Charles COUNTY

QUARTERLY BUSINESS ROUNDTABLE

February 5, 2026

Charles
CHARLES COUNTY, MARYLAND
ECONOMIC DEVELOPMENT DEPARTMENT

ECONOMIC DEVELOPMENT DEPARTMENT

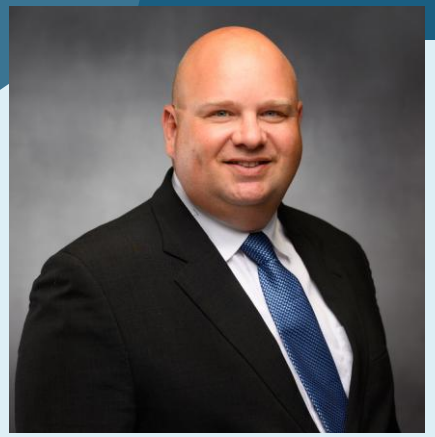
WELCOME

Jim Chandler, Director

Charles
CHARLES COUNTY, MARYLAND
ECONOMIC DEVELOPMENT DEPARTMENT

Charles COUNTY
QUARTERLY BUSINESS ROUNDTABLE

ECONOMIC DEVELOPMENT DEPARTMENT

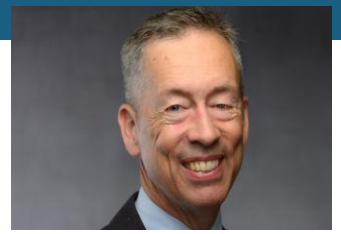


Jim Chandler, CEcD
Director of Economic Development

Michelle Frye
Deputy Director of Economic Development

Mark Thompson
Chief of Commercial Development

Lucretia Freeman-Buster
Chief of Business Services



Paul Ruppert
Senior Commercial Development Manager

Jack Street
Research and Special Projects Manager

Molly Meehan
Agriculture and Rural Development Manager

Anthony Adesina
Business Retention and Expansion Manager

Chastity Durham-Miller
Small and Minority Business Development Specialist

Jennifer Reginald
Marketing Coordinator

Chudi Obi
Business Development Coordinator

Lacey Herbert
Economic Development Administrative Coordinator

Cheryl Anderson
Part Time - Business Development Assistant

Dr. Margaret Dureke
Consultant - BGAP Program Manager

MWBD/DBE Compliance Manager

301-885-1340 | info@MeetCharlesCounty.com | 10665 Stanhaven Place, Suite 206 | White Plains, MD 20695 | **www.MeetCharlesCounty.com**

COMMISSIONER

WELCOME

Gilbert “BJ” O. Bowling, III

District 1

Charles
CHARLES COUNTY, MARYLAND
ECONOMIC DEVELOPMENT DEPARTMENT

Charles COUNTY
QUARTERLY BUSINESS
ROUNDTABLE

CHARLES COUNTY'S CIRCLE *of* SERVICES

EDUCATE • NAVIGATE • COORDINATE

Charles COUNTY
QUARTERLY BUSINESS ROUNDTABLE

Charles
CHARLES COUNTY, MARYLAND
ECONOMIC DEVELOPMENT DEPARTMENT

STRATEGIC PARTNER

Ryan Miller
Principal
Critical Functions LLC

Ryan Miller

READY

Executing Leadership, Location, and Logistics When Sudden Emergencies Strike

Ryan Miller

I help organizations
protect their mission
from disaster.

Case Study:
Flash Flooding

FEMA

Impact of Community Participation and Planning on Recovery

Goal: Evaluate the impact that pre-disaster planning and community participation had on shaping economic recovery after a dangerous flood in a historic city.

Context

Ellicott City is an unincorporated town in Howard County, Maryland. Founded in 1772 at the bottom of a valley by Johen and Joseph Ellicott, specifically to harness the power of the Tiber and Patapsco Rivers to power the brothers' mills, the terrain of the city includes steep inclines and an abundance of nonporous granite. The town has been prone to flooding since its founding, with most previous floods originating from the Patapsco River at the bottom of the valley and spreading into the city.

On July 30, 2016, Ellicott City was caught in a two-hour deluge that dropped six inches of water. As a result, a volume of water large enough to fill an eighty-story tall, one-acre building surged out of the tributaries above the town and gushed through the historic district along Main Street. The water affected 154 businesses and 90 homes, wrecking the economic heart of the city.

As a result of the flood, Ellicott City experienced $67.2 million in reduced economic activity, a reduced labor income of $27.2 million from a loss of 151 jobs, and an approximate decrease in county government revenue of $1.3 million. The President signed a major disaster declaration for Howard County 48 days later. The county received Public Assistance (PA) and Hazard Mitigation (HM) funds, as well as a Small Business Administration (SBA) emergency loan qualification.

Key Partners
- One EC Recovery Project
- Maryland Emergency Management Agency (MEMA)
- Maryland Voluntary Organizations Active in Disaster (Maryland VOAD)

Special Considerations

Prior to the flood, Howard County Office of Emergency Management (OEM) staff had attended a FEMA training that assisted OEM in formulating and documenting a Recovery Framework which identified 10 Recovery Support Functions (RSFs) crucial to local disaster recovery. OEM received buy-in from all agencies identified in the Recovery Framework to lead the 10 RSFs.

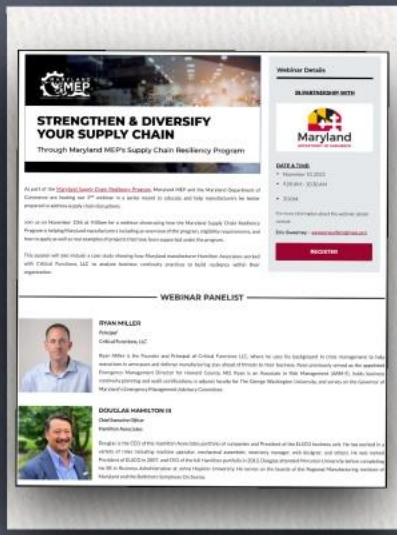
Howard County's Six Guiding Principles for Recovery
1. Healing: Foster the healing process for community members through the access of a wide range of social and financial resources.
2. Economy: Expedite business recovery and restore long-term economic growth.
3. Stability: Find immediate and longterm housing solutions for residents displaced by the flooding.
4. Rebuilding: Rebuild Historic Ellicott City with an emphasis on resilient infrastructure through flood mitigation.
5. Preservation: Preserve Historic Ellicott City's unique and cherished architectural characteristics that have always attracted visitors.
6. Environment: Pursue and implement projects that ensure the continued vitality of our natural resources in pursuit of sustainable quality of life.

