



Forest Service

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A newsletter for Ministry of Forests' employees

December 1992

Long-service award winners—It was their night!

It was the kind of gala event that many dream about and some remember for the rest of their lives.

First, an informal cocktail and hors d'oeuvre reception in a casually elegant setting, overlooking the festive lights of Victoria's Inner Harbor. Then on to Government House by double-decker bus for a memorable evening of pomp, ceremony, excellent food and music, and the camaraderie that comes of being with people you have known for 25, 35, or even 40 years.

Forty-seven Forest Service staff experienced just such an evening on November 25, when they were recognized for their many years of continuous government service.

Lois Boone, Minister of Government Services, officiated at the Government House ceremonies. She praised the employees present saying, "the awards you receive tonight are a small token of appreciation . . . and our way of ensuring that skill in public administration, dedication, reliability, and hard work do not go unnoticed."

Provincial government long-service awards have been presented for the last 21 years. This year, 349 employees were recognized over three nights of ceremonies.

"The Government House ceremony was excellent," said **Mel Monteith**, manager of Clearwater forest district.

Monteith was one of four 40-year veterans to be honored this year. He delivered the wrap-up speech on behalf of all the evening's award winners, thanking the Lieutenant Governor and his wife for opening their house for the ceremony, and thanking Deputy Premier **Anita Hagen** for presiding at the function.

Monteith also acknowledged the importance of long-service employees saying that with changes in administration and technology, it is the long-service people who hold the government together.

The Forest Service employees and their companions were treated to a social hour at the Laurel Point Inn before the Government House ceremony. Forests Minister **Art Charbonneau** and Deputy Minister **Philip Halkett** were on hand to personally thank the award winners for their long and dedicated service.

Halkett also took the opportunity to thank the employee's spouses for putting up with the tremendous amount of travel and relocation that was often a part of life in the Forest Service.

"I have been an award winner twice before, but this get-together and the transportation to Government House was something new," said Monteith. "I thought it was a very nice gesture on the Minister's part to have those arrangements made for us."

Forest Service staff receiving 35-year awards were: **Ken Blagborne**, Victoria; **Ed Cunliffe**, Nelson; **Art Joyce**, Alexis Creek; **Jack McLellan**, Victoria; **Mary Miyahara**, Kamloops; **Arnold Moen**, Prince Rupert; **Herb Norden**, Dawson Creek; **Nils Sjoberg**, Victoria; **Michiyo Uyeda**, Nakusp; and, **Peter Young**, Victoria.

The 25-year award recipients were: **Maarten Albricht**, Vernon; **Bill Aten**, Victoria; **Ron Beasley**, Williams Lake; **Brian Bennett**, Powell River; **Orlin Erickson**, Cranbrook; **Evan Fagan**, Victoria; **Ray Hanson**, Grand Forks; **Martin Hinnen**, Abbotsford; **Robin Hoddinott**, McBride; **Bob Hughes**, Fort St. James; **Russ Hughes**, Surrey; **Bill Huxley**, Kamloops; **Gyula Kiss**, Vernon; **Doug Lagore**, Revelstoke; **Gerry Lucas**, Williams Lake; **Al Monette**, Queen Charlotte; **Bill Nash**, Chilliwack; **Trent Nash**, Nelson; **Hubert Nyst**, Nelson; **Yukio Ozawa**, Kamloops; **Bob Perchie**, Nelson; **Ron Poets**, Duncan; **Bob Read**, Kamloops; **Bill Rose**, Duncan; **John Sawich**, Kamloops; **Gayle Sayle**, Surrey; **Walt Schultz**, Port Alberni; **George Shatzko**, Williams Lake; **Guenter Stahl**, Smithers; **Nolan Stringer**, Lillooet; **Jim Tearoe**, Victoria; **Chris Thompson**, Nelson; **Les Underwood**, Victoria; **Lloyd VanDerMark**, McBride; **Ed Wickens**, Clearwater; and, **Bill Wilson**, Powell River.



