

# PhilNews

Final Issue  
August 18, 2006



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News & Photo  
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**PhilNews  
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Philmont Scout Ranch  
47 Caballo Rd.  
Cimarron, NM 87714**

# A Philmont Farewell

BY MARK ANDERSON  
*Director of Program*

As we come to the end of another Summer Season at Philmont Scout Ranch, I would like to express my appreciation to you for making the 2006 Season so successful.

Everyday I receive comments from leaders and youth who have completed their experience. Many times these comments express amazement in the Philmont Staff in how they are able to keep providing such a tremendous Scouting experience each day from the beginning in June to the end in August.

This summer 21,474 participants took part in Philmont adventures. Since the first campers hit the trail in 1939, more than 840,000 partic-

ipants have visited the Philmont backcountry.

Waite Phillips wrote: "Some of the essentials of happiness are something to do, someone to love and something to hope for."

- I know that we have had happiness through our adventures at the Ranch this summer.
- I know that we have had happiness as we shared a love for each other while working-together to provide top quality adventures whose impact last a lifetime.
- I know that we can have happiness as each of us hopes to be back next summer!

Thank you for being an important part of the 2006 Philmont staff.

## Philmont Staff Recruiters Wanted

*Help Philmont by recruiting staff at your college or university!*

To fill the over 1000 staff positions each summer, Philmont needs to start with nearly 3000 applications. If you attend or live near a college or university, regard yourself as a "people person", and think working at Philmont is an unforgettable experience, then **WE NEED YOU TO HELP RECRUIT SUMMER STUFF!** Our permanent staff recruit at numerous college campuses during the off-season, but time and distance prevent us from visiting many colleges. If you are willing to help Philmont by staffing a booth and talking to interested applicants, please complete and return the form below. Philmont will ask you to forward any pertinent registration materials. We will complete them and send any necessary fees and reservation materials. Prior to the date of the event, we will ship you application forms, information brochures, and a stand-up display. Please contact John Van Dreese at Camping Headquarters for more information.

**PHILMONT STAFF RECRUITER APPLICATION**

Name \_\_\_\_\_ Date \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone: School \_\_\_\_\_ Cell \_\_\_\_\_ Home \_\_\_\_\_

Email Address \_\_\_\_\_

Please list school name(s) and location(s) where you would like to recruit:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Please return to: Philmont Scout Reservation CHQ, 17 Deer Run Rd., Cimarron, NM 87714

# Philmont Photo Contest



## Best in Show

**1st Place Overall** BY RICHARD DAVIES,

*Protestant Chaplain* [ON COVER]

**2nd Place Overall** BY BEN FOOTE,

*NPS* [BOTTOM RIGHT]

**3rd Place Overall** BY STEPHEN PEDRICK,

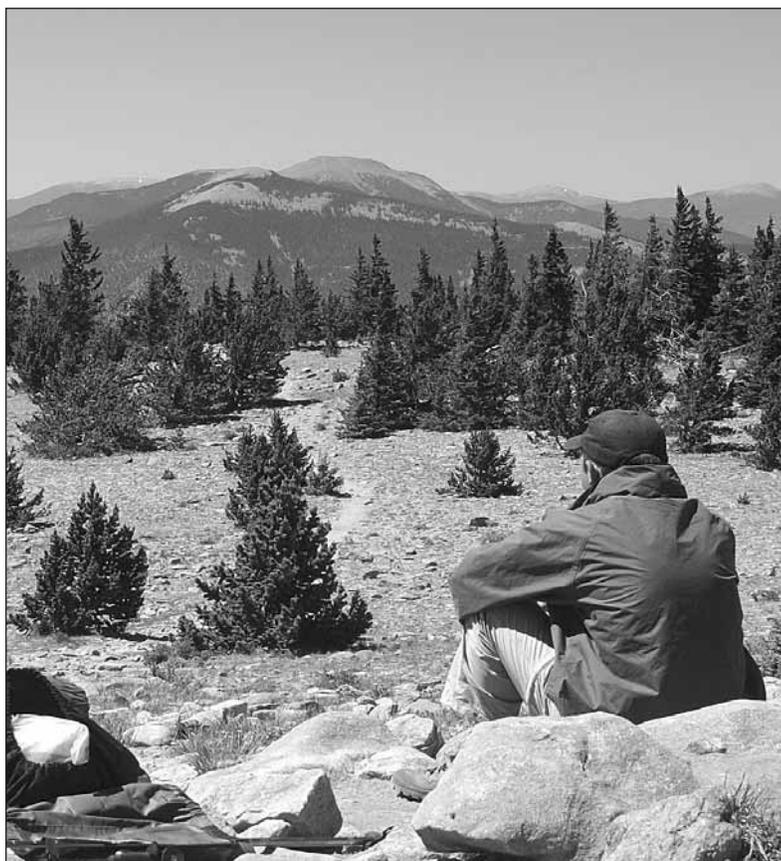
*Double H* [ABOVE]

