

PHILNEWS

MAY 29, 2016

BANQUET ISSUE



Moving Forward

Kevin Dowling
General Manager

I have just lived through my first Philmont “staff explosion”! You talk with any Philmont full-time staff member, and this is the time of the year they all look forward to after the quiet seasons. We all enjoy the arrival of the seasonal staff team, new and tenured.

As we gear up for the 2016 season, I have had the opportunity to visit with several of the full time and seasonal management teams. My opening question is, “What can Philmont Management do for you to provide a successful, enriching summer experience

and help you do your jobs?” Many of the thoughtful responses are shared below:

- Listen
- Visit the backcountry (under the radar)
- Communicate
- Talk with the Program Counselors
- Real Talk not just Philmont business
- Provide clear instruction
- Give us the tools to do our jobs
- Join us for meals
- Allow us to do our jobs
- Time with some of the Ranch dogs
- Transparency
- Support us

I appreciated the honesty and will remind our management team on a weekly basis to use these as daily guides as they handle

their responsibilities. Carol and I truly enjoyed our visits to the backcountry camps and around base activities last year and look forward to these same experiences in 2016.

You will notice many improvements on the ranch since last summer. Say thank you to every member of the full time staff when you see them in your travels. Their hard work and dedication along with many local contractors and vendors made these all possible. You will hear about more exciting Ranch improvements in upcoming issues.

Our 2016 participants are ready for Philmont, and Philmont is ready to provide them a wilderness and educational experience that will last their lifetime.

Thoughtful, committed citizens

Mark Anderson
Director of Program

Greetings! It is always an exciting time at Philmont Scout Ranch as we welcome the summer staff and prepare for an exciting summer of adventure. Whether you are a returning staff member or a new staff member, I know that you will be focused on preparing yourself for our shared experience in “delivering wilderness and learning adventures that last a lifetime” to each participant, visitor, and fellow staff member.

Margaret Mead wrote, “Never doubt that a small group of thoughtful, committed

citizens can change the world, indeed it is the only thing that has.” You are a “thoughtful, committed citizen” of our community. Your actions impact the experience. They ripple out across the Ranch and the country. We will impact 22,500 backcountry participants, 4,500 Philmont Training Center participants, 1,110 seasonal staff members, and 83 full-time employees for a total of 28,183 people plus visitors who drop by this summer. As these individuals go about their life after Philmont, the positive ripples of the experience can indeed change the world.

Each day of the summer, I hope you choose to be exceptional. That you choose to do your job in an extraordinary way, regardless of the circumstances. By doing this we can ensure that each person has the kind of experience that lasts a lifetime. At the end of the day, the only questions that matter are, “What kind of difference did I make?” and “Did I help add to that extraordinary experience of our customers and colleagues?” Each day matters!

I challenge you to be a “thoughtful, committed citizen” so that together we can do our part in changing the world.



