

Small Businessperson of the Year Award

Selection Criteria & Nomination Form Content

Nomination is completed digitally – this information is to help you prepare for the digital nomination form. **The deadline for your nomination is March 2nd, 2026.**

The Overview

The **Small Businessperson of the Year Award**, presented annually at the Lancaster Chamber's Annual Dinner, honors a small business leader whose vision and leadership strengthen both their business and the Lancaster County community. The award recognizes individuals who demonstrate excellence in building and managing their business, fostering a positive workplace culture, and contributing to their industry and community.

General Award Eligibility

- Must have completed at least 5 years of operations as a for-profit business.
- Employs fewer than 100 employees (including all entities or subsidiaries)
- The nominee must be the CEO, President, Founder, Owner, or Top Leader actively involved in the day-to-day leadership of the business.
- Must conduct business in an ethical, inclusive, and innovative manner.
- The company must be or become a member of the Lancaster Chamber.

Selection Criteria and Definition

Business Formation/Reformation/Entrepreneurship (20% of Total Score)

- The degree to which the nominee is responsible for the formation, reformation, and management of the business, demonstrating creativity and imagination in its development.

Business Culture (15% of Total Score)

- Commitment to ethical practices, core values, and employee development, including the retention of staff and fostering a positive, inclusive work environment.

Future Vision (15% of Total Score)

- Evidence of a business model that demonstrates a clear and sustainable capacity for innovation and future growth, including products/services, market leadership, and strategic thinking.

Business Growth (10% of Total Score)

- Verified indications of growth and effective management of that growth, including sales, profit, workforce retention, facility size, number of locations, repeat customers, and product/service lines.

Community Involvement (10% of Total Score)

- Evidence of active contributions to the community, including financial investments, volunteer time, use of materials/facilities/equipment, and the engagement of others within the organization.

Chamber Involvement (10% of Total Score)

- Active participation in Chamber events, leadership roles, sponsorships, and efforts to encourage other members of the organization to engage with the Chamber.

The next step for nominees will be to complete a detailed profile based on the selection criteria outlined above. This profile is designed to help guide the nomination process, providing insight into how the nominee exemplifies the qualities of leadership, management, future vision, growth, and community impact. As a



nominator, you can use these criteria to craft your responses to the questions, ensuring that the nominee's achievements are thoroughly highlighted.

Contact information needed for the online nomination form:

Nominator Contact Information:

Name, Company, Title, Business Phone, E-mail Address

Nominee's Contact Information (Professional):

Name, Company, Title, Business Phone, Email Address

Required questions for the online nomination form:

Why do you feel this nominee deserves the Small Businessperson of the Year award, and how do they currently manage and lead their business?

Provide a brief overview of why you believe this nominee is an outstanding candidate. Include examples of how they oversee day-to-day operations, guide the business, support employees, and maintain effective and sustainable management.

How has the nominee cultivated a positive and inclusive company culture?

Describe ways the nominee fosters a work environment that emphasizes ethical practices, inclusivity, employee development, and retention.

How has the nominee demonstrated growth and future vision for the business?

Share specific examples of how the business has grown in sales, products/services, workforce, or other key indicators, and how the nominee plans for the future of the business.



Lancaster Chamber

How has the nominee demonstrated commitment to the community and the Lancaster Chamber?

Provide examples of the nominee's involvement in community initiatives, charitable contributions, volunteer work, or any other ways they have supported Lancaster County, as well as participation in Chamber events, leadership roles, or efforts to engage others with the Chamber.

Questions? Contact Molly Crouser, mcrouser@lancasterchamber.com.