



LEADERSHIP THROUGH EXPERIENCE



FOUNDING EXPERIENCE
SEPTEMBER 14-17, 2026

A GUIDE FOR PARTICIPANTS
AND ORGANIZATIONS



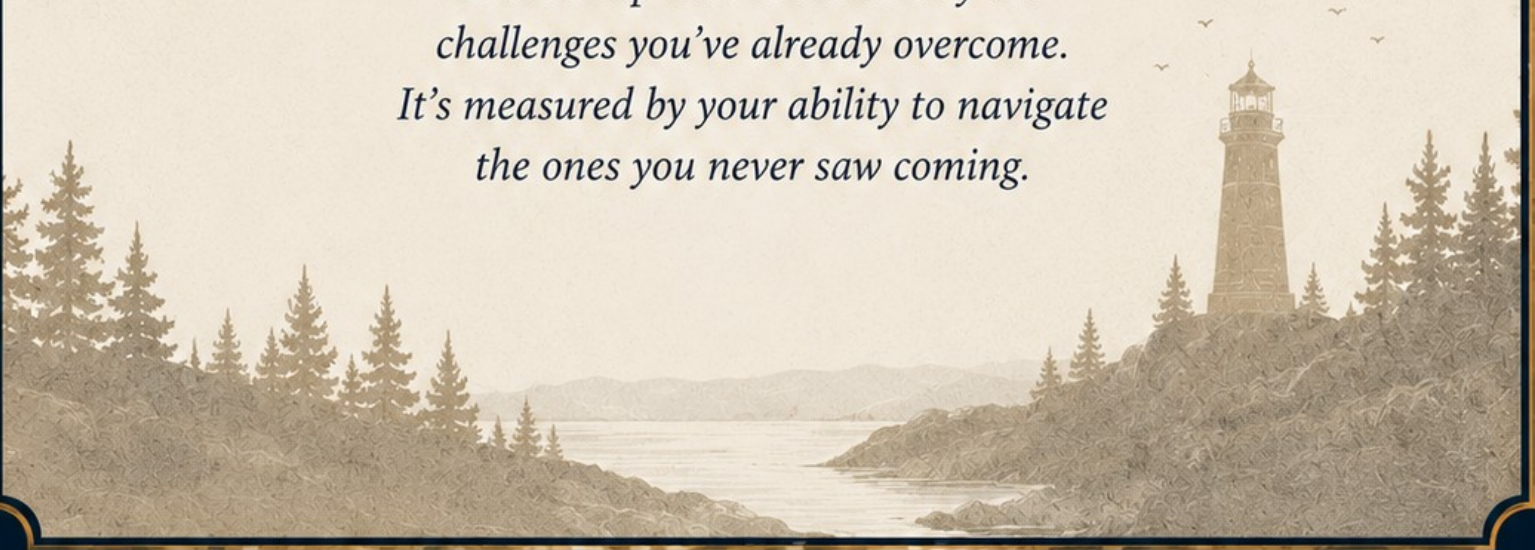
GUIDE • CONNECT • GROW

PEOPLE DEPEND ON YOUR DECISIONS EVERY DAY.



HOW ARE YOU PREPARING FOR THE CHALLENGES YOU HAVEN'T ENCOUNTERED YET?

*Leadership isn't measured by the
challenges you've already overcome.
It's measured by your ability to navigate
the ones you never saw coming.*



WHY ORGANIZATIONS INVEST IN LEADERSHIP



Technical skills get the job done. Leadership makes the difference.

Today's leaders are expected to navigate complexity, inspire teams, manage risk, and deliver results—often in environments where the margin for error is small and the stakes are high.

Lighthouse & Campfire develops leaders who are prepared for what they can't predict by strengthening the skills, mindset, and character that matter most.



STRONG LEADERS IMPROVE SAFETY

Effective leadership reduces risk, strengthens accountability, and builds a culture where everyone looks out for one another.



ENGAGED TEAMS PERFORM BETTER

Leaders who communicate well, build trust, and develop others create teams that solve problems and achieve more.



PREPARED LEADERS DRIVE RESULTS

Organizations need leaders who can make sound decisions, adapt quickly, and deliver consistent results under pressure.



INVESTING TODAY BUILDS TOMORROW

Leadership development is not an expense—it's a strategic investment in your people, your culture, and your future.



EXPERIENCE CREATES LASTING IMPACT

Real growth happens when leaders step away, reflect, connect, and learn in an environment that challenges and inspires.



