

# BuilderBulletin



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## Raising Glasses & Spreading Cheer

*A Fall Happy Hour & Holiday Luncheon Recap*

### Casting Votes & Raising Glasses

We had an incredible turnout for the Fall Happy Hour & 2026 Board of Directors Vote at Warehouse Cinemas in November! It was a wonderful evening for members to connect, unwind, and celebrate the strength of our building industry community. Members enjoyed great drinks and lively conversations while participating

in the important process of casting their ballots for the 2026 FCBIA Board of Directors. We would like to thank Geo-Technology Associates, Winsupply Frederick, A&S Construction, JRT Leadership, and ADU for their generous sponsorship of this signature event.

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Danielle Adams, *Executive Officer*  
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## Honoring the Building Industry's Best

In December, members gathered at Ceresville Mansion for the Annual Holiday Luncheon & Installation of the 2026 FCBIA Board of Directors and Officers. Attendees enjoyed a festive afternoon celebrating incoming and outgoing leadership as well as the strength of our association. We were honored to have Frederick County Council Member Kavonte Duckett administer the oath of office.

During the program, we recognized newly appointed Lifetime Board Member Mark Lancaster, along with Lifetime Land Use Council Board Members Bruce Dean and Steve Oder. We also presented the coveted Founders Award to Rick Weldon, President and CEO of the Frederick County Chamber of Commerce, in recognition of his leadership and dedication to expanding economic opportunity in Frederick County in collaboration with FCBIA.



## Special Thanks

This celebration was made possible by our generous sponsors: Pleasants Development, Provident Electric, Presidential Bank Mortgage, ADTEK Engineers, Mackintosh Commercial Construction, CBM Consulting, Interfaith Housing Alliance, Offit Kurman, Cross & Company, and OHCS-GC-Frederick.

We would also like to thank Acacia Bowers of Ak's GraFix & Photo for capturing the moments of this celebration with her photography.

## SHIP Santa Claus is Coming to Town

This holiday season, FCBIA Members partnered with SHIP Frederick County to spread warmth and dignity through the SHIP Santa Drive, a collection of personal care essentials for homeless youth in the Frederick community. Donations were gathered at the Holiday Luncheon as well as the Professional Women in Building Council's (PWB) Holiday Cookie Exchange. Through this collaborative effort, enough items were collected to support 105 local students experiencing homelessness, reinforcing the building industry's commitment to caring for the community it serves.



# State of the Union & the Association

*A January & February General Membership Meeting Summary*

## **BUILDING THROUGH CHANGE: A MIDYEAR TERM FORECAST**

On January 20th, The Frederick County Building Industry Association welcomed members and non-members alike to its first General Membership Meeting of 2026 for an informative discussion on the future of housing during an important midterm election year.

Attendees heard from National Association of Home Builders (NAHB) President & CEO James Tobin and Chief Economist & Senior Vice President Dr. Robert Dietz, who shared valuable insights on how shifting political dynamics and economic trends could influence the housing market in the months ahead. Their perspectives helped provide building industry professionals with a deeper understanding of the challenges and opportunities the industry may face as the nation approaches a pivotal election cycle.

FCBIA extends its sincerest thanks to event sponsors CBM Consulting, McCaskill Financial, Pella Mid-Atlantic, and Presidential Bank Mortgage for helping make this important event possible.



## **STATE OF THE ASSOCIATION**

Then, on February 17th, FCBIA hosted another successful General Membership Meeting, bringing together members and guests for an engaging overview of the organization's work and priorities for 2026. Attendees had the opportunity to learn more about FCBIA, its councils, and upcoming initiatives from Executive Officer Danielle Adams, President Jerry Connelly, Land Use Council President Michael Natelli, Professional Women in Building Council President Elizabeth Chan, Multifamily Council President Tom Clagett, and Young Professional Builders Council President Reed Jimenez. Each leader shared updates on their council's goals and the ways members can get involved in the year ahead.

