



Deputy Minister's Christmas Message

Season's Greetings to all! It has been a busy year and hard to believe it's been 12 months since my last year-end note! We've done an amazing amount of work over the past year and I want to start this note by thanking you all for your contributions. We have such a wide array of talents in our organization and no matter what role you have in the ministry, you are a vital part of the team that is achieving both the ministry's and sector's visions as well as the more specific parts of our mandate.

Over the next few weeks, as meetings start to wind down and the hallways grow a bit quieter our thoughts turn to upcoming celebrations as a time to relax and spend time with family and friends. Much has happened throughout this past year; there has been no shortage of challenges and plenty of successes as we met our mandate. Some quick examples include:

- Getting a variety of legislative amendments and new statutes through the Legislative Assembly.
- Beginning the process of implementing the new Water Sustainability Act, the BC Timber Sales Effectiveness Review and the Outdoor Recreation Vehicle Strategy.
- Implementing a number of wildlife management initiatives, such as the Wolf Management Plan, Freshwater Fisheries Program (Freshwater Fisheries

Society BC), Allocation Working Group (provides certainties with respect to opportunities for resident hunters and guide outfitters).

- Drafting a Carbon Management Framework.
- Successful conclusion of a very busy, near record setting wildfire season.
- Many strategic and tactical level agreements with First Nations.

The list is by no means exhaustive, but it is just to name a few...

When I reflect on the challenges, priorities and tasks from the past year I'm amazed at the quantity and quality of work that I see. I'm even more aware of the amazing people in this ministry, your ability to pull together, adapt and get the job done. Your dedication, ideas and innovation are an inspiration to me, and I enjoy working with everyone as we provide quality resource management to the public of British Columbia.

2015 will bring another set of challenges and opportunities. For now I want to acknowledge you and your families. I hope that you take some down time to rest and rejuvenate and I wish you a wonderful holiday season!

Advisory Group Vision:

"True to our proud histories, informing ministry staff through balanced and timely communication"

The Dirt Facebook

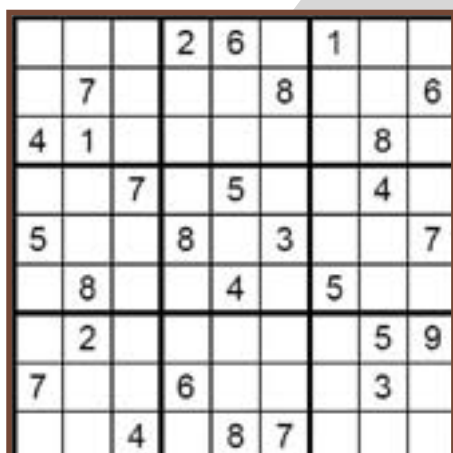


To join "The Dirt" facebook page, simply go to the link below and ask to join the group.
<https://www.facebook.com/groups/flnrnews/>

Issues of "The Dirt" will be posted online quarterly. The newsletter and facebook group are for all employees and former employees of the Ministry of Forests, Lands and Natural Resource Operations and is intended to provide up-to-date information on the organization.

Add your story to The Dirt facebook account. "Participating in social media means contributing content or comment. When doing so, we trust you to be professional, personable, and relevant." –Social media guidelines.

Sudoku - do you play?



Sudoku Solution

The Dirt Contents, December 2014

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Retirees Receive The Dirt!

If you are a former employee and want to keep up with the latest Dirt, please contact Richard Dominy and he will add you to the retiree's email distribution list. Provide email, home phone and home mailing address. You can contact Richard directly at: Richard.Dominy@gov.bc.ca.

Wildfire Weather Stations

Submitted by: Coastal Fire Centre



If we had weather stations on every square inch of the forest, we would know exactly what kind of fire would burn should one start—ah, we can only dream! However, the reality is different. Considering the area we cover on the Coast (12.8 million hectares), we have relatively

few weather stations (51 permanent ones <http://bcwildfire.ca/Weather/stations.htm>). So how do we really know how dry it is out there?

First and foremost, our fire professionals are very aware of these limitations and are capable of making very informed estimations. Calculations for elevations, forest cover, slope steepness and how they face the drying of the sun, all factor into predictions of what kind of fire behaviors or rates of spread might occur should a wildfire happen in specific areas. However, these fire behaviours specialists are also keen to have their estimations corroborated by field observations. They rely on two types of observations to ensure their predictions are as accurate as possible.

