The British Columbia
FOREST SERVICE
Newsletter

Vol. 5, No. 10 | A Newsletter for Ministry of Forests' Employees | October 1995

Vernon forestry draws kudos from environmentalists

Vernon log yard Manager Tom Milne (r) and Logging Administrator Charles Lopez check dry fir logs from a bark beetle sale.

Environmentalists in the Vernon forest district have some unusual comments about forestry conducted under the district's Small Business Forest Enterprise Program (SBFEP). They like it.

What's more, the program is generating significant revenues for the province.

Behind the success is the Vernon log yard, which started nearly three years ago to increase the variety of silvicultural systems used and to explore alternative ways of selling logs.

The project casts the Forest Service as tenure holder. Cutting rights to timber are auctioned to independent logging contractors, who are paid a fixed sum to harvest the trees and deliver them to the log yard. Forest Service staff at the yard then grade and sort the logs according to best possible end use. The logs are then sold to the highest bidder.

Under the direction of Small Business Forester **Jim Smith** and log yard Manager **Tom Milne**, the operation has evolved into what they consider to be one of the most successful forestry operations in the province.

Both men prefer to call the log yard a sort yard. Rather than the usual six or eight sorts found at other log yards, the Vernon yard has 42, covering end uses ranging from bridge stringers to chopsticks. That means every log arriving at the log yard is evaluated to get the most return from 42 possible end uses.

"It's a mindset change," said Milne. "A log isn't two-by-fours or two-by-sixes; it's a whole lot of other things." For example, the yard recently sold a single spruce log — three cubic metres — to a guitar maker for $750.

More typical sales average $100 a metre, said Smith. A recent Price Waterhouse

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Funspiel call for entries

It's official. Summer's over and the curling season's here, so put away the sun screen and get out the curling brooms.

This year's Funspiel will be held at the Juan de Fuca Recreation Centre in Colwood on December 9.

Registration for this non-competitive family event must be received by December 1. The bonspiel is open to individual and team entries. Everyone's welcome.

Send registration and a cheque ($20 per person includes dinner) payable to **Gerry Still** at research branch, 31 Bastion Square, Victoria, V8W 3E7.

Watch next issue for more information, or call Still at 387-6579 or **Brian Nyberg** at 387-3144 or 356-9837.

Tour exposes strengths and myths

A tour of B.C. and Alberta forestry operations left a group of Hungarian foresters in awe at the magnitude of western Canada's forests.

"They'd never seen so many trees in all their lives," said Deputy Chief Forester **Bronwen Beedle**. "They talk about forest fires that burned less than one hectare." A fire of that size in B.C. would be little more than a statistic, she noted.

In September Beedle attended a dinner to conclude their visit, which had taken the group of 27 to forestry operations and mills in the two provinces. The event gave her a chance to return the hospitality she enjoyed during her European tour earlier this summer.

Beedle joined three foresters from UBC and industry for a three-week tour of Hungary, Austria, Switzerland and Germany in June. The trip gave her insights into the various silviculture systems and integrated management techniques being used in the four countries.

While the experience left her impressed, it also exposed some myths which persist in North America.

"A lot of information we get about forestry in Germany is exaggerated to support political arguments," she said.

