

PhiNews



Welcome HOmE Edition ~ MAY 2024

DELIVERING
WILDERNESS
AND LEARNING
ADVENTURES THAT
LAST A LIFETIME



CHANGING LIVES



“TIME IN THESE
MOUNTAINS
CHANGES PEOPLE”
—KEVIN STICKELMAN

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PhilNews Staff

PhilNews is a publication of Philmont Scout Ranch produced during the summer season by the Marketing & Photography Services (MPS) Department.

Roger Hoyt,
General Manager

Shelley O'Neil,
Director of Business Operations

Al Parent,
Marketing and Photography Services
Manager, Editor

Seasonal Staff

Lelani Deines,
Publications Manager

Caitlyn Kviz,
Graphic Designer

Truman Attaway

Dean Bills

Danielle Ballantine

Ginny Crossland

Caroline Fallin

Drew Menifee

Ryan Tanner

On the cover: Matt Jeanfreau from Baldy Town in 2023. Photo by Aspen Adams.

Welcome HOmE!

Roger Hoyt, General Manager



A staff member cheers at All-Staff Day at the Philmont Training Center in 2023. Photo by Zoe Cranfill.



Welcome HOmE. Our team of full-time employees and hiring managers have been eagerly awaiting your arrival. With some intense training in Philmont values and operations, you bring

the skill sets and positive, can-do attitudes needed to fulfill our mission, “To Deliver Wilderness and Learning Adventures That Last a Lifetime”. In simplest terms, we change lives in many positive ways, and you are a critically important part of that team.

I'd like to break down some important team statistics for you. First, we have 617 (51%) returning staff and 604 (49%) new staff. Exactly 700 (57%) have earned their Eagle Scout award, including 685 men and 15 women. Another seven women have earned the Gold Award in Girl Scouts. We have assembled a team, regardless of Scouting background, that lives the values of the Scout Oath and Law by example!

Finally, I would be remiss if I didn't remind you of the most important aspect of doing

your job well. You must take care of yourself in body, mind and soul. Have you ever run out of gas and been stuck on the side of the road? It's important to recognize when your car is almost out of fuel and stop by the gas station to refill the tank. All athletes recognize the importance of keeping their bodies fueled with food and water, or else they won't have the strength to finish the game. We tell our crews hiking in the backcountry how important it is to get a good night's sleep, to eat and hydrate properly and to take note of their spiritual needs. It is important advice for each of us as well.

Set personal goals, enjoy time off away from your responsibilities at Philmont, and get the rest and proper nutrition you need. You cannot be the leader you were made to be without taking care of yourself. I look forward to seeing each of you in base camp or on the trail soon. Welcome to the team! I couldn't be more excited that you are here to exemplify outstanding leadership and character.

Dare Greatly!

Shelley O'Neill, Director of Business Operations



A staff member admires the landscape from Crater Lake in 2021. Photo by James Eldredge.



Welcome HOMe Philmont Staff! As we embark on the summer season, I am excited to welcome both new and returning staff to this

extraordinary place. Philmont is an adventure, a life-changing experience waiting to unfold, and it all started the moment you signed your contract to work here. Let that be your first autograph on your world-famous journey this summer! As we start each summer, I am reminded of the powerful words of Teddy Roosevelt from his 1910 speech in Paris, titled "The Man in the Arena."

"It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could

have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows great enthusiasms, the great devotions; who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who neither know victory nor defeat."

You are here and Philmont is the arena. We are the doer of deeds; all kinds of deeds within our areas of responsibility and perhaps some outside. We often quip these other deeds as 'other duties as assigned.' But we do them, all of them, with passion. Philmont literally lays out a trail to the summit, but there are often obstacles.

We may stumble, and we may not always reach the summit, even when we strive valiantly, but that is a necessary part of the journey. Without failing, the summit is never as triumphant. This speech shares an incredible lesson on the value of the attempt. There is no payoff without effort, and you control that effort. The success is in the process of doing, not the outcome.