Please distribute to all employees at their work stations

Management meeting productive

District and regional managers, branch directors, and members of the executive converged on Vancouver during the first week of November for a tough but productive management meeting.

These important meetings are usually held on an annual basis to ensure the ministry's far-flung management teams are all aware of the same set of issues and the same set of forces.

"We discuss expectations—what we think we are doing right, what we think we can improve on, and what direction we think we want to move in," Deputy Minister **Philip Halkett** said.

The two-day working session had the 80 participants rolling up their sleeves and tightening their belts as they tackled one of the most demanding meeting agendas in recent years.

Halkett identified three key issues in his opening remarks: the need for consultation with aboriginal groups on forestry issues (see related story page 4), the timber supply review and the expectations held by the business sector and various community groups (see related story page 5), and the implications of the impending era of restraint for the Forest Service.

With a projected provincial deficit of more than \$2 billion for the coming year, the tone and the context of the meeting were set by **Thea Vakil**, assistant deputy minister, management services division.

"Our base budget for the coming year will be about 89 per cent of what we got last year," said Vakil. "We must justify this base level and, at the maximum, we may ask for an additional five and one-half per cent above that base, but there are no guarantees that we will receive this. Even under the best circumstances, we will probably get less money than we need."

Vakil outlined the fiscal realities of the 1993–94 budget and, with Halkett, lead a discussion of the opportunities provided by this sobering financial outlook.

Harry Powell, human resources branch director, delivered an effective presentation of a set of 11 guiding principles for the Forest Service (see related story page 4).

Powell explained that "the principles are intended to provide a snapshot, for those inside and outside of the organization, that communicates in simple terms who we are and what we stand for; the reference point that we can rely on, especially when the going gets tough."

Other major issues discussed during the first day of presentations included:

- the implications of an appeal board ruling against the chief forester's allowable annual cut determination for MacMillan Bloedel's Tree Farm Licence 44;
- the Commission on Resources and Environment's (CORE) regional shared decision-making process and the demands placed on the Forest Service; and,
- the enforcement of, and compliance with, timber tenure contracts.

On the second day, the management team attended concurrent workshops dealing with the timber supply review process and the issues surrounding enforcement and compliance.

To close the meeting, the deputy minister expanded on his view of budget priorities for the upcoming fiscal year and the CORE process. Halkett felt that any new money should be used for the continued improvement of land-use planning.

Verbatim—Managers reflect on meeting

Several district and regional managers were contacted for comment after the fall management meeting to gain a sense of their perspective on the issues discussed. Following are excerpts of those discussions.

"All the topics discussed on the first day closely paralleled concerns that we have identified and dealt with in our region. I was extremely impressed with Lois McNabb's presentation on the financial projections that government uses to assess the health of the economy and to base its budget decisions on. It was really good 'big picture' information that we rarely get exposed to."

— **Larry Pederson**, Prince Rupert regional manager

"One of the major issues discussed during the enforcement and compliance workshop was: do we have enough resources at the district level to fulfil our monitoring role; the question was how do we acquire the resources or how do we reprioritize our work to make it work? The real challenge is to be responsible fiscal managers, to somehow get more out of the dollars that we do have . . . There is no magic to it, it is just a matter of managers making it work."

— **Fred Baxter**, Kamloops regional manager

"The enforcement issue has a great deal of relevance for our district and I think what we are seeing is that the original program appears to be more realistic now; it seems to be evolving into a useful tool. With the fiscal realities that we are facing it may be even more realistic if we spend less time badgering and pushing people for compliance and instead tell them what has to be done, give them a warning, and then act."

— **Charlie Willson**, Kispiox district manager

"The public will not accept self-policing of industry with regard to compliance and enforcement. And as stewards of the forest we should uphold good forestry practices and react to public expectations, with high-profile inspections to monitor compliance."

— **Paul Pashnik**, Port Alberni district manager

"The presentation made by the aboriginal affairs section on joint stewardship and the implementation of co-operative management was a good session and one that clarified many issues. We are in an area where this is of great concern to us."