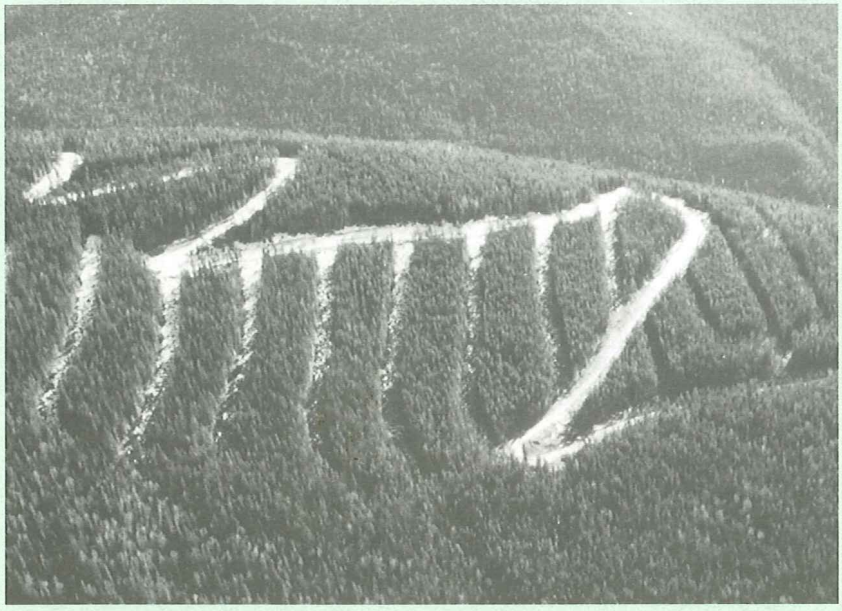
The Germans are often cited as world leaders in single tree selective logging. In fact, the system is practiced on less than one per cent of the land base, and in many cases such operations barely break even. The vast majority of German forests are harvested using the shelterwood system.

One of the great European success stories is the extent to which forestry and wildlife management have been integrated in Hungary, where hunting remains a strong tradition. Hunting rights are leased, and in some cases generate as much revenue as forestry.

But it was attitudes toward forestry that made the most lasting impression on Beedle. In Europe, forestry is a highly respected profession and foresters are acknowledged as the experts.

"Forestry is good and public involvement is negligible," she said. "Their forests have been heavily managed for centuries and forestry has become part of their culture. Of the hundreds of foresters we talked to, most of them had fathers or mothers or sisters who were also foresters. Foresters walk on water there."

Vernon log yard — *continued from page 1*



A strip selection harvest completed under the Vernon SBFEP — 20-metre cut strips are divided by 60-metre leave strips, protecting visual quality.

report concluded net revenue to the Crown matches that of conventional SBFEP" harvesting.

Operating as a free market business, the program has also revealed some latent entrepreneurs among Forest Service staff. "People are encouraged to try new things. They have imagination and enjoy being a part of something new," said Smith.

What makes the yard's success more noteworthy, according to Smith, is that most logging under the project is on a partial cutting basis, from group selection to single tree selection.

"We take the worst trees and leave the best for seed stock," he said.

The harvests have drawn considerable applause from environmentalists. "They all think it's great," noted Milne.

The operation is also attracting international attention. "We have a steady stream of people from all over the world coming to see what we're doing," said Smith. "In the last month, we had 92 German and 36 Norwegian foresters."

Ministry business plans gain support

One year after their introduction, business plans have become an integral part of the Forest Service's corporate culture. Despite some initial reservations, staff throughout the ministry are finding the new planning process to be a valuable tool.

Business plans were introduced last fall, with the expectation that all districts, regions and branches would have plans in place for the 1995/96 fiscal year.

Staff can demonstrate why they need funding because business plans allow them to show where they're having problems.

A business plan is a contract between managers and their staff describing activities scheduled for the year and resources allocated to achieve them. Regular reporting enables managers at all levels to chart progress in their area of responsibility and identify resource shortfalls or surpluses.

This creates an improved mechanism for accountability, by focusing on results, reporting and performance measuring. In addition, periodic reviews provide a summary for senior managers who must chart the ministry's progress against overarching strategic goals.

"Our branch business plans will provide me with a useful overview of the status of key initiatives in the division," said **Don Wright**, ADM of policy and planning.

"These plans enable the reader to grasp in 10 minutes the essential elements and focus of the respective branch, yet provide the detail to ensure accountability," said Deputy Chief Forester **Bronwen Beedle**.

Business plans are also consistent with the current government-wide initiative to enhance accountability. The plans itemize what is expected from staff at all levels, from ongoing district programs to major policy initiatives at headquarters.

"Business plans form the basis of the performance contract between the branch directors and the ADM," said Management Services ADM **Harry Powell**. "The process and the plans serve as an effective motivational, accountability and communications vehicle to ensure full understanding of, and commitment to, key priorities."

