in the "Large Ashore" category.

While accepting the Ney award from Secretary of the Navy, John H. Dalton, Whidbey's commanding officer, J. F. Schork praised Traction's workers. In a subsequent letter to Traction's President, Eddie Rye Jr., Schork wrote "your food services attendants' tireless efforts and commitment to the highest quality customer service were superb."

Founded in 1983, Traction Systems, specializes in food services; housing management, transportation and facilities management; as well as custodial services. Currently, Traction personnel are working on contracts in Alaska, Hawaii, Arizona, California, Florida and Washington and have recently been awarded a new contract in Idaho.

"The quality of our relationships with (MSC) Karik Gibbs and (LYJG) Gene Hester is what makes the Whidbey-Traction partnership successful," Rye said. "The winning of the Ney award would not have been possible without those relationships and the many positive contributions made by the entire Whidbey Island Navy staff, especially Contract manager, Betty, and the dedicated employees of traction Systems."

The Casey Family Program

Seattle Division's Future Move to the Central Area

Seattle - For nearly thirty years, The Casey Family Program-Seattle Division has been providing long term family foster care to children and families in the Seattle Area. Throughout that time, the Division has had

Program Seattle Division. "The economic implications of this future move have yet to be fully determined, but "as we settle into the building, we anticipate greater dependence on local vendors and local resources as

" as we settle into the building, we anticipate greater dependence on local vendors and local resources as well as the increased purchases of human services and support services within the community for children and families who reside in the central area."

several locations based upon the changing needs and demographics of youth requiring long term foster care services. In June of this year, The Casey Family Program purchased the former Safeway building at 1123 23rd Avenue from CAYA. This is the planned site of the Casey Family Program's new home office and foster care facilities.

A privately endowed foundation, The Casey Family Program was established by Jim Casey, and his siblings, 1966 in Seattle. Jim Casey, is a co-founder of United Parcel Service. The Foundation has grown from one Seattle office to 22 offices in 13 states. Currently, its headquarters are at 1300 Dexter Avenue North, Seattle.

"The choice of 23rd and Union is a natural one for the Foundation that has its roots in the area. The Casey Family, brothers Jim, Harry, and George and sister Marguerite, lived their early years in the community. For 14 years the Casey Family lived at 1417 23rd Avenue. The connection to the community continues today as a significant number of children, youth, families and Program alumni live and work in the Central Area," observed Rosemary Unterseher, Director of the Casey Family.

For additional information please contact Rosemary Unterseher or Diane Dobrowski at the Casey Family Program-Seattle Division, 300 Elliot Avenue West, Suite 110, Seattle, Washington 98119-telephone: (206) 286-4450

well as the increased purchases of human services and support services within the community for children and families who reside in the central area," said Ms. Unterseher.

The annual budget for the Seattle Division is approximately \$2.4 million. Much of our budget is dedicated to meeting the needs of 106 children, youth and young adults and 60 foster families we serve throughout King and Snohomish counties. Further, we employ a full time staff of twenty persons. Also, we will employ part-time staff and contract with education and vocation consultants.

The construction of the new facility should provide further employment to the community. The new facility design is still in its preliminary stages. The efforts to design the facility involve the staff, families served and members of the community. The Foundation is striving to be responsive to the needs of the staff, children, families and the community it serves. The facility design will strive for the best working and living environment for the staff and the community served. Construction of the 10,000 to 15,000 square foot building is projected to begin in early to mid 1997.

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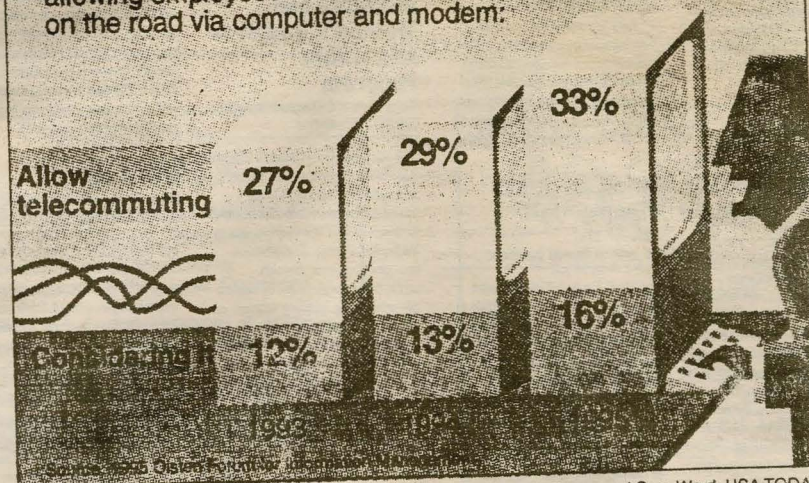
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A look at statistics that shape your finances

