

A young woman with red hair, wearing a red hard hat, safety glasses, and a green Philmont staff shirt, is smiling and holding a large, rusty pickaxe across her chest. She has a nose ring and a yellow lanyard with a Philmont ID badge around her neck. The background shows other people in similar gear and trees, suggesting an outdoor training event.

PHILNEWS

Issue No. 2: Back Into Business

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PS

Climbing Rocks at Cimarroncito.
Photo By Truman Attaway

All Staff Day

By Matt Bolden, Riley Brown, and Owen Traub

Each summer at Philmont Scout Ranch begins with a day unlike any other. Over 1,000 staff members, both seasonal and full-time, gather in one place for the only time all season. It's a launch that's at times indescribable: the energy, the laughter, and the promise of a summer like no other. With over 22,000 participants soon arriving from across the country, this moment marks the official beginning. All Staff Day is the spark, the day the Philmont engine roars to life.

The day began with a clear and unwavering focus: the safety, well-being, and inclusion of every single staff member and participant. Staff members gathered in five large groups for an in-depth review of Youth on Youth Abuse Prevention, reinforcing the shared responsibility each staffer holds in upholding Philmont's zero-tolerance policies for abuse, harassment, or exclusion. The message was clear, creating a culture of safety isn't just policy, it's leadership in action. The training outlined key expectations—reporting, consent, boundaries, and respect—ensuring staff are equipped to support a safe, inclusive experience for all.



All Staff Day Arrowhead, one of the most widely recognized symbols in scout memorabilia since 1957. Photo by

After completing the Youth on Youth Abuse Prevention session, staff moved outdoors in their groups to review key backcountry procedures, including bear bag procedures, use of a sump, and other Backcountry camping and hiking protocols. With hands-on demonstrations and shared reminders, the session reinforced practical knowledge critical to safe and responsible backcountry travel. From there, staff returned indoors to participate in Living the Brand. Framed around the legacy of this “pile of rocks,” Living the Brand connected staff to the deeper purpose of the work ahead: to change lives, carry on the dreams of Waite and Genevieve Phillips, and build lasting relationships with one another

and with the participants we serve. Through film clips, humor, personal stories, and reflection on values like trust, vulnerability, and teamwork, staff were reminded that results matter, but it's relationships that make them possible.

By the time the Philmont Hymn rang out to close the session, staff weren't just prepped for the season—they were connected, inspired, and ready to deliver the world-famous Philmont experience. From there, the mood shifted into a higher gear. Staff poured onto the lawn for a bratwurst cookout and kicked off the departmental showcase with uncontainable energy.

Each department brought their flair:

- Conservation showed up with bear boxes and tools in tow.

- Dining Hall staff came armed with

pots, pans, and whisks taller than some of the staffers.

- The Philmont Training Center transformed their section into a mini Hawaiian luau.

- Backcountry staff? They started a conga line. Naturally. The lawn buzzed with celebration. Then came the formal introductions: departments were announced, the General Manager welcomed the entire staff, and then everyone assembled in the shape of the arrowhead on the Villa lawn for the annual staff photo.

Next, staff broke into mixed groups for tours of Base Camp, rotating through departments to understand what each one does—and to meet people outside their departmental circles. It's more than a tour, it's a way to connect with other teams and see how everyone plays a part.



The Buc-ee's mascot made an appearance to cheer on Philmont staff at All Staff Day. Photo by Mya Kacvinsky.

The afternoon continued with a flag ceremony, complete with the sounding of the Ranger Bell, one of Philmont's most iconic moments. Local Cimarron businesses also joined in, showcasing offerings and welcoming the staff to the larger community they're now a part of. A Brisket Dinner followed—an incredible meal served by Philmont's Food Service team.

The day closed with the Opening Program at Baldy Pavilion, where the Philmont Staff Association honored two remarkable individuals:

- Marilyn Vargas, one of the longest-serving staff members in Philmont's history, received the Beaubien-Miranda Award for her 45 years of dedicated service and mentorship.
- Stephen Rademaker was honored with the Distinguished Staff Alumni Award for his work as a lawyer, public servant, and global advocate, particularly his efforts in securing

the release of a graduate student and journalist who were unlawfully detained in Russia and Iran. Finally, staff heard an inspiring address from Monty Gibson, past Philmont staff and current strength and conditioning coach for the Cleveland Browns. He spoke passionately about how Philmont has influenced his life, career, and family.