Support for business plans is no less enthusiastic at the regional and district levels. Staff are gaining increased certainty in their jobs, more control over budgets, a clear vision of how their work contributes to the ministry's overall performance, and greater opportunity to shape day-to-day activities.

"Several of our districts are using business plans a lot," said Nelson Regional Services Manager **Betty Corbin-Charman**. "Even the most reluctant people have found it works for them." She noted that business plans keep the regional manager better informed of progress in their area.

But one of the greatest — if unexpected — benefits reported by both regions and districts is the ability to identify unused funding and redirect it to other projects.

In Nelson forest region, several initiatives have been able to proceed using excess funds identified through business plan reporting.

— continued on page 4

Cairn honors forester

Students and teachers of a Kamloops elementary school have erected a memorial in honor of a former Kamloops forest district employee who died in a car accident last December.

As a key participant in the district's Adopt-A-Forester program, **Henry Woensdregt** had devoted considerable time and effort to help youngsters at Heffley Creek Elementary School learn about forestry. He became a familiar and respected presence at the school.

In recognition of his contribution to forestry education, students and teachers organized the construction of a memorial — consisting of five pine trees and a juniper surrounding a rock cairn bearing a bronze plaque — and a September dedication ceremony.

"It was quite a surprise and a real honor to us," said **Trudy Goold**, silviculture practices forester with the Kamloops forest district.

About 70 people, including Woensdregt's family, Forest Service staff, teachers, students and staff from the school, and members of the community gathered on the school grounds for the ceremony.

The Adopt-A-Forester program pairs forest workers with schools to help students learn about forestry and related career opportunities. In the Kamloops forest district, 53 schools and 37 foresters (of which 23 are from the district office) participate.

Following the dedication, program participants held their annual social and barbecue to discuss ideas for the coming year and distribute teaching materials to participating forest workers.

The learning kits, developed by former district valuation technician **Steve Schell**, who has since taken a job with Forest Renewal BC, and Assistant District Manager **Peter Lishman**, include sample lesson plans, leaf and needle samples, cones, samples of wood products and maps.

Business plans

— *continued from page 3*

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Other districts report similar benefits.

"Initially, people didn't see the utility of these plans," said Vancouver forest region planning forester **Hans Lussenburg**. "But they're really starting to buy in now."

"Staff are getting much more say in how things are done. They can demonstrate why they need funding because business plans allow them to show where they're having problems."

As one of two regions that piloted the business plans, Prince Rupert forest region is into its second year under the new process. Regional Staff Manager **Terry Walker** is convinced the plans deliver on their promise.

"It's an excellent system and it's really worked well in this region," he said. "At any given time, a district manager can look at goals and funding levels and assess whether planned activities can still be achieved." Those activities that cannot be completed can be identified early enough to re-allocate the funds and resources to other projects, he explained.

"Staff also get a better sense of the district's overall direction and their contribution to the overall health of the organization," said Walker.

Business plans represent the Forest Service's first comprehensive ministry-wide reporting structure. Particularly in the current environment of restraint, business planning provides a valuable tool to make the most of limited resources.

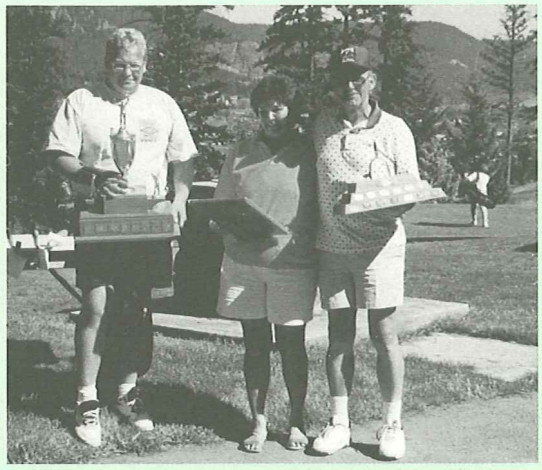
"No matter what happens down the road, a ministry with good business plans is going to be in better shape than those without one," said **Jane Spackman**, revenue and corporate services manager with the operations division.

