



First recommendations endorsed in employee communications program



ECC members, left to right: Les Underwood, Fred Baxter, Ian Howes, Nan Vye, Laura Stringer, Ken Pendergast, Paul Kuster and Mel Dunleavy (more photos p.2)

Day-long session held by new committee

The employee communications committee met for the first time on January 18.

"It was clear from the start of our day-long session, that the members did not want to waste any time on formalities," said Laura Stringer, director, public affairs branch, and ECC chairperson.

"They knew why they were there, they weren't afraid to speak their minds, and they wanted to move fast.

"They made it clear that they intend to keep all staff informed about what they do — every step of the way."

Following a staff survey in October 1989, the employee communications committee was formed to review the survey results and develop an ongoing employee communications plan.

Here are some of the comments they made at the meeting, which set the pace for the agenda.

"People throughout the Forest Service want to know what's happening with the employee communications program and this committee. It's a long process, but we have to move quickly."

"There are some skeptical, disillusioned people out there, especially at the clerical level. There has to be some action on this study (staff input survey)."

"I'm sure the average employee has forgotten about this committee by now. If we can't make some fast decisions — in weeks — our colleagues will wonder what's happening."

"I'm glad we are meeting — albeit late. Let's make some decisions and get rolling."

"We have to let people know what we are thinking and communicate what we're doing, even when we are doing nothing."

The next ECC meeting will be held on March 15.

All the recommendations of the employee communications committee to the operations division management team, branch directors and Deputy Minister Phil Halkett have now been endorsed.

The recommendations are:

- managers in each district, region, and branch to meet with staff and jointly develop a simple, one-page plan to improve internal communications, by March 31, 1990;
- managers to consider annual field trips for all non-field staff;
- executive members will meet with all staff at regional and headquarter's offices to discuss internal communications at least once a year;
- regional managers will meet with all staff in each district at least once a year;
- district managers will meet with all staff to discuss internal communications at least once a year;
- ECC members offer to outline and discuss employee communications program with staff in districts, regions, and branches;
- ECC meetings to be held in each region at least once a year, if requested by regional manager; and,
- minutes of ECC meetings to be distributed to all staff.

ECC members are now following up on the other actions taken on by individual members at the January 18 meeting. You can expect to find the following items on the next meeting agenda:

- draft policy, proposal, and timetable for the use, style and cost of uniforms and apparel;
- list of suppliers and draft catalogue for sales of Forest Service apparel, coffee mugs, decals, lapel buttons, coasters, spoons, jewelry, jack knives, etc;
- draft guidelines for use of Forest Service vehicle decals; and,
- standards for exterior office signs.

Survey says staff want to hear from managers

Forest Service staff want to get information from their managers and supervisors before they read about it in the newspaper or see it on television.

That was one of the findings of the staff input survey analysis, completed in October 1989. Seventy two per cent of survey respondents cited newspapers as one of the sources through which they now receive information on forestry issues. Half of those surveyed said they received this kind of information from supervisors and managers.

When respondents ranked each source of information in order of preference, the results were:

1. regional, district, and branch manager;
2. supervisor;
3. colleagues;
4. Forest Service flyers;
5. Forest Service newsletter;
6. newspapers;
7. television
8. industry flyers
9. other
10. advocacy group flyers

Managers, supervisors and Forest Service flyers were identified as underused when the preferred sources were compared to the present sources used.

There were some regional differences in how often these three preferred sources were used.

Managers were used more often in Prince Rupert forest region, and least in Victoria and Kamloops.

The survey also showed that staff in different positions got their information from different sources.

Professionals were more likely to get information from a variety of sources significantly more often than office managers and clerical staff. Office staff and females reported getting information more often from one source: the Forest Service newsletter.

A significant number of office staff

did not mention supervisors as a source of information, when compared to other groups.

Males reported getting information about forestry issues from non-Forest Service sources significantly more often than females.

The Forest Service's visual identity was seen as "not strong enough" in the field, by 75 per cent of the respondents. But they were evenly divided on whether or not visual identity was adequate in offices.

The most common suggestion for improving visual identity was through the use of uniforms or other apparel.