And then, of course, came the dance. As David Burchfield & Friends played into the night, staff two-stepped, laughed, and let the energy of the day carry them into summer. All Staff Day 2025 felt like a spark—igniting memories, commitments, and connections across the Ranch. Of the joy, the responsibility, the tradition, and the community that make Philmont what it is. And if the energy on that lawn is any indication, we're in for one unforgettable season. As Monty Gibson said, "Hear the rhythm of a group of people working together; that's what teams do."



Monty Gibson speaking at the Opening Program. Photo by Mya Kacinsky.

Counselor's Corner

By Dr. Luke Arnold, PhD, LMFT, NCC



With the business of the beginning activities of the summer, the anticipation of the first

participants, and all the mixed emotions that have been running through us we all need to recharge not just our bodies but our minds and hearts, too. Regardless of faith or cultural traditions, each of us can benefit from time to nurture our inner well-being. Here are some ideas for doing that:

Reflect on what worked for you back home and then replicate it. If you regularly attend church, temple, mosque, or synagogue, journal or draw, or practice yoga

regularly, find ways to replicate that experience within the camp space. You might need to get creative and be intentional about scheduling this time.

Build a support network, and don't be afraid to reach out. Being away from home means being away from your usual network of friends, family, and mentors. Look to build a supportive group of friends — and try to be that friend for others. Don't be afraid to reach out to leadership if you are feeling lonely. Be sure to reach out if you feel like a friend is struggling.

If you would like to chat about anything, the front desk in the infirmary can help you find a time.

Dr. Luke will be here Sunday afternoon and all day Mondays throughout the summer. Stop by Infirmary front desk to make an appointment.



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Scatter Matters

Preparing the Backcountry for Scouts

By Riley Brown

Spanning across 30 camps and four days with every detail mapped to a tee, ‘scatter’ is the process of hauling gear, supplies, food, and people from Base all the way to staff camps dispersed throughout the

their designated locations.

Abby Heggem, Assistant Camp Director at Ponil and second time Scatter participant remarks, “For me personally, Scatter is definitely like a learning curve. It’s definitely really hard, but I know it’s

going to be a great summer.” The team at Ponil was the second camp to scatter this summer and got ahead of the curve in terms of decontaminating, this is Philmont’s term for a required disinfecting protocol to

“THIS IS
THE BEST
SCATTER
I’VE EVER
SEEN!”

Backcountry. Preparation begins the week before, explains Backcountry Warehouse Manager Dan Preston, “It’s a solid week of prep work but once everything’s ready it’s a lot of pushing it out on the dock and making sure everything is where it needs to be.”

Despite only having two days before the first crews arrive, Scatter kicks off our summer season. Brought to you via the flawless cooperation of Outfitting Services, Logistics, Backcountry staff, Maintenance, Commissary, and many other departments, this operation is truly a group effort. From a well-organized schedule to a complex line up of vehicles, every part of this integral operation pushes vital essentials to

prevent hantavirus which can spread through rodent droppings. Equipped with masks and bleach, the team fully wiped down every surface, nothing was left untouched. “The best [part] is right now because we’re finally at our camp and it finally feels like I don’t need to be stressed.”

Heggem states, “I can finally settle down with my people and we had a group lunch together and it was lovely!” After lunch, the group at Ponil tackled decontaminating the

shooting sports building and commissary interiors. Despite the task at hand, the staff was high energy and combatted their work with music, jokes and lots of laughter.

Across the Philmont property, at Cimarroncita, the staff was in the same process of dehaunting their campsite. Although smaller, it was no less thorough than their Ponil counterparts. Furniture, mattresses, and boxes of supplies were neatly organized outside their yurt to be disinfected. Another group was in charge of setting up the tents by

wrapping canvas around the metal frame and nailing the corners through the gromits. “This is the best Scatter I’ve ever seen!” Stuart Campbell, this year’s camp director at Cita commented. Wearing masks and cleaning at elevation made for a tough first day in the Backcountry. But strong teamwork and determination kept spirits high. Now, every Backcountry camp is prepped and ready to welcome the summer's crews.

Cimarroncita Scatter group getting instructions for camp set up.
Photo by Logan Albrinck.



The Ponil Scatter crew dehaunting one of the maning buildings on their campsite.
Photo by Logan Albrinck.



Cita Scatter crew takes a break from cleaning for some team posing. Photo by Logan Albrinck.