The meeting offered a great opportunity for both members and non-members to connect, learn, and gain a deeper understanding of how FCBIA supports the building industry in Frederick County. Special thanks to event sponsors F & A Excavating and ADI Construction of Virginia for their generous support!

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### SATURDAY, MARCH 21ST

**9 AM**  
OFFICIAL EXPO RIBBON CUTTING  
BUILDING 9

**9:30 AM**  
KIDS' DIY: PLANT A SEED  
BUILDING 8



**10 AM**  
MASON DIXON BBQ DEMO  
BUILDING 14A (BOOTH #1472)

**11 AM**  
DIY: SPRING DECLUTTERING  
BUILDING 8

**12:30 PM**  
MILKSHAKE MEET & GREET  
BUILDING 8



**2 PM**  
DIY: SUCCULENT DESIGN  
BUILDING 8

**3 PM**  
MASON DIXON BBQ DEMO  
BUILDING 14A (BOOTH #1472)



**3:30 PM**  
KEYOTE T-BALL  
BUILDING 8

### SUNDAY, MARCH 22ND

**11 AM**  
DIY: SUCCULENT DESIGN  
BUILDING 8

**12 PM**  
PIRATE MAGIC  
BUILDING 8



**1 PM**  
DJ DANCING & TATTOOS  
W. CAPTAIN SILLY BONES  
BUILDING 8

**2 PM**  
PIRATE MAGIC  
BUILDING 8



### ALL WEEKEND LONG

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# Building Our Foundation

*Fall 2025 Membership Drive Results*



## Expanding the FCBIA Network

Because of you, our members, we have exceeded our goal of 30 new members by 1 with a total of **31 new members!** Amongst those new members, we have gained 8 Professional Women in Building Council Members, 2 Land Use Council Members, 3 Multifamily Council Members, and 5 Affiliates!

We appreciate each member who contributed through their successes and support to make the FCBIA the voice of the local building industry. Recruiting new members to our association during the FCBIA Membership Drive came with more than just the benefit of expanding the local building industry's network; members received rewards, too! For each additional fully realized member brought to our association during the drive, participants received more credits that went towards membership dues, charitable donations, and more!

New members and the members who recruited them during the drive earned rewards as well! All new members and the members who brought them in received a free entry for the 2026 Awards of Excellence – a perk valued up to \$400!

Thank you to all of our members who participated in the drive! Be on the lookout for the next Membership Drive in May 2026!



# President's Update

*Jerry Connelly, 2026 FCBIA President*



## THANK YOU, NICK WADE

As I begin my term as President of the Frederick County Building Industry Association, I do so with a clear understanding of the challenges and opportunities ahead.

First, I want to sincerely thank outgoing President Nick Wade for his leadership over the past two years. Nick guided FCBIA through significant policy challenges, rising development costs, and important housing debates with professionalism and determination. Under his leadership, our association remained a respected and effective voice for the building industry in Frederick County.

I am grateful that Nick will continue to serve as Immediate Past President. His experience and commitment will remain a valuable asset to FCBIA.

## THE HOUSING CHALLENGE AHEAD

The coming year will be shaped in large part by the implementation of Frederick County's 10-Year Housing Study & Strategic Plan and the 2026 Housing Element of the Livable Frederick Comprehensive Plan, which outline the County's long-term growth projections. The data is straightforward:

- Population projected to reach 428,800 by 2050
- Approximately 48,400 additional housing units needed
- Roughly 21,700 units still to be planned in unincorporated areas
- Nearly one in two renters and one in five homeowners are cost-burdened

At the same time, only about 913 acres remain undeveloped in current growth areas, yielding far fewer units than projected demand requires.

These figures highlight a widening gap between housing supply and need — a gap that directly affects affordability, workforce stability, and long-term economic growth in Frederick County.

