



# Lancaster County's WOMEN in Leadership

**Saturday, March 8, is International Women's Day.** To celebrate, we asked our readers to nominate inspirational Lancaster County women serving in leadership roles. Of the 140 nominations received, 49 completed an application and are included in this section. The five we've chosen to profile are a microcosm of that group, representing diverse workplaces and personal stories.



VINNY TENNIS | STAFF PHOTOGRAPHER

The death of her son inspired Stacy Emminger to start Donegal Substance Abuse Alliance 10 years ago.

## STACY EMMINGER

EXECUTIVE DIRECTOR, DONEGAL SUBSTANCE ABUSE ALLIANCE

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Stacy Emminger has been a successful leader for the past 10 years, but the path to that success is one she would not wish on anyone.

As founder and executive director of Donegal Substance Abuse Alliance, Emminger has grown the organization from a tiny living room support group to a multi-faceted program that has helped thousands of individuals and families impacted by addiction.

But that includes her own. The inspiration for starting DSAA in 2015 was the death of her oldest son from a heroin overdose after 10 years of addiction.

"Our family went through it alone," says Emminger, 55. "I felt that there needed to be some assistance for the families of individuals struggling with addiction. We send people to treatment to get them well, but the families need to get well, too."

Emminger was a transcriptionist, working as an independent contractor, when she started that support group in her Mount Joy home. Since then, she's become a certified family recovery specialist and a certified grief specialist, working one-on-one with families impacted by addiction and those who have lost a loved one.

In 2017, DSAA moved from Emminger's home to a small office. The organization moved again in 2019 to a larger space in Mount Joy where it now offers programs including 12-step yoga and Art Heals classes, in addition to helping individuals find treatment. Through a grant with the Pennsylvania Commission on Crime and Delinquency, they also offer a re-entry program at Lancaster County Prison.

Her family includes her son and daughter-in-law, a stepson and five grandchildren. Her daughter-in-law is her assistant, one of five employees at DSAA. Her ex-husband currently serves as president of the board.

Despite DSAA's growth, Emminger is reluctant to call herself a leader.

"I'm just a lady who wanted to help people," she says.

### What is your biggest accomplishment as a leader?

I look back at the past 10 years and it's a bit of a blur. Going from my son's death to successfully running a nonprofit for 10 years is a bit surreal. I have no formal education around business or nonprofits. It's a lot of hard work. The thing I'm most proud of is the fact that our 10-year anniversary is this year. I never expected DSAA to grow the way it has. Many people told me I couldn't do it.

### Have there been any other leaders that inspired you?

I would say my friend, Scott (Theurer), and now he also works with me. He was my mentor as far as the addiction piece of it, the addiction and recovery side of things. He really taught me a lot about what their needs were and how we could meet them. He's been pretty instrumental in the decisions I've made as far as the direction we're going.

### How many people has DSAA helped?

Since 2019, when we moved into our bigger space, we get about 2,000 (people) a year through our programs. That doesn't count prison re-entry (She estimates 700 have gone through that program in the past four years.) ... There (were) countless in the beginning that I didn't track. If I think about how many families I helped or how many people have called us because they wanted to go to treatment and they needed help finding a bed, I couldn't begin to guess.

### Do you plan on growing DSAA?

I absolutely do. I have several phases. I have short-term goals,

and then mid-term goals and then a large end goal. My large end goal is a campus where we offer everything from detox treatment to recovery housing. So, for two years a person essentially can be with us and go through their treatment. We would have a cottage industry so they can learn skills and that would also help support (the campus). ... There would be housing for families. ... I also don't want it to be so big that we don't know everyone that comes through. I'm 100% hands-on with clients. That's part of maybe the charm of what we do. It's very personal.

### How do you find a balance?

The smart answer would be, I have a good work-life balance. But the real answer is, I work like seven days a week. Not all day constantly, but it literally is my life. ... So much of the loss of my son is tied up in that organization, and even though I work a lot and probably say yes to too many things and take on too many things, it keeps me going. ... I see my grandkids, go to dinner with friends. I like to cook. But I would say I'm always answering emails or working on grants or planning. It's a life's work. ... I was suicidal after my son died. I didn't know if I was going to be able to make it. This has been my way to channel that. People say, oh look at how many people you're helping, but for me it's selfish. For me it's about my survival.

