

# ZACH CARUSO

April 23, 2025

To My Fellow Conestoga Country Club Members,

My name is Zach Caruso, and I'm honored to be running for a seat on the Board of Governors in the 2025 election. I'm writing to share a bit about my professional background, my personal connection to Conestoga, and why I'm excited about the opportunity to serve and represent you.

I've worked in the insurance industry since 2008, beginning my career by helping launch a new Allstate agency in Pittsburgh. That experience taught me the value of building strong relationships and running a business with both heart and strategy. In 2015, I returned to my hometown of Lancaster to join The Hess Agency as an account executive. In this role, I've continued to grow — helping individuals and businesses manage risk and protect what matters most. My work is rooted in education, advocacy, and trust — qualities I believe would be just as important in board service as they are in business.

Conestoga has always been close to my heart. I grew up here — sharing rounds of golf and family memories that shaped my love for the game and this club. After moving back in 2017, joining the club felt like coming home. Through CCC, I've made lifelong friends... and even met my wife! This club is more than a golf course — it's where connections are built, families gather, and community thrives.

Over the years, our club has faced its share of challenges. But thanks to the dedication of many, we've come a long way in the last 6 years — stabilizing operations, navigating tough times, and building momentum for the future. The ball is rolling in the right direction, and I want to help keep it moving.

As an avid golfer, MGA participant, 3-Day Committee member, and 2024 Club Champion, I'm passionate about the game and the role it plays at CCC. If elected, I'd be eager to serve as Golf Chair — partnering with our Pro Shop to elevate tournament experiences, enhance MGA and WGA events, and ensure our golf program attracts and reflects the interests of members across all skill levels. My vision is simple: to help make Conestoga a place where golfers of every background feel welcomed, challenged, and inspired to grow their game.

Most importantly, my goal is to represent you. I believe strongly that board leadership should reflect the voices of its membership. If chosen to serve, I will listen, collaborate, and always advocate for what's best for our club's collective future.

Thank you for your consideration. I'd be grateful for your vote and the opportunity to serve you on the Board of Governors.

Warmly,

Zach Caruso



# **WILLIAM CODER**

William Coder  
1013 Orchid Way, Mountville, PA 17554  
717-824-2800

Fellow Members,

I write to submit myself as a candidate for a Golf Member seat on our Board of Governors.

For those of you who I have not had the pleasure of meeting, please allow me to introduce myself and my reasons for seeking to join the Board.

Since Spring 2021, my family and I have had the joy of being Golf Members at CCC. In addition to myself, my family consists of my wife Cassie and our two sons Linus (11) and Simon (6). We have enjoyed many of the family activities, golf and the pool (especially the chipwiches for the kids and a Stateside drink or two!) We have also enjoyed getting to know many of you and experiencing all that our fine club has to offer. It is my desire to serve on the Board of Governors, not out of ego or in search of status, but to offer a fresh perspective that can join with our current, seasoned Board members to help fulfill our mission as a Club and secure our place in the future. Being a younger family, we have seen ways that our Club can continue to offer new programs and enhance current ones to attract and retain membership.

I believe we can all agree that Conestoga Country Club is a wonderful place to be a member and if given the opportunity to serve, it is my intention to do all I can so that every member feels welcomed, appreciated and hold their head high and say "I am a member a Conestoga Country Club"

Thank you for your consideration,  
Bill Coder



**William Coder**  
**1013 Orchid Way Mountville, PA 17554 • 717-824-2800**  
[coder.william@gmail.com](mailto:coder.william@gmail.com)

**EDUCATION**

**Master of Business Administration** | *Western Governors University, Salt Lake City, UT* **2020**

**Bachelor of Science, Bible and Pastoral Ministries** | *Lancaster Bible College / Capital Seminary & Graduate School, Lancaster, PA* **2011**

**PROFESSIONAL EXPERIENCE**

***Vice President of Development***

***MESSIAH LIFEWAYS, MECHANICSBURG, PA***

**2023- Present**

- Directly under the President & CEO, and Board of Directors plan, conduct and monitor all fundraising programs, i.e., annual appeals, special projects and capital campaigns and ensure growth of key constituencies.
- Lead development team, delegating responsibilities and supporting each member's success
- Provides vision for philanthropy at Messiah Lifeways and fosters buy-in and ownership around that vision across the organization and its various constituents
- Serves as Development representative in the community and with potential corporate sponsors/donors
- Create and execute successful strategies to meet all fundraising goals. This includes planning an appropriate mix of annual giving, planned giving, and special gift campaigns and monitoring return on investment.
- Serve as an ambassador of Messiah Lifeways and represent the organization at the appropriate organizational and public events and activities.
- Serves as the key staff person for grant development in support of the work of Messiah Lifeways. Coordinates with staff in the attainment and tracking of appropriate grants.

