



BCFS goes 'biogeoclimatic' on map

What's the nicest one of its kind? Has 14 zones? And is a landmark in forest management?

The full-color B.C. biogeoclimatic zone map developed by BCFS ecologists and soil scientists.

It took the combined efforts of ecologists in the regions and research branch to produce the map, says **Del Meidinger**, classification program correlator.

The new map is based on a system developed by **Dr. Vladimir Krajina** at the University of British Columbia in the '60s.

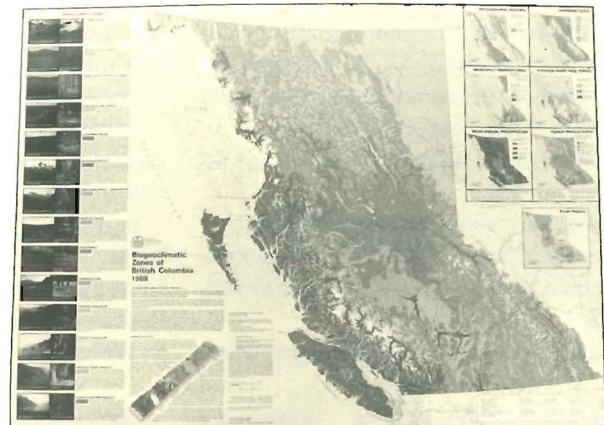
Biogeoclimatic zones have been used in BCFS field guides and operations maps since 1976, says Meidinger.

The zones are based on climatic regions, overlaid with soil and landscape, as well as the "biota" or vegetation and wildlife distinctions.

But the new map gives the provincial perspective, which will help foresters plant tree species and prepare sites more effectively.

And two new ecological zones were incorporated into the map, after years of mediation.

Ponderosa pine and bunch grass, formerly included in one zone, are now two different zones.



And in the Cariboo/Chilcotin region, the new zone is sub-boreal spruce.

Although the map is a useful tool for practicing foresters, it will also be of interest to biologists, naturalists and teachers.

It is available through MAPS B.C. 553 Superior Street, Victoria, B.C. V8V 1X5

Kamloops region plans family

Successful families do more than just pat each other on the back.

That is why 20 Kamloops region representatives have made plans for recognizing 'forestry family' member's achievements.

A 16-page report prepared by the representatives was unanimously accepted and endorsed by the Kamloops regional management team on December 15, 1988.

Managers in the seven districts are committed to developing the reward and recognition program at their first 1989 district management team and section meetings, says **Peter Levy**, regional manager.

During September and October 1988, two staff members from each district and two members from each of three regional sections were elected by their peers to develop a reward and recognition program.

They held a workshop in Kelowna last

November to answer three main questions:

- What behavior do we want to encourage, reward and recognize?
- How can we encourage this behavior?
- How can we reward and recognize this behavior?

The representatives listed more than 40 positive behaviors. They recommended that managers and supervisors encourage, support and give positive feedback to their staff and to each other on a continuing, daily basis.

"We need words of encouragement, understanding and caring," they stated in their report.

One of their goals is to create a positive working climate in which members work to support and encourage each other not only during the rewarding times, but particularly during the difficult times.

Four of the six strategies in their report

received "strong support from the regional management team," Levy says. They were:

- good news gatherings;
- field trips and inter-regional visits;
- a secondment program; and,
- a staff reward and recognition program.

The rationale behind 'Good News Gatherings' is to create a forum for communicating positive feedback, recognizing achievements, involving staff in community and social activities, and informing employees about training and development opportunities.

Apparently, in the past, staff meetings focused on problems rather than solutions.

The reward and recognition recommendations include commendation letters, special gifts, and annual recognition days for recipients.

A follow-up session will be held by the reward and recognition representatives.

PAC looks communication in the eye

"On time, and on target", is how the pesticide advisory committee has responded to the growing demand for pesticide-use information, from BCFS employees and the public.

Committee chairman **Jack Biickert**, says that risk/benefit information exchange is an initiative for the committee this year.

