



Lancaster Chamber

2025 PROOF OF PERFORMANCE

**COUNTYWIDE
IMPACT.
COMMUNITYWIDE
PROGRESS.**



Letter from the Lancaster Chamber

Businesses and employers in Lancaster County are navigating change, from economic uncertainty to workforce challenges, evolving policies to rising expectations from employees and customers. Your time is limited, your decisions matter, and the value of your Chamber membership must be clear, relevant, and real.

This Proof of Performance shows how the Lancaster Chamber delivered for Members across Lancaster County and beyond in 2025.

Throughout the year, our focus was on helping businesses access what matters most: meaningful connections, timely information and insights, and pathways to talent and growth. Whether through peer networks, advocacy on issues that impact business, or opportunities to increase visibility, our work was grounded in practical outcomes and designed to support businesses at every stage and in every corner of the County.

You'll see metrics throughout this report, but they represent more than activity. They reflect an intentional focus on strengthening business across Lancaster, demonstrated through growing membership, robust event participation, and expanding digital and print footprint that extends reach and connection.

In 2025, the Chamber continued to lean into a business-forward agenda, amplifying employer priorities on issues that directly impact growth and competitiveness. Through forums, fly-ins, and elected official engagement, we worked alongside employers to influence policy conditions around childcare, immigration, workforce, the state budget, and the broader economic environment, ensuring business voices were informed and represented at the local, state, and federal levels.

We also invested in people and talent, recognizing workforce recruitment and retention as one of the most critical challenges facing employers. Through workforce initiatives, leadership development, and talent attraction efforts like Land in Lancaster, we helped create clearer pathways into careers and advancement.

But here's the critical part: none of this happens in isolation. Progress is driven by engaged members, dedicated volunteers, partners, sponsors, and Board trustees who believe in collaboration and shared impact. Being a part of the Chamber fuels progress not just for individual businesses, but for the entire business community.

In 2026, guided by our strategic plan, we will move forward with momentum, clarity, and confidence to deliver value where it matters most - helping Lancaster County businesses succeed and thrive.

Thank you for being part of this work!

With Gratitude,



Heather Valudes

President & CEO, Lancaster Chamber



Vanessa Philbert

Chief Executive Officer, Community
Action Partnership of Lancaster

BOARD CHAIR

2025 A YEAR IN REVIEW

In 2025, the Lancaster Chamber advanced its mission to strengthen Lancaster County's business environment while supporting a thriving, connected community. Through a focus on countywide impact and communitywide progress, the Chamber worked at bringing businesses together, elevating voices, investing in people, and shaping the conditions that allow the County to succeed.

Chamber AT-A-GLANCE



1,343
TOTAL MEMBER BUSINESSES

ARE EMPLOYERS OF
**NEARLY HALF OF THE
WORKING-AGE POPULATION**
IN LANCASTER COUNTY

Employee Size

LESS THAN 25 EMPLOYEES: **70%** 
26-100 EMPLOYEES: **18%** 
100+ EMPLOYEES: **12%** 

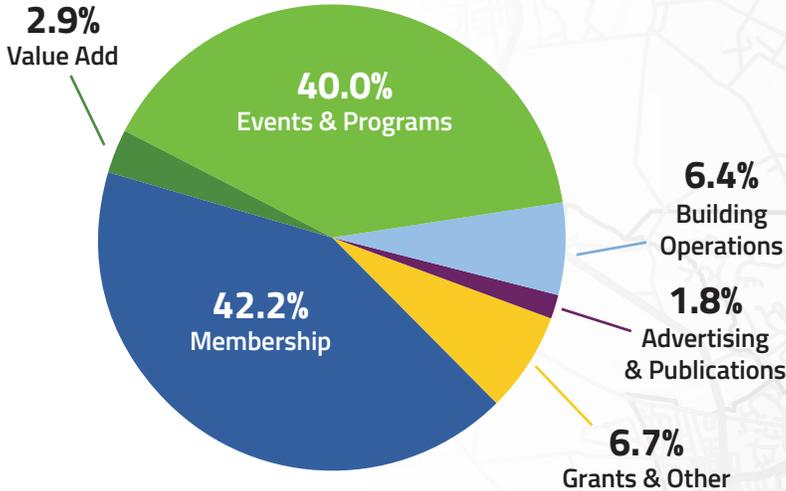
**7 OUT OF 10
CHAMBER MEMBERS
ARE SMALL BUSINESSES**
WITH 25 OR FEWER EMPLOYEES.

Industries Represented

ADVERTISING/MARKETING/MEDIA	4.9%	HOME/GARDEN	1.1%
AGRICULTURE	1.8%	INDUSTRIAL/MANUFACTURING/DISTRIBUTION	8.1%
ART/ENTERTAINMENT/RECREATION	3.3%	LODGING/TRAVEL	2.5%
BUSINESS/PROFESSIONAL SERVICES	14.8%	MAINTENANCE/REPAIRS/INSTALLATION	3.8%
COMMUNITY/CIVIC/NONPROFIT ORGANIZATIONS	9.1%	PERSONAL SERVICES	1.0%
COMPUTERS/TECHNOLOGY/TELECOM	3.6%	PETS/VETERINARY	0.3%
EDUCATION	3.6%	REAL ESTATE/CONSTRUCTION	10.3%
EMPLOYMENT/STAFFING SERVICES	0.7%	RELIGIOUS ORGANIZATIONS	0.4%
EVENT PLANNING/VENUES	1.2%	RESTAURANTS/FOOD/BEVERAGES	4.0%
FINANCE/INSURANCE	7.6%	RETAIL	4.4%
GOVERNMENT	1.3%	TRANSPORTATION	2.8%
HEALTHCARE/WELLNESS	6.9%	UTILITIES/ENVIRONMENTAL	2.7%