— **Doug Flintoft**, Quesnel district manager

'Tis the Season!



To be jolly Protection branch held a potluck luncheon on December 9. Caught enjoying the repast were Wilf Friesen, Julius Juhasz, Wes Cheston, Caroline Slydell, Jim Dunlop, John Mallet, Phil Symington, Diane Talbot, Albert Dawson, Kerry Brewer, Duane Hall, Peter Fuglem, and Maggie Szpakowski.

Fa La La La Santa (Steve Lohr) dropped by to see who had been naughty and nice at the technical and administrative services branch. With Santa are Paul Bishop, Don Beaton, Diana Lucas, Les Underwood, Jaye Pelton, Barb Ross, Dave Millard, Tracy Rockwell, Tara Campbell, Marion Novak, June Mecredy, Dorothy Denslow, John Morgan, Neil Chapman, Rob Arseneau, Ann Cummings, Dave Wegelin



"Jingle Bells, Jingle Bells"

Some celebrations in the districts:

Dashing through the snow

"We had our Christmas party with Santa on November 28 and more than 125 people showed up. Our forest science officer (**Dan Lousier**) is our resident Santa Claus; he has the stature and even wears bi-focals!

We also organized a sleigh ride at Reid Lake with three two-horse sleighs. Lots of kids, family and friends, hot chocolate, and a weenie roast." — **Jeff Elder**, communication officer, Prince George forest region

Making spirits bright

"We got into the spirit of giving early this year by having our Timmy's Telethon Auction on November 13. Most of the things we auction are hand-crafted or take the form of commitments; for instance, one fellow put in eight hours of wood splitting, and one of our licencees donated a truckload

of firewood. We raised over \$3200 and all the staff were very actively involved. It was a great accomplishment!" — **Charlie Willson**, district manager, Kispiox forest district

Laughing all the way

"We have a wonderful Christmas dinner and awards night that is always really popular. Some of the highlights this year were awards given to: operations manager **Greg Anderson**, who impressed us all with his baking and telephone reception skills ('the skull and crossbones Betty Crocker award'); **Dave White** and **Jeff Allen**, who were recently successful with their RPF exam ('the study buddy award'); **Ron Kassian**, who showed some of the newer staff how to really tune a snowmobile ('the aerial [out of control] snowmobile award'); and **Carl Walgren**, who plays the bagpipes and was seen on a freezing Remembrance Day leading the local town parade ('the wind up my kilt award')." — **Sue Crowley**, resource assistant, Invermere forest district

Commitment to guiding principles is critical

"We are an organization with a proud past and an exciting future.

In 1947, when the Forest Service training school was teaching war vets to be forest rangers, life and the practice of forestry were relative simple . . . between then and now, we have changed our structure, become more professional, and have managed the resource to the best of our ability.

Today we are still a proud organization, but an organization facing unprecedented challenges and continual questioning . . . industry, the public, the special interest groups, and the politicians all have specific and, most often, differing views about our role, our mandate, and our performance.

[But] when faced with difficult situations we behave in a manner similar to previous Forest Service generations. When all else seems to be failing us, we rely on our pride, we rely on our traditions, and we rely on our principles."

With these inspiring words, **Harry Powell**, human resources branch director, delivered a draft set of guiding principles to the fall management meeting in Vancouver.

The principles spell out the shared beliefs underlying the Forest Service's operation and serve as a road map for working together and communicating.

"[They] constitute a set of statements which clearly define to anyone, but particularly ourselves, the way we do business, the way we treat each other in our organization, the way we interact with our clients, and the importance with which we approach our work," explained Powell.

The idea for the guiding principles emerged from a previous management meeting, where it was decided to unify the then fragmented approach to management goals.

An eight-member committee was formed to consolidate and refine the existing goals.