## PROCESS VS. OUTCOMES

In the book *Abundance*, the authors argue that government in many places has become more focused on process than outcomes — measuring success by how many procedural steps are completed rather than whether real-world results are achieved.

“Effective governance should ultimately be judged by results.”

Thoughtful planning, environmental stewardship, and community engagement are essential. But process should

serve outcomes — not replace them. When approval timelines lengthen and layers of regulation accumulate, costs rise. And when costs rise, affordability suffers.

As Frederick County implements its housing policies and begins multiple Small Area Plans, we should keep one question front and center: Are our policies producing the housing supply our data says we need?

Abundance is a worthwhile read for anyone engaged in housing and public policy. I encourage our members — and our elected leaders — to consider its core message: effective governance should ultimately be judged by results.

## **SMALL AREA PLANS AND STRATEGIC GROWTH**

The County has identified six Community Growth Areas for targeted planning over the next two decades: Urbana/I-270 (anticipated to begin in 2026), Ballenger Creek, Jefferson Pike Employment District, Spring Ridge/Bartonsville, Monrovia, and Linganore.

These Small Area Plans will shape land use intensity, zoning updates, infrastructure sequencing, and housing mix. They will determine how and where future growth occurs — and whether the County can realistically meet its housing projections.

FCBIA will remain actively engaged in these discussions, bringing practical expertise and data-driven perspective to the table.

## **2026 ELECTIONS – ENGAGEMENT MATTERS**

This year's elections will shape housing policy for years to come. The primary election is June 23, 2026, followed by the general election on November 3, 2026. Voters will elect a County Executive, County Council members, and a new Maryland Governor — and in many races, the primary will effectively decide the outcome. I encourage every member to get involved: meet the candidates and ask how their policies will address housing needs across all income levels, rising costs, permitting timelines, infrastructure funding, and affordability.

Housing policy is economic policy. It affects workforce recruitment, business growth, and long-term community stability.

## **MOVING FORWARD TOGETHER**

Frederick County remains one of Maryland's most desirable places to live and work. That success brings opportunity — but also responsibility. If we allow process to overshadow outcomes, affordability will continue to erode and workforce households will be pushed farther away.

If we stay focused on measurable results — increased housing production, expanded housing choice, coordinated infrastructure planning, and economic vitality — we can help ensure Frederick County remains vibrant and attainable for generations to come.

I look forward to working alongside each of you as we advocate responsibly, engage constructively, and help shape a future defined by meaningful outcomes.

Jerry Connelly  
*President, FCBIA*



## Executive Officer Update

*Danielle C. Adams, FCBIA Executive Officer*

### HOUSING NEEDS ASSESSMENT & STRATEGIC PLAN

On February 19th, 2026, Frederick County released its long awaited 10-year housing report that incorporates an affordable housing plan. FCBIA members have formed the Affordable Housing Committee, comprising of representation of both the Land Use Council and Multifamily Council. Currently, we are working on unpacking the 226-page document<sup>1</sup> and the policy focused efforts of the Frederick County Housing Elements,<sup>2</sup> currently before the Frederick County Planning Commission.<sup>3</sup>

It is the hope of Frederick County administration that this study will provide a clear roadmap to address the county's growing housing challenges and ensure a more affordable, inclusive future for all residents. FCBIA was one of many stakeholders that participated over the past year with the consultant, TPMA. We will have more to report in our e-monthly Adams Advocate Report. At the onset the following is a brief, directly from the Frederick County administration that the Division of Housing will report updates.<sup>4</sup>

The Housing Needs Assessment and Affordable Housing Strategic Plan found that Frederick County faces a substantial housing gap. More than 20,000 households who earn \$75,000 or less spend more than 30 percent of their income on housing, which makes them cost-burdened. This represents nearly one in 5 households that are most susceptible to economic hardship and in need of a more affordable home. Looking ahead, the county will need 31,853 new housing units by 2035 to meet anticipated demand.