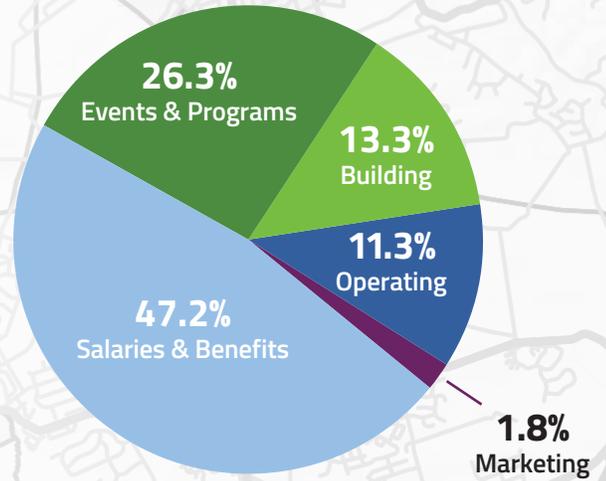
Total Revenue

\$3,067,428.00



Total Expense

\$2,938,209.00



AWARDED



2025

COMMUNICATIONS
EXCELLENCE AWARD

by the Association of Chamber
of Commerce Executives



81

VOLUNTEERS

Board of Directors, Chamber
Ambassadors, Program
Advisory Committee Members,
representing 25 different
Industry sectors, helped advance
the mission and vision of the
Lancaster Chamber



18

STAFF MEMBERS

served with 46 organizations
across Lancaster County,
representing the Chamber
and the broader business
community through professional
and personal leadership roles.

Impact AT-A-GLANCE

9,869 PEOPLE

from 837 businesses came together
through 141 Chamber events and programs,
gaining access to meaningful speakers,
valuable resources, and cross-industry
connections across 357 hours of learning
and engagement.

The Lancaster Chamber's 115 East King Street
building served as a hub for connection
and collaboration in 2025, welcoming

12,629 EXTERNAL VISITORS

for meetings, events, trainings,
and community use.

The Chamber highlighted and promoted Member businesses
through our social media platforms with

1,228,561 IMPRESSIONS & 45,026 ENGAGEMENTS

217 NEW MEMBER BUSINESSES

joined the Lancaster Chamber and
80 businesses celebrated
grand openings, anniversaries,
new locations, and expansions
with us indicating a growing
business community.

Strengthening Business Across Lancaster County

A strong economy depends on businesses being visible, connected, and positioned to access opportunity regardless of size, industry, or location. Through a countywide lens, the Lancaster Chamber endeavors to strengthen the systems that support business success across all of Lancaster County. By operating at this scale, the Chamber helps create an environment where businesses do not grow in isolation, but as part of a connected, resilient countywide economy.

Countywide Reach & Visibility

Businesses cannot grow if they are not seen. In 2025, the Lancaster Chamber expanded business visibility across Lancaster County by leveraging a strong digital and print footprint designed to reach broad, engaged audiences.

Through Chamber-managed platforms, we elevated member businesses connecting them to a network of **17,779 email subscribers**, **104,592 website visitors**, **up to 26,000 print readership**, and **26,570 social media followers**. Across all social media channels, Chamber communications generated **45,026 engagements** and reached an audience of **over 1.2 million**, ensuring businesses across industries and geographies had consistent access to visibility.

Access to Networks & Markets

Strong networks are essential to business growth. In 2025, the Lancaster Chamber created intentional opportunities for businesses to connect, collaborate, and access new markets through countywide networking, peer learning, and shared experiences.

Across **141 events and programs**, the Chamber engaged **9,869 attendees**, representing **837 unique businesses** and **5,107 unique individuals**. These interactions were designed to go beyond surface-level networking, fostering relationships that lead to partnerships, referrals, and shared problem-solving and learning across industries.



Breakout Session at 2025 Small Business Summit



Business Growth & Celebration

Business growth sends a powerful signal about the strength of a local economy. In 2025, the Lancaster Chamber celebrated investment, longevity, and momentum across Lancaster County by recognizing milestones that reflect confidence in the region's business environment.

The Chamber supported and celebrated **80 ribbon cuttings, grand openings, anniversaries, new locations, and expansions** highlighting businesses at every stage of growth. In addition, **79 businesses** were recognized for 5–20 years of Chamber Membership, and **169 businesses** for 25 or more years of chamber membership, reinforcing long-term commitment to making Lancaster County a thriving community for all.

Stronger Connections Across Geography & Industry

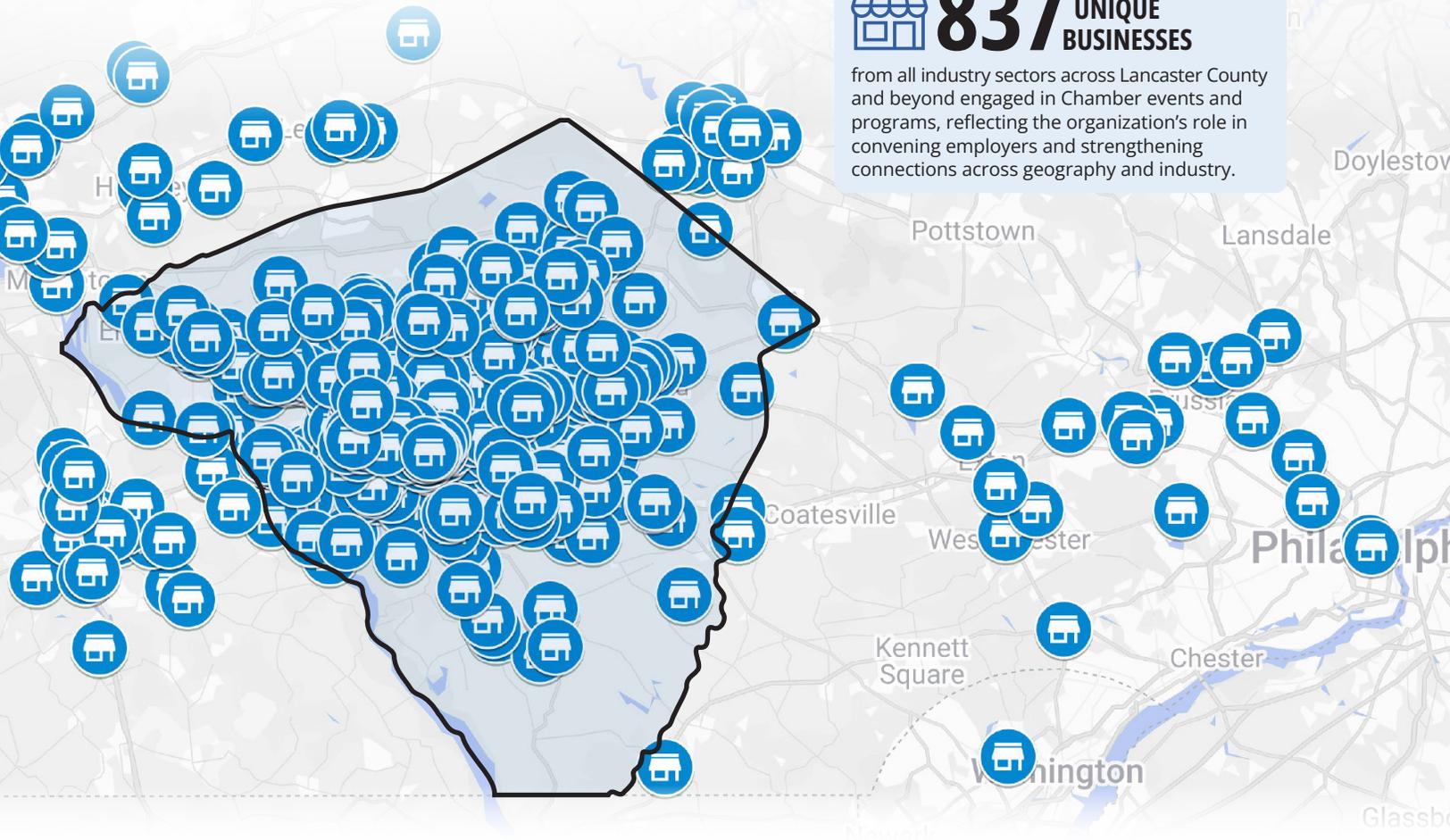
Lancaster County's economy is strongest when businesses are connected across municipal boundaries and industry lines. The Lancaster Chamber plays a unique role in reducing silos by convening businesses that might not otherwise interact.