### What is your advice to women who aspire to be leaders?

My advice is to do what you feel called to do, even if you haven't done it before. Passion and commitment go a long way toward success, regardless of education and experience. Most importantly, don't let what people say discourage you from moving forward. None of us know what we can accomplish until we accomplish it, and if we never try, we won't succeed.

## KIANDRA STEFFY

DEPUTY GENERAL COUNSEL,  
MILTON HERSHEY SCHOOL

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Kiandra Steffy grew up watching Katie Couric and Ann Curry on "The Today Show" and dreamed of following in their footsteps as a TV news reporter.

At McCaskey High School, she appeared on WJPM, the school's morning news show. Then she went on to the University of Maryland, where a constitutional law class inspired a double major of communications and criminal justice — and planted the seeds of a career detour.

Long story short: The aspiring reporter wrote a new twist to her life story and became a lawyer.

"I didn't have any lawyers in my family," says Steffy, who turns 37 on March 9. "I'm actually a first-generation college graduate. It was kind of an uncharted path I took."

Since graduating from Drexel University's Thomas R. Kline School of Law, Steffy has continued to chart her own path, first in private practice and now as in-house deputy general counsel at Milton Hershey School, where she has shown leadership through more than her legal expertise.

The private boarding school offers not only education, but also a home life for children from low-income families. Growing up as an inner-city youth in a single-parent home, Steffy says she can see herself in the Milton Hershey students and considers working at the school a "full-circle moment."

"It's an honor and a privilege to be here and serve these students every day," she says. "Serving as a leader for the next generation has been rewarding and fulfilling and allows me to be a living example that anything is possible with discipline and drive."

Steffy and husband Jordan Stef-

fy, founder of Children Deserve a Chance Foundation, live in Lancaster. They are the parents of three children: Meera, 9; Maverick, 5; and Mielle, 1.

### What attracted you to law?

I think the criminology aspect really interested me, the psychological aspect of why crimes happen in certain areas ... Growing up in an inner-city neighborhood where it's not abnormal to hear police sirens rolling down your street at any given time of day. It was just a way to understand my surroundings better and where I came from.

### What brought you from private practice to legal counsel for a school?

I spent a lot of my free time, my personal time, volunteering with youth. I volunteer a lot at a local nonprofit organization, Atollo (a college access and leadership development program founded by husband Jordan Steffy). ... I've also volunteered my time working with Girls on the Run. I served for a while on the junior board of Girls on the Run in Lancaster. I also served as a youth group church leader (life group leader) at LCBC (Lives Changed By Christ). ... In private practice we represented a lot of higher education institutions in helping them navigate Title IX regulations. ... Coupling that with my persona endeavors and just my personal desire to serve our youth, especially the youth here in the Lancaster community, it was just a natural fit.

### What has been your biggest accomplishment as a leader?

As a participant of the Clemency Project 2014, which allowed nonviolent, low-level offenders to

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VINNY TENNIS | STAFF PHOTOGRAPHER

Kiandra Steffy is serving youth professionally through her work at Milton Hershey School and personally as a volunteer with various local organizations.



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Angelique Chelton at The Welcoming Place in Akron, home to Pilgrims Mennonite Church, where she serves as pastor.

## ANGELIQUE CHELTON

PASTOR, PILGRIMS MENNONITE CHURCH

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For 15 years, Angelique Chelton had an all-consuming career as a stay-at-home mom, raising and homeschooling five children. But as the children got older, she began to wonder: What's next?

The answer, it turns out, was an awful lot.

While homeschooling, she began to do contract work as a doula, childbirth educator and lactation counselor, which led to an interest in perinatal and reproductive mental health. A year ago, she added another role: pastor of Pilgrims Mennonite Church in Akron.

Chelton, 48, now describes herself as a bi-vocational pastor, meaning she serves as a pastor in addition to another job as a reproductive and perinatal trauma specialist. In that job, she works with people experiencing the stress of infertility, miscarriage and infant loss as well as mood disorders related to pregnancy, such as postpartum depression and anxiety.

In addition to her dual careers, Chelton sees a duality within her role as

pastor as well.