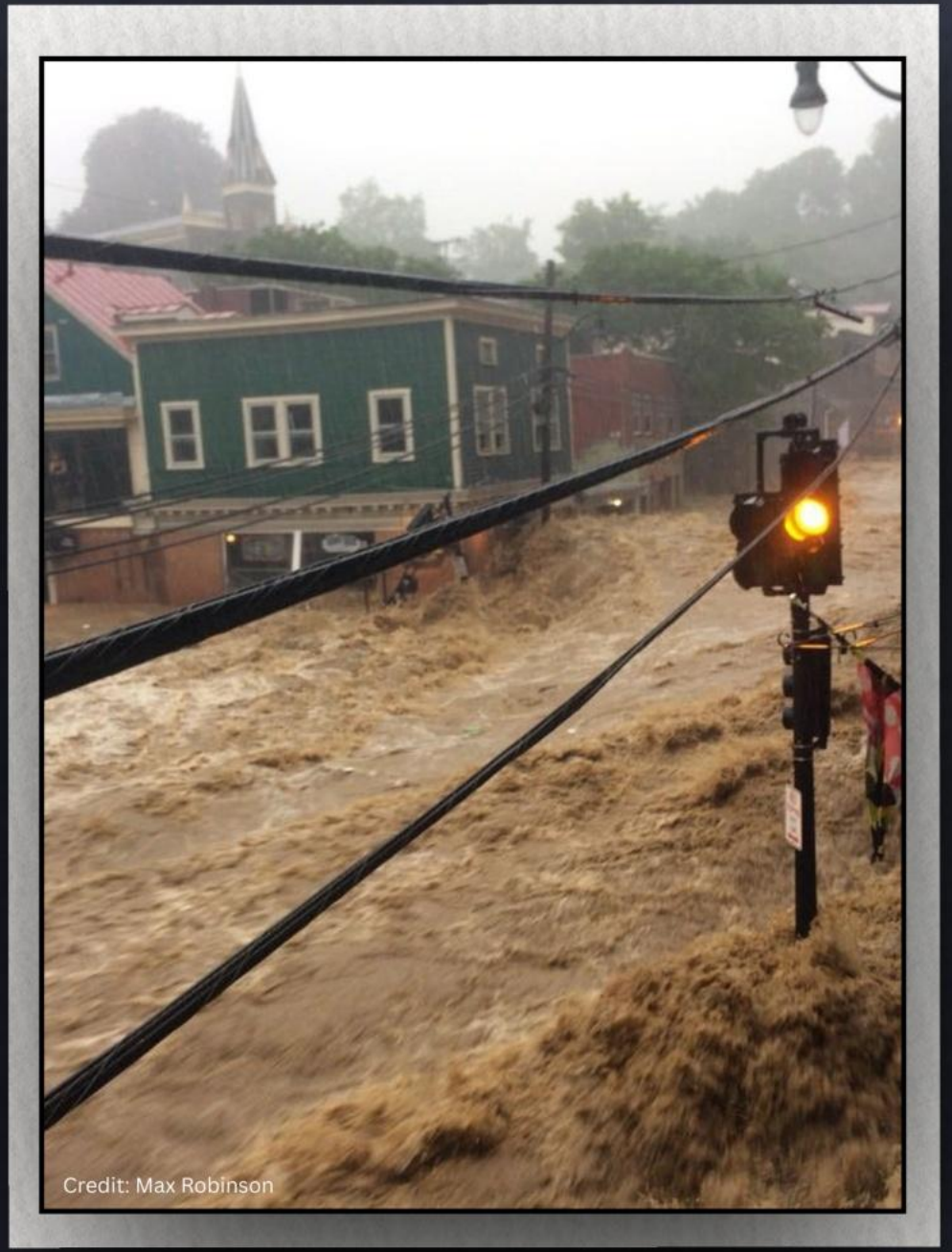
Actions Taken

Within 24 hours of the flood, the county restricted access to damaged areas, began stabilization work, and brought in an Incident Management Team (IMT). Lori Hodges, a Director of Emergency Management in Colorado, was a crucial member of the IMT. Hodges had previously experienced similar flooding in her home county, and her insights allowed Howard County leadership to anticipate and begin problem-solving previously unforeseen challenges.

Expediting economic recovery was a key priority. A major contribution from the Howard County Economic Development Authority (HCEDA) was to conduct "micro-missions," escorting affected residents into the disaster area in four-wheel utility vehicles. As a direct result of these micro-missions, HCEDA determined that SBA loans were unjustified to address recovery needs in Ellicott City and instead qualified individuals for gap-loans from HCEDA. HCEDA also assisted with flood insurance questions and helped struggling business owners rework their business models. Finally, to jumpstart businesses reopening, Howard County waived $39,000 in fees and expedited 203 permits.

Howard County also worked to identify volunteer organizations and community leaders like Pastor Adam Feldman. Feldman led the volunteer effort in Ellicott City and helped create One EC, a local




Credit: Max Robinson

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STRENGTHEN & DIVERSIFY YOUR SUPPLY CHAIN

Through Maryland MEP's Supply Chain Resiliency Program

As part of the Maryland Supply Chain Resiliency Program, Maryland MEP and the Maryland Department of Commerce are hosting our 3rd webinar in a series meant to educate and help manufacturers be better prepared to address supply chain disruptions.

Join us on November 10th at 9:00am for a webinar showcasing how the Maryland Supply Chain Resiliency Program is helping Maryland manufacturers including an overview of the program, eligibility requirements, and how to apply as well as real examples of projects that have been supported under the program.

This session will also include a case study showing how Maryland manufacturer Hamilton Associates worked with Critical Functions, LLC to analyze business continuity practices to build resiliency within their organization.

Webinar Details

IN PARTNERSHIP WITH

Maryland
DEPARTMENT OF COMMERCE

DATE & TIME:

- November 10, 2022
- 9:00 AM – 10:30 AM
- ZOOM

For more information about this webinar, please contact:

Eric Sweeney – esweeney@mdmep.org

REGISTER

WEBINAR PANELIST

RYAN MILLER

Principal

Critical Functions, LLC

Ryan Miller is the Founder and Principal of Critical Functions LLC, where he uses his background in crisis management to help executives in aerospace and defense manufacturing stay ahead of threats to their business. Ryan previously served as the appointed Emergency Management Director for Howard County, MD. Ryan is an Associate in Risk Management (ARM-E), holds business continuity planning and audit certifications, is adjunct faculty for The George Washington University, and serves on the Governor of Maryland's Emergency Management Advisory Committee.