Through **38 networking events, 40 learning programs, 28 advocacy events, 12 Women in Business (WIB) programs** and **13 Young Professionals Network (YPN) programs**, businesses from diverse sectors and regions came together to exchange insights, explore challenges, and identify opportunities for collaboration. Industry-specific roundtables and tours further strengthened peer-to-peer learning and cross-sector understanding.

EMPLOYEES FROM

 **837** **UNIQUE BUSINESSES**

from all industry sectors across Lancaster County and beyond engaged in Chamber events and programs, reflecting the organization's role in convening employers and strengthening connections across geography and industry.





Leading a Business-Forward Agenda

A strong business environment is shaped by informed leadership, coordinated advocacy, and consistent engagement. The Lancaster Chamber leads a business-forward agenda focused on improving the policy and economic conditions that directly impact employers across Lancaster County.

By elevating business priorities, convening employers and elected officials, and supporting informed civic participation, the Chamber ensures that the collective voice of the business community is represented at the local, state, and federal levels. This work reflects the Chamber’s role as both advocate and connector, helping businesses navigate complex issues while shaping a more competitive, sustainable countywide economy.

Advocacy & Policy Conditions

In 2025, the Lancaster Chamber focused advocacy efforts on issues with direct impact on employers, including childcare accessibility, immigration modernization, workforce availability, tariffs, and the state budget. These priorities were advanced through coordinated outreach, education, and direct engagement with policymakers.

The Chamber hosted **29 advocacy-focused events** engaging **1,395 attendees** and supported business priorities through **16 formal letters of support and position statements**. As a **lead partner in a 73+ chamber coalition**, the Lancaster Chamber helped elevate childcare as a critical workforce issue, securing a **\$25 million state budget appropriation** for childcare teacher recruitment and retention, the first new investment since 2007.

Collective Business Voice

The Chamber created structured opportunities for businesses to directly engage with decision-makers and understand how policy decisions shape the economic landscape.

In 2025, businesses and community leaders from Lancaster County engaged directly in state, federal, and international policy conversations. **24 regional business and chamber representatives** traveled to Washington, D.C. to advance shared priorities including workforce access, pro-business tax policy, infrastructure investment, and housing affordability. At the state level, **39 nonprofit leaders** participated in exclusive Capitol engagements, including discussions with directors from four Governor’s Advisory Commissions. The Chamber also hosted **11 representatives from the Oman Chamber of Commerce and Oman Trade Office U.S.**, strengthening global trade and investment relationships that support Lancaster County’s economy.



Childcare Press Conference held on January 13, 2025



Civic Engagement

An informed business community strengthens both democracy and the economy. The Lancaster Chamber supported nonpartisan civic engagement by providing education and opportunities for participation across Lancaster County.

In 2025, the Lancaster Chamber advanced civic engagement by producing Elections Guides for the primary and general elections, and hosted Lancaster City Mayoral candidate forums in both cycles that engaged **more than 2,200 participants**. The Chamber also facilitated a Middle School **National Civics Bee®**, receiving **over 40 essay submissions** from schools across Lancaster County and engaging **20 student finalist participants**. In addition, **more than 50 young professionals** took part in our YPN Engage programs, encouraging informed participation and strengthening civic leadership across the community.



THROUGH
390 HOURS OF ADVOCACY
WORK IN 2025

the Lancaster Chamber engaged with elected officials and facilitated events and programs that brought Lancaster County businesses face to face with policymakers at the local, state, and federal levels, further strengthening relationships that support a business-forward policy environment.