Telecommuting on the rise

Companies that allow or are thinking of allowing employees to work at home or on the road via computer and modem:



By Anne R. Carey and Sam Ward, USA TODAY

Employment



Rosita McCullough

Joins Lynwood Mortgage Corporation

Mountlake Terrace--Rosita McCullough of South Seattle has joined the staff at Lynwood Mortgage Corporation as a vice president and escrow officer. She will manage the Northgate office of Lynwood Escrow Corporation to be opened in early 1996.

McCullough has been in the mortgage business for nine years and is a member of the Greater Seattle Escrow Association. She is a graduate of Washington State University.

Founded by Charles J. Ainslie in 1981, Lynwood Mortgage Corporation is the largest independently owned mortgage banking company in King, Snohomish, Skagit and Kitsap counties.

OFFICE (206) 296-7340 FAX (206) 296-3904
JOBLINE (206) 296-5209 TDD (206) 296-8535

OFFICE (206) 684-1947 FAX (206) 684-1925
JOBLINE (206) 684-1313 TDD (206) 684-1738

CAREER OPPORTUNITIES December 18, 1995

METRO JOB OPENINGS

LOCAL AREA NETWORK (LAN) ADMINISTRATOR*

Bulletin No. 95-181

(NOTE: There are currently three vacancies. Position One, in the Transit Department, will end around 12/31/96. Positions Two and Three, in the Technical Services Department, have no end dates; after consolidation, one will go to the Transit Department and one to the Water Pollution Control Department)

\$31,320 - \$40,674 (Range 15)

CLOSING DATE: Friday, December 29, 1995

Summary: Perform LAN administration for assigned departments/division. May also provide user assistance with desktop software.

Requirements: Demonstrated experience in computer technical support on a microcomputer hardware/software platform, including LAN administration. Two years of college training in microcomputer information systems or data communications systems or the equivalent combination of education and experience.

MANAGER, TRANSPORTATION PLANNING DIVISION

Bulletin No. 95-159

King County Transportation Department

\$65,537 - \$82,395 annually (King County Range 76)

CLOSING DATE: Monday, January 15, 1996

Summary: Will oversee a division of approximately 75 professional, technical, and support personnel and a budget (1996) of approximately \$3 million. Will manage grants, administer all road and transit planning activities and coordinate the department's regional planning participation.

Requirements: A bachelor's degree in urban/transportation planning, engineering, public administration or other closely related field and five years of increasingly responsible management experience in a complex organization. A master's degree in urban/transportation planning, transportation engineering, public administration or other closely related field is desirable. Extensive relevant experience in excess of the five-year requirement may be accepted in lieu of a degree. Extensive experience in transportation planning, preferably multimodal, at regional or local levels.

SYSTEMS APPLICATION DEVELOPMENT & SUPPORT ANALYST

Bulletin No. 95-176

Systems and Technology Section, Transit Department

(This is a functional title used in lieu of the classification title of INFORMATION SYSTEMS ANALYST II)

(NOTE: This position will fill in for an employee on a leave-of-absence with a scheduled end date of September 1, 1996)

\$41,467 - \$56,083 annually (Range 21)

CLOSING DATE: Monday, December 18, 1995

Summary: Provides programming and database application support for critical operating systems in the Transit Department.

Requirements: A bachelor's degree in computer science, engineering, math, business, or closely related field or the equivalent combination of experience and education. At least four years as an application analyst utilizing relational databases. At least four years as an application analyst utilizing relational databases. At least three years experience with VAX/VMS and personal computers.

Corrections on H.O.M.E.

Home is no longer operating at 208 21st Ave. and all inquiries about Home operations can be made at 101 24th Ave. East Or call 360-3161.

Diversified Source Services

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THE CITY OF SEATTLE DEPARTMENT OF
ADMINISTRATIVE SERVICES
Sealed bids will be received for the following project:

BOUNDARY UNIT 53 REWEDGING

PW#95-77

Ordinance 117400

by the City of Seattle, Public Works and Consultant Contracting Section of the Department of Administrative Services at its office in the Arctic Building, Suite 800, 700 Third Avenue, Seattle, Wash. 98104 ONLY UP TO 2:00 P.M. on January 10, 1996 after which time bids will be publicly opened and summarily read. BIDS RECEIVED AFTER 2:00 P.M. WILL NOT BE ACCEPTED OR READ.