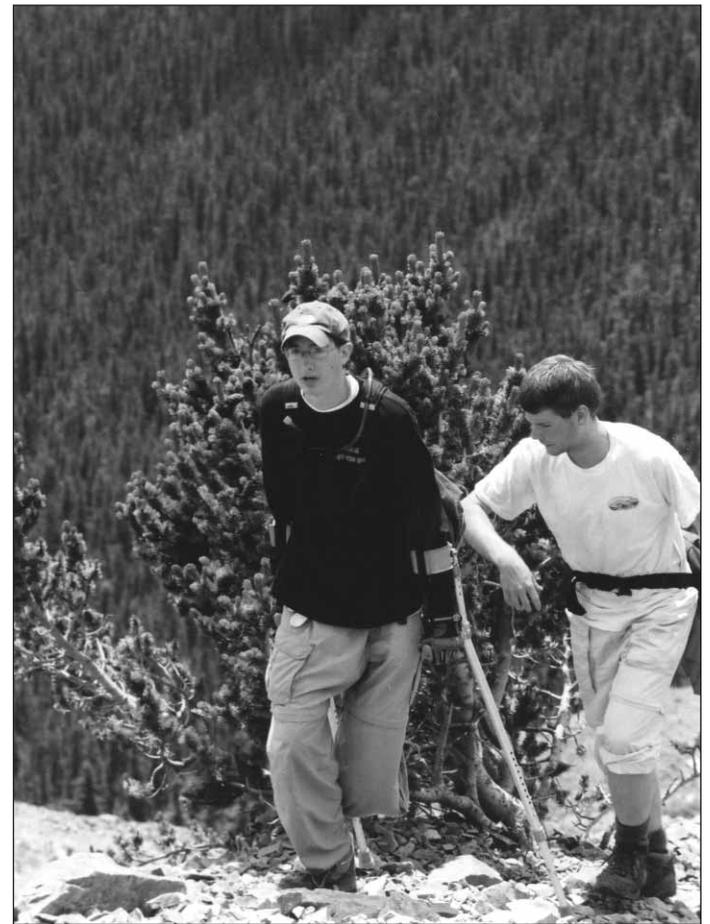
**Congratulations to the winners and everyone who submitted photos for the contest!** The top three winners from each category are on display in the CHQ Staff Dining Hall.

### On the cover:

**In the winning photo, Ashley Pagnotta, Rich Cabins CD, gives the "burrito" a kiss, while the momma burro, Jackie, looks on.**

RICHARD DAVIES, *Protestant Chaplain*





**Double H** BY STEPHEN PEDRICK, *Double H* [ABOVE];  
2nd – Nathan Thomas, *Double H*;  
3rd – Mic Mullins, *Conservation*

**Storms and Rainbows** BY NATHAN THOMAS, *Double H* [TOP RIGHT]; 2nd – Stephen Pedrick, *Double H*;  
3rd – Heather Davis, *PTC Tent City Manager*

**Camper Activity** BY BEN FOOTE, *NPS* [PAGE 3];  
2nd – David Anspacher, *Maintenance* [RIGHT];  
3rd – Jessica Satterfield, *Conservation*



**Black and White** BY BEN FOOTE, *NPS* [LEFT];  
2nd — Stuart Sinclair, *NPS*;  
3rd — Michael Niebuhr, *Bear Researcher*

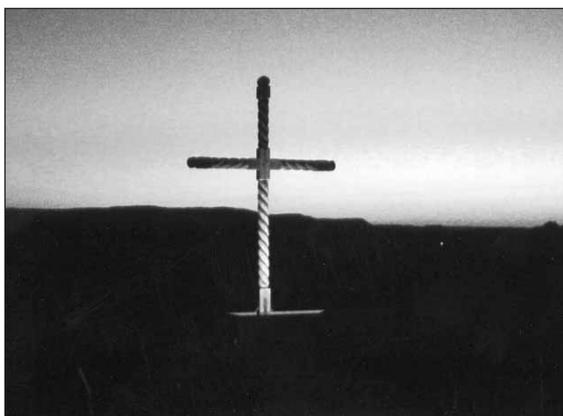


**Animal Wildlife** BY DILLON HAMMOND, *Double H* [above]; 2nd – Ben Foote, *NPS*; 3rd – Michael Niebuhr, *Bear Researcher*

**Staff Activity** BY RICHARD DAVIES, *Chaplain* [COVER]; 2nd – Chase Standifer, *Ranger* [TOP RIGHT]; 3rd – Michael Niebuhr, *Bear Researcher*