The cross-ministry group included **Bob Clark**, district manager, Vanderhoof; **Charlie Willson**, district manager, Kispiox; **Brian Storey**, then acting deputy chief forester; **Derek Hamlet**, assistant director, human resources branch; **Laura Podgorenko**, finance and administration manager, information systems branch; **Brian Brown**, field operations supervisor, Penticton; **Shirley Robbins**, technical and vehicle services section program manager, technical and administrative services

branch; and **Dale Leitch**, corporate planning manager, corporate policy and planning branch.

The committee drew inspiration from various sources, incorporating key aspects of the U.S. Forest Service's "Freedom to Manage" initiative and other employee empowerment models.

After presenting the principles to the management meeting, Powell emphasized that commitment to them is critical and proposed a feedback process, encouraging discussion at all levels of the organization. "Alfred Adler, a noted social scientist, said in 1939: 'It is easier to fight for one's principles than it is to live up to them.' Our challenge is that we use this

opportunity and this significant start not to fight about our principles but rather to achieve reasonable consensus regarding them and to start living up to them."

"We felt that the process was as important as the principles themselves," Powell said after the meeting. "We wanted people to go home and meet with their staff, present the draft principles, talk about them, solicit comments and suggestions, and start to develop a commitment to them—otherwise they are just hollow words on paper."

The committee will reconvene in January to incorporate the feedback and refine the principles for presentation to the executive at the end of March.

Progress on joint stewardship

'Joint stewardship' and 'co-operative management' are terms that will become much more familiar to you in the coming months.

Both terms are used as an umbrella to cover a broad spectrum of activities that will increase the involvement of aboriginal peoples in land and resource use decisions and also promote the economic self-sufficiency of their communities.

Joint stewardship recognizes that First Nations have a unique claim on the use of land and resources based on their historic use of that land for sustenance and cultural purposes.

Progress on the joint stewardship initiative within the Forest Service has been rapid since the Cabinet approved a set of principles this summer to guide policy development.

Ten district managers, experienced in negotiating arrangements with aboriginal groups, met with members of the Forest Service's aboriginal affairs section on October 27 for an important 'brainstorming' and problem-solving workshop. At this session, the group identified the common components of the arrangements.

A draft policy position on the application of co-operative management arrangements within the Forest Service was developed from this information.

Angus Robertson, manager, aboriginal affairs section, and **Christie Brown**, manager, joint stewardship,

presented this draft for discussion on November 4 at the fall management meeting (see related story on page five). The policy is expected to be finalized by the new year.

Under this policy, district offices must take the lead to ensure that aboriginal peoples are fully consulted about resource decisions which involve unoccupied Crown land, and that their interests and concerns are addressed in the planning process. To this end, district offices must negotiate, implement, document, and monitor joint stewardship arrangements.

The policy outlines the essential components of the co-operative management process and the guiding principles for joint stewardship arrangements.

- Negotiation will identify mutually acceptable ways to formalize First Nations participation in both strategic level planning and economic initiatives. Forums or advisory councils may be established to act as information clearing houses and to implement the agreements that are reached.

Negotiations are currently under way to create about 20 co-operative management forums throughout the province. Most co-operative management agreements will be formalized through memorandums of understanding.

For further information about the joint stewardship initiative contact **Christie Brown** at 356-6083.

Addison on the timber supply review

The assessment of the province's timber supply being done by the timber supply planning section of the integrated resources branch was an important subject of discussion at the fall management meeting held at the beginning of November (see related story page 2).

This review will update timber supply forecasts for the province's 35 timber supply areas and provide baseline projections of the short- and long-term impacts of current, on-the-ground management practices.

The revised data will serve as the starting point for the new land and resource management planning initiative and for the re-analysis of timber supply every five years. It will also provide the information required by the chief forester to review and set new allowable annual cuts for timber supply areas.

In a recent interview, Ray Addison, director of integrated resources branch, discussed some of the apparent misunderstandings that have surrounded this important review of timber supply.

The timber supply review is being done in-house. It's a massive project and it is moving quickly.

We have had various tours around the province with the chief forester and our branch staff to meet with regional managers and some of the district managers.