Philmont is an adventure unlike anywhere else. Our jobs here are adventures every day, and we have the incredible opportunity of passing that adventure on to all we meet. We don't back down, we don't say, "No, we can't do it," we don't give up. Whether it is your first summer or your 36th, Philmont is endless in its opportunities to be in the arena. Sure, you could sit on the sidelines, but what opportunity for life would be missed? Take a chance on things you believe in, and move confidently in the direction of your goals and dreams.



A crewmember climbs the spar pole at Crater Lake in 2022. Photo by Zoe Cranfill.

Whatever your reason for working at Philmont, you are here. You may have realized already that you are part of a special community, solidified by the common bond of adventuring into beautiful places, of sharing challenges together and sometimes failing, helping each other, trusting each other, being vulnerable, and hard, learning, and laughing together. Philmont Staff - act boldly and DARE GREATLY this summer!



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Hey staff!

Send Us Your PhilNews Stories!

- Nonfiction journalistic articles covering significant events around the Ranch.
- Creative writing about Philmont western lore/camp legends and stories.
- "A-Day-in-the-Life" story of a Philmont staff member.

You will be given credit. You retain creative rights.
Acceptance of your story idea is not guaranteed.

URL: bit.ly/24PhilNewsStories

You Belong Here!

Matt Hart, Director of
Camping Services



Crew 612-BB enjoys ice cream at the Welcome Back sign after a ten-mile hike into base camp in 2021. Photo by Adam McCoid.

WELCOME HOME! YOU BELONG HERE!



I hope that as you arrived, you saw the banner, “Welcome HOME. You belong here!” If it is your first time here, know that

the way we spell HOME is to remind you that this special pile of rocks is often called “Heaven On Earth.”

“Welcome HOME. You belong here!” These simple words can create a feeling of comfort and belonging, a sense that you are valued and respected. A home is a place where we feel safe, can let down our guard and be our authentic selves. Hearing someone say, “Welcome Home,” can create a profound sense of connection and acceptance, even if we aren’t technically in our own physical home!

The last few weeks have been spent with our leadership teams preparing for your arrival, and soon enough, the arrival of our first crews of the summer! The next week or so will be spent preparing you to take on your roles, through a variety of training sessions across the Ranch.

It is an exciting time! Something you will surely hear during this time and into the season is a very important mantra: Change Lives. No matter our roles, we all have the opportunity to change lives this summer. The Philmont experience is a pivotal one for many of the Scouts that will pass through our gates, but we don’t always think about how Philmont will change OUR lives this summer!

Work hard this week to learn your roles, how you can bring success to your department, and what you can do to give each participant a great, life-changing Philmont experience. This summer is a growth opportunity for us all. And who knows, maybe your lives will be changed forever as well! Thank you for the work you will do this summer across the Ranch, and I look forward to seeing you all in action very soon!