***Major Gifts Officer***

***LANCASTER BIBLE COLLEGE / CAPITAL SEMINARY & GRADUATE SCHOOL, LANCASTER, PA***

**2020 - 2023**

- Developed and implemented programs to cultivate current donors and implement plans to migrate donors/partners in terms of increasing size of pledge and gifts to meet annual \$2.2 million Community Scholarship Fund goal
- Identified donors with the potential for major gifts and prepared individual plans for additional cultivation of these donor prospects.
- Identify individuals with potential for planned giving and prepare individual plans for additional cultivation of these prospects.
- Provide input and share responsibilities with the VP of Advancement for direct oversight of all capital campaigns for the institution.

***Director of Business Development***

***AMERICAN HEART ASSOCIATION, LANCASTER, PA***

**2015-2020**

- Responsible for promoting, supporting and executing the mission of the American Heart Association to raise funds and provide resources to facilitate a healthier Lancaster County
- Oversaw three, year-round fundraising campaigns with an annual fundraising responsibility of over \$7500,000.00 and an overall market goal of \$1 Million
- Identified and cultivated individuals and corporations with a capacity to give five-figure gifts

- Managing relations with donors, combining recognition and providing follow-through on predetermined sponsorship benefits
- Recruit and manage influential, executive and other C-Suite level volunteers for event leadership
- Train, manage, guide and motivate volunteers to achieve fundraising objectives
- Work with highly confidential material and be compliant with state and federal laws regarding health and patient information

### **COMMUNITY INVOLVEMENT**

***Board Member, Susquehanna Valley Council of Charitable Planned Givers  
2025-***

***Board President, Love INC of Lancaster County  
2021- 2024***

***Board Member, Iron-Leg Corp  
2022-2023***

***Board Member, American Heart Association of Lancaster County  
2020-2022***

## **STEVE CROGNALE**

My name is Steve Crognale. My wife and I owned a dental practice for forty years. I managed all aspects of that personally.

I have been a member of Conestoga for 37 years. During that time, I served on the Board of Governors for about 10 years.

I was president for 4 years. While a member and not on the Board, I served on many committees. Thank you.



**GARRY DUBBS**

## **Garry L. Dubbs, PMP**

[gldubbs@gmail.com](mailto:gldubbs@gmail.com)

[linkedin.com/in/garrydubbs](https://www.linkedin.com/in/garrydubbs)

717-468-9881

381 N. Farm Drive

Lititz, PA

April 2, 2025

Dear Conestoga Members:

I am writing to submit my name for nomination consideration for the Board of Governors (BOG) of Conestoga Country Club. Trish and I joined Conestoga in 2024 along with our son Liam. Our family includes our 10 year-old, Liam, 3 grown children, and 1 granddaughter.

I am a Lancaster County native and returned to the area after being in the U.S. Air Force for 4 years. I feel my background in organizational leadership and unique strengths in project management could be an asset to the Conestoga Board.

While we have not been members very long, we have been members at Bent Creek and Hershey prior to joining Conestoga; and we feel we have finally found our Country Club home here at Conestoga.

We have had wonderful experiences here at Conestoga and I would like to give back to the organization in servitude on the Board. My goals if elected would be to continue the traditions established and continue to enhance members' experience based on feedback and recommendations, bringing my past country club and life knowledge to the Board.



My wife and I both enjoy golfing at Conestoga and running in our free time. Our son Liam is involved in gymnastics and enjoys attending kids events like the pizza making event he has attended here at Conestoga. Hopefully one day he will want to golf! 🤖

I invite you to please take a moment to review my education and work experiences and email me or text me with any questions you may have.

My apologies as I am unable to attend the club's annual meeting of the membership on May 7, 2025 due to a previously scheduled trip to Colorado to visit our 6 month old granddaughter.