Deloitte Haskins and Sells has been contracted to help the committee design a risk/benefit communication process.

They want to disseminate technical information about:

- health and environmental risks; and,
- economic benefits resulting from activities that are perceived to give rise to such risks.

The exchange occurs between any inter-

ested parties, including: government agencies; corporations and industry groups; unions; the media; research scientists; professional organizations; public interest groups; and individual citizens.

One of the goals of risk/benefit communication, is to translate the language of expert's assessments into laymen's terms.

It is essential that risk/benefit communicators have a thorough understanding of how messages and audiences work in our media-rich society.

Inside communications

In response to a BCFS internal attitude survey on pesticide usage conducted in June 1987, PAC members have completed information exchanges with most regions and branches.

February 1989 is the project's target completion date.

Biickert says many excellent questions were asked by employees, who were made aware of the quantity of technical information available to them.

But the process doesn't stop there.

"We are elated," said Biickert, with the healthy stack of questionnaires completed by employees who attended the PAC presentations.

The employees did more than just tick off the boxes. They added many personal comments.

A consultant has been retained to review the questionnaires. Common concerns and observations of employees will be analyzed.

Prototype crew fast, efficient

A highly trained, 20-man, fire suppression 'unit crew,' initiated by the ministry's protection branch in 1988, has had a dramatic effect on large fire control in the province.

The performance of the prototype crew was exceptional, says **Gary Hartwig**, superintendent, unit crew operations. A production rate three to 10 times greater than that of untrained crews was achieved.

Not only is the unit crew program efficient, it's cost effective. Direct fire sup-

pression costs are cut by \$9,500 per day. It's less expensive to set up camp for 20 fire fighters than for 100, says **Hartwig**.

Further reductions in accident claims are also expected. WCB claims for casual fire fighters are currently approaching \$500,000 annually, while trained-crew claims are minimal.

The unit crew program will provide crews which are compatible with the U.S. Forest Service Hotshot crews.

Successful bid first timber sale under new program

The first timber sale based on the new Small Business Program policy of 'bid proposals' has been made to a Prince George company, Woodland Lumber Ltd.

More than 3,000 entrepreneurs were notified about changes to the Small Business Forest Enterprise Program in July, 1988.

Registrants in the program can now submit bid proposals, which are evaluated in terms of the value added to the timber resource and increased employment.

The applicant's 'bonus bid', additional money offered above and beyond the appraised value of the timber, is still considered in the evaluation.

To carry out this new direction in forest management, the definition of timber processing facilities was expanded to include not just sawmills, but specialty mills that upgrade lumber and manufacture value-added forest products.

Therefore, primary sawmills are not eligible for the bid proposal type of timber sale.

Regardless of the size of a business submitting a proposal; whether they own/lease a timber processing facility or not; their ability to add value to the timber resource will make them competitive bidders.

Safety training completed

The ministry's human resources branch has completed Workplace Hazardous Material Information System (WHMIS) training of 141 BCFS employees, and 23 from other ministries, well before the January 29, 1989 deadline.

To meet the educational needs of employees in different work settings, a generic training program was developed, says

Ted England, accident prevention officer.

It was tailored to fit the level of expertise required by employees who will go on to train others.

Education and training is a key component of WHMIS. Through it, employees are made aware of the content, purpose and significance of the other key parts: WHMIS Labels and Material Safety Data Sheets.

New FRDA publications

- *FRDA Report 037*: Site index curves and tables for B.C.: coastal species;
- *FRDA Report 039*: Development of a bioassay protocol for evaluating the toxic risk to regional fisheries resources posed by forest-use herbicides;

- *FRDA Report 040*: Research requirements to determine the effects of silvicultural herbicides on wildlife habitat: a problem analysis.

Copies: Research Branch, 1450 Government Street, Victoria, B.C., V8W 3E7.



Karen Webster, Derek Hamlet and Charlene Levis

Fitting into forestry

Who are these people?

If you don't recognize them now, they are hoping their activities in 1989 will make them familiar names and faces in the ministry.

There have been many changes in the human resources branch's training and development section this year. Here's the new team.