*You can't prepare people
for every challenge.
But you can prepare
leaders to face anything.*

GUIDE. CONNECT. GROW.



**LEADERSHIP ISN'T A TITLE.
IT'S A RESPONSIBILITY.**

When you invest in leadership development, you invest in the people who lead with purpose, care for others, and create lasting impact.



WHAT PARTICIPANTS EXPERIENCE



Lighthouse & Campfire is a hands-on, immersive leadership experience designed for people who want to grow, connect, and lead with greater clarity and confidence.



REAL EXPERIENCES

Hands-on activities that create challenges, spark conversations, and build leadership through experience.



MEANINGFUL CONVERSATIONS

Facilitated discussions that encourage honesty, reflection, and deeper understanding.



SHARED RESPONSIBILITY

Participants work together, support each other, and hold each other accountable.



LASTING IMPACT

Lessons that transfer back to the workplace and influence daily decisions.



TIME TO REFLECT

Personal reflection, journaling, and campfire conversations that turn insights into action.



CONNECTION THAT LASTS

Strong relationships built in a different environment create trust that continues long after the experience ends.



*You won't just learn something
you can use.
You'll become the kind of leader
people are proud to follow.*



LEADERSHIP SKILLS THAT LAST



Our experiences are intentionally designed to help leaders strengthen the skills that matter most—through practice, reflection, and real conversations.



SELF-AWARENESS

Understand your strengths, values, and triggers to lead with authenticity and clarity.



COMMUNICATION

Build trust and strengthen relationships through active listening and honest dialogue.



DECISION-MAKING

Improve your ability to make sound decisions in uncertain and high-pressure situations.



ADAPTABILITY

Develop the mindset and agility to navigate change, complexity, and unexpected challenges.



ACCOUNTABILITY

Own your decisions, hold yourself and others accountable, and build a culture of trust.



RESILIENCE

Build mental toughness and recover stronger from setbacks and adversity.



TEAM LEADERSHIP

Inspire, empower, and guide your team to achieve more together.

You don't rise to the level of your expectations. You fall to the level of your training.

LET'S TRAIN TO LEAD.



THE EXPERIENCE AT A GLANCE



Four days. Three nights. One shared experience that brings leaders together, challenges their thinking, and strengthens their ability to lead when it matters most.



DURATION

4 Days / 3 Nights

Monday, September 14 – Thursday, September 17, 2026



GROUP SIZE

Limited to 10 Founding Participants

An intentionally small group for deeper connections and greater impact.



LOCATION

Pequea Creek Campground

A private group area in the heart of Lancaster County, Pennsylvania.



WHO IT'S FOR

Leaders in high-risk environments

Construction, emergency services, utilities, industrial, and beyond.



FOCUS

Experiential leadership development

Communication • Trust • Decision-Making • Accountability
Teamwork • Awareness • Adaptability • And more



WHAT'S INCLUDED

Meals, camping equipment, and materials

Everything you need for a meaningful and unforgettable experience.



**YOU WON'T FIND THIS
IN A CLASSROOM.
YOU'LL FIND IT AROUND
THE CAMPFIRE.**



THERE WILL ONLY EVER BE ONE FOUNDING GROUP.

Be a part of the first. Help shape what comes next.



10 SPACES ONLY.

Secure your place.



LIGHTHOUSE & CAMPFIRE
— GUIDE • CONNECT • GROW —

✉ info@lighthouseandcampfire.com

☎ (267) 640-9092

📍 Townsend, Delaware

🌐 lighthouseandcampfire.com

YOUR JOURNEY BEGINS HERE



Every experience has a purpose. Every conversation has meaning.

DAY 1 ARRIVE. CONNECT. SET THE FOUNDATION.



Rope Line – Build trust. Set the tone.



Who Are You? – Share stories.
Build understanding.



Camp Setup – Work together.
Take ownership.



Use What You Have – Solve
problems with creativity.



Making Injuries Real – See the
impact. Drive it home.



Campfire Conversation –
Set intentions.

DAY 2 CHALLENGE. LEARN. GROW.



Building Understanding –
Communication begins with
understanding.



The Missing Piece – Every decision
begins with incomplete information.



Hidden Energy – Learn to recognize
hazards that aren't immediately visible.



Ripple Effects – Every decision
creates consequences.



Reflection & Campfire –
Lessons that stick.