DOUGLAS HAMILTON III

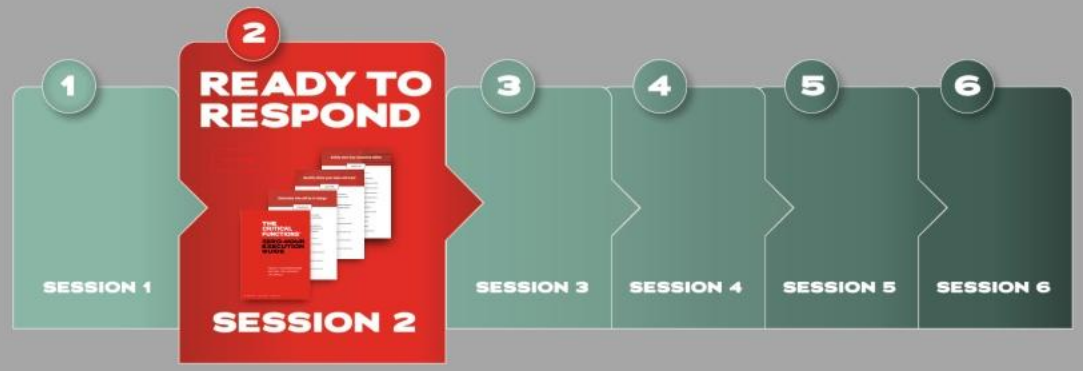
Chief Executive Officer

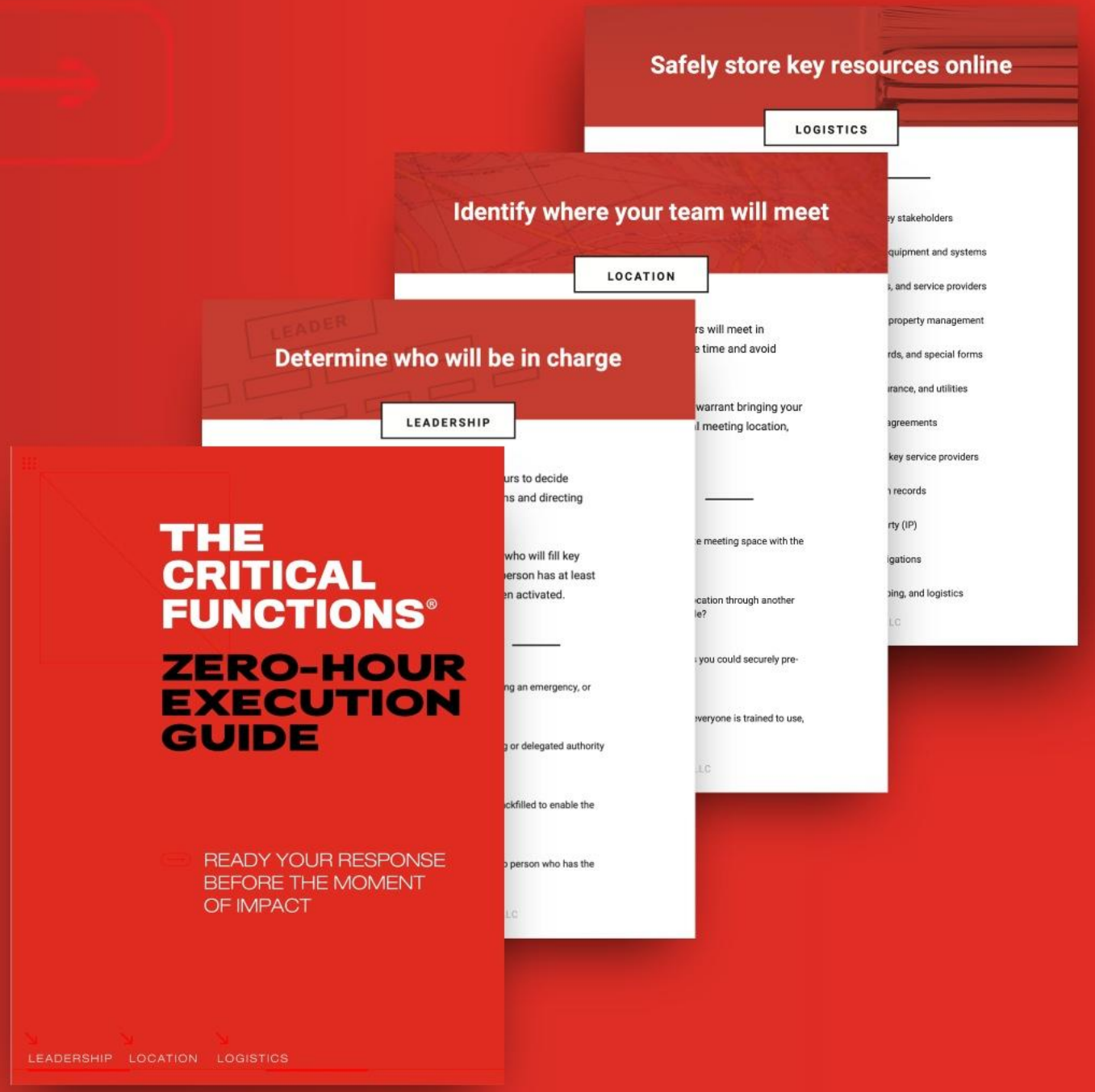
Hamilton Associates

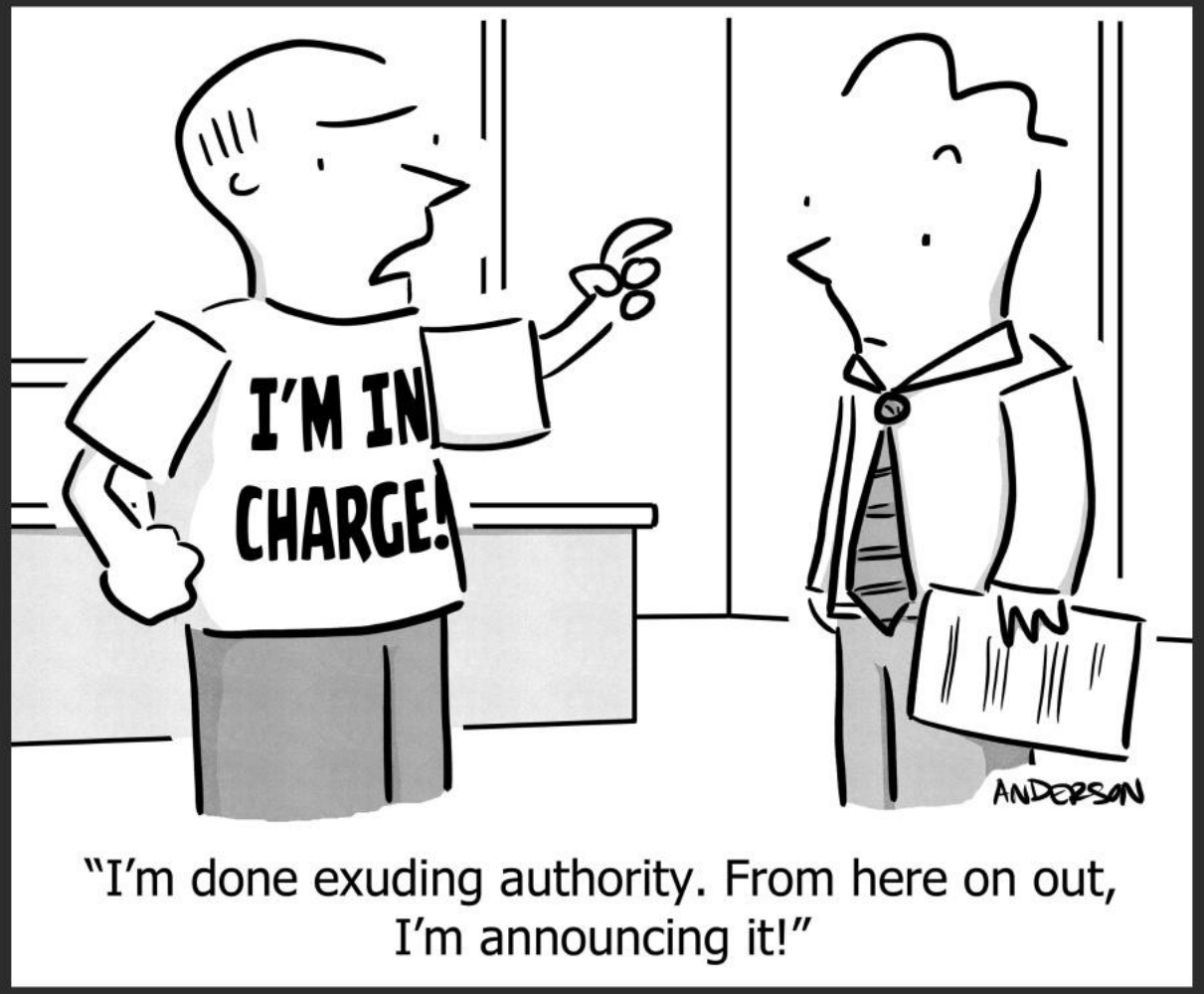
Douglas is the CEO of the Hamilton Associates portfolio of companies and President of the ELSCO business unit. He has worked in a variety of roles including machine operator, mechanical assembler, inventory manager, web designer, and others. He was named President of ELSCO in 2007, and CEO of the full Hamilton portfolio in 2013. Douglas attended Princeton University before completing his BS in Business Administration at Johns Hopkins University. He serves on the boards of the Regional Manufacturing Institute of Maryland and the Baltimore Symphony Orchestra.

READY & RESILIENT™

GROUP COACHING **SPRINT**




Safely store key resources online
LOGISTICS
Identify where your team will meet
LOCATION
Determine who will be in charge
LEADERSHIP
THE CRITICAL FUNCTIONS®
ZERO-HOUR EXECUTION GUIDE
READY YOUR RESPONSE BEFORE THE MOMENT OF IMPACT
LEADERSHIP LOCATION LOGISTICS



"I'm done exuding authority. From here on out, I'm announcing it!"