Derek Hamlet, manager, human resource development, was recently promoted from manager, training and safety programs with the Ministry of Government Management Services.

Before joining the B.C. government, he spent a number of years with CUSO, in training and development.

Charlene Levis was promoted from within the branch in April 1988, to human resource development officer.

Karen Webster joined the human resources branch in June 1988 as training and development clerk, after receiving her M.A. in English Literature from Queen's University. The trio plans to offer new training initiatives early this year in the areas of "problem-solving/decision-making" and "stress management".

They look forward to working together — for you. If you need information, advice or resources related to your training and development needs, please phone them at 387-1525.

Seasons affect BCFS employment statistics

It takes all kinds of people to make up the B.C. Forest Service.

But statistics allow us to see ourselves in relation to others. They help us to raise new questions, and to pose them more precisely.

Question: How many people are employed in the BCFS?

Answer: While FTEs for 1988-89 is 3,826, the number of people varies due to the seasonality of some jobs:

- 2,997 (Oct. 30 - Nov. 12) 1988
- 4,035 (Jul. 10 - Jul. 23) 1988

The average number of employees, is 3,627 based on records from April, 1 to November 26, 1988.

Question: How many of these employees are men, how many are women?

Answer: 2,165 males and 932 females out of 3,097 employees in December.

- Out of 2,181 B.C. Government Employee's Union members, 832 are female and 1349 are male.
- Of 526 Professional Employee's Asso-

ciation members, 490 are male and 36 are female.

- In management, there are 326 males and 64 females.

Dave Walker, human resource planning specialist, provided these statistics.

If you have an interesting statistic or need a question answered, call 387-5255, public affairs branch, attention Cindy Carleton.

'Sorry, call again'

Get this.

You are not the only person who can't connect on the phone.

A poll reported in *Modern Office Technology* indicates that 18 per cent of the people you are trying to call are out of the office. Another 37 per cent are already on the phone. Thirteen per cent "cannot be interrupted" and 14 per cent are in a meeting. Six per cent are doing "other things". A mere 12 per cent are available to take your call.

— source, *RaganReport*

Southern Interior Silviculture Committee and Society of Range Managers

WORKSHOP

March 14-15, 1989

Delta Lakeside Inn, Penticton

Managing the Mid-elevation Forest
An Integrated Resource
Perspective

Contact: **Abbey Bates**,
phone: 828-4169

Coastal Silviculture Committee

Winter Business Meeting

February 7-8, 1989

Coast Bastion Inn, Nanaimo

For information contact:

Frank Barber, phone: 387-8910
Dan Lousier, phone: 390-4566
Bob Jones, phone: 658-8745

The past... thoughtful back

It's not every day that you make history.

So we would like to congratulate the 45 BCFS employees who received awards from the Province of B.C., for reaching continuous service milestones of 25, 35 and 40 years.

An awards presentation and dinner was held November 23-24, 1988 at Government House in Victoria.

We thank them for sharing their oral history with us in our January and February issues.

Doug Adderley, manager, special projects and information services, public affairs branch, likes to help people.

Doug has gone from hand-coloring TFL presentation maps when he joined the BCFS in 1964, to helping international delegations learn about B.C. forestry.

He has seen technology change from 1965 when he was film librarian. In this age of video, people ask: "what's a film strip?"

Doug also remembers giving radio reports on the BCFS radio, which was once the largest private FM radio station in the world.

He has evolved along with his job, and enjoys the challenge of working with a more aware public.

"I have the best job in the ministry," he says.

Like many BCFS employees, moving around the province has been exciting and personally satisfying for **Doug Eastman**, operations manager, harvesting, Maple Ridge forest district.

He remembers Port Alberni as the place where he met and married his wife; Squamish was where his daughter was the New

Year's baby, and where he joined the BCFS; Sayward he recalls as the place his son was born.

Doug sometimes misses the days when forest rangers were "God" and they drove around in trucks with canvas canopies.

But he says "what was important to me then, is important to me now." Doing what he likes and doing it well.