Best Wishes,

Garry Dubbs



# Garry L. Dubbs, PMP

Project Management Office Director

gldubbs@gmail.com

717-468-9881

Lititz, PA

## PROFESSIONAL SUMMARY

- Innovative, self-motivated and highly technical PMO Director and Senior Project Management Professional who enjoys all aspects of complex IT projects. Offering outstanding talents in resource loading, resource leveling, team building, team consensus, budget management, developing project scope (budgets, timelines and delivery dates), customer relationships, cost avoidance, continuous design improvements and conducting status meetings and customer reviews. Driven by new challenges and a desire to be successful in all endeavors.
- Project and Resource Management, Organizational Leadership, Resource Recruiting & Interviewing, Scope/Charter and Schedule Development, Client & Vendor Relationship Management, Staff Management & Resource Planning, Cost estimating and Budgeting, Policy & Procedure Formulation

## CERTIFICATIONS

- PMP Certification
- Master Certificate in Organizational Leadership, Villanova University, Villanova, PA
  - Essentials of Project Management (PMBOK/PMP)
  - Finance and Accounting for the Non-Financial Manager
  - Strategic Organizational Leadership

## EDUCATION

- Bachelor of Arts in Liberal Arts, Concentration in Business and Web Development, Goddard College, Plainfield, VT

## PROFESSIONAL EXPERIENCE

### PMO Director

Domino Technologies (Pennsylvania Department of Transportation (PennDOT))

June 2013 to Present

Charged with leading the Pennsylvania Department of Transportation (PennDOT) Information Technology Program Management Office (PMO).



The PMO at PennDOT is a mature PMO that has been identified as the leading PMO office in the commonwealth. I was an integral part of developing the PMO standards/handbook and processes that include governance, communication, change management and templates for project management documents and artifacts. The portfolio consists of over 50 projects and initiatives that are state wide that involve learning and understanding the business side of transportation.

*Summary of tasks in current position:*

- Proactively work to build effective and positive relationships with the business and development teams including the PMO
- Cultivating the governance, standards, and best practices around project management and the PMO standards
- Ensure proper PMO guidelines on communication and change management
- Provide executives summaries and presentations to include facilitating project status meetings and executive steering committee reports.
- Coordinate efforts across multiple projects to understand dependencies and cumulative impacts to PennDOT's organizational direction
- Coordinate and prioritize cross-functional projects and programs, including availability of funding, tools, data, and resource capability, keeping projects within time, scope and budget constraints.
- Develop project plans, manage resource availability and capacity across enterprise-wide projects
- Work closely with Business Owner of initiatives to confirm goals and objects for projects starting with project charter and requirements
- Provide overall direction, coordination, implementation, execution, control, and completion of specific project goals and objectives, ensuring consistency with overall PennDOT goals
- Manage project scope via project charters and review of SOW/deliverables

**Senior Project Manager and PMO Director**

CIBER Inc.

2011 to 2013

Providing direct senior project management leadership for several PennDOT IT projects and department sponsored programs. In addition, under CIBER I was promoted to leading the Pennsylvania Department of Transportation (PennDOT) Information Technology Program Management Office (PMO).

**Applied Educational Systems, Lititz, PA**

1997 to 2011

*An information technology company that develops educational software and curriculum.*

***Special Projects/Contractor***

***2010 to 2011***

Charged with planning and managing special project initiatives in internet marketing, web development, and blog site creation. Key activities entail hands-on development, alignment of project budgets, tracking analytics with recommendations, interfacing with staff and vendors

and meeting project milestones.

- Managed conversion project of new company web site to ASP.NET and internet marketing campaigns that lead to greater versatility, improved SEO and increase in market lead capturing.

## **Senior Project Manager**

2002 to 2010

Lead and managed over 35 medium to large complex projects working with a cross-functional team of software developers, QA specialist, instructional designers, media developers, marketing sponsors, and client specialist. Key activities entailed development and management of budgets, hiring and training staff, interfacing with staff and clients during project life cycle and meeting project milestones and delivery dates. Managed 10 to 20 staff members and controlled budgets of \$1 million plus.

- Scrutinized use of temporary resources to diminish costs by \$200,000 annually while sustaining current level of project quality.
- Provided project management support for the entire organization by spearheading a company process improvement for project management that yielded early risk identification and on-time delivery.
- Worked with end users and project team to develop a system for split releases that ensured continual quality of deliverables while maintaining project budget.
- Envisioned and managed the implementation of an accounting e-commerce software module that provided better service to our customers and reduced annual resource requirements.
- Launched project directives and system processes improvements that improved client relations and diminished resource requirements with a \$40,000 annual savings and a 10% cut in abandonment rate.

## **Marketing and Web Manager**

1997 to 2002

Accountable for the coordination and production of all corporate communication pieces for internal and external audiences including company websites. Key activities entailed hands-on design and development, management of project budgets, interfacing with staff and vendors and meeting project milestones.