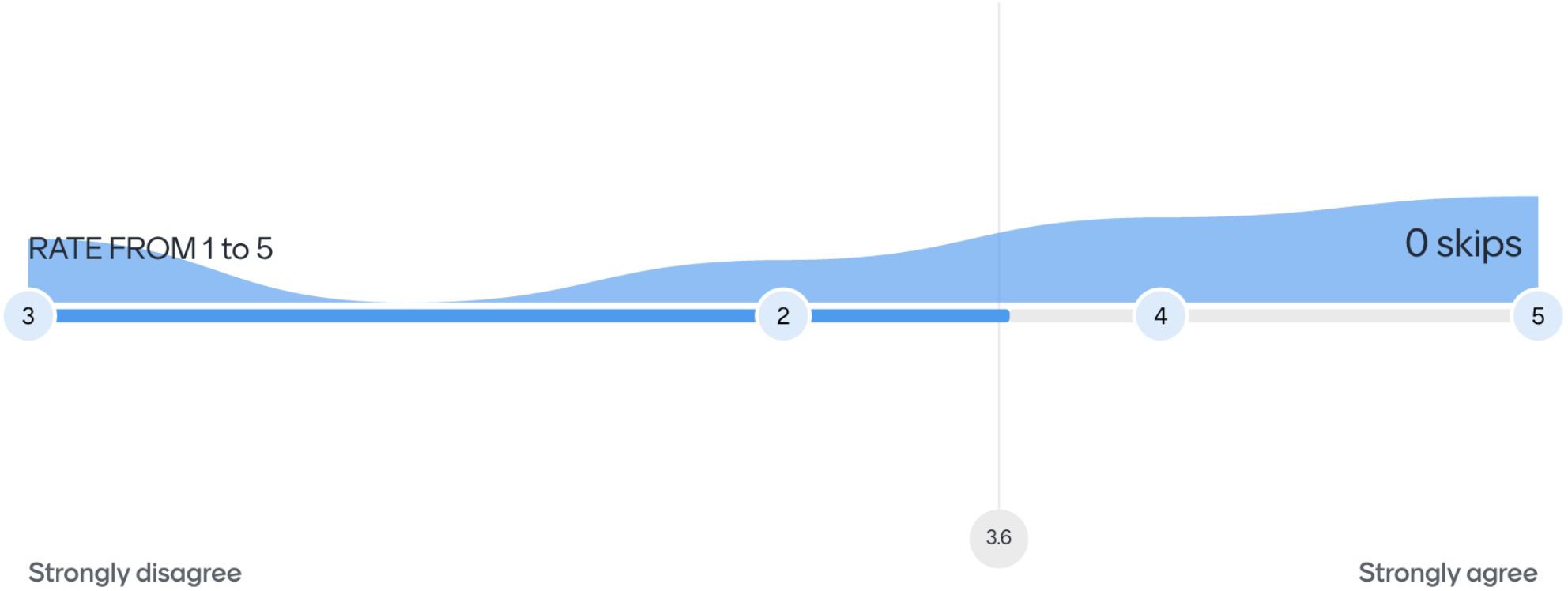
Leadership

Is it clear within your organization **who would lead** during a sudden emergency?

Join at menti.com | use code 5997 4419

CRITICAL FUNCTIONS
Risk and Resilience Advisors

Is it clear within your organization **who would lead** during a sudden emergency?



Leadership

- Establish leadership roles
- Train them for the role
- Identify and train backups
- Formalize their authority
- Identify key support roles

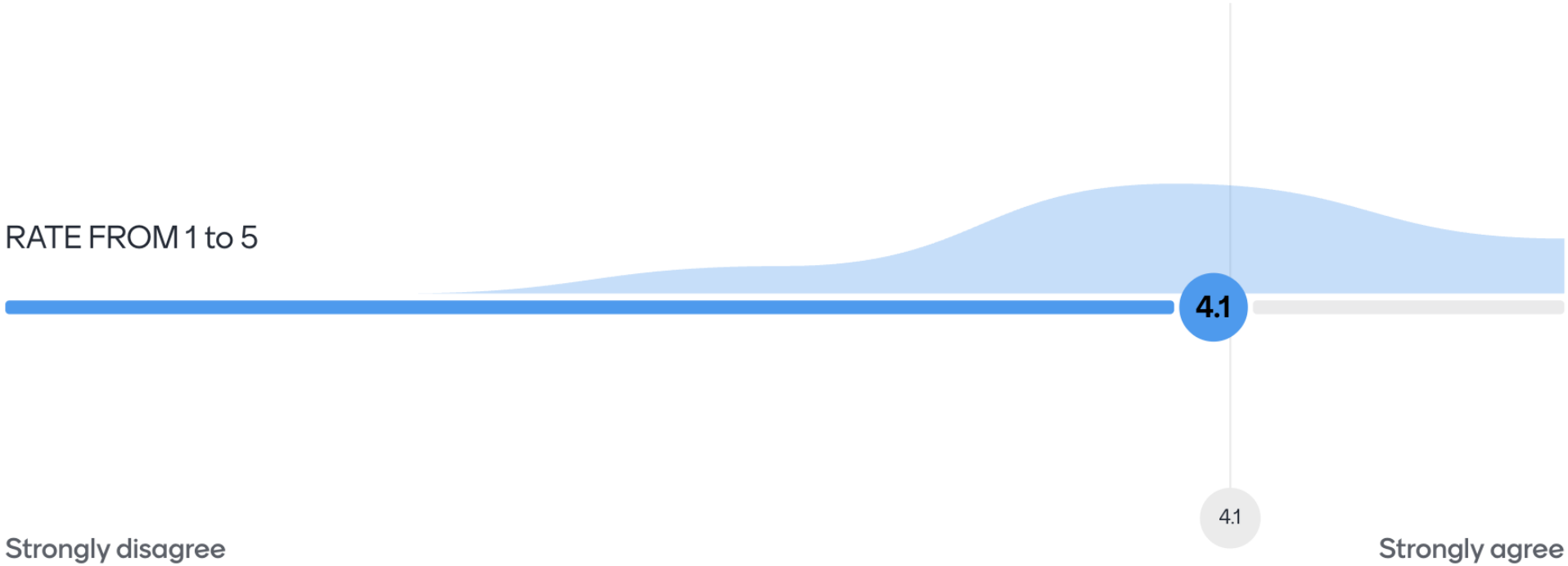
Location

Does your leadership team **know where to meet** to launch recovery following a sudden emergency?

Join at menti.com | use code 5997 4419

CRITICAL FUNCTIONS
Risk and Resilience Advisors

Does leadership **know where to meet** to launch recovery following sudden emergency?



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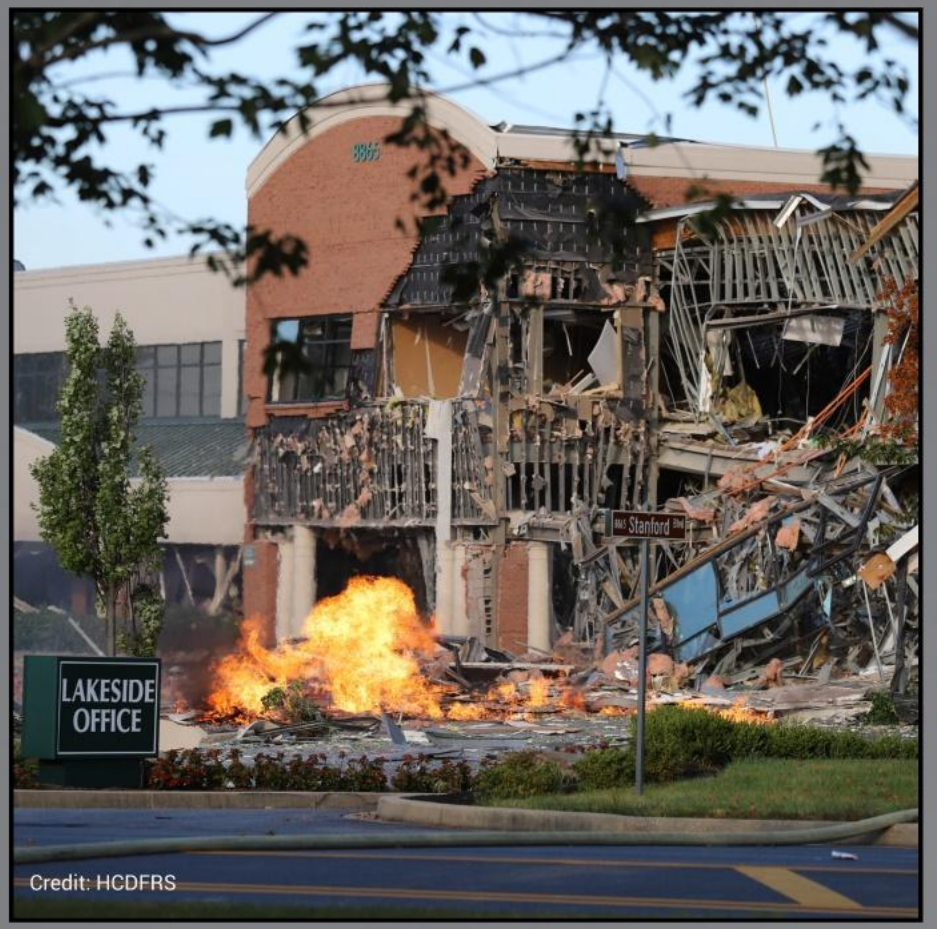
Location

- Designate meeting spaces
- Identify backup locations
- Establish virtual solutions
- Train on plan & systems
- Pre-stage key supplies



Logistics

Would your leadership team **have the critical documents and resources** immediately available following a sudden emergency?