**Plant Life** BY BEN FOOTE, *NPS* [BOTTOM RIGHT]; 2nd – Jessica Satterfield, *Conservation*; 3rd – Jeremy Gillard, *Conservation*

**Sunrises and Sunsets** BY STEPHEN PEDRICK, *NPS* [PAGE 3]; 2nd – Myrtle Broussard, *Registration* [BELOW]; 3rd – Jeff Spahr, *Trading Post*





**Humor BY PATRICK KELLY, Ponil [ABOVE];**

2nd – John Grover, *Wrangler*;  
3rd – John Inman, *Conversation*

**Landscape BY JESSICA SATTERFIELD, [TOP RIGHT];**

2nd – John Inman, *Conservation*;  
3rd – Gil Carr, *Seally Canyon*

**Digital BY BEN FOOTE, NPS [RIGHT];**

2nd – Jeremy Gillard, *Conservation*

## Phil-Run 5K Results

Name	Department	Category	Position	Time
Thor Kooda*	Ranger	Male under 21	1	16:20
Scott O'Connor*	Ranger	Male 21 and over	2	16:52
Andrew Balkam	Pueblano	Male 21 and over	3	17:33
John Ramsey	Dining Hall	Male 21 and over	4	17:34
Piper Niehaus*	Ranger	Female under 21	5	18:18
Tristan Loar	Trading Post	Male under 21	6	18:24
John McClellon	Trading Post	Male under 21	7	20:04
Trenton Davis	Activities	Male under 21	8	20:26
Karsten Magee	Dining Hall	Male under 21	9	20:38
Alex Melville	Ranger	Male 21 and over	10	21:46

\*denotes category winner. There were no female 21 and over entries.

# Happy Trails to You, Until We Meet Again

BY ELDER WILSON  
LDS Chaplain

Well here we are, at the end of our journey for this summer. At this season we have the luxury of looking back on our lives at Philmont and pondering our accomplishments, our successes, and begin preparing for the future and whatever it may bring to each of us. I hope that as you review your summer, one of the things that comes to mind is the **Duty to God** Program that we have for all of the staff here on the Ranch. As a reminder of this recognition program, I am providing the PhilNews with a summary of the **Duty to God** Program for the staff:

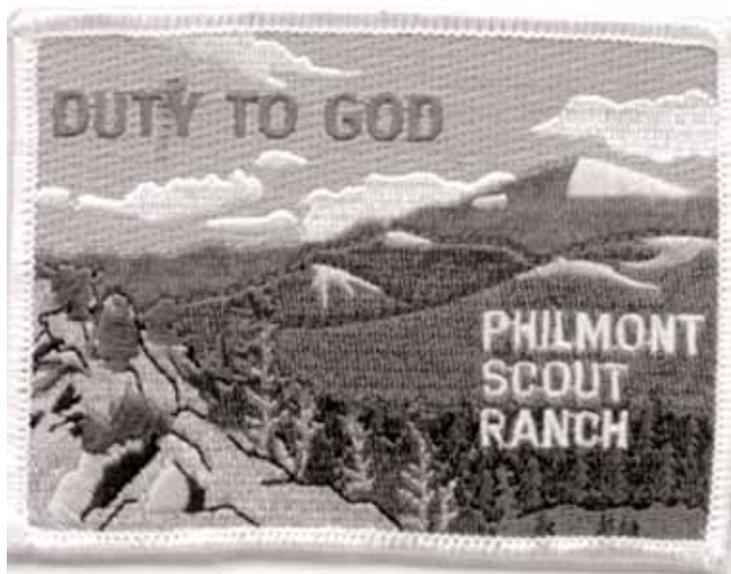
Congratulations, you have been chosen to be part of a select few this summer. You have the opportunity to be a staff member at Philmont Scout Ranch. Part of this responsibility is membership in the Boy Scouts of America. The mission of the BSA is to prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Law. The BSA Religious Emblems program offers various pathways for Scouts to more deeply understand their personal Duty to God. In a small way, the **Philmont Scout Ranch Duty to God** program has been designed to enhance your personal value system, and to help strengthen your personal "Duty to God."

During your employment at Philmont, you will have the oppor-

tunity to encounter God's handiwork on many occasions. The **Philmont Scout Ranch Duty to God** program for staff has been designed to allow you as a staff member the opportunity to reflect on God's handiwork and to earn some recognition at the same time.

### Eligibility:

All full-time and seasonal staff employed by the Philmont Scout Ranch are eligible to participate in this program.



