Forest Service *News*

A proud tradition of service since 1912

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Dynamic Dozen Delivers

Continuous Improvement (CI) is a business review improvement process that contributes to the corporate culture: 'A more sustainable, cost-conscious continuous improvement approach to delivering the mandate of the Ministry –'. Approximately one third of the ministry workforce has been involved on CI teams, striving to improve business delivery and processes.

One such team in the Northern Interior Forest Region, led by Jim Ladds, a Regional Compliance & Enforcement (C&E) Forester, achieved amazing success recently. Team members representing C&E, Tenures, Engineering and Revenue accomplished their goals in only two 3-day sessions. An interior based appraisal inspection procedure complete with a risk ranking system and training program was needed in two short months for use during the field season. The training package they developed is so effective, it has also been implemented by the Southern Interior Region. C&E branch is currently reviewing the training package to be considered as a Provincial template for appraisal inspection training.

The appraisal inspections, formerly called pricing inspections, are conducted by each district's C&E program in order to meet its mandate for targeted revenue-based inspections. With the implementation of the Interior Market Pricing system and a focus on revenue-based inspections, recent quality assurance visits to districts indicated the C&E staff needed the tools in order to meet their inspection priorities. Many of the interior districts had been struggling with understanding the legislation and the appraisal systems. They needed to know where to get started with this relatively new area of business.

Forest Service *News* - A Voice for Staff

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The individuals in this team have demonstrated some outstanding team work, dedication and results. James Shook (C&E Officer, Vanderhoof Forest District,) was instrumental in developing the tracking database (ARIS) and given his strong background in appraisals was a major contributor to the project as a whole.

The goals for the project were to increase the level of appraisal inspections and risk ranking in each district, but also to increase the level of teamwork and collaboration between sections within each district. So far the northern interior districts report that they are enjoying the success of teamwork and collaboration.

The success of this CI project speaks to other cost savings as well, realized through the Learning Organization program. Jim Ladds, being a Learning Org Practitioner, decided to do the facilitation himself, saving the ministry the quoted cost of outside consultants— well over $50,000.

Congratulations to the entire team!

Wes Bender	Burns Lake
James Shook	Vanderhoof
Cindy Holland	Fort St James
Andrew Wheatley	Fort St James
Ian Brown	Prince George
Jim Ladds	Prince George
Brian Oke	Prince George
Ray Tardiff	Prince George
Rob Arisman	Dawson Creek
Harry Biallas	Mackenzie
Bernie Mattie	Smithers
Art Moi	Terrace

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Relay for Life
Headwaters Fundraiser
Bouquet

"Around the Forest Service"

Results Williams Lake Golf
SIR - Egg Frying!
Kootenay Lake Forestry Day
Quesnel Parade
Williams Lake Parade
Stanfield Cup Invite
HQ Funspiel Invite

Submission Guidelines

Fire and Ecosystem Restoration

Submitted By:
Greg Anderson, Manager,
Ecosystem Restoration, Range Branch

As stewards of the province's forests and range lands, we have witnessed first-hand the slow, steady changes in our grasslands and open forests. Trees are now growing in areas where there were virtually none 50 to 60 years ago. Why? - Because of the lack of fire.

Decades of wildfire suppression and changes in management practices have contributed to trees encroaching onto historic grasslands, as well as in previously open forests. An estimated 2.7 million hectares are being affected by this ecological change, causing a loss and degradation of forage for wildlife and livestock; increased risk of catastrophic wildfire; poorer timber quality and quantity; loss of critical wildlife habitat; decreased forest health; loss of traditional First Nations flora; and a loss of economic, recreational, and visual values.

Our legacy cannot be one of inaction. Premier Campbell, Minister Coleman and the ministry executive have committed to a provincial Ecosystem Restoration (ER) Program aimed initially at mitigating the effects of grassland encroachment. Announced in October 2006 the new $2 million provincial initiative will help recover historic grasslands and space forests that once were open. The ER program will initially be piloted in the fire-maintained ecosystems of the East Kootenays, Cariboo-Chilcotin and Cascades; however, ongoing support will also be provided to several other interior forest districts that have chosen to embark on ER programs.

The provincial program builds on an "informal" ER program that has been underway in the Rocky Mountain Forest District for the past 11 years. The program has already treated 30 000 hectares of forest and grassland through combinations of harvesting, spacing/ slashing and prescribed fire treatments. The operational knowledge and planning expertise gained will help other areas tackle the problem. Ongoing monitoring and long-term research will continue to refine treatment approaches.

A Provincial ER Strategy will be written over the next year followed by regionally focussed strategies. In addition, possible changes to the current timber pricing and tenure system will be investigated to further facilitate ecosystem restoration.

This is an exciting initiative for the ministry! In launching the ER program, the ministry will deepen its expertise in fire-maintained ecosystem restoration and can begin to look at other at-risk ecosystems where mitigative restoration actions may be needed (i.e. aspen parkland, Garry oak, etc.).

Forest Service *News*
A quarterly newsletter for all Forest Service employees and former FS employees.

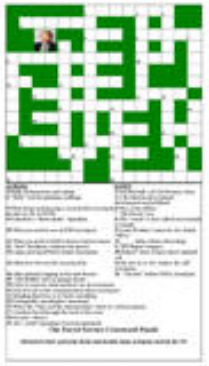
Contact: Sonia Donison is providing administrative and coordination support for the newsletter. Questions or comments about Forest Service *News* should be directed to Sonia at 250-953-3859 or email

Call for Stories/Ideas
The success of Forest Service *News* 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 250-953-3859 or email about their idea or ideas before writing a story. Stories are to be submitted 2 weeks prior to each quarterly edition—deadline for December articles is December 14.

The benefits of undertaking the ER initiative are multi-fold and can include:

- reduced forest fuels to help decrease the risk of catastrophic wildfire in the dry interior valley corridors;
- increased forage for livestock and wildlife, which contributes to the long-term economic health of the province's ranching, guide-outfitter and hunting industries;
- restored grasslands that cover only about 1 percent of B.C, but provide habitat to ~30 percent of the province's at-risk species;
- recognition of and improved opportunities for accessing traditional First Nations flora, and;
- improved forest health and long-term timber values by spacing over dense, stagnated stands.

For further Ecosystem Restoration Program information contact Greg Anderson, Provincial ER Manager at (250) 342-4227.



FS Crossword—how much do you know about the Forest Service?

Let us know how you did.

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BCTS Safety Program

Submitted by:
Danielle Kitt, Manager, Finance & Administration
BC Timber Sales

I first became aware of BCTS's Safety Program when I was studying for my interview. I was shocked by the number of injuries and fatalities occurring in BC's forest industry and impressed that BCTS was taking steps to turn things around.

When placed in the A/Manager, Finance & Admin (MFA) position; Occupational Health & Safety (OHS) and being the Safety Contact for BCTS HQ became my primary responsibilities. As the HQ Safety Contact, I am not required to work in or have safety expertise about the field, but I keep it in mind as part of the bigger picture of what we are trying to accomplish.

My father was a logging truck driver who once witnessed the fatal accident of a co-worker. I will never forget watching him cry as he told my mother about the accident. Today that incident provides a context for my efforts at BCTS—the Safety Program is about safeguarding real people.

I was initially a bit confused about how the OHS and Safety Program fit together. I now understand that OHS is an important component, but the Safety Program is far more comprehensive—it's going the extra mile.

As a process oriented individual, I found the Safety Manual to be nothing short of amazing in its attention to detail and carefully thought out policies, procedures and checklists. The program thoroughly describes the rights and responsibilities of individual employees, supervisors and managers. Each chapter is dedicated to a specific subject such as office environments, field activities, employee training and education, vehicle and equipment operation and maintenance, communication requirements, inspections and assessments, incident reporting, contracting issues and a whole lot more. Most of it is pretty common sense if you are familiar with the risks of your job. The program's goal is to make sure we do know the risks and how to eliminate or mitigate them.

I am really impressed by the Leadership Team's commitment to the program. As BCTS works toward achieving certification, they are *actively* involved and real champions. We have a dedicated Safety Initiatives Manager who is extremely knowledgeable and helps the rest of us stay on track. Being certified as a SAFE Company is a big deal in BCTS —a *really* big deal, but that just makes sense. Who wouldn't want to place worker safety at the TOP of the priority list, and not just their own workers, ALL workers, including contractors and visitors?

I've spent the past 6 weeks learning about the program while juggling other duties, so the implementation process has been fairly intense. There is a lot to learn, teach and do, but the long-term benefits are worth it because the Safety Program is not just about having a certificate to hang on the wall, it's about making a difference.