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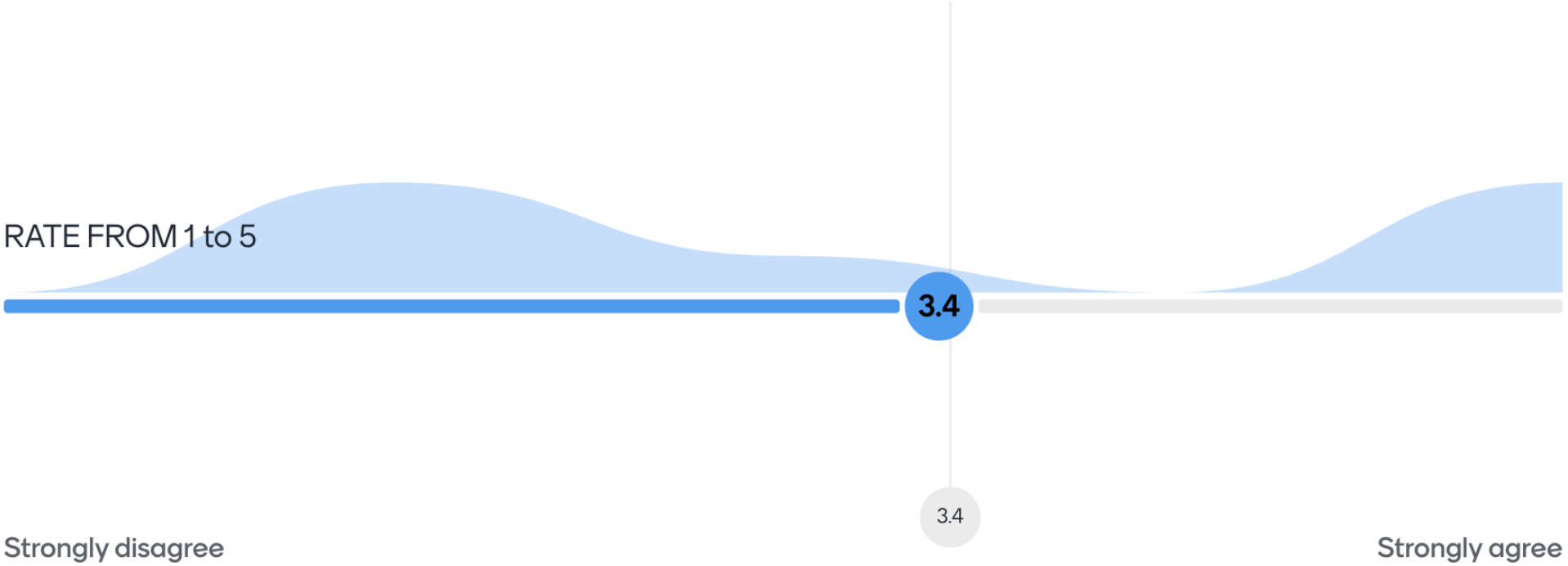


Logistics

- List all key contacts
- Inventory critical systems
- Secure vital records
- Document obligations
- Secure back up files

ms

"Those businesses that can develop integrated risk management and resilience strategies – that are forward-looking, strategic, and functional, and agile enough to adapt to rapid change – will be best placed to capture opportunities presented by transformative technologies and seismic changes in geopolitical and societal trends."