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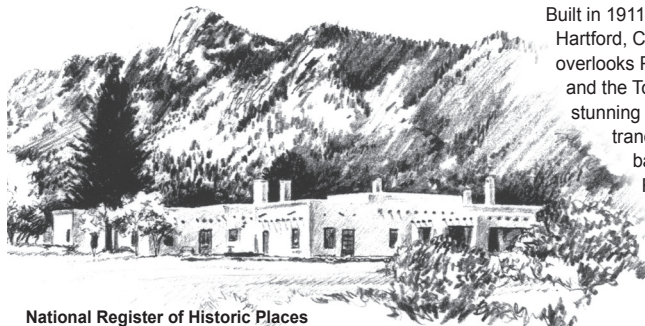
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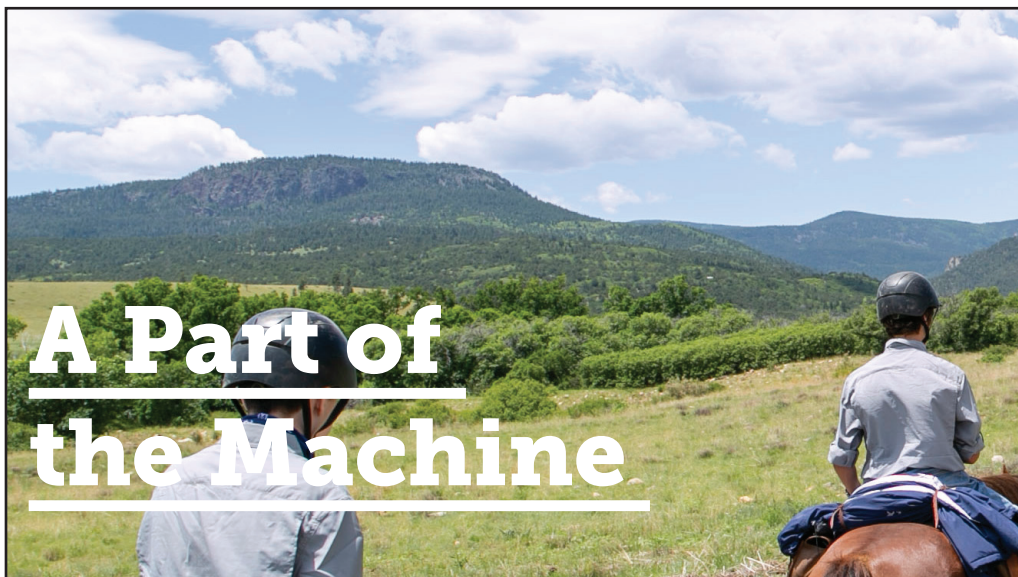
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A Part of the Machine

Dave Kenneke, Director of Ranching and Conservation



Congratulations on being part of the PhilMachine: a big machine with over a thousand parts shipped in from all around the world. Big and

small, bulky and refined—all parts of your machine. You are part of it today, next week, come August, and in 20 years, you will all still be connected, because you are a significant part of something huge...you are part of The Machine!

What is The Machine? The Machine is that wild, behemoth, cutting-edge, magical, intricate, overwhelming, all-powerful bundle of schedules, trainings, programs, personalities, energy, desires, experience, dedication, commitment, and talent that comes together every spring in Colfax County, New Mexico, and becomes the living, breathing, unstoppable Philmont Staff.

The Machine keeps rolling—sometimes a little slower than one wants, sometimes

a little faster, sometimes a little out of time—but the machine keeps rolling. Why? Because all the parts keep working and performing. Take a moment to look around at all the other parts of The Machine. Some of the parts may seem pretty far removed from what you do every day, but without them, The Machine starts to run a little rough. It keeps running, but not as well. Take out a few more parts, and the machine starts to sputter a little. It will keep running, but not so smooth. Well, friends, the bottom line is that the PhilMachine needs to purr!

As part of The Machine, sometimes we may all need to be a bit of a mechanic. Take a moment to observe and understand the role that all the other parts serve in helping the machine run smoothly. A good mechanic will listen and observe to see if adjustments in timing or tension are necessary, or to determine if there is a worn or broken part. When working on the PhilMachine, you will have to use judgement, words, and understanding to help make those adjustments or repairs—sometimes even within yourself!

So what is the final lesson in this long

Guided by a Wrangler, Crew 616-CV begins their Cavalcade trek in 2023. Photo by Victoria Case.



analogy? Well, friends, we all have a significant role in making this summer the best possible experience for all of our participants and fellow staff. The Machine will have to purr when its hot or cold, wet or dry, thirsty, hungry or tired. The way The Machine runs is up to all of us doing our part, and occasionally a little mechanic work to help keep it running smoothly!

Oh, and yes, my parting words remain: remember to eat a lot of chile-red or green -doesn't matter!

Left: An Order of the Arrow trail crew celebrates the completion of the new Mount Phillips trail in 2023. Photo by Aspen Adams.
Right: Crew members take part in teambuilding activities at Dan Beard in 2021. Photo by Ryan Ash.

STORE HOURS

May 30-June 5:
3-5 P.M.*
June 6: 1-5 P.M.*
Beginning June 7:
7 A.M. - 6:45 P.M.



*Staff are available throughout the day for special staff needs and visitors



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Welcome to Philmont!