Getting to meet and know people all over the province is what **Dene Ferguson**, planning officer, Kamloops forest region, has enjoyed in his 25 years with the BCFS.

He stayed with the BCFS because of its "esprit de corps".

"When you've enjoyed the last 25 years as much as I have, retirement couldn't be much better," says **Ian Forbes**, check scaler, Duncan forest district.

Constant travel on the coast makes his job interesting and different.

Scalers spent every other month away from home, often in isolated logging camps.

"For me that was great," Ian says. "I knew where the steelhead were running."

It wasn't all holiday though. He remembers being left overnight on a log boom Wakeman Sound, in November. And there was no overtime pay in those days.

The worst time, he recalls, was being stranded in Port Alice with no money or food. But the "good times more than made up for the bad," Ian says.

1989 critical for Junior Forest Wardens

Nelson Quiroga, the new Junior Forest Warden (JFW) provincial supervisor, B.C. Forestry Association, steps into his post with plans to double JFW membership.

"Many individuals, forest companies, and the ministry, have recognized this group's public education value, and have decided to make a concerted effort to promote and expand the 33 clubs and 500 members," Quiroga says. The organization's goal is to have 100 clubs established within two years.

Quiroga would also like to improve service to existing clubs. He plans to travel throughout the province to work with the many supporters and community organizations interested in JFW.

Although Quiroga was appointed recently, and is still formulating his strategies for 1989, he is confident he can give the organization the energy it needs to become "the most interesting outdoor club for young people".

"The JFW program has many features, which make it attractive for parents wishing to enroll their children in a healthy, educational, low-cost activity," says Quiroga.

The program is designed to promote an understanding and appreciation of the natural environment.

In addition to their practical outdoor training, children acquire the knowledge, skills and attitudes necessary to contribute to the proper management of our renewable resources.

For more information about the JFW program, contact B.C. Forestry Association, 1430-1100 Melville Street, Vancouver, B.C., V6E 4A6 or phone: 688-6684.

Spotlight on Duncan

The Duncan JFW club #116 was originated by two Duncan forest district employees in 1987. Five leaders volunteer their time to teach eight youths about wilderness survival, forestry management and appreciation.

They are:

- **Barbara Sorensen**, club supervisor and ministry liason;
- **Jack Pearce**, assistant supervisor and ministry liason;
- **Lisa Raketti**, club leader;
- **Don Powell**, club leader;
- **Tina Mandziak**, club leader.

BCFS support has helped this club blossom in the last few years.



kdrop for present, future

Terry Gosney, edit and control administrator, Vancouver forest region, has spent his whole career with the BCFS in the Vancouver area. He likes Vancouver and he likes the people he works with. They are a "real good bunch", Terry says.

Ken Haupt, resource officer, scaling, 100 Mile House forest district, says his career with the BCFS is most memorable because it enabled him to visit areas of the province he would not otherwise have seen.

He spent his first year, 1963, in Penticton; joined the cruising and marking crew for the Cariboo region later that year; was part of the Kamloops forestry crew from 1964 to 1970; and moved to 100 Mile House in 1970.

Flying in fixed-wing airplanes and helicopters in the Dease Lake district was a great experience and opportunity to enjoy one of the last large wilderness areas in the province says **Murray Heagy**, Lakes forest district.

Murray has particularly enjoyed working with many interesting people in the BCFS and the public from the Kootenays to the Smithers region.

He joined the BCFS in 1963 at the Elko ranger district.

The old *Hecate Ranger* strikes fear in the hearts of more than one BCFS veteran.

Ken Ingram, regional manager, Vancouver forest region, says his experience on that vessel off the Prince Rupert coast should have turned him off. But it didn't.

After that, Ken worked five years doing division surveys. Until 1984 he had various positions in Vancouver, working in timber. Prior to becoming regional manager in Vancouver, he worked in Smithers and Prince Rupert as regional manager.

Gary Langevin also remembers riding five-metre swells across Hecate Strait on the infamous M.V. *Hecate Ranger*, and getting severely seasick in 1964.