DAY 3 THINK. LEAD. INFLUENCE.



Pressure Table –
Decisions under pressure.



Incident Investigation –
One incident. Multiple perspectives.



Walkabout – Real-world observations.
Hidden lessons.



Celebration Dinner –
“Nothing Happened” recognition.



Campfire Conversation –
Deeper perspectives.

DAY 4 REFLECT. COMMIT. TAKE IT HOME.



Leading the Message –
Group presentations.



Morning Campfire –
Mentorship. Legacy. Purpose.



Final Reflections –
What will you carry forward?



Challenge Coin Ceremony –
A symbol of commitment.



Depart by 11:00 AM –
The journey continues.

“You won't just learn something you can use. You'll become the kind of leader people are proud to follow.”



WHAT TO EXPECT WHILE YOU'RE HERE



Lighthouse & Campfire is designed to be challenging, thought-provoking, and rewarding. You'll step away from the noise of everyday work and into an environment where you can think clearly, connect deeply, and grow as a leader.

Here's what you can expect during your time with us.



AN IMMERSIVE ENVIRONMENT

- 4 days and 3 nights in a private campground surrounded by nature.
- A setting that encourages focus, presence, and authentic connection.



HANDS-ON EXPERIENCES

- Engaging activities that challenge your thinking and build practical leadership skills.
- Realistic scenarios that mirror the complexity of high-risk environments.



MEANINGFUL CONNECTIONS

- Small group size for deeper relationships and open dialogue.
- Learn from others. Share your experiences. Build lasting connections.



REFLECTION AND GROWTH

- Time to reflect, journal, and process what you're learning.
- Campfire conversations that turn insights into action.



A CULTURE OF RESPECT

- Rank is set aside. Everyone participates.
- A safe space to speak honestly, listen openly, and support one another.



UNPLUG TO RECONNECT

- Limited phone use allows you to be fully present in the experience.
- The best conversations happen when distractions are left behind.



YOU WILL LEAVE WITH:

- ✓ **STRONGER LEADERSHIP SKILLS**
Practical tools and experiences you can apply immediately.
- ✓ **GREATER SELF-AWARENESS**
A deeper understanding of your strengths, triggers, and leadership style.
- ✓ **IMPROVED COMMUNICATION**
The ability to listen, influence, and lead with clarity.
- ✓ **LASTING CONNECTIONS**
A network of leaders who understand your challenges.
- ✓ **A RENEWED SENSE OF PURPOSE**
Clarity, confidence, and commitment to lead with impact.



BE PREPARED

Come ready to participate, learn, and step outside your comfort zone. Check the Participant Field Guide for a complete packing list and details.

*The more you engage, the more you'll gain.
The more you share, the more you'll grow.*



LIGHTHOUSE & CAMPFIRE

— GUIDE • CONNECT • GROW —

✉ info@lighthouseandcampfire.com

☎ (267) 640-9092

📍 Townsend, Delaware

🌐 lighthouseandcampfire.com

PAGE 8

YOUR INVESTMENT

Invest in yourself. Invest in your team. Invest in the leader people count on when it matters most.



\$1,400 PER PARTICIPANT
Founding Experience

An all-inclusive investment covering four days and three nights of experiences, connections, and growth in a private campground setting.



✓ EVERYTHING INCLUDED



COMFORTABLE LODGING

Quality tent, personal space, and a place to rest and recharge.



PREMIUM GEAR

High-quality camp chair with Lighthouse & Campfire patch.



CLASSIC LIGHTING

Vintage-style LED lanterns to light our evenings and conversations.



ALL MEALS INCLUDED

Nutritious meals and snacks from Monday lunch through Thursday breakfast.



LEADERSHIP JOURNAL

Your personal journal to capture insights, lessons, and commitments.



PROGRAM MATERIALS

All program materials and resources are provided.



FOUNDER'S CHALLENGE COIN

An exclusive numbered coin presented at our final campfire.



INTENTIONAL SMALL GROUP

Limited to 10 Founding Participants for deeper connection and impact.



RAIN OR SHINE

The experience goes on. We're prepared for the elements so you can stay focused on what matters.



UNPLUG TO CONNECT

Limited phone use so you can be fully present in the experience and with each other.



SAFETY AND SUPPORT

A safe, supported environment facilitated by experienced professionals.



LIFETIME BENEFIT

Founding Participants receive a 25% lifetime discount on all future programs.