STATE SENATORS

Senator Scott Martin (R)
District 13 ○

Senator James Malone (D)
District 36 ○

Senator Chris Gebhard (R)
District 48 ○

STATE REPRESENTATIVES

Rep. Mindy Fee (R)
District 37 ○

Rep. Brett Miller (R)
District 41 ○

Rep. Keith Greiner (R)
District 43 ○

Rep. Izzy Smith-Wade-EI (D)
District 49 ○

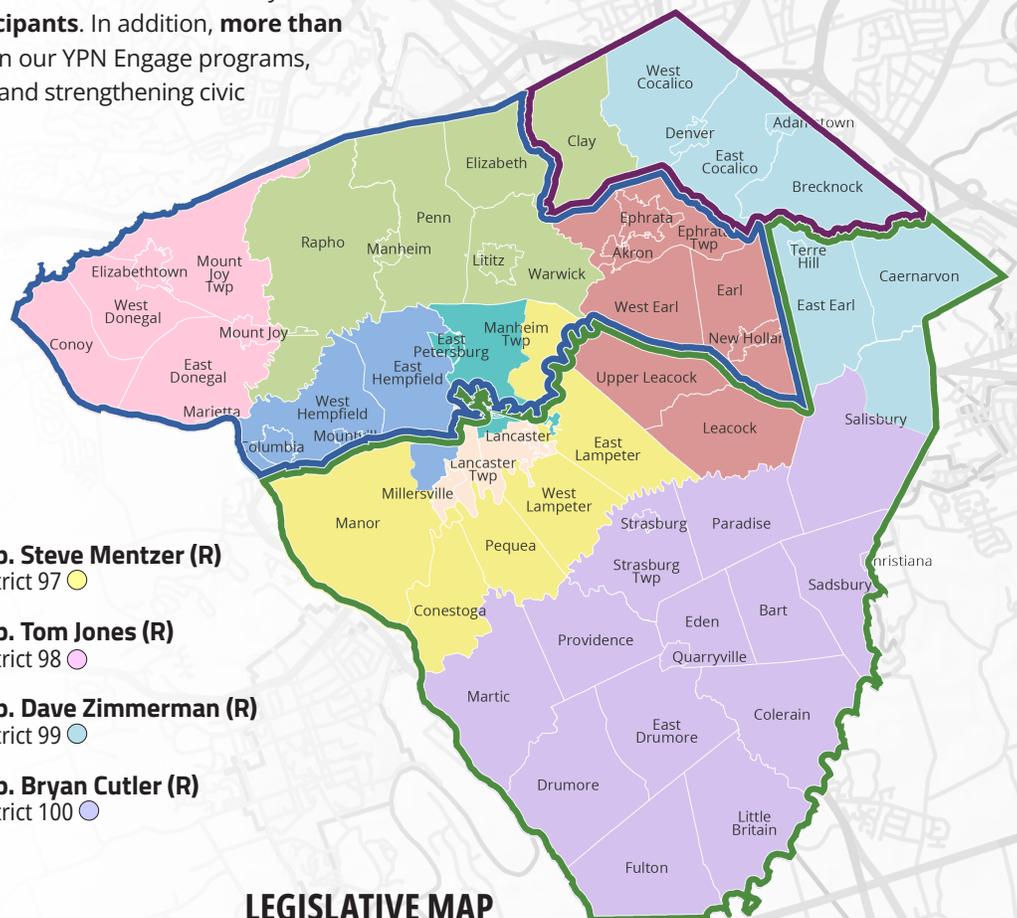
Rep. Nikki Rivera (D)
District 96 ○

Rep. Steve Mentzer (R)
District 97 ○

Rep. Tom Jones (R)
District 98 ○

Rep. Dave Zimmerman (R)
District 99 ○

Rep. Bryan Cutler (R)
District 100 ○



LEGISLATIVE MAP

Investing in People, Talent, & Belonging

A thriving economy depends on people who are prepared, connected, and supported at every stage of their professional journey. Through a communitywide focus, the Lancaster Chamber invests in people, helping individuals build skills, advance careers, and see long-term opportunity in Lancaster County.

This work spans learning, leadership development, workforce pathways, and talent attraction. By strengthening the connection between employers, educators, and community partners, the Chamber helps ensure opportunity is accessible and growth is shared across the County.

Access to Skills & Advancement

The Chamber delivered learning and training opportunities designed to meet the evolving needs of employers and employees. In 2025, **377 individuals** gained **over 1,800** hours of professional development. This investment in practical and tactical skill-building strengthens our workforce while supporting employee retention and advancement.

In 2025, the Lancaster Chamber delivered more than **207 hours** of cross-industry learning, engaging **2,124 participants** through expert knowledge sharing and peer-to-peer exchange. Programs included Excellence Exchange, Women in Business, Young Professionals Network, HR Roundtable, Manufacturing Roundtable, and Non-profit Roundtable.



2025 New Manager Academy In-Person Session Graduates

Pathways into the Workforce

Building future talent is essential to Lancaster County's long-term economic sustainability. In 2025, the Lancaster Chamber strengthened pathways into the workforce by launching Workforce Reimagined, an employer-partnered workforce strategy designed to address current workforce challenges, anticipate future needs, and connect people to opportunity across the county. Through aligned strategies such as **Discovering Paths Mentoring Program**, **Inspire Lancaster** career exploration platform, and the **Land in Lancaster** talent attraction website, employers, educators, and community partners are advancing shared solutions that expand access, strengthen talent pipelines, and position Lancaster County as a thriving hub for both careers and quality of life.



Through **Discovering Paths**, **140 students** participated in experiential learning, one-on-one mentorship, and career exploration with **330 mentors, facilitators, advisory members, and liaisons**, gaining direct exposure to careers and increased confidence in their next steps. The impact was significant: students reporting a good or strong understanding of career options increased from **50% to 93%**, while understanding of career pathways in in-demand industries rose from **27% to 87%**. Confidence in workplace readiness skills grew from **53% to 93%**, and awareness of educational options increased from **46% to 89%**.

PARTNERSHIPS WITH

42 

EDUCATIONAL INSTITUTIONS

spanning K-12, higher education, and postsecondary programs.