NEWS AND

PHOTO TEAM

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Nathaniel Aron

Liam Inbody

Lead Marketing Specialist

Alexander Bohlen

Marketing Media Staff

Thomas Officer

Lead Videographer

Kreable Young

Videographer

Claire Ficke

May 29- June 9

Sunday, 29	Monday, 30	Tuesday, 31	Wednesday, 1	Thursday, 2	Friday, 3	Saturday, 4
1:30 p.m. All Staff Photo-Villa Lawn 5:45 p.m. Opening Flag Ceremony/Bell/Dinner-CHQ Dining Hall 7 p.m. Chapel Services 7:45 p.m. Music and Keynote Speaker-Baldy Pavillion	PTC Dining Hall Opens 5 p.m. Memorial Day Service-CHQ Dining Hall 5:30 p.m. Horse Dept. and Western Lore Camps Cook out-Anderson Yard 7 p.m. Chapel Services-CHQ		Philmont Museum and Seton Memorial Library open for summer Regular business hours are 8 a.m.-5:30 p.m.	Set up Yurts- Valle Vidal Camps (Whiteman, Ring Place, and Sealy Canyon) Living History Skills Day- Rayado 6:30 p.m. Living History Town Hall Gathering-SSAC	8:30 a.m. The Basecamp Event- SSAC 11:15 a.m. Old Mill Museum tour and Lunch- Meet at Welcome Center 2:15 p.m. Ice Cream Sundaes-SSAC 6 p.m. PTC Staff Dinner-Anderson Yard	Ranger Redezvous at Beaubien 7 p.m. Backcountry Music Festival OpenMic Night-Baldy Pavillion
Sunday, 5	Monday, 6	Tuesday, 7	Wednesday, 8	Thursday, 9		
PTC Week #1 Scatter Day 1 4:45 p.m. Interfaith Service-PTC Chapel 8 p.m. Ranger Campfire-Closing Campfire Area, CHQ	Scatter Day 2 8p.m. Staff Snack Bar Ice Cream Event	Scatter Day 3 4 p.m. CHQ Roofed Housing Meeting- Snack Bar Patio 7 p.m. CHQ Chapel Service 8 p.m. Telluride Film Festival-Hardesty Casa Central	Crews Arrive! Backcountry Opens for Hiking All programs operational	9:30 a.m. US Forest Service (Valle Vidal Camps Meeting)-Ring Place		

Decoding the First Day

Philmont staff have a lot to learn in their first days on the ranch. One of the earliest lessons a first-timer will learn is how to understand the acronymous vernacular which is used to describe everything from buildings to staff positions. In order to assist with assimilation, here is a list of some commonly used Philmont acronyms and their meanings.

ACD: Assistant Camp Director

ACR: Associate Chief Ranger

Baldy: Baldy Pavilion (for events), Mt. Baldy, or Baldy Camp

CD: Camp Director

CHQ: Camping Headquarters

Cito: Cimarroncito

Cons: Conservation

GIS: Geographical Information Systems

HAB: High Adventure Base

HCC: Hardesty Casa Central

HOD: Head of Dean

HOmE: Heaven on Earth

I-Camp: Intercamp mail

IW: Indian Writings

NAYLE: National Advanced

NPS: News and Photo Services

OATC: Order of the Arrow Trail Crew Trek

PJ: Phillips Junction

PhilSAR: Philmont Search and Rescue

PTC: Philmont Training Center

RO: Ranger Office

ROCS: Roving Outdoor Conservation School

RT: Ranger Trainer

SSSAC: Silver Sage Staff Activities Center

Swapbox: A place to trade unwanted food

TC: Training Crew

TOTT: Tooth of Time Traders

TP: Trading Post

The Val: the Valle Vidal

Submissions to the PhilNews are welcome anytime!

If you would like a chance to contribute to the PhilNews,please send your articles, story ideas,and/or creative writings to the PhilNews Editor at npsphilnewsdepatment@gmail.com.

Deadline: Saturdays @ 5p.m.

Submit your content for Issue 1 by June 4.

The right kind of team

Steven Nelson

Comptroller

I have been fortunate enough to live here at Philmont for just over eight years now, and during that time I have been able to watch the seasons of Philmont.

The Aspen trees from Baldy Camp are amazing in October and when there is snow on the top of the Tooth of Time it is incredible. However, when the leaves on the oak trees start to spring forth in beautiful green, that is my favorite time of the year. Why? Because it is time for the whole Philmont staff to come back HOmE.

I am grateful to welcome you back to Philmont or, if this is your first time here, we are glad that you are a piece of one of the greatest parts of the ranch.

"A group becomes a team when each member is sure enough of himself and his contribution to praise the skills of others."

This quote by Norman Shidle illustrates what we would like to see happen during the next few days as we go through our staff training.

This is the time when we are able to hone the skills and talents we possess and bring them together as a team. It is a time to provide that positive experience for those who come to Philmont this summer looking for an amazing, memorable wilderness adventure.