WHAT YOU NEED TO BRING

- ✓ Personal clothing for four days (layered for changing weather)
- ✓ Sturdy footwear (hiking or work boots recommended)
- ✓ Rain gear
- ✓ Personal toiletries and medications
- ✓ Reusable water bottle
- ✓ Positive attitude and willingness to engage

A detailed packing list will be provided upon registration.



PAYMENT POLICY

Full payment is required at the time of registration to secure your spot.

Cancellations made 30 days or more prior to the event are eligible for a full refund, minus a \$100 administrative fee. No refunds within 30 days of the event. Substitutions are at the discretion of Lighthouse & Campfire.



THERE WILL ONLY EVER BE ONE FOUNDING EXPERIENCE.

Be part of the first. Help shape what comes next.



10 SPACES ONLY.

Leadership is earned. This opportunity is limited.



LIGHTHOUSE & CAMPFIRE
GUIDE • CONNECT • GROW

info@lighthouseandcampfire.com
(267) 640-9092
Townsend, Delaware

lighthouseandcampfire.com

PAGE 9

QUESTIONS FOR THE APPROVING MANAGER



A few questions to help frame the value of this experience.



INVESTING IN YOUR TEAM

How does this experience support our commitment to developing strong, capable leaders at every level of the organization?



MEASURABLE IMPACT

How can the skills and perspectives gained here translate into better decisions, safer workplaces, and stronger results back on the job?



TEAM AND CULTURE

How will removing our leaders from the day-to-day environment for four days strengthen trust, communication, and collaboration within our organization?



RISK AND READINESS

How does this experience help our leaders build the judgment, awareness, and confidence to navigate the unknown and lead in high-risk environments?



LONG-TERM VALUE

What is the cost of not investing in leadership development—and how does this experience help us prepare for the challenges ahead?

CONSIDER THIS...



- ✓ What are the leadership challenges our team is facing now—and what is on the horizon?
- ✓ How do we ensure our leaders are prepared to make sound decisions when it matters most?
- ✓ What impact will stronger leadership have on our people, our culture, and our bottom line?
- ✓ How does this investment align with our organization's goals and values?
- ✓ What is the ROI of developing a leader who increases safety, efficiency, and team performance?
- ✓ How will the lessons learned here be shared and applied by our participant when they return?

“ Leadership is one of the few investments that benefits both the individual and the organization. ”



LIGHTHOUSE & CAMPFIRE
— GUIDE • CONNECT • GROW —

lighthouseandcampfire.com
 info@lighthouseandcampfire.com
 (267) 640-9092
 Townsend, Delaware

**STRONG LEADERS.
STRONG TEAMS.
STRONGER FUTURES.**

PAGE 10

MEET CHUCK

FOUNDER & CHIEF EXPERIENCE OFFICER



LEADERSHIP ISN'T TAUGHT. IT'S EXPERIENCED.

For more than three decades, I've led people in some of the most challenging and high-risk environments—on the fireground, in the field, and on complex projects where there is no margin for error.

I've seen what strong leadership can do. I've also seen what happens when leaders are unprepared, disconnected, or left to figure it out on their own.

That's why I created *Lighthouse & Campfire*.

A LIFE OF SERVICE. A CAREER OF IMPACT.



30+ YEARS IN THE FIRE SERVICE AS A VOLUNTEER.

Training Officer. Battalion Chief. Assistant Chief. President. Mentoring and developing leaders when it matters most.



25+ YEARS IN HEALTH AND SAFETY LEADERSHIP.

From the field to the boardroom, building programs, leading teams, and helping organizations protect people and perform at their highest level.



A LIFELONG LEARNER. A TRUSTED ADVISOR.

Certified. Experienced. Curious. Driven by a passion for people, purpose, and doing what's right—especially when it's hard.



WHAT I BELIEVE

- ✓ People come first.
- ✓ Character matters more than credentials.
- ✓ Leadership is about service, not status.
- ✓ The best lessons are earned together.
- ✓ Nature is one of the greatest classrooms we have.



WHY I BUILT LIGHTHOUSE & CAMPFIRE

Because textbooks and PowerPoints have their place—but they can't replicate real life.

Because leaders need opportunities to connect, challenge themselves, reflect, and build the confidence to lead when it matters most.

