

PHILNEWS

MAY 29, 2018

BANQUET ISSUE



New additions

Kevin Dowling
General Manager

The season is upon us and excitement is in the air as we prepare to greet the 2018 staff and participants. Philmont Scout Ranch continues to be the BSA iconic High Adventure Base, but things have changed a bit if you are returning from last season. For all the new staff, have fun settling into your new home for the summer. Staff training is always an extremely hectic time at Philmont, but rest assured everyone will receive the best support and expert

advise as you prepare for your roles this summer. Yes, the days will be long but stay engaged and you will reap the benefits.

For the past several years Philmont has had many ongoing construction projects. Sure, you will read about them in the PhilNews. The Tooth of Time Traders is complete, you will notice the beautiful new grass in that quad area. The Philmont Staff Association's new home is next to the National Scouting Museum and is open for business. The National Scouting Museum is a hub of activity as contractors complete the final work as we prepare to have a ribbon cutting on May 29th. The 2018 seasonal staff will gather Day 1 in the parking lot and be a part of the historic

opening of this long-awaited project. Philmont is proud to be the home of the National Scouting Museum.

The Cimarroncita property has also been busy with contractors continuing the renovation of several of the original buildings. This will still be a bus drop off for inbound and outbound crews in 2018 as we continue to prepare to open this operation for many additional program opportunities for Philmont.

In the backcountry, Pueblano and Dean Cow have new cabins and Baldy Town has a new Showerhouse. Our top-notch facility team is currently in the backcountry getting water systems

Continued on page 3

Change lives

Steve Nelson
Director of Camping

Welcome to Philmont, or as we say here "Welcome HOmE". It is such a thrill to have the 2018 Philmont Staff assembled and ready to make 2018 the BEST SUMMER EVER!

We have been preparing for several months and one thing that you will notice is a lot of changes here at Philmont, especially in personnel. Over 20 of our full-time staff are now in different positions. Several long-time employees have retired and moved on to the next steps in their lives. And here we are as a new team, ready to make a difference and change lives every single day during the coming few

months. I am more than excited for my new position and the new team I will be working with during the summer.

I believe that each one of us has the capability to make a difference this coming summer, so we can change lives and make this the best summer ever. I recently read a book titled "Making a Difference" by Steve Gilliland. Let me suggest a few things from that book that I believe we can do to ensure we do our best in delivering wilderness adventures:

1. Turn the page. You don't have to do your job just like they did it last year. Turn the page and make it yours. You may not always make the right decision; however, you have the ability to make a decision and then make it right.

2. Live your own destiny. It is better to live your own destiny imperfectly than to live an

imitation of somebody else's life with perfection. Take time to enjoy every moment and sing in the rain. In other words, there will be challenges but enjoy them because those challenges will make us stronger.

3. Seize the opportunities. The road to regret is besieged with overlooked chances. Look for ways to improve and overcome challenges. Opportunity is a mindset that ignites a passion within you. Passion is a choice. Attitude is a choice.

4. Maximize your potential. Generate and maintain a burning desire for your purpose. At the end of our lives, who we are and what we have contributed to making a difference in people's lives will be more important than anything else we have produced.

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May 29- June 11

MARKETING AND PHOTO TEAM

MPS Manager

Imara Chew

PhilNews Editor

Elizabeth Harper

PhilNews Writers

Michael Michelsen

Mark Cordeiro

Photography Managers

Clay Helfrick

Shane Mrozek

Photographers

Whitney Dumford

Nicolas Castelli

Jessica McClelland

Ryan Soldanel

Thomas Meade

Alexander Zarynow

Lead Marketing Specialist

Liam Inbody

Graphic Designer

Dally Clark

Videographers

Harry Oakes

Ian Chamberlain

Blake Ellis

Tuesday, 29	Wednesday, 30	Thursday, 31	Friday, 1	Saturday, 2	Sunday, 3	Monday, 4
1:30 p.m. All Staff on Greensward 5:45 p.m. Opening Flag Ceremony/Bell/Dinner-CHQ Dining Hall 7 p.m. Chapel Services 7:45 p.m. Music and Speaker-Closing Campfire	PTC Dining Hall Opens 8:30 a.m. Blood Drive SSSAC 5:30 p.m. Horse Dept. and Western Lore Camps Cook out-Steve Nelson's Lawn 7 p.m. Chapel Services-CHQ	1:30 p.m. Introduction to Leave No Trace - Baldy Pavillion 7:30 p.m. Advanced LNT Training - Valle Vidal Related Camps- Staff Dining Hall	8:30 a.m. Introduction to Leave No Trace - Baldy Pavillion 7 p.m. Driver's Training PTC Assembly Hall	Living History Skills Day-Rayado 6:30 p.m. Living History Town Hall Gathering-SSAC 5-9 p.m. PTC Western Night, Buffalo BBQ and Country Dance (Practice)	8:30 a.m. The Basecamp Event- SSSAC 11:15 a.m. Old Mill Museum tour and Lunch- Meet at Welcome Center 2:15 p.m. Ice Cream Sundaes-SSSAC	Ranger Rendezvous at Beaubien National Scouting Museum open for summer- 8 a.m-5:30 p.m. 7 p.m. Backcountry Music Festival Open Mic Night- Baldy Pavilion