Managers will meet with staff to discuss the survey and the employee communication plan.

Copies of the survey results are available in all Forest Service offices.

Committee members want to open channels

The eight members of the ECC committee are in favor of more direct contact between staff in all sectors of the Forest Service.

For more information contact one of the ECC members listed below.

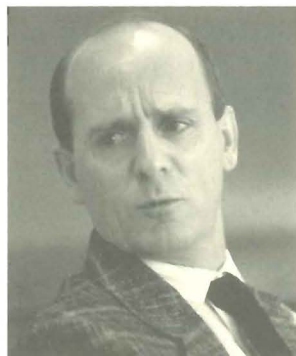


Ian Howes

ECC Members	Location	Phone	FAX
• Laura Stringer	Victoria	387-8486	387-6265
• Fred Baxter	Kamloops	828-4121	828-4154
• Les Underwood	Victoria	387-6538	387-5714
• Ken Pendergast	Ft. St. John	787-3301	787-3483
• Paul Kuster	Squamish	898-9671	898-3851
• Ian Howes	Merritt	378-9311	378-9320
• Mel Dunleavy	Quesnel	992-4400	992-4403
• Nan Vye	Chilliwack	794-3361	794-7736



Nan Vye



Fred Baxter



Ken Pendergast

Forests Minister visits Carmanah Valley



Forests Minister Claude Richmond took a first-hand look at old-growth forests in the Carmanah Valley on January 15. He expects the final decision on land use in the Carmanah will be made sometime this spring.

Richmond also wants to visit Kyuquot Sound, on Vancouver Island, to see for himself the evidence of harvesting practices which occurred a decade ago and rehabilitation of the area.

United Way rewards generous staff

The United Way's highest honor for outstanding employee contributions in 1989 was received by two Forest Service employee groups: information systems branch; and, executive staff.

"It's a real achievement to get a gold plaque," said Veronica Barlee, United Way campaign director. "It's nice to see the Ministry of Forests step right up to the mark. It says a lot about their generosity."

To receive the award, 75 per cent of a group of 10 or more employees must contribute \$80 or more per year to the United Way.

Although Canadian giving standards have declined in the past 20 years, Barlee says the percentage of Forest Service contributions, through payroll deductions, rose from 53.19 per cent in 1989 to 53.77 per cent for 1990.

This was the result of a successful campaign run by Charlene Levis and Brian Alexander, the Forest Service contacts for the Provincial Employee Community Services Fund.

Manager appointed for native forestry issues

Peter Levy, timber harvesting branch, has been appointed manager responsible for native forestry issues.

He will be responsible for coordinating the Forest Service's responses to issues arising from the premier's Council on Native Affairs, as well as all other native forestry issues.

Old-growth forests workshop summary "a significant step"

Towards an Old-growth Forests Strategy, the recently released summary of a workshop held in November 1989, is the first step in the process of understanding old-growth forests issues from the view of various sectors of society.

"It's the beginning of looking at the issue of old-growth forests to come up with long-term solutions," said Gordon Erlandson, public involvement specialist, integrated resources branch.

"It took almost a year to discuss and develop the workshop concept with interest groups, and to finally reach the point of releasing this summary.

"This is a significant step for the Forest Service in addressing the old-growth forests issue," Erlandson said.

An eight-page proposed '1990 action program' for the development of an old-growth forests strategy, is included in the summary. It is based on the recommendations of workshop participants who were chosen by their peers to represent the broad net of old-growth forests interests.

The action program sets out a proposed structure for an old-growth forests strategy project, including:

- an interagency management committee chaired by the chief forester, with representatives from Ministries having program interests in the project;
- a 'project working group' made up of delegates from the committee and 'working team chairpersons; and,
- five 'working teams' broadly representing governments, industry, independent professionals, academic

institutions, native groups and public interest groups, to deal with:

- research and inventory;
- economic and social values;
- policy development;
- management practices; and,
- conservation of areas.

'Team' members would be identified in consultation with organized interests, similar to the way the old-growth forests workshop participants were chosen.