This experience didn't turn Gary off the BCFS. But there was one evening in 1976, after a day of "birddogging" airtankers in the Fraser Canyon, when Gary decided to make other career arrangements within the BCFS.

While fighting a fire at "Cisco" an uninvited aircraft came out of the smoke and missed the plane he was in, by only 40 feet.

Sharing the 25-year awards ceremony with his wife at Government House, was another highlight of his career.

Most of the coastal launch fleet no longer exists. But memories from days spent on the boats make **Mike Lister**, operations manager, forestry, Sechelt district, feel lucky to still be around.

As a dispatcher in 1963, he rescued a launch that had slipped anchor. He and the assistant ranger had to row around an inlet in the dark until they found it.

He spent all of his 25 years on the coast in the BCFS Vancouver region.

Please watch for more glimpses into the history of BCFS staff in our February issue.

Essays top a thousand

A grand prize of \$3,333.33 went to Win-dermere Secondary school in Vancouver, for writing the most essays about the social and economic importance of the forest industry to the people of B.C., in the 1988 Truck Loggers Association first annual essay contest.

The money can be spent on whatever the school wishes.

More than 1,000 grade-10 students from Vancouver Island, Queen Charlotte Islands,

lower mainland and north coast schools entered the contest.

The 10 first prizes of \$333.33 each, went to; **Lorraine Mosey** and **Barbara Jackson**, Port Alberni; **Scott Dowbiggin**, Cloverdale; **Michael Sambrook**, Campbell River; **Joey Masi**, Sooke; **Chris Connolly**, New Westminster; **Danny Roberge**, Coquitlam; **Galen Howie**, Clearbrook; **Kim Rempel**, Terrace; and **Pavel Reid**, Burnaby.

On speaking to children

Children make tough audiences. But you can be prepared to answer their provocative questions, and hold their attention.

A School Presentation Resource Kit, developed by the Council of Forest Industries of B.C., helps you with all aspects of planning and delivering classroom presentations.

If you have been formally invited to speak at a school, or if you just want to share your expertise, the guide tells you how, when and whom to contact.

Speakers at school career days are often asked to talk for 30 minutes or more.

To save you time, and to make your presentation more effective, the guide outlines main concerns that students have about careers.

To get the kit, or for more information, contact: **Linda I. Moore**, manager, education services and special projects, Council of Forest Industries of B.C., 555/1200 Burrard St., Vancouver, B.C., V7X 1S7. Or phone: 684-0211.



The Barrie Goodwin Story

Barrie Goodwin loves oval track car racing and photography.

And this month his years of action photography at the speedway has paid off.

He will have a one-half-page, full-color photograph published in *Stock Car Racing* which has more than one million readers.

Barrie, supervisor, records services, technical and administrative services branch, has been the track photographer for Western Speedway in Victoria for many years.

He attends races in Canada and the U.S. regularly, and is the first Canadian photographer to receive such recognition in this U.S. publication.

-submitted by Neil Chapman,
correspondent, technical and
administrative services



Photo: from *Stock Car Racing Magazine's Annual Guide to Trailer Buying 1989*

Twenty-one ways to use Green Gold

Twenty-one public awareness projects have been approved for 1988-89 Green Gold Grants under the Canada-B.C. Forest Resource Development Agreement (FRDA).

The 21 Green Gold Grants range from \$250 to \$10,000.

Organizations must match amount funded through volunteer labour or funds.

The recipients are:

- Village of 100 Mile House: integrated demonstration forest — \$4,500;
- B.C. Forestry Association, Williams Lake: forest education resources — \$5,675;
- Kelowna Chamber of Commerce: McCulloch forest circle tour brochure — \$1,000;
- B.C. Forestry Association, Kelowna: portable display — \$4,100;
- IWA Local 1-417: radio commercials — \$5,000;
- Association of B.C. Professional Foresters, Lillooet: demonstration forest brochure and signs — \$6,000;
- Penticton Jaycees: Be Tree Aware radio announcements — \$9,906;
- B.C. Forestry Association, Cranbrook: forestry education programs — \$10,000;
- Golden District Historical Society:

