



Charles Harbaugh IV

Executive Director

Charles Harbaugh IV joined Access Independence, Inc. as the Executive Director in May 2021. Charles leads a team of talented and diverse individuals at Ai, including over 90% of the employees having a documented disability, and over 60% of the board of directors. Under his direction, the organization has grown 60% and sees close to 700 consumers in our five-county region. He has over a decade of experience working alongside people with disabilities, and had a successful tenure as Director of Business at NW Works, before joining Ai.

A lifelong Middletown, Virginia native, he was elected the youngest mayor in Virginia history at the age of 24, in 2012, a position he still holds. He holds bachelor's and master's degrees in business from Shenandoah University, along with a certificate in Lean Six Sigma. Since 2014, he has served as a professor of business and marketing at Laurel Ridge Community College. He is a published author and sports broadcaster for local radio and at his alma mater, Shenandoah University. Charles also serves the community as a board member of Our Health, and the Cedar Creek Battlefield Foundation. When not working at his various jobs, he is a die-hard Washington football fan and 20-year reenactor of the Civil War, Wild West, Revolutionary War and French & Indian War. Charles is also a proud father to his beloved son, Charles Harbaugh V.