Phillips’ rules
Roger B. Hoyt
General Manager

Diana and I are thrilled at the opportunity to join you in fulfilling the mission of scouting through the high adventure and training programs offered at the Philmont Scout Ranch. It’s exciting to work with each of you, who collectively have a reputation for delivering the highest quality outdoor experiences in the world. Each of you has a unique and important role to play in preparing for and supporting the 27,000 guests that will be joining us very soon.

A mentor told me recently, “the windshield and the rear view mirror are both essential, but one is much bigger than the other.” The memory of last summer is in the rear view mirror, and we must put it behind us, for we cannot change the past. Looking through the big bright and clear windshield of the future, and the coming summer, I can see each of you delivering amazing, life-changing, character-building experiences in the mountains of Philmont Scout Ranch. I can see each of you, and the unique talents, skill sets and can-do attitudes you bring to work each day exceeding the expectations of all who walk the trails of this special place. The scenery is amazing, and welcoming Diana and I as part of your team.

To view more from the Philmont Management team please check your email for the new digital PhilNews edition.
Continued from page one: The best of the best

Steve Nelson
Camping Services

1. The BEST know what they truly want.
2. The BEST want it more.
3. The BEST are always striving to get better.
4. The BEST do ordinary things better than everyone else.

5. The BEST zoom-focus.
6. The BEST are mentally stronger.
7. The BEST overcome their fear.
8. The BEST seize the moment.
9. The BEST tap into a greater power than themselves.
10. The BEST leave a legacy.
11. The BEST make everyone around them better.

Continued from page one: Phillips’ rules

Roger B. Hoyt
General Manager

All through staff week, you have heard of the importance adhering to the Aims and Methods of Scouting, and to the Scout Oath and Law. Today, I’d like to share the words of our benefactor, Waite Phillips, whose generous gift of this ranch to the Boy Scouts of America allows us to provide the world-class programs we will offer this summer. His values, much like the BSA’s, were reflected in his “Rules for Conducting Business.”

1. Carefully examine every detail of your business
2. Be prompt in everything
3. Take time to consider, then decide quickly
4. Bear your troubles patiently
5. Maintain your integrity as a sacred thing
6. Never tell business lies
7. Make no useless acquaintances
8. Never try to appear as something more than you are
9. Pay your debts promptly
10. Learn how to risk your money at the right time
11. Shun strong liquor
12. Employ your time well
13. Do not reckon on chance
14. Be courteous to everybody
15. Never be discouraged
16. Practice orderliness, thoroughness, concentration and patience
17. Then work hard and you will succeed

You can’t go wrong with that kind of advice. Have a great summer. I’ll see you on the trail!

1800 hours

Dave Kenneke
Director of Ranching and Conservation

1800 hours – no I don’t mean 6:00 p.m. There are 1800 hours in the 75 days between June 8 and August 21, roughly the dates of our summer season. The important thing is that all of us 2019 Philmont staff are here together and today. This is the only time that we will all be together as an entire team. That being said, I want to ask all of us (myself included) two questions:

1. Do you think any of us are incapable of giving 1800 hours of the highest quality?

Well, friends, we all recognize the only possible answer is a resounding NO. Sure, there may be days when it’s cold, windy, hot and dusty (hopefully a lot of rainy days too). There will be “opportunities” with people that may need us to reach deep into our souls and understand the challenges they may be experiencing instead of lashing out at them. There will be opportunities to go the extra mile when we are tired or hungry, when we have answered the same question a thousand times, or when we thought we would have time off and are still happily fulfilling our duty of delivering experiences of a lifetime instead.

Of course, we also have the opportunity to make friendships that will outlast our final breath. There’s plenty of opportunity on our little piece of Heaven On Earth. Maybe there’s another question we should be asking: How do you squeeze all that living into 1800 hours? Well, you do what staff have always done, you make it happen. You give the most and the best always. It is part of your nature, your DNA, it is why you are here as part of this family that will become a part of you forever. Come August 1800 hours will have passed too soon.

2. Should I have chile with that?

Well, friends, that should never be a question. Red, green or Christmas and you will have chosen wisely! Have a great summer!

We’re accepting PhilNews submissions at philmontmarketing@gmail.com
Greetings and Welcome from the National Scouting Museum!