The first involves reviewing the fire reports as our crews respond to fires. The Coastal Fire Centre responds to an average of 267 fires each year, and every time our crews arrive they give an initial fire report. This report outlines how big the fire is, and what kind of fire behaviour is being observed in what kind of fuels. Wind, slope steepness and aspect are all clues. Our fire behavior specialists ask: does this make sense with what we expect to have happened? If the response is no, reasons are examined and estimates are changed.

The second observation is from the public. Each time a member of the public calls the fire reporting line

(1 800 663-5555 or *5555) they are asked a series of questions.

The most vital clue to the intensity of the fire is the colour of the smoke. White smoke is a result of the moisture in the smoke, and indicates a relatively small, low intensity fire in wet fuels. Blue or blue-grey smoke is still a relatively small or low intensity fire, but in drier fuels. Black smoke can indicate that the fire is burning something other than forest fuels (like a car fire). Black smoke can also indicate that a forest fire has suddenly increased in intensity. Similar to the way that pushing the accelerator in a diesel truck can produce black exhaust from unburned fuels, black smoke can indicate a fire that is burning so vigorously there is not enough oxygen to allow for complete burning of the forest fuels.

Each time a member of the public calls in, they are filling in another piece of the puzzle. If the same fire is reported by five people, it will tell our staff what is happening. Five smoke reports of white smoke indicate a lower intensity, relatively unchanging fire. If the first smoke report is of white smoke, the next of blue smoke, and the next of black smoke, it tells the tale of a fire increasing in intensity. If the smoke reports are of black smoke that quickly dies to white smoke, perhaps what the caller saw was a car fire that has migrated into sluggishly burning forest fuels.

If the public's fire report is different from expected—the colour of the smoke is not what the dampness of the forest, wind and air temperature “should” produce, it also could indicate a faulty weather station or a localized anomaly. Both of these can be investigated, to find out the truth.



Critical Incident Stress Management

Submitted by: Erik Hanson, Peer Support Person, Critical Incident Stress Management Program

Chances are everyone reading this has encountered some form of critical incident. A critical incident is defined as any situation faced by an individual that causes them to experience unusually strong emotional reactions where these reactions have the potential to interfere with their ability to function in the future. If left unaddressed, these reactions can lead to Post Traumatic Stress Disorder (PTSD), which can be a debilitating condition. As FLNR employees working in the office or in the field we all have the potential to encounter a traumatic situation. Fortunately, there are support networks in place to help.

In 1991, a few prescient employees started a peer-based volunteer program designed as an internal 'first response' for critical incidents encountered by those at work. This Critical Incident Stress Management Team (CISMT) has now been in existence for 20 years, has volunteers spread throughout FLNR and has helped hundreds of employees navigate psychologically challenging situations. The team is trained in techniques that facilitate healthy recovery from traumatic situations, but when the situation dictates they also refer individuals to free professional counseling. CISM is not a stand-alone treatment and is not psychotherapy. It is however, an organized, comprehensive approach that deals with preventing, reducing and controlling harmful stress events resulting from a critical incident.

This team of 15 dedicated FLNR employees volunteers their time to deliver education and awareness seminars, attend proficiency training, participate in CISMT meetings as well as respond to critical incidents. These are caring, conscientious people who hold confidentiality and professionalism in the highest regard. They believe in supporting the ministry of FLNR employees when they need it most.

What can you do?

If you, or someone you know, have been involved in a situation that could be considered traumatic, call the CISM team. Perhaps we can help, if not we can refer you to someone who can. Remember, all information given to the CISM team is confidential.

1-800-661-CISM (2476)



Do you know the Records Management Centre?