T W E N T Y -

Forest Servic

Sunny skies and stiff competition marked the 23rd Forest Service golf tournament held in the Cariboo forest region in September.

Nearly 90 golfers visited Williams Lake for what has become a much-anticipated annual event for Forest Service staff. Between the socializing, banquets and 19th-hole revelry, everyone played some pretty good golf.



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Competition was stiff in the regional team event, with only three strokes separating the **Tony Willingdon**, **Rob Bowden** and **Larry Pedersen** team from the Cariboo region, which finished second. Prince Rupert forest region took third place.

Although a few came close, nobody won the right to drive home in the brand new Ford four-wheel drive truck that was the prize for a hole-in-one.

However, good fortune wasn't as elusive for **Fred Baxter**, regional manager in the Kamloops forest region. As winner of the door prize at the banquet, Baxter took home the covetted black velvet painting of a galleon in all its splendour under full sail against a stormy sky.

Chief Forester Larry Pedersen, custodian of the work since last year's tournament, regretfully turned it over to its new patron. Now it's up to everyone to police Baxter, to ensure he complies with the tradition of hanging it in a prominent place in his office.

Low net winners (l. to r.) Ed Levens, Rochelle Satrum and Ian Morrison

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Women; Chemonics Trophy: **Irene Levesque**, Cariboo; 179
Retirees; Cariboo Spur Trophy: **Don Gill**; 188

MPETITION (FIRETECH TROPHY)

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Larry Pedersen (r) and Jim Snetsinger (l) turn over the covetted black velvet galleon to Fred Baxter (c).

Ecosystem management explored

About 45 people from B.C. and the U.S. converged at the Forest Service Cowichan Lake research station for the third annual New Concepts in Ecosystem Management workshop, a cross-border meeting of resource managers.

Jerry Franklin, Dan Hogan, Katherine Baril, Walt Klenner, Shannon Berch, Andy Moldenke and **Corky Evans** were just a few of the speakers from both sides of the border who spoke on a range of topics during the June 11 to 15 event:

- political and global issues facing forest practices in the Pacific Northwest;
- whole systems thinking for dealing with ecological and social complexity;
- biophysical systems (landscape processes and land-water linkages);
- understanding community dynamics and the human element in the ecosystem;
- aboriginal earth-based beliefs and ethics towards the land; and,
- applying ecosystem management concepts at the landscape scale.

Everyone benefitted from discussing common concerns with their U.S. counterparts.

New Concepts in Ecosystem Management workshop participants.

One of the highlights of the workshop was a field exercise to interview Lake Cowichan residents about sustainability issues. It became clear that Forest Service efforts at public involvement have been reactive rather than proactive, and that we had not spent enough time going to the public; rather, we had expected them to come to us.

Another highlight was an evening with the Ditidaht Nation feasting on herring roe, crab, salmon and bannock, all the while being regaled with stories and jokes from several elders. Participants were touched by the friendliness of the Ditidaht.

In keeping with the alternating host approach of this annual event, next year's conference will be held in Portland, Oregon.

— *Submitted by* ***Patrick Daigle****, extension officer, research branch*

Duncan district manager retires

Staff of Duncan forest district hosted a barbecue to bid farewell to District Manager **Ron Reeves**, who retired after 34 years with the Forest Service.

Reeves joined the Forest Service in 1961 as a survey assistant. He worked as assistant ranger in districts throughout the Vancouver forest region until 1971, when he became regional forestry crew operations supervisor and later ranger in Alexis Creek.

In 1979 he was appointed district manager of Chilcotin forest district, and district manager in Duncan forest district in 1993.

Friends and colleagues say goodbye to Duncan District Manager Ron Reeves.

Among the many district staff on hand to mark the occasion were Operations Manager **Neil Robertson**, Regional Manager **Ken Collingwood** and Operations ADM **Janna Kumi.**

Staff wish him well in his new life, and in learning to use one of his retirement gifts, a copy of Windows '95.