To address housing challenges, the strategic plan sets 5 key goals:

1. Build more homes to meet current and future demand.
2. Expand funding to support affordable housing.
3. Preserve and maintain existing affordable housing.
4. Update County policies to make it easier to build and keep affordable housing.
5. Increase staffing and resources to manage housing programs.



The plan emphasizes a multi-layered approach, combining policy reform, direct support for residents, partnerships with nonprofit and private developers, enhancing communication and community engagement, and active production and preservation of affordable housing, including on county-owned land.

<sup>1</sup> Rogers, Vincent. *Housing Needs Assessment and Affordable Housing Strategic Plan*. <https://www.frederickcountymd.gov/DocumentCenter/View/359627/Housing-Needs-Assessment-and-Affordable-Housing-Strategic-Plan-FINAL>

<sup>2</sup> "Housing Element." *Frederick County Government*. <https://frederickcountymd.gov/8783/Housing-Element>

<sup>3</sup> "Video Archives." *Frederick County Government*. <https://www.frederickcountymd.gov/5956/Video-Archives>

<sup>4</sup> "Division of Housing." *Frederick County Government*. <https://frederickcountymd.gov/6366/Housing>

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# BEYOND THE GENERATIONAL GAP

## *Hiring & Retaining Talent*

**Tuesday, April 7th | 11:30 AM-1 PM | Dutch's Daughter**

*PWB Members: \$25 | Non-Members \$35*



# Land Use Council Update

*Michael Natelli, 2026 LUC President*

I'm looking forward to being your Land Use Council President, and I can't thank Lisa Graditor enough for her leadership over the past two years. She leaves big shoes to fill!

My first year as President will be full of many interesting developments for the Land Use Council to stay connected.

With the City of Frederick elections now in the rearview—with a final twist as Joe Adkins was just sworn into the Council to fill District 4's vacant seat—we will shift our focus to the County elections taking place this year.

In addition, the Housing Elements and Investing in Workers and Workplaces (IW2) Plans are continuing to push forward, with Planning Commission hearings slated for February 18<sup>th</sup> and March 18<sup>th</sup>, respectively.

The Housing Elements plan identifies a need of nearly 50,000 additional homes in the County between now and 2050. The IW2 plan looks to strategically enhance the County's employment base with numerous rezonings recommended. These plans are two priorities that will require a bold effort to implement in the years ahead.

How boldly these plans are ultimately implemented will depend in large part on the outcome of the County elections and the political will of the next County Council. The elections this year are therefore especially critical for the Land Use Council to remain actively engaged in the months ahead.

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**NAHB**  
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# Multifamily Council Update

Thomas Clagett, 2026 MFC President



## WORKING POVERTY IN FREDERICK COUNTY

**ALICE:** Asset Limited, Income Constrained, and Employed

Since 2009, United Way began to look at poverty in a different way, starting with a study in New Jersey. They collected data from the U.S. Census on households whose wages are above the Federal Poverty Line (FPL), but cannot keep up the rising costs of living, typically working two or more jobs, living paycheck to paycheck; and DO NOT qualify for public assistance. This data was powerful with informing community leadership, nonprofits, businesses, and more. ALICE in the 2025 U.S. Census will be reported in 2027.

### The CALCULUS: Expenses = Necessities\* + Taxes

\*housing, child care, food, transportation, health care, and technology

Last month, the Multifamily Council hosted “ALICE in Real Life,” bringing community professionals in housing, transportation, food insecurity, and workforce development together with our members. Participants received a profile of a real ALICE individual or family in Frederick County and visited each of the professional services to problem-solve how the household was going to meet their basic needs. This educational evening was a doorway to both awareness and ways to engage in making a difference. FCBIA is a sponsor of the State of ALICE in Frederick County.