- 'industry in forests' slide show — \$250;
- Windermere District Historical Society: forestry awareness display — \$3,000;
- Forests for the World Committee, Prince George: forest park — \$9,000;
- Peace River Alaska Highway Tourist Association: forestry/recreation poster — \$1,850;
- Vanderhoof Chamber of Commerce: portable forestry display unit hardware — \$2,770;
- Lake Cowichan and Sooke fire protection organizations: visitors forestry guide to southern Vancouver Island — \$5,000;
- Chilliwack Chamber of Commerce: forests in action; self-guided forestry tours; promotional video — \$10,000;

- Mission Chamber of Commerce: Our Forests Our Future video — \$10,000;
- North Island Regional Public Affairs Committee of the Association of B.C. Professional Foresters: forestry fact sheets — \$600;
- Cranberry Lake Junior Forest Wardens #127: Powell River demonstration forest trails — \$486.30;
- Cowichan Valley Demonstration Forest Action Group: demonstration forest information signs — \$2,900;
- Queen Charlotte City Junior Forest Warden Club #140: Small Lake forest interpretive trail — \$1,225;
- Association of B.C. Professional Foresters, Vancouver: Fact sheets — \$3,000.

Best deals on daily vehicle rentals

BCFS employees who use rental vehicles should be aware of significant rate changes for 1989.

Tables developed by the vehicle management branch, Ministry of Government Management Services, can help employees choose the best company for their needs.

In Vancouver, Thrifty offers the lowest rates, as well as half-day rentals. In Victoria, Budget offers the lowest rate. And in other areas, Avis has the lowest cost for

cars on a daily rate, because they offer 150 free kilometres per day if more than 55 kilometres are driven on average per day.

When renting vehicles, employees must be able to produce identification to show they are employed by the government.

An employee's financial responsibility is limited to the cost of rental only. In case of a dispute, advise the rental agency to deal directly with the risk management branch, phone: 387-0525.

Goal-setting helps you jump hurdles to success

Do you ever start a sentence with "I would like to be" or "I would like to have"?

If you find yourself thinking or repeating these phrases often, and you want to hear "I am" or "I have" instead, then set a goal — it feels good!

✓**Balance:** Your life is interrelated with your personal, business, social and recreational lives, so why not your goals?

✓**Consistency:** Build harmony among your goals and be sure that they are consistent and complementary.

✓**Constructiveness:** Look forward to success and express your goals firmly.

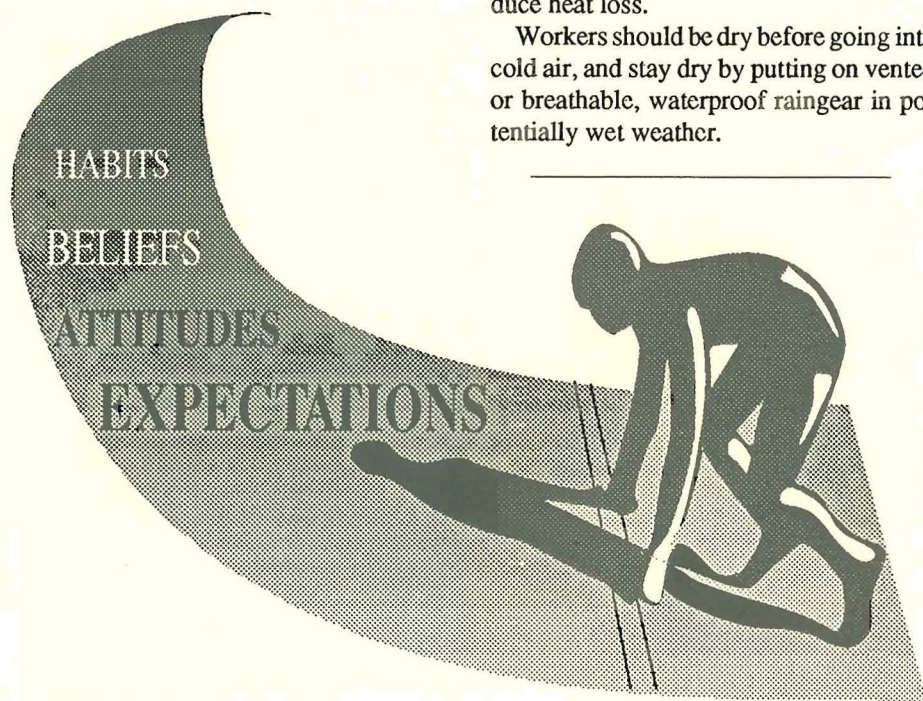
✓**Clear definition:** Write down specifics of what to do and how you will do it.