BCTS is working to achieve a cultural transformation that results in having every worker consciously adopt the BC Forest Safety Council's motto '*Unsafe is unacceptable*.' The reason this program is so important is because that statement is true.

Unsafe *is* unacceptable!

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Charting the Course: A Strategic Conversation

Imagine it is 2012 and it is the 100th year anniversary of the Forest Service - what has changed in the last 5 years? The answer to this and other similar questions are being considered in a new initiative called 'Charting the Course – A Strategic Conversation'.

Like the last 10 years, in the next decade our economy, our society, and the Forest Service will change. Factors such as mountain pine beetle, the sustainability of our forests, climate change, trade barriers and global competition are all shaping our future. As a result, executive operates under the belief that to remain relevant within our ever changing world we must adapt.

In light of this need for change the Forest Service has embarked on an initiative called 'Charting the Course – A Strategic Conversation'. The initiative is sponsored by Doug Konkin, Deputy Minister and the Executive Committee leads are Jim Snetsinger, Chief Forester and Joan Elangovan, ADM, Corporate Services Division. The project manager is Sue Stephen, Director, Strategic Policy and Planning. The initiative is also supported by and receives direction from an Advisory Committee, project team and subject matter experts.

The purpose of the Strategic Conversation is to engage staff in a conversation about how internal and external forces may impact the Forest Service over the next 3 to 10 years and to develop actions that can be implemented to better position the organization. In order to have a meaningful and effective conversation we must first collectively build a strong information base to inform the conversation—the building of this information base has already begun through the preparation of a series of papers developed by experts from inside and outside the Forest Service to stimulate thinking.

Two workshops will be held in October with selected staff from across the Forest Service to further test and build the information about future trends and scenarios, and in November our senior leaders will contribute to the information base during the Provincial Leadership Team (PLT) meeting by developing strategies to better position the Forest Service to respond to future opportunities and risks. With a strong information base built, local conversations will get underway

in every response centre of the ministry early in the new year. The outputs of these processes will be a set of strategies and actions that will inform the ministry's planning processes in 2008/09.

Because it is critical to our future success that as many staff as possible share their perspectives, other opportunities to participate outside of the workshop and PLT meeting are available.

An internal Strategic Conversation website will be launched in October, which will provide access to these features, as well as provide further information about the process as it evolves. All staff will also have an opportunity to input through online discussion forums and the Deputy's WebBlog.

Please add it to your bookmarks when it becomes available and feel free to visit it periodically to read interesting articles in areas of interest to you and give your perspective on the issues and questions raised.

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Forest Resource Diploma Program Comes to an End at BCIT

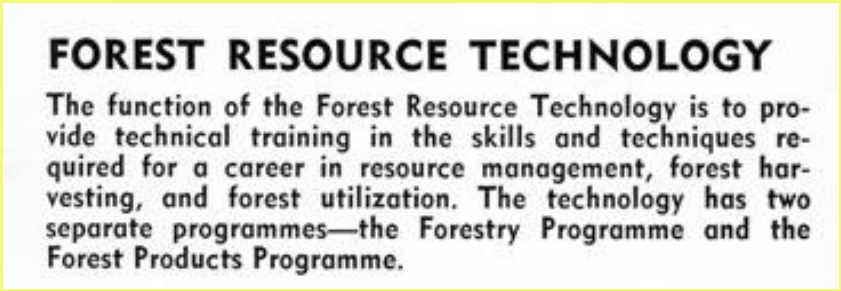
Our Own Steve Waghorn at BCIT

Dan Graham -now Director, C&E

"BCIT FORESTRY HOUSE BAND"

Last year BCIT announced that the Forest Resource Diploma program would be discontinued citing various reasons including declining enrolment. The institute still offers a one year certificate program for Forest Technicians as well as expanded diploma programs in the area of GIS and GEOMATICS.

For the Forest Service (FS) this marked the end of an era that went back to the 1960's. Many current and former FS staff received their "formal" forestry education through this program, which offered options including Fish and Wildlife as well as the more familiar forest management. Check out this description as outlined in the 1973 year book.



FOREST RESOURCE TECHNOLOGY

The function of the Forest Resource Technology is to provide technical training in the skills and techniques required for a career in resource management, forest harvesting, and forest utilization. The technology has two separate programmes—the Forestry Programme and the Forest Products Programme.

"Back in the day" it rivalled the former Ranger School and what was fondly known as "III-B". These were courses taken in service to equate staff that may have joined the FS without any formal specialized education or credentials, but did require new skills and knowledge to advance. BCIT finally "won out" and graduation with a diploma "T" became the

new benchmark for employment. The Ranger School and III-B disappeared to be replaced temporarily with other forestry courses that supported the RPF pupil program.

Many changes took place during the time BCIT ran this program.

Some FS staff who went there will remember “hand cranked” adding machines to do stand and stock tables, the “slide rule” (what’s that?) and “punch cards” used for computers. Others who went to BCIT before 1972 will also remember that there was a strict dress code. Males were required to wear ties (and jackets) and females skirts or pantsuits. No jeans or T-shirts allowed. Oddly there wasn’t a hair code and many of the guys had longer hair than the girls and often looked quite a sight in a suit and tie.

The curriculum changed, keeping up with time offering more computer applications as well as the latest techniques in fire protection, mensuration, engineering, silviculture and forest management in general. Some former staff even became instructors at the institute offering FS insights and continuing to produce “employment ready” grads.

(Student Activity Centre (SAC) token – 3 for $1 in 72/73. Any one up for a beer and meeting some nurses at the old “SAC Pub”?

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BERG'S EYE VIEW
by Shane Berg
HOW YOU DOO-IN?!
Forest Health Fact: Data indicates Mountain Pine Beetles are starting to prefer other species.

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Bioenergy Update

The Ministry of Forests and Range is actively supporting the use of Crown timber and industrial wood waste as fuel to help BC attain electrical energy self-sufficiency by 2016 and to ensure BC maintains its target of at least 90 percent green fuelled electricity.

Current production of unutilized hog fuel is estimated to be 750 000 – 1 000 000 tonnes/year but that is expected to decline by 40-50 percent over the next 5 – 10 years as new mill technologies are developed, harvest levels decline reflect the end of the MPB salvage in the interior and a greater focus on second growth stands and implementation of Ecosystem Based Management on the coast.

Roadside and landing accumulations equate to between 20 and 30 percent of pine stand volume and are currently largely unutilized. These accumulations will continue to be created unless new markets for the material appear or harvesters move out of the dead pine dominated stands. Harvest flow modelling based upon current practices suggests harvesters will move out of such stands in a significant way as early as 2011 and be completely out of them by 2017. So at best we should assume this potential biomass source has about a 10 year life expectancy as of today.

Standing timber: MFR is in the process of identifying areas that may be well suited to an energy log rather than sawlog harvest focus. This work is expected to be completed in October and will, if successful, allow the ministry to identify potential non-sawlog harvesting opportunities.

Changes to Policy and Legislation are being developed to support the bioenergy sector.

To take advantage of the MPB opportunity, we have to move quickly, but smartly. Wood is part of the solution, but not the whole solution. We must be thinking about biofuels beyond the MPB, 10 years from now. We need to rethink industrial and residential heating and waste disposal, what goes into our landfills and how we manage fire hazard in urban-interface forests and parks. It's all potential fuel. It's a local decision with international consequences.

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RESULTS – a powerful giant among the trees

Submitted by:
Christine McClarnon, RPF, MScF, MADL
Forest Practices Branch

Many BC forest professionals are familiar with the *Reporting Silviculture Updates and Land Status Tracking System* (RESULTS; http://www.for.gov.bc.ca/his/results/).

Licensees submit periodic updates on forest cover and status of reforestation operations to RESULTS until their reforestation obligations are completed. The data is used for timber supply analysis, forest stewardship monitoring, silviculture planning, and reporting performance for the service plan report. Presently RESULTS has over 3000 users and encompasses information for over 200 000 openings covering 8.5 million hectares of our forests land base.

Ralph Winter and John Gallimore (MFR) jointly co-pilot what is one of the world's most powerful forestry data management systems. Their team are proud winners of the *2006 Government Technology Exhibition Conference (GTEC) Award*. Their mission is to make it better. How do they drive their team forward, through the challenges that a project of this magnitude presents?

The multi-disciplinary team is comprised of roughly 100 individuals, including project leaders, computer programmers, data and systems analysts, policy analysts, trainers, procedures writers, webmasters, and a spectrum of business specialists and RESULTS users who serve consultation roles, including district and regional staff, geo-spatial specialists, lawyers, discipline specialists (forest health, reserves, regeneration, timber supply, etc.).

Caroline MacLeod (MFR RESULTS Coordinator) is happy about feedback she has received for her contributions to RESULTS. "Users seek my expertise to assist them with system and reporting issues. I work with FPB, IMG and RTEB to address systems shortfalls and improve our business."