- Envisioned and redesigned the corporate website and SEO to boost page views by 300%.
- Spearhead enhancement of material designs that led to a decrease in cost by \$10,000 annually.

## **Previous Employment Experience**

***Cadmus Communications (Tapsco Inc.), Ephrata, PA***

***Graphics and Desktop Publishing***

***1993 to 1997***

Designed and produced marketing materials and publications based on clientele input and style specifications and completed projects while adhering to deadlines in a fast-paced service bureau environment.

***U.S. Air Force, Ellsworth AFB, SD***

***Reports and Analysis Specialist***

***1989 to 1993***

Assigned to review all law enforcement reports, provide statistical analysis of criminal activity and effectively communicate analysis to unit commanders.

**JEFFREY GINGERICH**

## JEFFREY GINGERICH

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Columbia, PA 17512 • (717) 891-7109 • [jgingerich@deltapkg.com](mailto:jgingerich@deltapkg.com)

April 22, 2025

Conestoga Country Club  
Lancaster, Pennsylvania 17603

RE: Board of Governors position

Dear Members,

It has been a privilege to serve on the Board of Governors for the past three years at Conestoga Country Club. I am writing to ask for your support as I seek reelection.

Over the last 3 years, I have enjoyed working with a committed group of individuals to continue the growth, vibrancy and the long-term success of the club. During my time on the board, I have served as the Golf Committee Chairman. I, along with the golf committee, have tried to make enhancements to the golf experience at the club for a more satisfying experience for the membership.

As we continue to build on our past successes, I remain committed to thoughtful leadership, transparent communication and sound decision making. Considering the number of open seats on the board, continuity on the board can help us maintain progress on long-term projects and help keep a stable and welcoming environment for all members.

Thank you for the opportunity to serve, and for considering my candidacy for another term. It would be a great privilege to continue representing our membership and contributing to the future of Conestoga Country Club.

Sincerely,  
Jeffrey Gingerich

# JEFFREY GINGERICH

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Columbia, PA 17512 • (717) 891-7109 • jgingerich@deltapkg.com

## Professional Summary

Experienced Sales Representative with over 30 years of experience in the Corrugated/Packaging. Excellent reputation for resolving problems, improving customer satisfaction, and driving overall operational improvements. Consistently saved costs while increasing profits.

## Skills

- Problem resolution
- Customer service
- Project organization
- Relationship development
- Supervision

## Work History

**Head of Design**, 02/2015 to Current

**Delta Packaging Inc.** – York, PA

Responsible for keeping workflow running through the department in a timely fashion

**Assistant Sales Manager**, 03/2012 to Current

**Delta Packaging Inc.** – York, PA

- Assist sales team with completing customer transactions and managing issues.
- Collaborate with internal teams and suppliers to evaluate costs against expected market price points and set structures to achieve profit targets.

**Sales Representative**, 06/1994 to Current

**Delta Packaging Inc.** – York, PA

- Drive business development through initiative-taking networking and relationship-building strengths.
- Serve as liaison for company, clients and referred prospects regarding inquiries, issues, order management, post-sales, follow-up, and customer relations.

## Education

**Bachelor of Science:** Marketing, 01/1991

**Salisbury University** - Salisbury, MD

## Affiliations

2014-Present Treasurer of Windsor Court Community Assoc. (HOA)

2017-2019 Club Representative for York County Amateur Golf Association

2022-Present Board of Governors Conestoga Country Club-Golf Committee Chairman

## RANDOLPH KETCHUM

Dear Members,

Please consider my interest in joining the BOG. Susan and I officially joined CCC in January 2020. Not a long history compared to so many we have met since joining, but since 1985, when I first moved to Lancaster from Reading, PA, I have had flashes of CCC in my life.

After graduating from Juniata College, I joined WGAL as an Account Executive. Chic Kroll, the Local Sales Manager at the time, and David Dodds, the GM, both enjoyed memberships at Conestoga, and I was the beneficiary of many outings through the late 1980s as a result.

Susan and I raised three sports-minded children (Preston, Erin, and Reagan), so my golf time was limited to when our kids were not 'on-the field', which is another way of saying very little time for much other than Football, Lacrosse and Swimming.

Through their formative years I found myself volunteering in support of my children's sports interests. I joined the Manheim Township Youth Football Association as a coach in 1997 and joined the board in 1999 and was appointed Treasurer and served in that capacity for 10 years. In those years, CCC and I crossed paths annually as George Eager a former CCC Member and President of the Football Association hosted all MT coaches at pre-season golf outings at CCC.