ALLIANZ RISK BAROMETER

IDENTIFYING THE MAJOR BUSINESS RISKS FOR 2026

Comments & Questions

Use QR Code to Request Copy of *Zero-Hour Guide*

Ryan Miller
Critical Functions, LLC
ryan@criticalfunctions.com

INSIDE SCOOP

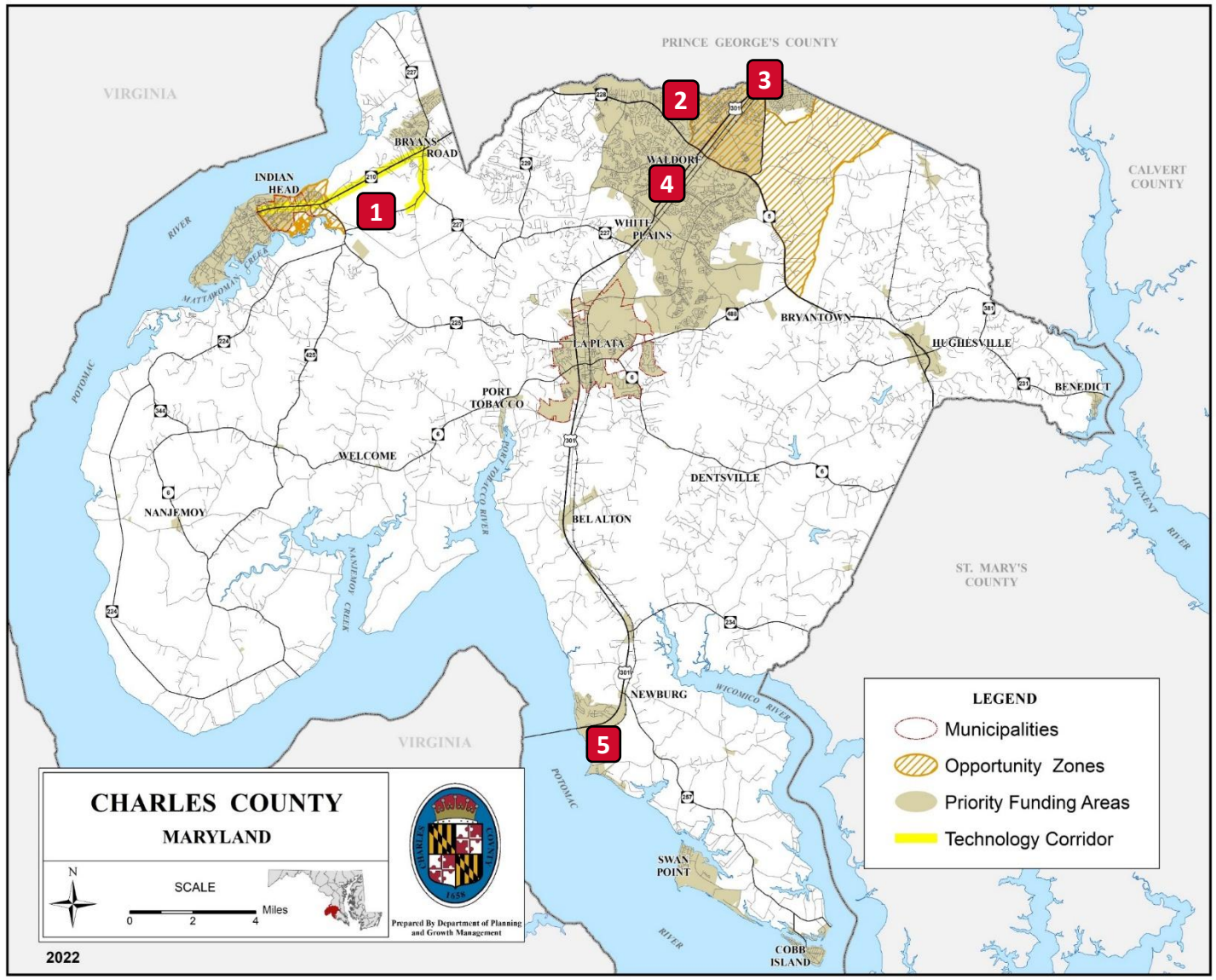
MARK THOMPSON,
CHIEF OF COMMERCIAL DEVELOPMENT

PAUL RUPPERT,
SENIOR COMMERCIAL DEVELOPMENT MANAGER

Charles COUNTY
QUARTERLY BUSINESS ROUNDTABLE

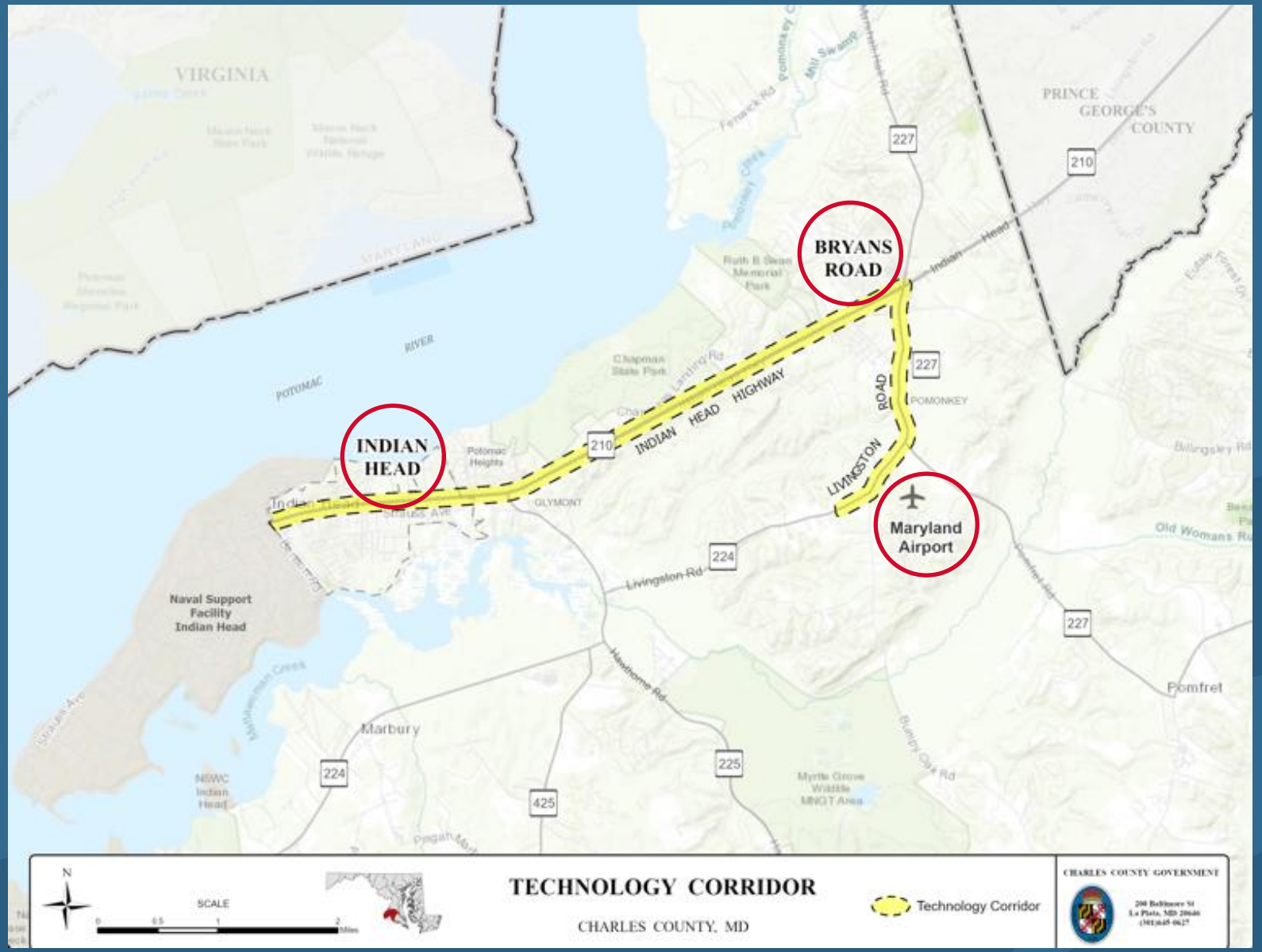
Charles
CHARLES COUNTY, MARYLAND
ECONOMIC DEVELOPMENT DEPARTMENT

Major Opportunities in Charles County

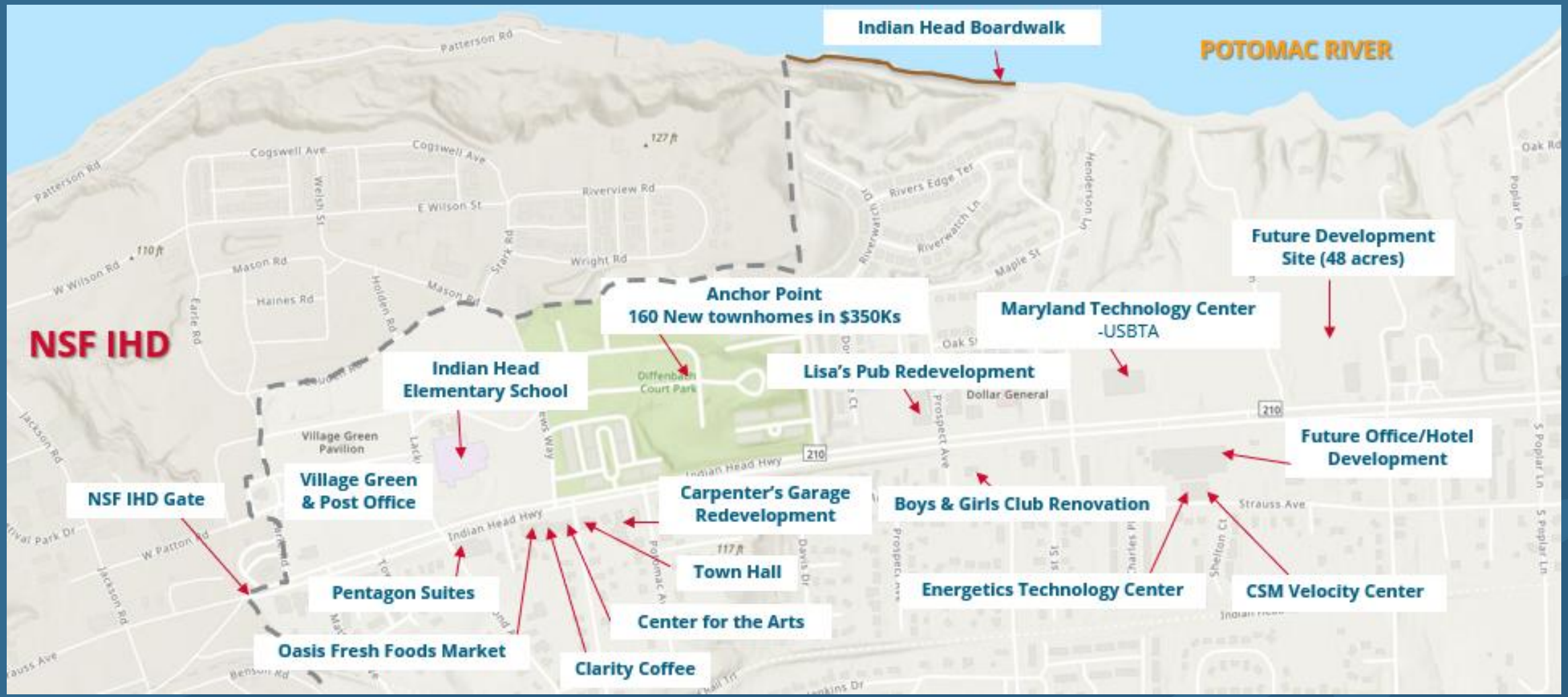


1. Western Charles County Technology Corridor
2. Berry Pointe
3. Waldorf Station
4. Charles County Sports and Wellness Complex
5. Morgantown Power Plant