"My first role is to walk alongside my congregation as they encounter spiritual and practical difficulties," she says. "My role is to encourage, support, guide and open opportunity to grow along their spiritual paths. ... My second role at Pilgrim's is to work for justice within Lancaster County. This means showing up for the needs of the marginalized among our neighbors."

Under Chelton's leadership during the past year, Pilgrim's has re-evaluated its Safe Church policy to recognize LGBTQ people as fully embraced in Christ and qualified to enjoy full affirmation in faith, she says. Pilgrim's also has implemented policies to protect children and those with physical and neurological differences.

"We are also committed to being a trauma-informed congregation, finding ways to demonstrate love for others through respecting needs and lived experiences that may not be our own," she says.

She has jumped headfirst into her pastoral work for justice in the community as well, fighting for equal ac-

cess to public spaces for queer residents, marching for those impacted by war in the Middle East, attending rallies and writing letters in support of fair funding in education and defending children in the Lancaster County Youth Intervention Center who were subjected to body-cavity searches.

"Most recently, I am organizing people who are concerned that their loved ones and neighbors may face bigotry and hardships in the future," Chelton says. "Bringing people together and helping them recognize their own ability to make change is a privilege."

And she continues to homeschool her children, who now range in age from 9 to 18, with the help of her husband Brian.

### Was being a pastor something that was always on your radar?

No, it wasn't. I actually began feeling a call toward doing some sort of spiritual work about 2017. I started having this vague sense of wanting to be a person of faith that was working within justice movements. ... And I was attending Pil-

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# JESSICA STAY

GENERAL MANAGER, PER DIEM AT HOTEL ROCK LITIZ

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When Per Diem, the restaurant at Hotel Rock Lititz, opened its doors in 2018, one of its first employees was Jessica Stay, a mother of a newborn son who had to take breaks between waiting tables to pump breast milk.

"It was hard," Stay recalls, "but I had a lot of help from my team."

A lot has changed in those six-plus years. That newborn is now in first grade, and Stay is no longer a waitress. She is now general manager of the 110-seat restaurant and bar that not only serves the public but also the production crews and performers rehearsing at the campus' Rock Lititz Studios.

"When COVID happened, we realized how important it was to have employees cross-trained," says Stay, 42. "I started managing and waiting tables and took on a dual position, often being the manager on duty while waitressing as well."

From there, she became assistant general manager, a position she held for a year or two before taking over the general manager position about a year ago.

Stay says she's not totally surprised by her advancement. She has been in the restaurant industry her entire adult life, often in lead positions where she was training other servers. She also had managed another, smaller restaurant for a year before coming to Per Diem.

And this isn't her first restaurant job working for Joshua Funk — the owner of TFB Hospitality, which

operates Per Diem and several other local restaurants and catering operations, including Annie Bailey's Irish Public House.

"He knows me very well, he knows what I'm capable of, he knows the experience I've had," she says. "It just kind of organically happened."

Stay, who is engaged, also has a 16-year-old daughter who works part time at Per Diem as a hostess.

**What do you like about restaurant work?**

It's constantly changing. No day is the same, especially where I work right now. What we do is a little bit different being inside of a hotel and taking care of the crews that come through Rock Lititz for the tours and everything.

**What is your management style?**

I believe in managing from a place of kindness and compassion. "Lead with kindness" is how I like to describe it, and I take a lot of pride in this. Managing people is hard; managing people with kindness is even harder.

**What has been your biggest accomplishment as a leader?**

I find it hard to "brag" about myself. I do believe I have accomplished a lot over the years working here, though. ... I would like to think my biggest workplace accomplishment lies within all of the repeat customers we have. I advise my staff to serve from a place of guiding and creating experiences for our guests. It is important to

me that we take care of people who are coming here to spend their hard-earned money. Life is expensive lately, and so I don't take this lightly.

**What leaders have you admired along your career journey?**

I've always been inspired by any woman or mom in a leadership position because I do know how hard that is to balance that, especially in this type of industry.