The report recommends that some immediate preparatory work be conducted by the Forest Service, to allow teams to function effectively. These include:

- testing existing definitions of old-growth forests against the current forest inventory system, to provide rough estimates of old-growth forests volume and location;
- identifying important areas of economic and social analysis, and to commission these studies immediately;
- preparing a sound deferral process that can be easily invoked to place critical old-growth forest areas under deferral; and,
- revitalizing the ecological reserves program.

The nearly 40-page summary also looks at priority old-growth forests issues; potential criteria for designation of candidate areas for old-growth reserve status; definitions; and, objectives of old-growth.

Copies of the summary are available at Integrated Resources Branch, 1450 Government Street, Victoria, V8W 3E7.

New info centre a "grand initiative"

A prototype forest fire information centre set up in the Merritt forest district last summer, is getting the full support of protection branch to continue operating during the 1990 fire season.

"I think the whole project shows grand initiative," said **Jim Dunlop**, director, protection branch.

"We are really impressed with what the Merritt forest district and Kamloops forest region has done."

The information centre is located at the junction of the Coquihalla and 5A highways, inside the Merritt Tourist Information Centre.

This hub location, and the natural draw of the striking log building, were two key reasons for the centre's success last summer.

Between June 15 and September 15 last year, 6,397 visitors toured the forest fire information display.

The concept for the centre came from the realization that more had to be done to inform the public about fire protection activities — especially timely information on fire danger, campfire bans, travel restrictions, and forest closures.

Tom Lacey, resource officer, protection, and **Don Saari**, weather station technician, were the first to scout out the building, while inspecting a Forest Serv-

ice weather station also located on-site.

They were inspired, and developed a plan right then and there. It gathered momentum: capturing the imagination and cooperation of everyone who participated.

"I was impressed by the way the Merritt district innovated, and did it on their own," Dunlop said.

"Usually these kinds of successful programs start out in the districts. The rappel and unit crew concepts also came from the district level.

"Protection has always been willing to tell its story. But the big benefit of the information centre is that the message is not contrived. It is real: because it is delivered one-on-one with the public. In my view, it is precisely the type of factual information we should be giving to the public.

"Getting out into communities to meet face-to-face with people, has always been, and still is, one of our highest priorities," Lacey said.

Forest protection was the main theme of the centre's displays, but other Forest Service program information was also provided.

In fact, many of the concerns raised by visitors were related to Forest Service programs other than protection. The concerns included: clear-cutting; herbicide use; and, timber harvesting levels.

The Merritt district has recommended that specific displays be prepared by other Forest Service programs, and be incorporated for the 1990 forest fire season.

Dunlop said that information centres would also be useful in other high-traffic forest districts, to reach a large number of people.

1989 safety wrap-up

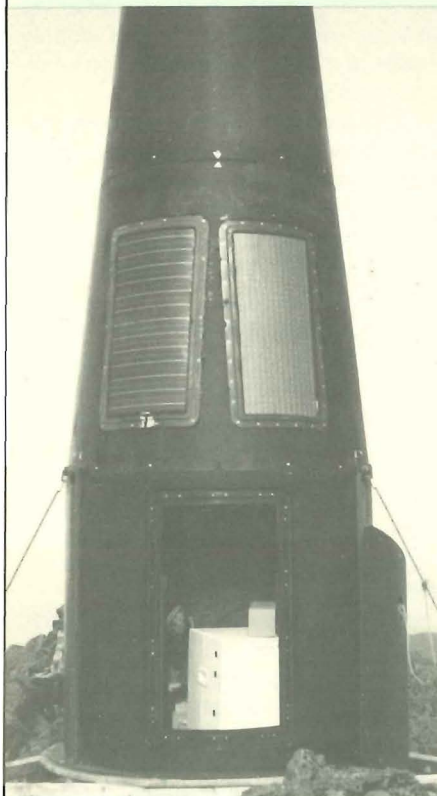
During 1989, many Forest Service offices received B.C. Safety Council awards. The highest awards of 'distinction' were presented to Cranbrook and Kispiox forest district offices. Vanderhoof and Chilliwack district offices received the second highest 'honor' awards.

The third highest Gold awards were given to the Port Alberni, Chilliwack, Mid Coast, Salmon Arm, Queen Charlotte, Arrow, Vanderhoof, Quesnel, Horsefly (Likely) district offices.