Kevin Stickelman,
Director of Facilities



Welcome to Philmont! Whether this is your first summer, or you are joining us for yet another year in God's Country, we are stoked to have you on the team this summer.

Each year, as the staff arrive at the Ranch, a certain energy begins to fill our community. The anticipation of Scouts hitting the trails, the excitement of the backcountry opening, the dusting off of program areas at the Training Center, and the buzz of local businesses are all signs that Philmont is coming to life for the summer season. In a short time, we will have hundreds of guests filling our tent cities, and the first itinerary



Top: Three Rayado participants hug at the Rayado Banquet after completing their 21-day trek in 2023. **Bottom:** Kathleen Smylie, owner of Burrito Banquet, ready to serve the upcoming summer season of Philmont participants and staff. Photo by Caroline Fallin.

readout of the year will be broadcast on the radio, marking the start of backcountry programs. It takes over a thousand of us working in unison to deliver the magic that people experience each summer at Philmont.

You will undoubtedly meet new friends, rekindle old relationships, find new summits, and build lasting memories during your time here this summer. I encourage you to explore the Ranch, step out of your comfort zone, take on new adventures, and strive to enjoy every moment of your time on staff. Time in these mountains changes people. You will likely look back on this summer and find lasting friendships, maybe a new perspective on life, and certainly a bank of new memories that will last your lifetime.

I look forward to seeing you all on the trails this summer.

Tents is a logic puzzle with simple rules and challenging solutions.

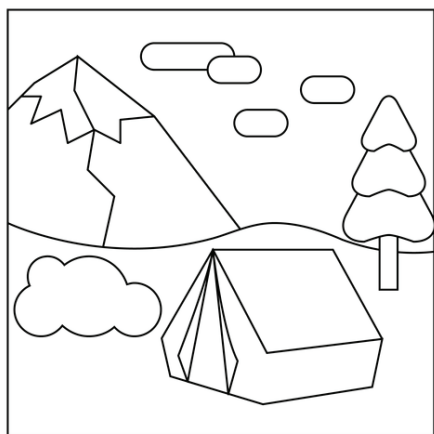
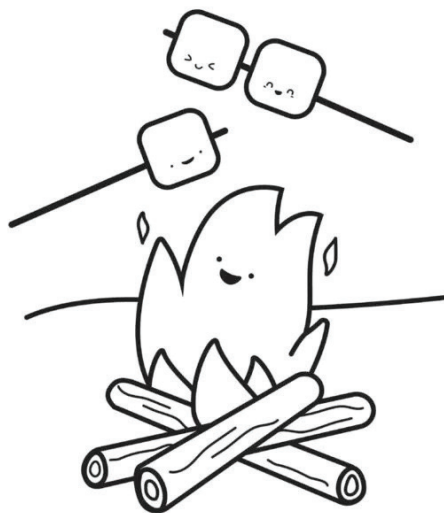
The rules of Tents are simple:

- Pair each tree with a tent adjacent horizontally or vertically. This should be a 1 to 1 relation.
- Tents never touch each other even diagonally
- The clues outside the grid indicate the number of tents on that row/column.

	1	1	1	1	1	2
1						
2						
0						
2						
1						
1						

L K V M T X N M T I N R X L A
 B F E S D I B B O V V U X N L
 C C D R T D E A O P A R O G B
 G A T A R C A L T Y L R D Q A
 L Q V Y F C R D H L D A A X C
 I I O A V P B Y O X X C Y D K
 I D X D L D A T F X Q A H L C
 I T C O M C G J T U U L I S O
 M D M U T D A Z I V G O K B U
 C A P H A O L D M T N J E U N
 E H A C S Y S F E R F G X R T
 G J A B L U G G S M F T O D R
 U H A D O I W U X P F E Q D Y
 N T A M Y J D I M I S F Q S I
 Y Z B E A U B I E N D I H A R

- | | | |
|---------------|-------------|-----------|
| Tooth of Time | Backcountry | Cavalcade |
| Bear Bag | Beaubien | Day hike |
| Baldy | Urraca | Rayado |



1						
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Top: Interpretive staff member Harrison Neville poses for a portrait at the Rayado General Store in 2021.