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Be Where Your Boots Are

Trail Notes from GM Andrea Watson



There is a lot going on here at Philmont. Radios are buzzing. Trucks are moving. Someone is always hiking out while someone else is hiking in. Staff are managing programs and solving problems. Crews are making their way across Philmont's most beautiful and challenging terrain.

In the middle of all that, it's easy to start thinking about what's next. What time does that crew arrive? Will it rain again this afternoon? Is the gear packed where it needs to be? A few years ago, someone said something that stuck with me: Be where your boots are.

Whether you're a participant taking your first steps on a trail or a staff member knee-deep in your ninth day straight of staff assignments, this moment matters. Not tomorrow, not next week but right now. Because the work we do, the experiences we share, and the memories we make only happen when we are present for them.

This place has a way of reminding us of what really matters. It might come during a long hike, a conversation at the end of the day, or a quiet moment overlooking a mountain view. It might even come when everything is going wrong, and you're forced to

pause and think about how to move forward.

The truth is, no one remembers the whole summer all at once. We remember the moments. And if we're not paying attention, we might miss them.

For staff, that could mean setting aside the to-do list for a second to notice how your work is making an impact. For crews, it might mean being intentional about looking each other in the eye and sharing the moment, even when you're tired and the trail is long.

As Rachel Carson once said, "Those who contemplate the beauty of the earth find reserves of strength that will endure as long as life lasts." That's what Philmont offers us, if we're willing to slow down enough to receive it.

Be where your boots are. Take a breath. Look around. Some of the best memories come from the quietest moments. Don't miss them. Be where your boots are and let Philmont do what it does best.

*See you out on the trail,
Andrea Watson
General Manager*

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\$10 minimum donation
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Announcements

- For safety, avoid running on the road; we have excellent trails throughout Base Camp, PTC, as well as along the road into town. If you can't find the trails, stop by CHQ for assistance! Additionally, bright safety running vests are available at the Staff Gym for nighttime running.
- Be aware of animals on the road especially at night, we are coming up in fawning season soon keep your eyes on the road and drive safely!

Calendar Events

- 6/19: Jam Night, 8pm
- 6/20: Brat Day, S'mores w/ Movie Night, 8pm
- 6/25: Open Mic Night in the Pavillion, 8pm-11pm
- 6/27: Movie Night, 8pm

Business Hours

National Scouting Museum:

8am-5pm

ToTT: 7am-6:45pm

Villa: 8:30am-5pm

Yurt: 8am-12pm & 1pm-5pm

Cantina: 9am-6:45pm & 8pm-10pm



Activities department at All Staff Day.

Photo by Kate Warrick.

Work at Philmont Full Time

- Lead Maintenance Technician-Tent Repair
- Ranch Technician-Farms and Roads
- Housekeeping Lead
- Housekeeper
- Ranch Technician-Forester
- Store Assistant Manager and Snack Bar
- Store Assistant Manager and Warehouse

Looking to join the Philmont team after this summer? Check out our website!





PHIL2K

BY OWEN TRAUB



This summer marks 25 years since the first issue of Phil-2K hit the trails. With that in mind, we took a look back at what Philmont looked like in the summer of 2000, and what's changed since. MPS distributed the historical first issue of Phil-2K to commemorate what many deemed as the new millennium. In many ways, these issues of Philnews reflect the version that you know (and love) today. In other ways, they are an interesting time capsule to a time long passed.

Possibly the most notable addition to Philmont in 2000 was that of the Staff Dining Hall. Previously, staff and participants dined in the same hall, adding to the culture and feeling of community among both parties. Due to overcrowding in the main dining hall, the Philmont Staff Association raised \$300,000 (~\$558,000 today) over the course of three years to fund a separate dining hall. This led to a major culture shift within Philmont. For the first time, staff had a separate area to dine among colleagues rather than strangers and children. This helped build an even stronger bond among the staff and encouraged them to converse with other departments. Although it was opened over two decades ago, the interior is similar today. The "morbid"

antlers, as they were described upon the hall's opening, remain today along with new decorative additions added throughout the years. Another important staple of the dining halls is, of course, Joey Fernandez, who oversaw the opening of the Staff Dining Hall 25 years ago. Although his residency as supervisor of Dining Services stretches further than 25 years, it is reassuring to know that our dining hall leadership hasn't changed with the times.