RESULTS was introduced at a time when BC forest professionals were also learning new legislation. The team monitors learning curve "bumps" through calls received by the Help Desk. The Help Desk handles roughly 500 calls per month. On average, they have resolved almost 80 percent of these calls. Unresolved issues are cued for procedures or systems enhancements.

Challenges for Tina Pearson (Consultant), include adapting business procedures to the current use of the system. For Darren Bonar (Consultant), they are working with people who have varying knowledge of silviculture business and computers, and varying objectives. "Designing and implementing a single system that allows all of these groups and objectives to function is an incredible achievement."

Nigel Fletcher (MFR) says that "...the Forests for Tomorrow (FFT) program has helped smooth some bumps. Moving a ministry program to third party implementation has meant that clear processes needed to be developed for data uploading. There are still bumps but I think with FFT having outsiders travel the road, these bumps will be found and fixed."

What future challenges does the team foresee? For Mei-Ching Tsoi (Consultant), they are in terms of user support, system scope, data quality, training and spatial mapping. Craig Wickland (MFR) remarks that "the greatest challenge is too collaboratively (industry and government) determine what information needs to be reported for what business purpose and make those changes without significant cost to industry." As to where RESULTS will develop in the future, Craig envisions that "RESULTS will be better linked to Timber Supply Review (TSR) through Vegetation Resource Information Management Systems (VRIM) and other systems such as the Forest Stewardship Plan (FSP) Tracking System. Growth and yield models will be applied to RESULTS forest cover polygons for more accurate projections. RESULTS will have a better linkage between stocking standards and actual forest cover achieved."

About the extended, interdisciplinary team model, Darren comments, "People from various MFR branches, other ministries, and other organizations have expertise in project management, silviculture business, computer system design, training, support, etc., and pulling that expertise into one focused team has produced an incredible product. This model has meant that the ownership and commitment to this project extends far beyond the halls of MFR."

Personal rewards, for Mei-Ching, include trying different roles within the same project (e.g., testing, procedures, training and reporting). Christine McClarnon (Consultant) says that "the project offers extreme problem-solving challenges which I use as brain food. And it is thrilling to work with so many diversely brilliant individuals."

RESULTS has surpassed Tina's expectations. "Its current growth, data sharing capabilities, data presentation, etc. are beyond what I imagined and the continued progression is somewhat astounding when you look back 10 years ago to what tools were available." Carolyn Stevens (MFR) sums it up: "With the multi-disciplined and vast experience of the group, we have managed to build a user friendly, world class database and I'm personally pretty proud of it!"

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BC GRASS
AN INTERNATIONAL EXCHANGE

Submitted by
Jodie Kekula, Rocky Mountain Forest District

It is 5 a.m. and my to do lists have woken me. It is August 14 and our 21 Chinese trainees arrive today. I have designed a 10 day curriculum based on East Kootenay livestock, rangeland and forest management. I am eager to finalize details.

At 6 a.m. my children and I are en route to the office. By 7 a.m. Leanne Colombo and Ra Haddow are alongside traveling to Fernie. They, together with Faye Street representing the Kootenay Livestock Association have been instrumental in helping to organize venues, meals, speakers, etc. This work was also supported by the help of Darrell Smith with MAL, and Lavona Liggins with Prairie Farm Rehabilitation Administration.

Like clockwork, lunches for the day and latte's are picked up at 8:15 a.m. We are en route to meet the group and their leader, former Range Officer of the Invermere Forest District, Gail Berg. She worked with the Canadian International Development Agency, Agriculture and Agri-Food Canada, and the Ministry of Forests and RANGE to create this training opportunity. We get to go home at night—Gail does not. She will be staying with the group, keeping them on task, ensuring phone cards are used and pay per view is not.

At 9 a.m. we load into a 42 passenger bus 10 days worth of time flies, with no break for things like weekends or evenings.

We share much:

- Beetles, coal mines, invasive plants, fish, livestock, ungulates and bureaucrat management—and off road vehicle mismanagement too (no shame in sharing the challenges that motivate us);

- Farmer's markets, vegetable farms, city fields, fires and lack of fires (many accolades for our flagship ecosystem restoration program);

- Big open spaces and overly developed spaces—smart growth and food security (much to learn from the Chinese);

- Grasses, shrubs and forbs (and a few tree species too);

- Presentations from the Chinese delegates (much emphasis on statistics and detail);

- C&E (shock at the number of females holding responsible positions);

- Food. We chose locally owned establishments that focus on high quality food (next time skip the sandwiches —not even the Chinese like sandwiches); and

- Camaraderie! (Even Tony Wideski can dance to Kazak or Uyghur music).

Fifty-one speakers and volunteers, 30 meals, 10 sleeps, 500 bottles of water and juice, several thousand photocopies, many hand signals and language translations, hundreds of props (including Greg Anderson's drip torch that he would never light during the campfire ban) and we have learned the capacity of extension—that corporately, the MFR is stronger because we have gained more than we gave!

The group has safely returned to China with no international incidents to report—just an incredible volume of learning's, some Canadian Swag, and hundreds—no thousands of photos to click their way through.

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National Forest Week

During September 23 through September 29, the 86th National Forest Week was celebrated across the country, across the province and across the Forest Service. Many offices hosted classroom tours, career displays and even public talks by current and former chief foresters and ministry staff.

This year's theme, Canada's Forests - Tradition and Transition, definitely captures the times. B.C.'s economy is rooted in forestry and while the provincial economy is more diversified than it was 100 years ago, forestry, a B.C. tradition, remains a key economic driver. But in the face of declining forestry school enrolments, new challenges such as managing for climate change, there's no doubt that forestry is in a state of transition.

Although, not officially part of National Forest Week, Oct 1st, is also a significant date in the history of forest policy. If you don't know why, read about it in the next edition of Forest Service *News*.

How did your office celebrate National Forest Week? Submit your write-ups to peg.ainsley@gov.bc.ca by December 14, 2007.

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Run, Walk, or Crawl to Work Summer Solstice Event

From Prince George, Richard Dominy

The 9th Annual Run, Walk, or Crawl to Work fun event has just been concluded.

Thank you to all district, regional and branch offices who participated in the Annual Provincial Run, Walk, or Crawl Challenge held June 21, 2007.

The results are:

Location	Participation	Kilometres	Kilometres / FTE
Northern Region	29	1410	2.5
Southern Region	42	5436	6.1
Coastal Region	41	1088	3.0
Chilcotin	94	205	6.6
Cariboo Fire Centre	32	1514	7.0
Ft. St. James	70	556	11.1
Nanaimo	60	457	4.6

Farthest Distance: Cariboo Fire Centre - 1514 kilometres—way to go Protection!

Best Participation: Chilcotin Forest District - 94%!

Highest Kilometres/FTE: Fort St. James – 11.1!

The intent of this event is to get out and “Participate!” Be creative and above all have FUN!!

This event was started by the Invermere Forest District 9 years ago and has grown to a provincial event. The Invermere Forest District no longer exists, but many of us (the staff) are scattered throughout the Forest Service family across the province. We all have a strong belief in this event and will work to keep it alive and strong.

All offices have a similar chance of winning at “most participation” levels.

The following link tracks the results of the event for 2007. http://gww.for.gov.bc.ca/dpg/Health/provchallenge.htm.

It also showcases photos, stories and successes of the event. There are some phenomenal stories and photos from past years, for example, crawling through the salal, competing in the dugout canoe, kayaking and the early morning lake jump.

This next year it would be extremely fun to have full representation from all members of the Forest Service community. As you can see from the results on the web link there has been good participation around the province; however, we need to encourage participation at headquarters!

One new feature is that we have started a distribution list for this event, type in "runwalk" in Outlook to examine if your office or location has a contact. Please forward any updates or additions for this list to Richard.Dominy@gov.bc.ca.

Congratulations to everyone on their participation, and thanks for your superb efforts!

Let's look forward to more participation in 2008—remember June 21st is the day—it is summer solstice!

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Recognition Award

Congratulations to Scott Mitchell, RPF, who is the recipient of the 2006 Professional Merit Award given by the Port McNeill & District Chamber of Commerce and presented during an awards ceremony held March 31, 2007.

This award is presented annually to an individual, group or organization that has made a significant contribution to the development, ethical stature or recognition of their profession. Scott is a Tenures Officer with the Ministry of Forests and Range in Port McNeill and has been an ABCFP registered member since 1995. He is an active member of the North Island Network of Forest Professionals (NFP) (winner of the 2006 Battle of the NFPs) and has been a sponsoring forester to enrolled members.