Can you imagine competing in an athletic contest without open access to the score, the clock and the play-book? Without factual information and timely, candid feedback, teams quickly dissolve into weak, dependent groups shifting responsibility and ownership to those who are more informed.

By building our staff into a high performance team, we will be able to accomplish all, even more than the expectations of our guests.

Yogi Berra, the great Hall of Fame Baseball player said, "You give 100 percent in the first half of the game, and if that isn't enough, in the second half you give what's left."

During the past few months I have read some of John Muir, the great naturalist of the West. I found a few quotes that really struck me as I thought of the summer adventures that are in front of us.

We love being in the mountains, and it impacts our lives in such great and magnificent ways. I hope you have a great summer and these wonderful mountains change your lives as they have so many others.

"Climb the mountains and get their good tidings. Nature's peace will flow into you as sunshine flows into trees. The winds will blow their own freshness into you, and the storms their energy, while cares drop off like autumn leaves."-John Muir

"In every walk with nature one receives far more than he seeks."- John Muir

"The mountains are calling, and I must go."- John Muir

"May your trails be crooked, winding, lonesome, dangerous, leading to the most amazing view. May your mountains rise into and above the clouds."

-Edward Abbey



Do you know a 14 to 20-year-old who would like to come to Philmont on a trek this summer?

Space available for FEMALES on all treks, space available for males on most treks.

2016 Conservation Individual trek spaces and scholarship money available:

☐ Science, Technology, Engineering, and Math Trek (12 days, ages 14-20)

☐ Roving Outdoor Conservation School Trek (21 days, ages 16-20)

☐ Trail Crew Trek (14 days, ages 16-20)

Stop by the Conservation Office for more details!

A brand new challenge

Grant Reigelman

Associate Director of Program

Welcome HOmE!

I'm honored to welcome you all back to the ranch this summer. It's going to be fast and furious as we prepare for the arrival of our participants. As I watch the staff get to know one another and learn about their roles, I can't help but wonder what kind of memories you will inspire in our participants and what memories you will take with you when the summer comes to a close.

Philmont is a place full of adventures waiting to be had. What will your adventure be? As the summer progresses, I challenge you do the following three things.

1. Explore a piece of Philmont you have never seen before.

2. Reach out to a department you don't know too much about and find out what their day is like.

3. Identify one thing each day that you can do better.



If you do these three things you will appreciate the land we love a little bit more, and gain a fuller understanding of all the different things people do each day to deliver the promise of wilderness and learning adventures that last a lifetime.

Take pride in what you do, go the extra mile to make this experience something a participant will never forget, and I look forward to working with each of you this summer.

Summer Chapel services begin

May 29, 2016

7 p.m.

Held each night at Camping Headquarters, the following services are offered:

Jewish, Catholic, Protestant, and Church of Jesus Christ of Latter-day Saints.

Returning HOmE

Matt Rendahl

PTC Associate Director of Program

It is great to be back at Philmont. I was a Ranger in 2001 and 2002, Logistics and Autumn Staff in 2008, and the Camp Director of Miranda in 2009. I spent the last six years up at Northern Tier in frozen Ely, Minnesota. While there, I spent the last three summers directing two canoeing bases in Atikokan, Ontario and Bissett, Manitoba.

Now I am excited to be back as the Associate Director of Program for the Philmont Training Center. I am enjoying the mountains and life at PTC, where we are anticipating about 4,500 participants this summer from two months old to 90+ years old. It is going to be a great summer. At the Training Center, we offer 90 conferences to



Scouts and Scouters from around the country. In addition to providing great training, participants bring their families with them who then enjoy age-appropriate programs.

As a small part of that, we offer evening programs, and you are invited! We have movie night and cobbler night each week. We also

have Western night on Tuesday! You can come to learn to dance or show off your skills. Our craft center is also open daily if you want to work on a project or make a gift for your friends and family back home. PTC is great fun, feel free to stop by the Training Center and take part in the fun. I look forward to seeing you this summer.