As my time with the Football Association was winding down, I was asked to join the MT Lacrosse Association and help lead the Boys Youth Lacrosse Program. It didn't take long to build a strong parent volunteer group that vaulted not only the youth program but the entire organization into a mainstay statewide in both the youth and HS levels. Lacrosse became my family's Spring, Summer and Fall activity, from High School through College we followed our children's lacrosse experience like a shadow. It was fun but the end of their college experience was certain to leave us wondering... what are we going to do with our free time?

My children came to the rescue with Susan's urging and purchased one 5 round package at CCC for Father's Day in 2019 to see if I was interested in re-engaging with my golf game. Those five rounds were the true new beginning for us as we decided to join CCC as full golf members in January of 2020.

I spent hours 'exercising' that winter and spring on the course, before the club re-opened post-Covid. When things opened, we were welcomed by so many that we to this day reference CCC as our "Happy Place." Now more so since, our daughter, Erin, recently joined as a Young Executive club member.

I'm interested in joining the Board of Governors for a few important reasons.

- 1) Giving back to things influential in your life is important.
- 2) I want to have a positive impact on the 'Conestoga Experience' for all members.



3)Ensure the financial long-term viability of our Club.

4)The value of our brand cannot be understated – we should be the best value in private clubs in Central PA.

Thank you for considering my interest in joining the BOG.

Warm Regards,

Randy Ketchum

[www.vanarsdelltd.com](http://www.vanarsdelltd.com)

Randolph F. Ketchum  
212 Buckfield Drive  
Lititz, PA 17543  
(717) 250-4147  
[RNSKetchum@Comcast.net](mailto:RNSKetchum@Comcast.net)

Creative, solution selling sales and management professional with broad sales, marketing and leadership experience seeking an opportunity to leverage business development experience with a dynamic cutting edge manufacturing organization.

## Professional Experience

### SupplyOne Plastics, Reading, PA

#### Vice President Sales

Jan '19- Current

- Responsible for growing profitable business through both organic and new business development.
- Increased Sales: +1.8% in 2019, +9.7% in 2020, +31.2% in 2023
- Increased Gross Profit: +18.6% in 2020, +40.9% in 2021
- Strategically developed a team of "Plastics Champions" at several SupplyOne Divisions to drive new business.
- Managed 2 direct reports and 8 indirect reports from other SupplyOne Divisions.

### SupplyOne Plastics, Reading, PA

#### Account Manager

July '13- Jan '19

- Increased overall annual sales by 62% through strategic account development including new business development and organic account development.
- Successfully transitioned multiple key accounts from manufacturer representative to direct account representation.
- Successfully developed and integrated a VMI Program for a large international automotive parts OEM while improving company gross margin by 15% across 26 unique products while significantly improving on-time delivery at three Michigan based manufacturing facilities.

### Conestoga Log Cabins & Homes, Lebanon, PA

#### General Manager

March '11- July '13

- Successfully managed all departments for custom log cabin kit manufacturing company.
- P&L responsibility including both top line revenue growth as well as bottom line profitability, achieving a 116% increase in gross sales in 2011 and reducing overall cost of materials by 5% in 2012.
- Lead overall Sales & Marketing efforts that saw unit sales increase 54% in 2011 and 56% in 2012.
- Lead all marketing functions including Sales Material Development, Trade Show Coordination and Strategic Account Development efforts.
- Actively participated in strategic direction, planning and execution.

### Fork Creek Cabins, Christiana, PA

#### Sales & Marketing

September '09- February '11

- Actively participated in launching a new business venture and was directly responsible for sales in excess of \$1,000,000 in first 16 months of operation.
- Lead efforts to develop strategic customer relationships as well as lead in the development of sales and marketing initiatives.

**Lok Box Mobile Storage, Christiana, PA**

**Operations Manager**

**July '07 – February '11**

- Responsible for all facets of new business start-up including business system selection and implementation, marketing plan development and execution and all operations including sales, customer service, accounts receivables, accounts payable and distribution.
- Managed roll-out of retail services in Lancaster and Chester Counties.
- Established strategic Sales alliances in 5 dealer territories.
- Achieved \$550,000 first year sales.

**Associated Packaging Technologies, Chadds Ford, PA**

**Account Manager January '05 – August '06**

- Managed all company activities including coordination of schedules, new product development, technical, quality control interface and all business related functions for both new and existing customers.
- Responsible for managing \$15,000,000 in annual sales with over 30 customers ranging from small specialized food manufacturers to large international manufacturers located in the United States.
- Directly responsible for developing \$750,000 in new business.
- Initiated, negotiated and secured a complex 2 years, 100% supply agreement with a never before contracted customer with sales in excess of \$2,300,000.