Tuesday, 5	Wednesday, 6	Thursday, 7	Friday, 8	Saturday, 9	Sunday, 10	Monday, 11
Scatter Day 1 4 p.m. All CHQ Staff who live in Roofed Housing Meeting - Snack Bar Patio 7 p.m. Driver's Training, Staff Dining Hall 7 p.m. Ranger Campfire - Closing Campfire Bowl	Scatter Day 2 8 p.m. Staff Cantina Ice Cream Event	Scatter Day 3 1:30 p.m. The Brand of Philmont-SSSAC Walcutt Room 8 p.m. Telluride Film Festival- Baldy Pavilion	Crews Arrive! Backcountry Opens for Hiking All programs operational	9:30 a.m. US Forest Service (Valle Vidal Camps Meeting)- Ring Place 6 p.m. PTC Staff Dinner- Anderson Yard	PTC Week #1 Faculty Arrive	PTC Week #1

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 | MPS: Marketing and Photo Services |
| ACR: Associate Chief Ranger | OATC: Order of the Arrow Trail Crew Trek |
| Baldy: Baldy Pavilion (for events), Mt. Baldy, or BaldyTown | PJ: Phillips Junction |
| CD: Camp Director | PhilSAR: Philmont Search and Rescue |
| CHQ: Camping Headquarters | PTC: Philmont Training Center |
| Cito: Cimarroncito | RO: Ranger Office |
| Cons: Conservation | ROCS: Roving Outdoor Conservation School |
| GIS: Geographical Information Systems | RT: Ranger Trainer |
| HCC: Hardesty Casa Central | SSSAC: Silver Sage Staff Activities Center |
| HOD: Head of Dean | Swapbox: A place to trade unwanted food |
| HOmE: Heaven on Earth | TC: Training Crew |
| I-Camp: Intercamp mail | TOTT: Tooth of Time Traders |
| IW: Indian Writings | Valle: the Valle Vidal |
| NAYLE: National Advanced Youth Leadership Experience | |

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

npsphilnewsdepartment@gmail.com.

Deadline: Saturdays @ 5p.m.

Submit your content for Issue 1 by June 2.

New Adventures

Shelley O'Neill
 Director of
 Business Operations

Twenty-nine years ago I arrived at Philmont Scout Ranch to serve my first summer on staff in the TOTT. I can't remember if I had all my paperwork in order or brought all the right gear, and wasn't sure what to expect or what it was going to be like. That summer I had the most magical adventures of my life with enduring memories and friendships that will last a lifetime. I worked six more summers all in the TOTT and the adventure continued.

Twenty-nine years later and I find myself feeling a little like I did my first summer. Not sure what this summer will bring or what it's going to be like. After all these summers I now have a

new role serving as the Director of Business Operations. Like many people say as they go through life, if you would have told me almost three decades ago that I would still be here I'm not sure I would have believed it. What I do know is I am as excited by this summer as much as I was my first. I also know that it will be filled with adventure. There is nothing more incredible than serving on the Philmont staff. You are part of a legacy that is enduring. It's about memories and moments that take your breath away, skipped heart beats, and laughter and tears and purpose and passion. I wish you all the very best summer. **Adventure is waiting for you!** Adventure out there!



Continued from page one: New additions

operational as well as facilities. This team takes pride in their work and you will all learn the benefits of using the new Fiix work order system.

As you embark on your 2018 adventure remember the importance of riding for the Philmont brand. Your life will be changed this summer as you change lives each day while at Philmont. There will be new signs with "Change Lives" installed at the exits of all our facilities. Each day this impactful statement will greet you as you head out to your work place.

Finally, keep in mind the Philmont 60. The first 30 seconds you interact with any customer will define their experience on the Ranch as well as the last 30 seconds you interact with our customers. Abiding by the Scout Oath and Laws is always a benefit.

I wish you all a safe, healthy, and fun season at Philmont Scout Ranch!