**Restaurants have crazy hours. How do you find balance?**

Honestly, I'm not sure. I sometimes feel like I'm hanging on by a thread. ... This industry is really tough. It doesn't stop. We're not open until 4 p.m. but usually I'm not in until about 1 or 2 p.m. in the afternoon, and then I'm working till midnight or 1 a.m. or 2 a.m. It depends on the night. ... I'm constantly answering emails or texts or things. People need me before 1 p.m. and it's hard. Last night I didn't get in bed until probably 3 a.m. and got up at 7 with my son to get him to first grade. ... I do try to set boundaries and not work more than at least 50 hours a week. It's tough.

My mom helps a lot with doing sleepovers with the kids. My finance helps a lot. My soon-to-be mother-in-law helps a lot. I just have to have a very big village and I'm very thankful and grateful for all of them.

**What other activities are you involved in?**

During COVID, TFB started a



VINNY TENNIS | STAFF PHOTOGRAPHER

Jessica Stay strives to create experiences for the guests at Per Diem, whether it's the general public or the performers rehearsing at Rock Lititz Studios.

program called TFB Cares, where they donate money to help feed or nourish the community. They will donate meals to places like Water Street Mission. ... Just recently we had a staff meeting and we're going to start an employee committee for this program so we can all be involved a little more (with) where

this money is going and volunteering.

**What is your advice to women who aspire to be leaders?**

Take initiative and be self-motivated to contribute positively to your company. You get to choose your direction.

# YAZMIN WAY

SPECIAL EVENTS MANAGER, CITY OF LANCASTER

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Yazmin Way grew up in Lancaster wanting to be a lawyer.

"I was always into the justice system and criminal justice," she recalls. "My parents always say that I could hold my own in any argument."

Instead, she became a nurse for nine years before moving to Sinking Spring, where she started helping her then-husband organize events in downtown Lancaster and York for his business, U Street Media.

"As I took on responsibilities in event coordination and talent scouting, I discovered my true passion for creating meaningful experiences and bringing people together," Way says.

But when she moved back to Lancaster a few years ago, this self-described social butterfly with a passion for creativity was looking for a change, and she found it with the City of Lancaster — first as a travel consultant, then as a permit coordinator.

Today, Way, 41, is special events manager in the City of Lancaster Office of Promotion, where she plans everything from the Red Rose Run and Hispanic Heritage Month to Celebrate Lancaster and Lancaster City for the Holidays events. She also oversees First Fridays and any other programming that might occur at Binns Park and Ewell Plaza. She's also currently serving as interim welcome center manager.

It may seem a far cry from those earlier aspirations, but Way sees her position with the city as simply another way to achieve her career goal.

"I knew that I always wanted to work in a career where I would help people," she says. "So, I think that's kind of like where my journey then went into medicine and, from there, it just came into community building."

Way, a McCaskey High School graduate and mother of two, ages 22 and 21, says she is thrilled to be back in the community where she grew up.

"As a Latina and a woman in leadership, I am especially proud to play a role in elevating events and programs that reflect and celebrate our diverse community," she says.

**What do you love about Lancaster?**

Everything. Lancaster gives the big city feel with that small town heart. It still gives that same vibe to this day. We are so diverse here and so rich with so many different cultures that you feel welcome everywhere you go, and I love that about our city.



VINNY TENNIS | STAFF PHOTOGRAPHER

**What is your favorite event to plan?**

I would say my favorite is probably the tree lighting because I love Christmas, and I love the spirit of the holidays.

**Anything new this year?**

We've never highlighted Valentine's Day before, just the love for our city during February. I decided to collaborate with the neighborhood engagement program ... They actually launched their Love Your Block program and the art project program on Feb. 15 at Binns and Ewell. We have an art installation right now that will be there until March 14.

**How do you view your leadership role?**

I see my leadership as both hands-on and supportive. As a special events manager, my leadership role involves overseeing the planning and execution of events from start to finish. ... I definitely think one of my talents while I've been here has been troubleshooting and kind of being a hub. Resources, networking, collaborating. I'm really big on collaboration. I really try to work with as many people as I can in the community for all events. That is one of my biggest pride and joys is literally trying to work with the community for the community.

**What has been your biggest accomplishment as a leader?**

In the workplace, I've led teams to drive significant projects that resulted in measurable outcomes, such as improving operational efficiency and increasing revenue. One of my proudest moments was spearheading a diversity and inclusion initiative that led to a more inclusive and supportive environment.