However, there are many aspects of Philmont that have given way to the sands of time. One example is the overcrowding of the computer labs that plagued the Silver Sage Staff Activities Center (SSSAC). Before cell phones reached today's levels of sophistication, E-mail was the main line of communication between individuals and could only be accessed through a desktop with internet access. This resulted in staffers being required to reserve a computer in the SSAC, sometimes it was a struggle to get even 20 minutes.

Another forgotten relic of Philmont is the Pemmican Bar. Do you like dried meat, rendered fat, and absolutely nothing else condensed

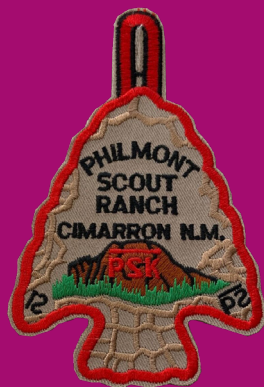
Joey Fernandez and
current dining hall staff
member.
Photo by Julia
Manipella.



into a small brick? If so, the Pemmican Bar might be for you! These delectable morsels were a staple of backcountry cuisine in the 2000's, and while they were a great source of protein and long-lasting energy on the trail, they also had a reputation of being tough and highly unappetizing. Fortunately, these bars have been retired from the Philmont menu and replaced with slightly more edible alternatives.

Finally, it would be negligent not to mention the special edition arrowhead patch that was given to scouts in the summer of 2000. This patch featured the classic arrowhead look that we have today, with the addition of red trim around the edge, as well as 'P2K' being sewn onto the Tooth in red. This patch was made to celebrate the new year and became very popular among patch traders. Today, you can see this patch featured in the Scouting Museum, along with other special editions.

Philmont is changing constantly: The names on the schedule may change, the gear may improve, and yes, the protein bars are (mostly) better—but the spirit that brought everyone here in 2000 is same. Participants and staffers come from different corners of the country every year to experience the freedom and camaraderie that the land can provide. No matter how many special edition patches or granola bar brands come and go, that 'philmonty' feeling will always stay.



The year 2000
special edition
arrowhead

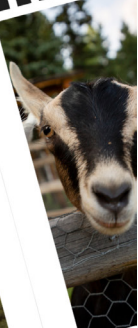


Pemmican
Bar from the 2000's

PHILNEWS PRESENTS

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Portraits

Animals and Wildlife

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Who You Are

By Matt Bolden

Have you ever listened
really listened
to the whispers of the wind
What do they say?
What do they know?

Search deep inside yourself
The atoms and quarks
That permeate your existence
Thrust out with all the universe
So long ago

We ask ourselves why
Because we mostly understand how
But still yearn for meaning
Why must you know?
What will you gain?

You are the universe experiencing itself
The same dust from the heavens
Dust, given breath became you
Do not become ensnared by the Why
Experience the what

And Live



Ring Place in the Valle. Photo by Mya Kacvinsky.

Chainsaws. Helmets. Poundcakes.

Preparation for a Phil-tastic Summer

By Matt Bolden, Riley Brown and Owen Traub

What is legacy? Is it an ideal, a memory, or a substantive thing left behind for others? All of the departments at Philmont have a legacy that they carry on; of excellence, of stewardship and of determination. To the conservation department, this legacy is the ownership and responsibility over Philmont's acreage that is passed on between generations.



All Cons Day. Photo by Gabriel Milby.

Orange hard hats peek out from behind trees; the clang of tools echoes in the valley against an overcast sky. Chainsaws whir and trees groan out before being felled. Welcome to Conservation. As first year cons staffer Mabel Ince puts it, “[Cons] plays a huge role, a foundational role at Philmont.” With tens of thousands of scouts hiking these trails every summer, we need caretakers over the land to ensure its

survival and to teach the next generation about the importance of environmental conservation. This past week, the conservation department put on their All-Cons training, where the entire department is together for the first and only time of the season. Training begins for new recruits where they are thrust into the field, backcountry camping together to learn equipment maintenance, environmental instruction, and outdoor skills. After taking these lessons to heart, senior staffers are able to pass on their Pulkaskis and McLeods to the next generation of the Cons department. Director of conservation, Lee Hughes, explains, “Someone mentored me when I was younger, now it’s my turn to give back to them; pass on the torch.” This spirit of legacy and the transfer of stewardship over the land is one of the most important parts of the role. After days of long work chopping down trees and building trails, the entire department met back up and camped at Stockade. Conservation Program Director, Robert Fudge, gave an inspiring speech to the department, noting the core values and purposes of conservation: curating a healthy ecosystem, being

responsible stewards of the environment, and respecting wildlife. This gathering celebrates the unity and mission of the cons department; this is the only time the whole department will be together all summer. After this, they scatter into their camps, often far from each other, carrying the responsibility of stewarding Philmont's trails, ecosystems, and land. It's a launch pad to greater heights and even greater responsibilities. All Cons ends here, but the legacy is real and the journey has only just begun.