PRINCE GEORGE HOSTS WORLD'S FORESTERS

Steps toward global certification

*Research Silviculturist **Mike Jull** (r) leads a tour of Aleza Lake Research Forest, one of the fieldtrips offered during the Prince George conference.*

About 50 Forest Service staff joined their counterparts from 31 countries in Prince George, this year's host to one of the world's preeminent forestry conferences.

The event marked the first time the FAO/ECE/ILO International Forestry Seminar has been held outside of Europe. For the B.C. Forest Service, it provided an unprecedented opportunity to expose "a very large component of influential people — representing operational, policy and academic leaders — to B.C. forestry," said Deputy Chief Forester **Bronwen Beedle**, one of the co-chairs of the seminar.

The conference focused on the question of international codes of practice for forestry and how they could be incorporated. It represented the first concerted step toward a comprehensive international forestry agreement first proposed at the 1992 Rio Earth Summit.

"There are different groups meeting around the world to deal with international forestry issues which arose at the Rio Summit," said Kootenay Lake forest District Manager **Al Bradley**. "The Prince George conference had a technical focus, whereas some of the others are more political."

The key challenge to delegates was to set the foundation for developing an international forestry code. Questions to be addressed included how a code could be implemented, monitored and funded. On an international scale, the task is formidable.

"I realized that international forestry is like a giant ball that rolls very slowly," said Bradley. "It takes a lot of effort to gain momentum when many countries are involved."

Nonetheless, delegates did agree on a framework for further discussions. In an international arena, that represents a significant achievement, Beedle noted.

A final report is being produced by the Economic Commission for Europe and the Food and Agriculture Organization. It will be distributed to foresters and government leaders in all countries that were represented at the conference.

During the conference, delegates listened to presentations from some of the world's leading foresters in their respective fields, attended field trips throughout the Prince George region, and joined in group discussions.

For many of the Forest Service staff who attended, the conference provided their first personal exposure to international forestry and its practitioners.

"It was really interesting to meet people involved in forestry around the world," said Bradley, noting that two-thirds of the delegates were from outside North America.

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Taking the pulse of the B.C. Forest Service

It doesn't take a Gallup poll to gain a little insight into what was on the minds of Forest Service staff during August.

The Forest Service's bulletin board automatically tracks the number of inquiries made on each of its information services. Here's a list of what's really important:

- Job opportunities (11,828 inquiries)
- Secondment opportunities (7,624)
- The weather forecast (7,580)
- Media summaries (5,649)
- Forest Service news releases (3,984)
- BC Systems job postings (3,194)
- Forest fire statistics (2,967)

And the least popular? Well, not many of you wanted to know anything about Workers Compensation Board inspections, which logged only three inquiries.

PROVISIONS PUT B.C. ON THE LEADING EDGE

Biodiversity guidebook released

A new guidebook defining measures to protect biodiversity under the Forest Practices Code is now available throughout the Forest Service.

After four years' development by a team of experts, the 100-page book was released in late September.

"The guidebook represents the leading edge of knowledge and professional judgement of acknowledged experts in the field," said **Ralph Archibald**, acting director of integrated resources policy branch. "We think it enables the province to meet national and international commitments for stewardship of biodiversity."

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Together with BC Environment Habitat Forestry Specialist **Mike Fenger**, Archibald co-chaired the biodiversity guidebook development team. Both co-chairs have been travelling throughout the province to introduce the guidebook to the regional offices of both ministries.

The release of the guidebook starts the transition to a new scale of forest management planning in B.C.

"The key to the application of the guidebook is the establishment of landscape units — generally at a watershed level or a series of watersheds up to 100,000 hectares," Archibald said. The guidebook contains provisions for planning at the landscape and stand levels.

Although the Forest Service has done some landscape planning in the past, the guidebook will introduce consistency and recommend measures to protect biodiversity, thereby fulfilling the requirements of the Forest Practices Code.

The guidelines address old growth and representativeness; opening size, distribution and connectivity; and wildlife tree requirements.

"The assumption is that by managing forests to maintain natural processes we'll have much better likelihood of maintaining their full richness," Archibald explained. "The guidebook takes practitioners through each factor and provides guidance on how to establish objectives for each."

"The business of achieving them then becomes an operational matter."