In addition to his extracurricular involvement with the ABCFP, Scott also promotes the profession through various ministry and community programs. He is a member of the Port McNeill office's Occupational Safety and Health Committee, a FS Newsletter Advisory Group member, a member of the Deputy Minister's Employee Advisory Council

and has served as Fire Information Officer during the past two summers. Each summer, Scott and his office peers ensure that the Forest Service is well represented in Port McNeill's OrcaFest Parade and every September they create a blue-ribbon winning booth in the regional Fall Fair. According to Scott, the real reason he helps organize these events.....is so he can dress up as Smokey the Bear.

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Tree Seed Centre Celebration

Submitted by:
Heather Rooke, Manager
Tree Improvement Branch

The Tree Seed Centre (TSC) is part of the ministry's Forest Stewardship Division, Tree Improvement Branch and is located in south Surrey, BC. The TSC has been at this location since 1986, prior to that operations were carried out in Duncan.

The TSC carries a wide range of quality assured stewardship services including seed testing, registration and storage and distribution for Crown land reforestation and other purposes. In addition, the TSC plays a key role in cone and seed evaluations, cone and seed processing, information management, cone-seed research, extension, training and communication. The variety of services provided by the TSC, often referred to as the *Seed Handling System*, form a chain of custody and integral link in a complex gene resource management system.

Services are provided to a large and diverse group of clients including forest licensees, Ministry of Forests and Range, seed orchards, forest nurseries, tree seed dealers, First Nations, researchers, educators and the public. The TSC team, aka the "Coneheads" includes 14 full-time and 6-8 seasonal staff, supplemented by a variety of professional, technical and trades contractors.

As a result of MPB and increasing orchard production, cone-seed service levels are currently 3 times that of the past 10 year average. In order to meet these increasing production levels, cone and seed processing operations run continuously throughout the year, at times on a more than one shift basis. Staff at the TSC is also seeing an increase in requests for expedited processing and service complexity, particularly for those production, family and research lots originating from seed orchards. This past year, 5 metric tonnes or 586 million trees were added and 3 metric tonnes or 266 million trees were withdrawn from long-term seed storage!

Next year, the TSC will celebrate its 50th year with the BC Forest Service! Planning is in very early stages and details will be provided as they become available. In the meantime, we'd like to extend an open invitation to our FS colleagues and clients—we hope that you will join us in 2008!

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Glen Evely Award

The Glen Evely award is given annually to a C&E staff member for excellence, commitment and performance in their job. The award is named after Glen Evely who was a valuable C&E employee in the Okanagan Shuswap Forest District who tragically lost his life while in the line of duty as an auxiliary RCMP constable. This is the fourth year that the award has been presented. This year's recipient is Ted Nash of the Coast Forest Region.

Ted has acted as the Regional Compliance Leader (RCL) within the Coast Forest Region for the last 7 years. During this time, Ted was involved in a number of significant initiatives that have helped to shape and influence the organizational development and operational delivery of the Compliance and Enforcement program—past, present and future. His influence has been felt by many.

Some of his many accomplishments include:

C&E Organization Review Task Team: This team undertook a program review that provided, through report, a series of recommendations to MFR senior executive for decision. They proposed to establish a C&E organizational model that reflected a desire to maintain the C&E program within the Forest Service—acknowledging the heritage and long-term association of staff, while addressing perceptions and concerns forwarded by other resource-based agencies and organizations. Ted was a huge advocate of the role of C&E within the Forest Service and worked tirelessly to ensure the connectedness of C&E to the balance of the Forest Service.

Roles and Responsibilities / Policy development: A cornerstone of the Independent and Integrated ("I and I") model

was establishing clear definition of Roles and Responsibilities as well as guiding policy for C&E staff. This helped to define the scope of C&E, the manner in which it operated, and served to clarify the day to day interactions with other Forest Service staff. Ted was directly involved with establishing these working groups, working within many and providing the encouragement and accountability for the various teams to complete their work.

Coast Region Compliance and Enforcement Leadership Team (CRCELT): - Ted has led the Coast Region C&E leadership team (DCL's and Regional C&E staff) and brought challenge to the group. The challenge to establish direction and to be innovative in approach and thinking. The team was empowered to be proactive, seeking out opportunities to be innovative and causative rather than reactive and receiving.

Revenue and Pricing: - It was under Ted's direction that the Coast team innovated an approach to implementing change in business practice resulting from the introduction of new *Forest Act* legislation – Section 105.1.

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Relay for Life

Submitted by Ailsa Siemens (photos by Jim Hegan and Ailsa)

On June 22, at Brennan Park in Squamish, staff from the Squamish Forest District participated in the Canadian Cancer Society's Relay for Life, a fundraiser for cancer research.

Forty teams in Squamish successfully raised over $113,000, and the "Fighting Foresters" were proud to receive the 2007 Corporate Fundraiser Award for their contribution.

The team's "Tree of Hope, Tree of Remembrance" received many visits and photos were added throughout the night. A poignant part of the relay was when over 500 glowing luminaries were placed around the track, in honour of those who won their battle, and in memory of those we have lost.

The weather stayed mostly dry, which helped bolster the team through the wee hours of the morning. Watching the sunrise over the Stawamus Chief was magical. Supporters Neil and Denise Edwards stayed up all night with the team, and Dave Hails and family stopped by to cheer them on.

The Fighting Foresters are already planning next year's event!

http://www.kintera.org/faf/home/default.asp?ievent=211347

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Fundraiser

Ministry of Forests and Range, Headwaters Forest District, hosted their 2nd annual family fun evening and fund-raiser on June 12th with assistance from their families and friends, Raft River School, Clearwater Hospice and Clearwater Reining Club. Dozens of small children enjoyed pony rides, cake-walk, face-painting, fish-pond, musical chairs, and bean-bag toss, while their parents generously supported the silent auction and concession. The event raised a total of $1,480, of which $740 has been donated to Kamloops SPCA in memory of Lori Pelton, and $740 to Clearwater Hospice Society in memory of Peg Volkers.

Kamloops SPCA provides shelter for over 2200 animals each year, conducts cruelty investigations, helps animals in emergencies and disasters, provides medical care for injured and strayed animals, handles adoptions of homeless animals to new loving homes, and operates a low-cost spay and neuter program.

Clearwater Hospice Society provides a community program for personal care of terminally ill people and their families. Care is coordinated and planned with patient and health care professionals. It provides a time out for families, transportation to appointments, visits at home or in the hospital, and provides support to those in grief, so that the road ahead may be made easier.

Presenting the cheque on behalf of Headwaters Forest District are Lisa Hudema and Ellen Ferguson. Accepting on behalf of Clearwater Hospice Society are Shirley Barnard, Andrea Lenny, Ashley Sjodin and Drake Smith.

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A Big Bouquet

A special thank you to the Headwaters Forest District staff and those that attended the Headwaters Forest District's 11th Annual Fundraising Golf Tournament, held at the world-class Lacarya Golf and Country Club in beautiful Clearwater on September 8, 2007.

Thirty-seven golfers braved the challenging course and all felt the day to be a great success (even the weather cooperated).

Over the years, this annual fundraising tournament has allowed Headwaters district staff to contribute to a number of community organizations and families in need.

Staff agreed that this year's beneficiary would be Kamloops BCTS employee Larry Michaelsen, to assist with his family's expenses while his daughter Sophie recovered from a serious illness in a Vancouver hospital.

Sophie has finally returned home and is making remarkable, yet measured progress. Larry, Kim and the Michaelsen family wish to thank the entire Forest Service family for their generosity and caring during the past month.

There's truly no better employer than the Forest Service.

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Made you read the entire newsletter—just to get to the crossword answers...

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Feedback

You are visitor # 3

35th Annual Golf Tournament

Another great success this year! An amazing turnout of 82 golfers from all over the province enjoyed a great Cariboo weekend.

Here are just a few of our teams:

(Brad Purdy, Jamie Moe, Tristan Moe (our 10 yr old junior golfer) and Jerad Moe)

(Bob Osmachenko, Darcy Lillico, Alan Glencross & Mike Gatenby – some of our 9-hole golfers)

(Norm DeWynter - one of our retirees, Karri Lane & Tom Arduini)

(Mike Carlson – another retiree, Fred Baxter, Tim Menning & Pat McGuire)

We are very pleased that an estimated 25 percent of our golfers this year be new to the tournament.

The coveted painting, “The Blue Boy”, was enthusiastically received this year by our Provincial Compliance & Enforcement Manager, Kevin Bertram. He said he would graciously find the perfect spot for it in his Victoria office.