95 

BUSINESSES

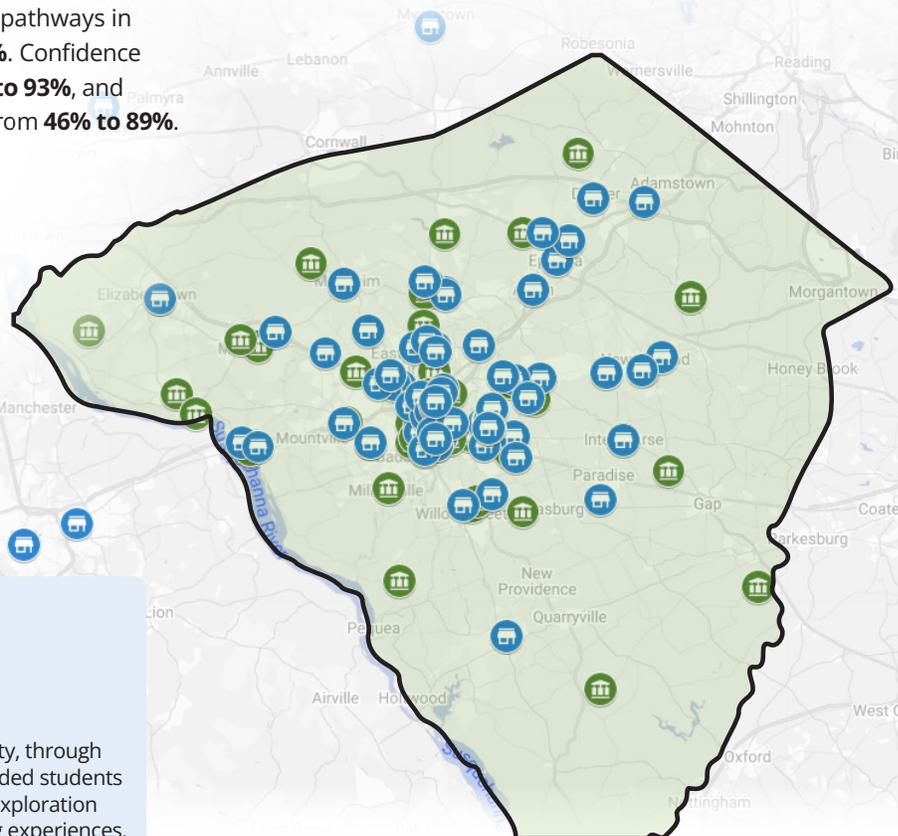
Across Lancaster County, through Inspire Lancaster provided students with hands-on career exploration and real-world learning experiences.

INSPIRE
LANCASTER

95 businesses participated in **Inspire Lancaster** introducing students to almost **100 local career opportunities** including apprenticeships, internships, job shadows, industry and business tours, mentorship, mock interviews, career speakers, and educator externships thus reinforcing Lancaster County to explore careers and build a future.

LAND IN  LANCASTER.

Launched in July 2025, **Land in Lancaster** introduced employers and partners to a new, countywide talent attraction strategy. The Chamber engaged **247 attendees** through **7 informational sessions**, equipping businesses with tools to support recruitment and retention. In addition, the Land in Lancaster Employee Resources page generated **710 visits**, signaling early employer interest in resources designed to connect talent with opportunity and position Lancaster County as a place to live and work.



Investing in People, Talent, & Belonging:

LEADERSHIP HONORED

Leadership shapes opportunity, culture, and community progress. The Lancaster Chamber's 2025 Business Awards celebrate individuals and organizations whose leadership reflects innovation, stewardship, and commitment to Lancaster County. These honorees represent a wide range of industries and leadership styles, but share a common impact: strengthening businesses while contributing to a thriving community.



Small Businessperson of the Year

Brock Snyder & Joe Ferderbar, Founders of Oola Bowls

The Small Businessperson of the Year Award recognized Brock Snyder and Joe Ferderbar for entrepreneurial leadership and community impact. Founded in 2018 as a single food truck, Oola Bowls grew into a multi-location brand with franchises across the mid-Atlantic and beyond. Their commitment to quality, health-focused offerings, and thoughtful growth exemplified the power of small business innovation rooted in Lancaster County.



Thomas T. Baldrige Catalyst Award

Precision Cobotics

The Thomas T. Baldrige Catalyst Award honored Precision Cobotics for advancing economic vitality through innovation and workforce development. Emerging as an independent company in 2022, Precision Cobotics paired advanced robotics and AI with a people-first approach. In 2024, its Robotic WorX program engaged more than 1,450 students and educators, nearly half from underrepresented STEM groups, strengthening both modern manufacturing and the future workforce.



Exemplar Award

Adam Davis, CEO of TAIT, & Troy Clair, President & CEO of Clair Global

The Exemplar Award honored Adam Davis and Troy Clair for visionary leadership that shaped both industry and place. As leaders of TAIT and Clair Global and co-founders of Rock Lititz, they transformed a bold idea into a world-renowned live entertainment campus supporting more than 30 companies and 1,500 jobs, positioning Lancaster County as a global hub for innovation.



The ATHENA® Award

Willonda McCloud, President & CEO, Bright Side Opportunities Center

The ATHENA® Award recognized Willonda McCloud for leadership that advanced opportunity and equity in Lancaster County. As President & CEO of Bright Side Opportunities Center, she expanded programs empowering youth and families, including SisMantle Tech and STEM Leadership Academies. She also secured more than \$1 million in grant funding for programming and facility improvements, reflecting a deep commitment to community well-being and inclusive leadership.



George C. Delp Award

Mary Henry

The George C. Delp Award recognized Mary Henry for lifelong dedication to Lancaster County agriculture. Mary's career in agriculture includes 25 years at Farm Credit, where she led the creation and expansion of the Farm Credit Express program to strengthen access to capital for farmers, and now as the Corporate Sales Manager at Messick's Farm Equipment. She is a founding member and past Chair of the Lancaster County Ag Council and is deeply committed to advancing the county's agricultural legacy.



Discovering Paths Sandi M. Thompson Guiding Light Award

John Smucker, CoffeeCo

The Discovering Paths high school mentoring program honored John Smucker of CoffeeCo with the Sandi M. Thompson Guiding Light Award for his steadfast commitment to mentorship and lasting contributions to the program. Sean O'Brien of Woodstream was recognized for making an immediate and meaningful impact as a volunteer, bringing passion, initiative, and fresh energy to the Discovering Paths Mentoring program. Together, these honorees reflected the power of both emerging and enduring leadership, demonstrating how early engagement and long-term dedication strengthen career pathways and positively shape the future workforce of Lancaster County.



Discovering Paths Impact Award

Sean O'Brien, Woodstream



Strengthening Quality of Life

Quality of life and economic success are deeply connected. Businesses thrive when communities are healthy, engaged, and attractive places to live and work. Through its communitywide focus, the Lancaster Chamber works at the intersection of workforce, place, and partnership to strengthen long-term quality of life across Lancaster County.