Ranger group photo. Photo by Muriel Alldredge.

Ranger Rendezvous is an event full of singing, dancing, chanting, and testing the ranger skills they learned on the training trek.

Two hundred eighty rangers rendezvous at Beaubien on the fifth day of training trek to put their newly learned skills to one final test before they take to the field to train their crews in the Philmont method. The day starts with various stations set up across Beaubien's meadow. These stations include knot tying, first aid, and privacy relay. In the privacy relay, team members must run to a tent, unzip it, take off their shoes, quickly change inside, and then run back to

change, then tag the next person in line. The training crews compete to earn the most points at the end of the day and win the chance to write their names on the coveted ranger axe and, of course, bragging rights. The Ranger Axe has been a longstanding tradition since the inception of the Ranger Department. Rangers were originally given axes to take with them when gathering firewood for their crews to make cobbles and to clear trails, a practice that predates the establishment of the Conservation Department. Although this tradition may have ended shortly after it began in 1969, the axe continues to symbolize the knowledge and the lives changed through the guidance of Rangers.

The day concluded with dinner, skits, and plenty of laughter. As Nick Copeland said, "It's a good day to be a Philmont Ranger."



Cito Level 1 Training in the indoor bouldering gym. Photo by Sarah Peplow.

Helmet? Check. Harness? Check. Super stoke? Double check. Today, June 2nd, the staff residents of Cimarroncito, Miners Park, and Dean

Chainsaws. Helmets. Poundcakes.

Cow completed their climbing checklists and prepared to be tested on their climbing knowledge. At Philmont, there are four levels of expertise in climbing: Level 0 – where everyone starts, Level 1 – where most instructors lie, and Level 2 – highly experienced climbing leadership. Level 2 instructors must be present for all climbing activities for safety, or in the event that an emergency save is necessary. The future instructors have been learning the basics of climbing and running program for the past two days, but today will determine if they move on to Level 1. The pressure was on, but everyone seemed energetic and excited; “A smile is part of the uniform” said Caelan Alford, one of the many trainees in attendance. Staff seemed to take this phrase to heart, making the environment feel stress-free despite the high-stakes circumstances. Contrasting their easygoing attitudes, trainees shared a

more intense mentality when it came to the safety of their participants. Jaymin Anzaldúa, another trainee, succinctly summed up this mentality when he shared that, “complacency kills. Focus is everything.” While these backcountry climbers are clearly ecstatic about working at Philmont, they take their jobs very seriously.

This summer, Philmont participants will be under the confident, capable supervision of our staff who will be ‘locked in’, both mentally – and physically.



Cito Level 1 Training outdoors. Photo by Julia Manipella.



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What's New at Philmont?

By Matt Bolden



Returning staff members embrace on check-in day. Photo by Julia Manipella.

The Backcountry is the focus of the Philmont experience. A select few camps are reopening this season after periods of closure in previous years. In North Country, Whiteman Vega and Dean Cow are open for business, and in Central Country, Ute Gulch Commissary is ready to hand out food to crews on the trail. As Backcountry Warehouse Manager Dan Preston puts it, “It shows that we’re recovering from the 2018 fires [...] and we’re trying to get back to that after just seven years.” Fish Camp is undergoing renovation, but will still be accessible as a trail camp, and available for camping.

Things change not only in the backcountry, but here on base as well. The Philmont Training Center (PTC) provides year round programs and activities for people of all ages, not just scouts on trek. The PTC is providing additional programs this summer. The first new program is Stay and Play, where late and early arriving crews can acclimatize to the altitude or rest and unwind after getting off-trail. In case a crew was

unable to add the Tooth of Time to their Philmont itinerary, this program also offers the opportunity to hike the Tooth after arriving back in Basecamp, before heading home. The second new program for the summer session is Unit Adventure Camp. Here, Scouts get to participate in hikes based out of the Training Center. The week also includes a night at a Backcountry camp and a campfire to get a taste of a trek and dream about coming back. Additionally, the PTC is introducing “Hut 2 Hut.” This program happens at the end of the summer in August, where participants can enjoy a luxury trek with hot meals and upgraded lunches on the trail. This trek is about exploring the ranch after the summer season is over, and gives guests the ability to explore the backcountry without hiking with a forty pound backpack. Lastly, Founders Ride is a luxury cavalcade that traces the horse back trips of Waite Phillips as he and his guests would visit his favorite camps.