**Tray-Pak Corporation, Reading, PA**

**Regional Sales (Mid-Atlantic/East) September '94 – January '05**

- Responsible for direct sale of custom thermoformed packaging to both new and existing food processors OEM and consumer goods manufactures within a defined territory.
- Contributed over \$2,000,000 or 83.7% of 2004 gross sales through both new business and account development efforts.
- Increased sales an average of 22% per year vs. company sales growth of 7.6% (1995-1998)
- Jointly developed a protective packaging program for a global medical equipment manufacturer (Terumo Medical, Elkton, MD). Led all aspects of new product development, including design, material selection, qualification, product specification and validation of product through a strict ISA 9001 quality standards program.
- Successfully introduced TPSource, a service outsourcing initiative to multiple customers as a new business development strategy and means to support continued growth.
- Identified, developed and coordinated the launch of multiple new product launches for a market leading, high end frozen dessert manufacturer (Sweet Street Desserts, Reading, PA) resulting in sales in excess of \$350,000.
- Successfully initiated and implemented several Vendor Managed Inventory Programs.
- One of six employees selected to internal ISO 9001 Audit team.

**WHTM-TV Marketing Consultant January '91 – September '94**

**WGAL-TV Account Executive December '85 – January '91**

- Responsible for the sale of advertising time to both new and existing customers for nationally affiliated television networks.
- Initiated a first in country, Vendor Supported Marketing and Merchandising Program for a top ten regional theme park (Hersheypark, Hershey, PA)
- Recognized for strong negotiation skills ranking consistently at the top of my peer group in Average Unit Rate Sales Analysis.
- TvB "Entrepreneur of the Year" finalist for the development of a community outreach program designed to promote fire safety.

**Education**

- Juniata College, BS Marketing, 1985

# CARL ROWITS

Board of Directors Conestoga Country Club

1950 Stone Mill Rd

Lancaster, PA 17603

## Application for Board of Directors Seat

Dear Members of the Board of Directors,

I am writing to express my interest in serving on the Board of Directors of Conestoga Country Club. As someone who grew up in nearby Ephrata and recently returned to Lancaster in 2023 with my wife to put down roots for our family, I feel a deep connection to this community. My journey took me to Philadelphia after college, but the pull of home brought us back, and we've quickly found a wonderful sense of belonging here. Conestoga Country Club has played a significant role in that, allowing us to build strong friendships, including those we are traveling to Europe with this spring. This personal connection, combined with my professional experience in financial management, strategic planning, and regulatory compliance, makes me confident that I can be a valuable asset to our organization.

My professional background includes a robust history in financial reporting, analysis, and strategic business development. As the Founder and CEO of CWR Capital Management, I have successfully managed assets under management (AUM) and expanded a client base through strategic planning, market opportunity identification, and the cultivation of key partnerships. My role demands a deep understanding of financial strategy, risk management, and the ability to navigate complex regulatory environments.

Furthermore, my experience as a Senior Accountant in Financial Reporting at Exelon Corp. has honed my ability to ensure adherence to GAAP, SEC, and FERC standards, while also driving process improvements and providing critical financial analysis. My previous roles at Workiva Inc., West Pharmaceutical Services, and Ernst & Young LLP have further equipped me with a comprehensive understanding of financial reporting, compliance, and working in a team.

I am particularly drawn to the opportunity to contribute to Conestoga Country Club's continued success and to support its mission within the community. My recent return to Lancaster has only deepened my appreciation for the unique role the club plays in bringing people together. I am confident that my financial acumen, strategic thinking, and dedication to ethical practices would enable me to make meaningful contributions to the board.

I am eager to learn more about the current initiatives and strategic goals of Conestoga Country Club and to discuss how my skills and experience can benefit your organization. Thank you for your time and consideration.

Sincerely,

Carl Rowits, CPA



# Carl Rowits, CPA

Carl.Rowits@gmail.com  
717-203-8362

## Address

2472 Artesian Way  
Lancaster, PA 17601

## EDUCATION

The Pennsylvania State University, Smeal College of Business

University Park, PA  
Class of 2017

## EXPERIENCE

### CWR Capital Management

Lancaster, PA

Founder and CEO

August 2021 - Present

- Manages AUM and client base expansion through strategic business planning, market opportunity identification, and the cultivation of key partnerships with custodians, technology providers, and compliance consultants.
- Develops and executes personalized investment strategies and holistic financial plans, addressing complex client needs, including retirement, estate planning, and tax optimization, while consistently monitoring portfolio performance and adapting to market dynamics.
- Ensures strict adherence to all SEC and state regulations, implementing robust compliance policies, managing all required regulatory filings (Form ADV, etc.), and conducting regular audits to mitigate risk and maintain client trust.
- Cultivates and maintains strong, long-term client relationships through personalized financial advice, exceptional service, and transparent communication, consistently acting as a fiduciary to prioritize client interests.