(Kevin Bertram – recipient of “The Blue Boy”)

Again our sponsors were very generous and we had a great selection for the winners of the tournament. These are just a few of the winners:

The 35th annual golf tournament was a great success again this year

(Brian McNaughton accepting Mens Overall – Low Gross)

(Rachelle Satrum accepting Ladies Overall – Low Gross)

(Al Wiensczyk accepting Northern Mountain trophy for Men's Overall - Low Net)

Brian Foote accepting the Denny McDonald trophy for Retiree Low Gross)

(Peggy Menning accepting Ladies Low Net

(Travis Flanagan, Guy Newsome (not on team), Rob Bardossy and Terry Satrum. Missing from the team is Darrell Scott. This team is made up of the best golfers from the Coast, the North, Protection and the South.

The 35th annual golf tournament was a great success again this year

(Al Wiensczyk, Rodger Stewart & Guy Newsome)

(Rob Bardossy – strikin' a pose)

(Rodger Stewart, Larry Pedersen, Rob Bardossy - "top of the morning to you")

(Penny Hunt and her chauffer/marshall – getting ready to hand out cards for our "poker rally".)

(Guy Newsome with some of the door prizes)

(Dave Petersen, ADM, BCTS – a man of *"few"* words…

A complete list of tournament standings:

Men's Overall Low Gross - Hamblin-Wood Trophy - Brian McNaughton - 152

Handicap Flight 0-15
1st Low Gross - Rob Bardossy - 153
1st Low Net - Darrell Scott - 136
2nd Low Gross - Breaden Foote - 160
2nd Low Net - Pat McGuire - 139
3rd Low Gross - Kyle Young - 163
3rd Low Net - Terry Satrum - 140

Men's Overall Low Net - Al Wiensczyk - 128

Ladies Overall Low Gross - Rachelle Satrum - 189
Ladies Overall Low Net - Peggy Menning - 145
Retiree Low Gross - Brian Foote - 161
Retiree Low Net - Al Hoyrup - 135

Handicap Flight 16-29
1st Low Gross - Stan Gripich - 175
1st Low Net - Mike Russo - 139

Mens Calloway
1st Low Net - Spencer Atkins - 142
2nd Low Net - Jason Nunn - 146
3rd Low Net - Fred Baxter - 147

Niners Flight - Mens
1st Low Net - Brad Purdy - 71
2nd Low Net - Bob Osmachenko - 75
3rd Low Net - Mike Gatenby - 76

2nd Low Gross - Mike Carlson - 178

2nd Low Net - Bruce Young - 140
3rd Low Gross - Jim Burck - 182
3rd Low Net - Jim Pietela - 145

Ladies Calloway Flight - Arlene Foote - 155
1st Low Net

Niners Flight - Ladies
1st Low Net - Patti Stolar - 88
2nd Low Net - Erin Acton - 90

The “fun game” competition winners were:
Best Putter Contest:
Todd Flanagan with honourable mention going to Ralph Archabald
Longest Put Contest
Brian Kempf, with honourable mention to going to Kyle Young
Longest Drive -day one

Todd Flanagan, with honourable mention going to Jim Burck

Longest Drive - day two

Mark Brise, with honourable mention going to Darryl Scott.

Southern Interior Forest Region – 2nd Annual Egg Frying Contest

Submitted by:
Lynda Jones
Administrative Assistant - SIR

At 41 degrees at the airport and probably 45 degrees, if not more, in our back parking lot—the frying begins!

The winner for the Best Cooked Egg": (I think the wine was just a little cheesy myself, but. !), was the Performance Management - Cook the Books - with their extreme 'fruity' scrambled egg. Great job ladies. The chef's hats were a nice touch.

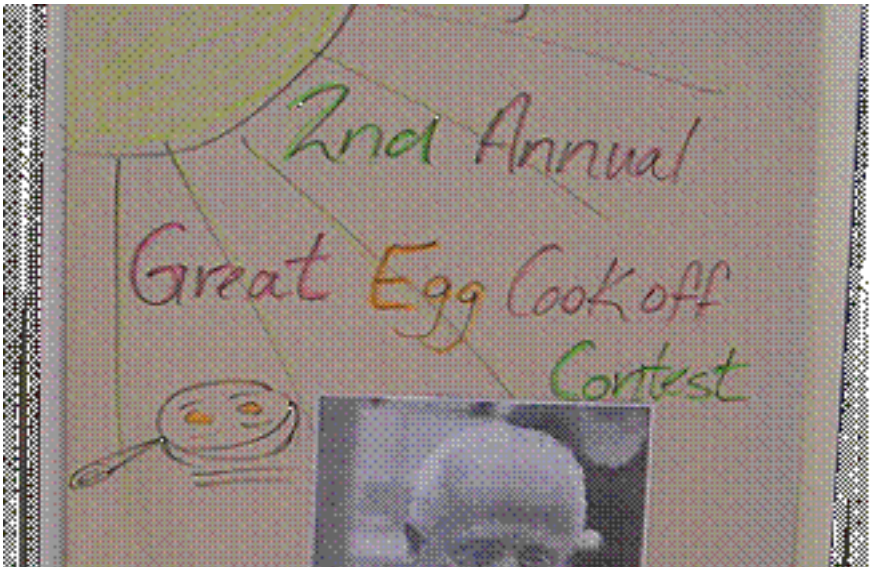
The winner of the "Best Dressed Egg": went to Ken Chantler, who was a 'really good egg" in his costume complete with Webster Dictionary sign defining a "good egg".

We thank Tenures for their mini-fry pan entry, Betty and Gary who fried their egg on a windshield sun reflector, and Kevyn Hryhirchuk, whose egg did cook somewhat on the hood of a running forestry vehicle. Good thing Betty was standing beside him to approve and oversee the cleanup.

Special thanks goes out to Frank (who despite receiving several bribes), made an honest and unbiased decision when choosing the winners. This contest never ceases to amaze us—"how some minds think" or "what were they thinking"!!!

Dianne Clearwater and I felt a little picked upon for being disqualified, just because our egg cooked rock solid hard, on the dashboard of my car, before it hit the fry pan. How were we to know?

Thanks to all the teams for entering and especially for standing around for 20 minutes in the 40 plus degree temperature. Another successful year!



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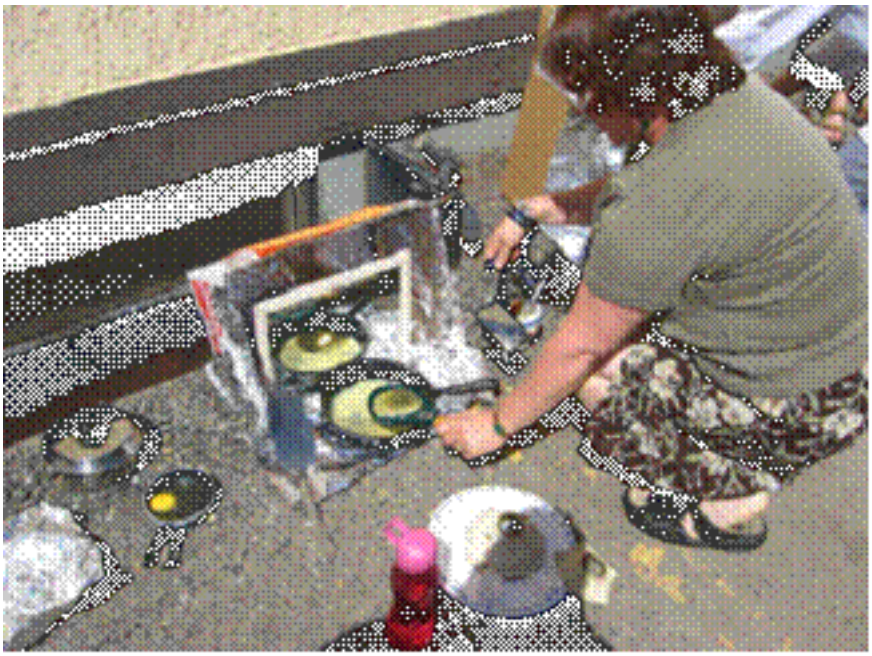


Kootenay Lake Forestry Day Activities

Submitted by:
Neil Bow
Tenures Forester
Kootenay Lake Forest District

On September 19, 2007, staff comprised of Field Services, Southern Interior Region, Protection, BCTS, Ministry of Environment, an Interior Lumber Association (ILA) forest educator and 1 FS retiree hosted 230 Grade 5 students from the Nelson area.

The event took place at Kokanee Creek Provincial Park where the creek was full of Kokanee salmon traveling up the spawning channel. As forest resources are part of the Grade 5 school curriculum in School District #8, it seemed logical that, as a run-up to National Forestry Week, the local Forest Service office would organize a day of learning and fun for the students.