Continued from page one: Change lives

5. Discover true wealth. You have not lived a perfect day, even though you have earned your money, unless you have done something for someone who will never be able to repay you. In Scouting we call this "Do a Good Turn Daily". Be a geyser not a mud puddle, think differently and positively.

6. Make someone's list. What you do for yourself dies with you. What you do for others is immortal. Be a servant leader who helps all around you to be successful. When those people make a list of most influential people in their lives, be on that list.

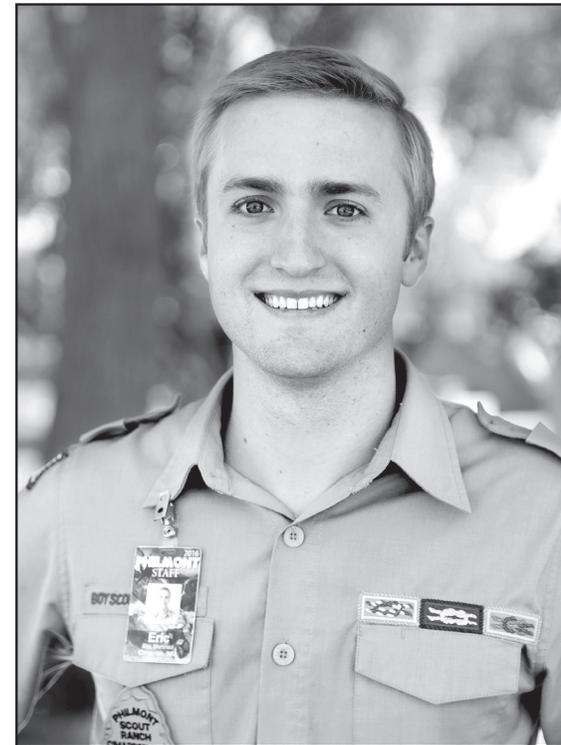
I am so excited to see what we as a team can accomplish this year. We have 80 years of tradition behind us and a bright future ahead of us being a force to change lives every single day.

One of a kind

Eric Martinez
 Associate Director
 of Camping

Welcome to Philmont! We are glad to have you on the 2018 Philmont staff team. I serve as an Associate Director of Camping and work with the Ranger Department, program delivery functions of the Conservation Department, Activities, Logistics, Outfitting Services, Marketing and Photography Services, Welcome Center, and Mail Room Departments as well as providing leadership for the year-round human resource operations for our seasonal staff.

You'll probably notice pretty quickly that Philmont is a one-of-a-kind place that brings together outstanding people from all corners of the globe. Sure, we can all admit there are places in the world with taller mountains, larger wildlife, higher waterfalls, and wider rivers – but the one thing that Philmont cannot be bested in is obvious: its people. The dedication, passion, and enthusiasm that our staff bring to each summer is unparalleled and I consider it an honor to be a part of this



family of likeminded leaders every summer.

There is a saying that you come to work at Philmont your first summer for the mountains, and you come back every summer thereafter for the people. In my 10 years working here, I couldn't agree more. So welcome to the family. I look forward to getting to know you and working alongside you as we change the lives of the 25,000 participants who will experience Philmont's programs this summer.

Food for thought

Joey Fernandez
Director of Food Service

As a native of Cimarron I never really realized what all happened at “that Boy Scout camp down the road.” We only saw people coming and people going and never witnessed the life changing experiences that they had while on the trail in the backcountry or in the classrooms at PTC. After 25 years of employment on the Ranch, I still haven’t experienced everything. However, I can now appreciate what this pile of rocks is all about and the impact that my team and I have on Philmont and the Boy Scouts of America.

We have three deadlines each day. Breakfast, lunch and dinner. Participants and staff don’t realize what needs to happen behind the scenes to produce each meal. Nor should they. All they should see is that friendly face behind the serving line – greeting them with a smile and a hello. A sincere feeling that we are glad that you are there. Customer service isn’t a trait or something that you are born with. It is an opportunity to genuinely appreciate someone else for no other reason other



than they are there. We have a dedicated and enthusiastic staff that are excited that you are here. Many of these staff members have never even cooked before and once leaving, have the experience to step into any kitchen anywhere. Thank you for your patience as these staffers are learning their positions just as you are learning yours.

Have a great summer! Have a full summer - full of new experiences, full of friendships, full of laughter, full of wilderness beauty and full of rough trails - just remember to do it on a full stomach.

Sharpen your saw

David O’Neill
Senior Associate Director of Camping

Greetings staff and welcome HOME! One of my favorite times of the year is the beginning of May when staff start to arrive for the summer season. The energy and enthusiasm is contagious and exciting as all of us prepare for another exciting summer of changing lives.