### Exelon Corp.

Hybrid - PA

Senior Accountant, Financial Reporting

July 2023 - Present

- Directs the preparation and filing of all SEC and regulatory reports (10-K, 10-Q, 8-K, and FERC forms), ensuring adherence to GAAP, SEC, and FERC standards.
- Researches and implements new accounting pronouncements, optimizes financial reporting systems, and drives process improvements to enhance efficiency.
- Serves as the primary point of contact for all XBRL related matters and SEC/FERC filings, while collaborating with various departments to ensure accurate financial data and reporting.
- Facilitates cash flow meetings with Philadelphia operating companies to guarantee correct classification and documentation.

### Workiva Inc.

Remote - PA

Professional Services Manager

August 2021 - July 2023

- Managed up to 25 XBRL professional service clients across US GAAP, IFRS, and FERC reporting requirements.
- Review financial statements to gain an understanding of the accounting policies to map, model, and tag clients statements for XBRL.
- Resolved client issues and provided tailored support based on engagement scope.
- Provided clients with proactive updates and trend analysis impacting their reporting obligations.
- Member of the subject matter expert group for ESG Reporting

### West Pharmaceutical Services, Inc.

Exton, PA

Senior Accountant, Financial Reporting

May 2020 - August 2021

- Prepared Forms 10-K, 10-Q, 8-K and various filings for SEC reporting
- Compiled and reviewed quarterly Standard Reporting Packages from business units and countries for inclusion in internal and external SEC reports.
- Drafted the earnings release and CFO script for quarterly and annual press releases

### Link Industrial Properties

Fort Washington, PA

Senior Corporate Accountant

October 2019 - April 2020

- Managed and coordinated monthly management fees with third party managers
- Analyzed ad hoc reports relating to management fees and cash flows

### Ernst & Young, LLP

Philadelphia, PA

Assurance

September 2017- October 2019

- Conducted financial audits on both private and publicly-traded clients in various industries including: Biotechnology, Manufacturing, and Technology
- Reviewed clients 10-K and 10-Q financial reports to ensure the company reported accurate financial information to investors
- Performed analytical review of data provided by client
- Developed, mentored, and evaluated associates and interns by providing training, feedback, and career guidance while fostering a team environment
- Researched and evaluated technical accounting issues regarding new professional standards and pronouncements

# WAYNE WORK

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## CCC BOARD APPLICANT

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### CONTACT

---

717-951-8893

Wayne@WorkComputerSolutions.com

109 Pinnacle Point Drive  
Lancaster, PA 17601

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Dear CCC Members,

I am running for a board position with the intent of continuing to bring to members the best value and quality of any local Country Club.

I have run my own business as an IT Consultant since 2007 and continue with this business today.

I have previously been on board at CCC during the transition to the new dues restructuring and serving during Covid. I had not run when becoming the President of the Lancaster Cleft Palate Clinic, (LCPC) board due to time constraints and not feeling I could adequately dedicate the time to the CCC board. With my term as LCPC board President having ended I now feel I have the time and energy to dedicate to the CCC board.

I feel it is important to continue building upon the structure that has been put in place by the existing board. Most areas have already been improved from the Golf Course, Pool and Club House itself but we must continue this process and not become stagnant.

I am running with the intent of continuing this mission that has been put in place and build upon it moving forward.

I am hopeful you will consider voting for me when you place your vote for the board and future of CCC.

Sincerely,

Wayne Work



# EDWARD YABLONSKI

Edward T. Yablonski

[Yablonskiet@comcast.net](mailto:Yablonskiet@comcast.net)

C: 412-849-1132

Application for Board of Directors: Conestoga Country Club

Below is a summary of my reason and intent for volunteering. It is my platform and the issues that will be pursued should I be elected.

As for my professional background, I am a 35+ year information technology account executive currently with Black Box, a global IT professional services organization. Nortel and Bell Atlantic (now Verizon) round out my tenure in the space going back to 1988. My client base is comprised of companies that annually appear in Forbes various rankings spanning the healthcare, manufacturing, nuclear, and utility industries. Succinctly, my entire career has been built on optimizing the cost/value proposition with unique solutions to resolve complex business problems for the benefit of all stakeholders, be they direct or indirect.