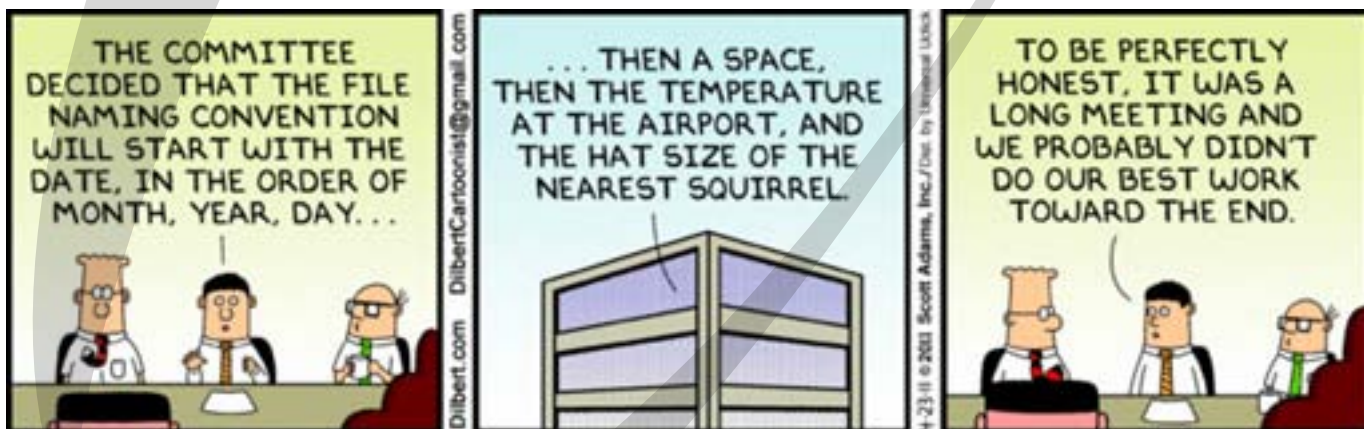
Submitted by: Penny Newton, Records Team Lead

In June of 2012 the 5 members of the FLNR Records Management Centre set off on a walk across Canada. Our steps were recorded on a large map and except for a small detour when we veered off the trail and headed for Edmonton, we completed our virtual trek in October of this year, only losing one member as we crossed the Prairies.

When not trekking across the country, the RMC is responsible for records management support for over 20 branches in FLNR. We are involved in all stages of files, from creation to final disposition. With the growth of electronic filing we offer assistance to FLNR staff wanting to move away from paper-based records and into an electronic format. A count of actual files on site showed 250,000 including hardcopy records, maps and microfilm, but that number is always changing as projects come and go and the needs of FLNR evolve. RMC coordinates retrieval of files from offsite for staff and occasionally for researchers, who come to us looking for information. Some of the off-sited material dates back to the 1800's and it is exciting when we have an opportunity to view written history of the Forest Service and British Columbia.

To some people, working in Records Management brings up images of stuffing paper into file folders—it is much more than that. RMC staff often use remote assistance to help clients retrieve “lost” documents or help them navigate their way around TRIM. We visit offices to help them determine their record management needs and assure them the files they have been carefully storing in their area since the dawn of time will be safe with us. Often part of our task is convincing people that the time to think about what to do with over 30 years of paperwork is long before the week of their retirement. Sometimes the “couple of small boxes” turn into boxes the size of deep freezers containing reams of loose paperwork, core samples and in some cases, pieces of actual wood. We will work with branches so they know that down the road their information is retrievable and available.

We are located in the Upper Courtyard (down the stairs) of 1520 Blanshard Street. If you are interested in seeing what we do and what we can do for you, please come by for a tour; or contact any of the staff members: Lorraine Skinner, Debbie Stirling, Georgina Webber, Karen Rodonets or Penny Newton.



Have a Story idea?

Send *The Dirt* Advisory Group your ideas!

Don't forget about the Facebook page
<https://www.facebook.com/groups/flnrnews/>

Retiring can challenge your comfort zone—and that can be good!

Submitted by: Tom Niemann, Last position held in FLNR: Manager, Log Export and Economic Analysis

Seven months seemed like plenty of time to get ready. My wife and daughter agreed that I would retire at the end of January to prepare for a Year of Europe, starting in September, 2014. Along with schooling online, my daughter would get a travelling education.

By August, I was enjoying Victoria's brewpubs, bike trails and beaches, visits with friends and former colleagues; and special events like the Symphony Splash that ends with cannons and fireworks. What community anywhere could hope to top that? Why trade all this for crowded tourist centres where I wouldn't know anyone and couldn't understand the shopkeepers? And they might think of me as the one dumb tourist too many.

My comfort zone was pushed hard by THE LIST of preparatory tasks—completing projects around the house, getting visas and medical insurance, booking places to stay, renting our house, updating wills and powers of attorney... we had never prepared like this for a trip before. Or if we had, such as for my two-year Ministry of Forests assignment to the ASEAN Institute of Forest Management in Southeast Asia almost 20 years ago, I had long since carefully deleted the memory. THE LIST was updated every month,



Sunday market with Maurizio, who liked to philosophize

then every week, and now daily. Distressingly, for every item crossed off vigorously, a new item was added. THE LIST was on a collision course with our departure date.