**How did you make those improvements?**

I came in and I noticed a lot of the holes we had in ... the operations. I was able to simplify some of the permitting processes, centralize a lot of our permitting processing for our programs and events, not just for us but for residents in the community that want to have events or programming throughout the city. I simplified everything, centralized it and made it digital, which was really big for us because we were actually the first department to do that so far.

**What is your advice to women who aspire to be leaders?**

Own your voice, embrace your strengths and recognize areas for growth. Invest in your personal development, while leading in a way that makes others feel seen, valued and supported. Leadership is about navigating challenges with grace and empowering those along the way.

# Steffy

Continued from B2

pro bono representation, I successfully petitioned for an incarcerated individual to receive a commuted sentence after being granted clemency by the 44th president of the United States, Barack Obama. I was the first member of the National Bar Association to file a successful petition for clemency. To date, I count this as my biggest legal accomplishment as it was done in service for someone who would not have otherwise received the liberty and justice the law afforded.

**What other leadership roles do you hold?**

I am an active member in the Lancaster community and have served in many leadership roles, including director at large for the Lancaster Bar Association's board of directors, (and) chair of the diversity committee of the Lancaster Bar Association, which strengthens and expands the LBA's commitment to diversity and inclusion within the Lancaster legal community. I also served as a board member for The LINK Foundation, which provides monetary grants to local nonprofit organizations.

# Chelton

Continued from B2

grims at the time. So, I always say I was formed by and am forming my congregation. The whole congregation was actually feeling that increased draw toward doing justice work. When our previous pastor was moving toward retirement, the congregation kind of had the conversation about, "Who do we want as a pastor next?" They wanted someone to do pastoral care, and someone interested in opening avenues for the congregation to be more involved in justice work in our community. So, it was a really natural fit.

**A lot of the work you do is emotionally difficult. How do you deal with that?**

People in the helping professions have to be really careful not to burn out, especially when you are working with so much trauma and need. I think that one of the ways I really deal with that is through humor and trying to find things to laugh at with whatever is happening around me. Also, ... my family, with hugs and spending

I currently serve as a board member of the Pennsylvania Continuing Legal Education Board, which ensures that lawyers in Pennsylvania maintain their professional competence and ethical standards.

**Who else inspired you?**

My mom was a single mother who raised me in Lancaster city. My grandmother was also very involved in my life in helping my mom raise me. I have always been very influenced by strong Black women.

**What advice do you have for other women who aspire to be leaders?**

Don't forget to hold the door open for others. If it wasn't for others willing to share knowledge, share resources, offer insights ... so I could gain just a glimpse into this world, I probably wouldn't be here today. My path and my experience and my accomplishments can help someone else or someone from the next generation who might not have a chartered path. ... Leadership is not necessarily always about one's personal accomplishments, but the way we can use those personal accomplishments in order to influence and help the next generation.

time together, is really healing and supportive for me.

**Of all the things you've done in this past year, is there one that stands out?**

I think the thing I'm proudest of from this last year is finding new ways to stand as an ally to our local queer community. This last year has been incredibly hard from them as a group ... So, I think what I'm proudest of is being a consistent ally for them through this really, really difficult time.

**What other activities are you involved in?**

I'm on the board of Share of Lancaster ... I work on the mental health and wellness committee for Lancaster County Chooses Love and I am part of the faith leaders caucus for POWER Interfaith Lancaster County. As far as hobbies go, I love historical fiction and playing Dungeons & Dragons.

**What is your advice to women who aspire to be leaders?**

Just because it hasn't been done, doesn't mean it can't be. And if anyone else did it, so can you!