The students were circulated through eight activities organized in four different stations. Station 1 was the Environment station where the local habitat biologist, situated right next to the spawning channel, explained how wildlife values are protected throughout resource development planning and operations. The students were guided through the ILA van helping them to visually relate to the many products and values that are extracted from forests and forest lands; along with learning about mapping, air photo and landsat photo interpretation.

At Station 2 the fun kicked into high gear. This was the Protection station, with the students being warned that they might get wet! The first activity involved small teams filling up a hand tank pump with water using a hardhat “scoop” and then run to a marker knocking down five empty water bottles a few meters away. The second activity involved a review and demonstration of all the trucks, hand tools and power equipment used by an initial attack (IA) crew. The IA crew did an excellent job at getting the kids involved in the action and yes, there were some soggy students at the end of this station!

Station 3 was called Bugs, Bark and Art, where kids could warm up, and dry out a little, while they learned about forest health. At this station, kids used felt pens to colour a small tree cookie, which was subsequently spray lacquered and the cookies were sent home as a personal souvenir. The second activity, students used screwdrivers to work over sections of beetle infested lodgepole pine tree boles looking for live beetles and observed the various galleries under the bark.

Station 4, the students completed a scavenger hunt discovering various forest attributes set up in a circular route through the park. Plants were identified; tree quality features reviewed and the kids had a great time looking for all the items on their list. This station helped the students become more

aware of the function and interrelationships of forest stand attributes and structure.

At the end of the day each student received a spruce seedling and instructed to plant it in a place where they could watch it grow. For this event I felt that, if success was measured in smiles—we blew the doors off!

Gold Pan Winners

When the Quesnel FS Office found out that the 2007 Billy Barker Days Parade was saluting forestry, they were up to the challenge! In a matter of days a fledgling idea turned into a prize winning performance as a combined group that included district, BCTS, Protection and last but not least Smokey the Bear brought home a second place Gold Pan in the Commercial Float category. If the Gold Pan's were awarded based on size then it would have been a lopsided win as 2 trucks, 2 trailers, 2 snowmobiles, 2 ATV's, a pair of horse and riders, the Blackwater Unit Crew's IA truck, 2 dogs, 1 Smokey the Bear, 6 children and a 10 person drill team wowed the crowds with their banners, brawn, beauty and Beary-licios Dance Moves!

Stampede Parade

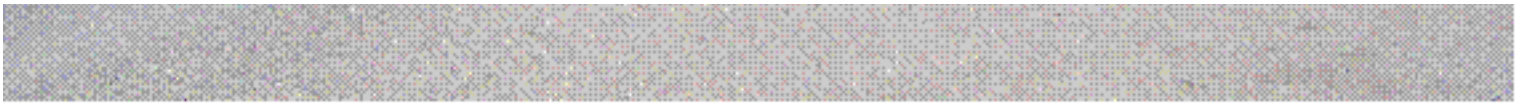
Submitted by
Lennie McDonald
Records Coordinator
Central Cariboo Forest District

A seven and a half hour joint effort from MFR Central Cariboo and BCTS staff resulted in a float that garnered first prize for the annual Williams Lake Stampede parade.

Building on the “Fun” in the Cariboo, theme volunteers painted mountain terrain scenery complete with a fire tower, creek with fish jumping and then filled the float with an ATV, skis, snowshoes, campfire, bales of hay, moose antlers and other assorted items to convey the theme.

The banner on the FS truck, pulling the float, read “Working Towards a Fire Safe Community” in keeping with the main theme.

I'd be remiss if I didn't mention MFR staff children who willingly rode on the float waving and grinning at everyone as the float went by.



COMING SOON!

The Stanfield Cup Forest Service Hockey Tournament

November 2nd, 3rd & 4th, 2007
Vanderhoof, BC

Contact for more information:
Chris Mosher – Vanderhoof Forest District
Chris.J.Mosher@.gov.bc.ca
(250) 567-6402 w
(250) 567-9064 h
(250) 567-6413 f

MFR Headquarters Annual Curling Funspiel

Submitted by:
Jeannie Caspersen and Dave Bodak

MFR Headquarters Annual Curling Funspiel is scheduled to take place on Saturday February 2, 2008. 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 40th year in which the funspiel will been held. Due to circumstances beyond our control, the funspiel cannot be held at the Archie Browning Curling rink. Instead, the funspiel will take place at the Victoria Curling Club (1952 Quadra Street). The good news is that having the event at the Victoria Curling club will facilitate more teams than we could accommodate at the Archie Browning rink. The cost for participating will be $25.00 per person (to be paid later) that includes a dinner and a prize for all.

A total of 32 teams is the limit that can be accommodated. If you are interested entries are required by NOVEMBER 16th. If you have a team, please include the names on your team. If you want to participate, but need a team please advise accordingly.

Watch for further details!

Submission Guidelines

Purpose

The purpose of the newsletter is to strengthen communication across the Forest Service as well as with past employees. The success of the Forest Service *News* depends on staff stories and ideas.

Content Categories

The newsletter Advisory Group needs to ensure that certain areas are covered —not in every edition, but aiming to cover all of them over the course of a year.

Which of these content categories fits your story?

Events (FS calendar and upcoming events, stories after events)
People profiles
Forest Service **History**
Places/location profiles
Organizational **Direction/strategy**
Business, including innovation
Employee/team **Recognition**

Limits

We target 12 stories per edition.

It needs to be kept printer friendly, clean and easy to read.

A story length of **400 words** or less also keeps the newsletter readable in a brief amount of time. Some stories may require a longer format and will be considered on an individual basis. The key is to keep it interesting and provide a personal FS employee connection.

A photo to accompany your story would be great. Because of website delivery of the newsletter, photos in jpg format are best.

Please send three or four of your best pics and the advisory group will make the final selection of one photo per story.

Sometimes we receive stories that need some **editing**. Any changes will be sent back to the originator for approval. A story that needs substantial editing may have to wait for another edition, depending upon time constraints and circumstances.

There may be occasions where a story is deemed unsuitable for the newsletter as submitted—not well written, doesn't fit the purpose of the newsletter or another reason. In such situations, the advisory group will work with the submitter to help re-focus a story.

Deadlines

Story ideas should be sent to the feedback form prior to drafting the article.

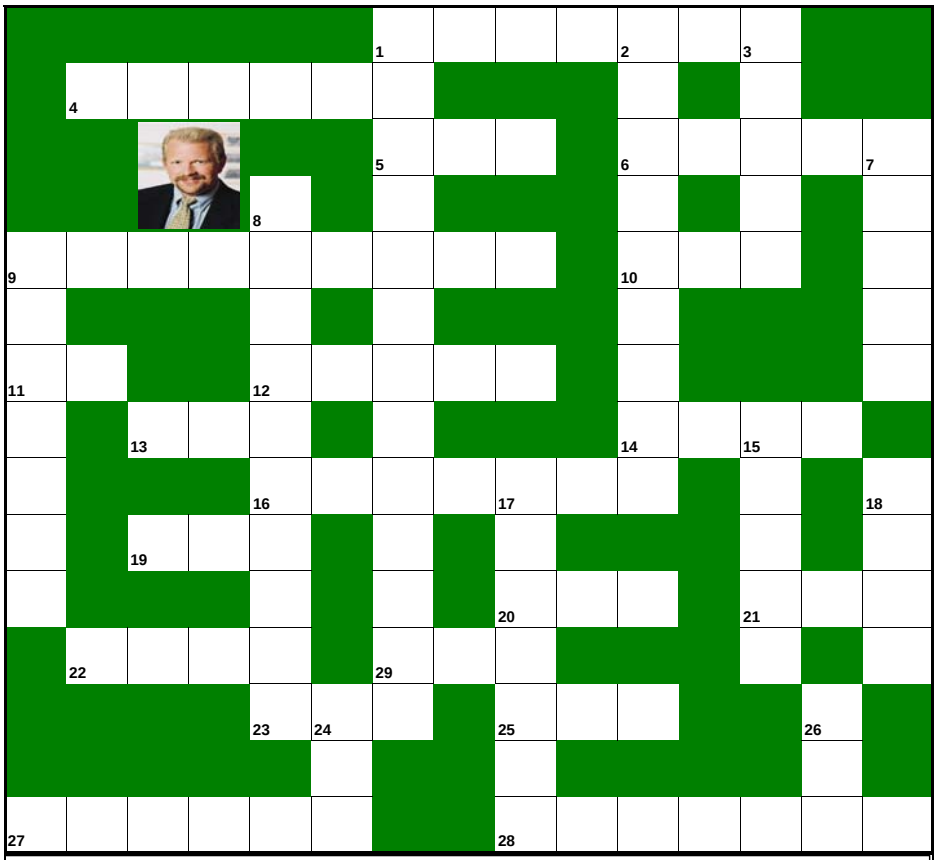
Submissions are required no later than two weeks prior to the production of the next quarterly edition: Production target dates are: **March 31, June 30, Sept 30, Dec. 22**

We'd appreciate your completing the **reader polls** to help us continuously improve this employee-driven newsletter.

