



**SUMMARY**  
**President & Chief Executive Officer**  
**Lancaster Chamber of Commerce**  
**Lancaster, Pennsylvania**

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*Lancaster Chamber of Commerce* (“the Chamber”), celebrating its 150th year of operation in 2022, is the largest pro-business advocacy and support organization serving Lancaster County. The County is part of MSA of over 550,000 people and is in the south-central region of the Commonwealth of Pennsylvania. The Chamber has over 1,400 investors, covering 45% of the County’s workforce.

With a 15-member volunteer Board of Trustees, a 16-member staff and a FY2021 operating budget of \$2.267MM, the Chamber focuses on equipping business, serving business and representing business. Despite the challenges of COVID, the Chamber was selected as a finalist for “Chamber of the Year 2021” by the Association of Chamber of Commerce Executives (the Chamber won the COTY designation from ACCE in 2003 and in 2013). Website: [www.lancasterchamber.com](http://www.lancasterchamber.com)

*Lancaster features an outstanding quality of life*, located in the south-central region of the Commonwealth of Pennsylvania, approximately 65 miles west of Philadelphia and 70 miles northwest of Baltimore. The City of Lancaster’s population is 59,300, Lancaster County’s population is 553,000 and includes 60 different boroughs and townships. The County has the world’s largest Amish settlement, representing about 7% of the population. Approximately 11% of the County’s population is Hispanic or Latino, 5.5% Black and 4% representing other ethnic groups. Historically, Lancaster rose to prominence in agriculture, but the Lancaster area today has a transformed economy with healthcare, arts, diverse manufacturing, agribusiness and food processing, financial and professional services, numerous service industries including live events and entertainment technology, pharmaceutical packaging and distribution and tourism. In addition to well established businesses, Lancaster has an expanding entrepreneurial and small business community. Small businesses make up a significant majority of the Chamber’s members.

*President & Chief Executive Officer* (“CEO”) reports to the Chamber’s 15-member Board of Trustees, which meets monthly, and oversees a 16-person staff. Other important interactions and relationships include: executives and employees of Chamber member organizations; municipal, county, state and federal elected officials and their staffs; representatives of other economic development, business, nonprofit and private sector partnership organizations; education officials; members of the media; and the public at large. The CEO is the top staff executive of the organization. This executive is charged with the responsibility for the complete operation of the Chamber as it involves staff, program, planning, operations and finance. This executive is a non-voting member of the Board of Trustees, the Executive Committee and Nominating Committees.

*The ideal candidate* will demonstrate a proven track record of accomplishment and success in an executive position with significant staff leadership, financial, and strategic responsibility. This executive may come from any of a variety of backgrounds, e.g.: the top executive of a progressive and successful comparably sized chamber of commerce, or related significant business association; experience as a top lieutenant or other senior-level executive at a larger like enterprise as noted above; or an executive from a complex private or public sector entity. Significant Board interaction and experience leading large numbers of volunteers is strongly desired. A Bachelor’s degree is required; an advanced degree in business, law or related field is considered a plus. If a candidate’s professional experience includes chamber or association work, then a graduate of the U.S. Chamber’s Institute for Organization Management, Certified Chamber Executive or Certified Association Executive designation is desirable.

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***Outstanding opportunity*** for a chamber, association or an accomplished private or nonprofit sector executive to lead and grow a successful chamber organization in a dynamic regional community. The new CEO will be replacing a long-tenured and well-respected leader in Tom Baldrige. This executive will have the benefit of working with a committed Board of Trustees and inherit a Chamber staff team who bring experience and enthusiasm to their roles. In order to expand the collaboration between the private sector and public sector in Lancaster, the Chamber has historically been looked upon as the key convener of various interests. Despite the Chamber's strength, stability and accomplishment, the Chamber's Board, staff, members and public at large recognize that Lancaster is at an important point in its history and that continued growth and development that can benefit the entire community requires inspired leadership. The Chamber's CEO will play an important role in moving the organization, County and regional community forward in these endeavors.

**Contacts**

If you are aware of an outstanding chamber or business executive who meets these requirements and would be interested in evaluating this dynamic opportunity, please contact WAVERLY PARTNERS, the executive search firm retained by the Lancaster Chamber Board on this search and the "preferred provider" of executive search services of the Association of Chamber of Commerce Executives.

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Executive Search Consultants

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