Backpacks lining the path outside the Welcome Center. Photo by Muriel Alldredge.

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Cimarron, New Mexico



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FREE SHUTTLE | Participants & Staff Welcome

Depart Welcome Center Depart Downtown Cimarron

11:00 AM

1:00 PM

4:00 PM

6:00 PM

11:30 AM

1:30 PM

4:30 PM

6:30 PM



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MAXWELL PLACE 39.65± deeded acres, 3 bedroom, 2 bathroom 2 story home. Property is on pavement with big views of the mountain range, mature cottonwood trees, 1 apricot tree, irrigation rights, domestic water meter, older well, barns, useable outbuildings, including root cellar compliment this property. 461 Elm Tree Rd. Maxwell NM 87728.

MIAMI 40 ACRES 320± Deeded acres, 180.80 Irrigable acres, center pivot, mid 2000's modular home, two water meters, two barns and one large insulated shop on concrete slab. **\$848,000.**

LOTS IN TOWN NEAR ST JAMES AND NEAR THE BANK.

Meet the MPS Staff



Kate Warrick
Marketing Manager



Julia Manipella
MPS Manager



Riley Brown
Publications Asst.
Manager



Truman Attaway
Video Asst.
Manager



Mya Kacvinsky
Photography Asst.
Manager



Logan Albrinck
Photographer



Muriel Alldredge
Photographer



Gabriel Milby
Photographer



Isaiah Mitchell
Photographer



Sarah Peplow
Photographer



Matt Bolden
Writer



Owen Traub
Writer



Denise Trowbridge
Web Development
Specialist



Jake Halter
Videographer



Kate Pape
Videographer

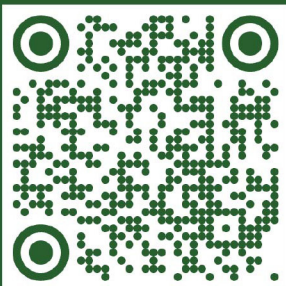


Wesley Van Horn
Videographer



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Meet the Crews



First day of Crew Arrival. Photos (above and below) by Gabriel Milby.



Crews greeted at Welcome Center. Photo by Isaiah Mitchell.



Philmont Training Center



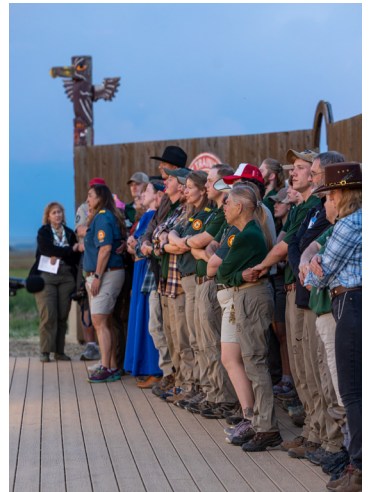
PTC check in (left and below).
Photos by Sarah Peplow.



PTC Craft Center (above). Photo by Isaiah Mitchell.



Opening Campfire (below).
Photo by Muriel Aldredge.



PTC Dining Hall (left). Photo by
Sarah Peplow.





Est. 1872
St. James Hotel
Cimarron, NM

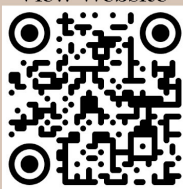


617 S Collison Ave, Cimarron, NM

A Treasured
landmark on the
Historic
Santa Fe Trail

The St. James Hotel
has been a gathering
place for more than
150 years.

View Website



17 Deer Run Rd., Cimarron, NM
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Hours extended to 5:30 p.m. beginning June 1

Welcome HOmE!



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\$20

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NEW ITEM

Happy Father's Day! Crew 609-7D
celebrate Father's Day in Base Camp after
finishing their trek. Photo by Mya Kavcinsky.



Crater Lake Cabin.
Photo by Logan Albrinck.



Cimarroncito Level 1 Training.
Photo by Mya Kavcinsky.



Crew Arrival Day. Photo by Isaiah Mitchell.