I hope you’re ready for a summer flourishing with opportunities. From the snow-covered peak on Baldy to the lush Rayado Canyon, Philmont has countless miles of trail. They weave between dinosaur tracks, stunning geologic features and breathtaking vistas. You can see relics left by Native Americans, frontiersmen, miners, loggers and a myriad of others who lived on this land. The rich history of Philmont is everywhere. This year we will be blessed with opportunities to hike on some of our neighboring ranches in the south as well as state lands to the west. This gives us all the chance to connect with even more of our history, which includes the UU Bar’s Garcia Cow Camp where Waite and Chope worked cattle and the meadow where Reverend Tolby was shot and the Colfax County War began.

Of course here in Base Camp, the National Scouting Museum is settling into our new digs. We look forward to telling the stories of the BSA, Lord Baden-Powell, “Uncle Dan” Beard, E.T. Seton, Philmont, Waite Phillips and our rich Northern New Mexico history all in one beautiful facility. The new museum may be the central location for the history of the Boy Scouts of America and the culture of Scouting, but please remember that we also have plenty of other awesome histories around the ranch. I encourage you to tour the Villa, explore the Rayado Settlement, discover the historic Chase Ranch and dive into our rich history scattered throughout the backcountry. Don’t forget the Seton Memorial Library! It’s your resource, so please come find an interesting book and enjoy it out in our spacious 140,000-acre reading room.

Buena Suerte,
David Werhane

To Philmont past and present
David Werhane
Museum

Greetings and Welcome from the National Scouting Museum!

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Buena Suerte,
David Werhane

Activities
Calendar May
29 - June 9

<table>
<thead>
<tr>
<th>Wednesday, 29</th>
<th>Thursday, 30</th>
<th>Friday, 31</th>
<th>Saturday, 1</th>
<th>Sunday, 2</th>
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<tbody>
<tr>
<td>All Staff Day, see page four for a detailed schedule</td>
<td>Vendor fair at TOTT 5 - 7 p.m.</td>
<td>Opening campfire preview 6:30 - 7:30 p.m.</td>
<td>Living History Day Town Hall in the Baldy Pavilion at 6:30 p.m.</td>
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<th>Monday, 3</th>
<th>Tuesday, 4</th>
<th>Wednesday, 5</th>
<th>Thursday, 6</th>
<th>Friday, 7</th>
<th>Saturday, 8</th>
<th>Sunday, 9</th>
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<tbody>
<tr>
<td>Barber at SSSAC, $18 per haircut 9 a.m. - 6 p.m.</td>
<td>Barber at SSSAC 9 a.m. - 6 p.m.</td>
<td>Music jam in the SSSACC at 7 p.m.</td>
<td>Opening campfire preview 6:30 - 7:30 p.m.</td>
<td>Telluride Mountain Film Screening in Baldy Pavilion at 8 p.m.</td>
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<td>Backcountry Music Fest at Baldy Pavilion at 7 p.m.</td>
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<td>Catina Ice Cream Event in the SSSAC at 8 - 10 p.m.</td>
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### All Staff Schedule - Wednesday, May 29

1:30 p.m.  
Gather on Greensward  
2 p.m.  
Staff training on Villa lawn.  
5 p.m.  
All staff gathering at Baldy Pavilion for keynote speaker  
5:50 p.m.  
Flag ceremony and ringing of the bell  
6 p.m.  
Banquet at CHQ dining hall  
7 p.m.  
Chapel  
7:45 p.m.  
Program at closing fellowship  
9:15 p.m.  
Music and campfire at SSAC bowl

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### The puzzle page

Mark Cordeiro  
PhilNews Writer

1. French (Henry)  
2. Baldy (Town)  
3. Miranda  
4. (Head of) Dean  
5. Pueblano  
6. Ponil  
7. (Indian) Writings  
8. Metcalf (Station)  
9. Rich (Cabins)  
10. Dan Beard

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**ONALBEUPED**  
**DNGMETCALF**  
**SWVALTYDR**  
**AGOARTJDEX**  
**DENDCYLBN**  
**NUCXHFAOC**  
**AHERTBHBHR**  
**RTHWINOPI**  
**IABERHRTEG**  
**MNNADEDEWTO**

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**ABOVE:** An owl perched near the Jewish chapel. Its owlet is hidden below. Photographed by Monica Dunn.

**BELOW:** Steve Nelson welcomes Base Camp staff to Philmont. Photographed by Ryan Soldanels.

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Check out the PhilBlog on our website to stay up to date on what’s going on around Philmont!