Description of work: The work covers the rewedging of Generator 53 at Boundary Powerhouse. The work entails the removal of all existing wedges, all existing top filler tightness, replacement of loose side filler, installation of new top filler, shims and ripple spring and driving new wedges.

Said bids shall be made in accordance with approved Project Manual and Drawings, copies of which may be obtained by all bidders at:

Seattle City Light Building
1015 - 3rd Avenue, Room 202
Seattle, WA 98104

Telephone: (206) 684-3070

One copy of the Project Manual and Drawings may be viewed at the Public Works and Consultant Contracting Section, and Project Manuals are on file at the following plan centers; Associated General Contractors, Seattle; Associated General Contractors, Tacoma; Associated Subcontractors, Tacoma; Construction Data Plan Center, Seattle; Construction Data, Tacoma; Eastside Plan Center, Kent; and Construction Market Data, Kirkland.

This contract is expected to cost in excess of \$100,000. Pursuant to RCW 39.30.060, each Bidder is required to submit the completed "Section 00350 - Subcontractors List" either with the bid or within one hour of the required bid submittal time.

NO BID WILL BE CONSIDERED UNLESS ACCOMPANIED BY CASH, A SURETY COMPANY BID BOND, OR A CERTIFIED OR CASHIER'S CHECK PAYABLE TO THE ORDER OF THE CITY OF SEATTLE FOR A SUM NOT LESS THAN FIVE PERCENT (5%) OF THE TOTAL AMOUNT OF BID.

The right is reserved to reject any and all bids.

CNA

Needed in Senior Home 3yrs exp. CPA and Red Cross Aids Cert req'd Housework Meal Preparation funding feeding residents daily hygiene NS-ND dependable criminal back ground check req'd Salary \$8.00 per month rm & board to apply Bonnie Mooney 12503 NE 134 Pl Kirkland 98034

Employment

METRO JOB OPENINGS

PART-TIME TRANSIT OPERATOR (Safety-sensitive position, drug testing required)
\$12.43- \$17.75 per hour. Candidates who successfully complete training will start at \$12.43 per hour with subsequent increases given until the top of the range is reached. During the 29-day training program the pay is \$5.10 per hour.
CLOSING DATE: OPEN UNTIL FURTHER NOTICE
IMPORTANT: PLEASE CALL 684-1024 FOR DETAILED DIRECTION ON HOW TO APPLY FOR THIS POSITION.

Summary: Part-time transit operators are guaranteed shifts of two hours and twenty minutes per day; work Monday - Friday, and must be available for either an AM or PM shift. Safely and courteously transports passengers in a variety of diesel and electrically powered mass transit vehicles in heavy traffic, emergency situations, and/or hazardous conditions. Maintains established routes and schedules; adheres to traffic regulations.

Requirements: Be at least 21 years of age, possess a valid WA State driver's license and an acceptable driving record, have reliable transportation to report to work, and possess oral and written communication skills.

CONSTRUCTION/FACILITIES MANAGEMENT III*
(LEAD AND ASBESTOS INSPECTOR)
 Facilities Program Management Division, Technical Services Department
\$39,401 - \$53,328 annually (Range 20)
CLOSING DATE: Tuesday, December 26, 1995

Bulletin No. 95-180

Summary: The incumbent will manage the lead and asbestos inspection program for all Transit facilities.

Requirements: Two years of technical school training in civil engineering or related technical field and four years of progressively responsible inspection experience is required OR six years of progressively responsible inspection or engineering experience is required preferably in the fields of lead and asbestos inspection, hazardous material, sewer inspection, engineering drafting and construction survey OR three years of experience as a Metro Construction/Facilities Management II.

DATA MANAGEMENT ADMINISTRATOR*
 Radio Maintenance Section, Transit Department
\$37,479 - \$50,696 annually (Range 19)
CLOSING DATE: Wednesday, December 27, 1995

Bulletin No. 95-182

Summary: Provide hardware and software support and systems analysis for the Radio/Automatic Vehicle Locator system.