Begin with the end in mind

David O'Neill

Associate Director of Program-Backcountry

It never ceases to amaze me how quickly the nine months of the "Second Season" pass by each and every year! By May 1st, the ranch comes more and more alive every day. The staff parking lot starts to fill, more and more green shirts pass by my window, and Mother Nature makes the ranch turn green meaning summer will be upon us soon!

But even as I think about all that is happening to bring the ranch back to life, I have the end in mind, too.

Now, that's not to say that I am looking forward to the end of the summer, as this is definitely my favorite time of year. But, it is to say, I am thinking about what our impact as a staff will be this year. I recently read an article that reminded me of a book I once read by Steven R. Covey, called "The 7 Habits of Highly Effective People." One of the tenets in his book actually is to "Begin with the End in Mind."

It goes on to explain that people should find what characteristics, values, and goals are most important within themselves. Then, with that realization, find how they can be used to reach those end goals in their various roles and relationships in life.

All of us at Philmont Scout Ranch can do what Covey outlines in this habit. Think about what skills, characteristics, and values that you have. Then, think about how you can use those to develop a set of goals to reach this summer: both for yourself personally and for the role you have here at Philmont.

After visualizing these goals, write them down! What will your goals be? Brainstorm with your friends and co-workers. What specific actions can you take this summer? What will your "End" results be? During Camp Director Training, I asked these questions of everyone in the room. I also asked them to think specifically about the following: How do you want your camp, program, and staff to be described by your participants at the end of the summer? By your co-workers? By your supervisor?



By thinking of these things now, we can develop a plan to ensure that the answers at the end of the summer match the goals that we set for ourselves today. So, as we begin the summer now, take a moment to think to yourself what your end will be. Working each and every day to reach these goals, we will be successful at delivering wilderness adventures that will indeed last a lifetime. Have a great summer!

Summer discoveries

David Werhane
Museums Director

Greetings!

I hope you're ready for a summer ripe with opportunities! From the snow covered peaks of Baldy to the lush Rayado Canyon, Philmont has countless miles of trail weaving between dinosaur tracks, stunning geologic features, breathtaking vistas, and relics left by Native Americans, frontiersmen, miners, loggers, and thousands of others who lived on this land. The rich history of Philmont is everywhere. Allow yourself moments everyday to look for it. I guarantee there is a life changing experience with every step.

Philmont is a big place and some of it, like the Chase Ranch and Cimarroncita, are still filled with unknown adventures and experiences. For the Philmont Museum, this will be the last summer to experience the wonderful old building. Beginning this autumn, the Philmont Museum and Seton Memorial Library will undergo a much needed 13,000 square foot expansion.

To celebrate, we have hauled up loads of artifacts from the vault for you to enjoy. We are also showcasing the work of Jeff Segler, our new "Official Scout Artist", along with several of his predecessors, including works from Rockwell, Beard, Seton and even Fredrick Remington.

I encourage you to take in what Philmont and the Philmont Museums have to offer. Tour the Villa, explore the Rayado Settlement, discover the historic Chase Ranch, come to the Museum and dive into our history. And don't forget the Seton Memorial Library! It's your resource, so come in, check out a book and then go enjoy it in our naturally-lit, 140 thousand acre 'reading room.'

Buena Suerte!



Experience Philmont's rich historical and artistic culture at

Philmont Museum and Seton Memorial Library

Open for regular business hours
June 1, 2016

Mon.-Fri.

8a.m.-5:30p.m.

PHILMONT STAFF PHOTO CONTEST

Hey Philmont staffers! As you start your summer, remember to take photos, document your adventures, and capture some sweet moments this summer and enter them in the Staff Photo Contest. Entries will be accepted from July 1st to July 21st. More info to come, but for now know this:

Categories

- Staff Activity
- Camper Activity
- Selfies
- Landscapes
- Wildlife
- Philmont Skies
- Plant Life
- Portraits
- Humor
- Black and White



Philmont goes FISHing

Shelley O'Neill

Tooth of Time Traders Store Manager

Welcome HOMe!