Part of that preparation requires everyone to “sharpen their saw”. Not in the literal sense, unless of course you work in conservation, but figuratively speaking. What are you doing to plan and prepare for the summer? What ideas do you have for continuous improvement for yourself and your department? How can we make the experience of every Scout just that much better?

There are many ways to sharpen your own saw. Steven Covey outlines these opportunities in 4 categories: physical, spiritual, mental, and social. And, when you think of the Philmont experience, whether staff or participant, you



will have opportunities to address each and every one of these pillars.

Take a hike, enjoy the beauty and splendor of the Sangre de Cristos, envision how you will grow and how that growth will impact the life of a Scout, and enjoy the opportunity you will have with your new Philmont family to

make it all happen in just a few short months. If you can do this, you will have sharpened your saw and you will be prepared to have one of the most amazing summers of your life.

Good luck and have a great 2018 season of changing lives!



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.

Categories

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



Fast and furious

Grant Reigelman
Philmont Training Center Director

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 will take with you when the summer comes to a close.

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

following:

Hike a new trail or see a new peak.

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

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!

See you on the trail!



Starting June 6th

Tour the Villa Philmonte!!

16 Guided Tours a Day.
(45-60 minutes long)

Make your reservation at:

575-376-1136



On the hour and half hour:

8:00—11:00 am
12:30—4:30 pm

(The 11:00 am and 4:30 pm tours are often abbreviated to accommodate meal times.)

Creating a new home

David Werhane
Museums Director

Greetings and Welcome from the National Scouting Museum!

As you may have noticed this afternoon, we have had an extremely busy Spring and the new museum is finally a reality! The building is ready and now comes the fun part; moving in, setting up and creating a new home to preserve our vast heritage. Now that we have fully moved the National Scouting Museum to Philmont 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 place.

Whew! That's a lot of stories, a lot of responsibility and a lot of stuff! If that sounds exciting to you AND if you want to be a part of helping us settle in, please come on in for a few hours and lend a hand.

While the new Museum will soon become the central location for the history of the Boy Scouts of America and the culture of Scouting, we also have plenty of other awesome



history 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... and don't forget the Seton Memorial Library! It's your re-

source so please come in, find an interesting book and then either help it find a home on the shelves or check it out so you may enjoy it in our spacious 140 thousand acre reading room.

Buena Suerte!

Reflection

Keith Nelson

Associate Director of Camping

Last Sunday, I opened a fortune cookie that said, “you can only be happy when you are in the process of achieving a goal”. I had to sit and think, WHAT AN OBVIOUS STATEMENT, and yet just as easily forgotten. **What are your goals this summer?**

Here at Philmont, we get to be a part of something greater than ourselves. I am new to the Philmont full-time team, but I’ve seen this Ranch from many different angles over the last 20 years. Every time I return, I look at the Tooth of Time and reflect. **How has my life changed since the last time I was here?**

When I look at you (the Staff) I see the people that impacted me so deeply as a youth nearly

20 years ago, I see the people who were my peers as I worked seasonally throughout college, and now I see the people who are my responsibility – to provide an environment for growth as professionals.

We all look at role models to help us grow through life and I am ABSOLUTELY HUMBLLED by the talent, spirit, and teamwork of our staff. I hope I can keep up!

You are who you hang out with and we have the opportunity and obligation to hold each other to a higher standard. Use Philmont as a microcosm for how you want to live the rest of your life. Take this experience with you and hold on to it, share it with others, ask questions, the journey is what makes the destination special and...

I like the hike!



Join
The
PSA!



Connect with over 3,200 current staff members like yourself who Philmont’s rugged mountain trails and who are vitally interested in and dedicated to the future of Philmont. www.philstaff.org and former have hiked

Projects that make a difference

- Seasonal Staff Scholarships
- Staff Amigos
- Rayado, ROCS, & STEM Scholarships
- Volunteer Vacation
- PSA Staff Dining Hall & SSSAC
- Handicap accessible bathrooms at PTC Dining Hall
- Funded early years of Cabin Restoration
- Donated dollars to flood restoration projects.
- Raising funds for new PSA building and Museum Expansion Project

Benefits of PSA Membership

- *High Country*
The bimonthly magazine of the PSA containing the latest news of the ranch, activities of PSA members and news of northern New Mexico.
- Online Resources
Give back, keep informed, and purchase PSA clothing and gear on our website www.philstaff.org
- Regional and National Reunions
During the off season get your Philmont fix by hanging out with other PSA-ers who live in the area. Or return back to the ranch for the annual reunions.
- Membership card and sticker

I-Camp to: **PSA OFFICE**
Or Drop off: **PSA office in the Beaubien Building at PTC**
Or Mail to: **Philmont Staff Association**
17 Deer Run Road, Cimarron, NM 87714

Seasonal Membership \$15.00

Includes a year’s subscription to High Country, the PSA membership directory, all additional mailings, an open invitation to all PSA events and a vote in PSA elections.