Western Charles County Technology Corridor



Indian Head Redevelopment

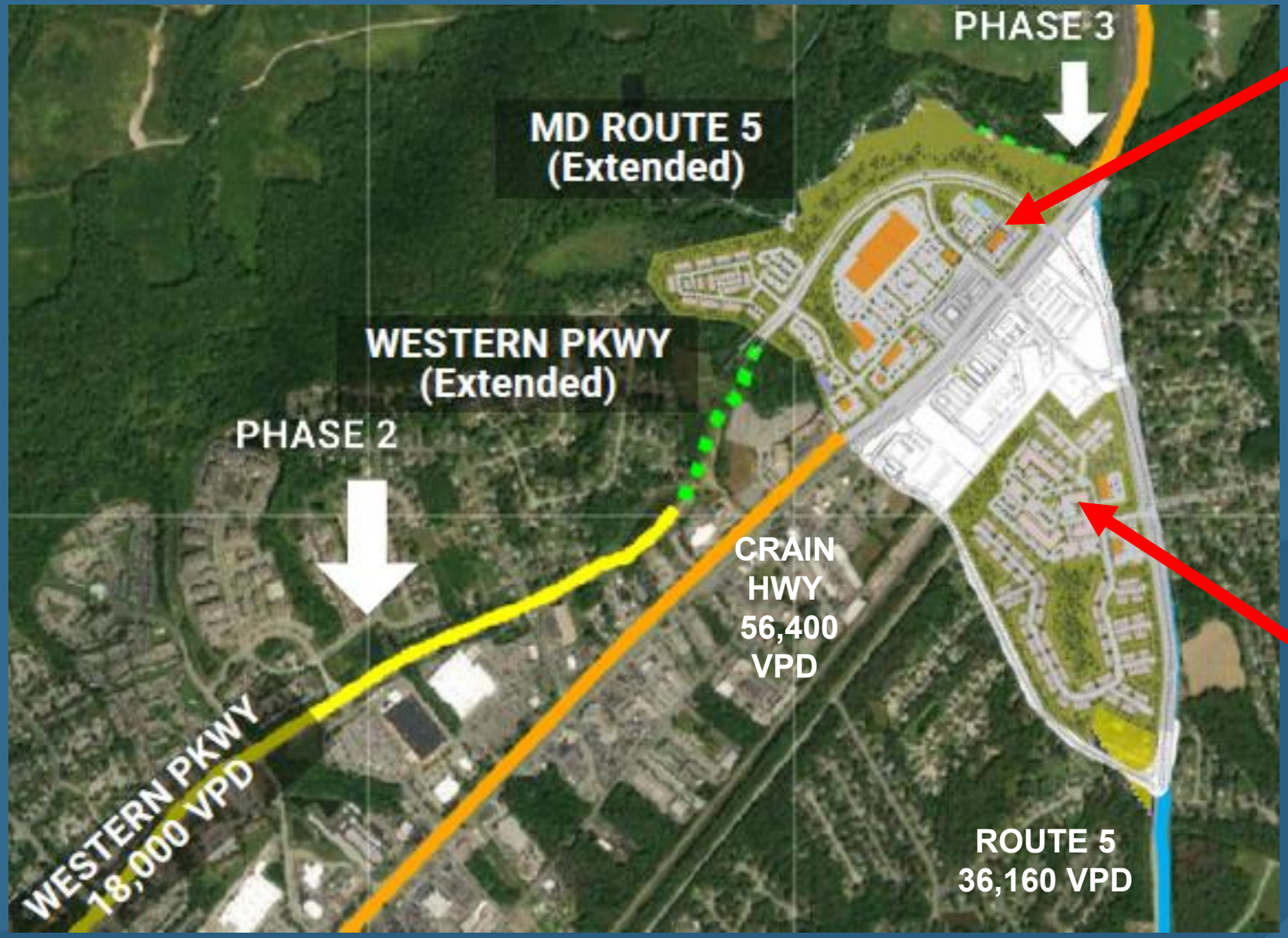


Berry Pointe

- The project will include 518,400 sq ft of flex/R&D space, 93,000 sq ft of office, and 22,500 sq ft of supporting retail developed by St. John Properties.

- Phase 1 is under construction with strong leasing activity. The Chesapeake Regional Cancer Center is the first signed tenant and is taking 14,000 SF of space.

Waldorf Station



- Construction is underway on Phase 1 of the retail center at Waldorf Station.
- Tenants include:
  - Starbucks
  - Pollo Campero
  - Honeygrow
  - Potbelly
- The Ironwood, a 302-unit apartment community, opened in Summer of 2025 with strong leasing.

Charles County Sports and Wellness Complex

- In 2024, Charles County purchased the former Sears Building and announced plans to redevelop the building into a Sports and Wellness Complex featuring a competitive swimming complex.
- The County also purchased an outparcel with plans for an EMS facility.

Charles County Sports and Wellness Complex

- Community input sessions are now complete.
- Conceptual design work is underway.

Morgantown Generating Station

- TeraWulf, a Maryland based energy and digital infrastructure company, purchased the 355-acre parcel.
- TeraWulf will phase the redevelopment to include significant environmental remediation and modernization of energy generation facilities.

Data Centers

Public Process – Current Status

- The County is in the public Zoning Text Amendment (ZTA) process to define where data centers may be considered and what standards would apply.
- This is a policy-level framework only — ***no site-specific projects or approvals are under review.***
- Public input to date has focused on infrastructure, environmental safeguards, and performance standards.

Economic Development Department (EDD) Role

- Provides industry research and economic context to inform County leadership and the public.
- Supports public education and interagency coordination.
- Does not regulate zoning, land use, or permitting.

Process Timeline

- ✓ **Oct 2025:** County Commissioners authorized the public process
- ✓ **Fall 2025:** Planning Commission briefings & public hearing
- ❑ **Dec 2025 – Mar 2026:** Planning Commission work sessions ***We Are Here***
- ❑ **Spring 2026:** Planning Commission recommendation → County Commissioners public hearing

LEARN MORE: https://charles-county-md.civilspace.io/en/projects/data-centers-overview

BE in the KNOW

ANTHONY ADESINA,
BUSINESS RETENTION AND EXPANSION MANAGER

CHASTITY DURHAM-MILLER,
ACTING BUSINESS ENTERPRISE PROGRAMS COMPLIANCE MANAGER

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CHARLES COUNTY, MARYLAND
ECONOMIC DEVELOPMENT DEPARTMENT

Maryland Business Support Programs

Public Behavioral Health Community Services

(Non-Medicaid Eligible Individuals and All Others)

- This program provides services for mental health, substance use, and addiction. It helps people who do not qualify for Medicaid but have financial and clinical needs
- Targeted at County governments and non-profit organizations that provide behavioral health services
- Funds support the delivery of mental health, substance use, and addictive disorder services

Safe Streets and Roads for All

- U.S. Department of Transportation (USDOT) funded grant program
- Grants help local, regional, and Tribal communities, including County governments, towns, and non-profits prevent deaths and serious injuries on roads.
- Funds support planning, demonstration, and implementation activities to improve road safety. Demonstration activities can include feasibility studies using quick-build strategies, pilot programs for safety behaviors, and testing new technologies like speed cameras or adaptive signals

Maryland Business Support Programs

The Judith P. Hoyer Early Child Care and Education Enhancement Program

- This program helps at-risk children from birth to age six and their families prepare for school. It gives grants to childcare providers
- Childcare providers who serve at-risk children from birth to age six and their families
- Funds support accreditation and professional development programs for staff

NourishMD Grant Program

- Newly approved grant program which expands access to fresh foods in food-insecure communities. It provides grants to eligible food retailers to support operations and improvements.
- Eligible applicants include grocery stores, corner stores, co-ops, farm stands, farmers' markets, delivery retailers, and small food-focused stores
- Businesses must serve a community with a Maryland Community Business Compass (MCBC) Fresh Food Gap Score of 60% or higher.
- Applicants submit a complete application through the DHCD portal between January 20 and February 20.