We have also met with industry and have put out a number of bulletins and question and answer sheets.

We have some pretty clear ideas about the steps that have to be taken between when the analysis is done and when the chief forester sets an allowable annual cut, and how the analysis might link to ongoing planning projects.

But with any process like this there are bound to be misunderstandings or misconceptions about what the project is and who is responsible for it. So even though we have been feeding information to people, we often hear statements made that imply our message isn't getting through.

Timber supply review and outside involvement

I guess one of the biggest questions that we are trying to deal with revolves around industry, agency and public input.



Ray Addison, director, integrated resources branch

We've tried to make it clear that we have to meet the three-year schedule as laid out, so we can't afford to get into protracted planning processes. What we have said is this: "District manager, you are responsible for making sure that people are aware of what we are doing and to solicit advice and information when appropriate, but don't set up any committees because we don't have time to negotiate or reach any level of consensus."

This simple message has apparently been misinterpreted to mean don't talk to industry or other agencies. So we are trying to dispel that misinterpretation.

"What is" versus "what if"

Another area of misunderstanding surrounds what we are trying to assess in this timber supply review process.

The timber supply review is focussing on *what is happening today*. It should be based on our best judgement of the most appropriate land use in the area and the management prescription necessary to meet that objective.

But, people are saying how can an analysis of timber supply be done if it doesn't look at *all* of the options for land use in an area. But these "what ifs," such as, 'what if we set aside 12 per cent of this area as park' are the kind of questions that get addressed in the planning process.

We are also testing some of the factors used in our timber supply forecasts. For example, doubts may arise about the accuracy of our inventory or our growth and yield equations or our estimates of economic merchantability. We will

attempt to determine where the results of the timber supply review are most influenced by these types of factors; that is, to undertake *sensitivity analyses*.

Linkages with the planning process

A third misunderstanding concerns the linkages between the timber supply review, the allowable annual cut (AAC) determination, and the planning process.

In the past, we have done the AAC-type of yield analysis within the planning process. Now people are saying how can you make a decision on land use (which is what the timber supply review represents) unless it is done in conjunction with this type of detailed analysis.

We are having great difficulty convincing people that these are distinct processes or parallel streams of activity—we have the planning stream, the yield analysis stream, and the AAC decision stream. And our revised timber supply projections will provide the baseline information for all of these streams of activity.

The message we are trying to get across is that there are many different types of analysis. For planning purposes you want to have a broad spectrum analysis that looks at the benefits and costs of your land use options for all the sectors. You don't need a very precise measure for any of them but you need to know roughly how much economic and social value the timber resource represents, versus how much the non-timber resource represents.

Once that is determined, the chief forester has to make what is essentially a timber administration decision and set an allowable annual cut so that tenure rights can be allocated. To do this he needs a precise measure, so a much more refined yield analysis of the timber supply portion of the overall resource is done for that purpose.

Over the years, many Forest Service staff have come to think of the AAC determination as a resource allocation or land use decision. However, that was never intended to be the case in the legislation. I think by separating the land use planning decision from the allowable cut decision we may be able to clarify what is happening in each and clear up this longstanding misconception.

Protection scholarship to fund fire and aviation management research

The Protection Scholarship Fund is a new initiative that offers Forest Service employees a chance to develop an original project that will advance the field of fire or aviation management.

In announcing the scholarship fund Protection Branch Director **Jim Dunlop** said, "British Columbia has continued to be on the leading edge when it comes to forest protection thanks to the innovation and creative energy of our employees. It is hoped that this annual subsidy will help continue this initiative."

The fund will provide the successful candidate with a scholarship of up to \$5000 to research, develop, or investigate a specific initiative such as an original training module, a new technology, or a new policy direction.

The scholarship will be awarded as a single, annual subsidy for travel, materials, support, and access to information needed to research the topic. An approved 'leave with pay' of up to five working days may accompany the scholarship.

Interested employees must submit

an initial two-page report that outlines the scope and content of their projects. Submissions are due by March 1, 1993.