Fast forward a couple of months: Our base in a picturesque Italian hill-top town has many friendly locals that help us find excellent food and wine. An opera/pop show with Olympic skaters in Verona's Arena (like

Rome's Colosseum, but in useable condition) was truly spectacular. Forays into parts of France, Germany, Switzerland and Austria provided driving thrills on Autostradas and twisty Alpine roads, along with many insights, both current (so many solar panels on centuries-old buildings!) and historical (driving across a 2000-year-old Roman bridge—how's that for "sustainable"?). Flying over a castle in a glider was a boyhood dream come true.

The comforts and routines of life while working have been replaced by a rich kaleidoscope of experiences. Yes, there are logistic and linguistic challenges, but these also lead to new friendships and unexpected opportunities. A comfort zone is, well, comfortable, but not necessarily the most satisfying. For anyone getting ready for retirement, dream big and do it!



La Vita E Bella (Life is beautiful) was filmed in Arezzo, Italy



The road home was through our hilltop town's fortification

FLNR HQ 47th Curling Funspiel

Submitted by: Charles Klasen, R.P.F., Timber Pricing Forester – Interior, Timber Pricing Branch

The annual FLNR Headquarters curling funspiel is scheduled to take place on Saturday, **February 21, 2015**, from 3:30pm through to 9:30pm. For those who have not previously participated in this event it is an opportunity for HQ staff to get together to socialize, have some fun and, as an aside, attempt to do some curling.

CURLING EXPERIENCE IS NOT A PREREQUISITE FOR PARTICIPATING!!! The emphasis is always on FUN!

This year's event will mark the 47th year in which the headquarters funspiel will be held. It will take place at the same rink as last year: Glen Meadows Curling Club, 1050 McTavish Road, North Saanich.

The cost for participating will be \$32.00 per person and that includes the curling, a wonderful dinner, and great prizes!

There is a limit to the number of teams that can be accommodated so register early to avoid disappointment. If you are interested in either putting together a team or joining a team, please reply to Stephen Simonds of Information Branch or Don Rorison of Timber Pricing Branch as soon as possible, along with your vegetarian dinner-preferred request(s). We require payment no later than FEBRUARY 7th. If you have a team, please include the names in your reply. If you want to participate, but need a team to play on please either include the name of team(s) you would wish to join or indicate that placement on any available team would be okay.

The theme for this year's event will be **"T.V. Shows."** Use your imagination and dazzle your competitors with your "uniforms"!

Note: The receipt of fees is required to confirm your place and draw order in the event.

Contacts:

Stephen Simonds, Information Management Branch 250 356-8276

Don Rorison, Timber Pricing Branch 250 356-7674

Gold Rush Slush

2014 was so much fun that Quesnel volunteered to host it again!

The "Cactus Hacks" have accepted the encore request, lasso a team and join us for the NRS Bonspiel **March 6-8 2015**. Registration forms will be out early in the New Year!



Dave Wallden - Celebrates 45 Years of Exemplary Public Service!

Submitted by: Barry Jaquish, Tree Improvement Branch

At the October 9, 2014, Long Service Award celebrations, David Wallden (Tree Improvement Branch, Vernon) received special recognition for his 45 years of exemplary public service. What an achievement! David has spent his entire 45 year working career in the provincial Tree Improvement Program. He graduated from the Forestry Program at BCIT in 1969 and immediately began working in Prince George with the B.C. Forest Service (Research Branch) as the research technician in the Interior Spruce Genetics Program.

Along with Gyula Kiss and me (Barry Jaquish), the interior spruce tree breeders, David spent his first 35 years assisting in the development of a long-term research and tree breeding program that forms the nucleus of the provincial interior spruce seed orchard and reforestation program. He spent the last ten years as a seasonal auxiliary employee at the Kalamalka Forestry Centre, Vernon working in the seed orchards and in various spruce and pine research projects.