Silver awards went to the Vancouver regional office, Chilliwack, Dawson Creek (Chetwynd), Queen Charlotte, and Boundary district offices.

Bronze awards were presented to the Vancouver regional office, Port McNeill, Squamish (Pemberton), Queen Charlotte, Boundary, Golden, Revelstoke, Dawson Creek (Chetwynd) district offices.

Solar panels could save money



It may look like an attempt to send seedlings into space, but it's a 'comshell' that houses Forest Service radio repeaters.

Solar panels may soon replace batteries to power Forest Service mountain-top repeaters, if test results on Mount Whympier, Vancouver Island, prove successful.

As part of its extensive radio network, the Forest Service has about 120 mountain-top repeaters, housed in cone-shaped fibre-glass structures called 'comshells.'

They protect the radios, batteries and antennas from the elements.

The repeaters are powered by throw-away batteries at a cost of about \$1,000 per year for each location.

Staff in the electronics section, technical and administrative services branch, have explored ways to use solar energy for power, and found a new flexible solar panel that conforms to the curved surface of the comshells.

A single test-panel was installed at the Mount Whympier site on Vancouver Island during the summer of 1988. It did not generate enough power so another was installed in October 1989.

The test site is being monitored for performance and resistance to the elements, and if successful, there are plans to replace the batteries with the new solar panels.

A saving of \$20,000 per site could be expected over 20 years, which is the projected life of the panels.

— submitted by **Dave Wegelin**, technical and administrative services branch

Wilderness policy

Next process is identification

Good policy takes time to develop. And after careful and close consultation with the public and other resource agencies, the policy for managing wilderness in provincial forests was released in December 1989.

"We feel the policy is better as a result of this effort," said **Terje Vold**, wilderness management forester, integrated resources branch.

The policy defines wilderness as areas that are:

- generally greater than 1 000 hectares; and,
- primarily for recreation and conservation, with no commercial timber harvesting or public roads allowed.



Mining is not prohibited, but will be carefully regulated. "The release of the wilderness policy was a substantial green light to go ahead with the process of wilderness identification, assessment and designation — even though much of the work toward developing a system plan to do this has already been started," said **Tom Hall**, manager, recreation section.

The system plan will identify and rank specific areas to be studied through the ministry's integrated resource management processes.

"This will be done largely by district and regional staff, and in close consultation with other agencies," Vold said.

But it takes an order-in-council to designate a wilderness area, after recommendations are made through these studies.

Step by step:

- proposals from the public or agencies continue to be welcomed;
- potentially suitable wilderness areas are ranked in terms of their wilderness and other resource values, i.e. the (systems plan); and,
- detailed assessments of high priority areas are initiated.

Through this detailed review, an area may be designated a wilderness area by Cabinet.

There are presently three wilderness areas in the province:

- Height-of-the-Rockies — 68 000 hectares;
- the Upper Stein — 10 000 hectares; and,
- the Lower Stein — 33 000 hectares.

IRM is theme for 'challenges of '90s'

Open communication, flexibility, and integrated resource management was the message that came over "loud and clear" at the annual district managers' meeting, held November 30, 1989.

The new workshop format was a "welcome and refreshing" departure from past years, said meeting organizers.

"It was the best district managers' meeting I've ever attended," said **Gerry Dodd**, former district manager, Kalum forest district, who retired in January.

"It gave us an opportunity to ask questions, rather than just passing resolutions.

"If they stay on that track they will continue to have successful meetings," Dodd said.

The new format incorporated panels, each with several presenters, followed by open discussion.

The topics included:

- human resources;
- the Forest Service image;

- changes in harvesting and silviculture;
- communicating with the public; and,
- internal perspectives on IRM.

An open forum with executive members, moderated by **Wes Cheston**, assistant deputy minister, operations, was also held.

An integrated resource management symposium held after the meeting proper, was seen as a "valuable extension."

"It was the theme of the whole meeting anyway," said **Al Gorley**, district manager, Morice forest district.

Although integrated resource management isn't new, "public demands are making it operational," said **Bill Brinnen**, district manager, Lakes forest district.