Requirements: Three years experience directly related to the development of a major computer or database system and database program. Working knowledge of PC hardware architecture, configuration, installation, setup and troubleshooting techniques. Knowledge of network operating and desktop systems; working knowledge of configurations and commands. Skill in troubleshooting hardware to the component level (drives, motherboards, memory, cards).

*New Postings

Making the grade

The Center for the Study of Sport in Society at Northeastern University annually grades the opportunities for minorities in the National Basketball Association, National Football League and Major League Baseball. This year's report card.

Overall			Assistant coaches		
League	Grade		League	Minorities	Grade
NBA	A-		NBA	39%	A+
NFL	B		NFL	23%	A-
MLB	B		MLB	27%	A
Player opportunities			Front office, top management		
League	Minorities	Grade	League	Minorities	Grade
NBA	82%	A+	NBA	15%	B
NFL	68%	A+	NFL	5%	C-
MLB	38%	A	MLB	6%	C
Commissioner's office			Front office, administration		
League	Minorities	Grade	League	Minorities	Grade
NBA	23%	A-	NBA	13%	B
NFL	21%	B+	NFL	11%	B-
MLB	23%	A-	MLB	N/A ¹	
Head coach/manager			Front office, support staff		
League	Minorities	Grade	League	Minorities	Grade
NBA	17%	B/B+	NBA	23%	A-
NFL	7%	C	NFL	11%	B-
MLB	18%	B+	MLB	N/A ¹	

¹ - Data from MLB was insufficient to grade.

Source: The Center for the Study of Sport in Society

By Julie Stacey, USA TODAY

DRIVERS

- *Do you like to drive?
- *Want to have your vehicle generate income?
- *Does office work feel too confining?
- *Do you enjoy going new places, meeting new people?

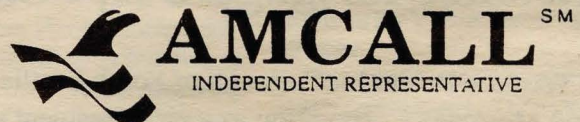
National Courier Systems, Puget Sound's largest rush delivery service, seeks individuals who have:

- *A valid WDL, safe driving record
- *A 1986 or newer van, truck or large wagon
- *Proof of insurance: 100/200/50
- *Pass physical, lift 75 lbs.

Start your day from your home, 100-200 miles per day.
 Earn \$300-600 per week, fulltime. Flexible hours. Part-time also available.
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322-1300



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 E-Mail: csimpson@wolfe.net
 PAID TO HELP OTHERS

100 top companies for working mothers

Each year, Working Mother magazine names the 100 best companies for working mothers. Companies are judged on pay, opportunities for advancement, support for child care and other family-friendly benefits. This year's list:

ACCOUNTING Coopers & Lybrand Deloitte & Touche KPMG Peat Marwick	CELLULAR PHONES Motorola	DOC. PROCESSING Xerox	HOSPITALS Baptist Hospital of Miami Bayfront Medical Center Beth Israel Hospital Riverside Methodist Hospitals	ST. Petersburg Times The Miami Herald/E Nuevo Herald The Seattle Times Co.
ADVERTISING Leo Burnett Hill, Holliday, Connors, Cosmopolis	CHEMICALS Dow Chemical DuPont Hoschst Celanese	ELECTRONICS Hughes Electronics Fannie Mae	ENTERTAINMENT Home Box Office Lucasfilm, Lucas Digital, LucasArts Entertainment	MEDIA EQUIPMENT Marquette Electronics
AUTO Ford Motor General Motors	CLOTHING Hanna Anderson Patagonia WearGuard	FINANCIAL SERVICES Fannie Mae Resource Bancshares Mortgage Group Security Benefit Group USA Group	INSURANCE Aetna Allstate Blue Cross and Blue Shield of Mass. Chubb Cigna John Hancock Lincoln National Massachusetts Mutual Life MONEY Phoenix Home Life Prudential Insurance St. Paul Companies Unum	OIL Exxon
AUTO IND. SUPPLIER Fai-Pro	COMPUTERS American Management Systems Hewlett-Packard IBM Lotus Mentor Graphics SAS Institute	FOOD Ben & Jerry's Sera Lee	LABORATORY SERVICES Wegmans	PHARMACEUTICALS DuPont Merck Pharm. Eli Lilly Glaxo Wellcome Merck Schering-Plough Eastman Kodak
BANKING Barnett Banks Chase Manhattan Citicorp/Citibank CoreStates First Chicago First Tennessee First Union Harris Bank MENA NationsBank Northern Trust	CONSUMER PRODUCTS 3M Frontier Cooperative Johnson & Johnson Procter & Gamble SC Johnson Wax Tom's of Maine	FOOD RETAILER Wegmans	LAW Morrison & Foerster	PHOTOGRAPHIC PROD. Eastman Kodak
BENEFITS Hewlett Associates	BIOTECH Amgen Genentech	GLASS PRODUCTS Corning	MARKET RESEARCH Gallup	PLUMBING SUPPLIES G.T. Water Products
		GREETING CARDS Hallmark	MEDIA Bureau of National Affairs CMP Publications Gannett	PRINTER Quad/Graphics
		HOBBY Neuville Industries United States Hobby		SPACECRAFT TRW Space & Electronics Group
		HOSPITALITY Marriott		TELECOMMUNICATIONS AT&T Nynex
				TOYS Mattel

