

## Crew Chief (Crew Leader) Selection

**The Crew Chief (Crew Leader) selection is the responsibility of the youth members of the crew.** And what an important responsibility it is! They need time to see all their crew mates in action before making their choice. Every youth member of the crew should get a chance to lead. During your crew training you will find that very new criteria come into play in the selection of the right person to be your Philmont Crew Chief. So even if all your crew members come from the same troop, it will not be clear who should lead until all are given a chance. Often the Scout that looked to be the best selection in January is not seen as having the right stuff in May.

So go slow with this Crew Chief selection process. It is very important. Let all the Scouts, young and old, try their hand at leading the crew. All, especially the advisors, will be surprised at the leadership qualities that surface, or don't surface. Selecting the right Crew Chief will be your crew's most important decision. And that decision will be with you and your crew, for good or not so good, the entire trek.

**A successful Philmont experience is absolutely dependent on finding the right youth leader.** We strongly recommend your crew hold off on final selection until May. The Watchu Mountain Experience will include a time for the crew to elect their Crew Chief. As crew advisor you should provide coaching as the crew works to find their leader. However, in the end it is the youth members of the crew, not the advisors, who select the Crew Chief.

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**Note regarding Crew Leader vs. Crew Chief:** "Crew Chief" is early Philmont language for the position that is now called Crew Leader. In either case the reference is to the youth leader of the crew, who will lead you in the great mountains of New Mexico. Newcomers to this terminology often confuse the term "Crew Leader" with "Advisor." Chief Watchu will use the "Crew Chief" terminology when he wants to be certain all understand him to mean the youth member who leads.