Your final story checklist:

- ☐ Is the content relevant and appropriate?
- ☐ Have the facts been checked and verified?
- ☐ Is there a "personal" angle?
- ☐ Is the length within the guideline? (400 words)
- ☐ Grammar and spelling checked?
- ☐ Is there a photo to include?

Thanks for your consideration of the above guidelines—keep those stories and ideas coming!



ACROSS

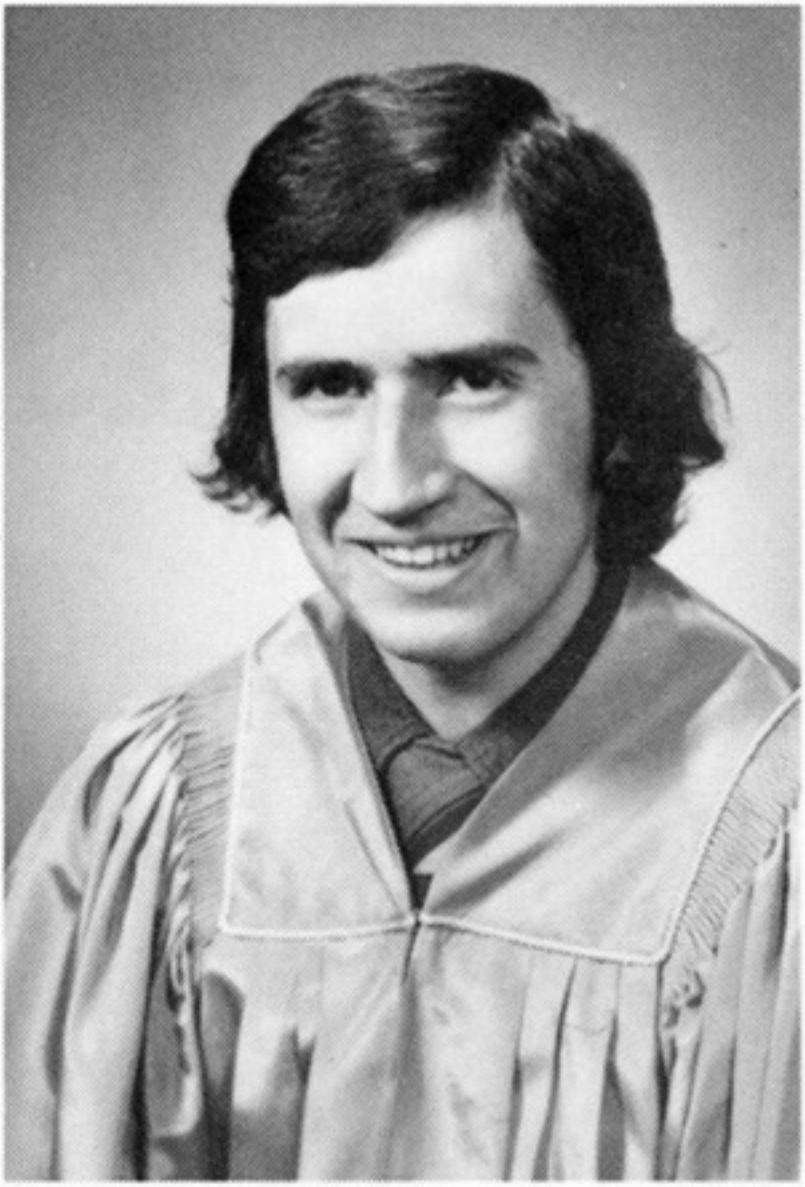
1.Study of forest trees and stands
4. "Holy" tool for planting seedlings
5.What forage and grazing is measured in (acronym)
6.Latin for 28 ACROSS
9.Protection's "down under" Operation
10.What you need to use an FSR (acronym)
11.What you need to build a forest road (acronym)
12. 'Red' deciduous commercial species
13.Large area based forest tenure (acronym)
14.Often how firewood is measured by
16.After primary logging or fire and disease
19. 'Old Soldier' tree or animal doctor
20.Units to measure what and how we do (acronym)
21.End of work week communication taboo (acronym)
22.Standing dead tree or to hook something
23.Ecologically special place (acronym)
25.Where the "deer and the antelope play" when its cold (acronym)
27.Conducts food through the stem to the roots
28.Socrates' demise
29. He's ADM Operations Division (pictured)

DOWN

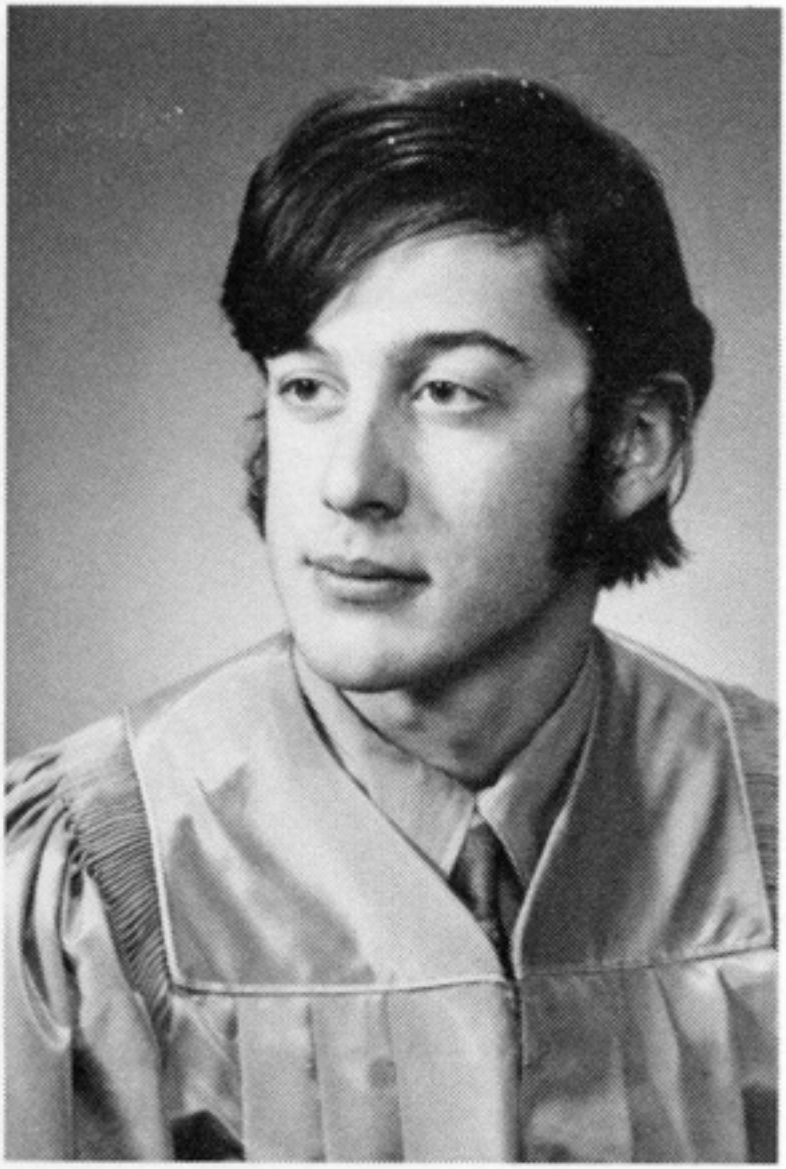
1.Port McNeill's BCTS Business Area
2.A fire that involves human development and wildland
3.Mass slope failure
7. 'Ski Resort' tree
8.This "coach" is also called successional (2 words)
9.Everly Brothers' name for Air Attack Officer
15._____ delay (when reforesting)
17.360 degree compass
18.Homer's beer or layer above mineral soil
24.By law he or she "makes the call" (acronym)
26. "The law" before FRPA (acronym)