Energy, passion, a positive attitude and an environment in which people are truly connected to their work, co-workers and their customers sounds like a description for your summer at Philmont Scout Ranch. This is also the basis of the FISH Philosophy that you have already heard or will in days of upcoming training.

FISH! is the story of Seattle's World Famous Pike Place Fish Market- a shop full of fishmongers spending their grueling, stinky, 12-hour shifts stocking, selling, and packing fish. Typically, it would be the last place you'd look for great customer service, but in this incredible work environment they use the FISH! Philosophy. Employees don't just

fill people's orders, they fill people with fun, friendliness, attentiveness, and enthusiasm

Again, it sounds like the staff at Philmont – fun friendly, attentive and enthusiastic. All you have to do is practice these 4 principles:

- Play
- Be There
- Choose Your Attitude
- Make Their Day

Play is about having fun, enjoying yourself, being spontaneous and creative. And think of the playground you have this summer! If you need a map of that playground, stop by the TOTT!

Be There is about being totally focused on the moment and the person you are with. When you are fully present you are listening deeply. Take this summer as an opportunity

to disengage from your phones or other devices. Truly engage in the environment around you. Don't miss a thing, don't let an opportunity pass you by. The summer will be gone before you know it. If you need help at the TOTT, we will be there for you!

Choose Your Attitude is about accepting full responsibility for all your choices. There are a lot of things we cannot control like the weather or making the rain stop. But we can control how we respond. It's a decision you make from moment to moment. If you do need raingear stop by the TOTT!

Make Their Day is about doing something special for others. Do something unexpected or out of the ordinary, taking that extra step you don't have to. In every moment lies the possibility to make a



PLAY
BE THERE
CHOOSE YOUR
ATTITUDE
MAKE THEIR DAY

positive impact on anyone you meet. How cool is that? You can also give gifts – stop by the TOTT for ideas!

I wish you the most incredible adventure this summer and look forward to seeing you at the TOTT! Adventure out there and Go fish! Really Go FISH!



The fabric of Philmont

Eric Martinez

Associate Director of Program- Seasonal Personnel

Welcome to Philmont! We are excited you are here and that the 2016 summer season is underway. Whether this is your first...second...fifth... or your 32nd summer on staff – we are glad you are with us today! I serve as an Associate Director of Program responsible for seasonal personnel and Base Camp operations and greatly look forward to working with you this summer.

This past offseason I had the opportunity to travel the country teaching Scouters how to prepare for Philmont expeditions through the

Philmont Advisor Skills School and Workshop program (PASS/PAW). With a combined total of 27,446 miles over 99 days on the road, 44 PASS and PAW events were conducted from LA to Boston, Minneapolis to New Orleans, and everywhere in between. A total of 1,152 adult Scouters attended the 44 courses, and 92 Philmont staff helped as instructors along the way.

One thing I noticed through all the long days, short nights, endless highways, and countless dashed white lines was the imprint Philmont has left on this country from coast to coast.

“Woven into our lives like the Eisenhower Interstate system across the map, Philmont plays a more crucial role than we know.”

No matter where I went, there were big rigs honking and pointing to the red oval sticker on the side of the Chevrolet, or toll booth attendants telling me about their trek in 1973, or people asking, “Did you really drive all the way from Philmont?” You could see their eyes light up every time they started recounting the memories: the hailstorm

on Mt. Phillips, the burro at Flume Canyon, the sunset at Apache, they go on and on. The impact we have on Scouts and Scouters this summer will live on forever as they pass on their love for this Scouting Paradise and the outdoors to the next generation.

I encourage you to make the most of the summer and remember that our impact is far greater than we realize. If there is ever anything I can do to help you, please let me know. Again, welcome to Philmont and let's make the summer of 2016 the best one yet!