By convening leaders, contributing business insight, and collaborating across sectors, the Chamber helps address complex challenges that shape daily life. From workforce sustainability to place-based investment, this work reinforces Lancaster County as a place where people want to live, work, and stay.

Workforce as Quality of Life

Initiatives such as Workforce 2030 and ongoing workforce research reinforce the connection between employment stability, economic mobility, and community-well being. Led by the Lancaster Chamber, Lancaster County Workforce Development Board, and Lancaster County STEM Alliance, Workforce 2030 is a strategy to align efforts and collaboration countywide.

Throughout 2025, leadership teams comprised from **11 different organizations** identified targeted strategies, facilitated community meetings, and refined ideas. The Workforce 2030 Summit hosted by the STEM Alliance brought together **177 attendees** from business, education, workforce, and community organizations around shared priorities that support access to careers, skill development, and long-term stability. Building on that momentum, stakeholders from **39 organizations** engaged in providing feedback at community meetings that helped shape the strategies to find jobs & remove barriers, build skills, and explore careers to ensure Lancaster County remains a place where people and employers can thrive.



Community Partnerships

Chamber staff and leadership actively serve and collaborate on **46 boards and organizations** across education, healthcare, housing, economic development, and the nonprofit sector. These partnerships ensure business perspectives inform community solutions while strengthening alignment across the county.

- Association of Chamber of Commerce Executives
- Amiracle Community
- Career Ready Lancaster
- CHI St. Joseph's Health
- Coalition for Sustainable Housing
- Columbia School District Advisory Council
- Community Action Partnership of Lancaster County
- City Revitalization Improvement Zone (CRIZ)
- Cultivate Lancaster Marketing Committee
- Cultivate Steering Committee
- Donegal Football Booster Club
- Donegal Indians Swim Team Booster Club
- EDC Economic Development Board of Lancaster
- Elizabethtown/Donegal Girl Scout #710
- Girls on the Run
- Global Talent Network
- Historic Lancaster Walking Tour
- Immigrant Services Convening
- Joining Forces
- Junior League of Lancaster
- Lancaster City Alliance Advocacy ELT
- Lancaster City Alliance Marketing ELT
- Lancaster Clean Water Partners
- Lancaster County Ag Council
- Lancaster County Career & Technology Center
- Lancaster County Planning Commission
- Lancaster County Strategic Arts Initiative Committee
- Lancaster County Workforce Development Board
- Lancaster Farmland Trust
- Lancaster History/Stevens & Smith Center
- Lancaster Solid Waste Management Authority
- Lanco Federal Credit Union
- Leadership Lancaster
- Members 1st Bank
- Mount Joy Lions Swim Team
- Prima Theatre
- Saint Joseph's University
- Silver Spring Dance
- STEM Alliance
- Steven's Advisory Council
- Susquehanna Regional Transportation Partnership
- Together Initiative Network
- Together Workforce Steering Committee
- Transportation Technical Advisory Committee
- Trinity Lutheran Church

Land in Lancaster

Lancaster County's ability to attract and retain talent is closely tied to its sense of place. Launched in 2025, the Land in Lancaster initiative positioned the County as a place where people can build both careers and lives. It also serves as an employer tool with valuable resources to attract top talent, offering toolkits and marketing materials tailored for recruitment.

Through targeted communications and employer information sessions, and resources, Land in Lancaster expanded its reach by connecting prospective talent with information about living, working, and belonging in Lancaster County. This place-based initiative reinforces the county's competitive advantage and supports long-term workforce sustainability.

Since its launch in July, **Land in Lancaster** has generated **14,914 page views** from **7,401 visitors** with an high reate of engagement. Visitors most often explored the **Homepage, Healthcare, Land a Job, Land a Place, and Job Board**, signaling strong interest in both career opportunities and quality of life. While many users came from **Lancaster County**, the site also attracted visitors from **Philadelphia, New York, Baltimore, Virginia, and Washington**, supporting the initiative's goal of extending Lancaster County's reach beyond the local market.



LANCASTER



 **7,401**
WEBSITE VISITORS
FROM CENTRAL PA, PHILADELPHIA,
NEW YORK, BALTIMORE, VIRGINIA,
WASHINGTON, AND AS FAR AS IOWA

explored the Land in Lancaster website to learn about opportunities in Lancaster County.





Maximizing the Value of Membership

While many of the experiences and opportunities highlighted in this year's Proof of Performance are part of your investment with the Lancaster Chamber, your membership also includes a number of benefits that you have access to:

Connections & Visibility

The Lancaster Chamber helps members increase visibility, share their story, and celebrate milestones through digital, print, and in-person promotional opportunities across the county.

Online & Print Member Directory:

Feature your business in the Chamber's directories to increase visibility among members and the public.

Community Calendar:

Promote your events on the Chamber's Community Calendar to reach a broader audience.

Member Headlines:

Share your company's news and achievements through the Chamber's communication channels.

Mailing List Access:

Access the Chamber's mailing list to enhance your marketing outreach.

Advertising Opportunities:

Enhance your business visibility with targeted advertising options across Chamber publications and digital platforms.

Event Hosting Options:

Elevate your business's visibility by hosting Chamber events, showcasing your facilities, and creating connections within the Lancaster business community.

Sponsorship Opportunities:

Elevate your brand by sponsoring Chamber events & initiatives.

Ribbon Cutting Events:

Celebrate your business milestones with Chamber-organized ribbon-cutting ceremonies.

Business Tools & Cost Savings

Membership provides access to practical tools, data, and cost-saving resources that support day-to-day operations and long-term business success.

BizCorp Value-Add Products:

Benefit from exclusive cost-saving products and services through BizCorp, the Chamber's for-profit subsidiary.

Member-2-Member Discounts:

Offer and receive exclusive discounts within the Chamber membership community.

Wage & Policies Report:

Utilize comprehensive local wage and policy data to stay competitive in the market.

Certificate of Origin:

Obtain essential export documentation services to facilitate international trade.

Tuition Discounts:

Access educational discounts through Chamber partnerships to support ongoing learning.