The Forest Service Crossword Puzzle

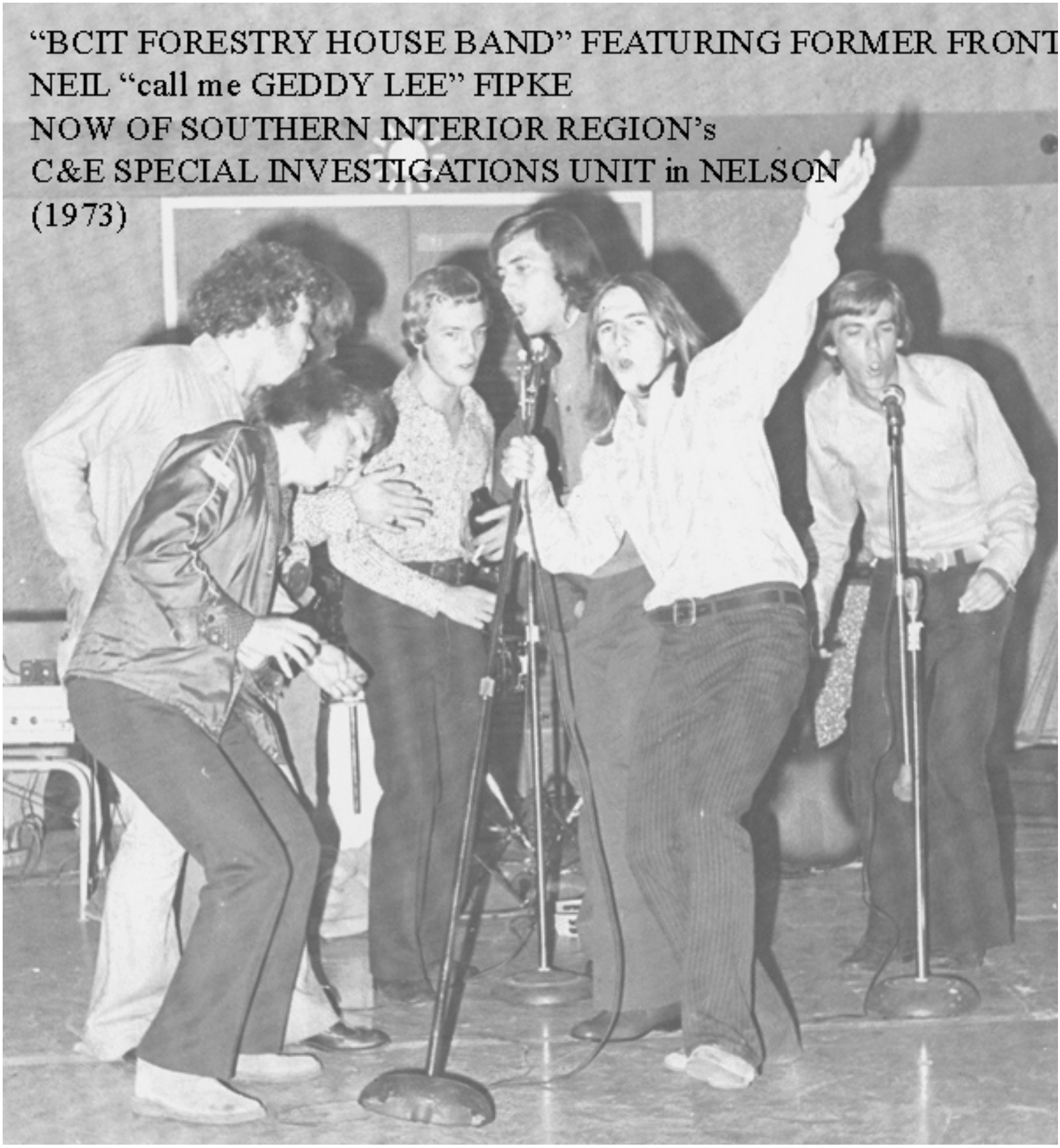
All answers have a forestry theme and include many acronyms used by the FS.

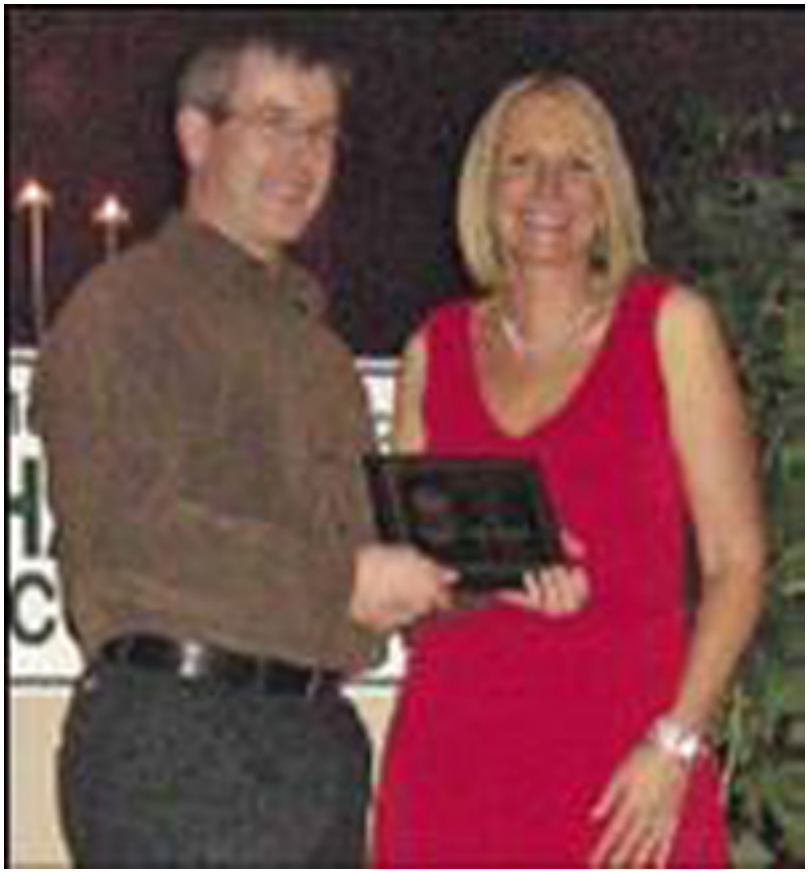


WAGHORN, STEPHEN



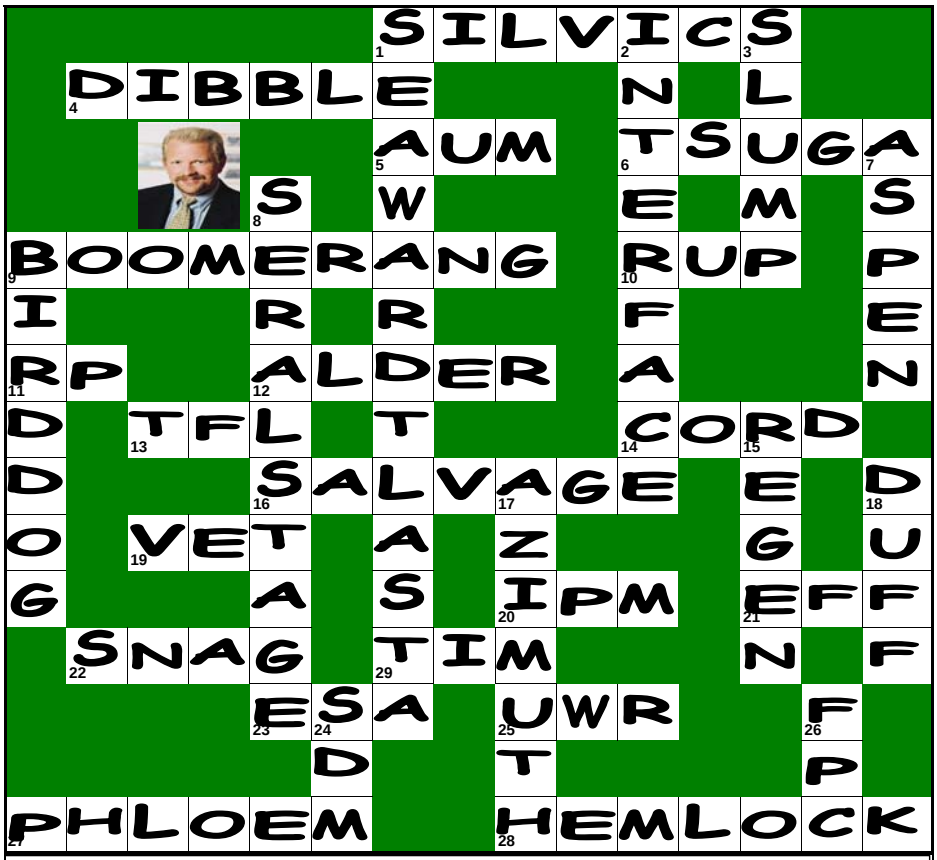
GRAHAM, DANIEL


"BCIT FORESTRY HOUSE BAND" FEATURING FORMER FRONT
NEIL "call me GEDDY LEE" FIPKE
NOW OF SOUTHERN INTERIOR REGION's
C&E SPECIAL INVESTIGATIONS UNIT in NELSON
(1973)



SMOKEY

Province of British Columbia
Ministry of Forests
Tree Seed Centre
Forest Service



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