

What does success look like for you in 2021 and beyond?

I believe we can make an enormous amount of headway in this year – partly because of the environment we are in right now. In times of hardship, innovation happens at a faster rate. Additionally, our state and federal leaders committed to decisions based on data and science. I expect this year to be the year they look back on as a time when our state made significant progress in developing our science and technology industry. All the pieces are in place. We just need to focus, risk and execute.

What are you reading?

I tend to read many books at the same time. I sometimes enjoy the juxtaposition of a novel and a work of nonfiction. On my bed stand are three right now: *The Overstory* by Richard Powers, *Startup Communities* by Brad Feld (a re-read) and *Poor Charlie's Almanack* by Charlie Munger. There are central themes that fascinate me that I can spend hours on.

What inspires you?

I get a lot out of seeing someone pursue their dreams, exploring a hypothesis, failing miserably, and getting back up, or that simple spark when someone sees something they never saw before.



Patrick Callahan is the founder of the Delaware Data Innovation Lab, co-founder of CompassRed, and a board member of Delaware Prosperity Partnership.

Businesses Honored for Supporting Service Members and Veterans

» The Delaware Warrior Friendly Business Award recognizes businesses' efforts to support service members, veterans, and their family members through workplace initiatives. The Joint Military Affairs Committee (JMAC) of the Delaware State Chamber of Commerce and New Castle County Chamber of Commerce recognized the 2021 award recipients at the State of The Guard event on February 19.

Middletown Area Chamber of Commerce (Under 50 Employees):

The Middletown Area Chamber of Commerce (MACC) has a long history of supporting veteran and military organizations and initiatives. The nonprofit business organization was founded in 1972 by two former Navy Seamen, Will Kirkwood and W. Dean Hatton, with the latter serving on the USS McCork, helping to storm Normandy at Omaha Beach on D-Day. Over the past 12 years, roughly 50 percent of MACC's employees are military spouses. The organization has also offered many veteran-owned businesses the opportunity to be a part of their Incubator and Collaborative Workspace. In addition, they support and promote the American Legion Post 25, the VFW Post 7632, the Middletown Cadet Squadron, Veterans Outreach Ministries, and others.

"All six staff members employed by the MACC over the years have had a military affiliation of some kind, although we just realized that fact last year in preparing for our milestone 50th anniversary," said Executive Director Roxane Ferguson.

"The Warrior Friendly Award embodies the commitment to our service men and women. The MACC is honored to be recognized for those efforts and join the esteemed group of businesses who continually support our veterans."

Bank of America (Over 50 Employees):

Bank of America has a long history of assisting and supporting military personnel and their families. Last year marked their centennial of support, a tradition which began when they started providing financial services and products for service members at Fort Sam Houston in 1920. In addition, last February Bank of America surpassed its five-year goal to hire 10,000 veterans, National guardsmen, and reservists.

Locally, the bank established a Veterans Onboarding Initiative, which pairs current Bank of America veteran employees with new ones to provide guidance and mentorship. They also created a Military Support & Assistance Group, which includes about 1,000 employees and provides a support system for both veterans and active military personnel and their families who are both currently living in Delaware and deployed overseas.

"We are honored and humbled to be a recipient of the JMAC's Warrior Friendly Business Award," said Delaware Market President Chip Rossi. "We remain committed to continuing to attract, develop, and retain military talent. There are thousands of veterans who we now have the privilege to call teammates, and each one of them brings unique skills and experiences from their service to our country."