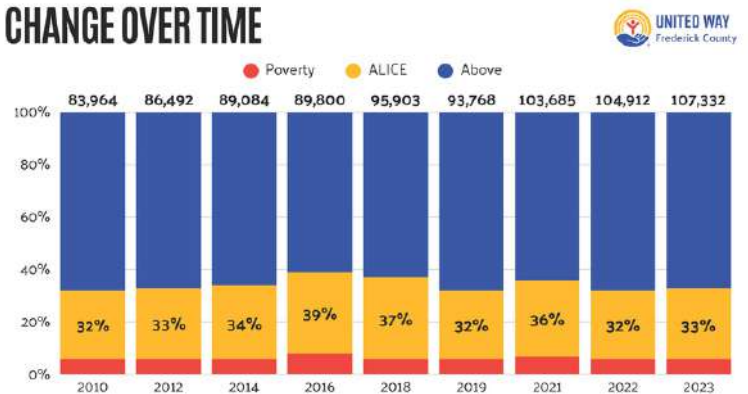
Thank you to our presenters:

- ALICE Overview: *United Way of Frederick County*, **Ken Oldham**
- Housing: *Frederick County Government Housing Community Programs*, **Susan Brown**
- Transportation: *Transit Services of Frederick County*, **Jaime McKay and Roman Steichen**
- Employment: *Frederick County Workforce Services*, **Patty McDonald and Micha Hagans**
- Food: *Frederick Rescue Mission*, **Valerie Moore**

### ALICE Households Over the Years

The percentage in the chart on the right reflects the total of households below the ALICE threshold between those below the FPL and ALICE. For example, 33% in 2023 = 6% FPL + 27% ALICE.

### CHANGE OVER TIME



“2025 ALICE Report.” *United Way of Frederick County*.  
<https://www.unitedwayfrederick.org/challenge-ALICE>

# Our Mission

To lead dynamic change that creates everlasting, positive impact making Frederick County a most desirable place to live, work and play.

## Commercial

We invest in professional office sites throughout Frederick County. We're always looking to acquire land for new development, redevelopment, and joint ventures.



## Residential

We have developed partially entitled properties, raw farmland and have joint ventured with many families to assist them in realizing the highest residential development potential for their land.

## Multi-Family

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## Community Benefit

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# Professional Women in Building Council Update

*Elizabeth Chan 2026 PWB President*

If 2026 had a theme so far, the Professional Women in Building Council (PWB) would declare it the year of “Growth, Grit, and Getting Stuff Done—with Coffee.” As we charge boldly toward our long-term 2028 goals, our committees have laid out their priorities and a few wish-list items. Join a committee, many of the below opportunities require only an hour a month.

Our **Membership Committee**, led by Sandra Hofmeister and Cori Mark, is on a mission to increase membership by 15% annually while maintaining an impressive 90% retention rate. To support this effort, we’re looking for volunteers to represent PWB at upcoming FCBIA events, help create weekly social media content, coordinate our beloved Coffee Dates, and help coordinate our incentive program.

Meanwhile, the **Advocacy Committee**, chaired by Lisa Graditor and Denise Hess, is working toward ambitious goals for 2028, including reserving 50% of open skilled-trade training seats for women, partnering with youth organizations to introduce girls to the trades, and developing a fully funded grant program to reimburse women for specialized PPE and training. To propel these initiatives forward, we’re seeking volunteers for the upcoming *She Built* reading, individuals willing to assist with initial outreach, and anyone eager to join the Advocacy Committee.

Our **Education Committee**, led by Sahsha Passmore, is focused on improving jobsite culture across Frederick. By 2028, PWB aims to equip construction companies with three annual expert-led trainings centered on hiring, retaining, and supporting women. A key need this year: two volunteers to support our September PWB Week Lunch & Learn.

Finally, under the enthusiastic guidance of Jen Trunnell and Emma Young, the **Events Committee** is ensuring that 2026 is filled with connection and fun. Four free happy hours—spanning distillery gatherings to a Double Decker Bus adventure—have been approved for members. We’re looking to add two members to the Happy Hour Committee and four volunteers to help plan and facilitate our annual Speed Networking event.