My interests lie in the golf experience and being elected by the board as chairman of the golf committee. To that end, I will seek to gauge interest and gain consensus to implement the following changes.

1. Full transparency regarding MGA/WGA funding and event payouts.
  - a. A balance sheet will be published monthly and posted to the CCC website.
  - b. All awards will be posted after each event and a running tally will be created and posted.
  - c. Payout amounts for flight and overall gross/net winners will be posted in advance of each event.
2. Golf event flights designated by the tee box being played.
  - a. Players select their preferred tee box.
3. Skins will be in cash and paid out in cash.
  - a. All gross and net skins will be competed for and paid out by flight/tee box.
  - b. Skins money pool will be based on the number of players competing in any particular flight.
4. The Presidents Cup should be a 2-day event.
5. All shotgun events will include breakfast and an award ceremony immediately following where appropriate.
6. The Medal play championship should be used to seed the Match Play Championship and players should be entitled to select the tee box/flight of their choice.
7. Ryder Cup and Presidents Cup should have alternate shot as the last 9 holes of the event. Those events ride heavily on that part of the format. I understand the pros and cons to this approach.
8. The Desade will return to being a true greenskeeper's revenge event and not watered down with easy pin placements and slow greens.
9. The cross-country event was fun and different. It would be nice to have it back in the rota. I am open to conversation about how to make it safe.

10. The role and purpose of the MGA/WGA will be investigated, and input sought from the membership on adjusting the mix of MGA/WGA vs open events in order to seek an added level of inclusiveness if that is desirable by the membership.

As for the general financial health and well-being of the club, tiered membership levels for singles, couples and families will be explored. Any changes will require amendments to the bylaws and voted upon by the membership.

Financial transparency breeds trust. Board meetings are open to all members. Financial discussions are reserved for the Executive Session which is closed to the general membership. This leads to speculation and rumors. With the vote of the membership and amendments to bylaws, a proposal will be made that board executive sessions be limited to personnel matters and all general session minutes and finances are to be posted to the CCC website.

If you believe these changes will enhance your experience as a club member, I welcome your vote.

Regards,

Ed Yablonski

# BOB ZEDAKER

Conestoga Country Club

1950 Stone Mill Road

Lancaster, PA 17603

Attention: Jon Gehman, General Manager

Dear Jon:

I am interested in serving on the Board of Governors of the Club. We have been full members for 4-5 years. We joined because we had pleasant experiences at Conestoga through the Cotillion Club of Lancaster (dinner and dance club) and I wanted to have a club where I could play golf when I retired. Cindy and I also wanted to expand our social network in Lancaster, since most of my business and social contacts were in the Reading area, where I have worked for many years.

My career has been centered in banking and business. While I was in banking I did retail lending, commercial loan workouts, asset-based lending and managed a commercial mortgage department. This part of my career spanned approximately 18 years. My business career has been centered in the CFO position for almost 30 years.

I have served on many committees, boards and fund raisers. My favorite board position was as President of Berks Counseling Center, a drug and alcohol rehabilitation center where I started a project out of Leadership Berks and ended up on the Board. I eventually became President of the agency for approximately 10 years.

I am including my resume but have not updated it in years.

Sincerely,

Bob Zedaker

# Robert M. Zedaker

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## Work Experience

1998–2025                      Grafika Commercial Printing, Inc. Sinking  
Spring, PA 19608

### **Chief Financial Officer**

- Responsible for all financial affairs of the company, including insurance, banking, legal affairs and financial statements.
- Manage Human Resources and IS functions.

1995–1998                      Marc Fruchter Aviation, Inc.    Reading PA 19610

### **Chief Financial Officer**

- Reported directly to the owner of the company regarding all financial and personnel matters.

1986–1995                      Meridian Bank                      Reading Pa 19603

### **Vice President**

- Managed Commercial Real Estate Department.
- Lender in the Asset Based lending Department.
- Assistant Manager in Special Loans Department.

1978–1986                      Hamilton Bank                      Reading, PA 19603

### **Vice President**

- Lender in Workout Department.
- Managed Commercial Credit Department.
- Installment Loan Generator.

## Education

1969–1973                      Grove City College Grove City PA

- BS Biology

1979 -1985 St. Joseph's University.

MBA Finance

## Interests

Former President of the Board of Directors of Berks Counseling Center, play golf and ballroom dance. I coached my daughters and played volleyball for 20 years.