Some of the memorable moments and highlights of David's career include: assisting in the establishment of the Kalamalka Forestry Centre in Vernon, establishing more than 500,000 test seedlings in spruce genetic tests throughout the province, travelling the back roads in the Rockies from Radium to Fernie selecting plus trees in 1969, and flying over the Lake of the Hanging Glacier after measuring a field test on Horsethief Creek. He humbly and characteristically suggests that his greatest highlight is working with many dedicated people in the forestry community and tree improvement program in particular. David's life-long contribution to the public service and the people of British Columbia is enormous. In today's reforestation program virtually



David Wallden (centre) along with Gyula Kiss (left) and Shelley Hudson (right) view cones on a young graft in the interior spruce breeding orchard at the Kalamalka Forestry Centre.

all of the 90 million genetically improved interior spruce trees planted annually bear David's fingerprints. Over the last three decades, more than one billion improved spruce trees planted in British Columbia are the direct product of his work. Indeed, his remarkable career contribution and achievements will benefit researchers, foresters and all British Columbians for generations.

David will fully retire in June 2015.

He will leave a legacy that should be the envy of all foresters.



David Wallden in the interior spruce breeding orchard at the Kalamalka Forestry Centre – 2014

The Dirt Advisory Group wishes to thank Steve Dodge for his invaluable contribution, participation and guidance as a Newsletter Advisory Group Member!

We wish Steve the best of luck in his retirement and on the golf course...! He will be missed!



I've celebrated my last CFROT, DLT, JOSHC, RMT, TSA meetings recently and have filled out the paperwork to make it official and this will be my last DIRT edition as an Advisory Group Member. It's hard to believe that I've been involved with the FS News/DIRT for 10 years and with Government for almost 35?

I swear I just turned 21 and submitted an application at the PG Regional Office who forwarded it to Fort St James? That was a day in April 1980 that definitely had a big impact on me. Now to you younger than me whippersnappers out there, here is some advice:

- Participate in as many Bonspiels, Hockey and Golf Tournaments, Hockey/Football/Ice off the Lake Pools, Buy-in's/up's/outs as you can. These events build a bond with your fellow employees that will make whichever path you take better.
- If you get a chance to have a heart to heart with a manager, regardless of their rank, tell them the truth

and be prepared to prove it. Having chauffeured Minister's de Jong, Bell and Thomson around, they are also interested in your opinion.

- My original DM/Ranger gave me some great advice in 1980, "If you bang up a truck or a boat, you're probably too expensive to keep around". Somehow I managed to avoid doing any real damage to a piece of equipment, much of that was good luck, but good management helped as well.
- Be safe out there! No time lost accidents is one thing to be proud of, having flown with 7 pilots who later perished while flying a fixed or rotary wing, makes you appreciate getting home every time.
- And last but not least, have some fun, take the time to drive down that road (or walk down that trail) you've always wondered where it went. You never know what you'll see and you might learn something that will assist you in the future.

FORE!

**Thank you and good luck!
Steve Dodge**



If you are a former employee and want to keep up with the latest Dirt, please contact Richard Dominy and he will add you to the retiree's email distribution list. Provide email, home phone and home mailing address. You can contact Richard directly at: Richard.Dominy@gov.bc.ca.

12th Annual Dan LeClerc Memorial FLNR Provincial Hockey Tournament

Submitted by: Tony Nordee, on behalf of the Tournament Organizing Committee

Dan LeClerc Memorial
FLNR
Provincial Hockey Tournament
February 20-22, 2015
Logan Lake Recreation Center
Logan Lake

Due to the overwhelming success of the event over the past years, we are continuing with the CO ED Hockey Tournament to attract as many participants from all over the province into the weekend festivities. This year the tournament is being hosted in Logan Lake.

This is a preliminary notice only; additional details will follow including registration sheets, transportation and accommodation details etc.

In the meantime, the ice has been booked and our enthusiastic organizing committee has begun planning in earnest.

This is a great event and our emphasis will be on FUN and camaraderie, both on and off the ice.

At this point, to assist us with planning, we'd appreciate hearing from any and all teams that may be interested in participating.

Individuals or partial teams are also encouraged to contact us—we may be able to hook you up with others who are in need of Hockey Players.

Entry fee is \$750.00 per team, 3 games guaranteed, registration deadline is January 30, 2015.

We have booked ice time and developed a tournament draw designed for the first 8 teams paid and registered. If you have any questions please don't hesitate to contact Tony Nordee at tony.nordee@gov.bc.ca or (250) 317-6561.

Payment for registration should be made via cheque or money order and payable to: Kamloops Forest District Hockey Team.

It would also be appreciated if you would each forward or pass on this invitation to other possible interested staff within your offices (or other offices) as well as posting this invitation on your Message Boards.