Bottom left: The trees in front of the National Scouting Museum bloom, signifying the start of the summer season in 2024. Photo by Caroline Fallin.

Top right: Staff member Danielle Ballantine gives a tour of the Villa Philmonte to Gina and Aaron of the TrekOn Scouting podcast in 2024. Photo by Al Parent.

Bottom right: A staff member views a new exhibit at the National Scouting Museum following its renovations in 2024. Photo by Caroline Fallin.

Hiking through History

Dave Werhane, Director of Museums



Greetings and Welcome!

I hope you're ready for a summer ripe with opportunities, plenty of sunshine, and hopefully some refreshing

New Mexico rains. The rich history of Philmont is everywhere, especially in our backcountry, so please plan to embrace a few moments everyday looking around and enjoying what remains of those who came before us. Remember, Philmont is a vast place and a lot of our history can be found in those places slightly off the beaten trail, such as in our Baldy mining district. I encourage you to hit the trail and discover dinosaur tracks, crazy geologic formations, breathtaking vistas, and even relics left by Native Americans, frontiersmen, miners, loggers, and thousands of others who lived on this land.

When you are in base camp, PLEASE stop by the National Scouting Museum! We have spent the last two years planning, curating, designing and installing new exhibits in both the Scouting Heritage Gallery and the Philmont Gallery. The Scouting Heritage Gallery now has what many believe to be the most comprehensive and complete collection of Boy Scouts history ever displayed in one location. The Philmont Gallery has been updated this past winter, and it is loaded with a lot of new photos, murals, artifacts, and stories. Don't worry, we've kept some old favorites like Seton's

"Triumph of the Wolves", "Lobo", and Kit Carson's rifle. The exhibits are impressive and deep, so please stop by and enjoy whenever you can.

Of course, don't forget the old favorites like the Villa Philmonté, Rayado Settlement, and the Chase Ranch. For over a year, the Chase Ranch Historic House has undergone massive building upgrades. It is now complete and tours have begun again! If you missed it last year, or have never been inside, please swing by and take a tour of the house, grounds, and gardens.

And of course, the Villa Philmonté is always a treat. The rooms are stunning, the Waite Phillips story inspiring, and the gardens are refreshingly peaceful and relaxing. Make a reservation-then take the tour!

I hope that you take in what Philmont, and all of our museums and historic sites, have to offer. These places are your resource. So, fill your water bottle, enjoy a deep breath, and make some great memories - visit the Villa, explore the National Scouting Museum, and hike through history.

¡Buena Suerte y Buen Yiaje!



Silver Buffalo, Antelope, and Beaver Awards from the 1950s are shown in a display case at the National Scouting Museum in 2023. Photo by Will Huffman.



Top: Two historic cars decorate the garage of the Villa Philmonte in 2022. Photo by Chris Nye.
Bottom right: The interior of the Villa Philmonte, taken in 2021. Photo by Jacob Geboski.



Capture the Magic of Philmont with #PhilmontSmiles



Philmont Scout Ranch is a place where adventures are had, friendships forged, and lives transformed. To celebrate these incredible experiences, we're

launching PhilmontSmiles - a new Instagram page dedicated to sharing the unforgettable moments from Philmont through your eyes.

Whether you are staff, participant, alumni or visitor, we invite you to join the movement by posting your favorite photos and videos from Philmont using #PhilmontSmiles on Instagram.

From breathtaking landscapes and thrilling treks to heartwarming moments of camaraderie, we want to see it all. Our goal is to gather images that capture the essence of Philmont - the adventure, personal growth, teamwork, and spirit of service that make this place special.

So, grab your camera, get sharing with #PhilmontSmiles, and let's celebrate the transformative magic of Philmont together. Your best moments could be featured on Philmont's social media channels and reach a wide audience of the Philmont family, Scouts/Leaders, and outdoor enthusiasts.



Prepare for Adventure!

Austin St. George, Associate Director of Camping



Welcome HOmE from the 700 Units!