Talent & Workforce Resources

The Chamber supports employers with tools and programs that help attract, develop, and retain talent at every stage of the workforce journey.

Job Board:

Advertise your employment opportunities on the Chamber's Job Board to attract qualified candidates.

Professional Development Trainings:

Enhance your team's skills through a variety of professional development programs.

Workforce Programs & Initiatives

Engage your team with opportunities to invest in the next generation of talent.

Land in Lancaster Employer Resources

Utilize resources to attract top talent, such as toolkits and marketing materials tailored for recruitment.



Networks & Peer Learning

The Chamber creates spaces for meaningful connection and shared learning, bringing business professionals together through mixers, roundtables, committees, and peer-driven conversations.

Mixers:

Expand your network by attending Chamber-hosted mixers with fellow business professionals.

CEO Roundtables:

Participate in exclusive roundtable discussions with fellow CEOs to share insights and strategies.

Regional Business Meetings:

Collaborate with industry peers and regional leaders through quarterly business meetings.

Committee & Advisory Group Participation:

Influence Chamber initiatives and policies by engaging in specialized committees and advisory groups.

Open Houses:

Join the Chamber at our open houses to learn about all things Chamber or showcase your business with a free table at the event.

Advocacy & Influence

The Chamber represents and amplifies the business voice through policy education, advocacy engagement, and direct connection to public decision-makers.

Business Advocacy:

Engage with key public policy issues affecting the business community through the Chamber's advocacy efforts.

Policy Education & Updates:

Stay informed at a Local, State, and Federal level on matters that impact your business the most.

Public Affairs & Issue Briefings:

Attend events that provide the opportunity to hear from and engage with policymakers in office.



Investing in Our Community

We extend our deepest gratitude to our Chairs & Partners for their generous investments in the work of the Lancaster Chamber. Their support enables us to deliver impactful programming and drive initiatives that shape a stronger Lancaster County business community.

Chair Circle



Partners

Armstrong World Industries, Inc.
 Baker Tilly US, LLP
 Barley Snyder, LLP
 C&N Bank
 Capital BlueCross
 Ephrata National Bank
 Eurofins Lancaster Laboratories, Inc.
 First National Bank
 Founders Market & Co
 Four Seasons Family of Companies

Highmark Blue Shield
 Kitchen Kettle Foods, Inc.
 Lancaster Chamber BizCorp
 Lancaster County Solid Waste Management Authority
 Lancaster Nursing & Rehabilitation Center
 Lupton Law
 M&T Bank
 Manheim Pennsylvania Auto Auction
 Millersville University

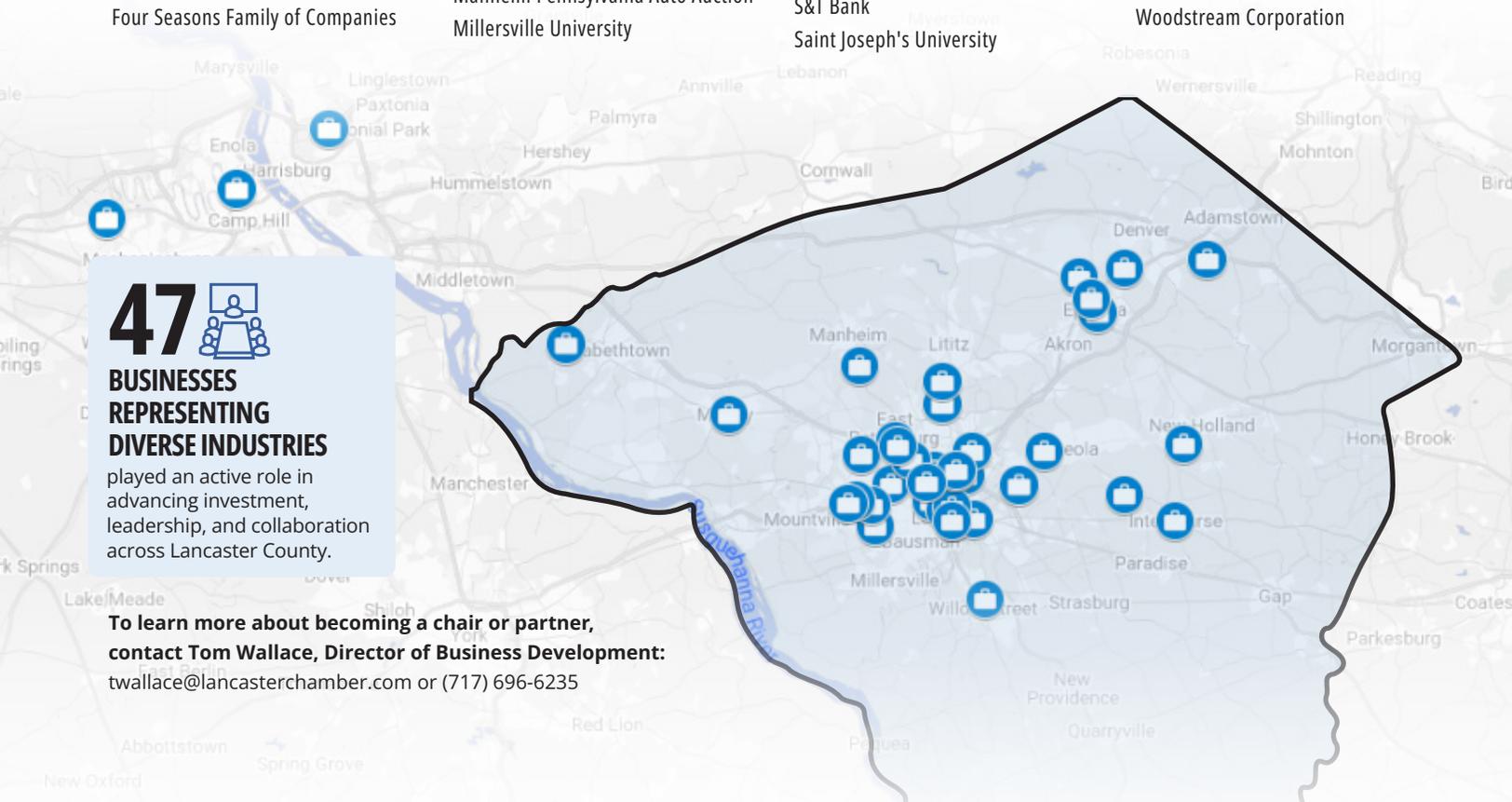
Moravian University
 New Holland North America / CNH Industrial America LLC
 Nissin Foods USA
 Nordstrom
 Northwest Bank
 PPL Electric Utilities
 Renew Turf Science
 RKL LLP
 S&T Bank
 Saint Joseph's University