Contact Information:

Name

Mailing Address

City, State, Zip

Email

Current Position

Previous Positions and Years

Circle which membership option you would prefer

\$15.00

One year membership

\$60.00

Five year membership

Method of Payment Total Amount \$ _____

Payroll Deduction (available until July 31) _____

Cash _____ Check _____ Visa _____ MasterCard _____

Credit Card Number _____

Expiration Date _____

Name on Card _____

Signature _____

Make Check payable to: Philmont Staff Association
*\$60 membership will be deducted from payroll in two \$30 installments.

Award winning ToTT

Sam DeFrees
Director of Tooth of Time Traders



Welcome to Philmont!

After a combined 13 seasons (mix of Ranger, Conservation, and Backcountry) on Philmont staff my wife Allison and I are excited to call Philmont home.

As we launch into this exciting time of year I encourage you to come by the award winning Tooth of Time Traders! At the ToTT you will find a great selection of outdoor clothing and equipment as well as souvenirs and great fellowship at the Cantina in the evening.

I encourage you to get out, explore the ranch, and make friends in different departments. Philmont is a wonderful place and I hope to meet you this summer!

SUDOKU

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Fill in the blank squares so that each row, each column and each 3-by-3 block contain all of the digits 1 through 9.



Making a Difference

Dave Kenneke
Director of Ranching

Glad you are here....and taking a moment to maybe read this to the end. Why? Because that may make a difference in how you approach things all summer and beyond.

It is always inspiring this time of year as I get to see old friends and make new ones. I can feel the positive energy and enthusiasm, and I see it carry over to everyone.... it Makes a Difference.

What is even more special, is realizing that all of the staff gathered today (the only time we will all be together), are aware that they have the opportunity to make a positive influence in the lives of so many people this summer.... youth, leaders, staff, neighbors... this is what all your training, enthusiasm, skills and interactions can culminate with...

making a positive difference in their lives.

It may be as simple as a greeting, saying thanks or please, or helping with a small, irksome task. It may be something you don't realize you are doing... paying attention to the kid who is a little behind, or the leader who is worried about work, or family. Philmont offers the opportunity to deliver outstanding program in great facilities placed in a little corner of heaven. The reality though, is that you and the rest of our team are what make it happen.... you make the difference by going the extra mile when you are cold, tired, hot, thirsty, hungry... that is what will define the experience of our participants, and in the end help define the person you are.

Energy levels are high today, as they should be. I guess I'm making a challenge to you that they stay

that way throughout a summer that will end too soon. It may be how you deal with somebody on 530, 616, 704, 809, who knows.... it may even be at the very end.... but I guarantee your actions will make a difference in their lives.... and yours too.

I'm getting long-winded.... my only other comment is to take the time to enjoy a lot of New Mexican chile.... green or red.... Now that doesn't make a difference.... it's all good!



As part of the Backcountry maintenance training held at PTC Thomas Gallegos practices extinguishing a small fire. All of the Camp Directors cycled through this station led by Nick Cardenas. May 22, 2018. Clay Helfrick/Philnews



Outfitting Services Manager Carter Smith and his Team Leaders Braedon Higby (left) and Liam Sullivan (right) sit on trail meals that will quickly be used by crews once they arrive in June. May 22, 2018. Shane Mrozek/Philnews



Ranger Kiley Conner observes and assists in tent set-up training at the Backcountry Maintenance Day at PTC. May 22, 2018. Whitney Dumford/Philnews



Arizona Duff, chosen for the role of Incident Commander, leads her Response Team to the site of a simulated bear attack during the last day of Wilderness First Responder training on May 20, 2018. Clay Helfrick/Philnews



Connor Timony, Philmont's new Interpretive Wardrobe Specialist, mends a sleeve that will be worn by staff at one of Philmont's many backcountry camps. Connor looks forward to using his knowledge of history and extensive interpretive experience to bring new life to old costumes. May 22, 2018. Shane Mrozek/Philnews



Philmont Staff carry a litter during the Wilderness First Responder final simulation on May 20, 2018. Dominic Baima



Just before lunch on May 22, 2018 during Backcountry maintenance training, Katie Johns trouble shoots a leaky hose using clamps to fix the leaky connection. All of the camp directors cycled through this station so they are better prepared to handle minor maintenance issues that are bound to arise at their camps. Clay Helfrick/Philnews