"It's cemented in my mind, that integrated resource management is going to become even more important in the coming years, as the land base shrinks,

and resource needs grow," said **Harry Barber**, district manager, McBride district.

"We have to accept that IRM is the way it is, and behave accordingly."

"I noted a significant change in direction from a year ago, as I believe everyone did," said **Dan Donaldson**, district manager, Lillooet. "The executive is very supportive."

The social aspects of the annual meeting were also reinforcing.

"As with most district managers, I found it was nice to get out and talk with other district managers," said **Dave Raven**, district manager, Revelstoke forest district.

Ray Ostby, district manager, 100 Mile House, chaired the organizing committee for the 1989 meeting.

"Managers are overwhelmingly in support of keeping the meeting annual — if the quality is maintained," Ostby said.

"The job's not getting any easier, but we covered a lot of ground."

Skimikin has best bareroot stock

The first Chief Forester's award for bareroot seedling stock, went to the Forest Service's Skimikin Nursery, during the 1989 annual Forest Nursery Association of B.C. meeting, in Victoria.

"The success of the Skimikin's bareroot crop (seedlings grown in the field, rather than in containers) is largely due to a site-tailored cultural program, constant monitoring, and the tender, loving care of the nursery staff," said superintendent **Jim Kusisto**, who accepted the award, presented by **Jenji Konishi**, on behalf of Chief Forester **John Cuthbert**.

The seedlings were judged on color, root mass, meeting or exceeding target specifications, bud size and condition, shoot-to-root balance, and needle condition.

All staff involved are proud of the award, and will strive to win it again in 1990.



The tender, loving care of Skimikin Nursery staff helped get award — a chrome-plated planting spade.

Steering committee to guide GIS

A steering committee will coordinate geographic information systems (GIS) projects throughout the Forest Service.

The six-member committee has the following responsibilities:

- approve, or seek executive approval for GIS implementation strategies and time lines;
- provide senior-management decisions or direction to executive on issues raised by all GIS initiatives;
- ensure all Forest Service GIS projects are coordinated; and, communicate decisions and directions within the Forest Service using existing protocol channels.

The committee members are:

- **Jack Biickert**, director, integrated resources branch;
- **Ken Collingwood**, district manager, Merritt forest district, (committee chairman);
- **John Ellis**, director, information systems branch;
- **Bob Friesen**, regional manager, Prince Rupert forest region;
- **Frank Hegyi**, director, inventory branch; and,
- **Julius Juhasz**, director, timber harvesting branch.

Error found in pocket guide

Anyone who uses the Ministry of Education's *Pocket Guide to Metrics* to calculate basal area should note that there is an error in the conversion factor: from square-feet-per-acre to square-metres per-hectare, on page 17.

"It's not a commonly used factor," said **David Campbell**, range officer, integrated resources branch, who discovered the error, "but it's an insidious thing."

Campbell said the error has gone unnoticed for 10 years because it's a two-dimensional conversion, which can't be done in your head.

"My concern is for researchers. Their data will look precise. It will cluster around a point, but the point will be removed from the centre of the bull's-eye," he said.

Campbell has notified the Ministry of Education about the error. He suggests that Forest Service staff check software, which may include the incorrect conversion factor, as well as calculations or research done with the factor from the guide.

"The factor would tend to introduce variation into any correlations or summary statistics," Campbell said.

Taking risks part of 1990 plan

Equity, opportunity, and representation, were the main issues discussed by Women's Programs representatives at an annual workshop to develop an action plan for 1990.

One of the specific concerns raised about women's equity in the Forest Service was the outdated classification plan.

Action will be taken during 1990 to:

- investigate the classification system;
- evaluate positions and promote training; and,
- examine Forest Service employment statistics by gender.

Individual initiative was emphasized

as the best way to improve career opportunities — taking risks, taking courses, and setting goals in the pursuit of one's own interests.

The workshop also identified the need to increase the visibility of Women's Programs.

Through training, representatives will acquire the skills needed to educate co-workers.

For more information, contact your Women's Programs representative, or call **Charlene Levis** at 387-1102.