Since October 2022, thousands of Scouts from around the country have looked forward to visiting

Philmont this summer. As they prepare their gear, go on shakedown hikes, and build their crews, they have also built up excitement for the one thing that makes this land such a special place for millions - you, the Philmont Staff.

As the crews prepare for their treks, the Backcountry and Ranger Departments prepare to deliver the promise of world-class programming. We have updated the Ranger Fieldbook and Crew Training Checklist for this summer, including teaching methods of backpacking in the Philmont wilderness. In addition, we have further developed the ranger scheduling capabilities in the Gateway from last year. Now Rangers will be able to schedule days off, request crews or itineraries, and be able to view their schedule, all from their own Gateway profile online.

In the backcountry, we have prepared new staff camps in new areas of land that we have not hiked on in years, such as Deer Lake, Harlan, Turkey Creek Canyon, and the northern parts of the Valle Vidal, like Ring Place. Crews will



also be able to climb Little Costilla in July and August. These new camps give crews the opportunity to take part in programs that have not been offered in a couple years, such as mountain-biking. Next, we are also excited to roll out new backcountry camp profiles, developed by Dr. Bob Wettemann, History Professor at the U.S. Air Force Academy. These new camp profiles will help guide the staff at living history camps to share a cohesive historical narrative, in order to better tell the story of this land to all the participants that come to Philmont this summer.

It is an exciting time to see all the Philmont Staff check in for the summer, ready to deliver a stellar program. From our conversations with many of those participants during Philmont Advisor Skill School (PASS), Preparedness Seminars, and over many phone calls and emails, we know that they are most excited to meet you!

Change Lives.

Top: A crew member mountain bikes at Whiteman Vega in 2019. **Opposite page, bottom left:** Crew 608-E-02 sets off on the adventure of a lifetime in 2023. Photo by Aspen Adams. **Bottom top right:** Ranger Anna Fournaris stretches with her crew before they begin their trek in 2022. **Bottom right:** Rangers gather for training at Beaubien in 2023.



Two hikers climb Little Costilla on July 14, 2019.



Experience the Magic of Philmont!

Danny Tucker, Director of the Philmont Training Center

Greetings! The Philmont Training Center is primed and ready to deliver exceptional learning opportunities in our conference program and unforgettable memories with our Family Adventure Camp. It is our goal to serve every guest with excellent customer service and an enthusiastic demeanor.

It is our mission to be the leader in presenting age-appropriate programs that connect Scouting's core values and unleash the imagination through exceptional learning opportunities and outdoor adventures. Our Kids-N-Kin and Silverados family programs are pivotal, as conference attendees learn best when they know their families are well taken care of and having fun.

In addition to providing great training, we will be continuing our program itineraries for Family Adventure Camp. Families can choose an adventure that best fits their family's interests and needs. This exciting program gives families insight into the power of Scouting as they experience the magic of Philmont during their family vacation. This summer, we are introducing a new backcountry Family Adventure Camp overnight experience at Hunting Lodge.

Each night, the Training Center hosts a variety of programs to excite and engage our guests. And you are invited! From cobbler nights, ice cream socials, to our historic Western BBQ complete with line dancing, branding, and western games, we have something for everyone. Our Craft Center is open daily if you want



to work on a project or make a gift for your friends and family back home. The Training Center is all about fun; feel free to stop by and join in the activities.

And don't forget that we have overnight accommodations open to family and friends who wish to visit this summer. Please see our website for information on how to book lodging, meals, and a list of self-guided activities they can participate in.

Happy Trails and we look forward to meeting you this summer!

Opposite page, top: Family Adventure Camp participants enjoy a special Western Night show at the Stockade camp in 2023. **Second from top:** A guest learns wood burning skills at the Craft Center in 2023. Photo by Caroline Fallin. **Second from bottom:** A Zia trek participant climbs on the COPE course in 2023. Photo by Caroline Fallin. **Bottom:** Two sisters pose for a photo together at Lovers' Leap in 2023. Photo by Colette Pippin.