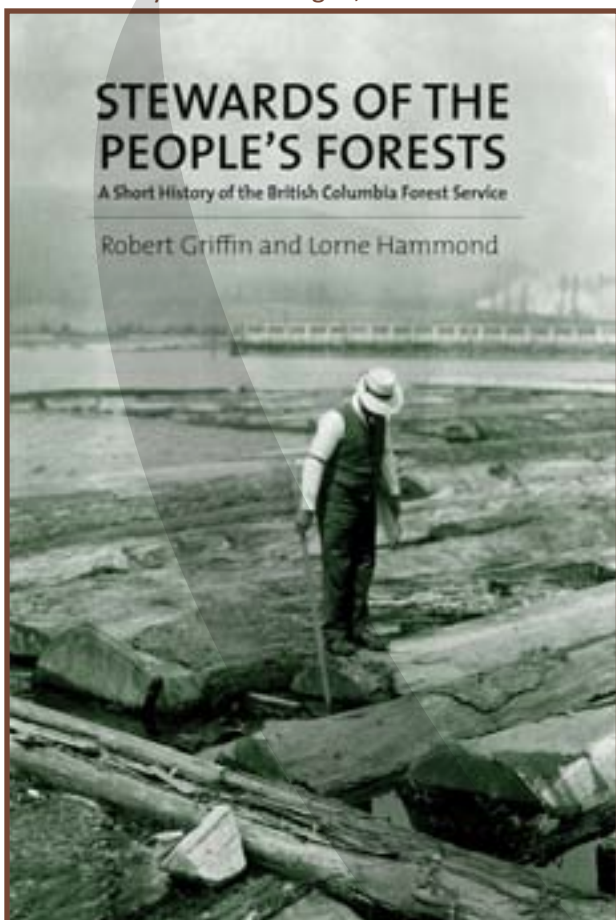
We hope to hear from you soon and see you in February 2015!

Have a photo for the next "Photo Contest?"
Review the contest guidelines and send your photo's
to the *FS News* Advisory Group!

Available Now!

Stewards of the People's Forests: A Short History of the British Columbia Forest Service

Submitted by: John Flanagan, retiree



Begun in an industrial forestry crisis, the creation of the British Columbia Forest Branch in 1912 marked the start of over a century of service by the many women and men who served as stewards of British Columbia's forests. It is a remarkable story. This book honours those decades of service and presents a small portion of the many events and personalities that mark the evolution of British Columbia's relationship with their forest history—from the Introduction.

Historians Robert Griffin and Lorne Hammond tell the story of BC's Forest Branch—renamed the Forest Service in 1947—over a century of stewardship of the province's largest industry. The authors relate not just the big stories involving the major personalities, such as H.R. MacMillan, Ernest Manning, C.D. Orchard and Ray Williston, but also the front-line foresters, rangers and firefighters who dedicated their lives and sometimes risked them—to protect BC's forests. This book is about a group of people who made important contribution to the growth of British Columbia as an economic force in North America.

\$22.95 Paperback, 304 pages b/w with colour photographs and extensive illustrations.

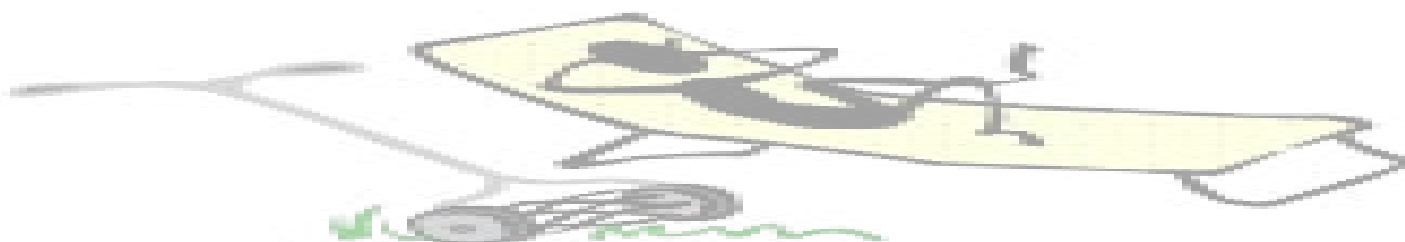
ISBN 978-0-7726-6832-5

Now available for purchase in person at the Royal British Columbia Museum Gift Shop, 675 Belleville Street, Victoria BC V8W 9W2 Canada. Tel: 250-356-7226. Also available online at: <https://royalbcmuseum.bc.ca/shop> For larger orders contact: ccato@royalbcmuseum.bc.ca.