— submitted by **Jackie Dash**, public affairs branch and **Jackie Henderson**, audit services branch

Duncan district popular with visitors

Forest Service staff in the Duncan forest district are earning a local reputation for being super hosts.

But one of the more recent groups to enjoy the district's hospitality was a delegation from the People's Republic of China.

Their tour of the Duncan forest district, as well as fire control centres in Victoria and Kamloops, was prompted by a recent disastrous forest fire in northeast China that covered 1.3 million hectares, and killed more than 100 people.

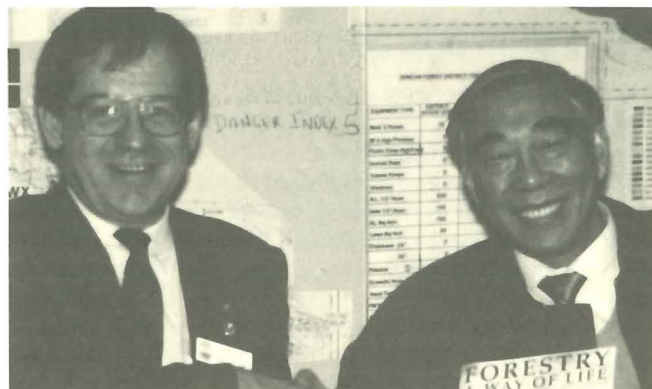
The delegates were most interested in the operation of automated weather stations, and how decisions, based on the district's fire management plan, are implemented.

Also visiting the Duncan offices recently, were a group of children from the 'Cowichan After School Program.'

The highlight of their visit was a demonstration of the lightning locator computer program.

— submitted by **Tom Walker**,
Duncan forest district

Duncan district manager Tom Walker hosts Zheng Zhou, deputy director-in-chief, Chinese Forest Society.



Duncan staff participate in after school program. Doug Eastman, centre; Bill Rose, far right; Kensey Foort, back row second from left.

Workshops, symposiums, and coming celebrations

In spite of urban growth, the 121 trees planted on March 15, 1930, at Green Timbers nursery in Surrey, are still there.

To commemorate the planting of these trees, and to celebrate the opening of Green Timbers Nursery 60 years ago, a ceremony will be held March 15 on site.

Another 121 trees will be planted that day — some by relatives of those who planted the original grove.

For more information, contact: **Ralph Huber**, silviculture branch at 387-8942.

'Management of the World's Temperate Forests - How do we Compare?' will be the theme of the "largest and most interesting" annual general meeting in the history of the Association of B.C. Professional Foresters, states the association's newsletter.

It will be held February 21 - 23 at the Westin Bayshore Hotel in Vancouver.

Speakers from around the world will give their views on forestry practices, policy, legislation and the roles of professional foresters in their respective areas. For more information, phone: 687-8027.

Papers are requested for the Canadian Workshop Symposium on Landscape Approaches to Wildlife and Ecosystem Management, to be held on May 4 - 6 at the University of British Columbia campus.

Some of the proposed themes are:

- landscape conservation and protected areas management;
- forested and agricultural ecosystems management;
- managing wildlife in forested ecosystems;
- agricultural landscapes for wildlife conservation;
- managing remnant habitats in the urbanized landscape; and,

- landscape ecology developments and research.

For more information, contact: **Brent Ingram** at 228-5271.

Chief Forester **John Cuthbert** will be one of the speakers at the Wildlife-Forestry Symposium, a workshop on resource integration for wildlife and forest managers in interior B.C., in Prince George on March 7-8.

The symposium is sponsored by the Canadian Institute of Forestry, Forestry Canada, the Ministry of Environment, and the Forest Service.

Only 200 delegates can be accommodated. If you register before February 20, the cost is \$100. For more information, contact: conference facilitator, **Jeanne Halleran**, Box 1090, Kaslo, B.C., VOG 1MO, or phone 366-4278.

Contributors make or break the newsletter

During 1990, we hope that readers from all districts, regions and branches, will continue to send in their stories.

These submissions are important to make the newsletter as representative as possible, and we try to use them all. But space is limited and some stories don't reach us on time.

Here are some ways to ensure that your news reaches us, and gets published.