For more information contact **Rick Clévette** at 387-8716.

For Your Information

- For the last five years, the Canadian Institute of Forestry's Nova Scotia Section has participated in a unique integrated forestry/wildlife resource project on the St. Mary's River. The co-operative project has involved many stakeholders and was designed to produce practical and responsible solutions to preserve the forest resource.

Two videos are available from the Institute that profile some of the project's environmental practices:

1. Stream Protection and Forwarder Operations (\$35.00 plus GST)
2. a) Wildlife Cavity Trees in Forestry Operations
b) Forestry, Wildlife and Water Courses (\$30.00 plus GST)

For further purchasing information contact:

Don Cameron
626 College Road
Bible Hill
Nova Scotia B2N 2R2
Telephone: 902-893-5629

- The University of British Columbia Press has recently published *Balancing Act: Environmental Issues in Forestry* by Hamish Kimmins.

Dr. Kimmins calls for a balanced, objective approach to forestry issues to bridge the gap between the most extreme opponents in the debate over the environmental impact of forestry.

For ordering information contact:
UBC Press
6344 Memorial Road
Vancouver, B.C. V6T 1Z2
Telephone: 822-5959

- The Silviculture Branch has produced five new fact sheets in the Forest Vegetation Management series: The Use of 2,4-D; The Use of Release; The Use of Physical or Manual Methods; The Use of Mechanical Methods; and The Use of Livestock.

For ordering information contact:
Tania Chouinard
Silviculture Branch Resource Centre
Telephone: 387-8907

Coming Event

Coastal Silviculture Committee Winter Workshop

February 2-4, 1993

The 'Perils of Pauline' is a two-day workshop sponsored by the Coastal Silviculture Committee with the theme of Forest Management and the Age of Uncertainty.

The workshop will address 'risks' in forest management and will provide the opportunity for productive discussion on how to successfully achieve the goals and objectives of today's and tomorrow's management responsibilities and strategies.

The topical program includes sessions on silviculture, forest science, forest protection, strategic planning, public information, and the public process.

The workshop takes place at the Island Hall Beach Resort in Parksville February 3-4, with a poster session to be held on the evening of February 2.

The registration fee of \$150 includes organization and registration costs plus two breakfasts and lunches and a banquet. The number of participants will be limited to 160, so pre-registration is required.

For further information contact **Kathy Banky** at 335-1248 or fax 335-1290.

Keep those cards and letters coming in, folks!

Leslie Laird, manager of correspondence services, is obviously proud of her fledgling section. And yet a little more than nine months ago it was just a gleam in the eyes of a committee.

The evolution started in October 1991, when a steering committee was established to revamp the handling of ministry correspondence.

The Forest Service, through the Minister's office, receives thousands of letters every year from members of the public or other jurisdictions and organizations. And the Minister is obligated to reply to each one.

Some of these can be processed by the Minister's office. But letters that require detailed or specialized knowledge are referred to the appropriate branch, where a response is prepared for signature. These are called Minister's Referral Letters or MRLs.

"The old system was simply bogging down," explains correspondence resources co-ordinator **Ann Thompson**. "Our approval process was long and convoluted, and the method for tracking letters was difficult for our users to understand."

The steering committee looked at ways to expedite and smooth the MRL process.

"They discovered that letters were handled a phenomenal 32 times during their life cycle," says Laird. "They recommended that the processing be handled by a central office with a dedicated staff and that the tracking system be upgraded to better handle the volume of letters received."

The committee also felt that regional or district staff should be directly involved when letters referred to a site-specific issue. In the past, most letters were handled by headquarters staff who would consult with the appropriate region about area-specific issues.

Now fully staffed and housed in an attractive office loft at the edge of Victoria's Chinatown, the correspondence

services section, which reports to the deputy minister, has been up and running since November. The other team members include **Dave Fern**, computer systems co-ordinator; and **Joyce Sambrooke**, and **Sonia Donison**, correspondence assistants.

