



Small Businessperson of the Year Award

Selection Criteria

Nomination is completed digitally – this information is to help you prepare for the digital nomination form. **Deadline for nomination is February 28, 2023.**

The Overview

Each year at the Lancaster Chamber's Annual Dinner, a local business leader is honored as the Small Businessperson of the Year. This award is made in recognition of the outstanding contributions of a small business or entrepreneur to the economy and overall progress of the Lancaster business community. This award recognizes a small business owner, entrepreneur, partner, or major shareholder of a company with 100 or fewer employees which has demonstrated growth in sales or volume, strategic vision, strong company culture and has contributed positively to the community.

General Eligibility

- Has completed 5 years of operations as a for-profit business.
- Employs less than 100 employees (including all entities or subsidiaries) according to the Lancaster Chamber records at time of nomination.
- Nominated person is the CEO, President, Founder, Owner or Top Leader and who is actively involved in day-to-day leadership of the business.
- Conducts business in an ethical, inclusive, and innovative manner.
- Company must have or obtain membership with the Lancaster Chamber

Selection Criteria and Definition

1. **Business Growth** – Verified indications of growth and the effective management of growth. Growth indicators can be in sales; profit; workforce retention; facility size; number of locations; customers – repeat business; products/service lines, etc. (20% total score)
2. **Business Formation/Reformation/Entrepreneurship** – The degree and extent responsible for formation/reformation of the business concept and of the business itself as well as how you managed the business utilizing creativity and imagination. (10% total score)
3. **Future Vision** -- Evidence of a business model that demonstrates a clear and sustained capacity for innovation and creativity for future growth opportunities

including products/services and customers. Traits should include applied strategic thinking and leadership characteristics and behavior (i.e. vision, focus and direction, a plan/goals, managing risk & adversity, development of personnel, development of leadership in self and others, market leadership). (15% total score)

4. **Business Culture** -- Evidence of stated and applied commitment to ethical practices, business philosophy and core values and HR practices including development and retention of employees. (15% of total score)
5. **Community Involvement** -- Evidence of contribution and involvement in the community, investment of financial and other resources such as time, talent, materials/facilities/equipment, involvement of self and others in the organization. (10% of total score)
6. **Chamber Involvement** -- Evidence of contribution of time and talent to the Chamber, including belief in the value of Chamber membership. Support of Chamber functions through engagement, leadership, and sponsorship activities. Influencing others, in your organization, to become actively involved in the Chamber. (10% of total score)

Questions? Contact Sandi Thompson, sthompson@lancasterchamber.com.