- deadline is the 15th of every month;
- talk to your newsletter correspondent if you don't have time to write the story yourself;
- or call **Cindy Carleton** at 387-8489;
- or leave a FAX message (387-8485), and we'll follow it up;
- include full names, positions, dates, and any important contacts;
- if you wish to write an opinion piece, it should be brief, and productive;
- if you send in a clipping, indicate what you think is most important;
- please send in photos, (black-and-white are preferred) — if they are worth more than words and illustrate your story.

If we can't use your submission for some reason, we will contact you and give you an explanation.

Thanks for sending your ideas and thanks for keeping us in touch.

Nelson appraisal clerk wins the slogan challenge

Lorne Evin, who created the slogan **Forests for the Future**, is the winner of the Forest Service slogan challenge.

Lorne, an appraisal clerk in the Nelson region's valuation section, will receive a copy of the book *Forests of British Columbia*.

The slogans **Managing Our Forest Legacy** and **Forests for Everyone**, tied for second place.

Consecutively, they were created by **Marjorie Helland**, financial operations supervisor, Vancouver region, and **Rick**

Smith, resource officer, Vernon district.

Managing Your Forest Resources, placed third. But **Jim Challenger**, manager, visual communications, public affairs branch, who coined the slogan, should get an 'honorable mention' for having three of his entries chosen as semi-finalists.

Thanks to those of you who participated in the sometimes picky, sometimes funny discussions generated by the contest.

The winning slogan will be used on in-house products.

Opinion

'Solid service with a smile'

By **Ann Thompson**,
public affairs branch

While we strive to stay ahead of our workload, we must often answer complex questions and letters from the public.

As we do this, we should remember what it's like to feel strongly about something. Strong enough to make a special trip into a government office, or write a letter.

We should respect the desire and

determination of people who seek accurate information.

Every contact we have with the public, gives us the opportunity to introduce them to the complexities of forest management. Public interaction also allows us to hold a mirror to ourselves, and how we do our jobs.

If we expect the public to understand our goals and accomplishments, we need to take the extra minutes required to answer their questions as best we can.

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Cariboo: **Rick Stewart**; Kamloops: **Heather Gell**; Nelson: **Dale Anderson**; Prince George: **Esther Soles**; Prince Rupert: **Terry Walker**; Vancouver: **Jerry VanderBurch**.

Forest Districts:

100 Mile House: **Anne Lewynsky**; Arrow: **Ted Evans**; Boundary: **Karen Pullman**; Bulkley: **Bob Spyksma**; Campbell River: **John Tisdale**; Cassiar: **Barry Robinson**; Chilcotin: **Mary Crawford**; Chilliwack: **Nan Vye**; Clearwater: **Ian Brown**;

Cranbrook: **Tom Volkers**; Dawson Creek: **Paul Gevatkoff**; John Mallett; Duncan: **Tom Walker**; Fort Nelson: **Herb Spence**; Fort St. James: **Mike MacDonell**; Fort St. John: **Pat Doonan**; Golden: **Larry Price**; Horsefly: **Wayne Johnson**; Invermere: **Richard Dominy**; Kalum: **Ian Bowie**; Kamloops: **Tim Sheldon**; Kispiox: **Brian Ather-ton**; Kootenay Lake: **Steve Flett**; Lakes: **Larry Russel**; Lillooet: **Bev Rennie**; Mackenzie: **Sheri Hisch**; Merritt: **Ian Howes**; Mid-Coast: **David Halls**; Morice: **Rod DeBoice**; North Coast: **Don Thompson**; Penticton: **Gail Lesowski**; Port Alberni: **Ernie Beadle**; Port McNeill: **Cliff Slack**; Prince George: **Maury Drage**; Del Blackstock; Queen Charlotte Islands: **Ben Hansen**; Quesnel: **Deborah Lipscombe**; Revelstoke: **Lauren Waters**; Robson: **Bob Elliot**; Salmon Arm: **Harry Drage**; Squamish: **Ailsa Siemens**; Sunshine Coast: **Lena Grant**; Vanderhoof: **Craig Hooper**; Vernon: **Linda Vlasveld**; Williams Lake: **Chris Thornton**.