Upcoming Events

Tri-County Council Charles County Job Fair

- Wednesday, February 11, 2026
- BI Building, College of Southern Maryland, La Plata
- 10:00AM to 1:00PM

SAVE THE DATE:

- **Quarterly Business Roundtable -** Thursday, April 23, 2026
- **Business Appreciation Week -** Monday, May 4th – Friday, May 8th
- **EDD Annual Fall Meeting –** Tuesday, November 10, 2026

Business Enterprise Programs

SMALL, LOCAL, AND MINORITY

Chastity Durham-Miller
Small and Minority Business Development Specialist
DurhamMC@MeetCharlesCounty.com

Vendor Diversity Contract Compliance Portal

EDD launched in November 2025 the new Vendor Diversity Contract Compliance Portal to expand access, increase transparency, and support diverse local businesses in County procurement.

Visit the new portal at: https://charlescounty.prismcompliance.com/

VENDOR DIVERSITY CONTRACT COMPLIANCE PORTAL

Compliance Software

NOW LIVE!

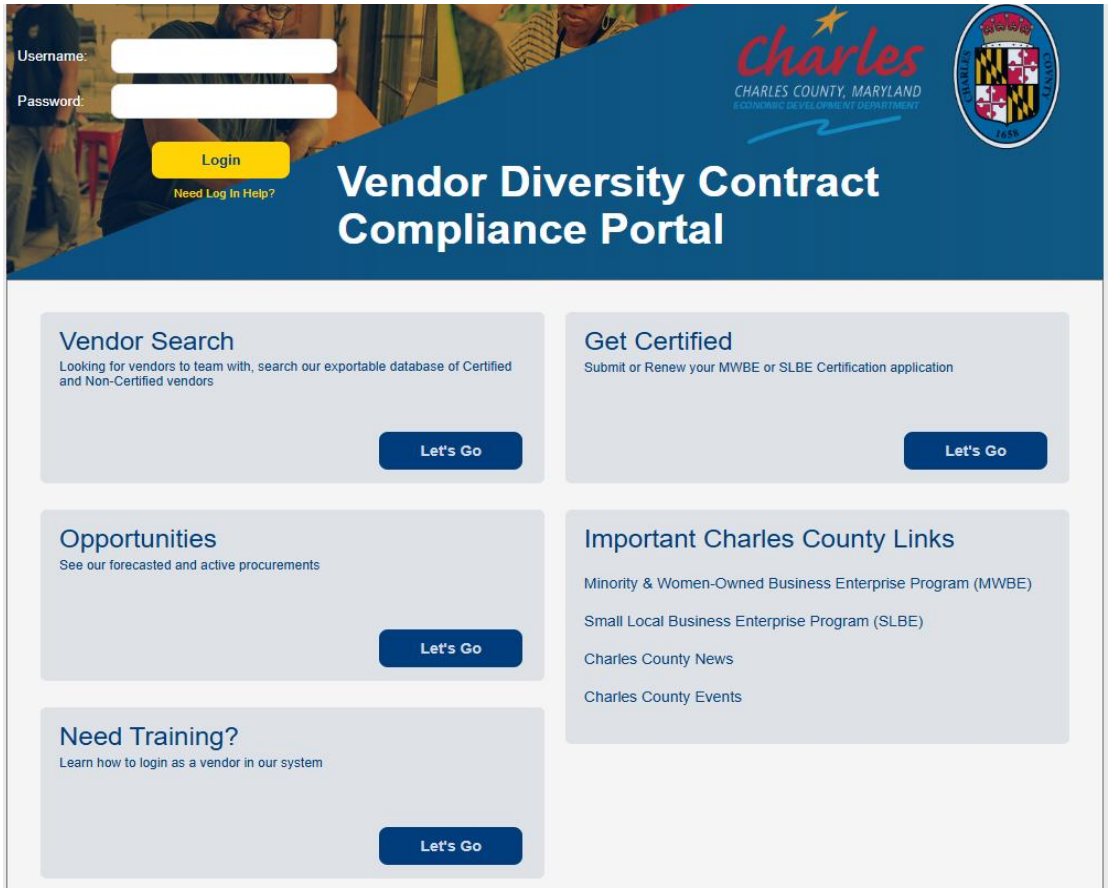
Key Features & Benefits

- **Searchable Vendor Database**
  Enables advanced searches by industry type, diversity certification, company name, race, or keyword.

- **Enhanced Vendor Visibility**
  Helps business owners discover certified vendors and stay informed about upcoming opportunities.

- **Centralized Information Hub**
  A one-stop shop for Charles County news, events, and workshops relevant to the business community.

- **Online Certification Portal**
  Vendors can apply for and receive their **MWBE** and **SLBE** certifications online—no more paper forms!



Charles

Statistics

900 Firms Certified with SLBE and MWBE Programs

SLBE Program	MWBE Program
295 Registered SLBE Firms	605 Registered MWBE Firms

- ✓ **31 New certified vendors added YTD FY2026!**
- ✓ **3 Vendors in progress**

Upcoming Events

SAVE THE DATE:
Trainings
Vendor Portal Trainings March and April 2026
MWBE and SLBE Program
MWBE & SLBE Application Workshops March , April, May & June 2026

Support Local Businesses!

JOIN CHARLES COUNTY'S

DIGITAL GIFT CARD PROGRAM

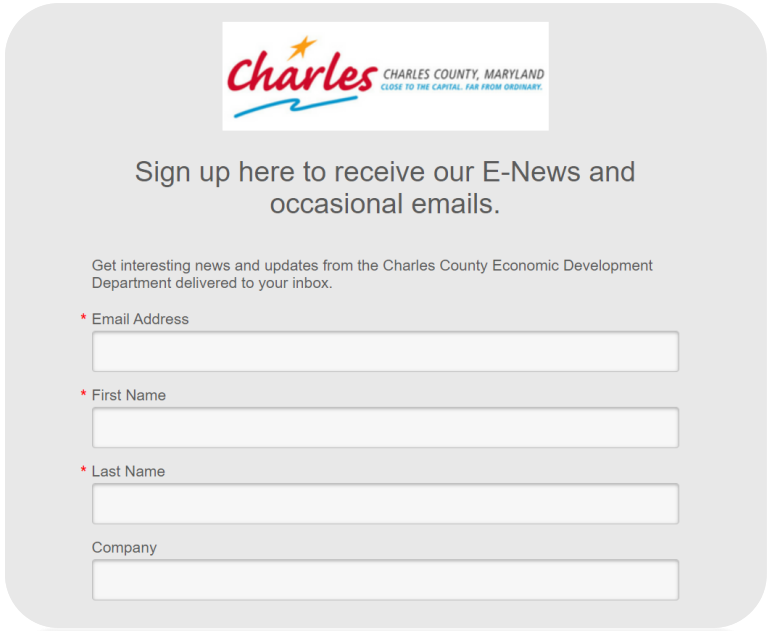
Feel the Love, County-wide

WITH LOVE FROM Charles

Charles
CHARLES COUNTY, MARYLAND
ECONOMIC DEVELOPMENT DEPARTMENT

Charles County
MARYLAND
Legends, Lore and Room to Explore

Be Our EDD Ambassadors



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Charles COUNTY
QUARTERLY BUSINESS ROUNDTABLE

Q&A

GOT QUESTIONS?

Enter them in “Q&A” or “Chat”

Charles COUNTY
QUARTERLY BUSINESS ROUNDTABLE

Charles
CHARLES COUNTY, MARYLAND
ECONOMIC DEVELOPMENT DEPARTMENT

Let Us Hear From You

Please take our survey about today's Quarterly Business Roundtable.

Charles COUNTY
QUARTERLY BUSINESS ROUNDTABLE

PRESENTED BY

Charles County Economic Development Department

301-885-1340 | info@MeetCharlesCounty.com
10665 Stanhaven Place, Ste. 206 | White Plains, MD 20695

Equal Opportunity Employer

It is the policy of Charles County to provide equal employment opportunity to all persons regardless of race, color, sex, age, national origin, religious or political affiliation or opinion, disability, marital status, sexual orientation, genetic information, gender identity or expression, or any other status protected by law.