The whole process of dealing with MRLs has become much more streamlined and automated. Letters received from the Minister's office are assigned a number and placed on a computer tracking system. They are read and then faxed out to the most appropriate branch or region for replies to be drafted. The completed responses are then transferred to the section via the Office Vision network. They are then edited, proofread, and packaged.

Some branches receive a far greater share of the letters than others just because of the issues that are involved.

"We can manually produce some valuable, simple statistics that show us who is writing and from where, what issues they are writing about and, of course, which branch or region is handling the correspondence," says Laird. "These will enable us to gauge public opinion. As hot issues begin to emerge, we will be able to respond in a proactive manner by developing educational materials such as background papers or fact sheets."

The present letter tracking system does not have the capability of generating these important statistics and the manual compilation is time-consuming.

"We can search by the author's name and organization, and by issue or topic if these have been entered consistently, and we can narrow down the date that the letter was received," explains Fern. "Ideally, we would like to be able to call up letters by area or by time, and we would like to track them by date to see what the interval is between arrival and reply." An upcoming business area analysis will help to address the section's computer needs.

Besides settling into their new office and routine, the section staff have also given presentations on the ministry's correspondence initiative and provided support staff with training on the use of their new manual, which was distributed in September. It covers the entire range of ministry correspondence including MRLs, memos, internal letters, briefing notes, orders-in-council, and treasury board submissions.

"It has been quite an achievement to have all this evolve so quickly," Thompson said. "We have had such widespread support on this initiative."

Laird agrees, "What has been accomplished in pulling this section together is a clear indication of the dedication of the steering committee, the systems people, and all those from the branches and regions who put so much thought into it; and the deputy minister, who strongly supported this initiative. We really owe them all a debt of gratitude."

For further information about the correspondence services section contact **Leslie Laird** at 953-3860 or OV LLLAIRD.



The new correspondence services team (from left to right): **Dave Fern**, **Joyce Sambrooke**, **Ann Thompson**, **Leslie Laird**, and **Sonia Donison**.

A Season For Giving



Christmas hampers are a traditional form of charity and good will at this festive time of year. The Women's Advisory Committee helps to keep this spirit alive by encouraging donations of food, clothing, and gifts at headquarters offices in Victoria. Committee member Joan McCorry (left, shown with executive representative Maureen Yelovatz) has dedicated considerable time and energy over the last five years to co-ordinate this hamper drive.

Appointments

Bob Read becomes Fort Nelson's new district manager in mid-January. Read is currently operations manager of harvesting and integrated resource management in the Kamloops forest district. He brings with him more than 20 years experience in the Forest Service, including four years as regional fire management co-ordinator in the Prince George forest region.

Tom Niemann joined the research branch on November 16 as manager of forest productivity and decisions support. Niemann has 13 years of experience in economic and policy analysis. He was previously the acting manager of policy development and legislation with the corporate policy and planning branch.

Shirley Horner retires

Shirley Horner, accounts receivable administrator, financial services branch, has retired after 34 years with the Forest Service. About 50 people attended her retirement dinner in Victoria on November 27.

She started working for the inventory branch in 1958 as a survey assistant and joined financial services as a clerk in 1968.

Calling all curlers to 'sweetheart' bonspiel

The curling season is well under way and planning for the Forest Service's 26th annual Kamloops Provincial Bonspiel is complete. All that is needed are the curlers!

This year's event will take place on the St. Valentine's weekend, February 12 to 14. There is a 72-rink limit and the cost will be \$140 per rink, which includes the banquet held on Saturday night. The registration deadline is January 29.

We look forward to entertaining you and your sweetheart here in beautiful downtown Kamloops.

Please get your entries in early to **Sharon Berkey** at the Kamloops regional office at 515 Columbia Street, Kamloops, or phone 828-4191 for further information.

*Submitted by **Brian Morrison**,
finance and administration manager,
Kamloops forest district*

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Submissions are encouraged. Please send your comments, suggestions and contributions to **Susan Bannerman**, at Public Affairs Branch.