Source: Working Mother

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Employment

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INFORMATION SEMINAR SCHEDULE

OCTOBER 1995

3rd - 7:00 - 8:30
17th - 7:00 - 8:30
24th - 7:00 - 8:30

LOCATION:

Douglas - Truth Library
23rd & Yesler Wy.

USA SNAPSHOTS®

A look at statistics that shape our lives

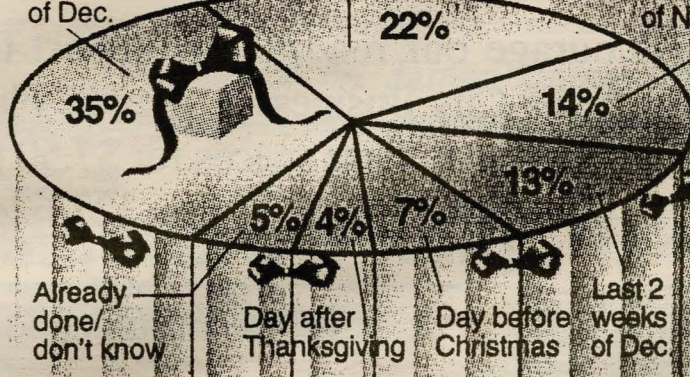
Holiday shopping

Early December is when more than one in three adults do most of their holiday shopping.

First 2 weeks of Dec.

Evenly through season

Last 2 weeks of Nov.



Source: International Mass Retail Association

By Scott Boeck and Genevieve Lynn, USA TODAY

DRIVERS WANTED

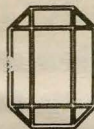
Permanent and part-time positions now available. Emerald Lines, Inc. provides transportation services throughout Seattle and King County.

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Emerald Lines Inc.

150 S. Kenyon
Seattle, WA 98108 (in South Park)
TEL: (206) 767 5464
FAX: (206) 767 2950

RFP Legal Notice

The Department of Community, Trade and Economic Development will issue a Request for Proposal (RFP) for services. Approximately \$39,000 is available for this project. The estimated length of the project is five months. The activities under this project include: (1) Development of a flexible, user-friendly contracts and audit database with WAN capabilities in Microsoft Access (2) Completion of a detailed user's manual and on-line help system (3) Design of standard reports, point and click menus, calculating fields, mail merge system, flagging capabilities, etc (4) Training for staff on use of the database. (5) Completion of detailed programming code instruction. The Department will retain all rights to the database. Bidders must have at least three years experience in database design, experience working with Microsoft Access, and previous experience developing databases for governmental entities. The RFP is issued immediately. Proposals are due by 5:00 p.m., local time in Olympia, WA on December 29, 1995 at the office listed below.

For further information and to obtain a copy of the RFP contract:

Department of Community,
Trade and Economic Development
906 Columbia St. SW
P.O. Box 48300
Olympia, WA 98504-8300
ATTN: Laurie Green (360-586-3587)

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December 1995

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Pager 994-3923

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Deano's Market
22nd & Madison
open 24 hrs

Hair Care

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BEAUTY & BOUTIQUE**
2108 E. MADISON
322-8296

Restaurant

Sam's Super Burger
26th & E. Union
329-4870

Silver Fork Restaurant
3800 Rainier Ave. So
open- 7-5pm (7 days a week)

Ezell's Fried Chicken
501-23rd Ave.
324-4141

Ms Helen Restaurant
1133-23rd Ave.
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& Beauty Supply**
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Tacoma, Washington 98405

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(206) 969-4095

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