Upcoming Staff Activities

All activities take place at the Silver Sage Staff Activities Center

May

- 29: All Staff Day + Music/Dance 7pm - 9pm

June

- 2: Movie night (Dune) 8pm
- 3: Movie night (Dune part 2) 8pm
- 3: Inclusivity Forum 8pm
- 4: Backcountry Music Festival 8pm
- 7: Opening campfire for staff 8:15pm
- 10: First Brat Day 11am - 1pm

Which Philmont Mountain Are You Most Like?

What is your favorite outdoor activity?

- A. Bonfire
- B. Rock climbing
- C. Skydiving
- D. Nature walk

How would your friends describe you?

- A. Extrovert
- B. Jagged
- C. Adventurous
- D. Peaceful

What is your favorite color?

- A. Red
- B. Black
- C. Purple
- D. Green

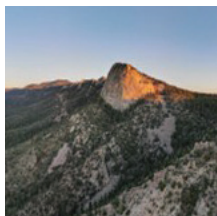
What is your favorite trail meal?

- A. Chili mac
- B. Santa Fe rice & beans
- C. Beef stroganoff
- D. Mashed potatoes

What is your personal strength?

- A. Funniest person you know
- B. Being the tallest of your friends
- C. Good aim
- D. Being a great problem-solver

Add up how many times you picked each answer (A, B, C, or D).



Mostly A's - The Tooth of Time

You are usually the center of attention and enjoy being the life of the party. Others would describe you as iconic, and you agree.

Mostly B's - Black Mountain

You are rugged, and you take pride in drinking black coffee. You're strong-willed, straightforward, and most at home in nature's untamed landscapes.



Mostly C's - Baldy Mountain

You're an adrenaline junkie and always seeking the next adventure. You have an appetite for heart-pounding experiences that most would consider too extreme or terrifying.



Mostly D's - Hart Peak

You like to take it easy and like to go with the flow. You are someone who embraces a relaxed lifestyle and likes to take your time.



Philmont Scout Ranch - Scouting America

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Philmont participants are given a printed Passport Journal at the Welcome Center or CHQ to log their Philmont Journey. Using the Passport Journal, they can write about their adventures and collect stamps at various Staff Camps and Base Camp locations.

We believe that Philmont Staff should be able to get in on the fun. Whether you are working in the backcountry or are staying at Base Camp this summer, you are embarking on a Philmont journey all the same. Every staff member's experience at Philmont is wholly unique, from the places you visit to the people you meet.

We invite you to use the back few pages of this edition of PhilNews as your own Staff Passport Journal. Collect stamps from the Base Camp locations and any Staff Camps you may visit this summer. Record your thoughts and experiences so you will always have a record of your time at Philmont this summer!

Stamp Locations

- Philmont Scout Ranch - Mail Room
- Philmont Training Center
- Philmont Welcome Center
- Ranch Hands
- Ranger
- Rayado Trek
- ROCs/Trail
- Crew Trek
- Tooth of Time
- Traders
- STEM Trek
- Villa Philmont
- Miners Park
- Phillips Junction
- Miranda
- Phillips Junction
- Ponil
- Puebloano
- Rayado/Kit Carson
- Rich Cabins
- Ring Place
- Santa Claus
- Sawmill
- Selly Canyon
- Urraca
- Ute Gulch
- Whiteman Vega
- Zastrov
- Base Camp
- Cavalcade
- Conservation
- Mountain Trek
- OATC Trek
- Philmont Camping
- Headquarters
- Philmont Craft Center
- Philmont Museum
- Seton Memorial Library
- Staff Camps
- Abreu
- Apache Springs
- Baldy Town
- Beaudien
- Black Mountain
- Carson Meadows
- Chase Ranch
- Cimarroncito
- Clarks Fork
- Clear Creek
- Crater Lake
- Crooked Creek
- Cyphers Mine
- Dan Beard
- Dean Cow
- Fish Camp
- French Henry
- Garcia Cow
- Harlan
- Head of Dean
- Hunting Lodge
- Indian Writings
- Metcalf Station
- Miners Park
- Miranda
- Phillips Junction
- Ponil

Passport Stamp Journal

Staff Edition



Name: _____

Dept: _____

Summer 2024