# Congratulations

to all the Lancaster County's  
Women in Leadership Nominees



**Carolyn Barcikowski**  
Morrison Healthcare at  
Lancaster General Health  
Years In Leadership: 16



**Stacie Blake**  
YWCA Lancaster  
Years In Leadership: 40



**Taylor Brown**  
Perfect Image Camera  
Years In Leadership: 10



**Lindsey Burke**  
Smilebuilderz  
Years In Leadership: 2



**Shawnee Burton**  
Lancaster Law Group LLC  
Years In Leadership: 10



**Melanie Calender**  
Warwick School District  
Years In Leadership: 21



**Audry Carter**  
Pennsylvania College  
of Art & Design  
Years In Leadership: 5



**Andrea Carty**  
Lancaster Friends School  
Years In Leadership: 5



**Tracy Cutler**  
Lancaster County  
Community Foundation  
Years In Leadership: 20



**Jennifer Diaz**  
Leadership Lancaster  
Years In Leadership: 30



**Janet Diaz Temin**  
UPENN DNA/LGH and  
City of Lancaster  
Years In Leadership: 18



**Alicia Doss**  
Robert Fulton Fire Company  
Years In Leadership: 1



**Jennifer Eaton**  
School Board Of Directors,  
School District of Lancaster  
Years In Leadership: 4



**Mary Ellen Farber**  
Friendship Community  
Years In Leadership: 18



**Amy Fasano**  
League of Women Voters  
of Lancaster County,  
Millersville University  
Years In Leadership: 30



**Juanita Fox**  
Garden Spot Communities  
Years In Leadership: 5



**Rebecca Geiser**  
City Of Lancaster  
Years In Leadership: 24



**Lori Gerhart**  
Lancaster Cancer Center  
Years In Leadership: 26



**Emily Gonzalez**  
Gem's Catering LLC &  
Inna's Pierogi Shop LLC  
Years In Leadership: 6



**Lisa Groff**  
Groff Funeral &  
Cremation Services Inc.  
Years In Leadership: 25



**Lori Hartmann-Borris**  
Weeusbables  
Consignment Event  
Years In Leadership: 15



**Zoe Horan**  
Resonance Audiology  
and Hearing Aid Center  
Years In Leadership: 11



**Barbara Hough Huesken**  
Pennsylvania NewsMedia  
Association  
Years In Leadership: 20



**Bonnie Jess Lopane**  
Hospice & Community Care  
Years In Leadership: 29



**Alisa Jones**  
Union Community Care  
Years In Leadership: 20



**Maureen Leader**  
Willow Valley Communities  
Years In Leadership: 12



**Connie Leininger**  
Optometric Associates  
Years In Leadership: 7



**Amber Martin**  
County of Lancaster  
Years In Leadership: 17



**Abigail Martin**  
Red Wine & Blue  
Years In Leadership: 3



**Candi McGowan**  
McGowan Insurance Agency  
Years In Leadership: 6



**Lauren Miller**  
Lancaster-Lebanon IU13  
and the Lancaster County  
STEM Alliance  
Years In Leadership: 10



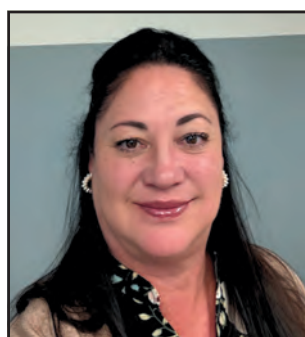
**Becca Moyer**  
Blueprints for  
Addiction Recovery  
Years In Leadership: 9



**Annette Nauman**  
The Quilt Shop at Miller's  
Years In Leadership: 27



**Laleh Radfar-Baublitz, DO**  
Iconic Medical Arts  
Years In Leadership: 3



**Candi Sauder King**  
John Sauder Auto Company  
Years In Leadership: 24



**Jennifer Sceppa**  
Dermatology Associates  
of Lancaster  
Years In Leadership: 8



**Betsy Shank**  
Acorn Acres Wildlife  
Rehabilitation  
Years In Leadership: 5



**Bonnie Shetler**  
Ann B. Barshinger  
Cancer Institute  
Years In Leadership: 13



**Cheryl Simone-Steberger**  
Lancaster County Prison  
Years In Leadership: 24



**Erin Treese**  
Members 1st FCU  
Years In Leadership: 16



**Heather Valudes**  
Lancaster Chamber  
Years In Leadership: 2.5



**Sasha Wawrzyniak**  
Viocity Group  
Years In Leadership: 18



**Cheryl Wilson-Smith**  
Advanced Counseling  
and Research Services  
Years In Leadership: 15



**Sally Winchell**  
Bright Side  
Opportunities Center  
Years In Leadership: 30