### Requirements:

Under self-direction, with a firm understanding that "A Scout is Trustworthy," you will need to complete and sign off on each of the following requirements during your employment at Philmont:

\_\_\_\_ Attend a religious service of your choice (at PTC or CHQ) at least twice a month for a minimum of six times. (Note: if you are staff for a backcountry camp, you may substitute a staff-developed religious/worship service in lieu of a base camp service — You may want

to use Eagles Soaring High as a guide for these services.)

\_\_\_\_ Volunteer to assist in any religious service that is provided at Philmont.

\_\_\_\_ Participate in some type of daily devotion, meditation, prayers, reflective journal writing and/or personal scripture study program.

\_\_\_\_ Obtain a copy of the Religious Emblems Brochure (available from any of the Chaplains) and, as opportunities present themselves, agree to share the program with

others within your Scouting influence in your home Council.

\_\_\_\_ Hold your own personal Grace/prayer before meals.

### Duty to God Patch:

After completing all of the requirements stated above, bring your record card (available from your supervisor or any Chaplain) to the Tooth of Time Traders to purchase a Philmont Duty to God patch for this year.

All of the Chaplains, who have been here to serve each of you, wish that all of the staff will have taken the opportunity to earn this recognition and to have strengthened their personal "Duty to God" while working and enjoying 'God's Country' this summer. Thank you for letting us be a part of your lives. We appreciate being of service to you now and in the future. In conclusion, (in the words of an old-time cowboy singer) may we wish each of you, "Happy trails to you, until we meet again."

## **APPLY FOR 2007 PHILMONT STAFF!**

*The following are suggestions about how to improve your chances of returning to Philmont in the position that you want.*

**Apply early.** Each year, we try to fill positions earlier than the year before. Manager and Assistant Manager positions generally get hired first. So if you want to be seriously considered for a management position, apply early! For the summer of 2006, for example, our staff began reviewing applications and offering management contracts as early as October, 2005. Staff members who wish to return for the 2007 season may turn in a completed application when they leave Philmont at the end of the summer.

**Complete the application form.** You'll need to submit a complete new application each year. Print clearly or type. Be sure to include the dates you will be available. If you don't know the precise dates, give us your best guess. Applications that are missing dates of availability tend to get moved to the bottom of the pile and precious time is lost as our staff attempts to contact you for the correct dates. Again, many times it is just easier for them to move on to the next applicant.

**Update your information.** Don't just copy the form you submitted the previous year; be sure to add experiences, certifications, etc. that you've received since your previous application. Attach supporting material: resume, letter of interest, etc. Since Philmont rarely has the opportunity to conduct face-to-face interviews, we tend to rely solely on the information contained in the application/employment folder for hiring decisions. This makes the application and the support material you provide us considerably more important than it is for most other jobs for which you may apply.

**Be flexible.** If you want to be considered for a Ranger job, for example, list that as your first choice. Nothing is gained by listing "Ranger" for your second and third choice as well. In fact, it can work against you as it implies that is the only position you would consider. Our entire management team puts a high value on staff members being flexible and willing & able to adapt to changing needs. Listing only one choice makes you look inflexible.

**Additionally, "casting a wide net" can also be very helpful to you.** Consider listing jobs in other departments as your second and third choices. Circling or highlighting other jobs of interest to you on the inside cover of the application is also a very helpful thing to do: it essentially tells Philmont what your fourth, fifth, sixth, etc. choice would be...and, again, shows your willingness to be flexible.

**Phil-myths.** "No one gets a Ranger position their first summer here." There is a lot of information floating around about our hiring practices. Unfortunately, a lot of it is comprised of generalizations, or just plain not true. Yes, a large number of staff who have backcountry, ranger, or conservation staff positions have previously worked in base camp positions. But there are also a pretty fair number of "first-year" folks in those positions. Philmont considers each application individually and, based on the information provided, tries to fit people into jobs in which they will be successful. Extensive experience in Scouting, high adventure activities, education, work experience; all of these things are taken into our consideration.

**Evaluations.** Your mid-season and final evaluations are extremely important. Good evaluations are a tremendous boost to your chances of being re-hired and/or promoted next summer. If you disagree with your manager's assessment of your performance, there are still some things you can do to help yourself. First, a non-confrontational, respectful attitude on your part will go a long way toward furthering your cause. Philmont understands that differences in personality and mismatched skills and abilities can sometimes lead to a less than desirable evaluation. There is a space on the evaluation form for you to state your case. You may wish to attach a note with further information. Take some time to think about your response. You may also take your case to your manager's supervisor.

It is also important to understand that a recommendation for a particular job or promotion by your manager is not a guarantee. Other managers, or even your manager, may be recommending other people for that particular position as well.

***Information contained here-in shall not be construed to guarantee employment or a specific position at Philmont and is subject to change without notice. John Van Dreese, Associate Director of Program, manages the recruiting and hiring of seasonal personnel and much of the base camp operations.***

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