Archibald anticipates a five-year phase-in period, after which landscape planning will be in place province-wide. Two training modules (landscape and stand) supporting the guidebook are being developed. The stand module is two days in duration — one in the classroom and one in the field — and have already begun.

Archibald emphasized that implementation will require careful management and coordination between the Forest Service and BC Environment, because of "varying expectations of what the guidelines mean and how they will be delivered."

"We'll monitor its application over time and develop a better understanding of the economical and ecological considerations," he said. "Some guidelines may be too restrictive or not restrictive enough."

Despite some anticipated growing pains, Archibald said the guidelines will put B.C. at the forefront of managing for biodiversity.

Prince George conference, continued from page 7

The conference also provided a prime opportunity to showcase current B.C. forest practices.

"We were able to expose people to the Forest Practices Code and to the spatial issue of B.C. forestry," said Beedle. "We dispelled a lot of myths and altered a lot of opinions about what's happening in B.C. We were able to show that not all B.C. forestry is based on old growth forests; it's not all Clayoquot Sound."

"At the end, there was tremendous satisfaction that we had showed B.C. forestry to this community."

The B.C. Forest Service Newsletter is published on the third Monday of every month by the B.C. Forest Service, public affairs branch.

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THE B.C. FOREST SERVICE NEWSLETTER

Business plans

— continued from page 3

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TWENTY-THIRD ANNUAL

Forest Service Golf Tournament

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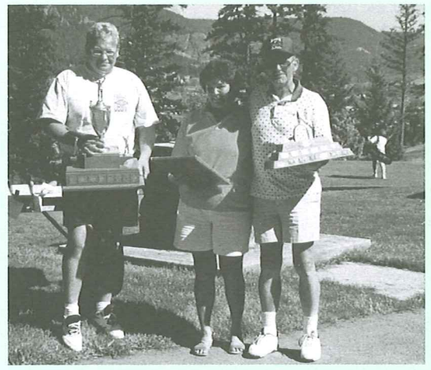

Low gross winners (l. to r.): Steve Doubinin, Irene Levesque and Don Gill.

Men's overall winner was **Steve Doubinin** of Salmon Arm district, who won the overall low gross trophy with a score of 151. In the women's field, **Irene Levesque** took top honors with her score of 179. **Don Gill** scored a total of 188 to win overall low gross in the retirees' event.

Ed Levens of Horsefly forest district won the men's overall low net with 123, and **Rochelle Satrum** won the women's event with her score of 148.

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1st Flight	Rob Bowden	Ken Vanderburgh
	Brian McNaughton	Ken Shaw
	King Campbell	Norm Rogers
2nd Flight	Jim Snetsinger	Terry Satrum
	Jim Sutherland	Mike Carlson
	Guy Newsome	Brian Foote
3rd Flight	Brian Smith	Graham Seefeldt
	Jim Pietila	Hugh Freeman
	Al Randall	Geoff Bate
Toppers	Brian Kempf	Ron Bronstein
	Dean Chartier	Deb Newby
	Al MacPherson	Mel Kerr
Niners	Mona Doerksen	

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Women; Conair Trophy: **Rochelle Satrum**, Cariboo spouse; 148
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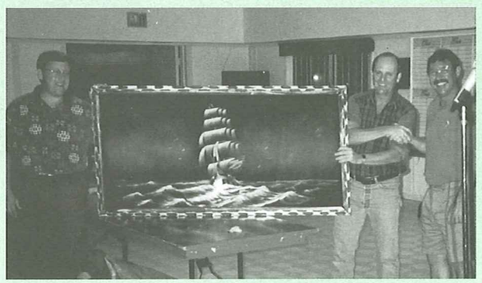
Regional Team Competition (Firetech Trophy)

1st (421): Tony Willingdon, Rob Bowden, Larry Pedersen
2nd (424): Cariboo
3rd (430): Prince Rupert
4th (435): Kamloops
5th (449): Prince George
6th (460): Vancouver



Larry Pedersen (r) and Jim Snetsinger (l) turn over the covetted black velvet galleon to Fred Baxter (c).