We will be hosting our first Lunch & Learn of the year on April 7<sup>th</sup> at Dutch’s Daughter. The talk, titled “Beyond the Generational Gap,” will feature a talented and knowledgeable panel, who will be discussing hiring and retaining talent across all age groups. This ticketed lunch is open to all – we look forward to building a bright future in the construction industry for all people and with all people.

If you’ve been waiting for a sign to get involved, this is it. Whether you’re drawn to coffee dates, happy hours, advocacy work, or simply being a sponsor, PWB has a place for you. Together, let’s make 2026 our most impactful—and enjoyable—year yet!

# Young Professional Builders Council Update

*Reed Jimenez, 2026 YPBC President*



As the Young Professional Builders Council heads towards its third year of operation, it is a great opportunity to pause and reflect on the strong growth and momentum the council has built in such a short time. Since its inception in 2023, YPBC has remained steadfast in its mission of cultivating the next generation of building industry leaders and has grown into a vital facet of the Frederick County Building Industry Association and the local building industry as a whole.

Through engaging happy hours, educational lunch-and-learns, and meaningful philanthropic efforts, YPBC has built a strong and welcoming community of young professionals who are eager to learn more, grow together, and form lasting relationships with both their peers and the senior leadership of our industry. These networking events, educational programs, and service initiatives continue to foster connection and professional development for the industry's emerging leaders while strengthening ties across the broader building community.

As we turn the page to 2026, YPBC continues to refine and strengthen its approach to building a connected, forward-thinking network of industry professionals. With new council members and subcommittee chairs stepping into leadership roles, we are energized by the talent, perspective, and passion now surrounding this group. The enthusiasm and commitment of our members continue to drive the council forward and expand the opportunities available to those looking to become more engaged within the industry.

Looking ahead, our focus remains clear: to provide meaningful opportunities for education, connection, and leadership development while continuing to strengthen the bridge between emerging professionals and established industry leaders. YPBC remains committed to deepening industry relationships, expanding leadership opportunities, and continuing its positive impact within the Frederick County building community. The foundation has been laid, the momentum is real, and we look forward to another year of growth, collaboration, and impact within FCBIA and the greater Frederick County building industry.



  
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# HELLO!

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- ★ = Silver Premier Club
- ★ = Bronze Premier Club

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Lancaster Craftsmen Builders	Wohlsen Construction Company

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\*3.5% COURTESY FEE ADDED IF PAYING WITH CREDIT CARD.

\*\*PLATINUM MEMBERS RECEIVE ONE (1) FULL-PAGE AD SPACE PER YEAR; GOLD MEMBERS RECEIVE ONE (1) HALF-PAGE AD SPACE PER YEAR; SILVER MEMBERS RECEIVE ONE (1) 3X5" AD SPACE PER YEAR.

\*\*\*CONTACT THE FCBIA OFFICE TO REDEEM SPONSORSHIP BUNDLE OFFERS FOR ACCURATE INVOICING.

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PWB - ALL WELCOME (MEMBER DISCOUNT)
YPBC - ALL WELCOME
MFC - ALL WELCOME

## 2026

March 21-22	51 <sup>st</sup> Annual Frederick Home & Garden Expo
April 7	Lunch & Learn
April 16	Happy Hour
April 22	Spring Happy Hour
May 27	38 <sup>th</sup> Annual Awards of Excellence
June 9	Lunch & Learn
June 17	Housing Symposium
June 23	General Membership Meeting
July 8	Crab Feast
July 23	Luncheon
August 6	50 <sup>th</sup> Annual Golf Classic
August 25	Lunch & Learn
September 15	General Membership Meeting
September 17	Lunch & Learn
September 29	Happy Hour
October 13	General Membership Meeting
October 20	Speed Networking
October 29	Happy Hour

Register for an event today!



FrederickBuilders.org

## Stay in the Loop!