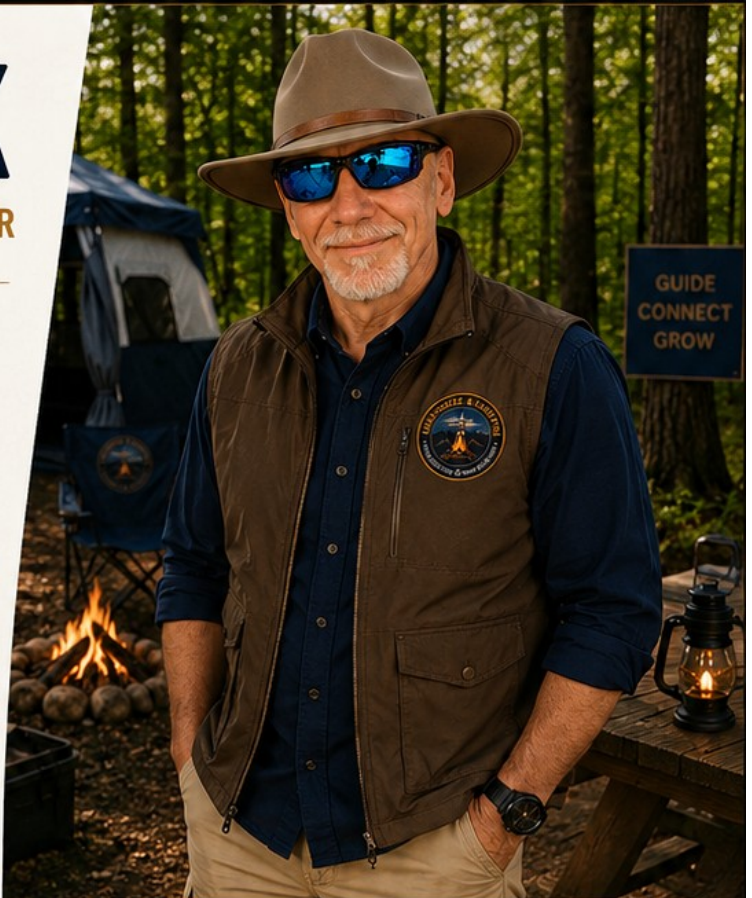
**BECAUSE EXPERIENCE CHANGES PEOPLE.
AND PEOPLE CHANGE CULTURE.**



BEYOND THE WORK

You'll often find me outdoors—hiking, fishing, kayaking, or sitting around a campfire with family and friends. I believe in unplugging to recharge, staying curious, and living with gratitude.

I'm a husband, a proud father and grandfather, and a firm believer that the best legacy we leave is the people we help become.



“ I've learned that leadership is built in moments—some planned, many not.

The best leaders aren't the ones with all the answers. They're the ones who ask the right questions, listen deeply, and create the space for others to step up.

Lighthouse & Campfire is my way of giving back—by creating experiences that help leaders grow into the people their teams need them to be. ”



TEACH. PROTECT. SAVE.

*It's more than what I've done.
It's what continues to drive me every day.*



LIGHTHOUSE & CAMPFIRE
— GUIDE • CONNECT • GROW —

✉ info@lighthouseandcampfire.com

☎ (267) 640-9092

📍 Townsend, Delaware

🌐 lighthouseandcampfire.com

WRITE THE FIRST CHAPTER



THERE WILL ONLY EVER BE ONE FOUNDING EXPERIENCE.

The first ten participants won't simply attend Lighthouse & Campfire.

They'll help establish the traditions, stories, and culture that future participants become part of.



★ FOUNDING EXPERIENCE ★ SEPTEMBER 14-17, 2026



LIMITED TO 10 PARTICIPANTS

An intentionally small group for a powerful and personal experience.



NUMBERED FOUNDING PARTICIPANT CHALLENGE COIN

Individually numbered 01-10 and presented at the final campfire. A lasting reminder that you were there first.



LIFETIME 25% ALUMNI DISCOUNT

A lasting benefit for continuing your leadership journey.



RECOGNIZED AS A FOUNDING PARTICIPANT

Your name will always be part of the first chapter of Lighthouse & Campfire.



The next challenge you face may become the *defining moment* of your leadership.



The question isn't *whether* that moment will come.

The question is *how* you'll prepare for it.

Lighthouse & Campfire

GUIDE • CONNECT • GROW



info@lighthouseandcampfire.com



(267) 640-9092



lighthouseandcampfire.com



SCAN TO
LEARN MORE
AND SECURE
YOUR SPOT.