Retirees Receive *The Dirt!*

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You can contact Richard directly at: Richard.Dominy@gov.bc.ca. Don't forget our [Facebook](#) page!



The Dirt Photographers!

Time to get out and snap some photos! *The Dirt* Advisory Group increasingly requires good quality digital photos for the quarterly newsletter. We acknowledge that there are skilled photographers among ministry staff and would like to showcase your photos in each quarterly edition.

Categories

Photos can consist of:

- Workplace images – individuals or groups / teams in office and field settings; health, wellness and social activities;
- Community involvement;
- Wildlife; or
- Scenic.

Submission Details

- Deadline for submissions is changed with each edition and will be noted on the previous edition.
- Images can be submitted to: FLNRNews@gov.bc.ca
- The contest is open to all ministry employees and retirees.
- Interested staff can make submissions to as many editions (season/category) as they want, but there is a limit of five images per category.
- We are looking for recent photos, please limit your entries to shots taken within the past 2 years.

Prizes and Judging

- There will be an overall 'Best' image in each category;
- Judging will be done by the Advisory Group;
- Images will be judged on composition, clarity, exposure, creativity, relevance to the ministry and category fit;
- The winner of the 'Best' image in each category will be sent a prize for their photo;
- Individuals can win only one prize; and
- All winners will be announced with their photo in the edition of the newsletter.

Technical Specifications/Requirements

The following specifications and requirements have been established to ensure that images can be used in a variety of applications.

1. All images must have relevance to the ministry and be submitted in digital format.
2. All images must be in full colour or black and white.
3. Photo dimensions (image size) should be at 300 dots per inch (DPI) and preferably in a jpg format and sent to FLNRNews@gov.bc.ca
4. Images can be digitally enhanced (i.e., colour / exposure adjusted composite photos are okay), but not digitally altered (i.e. NO "Photo-Shop" images must portray subjects and / or material in photo as they were captured).
5. When submitting images, some descriptive information should also be included – category of image and location.
6. All images submitted, whether or not selected as a winning image, may be published in future issues of the newsletter.

For further information, contact:

FLNRNews@gov.bc.ca

DEADLINE IS March 20, 2015

View and Select your Prize!!

(embroidery: *The Dirt* - Newsletter Advisory Group)

Prizes

Don't forget to try your hand at writing a limerick or poem. Send *The Dirt* Advisory Group your ideas!

September Edition Photo Contest Winners!

Wildlife Category - Bearded Chipmunk. Location TFL 8 SSS block while doing a planting prescription.

Photographer - Dean Christianson, RPF, Stewardship Forester, Selkirk Resource District - Castlegar



Photographers, please contact the [Advisory Group](#) to claim your prize or contact [Sonia Donison](#) directly.

Workplace Category - Carving (Mask) found at the back of Anutz Lake (WFP REC Site).

Photographer - Harold Hosken, R.F.T. Natural Resource Officer



Have a photo for the next “Photo Contest?”
Review the contest guidelines and send your photo’s
to the *FS News* Advisory Group!

Scenic Category - near Britannia Creek (above Britannia Beach)

Photographer - Kevin McEneaney, Branch Researcher, LNG, Crown Land Opportunities and Restoration Branch



Photographers, please contact the [Advisory Group](#) to claim your prize or contact [Sonia Donison](#) directly.



The Dirt - Newsletter Advisory Group

Daniel Becker, Steve Dodge, Richard Dominy, Sonia Donison
Josh Pressey, Alexandra Ryland, Jordan Turner

The Dirt is a quarterly newsletter for all employees and former employees.

Sonia Donison is providing management and coordination support for the newsletter. Questions or comments about the newsletter should be directed to Sonia at 250-356-9638 or via [email](#).

Call for Stories/Ideas

The success of the newsletter depends upon the active engagement of staff throughout the organization. One way for people to support the newsletter is to share your ideas, news, stories, successes, experiences with revitalization and learning, celebrations and photos for use in future editions of the newsletter. People are asked to check with Sonia at 250-356-9638 or via [email](#) about their idea or ideas before writing a story. Stories are to be submitted no later than 2 weeks prior to each quarterly edition—deadline for articles is March 20, 2015



SUBMISSION GUIDELINES