Signature Custom Cabinetry, Inc.
 Simon Lever
 Tandium Corporation
 TriStarr
 Trout CPA
 UPMC Lititz
 Warfel Construction Company
 Willow Valley Communities
 Wohlson Construction Company
 Woodstream Corporation

47 
BUSINESSES REPRESENTING DIVERSE INDUSTRIES

played an active role in advancing investment, leadership, and collaboration across Lancaster County.

To learn more about becoming a chair or partner, contact Tom Wallace, Director of Business Development: twallace@lancasterchamber.com or (717) 696-6235





Thank You For Your Support!

Our work is made possible by the businesses and leaders who choose to invest in Lancaster County. We are grateful for our members' trust, engagement, and partnership, which allow us to support a strong business environment and a thriving community. Together with our board and staff, we work collaboratively to address challenges, create opportunities, and advance shared success across the County.

Board of Trustees

EXECUTIVE COMMITTEE

Vanessa Philbert
Chief Executive Officer,
Community Action
Partnership of Lancaster
BOARD CHAIR

Eric Wenger
Managing Partner,
Lancaster Office, RKL, LLP
SECRETARY | TREASURER | CHAIR ELECT

Matt Parido
Executive Director,
Corporate Partnerships,
Penn Medicine
Lancaster General Health

Stacy Whisel
President, Godfrey

BOARD

Dara Bachman
President, Fulton Private Bank

Lindsey M. Cook
Partner, Barley Snyder

Aimee Deraco
CEO, Brubaker Inc.

Jocelyn Engle
Publisher,
Engle Printing & Publishing

Larissa Galambos
Chief Financial Officer,
Landmark Homes

Rachel Gallagher
Senior General Manager,
Park City Center

Lisa Hawthorne
President & CEO,
Willow Valley Communities

Dr. Tommy Kiedis
President,
Lancaster Bible College

Brad Mowbray
SVP & Managing Director,
Residential Division,
High Real Estate Group

Dr. Erik Orndorff
Superintendent,
Pequea Valley School District

Michael Reynolds
General Manager,
Lancaster Stormers

Dan Sahd
Co-Owner, Sahd Metal
Recycling

DaWit Teklai
Vice President
of Manufacturing,
Ecore International

Staff

LEADERSHIP TEAM

Heather Valudes
President & CEO

Yolanda Brown
Director of Human Resources
& Facilities Operations

Molly Crouser
Director of Events
& Partnerships

Justin Johnson
Director of Marketing
& Communications

Julie Houck
Director of Finance

Tom Wallace
Director of Business
Development

STAFF

Ryan Bainbridge
Business Relations Manager

Maya Fenner
Workforce & Education
Initiatives Coordinator

Randy Groff
Facilities Maintenance
Custodian

Angela Hornberger
Accounts Payable
& Data Quality Clerk

Aliyah Mengel
Marketing &
Communications Coordinator

Alex Piazza
Business Relations Manager

Jared Spackman
Marketing &
Communications Specialist

Aubry Torres
Front Desk Receptionist

Abigail Williams
Events Specialist
& Executive Liaison

Katie Young
Events Manager



Lancaster Chamber

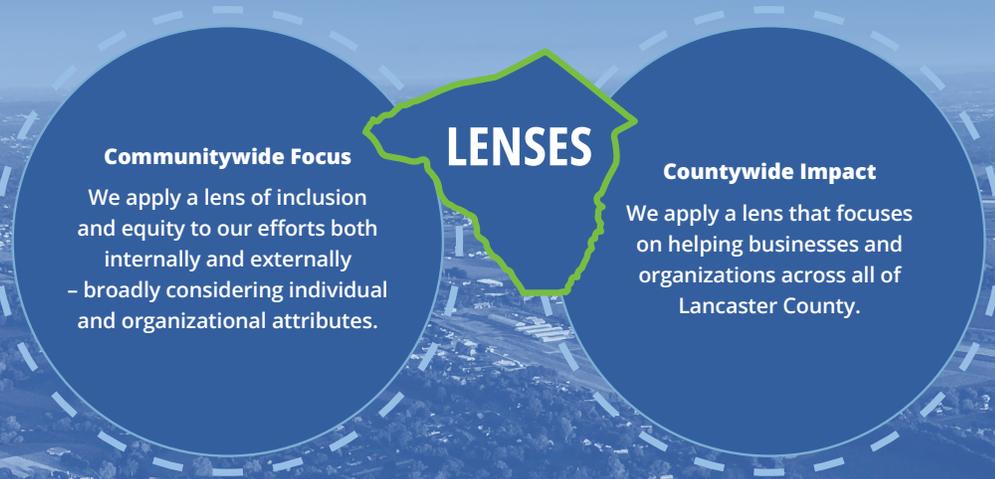
Strategic Plan

WHERE SUCCESS BEGINS

POSITIONING LANCASTER COUNTY
BUSINESSES TO THRIVE.

BY 2035, LANCASTER COUNTY WILL...

- ✔ BE THE BEST PLACE TO LIVE IN PENNSYLVANIA.
- ✔ BE A RECOGNIZED BUSINESS ENVIRONMENT FOR INNOVATION, SUCCESS, AND GROWTH.
- ✔ BE A UNIFIED COMMUNITY WHERE EVERY PERSON THRIVES.



VISION: Lancaster County.
A thriving community for all.

MISSION: Create the environment, facilitate partnerships, and lead on issues that elevate business success.

CORE VALUES

- SERVE.** We commit to a culture of service.
- CONNECT.** We maximize connections that grow networks and accelerate business success.
- SOLVE.** We approach all issues with a solution-oriented mindset.
- LEAD.** We pledge to lead on behalf of the business community.