The Philmont advantage

Dave Kenneke
Facilities Superintendent

TAKE ADVANTAGE..... that's my tidbit of wisdom for the summer! Take advantage of every single moment. It's going to fly by in an instant. Even when it's hot, dry, muddy, rainy, irksome, time will be slipping through your fingers.

I find myself sounding more and more like what I used to consider an "old person"...always talking about "how rapidly time slips by", or "how there just isn't enough time to do things", or "how the summer will be over before you know it." Well friends, if I am ever am right about one thing, it will be

how quickly this summer slips by and becomes a part of your soul!

So yes, in addition to all the wise words and prudent training about taking care of our participants and fellow staff, and going the extra mile in service and compassion, I offer this:

Take advantage of the opportunity to visit another department whenever you can. Learn a little about what they do. If you're not careful you might learn something that helps you down the road.

Take advantage of the chance to sit by someone new in the dining hall. You never know who you



might meet that becomes a contact years down the road, or perhaps a

life-long friend.

Take advantage of every chance to go to a campfire...not just backcountry, but Opening and Closing campfires at PTC and CHQ. These change peoples' lives everyday...and they will change yours as well. (Don't miss an impromptu jam session either!)

Take advantage of an early start to the day.... see sunrises... whether in the mountains or the high plains around base. Sunrises are the precursor of beautiful sunsets, and you never can have enough of them.

Take advantage of the chance

to sit in the wilderness at night, pondering the sky, alone, listening to what you hear...and think about what you don't have to listen to.

Take advantage of a time and place where you can leave your cell phone and tablet off.

Take advantage of the opportunity to visit with our participants. You'll be hard-pressed to meet any better people....anywhere....ever. I wish everyone the best summer ever. It will be a life changer. Oh...remember to take advantage of New Mexico Chile....red or green....doesn't matter.



Connect to Past,

PRESENT,



and future Philmont staff with the...

PHILMONT STAFF ASSOCIATION

Look forward to:

High Country magazine, year-round events, PSA water bottles and other items, books about Philmont history and lore, Seasonal Staff Scholarships, and more!!!

It's just \$15.00 for a year's membership!

I-Camp this form to the PSA or stop by our office next to the Beaubien Room at PTC.

SIGN UP NOW!!!

www.philstaff.org

Name: _____ Position/Dept.: _____

Mailing Address: _____ City, State, ZIP: _____

Birthday: _____ Email: _____

Signature: _____ MARK HERE FOR PAYROLL DEDUCTION (through July 31): _____



Right: Closing Campfire Manager, Zoe Macknick, hoists Bridget Cuddy, Assistant Camp Director at Kit Carson Museum, Upon her shoulders to play a game of frisbee during a break at the Leadership Conference held at the Philmont Training Center.
Tyler Sanders/PhilNews

Bottom: Camp Directors learn to extinguish fires while participating in Maintenance Day at the Philmont Training Center. To prepare for backcountry living, they spend time at multiple stations where they learn skills from lighting wood-burn stoves to putting out potential fires.
Alexander Bohlen/PhilNews



Left: Rayado Ranger Coordinator Morgan Berryman-Maciel and Mountain Trek Coordinator Matthew Breeding prepare to wave good bye to Ranger Trainers as they leave for training on Monday, June 23, 2016 near the Welcome Center.
Cassidy Johnson/PhilNews



Zach Garmoe, Camp Director at Metcalf Station, Speaks about how to solve problems that may arise through the summer while attending the Leadership Conference at Philmont.
Alexander Bohlen/PhilNews



Justin Kernes, Camp Director at Clarks Fork, sets up tents during Maintenance Day training. Alexander Bohlen/PhilNews



Ben Herries, Camp Director at Black Mountain, hammers a tent canvas to the wooden frame as part of his Maintenance Day training. Harries will need these skills in order to set up living quarters for his staff at Black Mountain.
Alexander Bohlen/PhilNews