✓**Schedule mini goals:** Set intermediate goals to be sure that you are on schedule.

✓**Go public:** You will achieve your goals with the help of others. Let them know what is expected.

✓**Review goals daily:** By reviewing your goals daily, they will always be fresh in your mind.

—source, *The Safety Net*



How's your body heat?

Some of us like to work outdoors, even in winter. But people differ in their reactions to cold.

Thin people feel colder than overweight people. Older people feel colder than young people. Women feel colder than men at the same temperatures, yet are less likely to suffer from hypothermia.

Everyone, regardless of age, sex or physical condition, can keep warm by remembering one simple method of dressing.

Layering. It gives the most protection against cold. Like a bird ruffling its feathers, layering traps warm air in your clothes.

For people whose jobs take them in and out of doors frequently, layering can help prevent chills.

You can easily and quickly remove a single layer of clothing, to control your temperature gradually, rather than being hot one minute and cold the next.

What to wear!

Pound for pound, down is the best insulating material. However, it loses its effectiveness when wet. Wool, on the other hand, retains warmth even if it gets wet. And the old saying, "If your feet are cold, put a hat on," is a wise one. You can lose as much as 50 per cent of your body heat by not wearing a hat.

A windproof, outerlayer will greatly reduce heat loss.

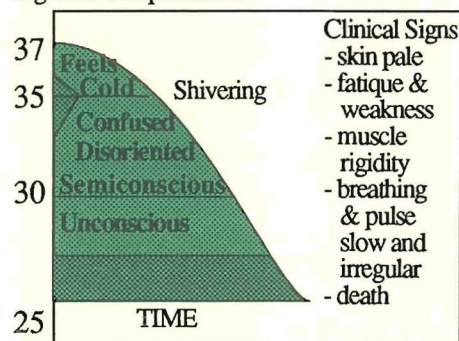
Workers should be dry before going into cold air, and stay dry by putting on vented or breathable, waterproof raingear in potentially wet weather.

You can also stay dry by not overdressing. Because when you are working hard, and begin to sweat, the warm air trapped in your clothing is replaced by moisture.

Wind and moisture are more dangerous than bitter cold when it comes to hypothermia.

Most cases of hypothermia occur at temperatures between zero and 10 degrees centigrade in wet, windy conditions.

The diagram below shows the onset of various features of hypothermia with falling core temperature.



ANY SUSPICION OF HYPOTHERMIA SHOULD BE ACTED UPON IMMEDIATELY:

To stop further cooling of the body, and to provide heat to start rewarming, move the person into a warm place, remove wet clothing and towel dry.

- If they have only early symptoms: get them into warm, dry clothing or blankets; give them hot drinks and sweets; if they are not fatigued let them move slowly to regain body heat.
- If they have marked symptoms, especially drowsiness and loss of shivering: place cloth-wrapped, warm water bottles at the sides of the chest and in the groin; otherwise, strip the person and yourself at least to the waist and huddle together in a sleeping bag or warm blankets to donate your heat; call a doctor; handle them gently; keep them awake; give hot drinks if possible. **Do not** give the person warm or hot baths, alcohol or massages. If the person stops breathing, start mouth-to-mouth resuscitation. If there is no pulse, give external cardiac massage.

—sources: *Safety Net*; Workers' Compensation Board of B.C.

BCFS staff bare bellybuttons

Our newest newsletter correspondent, **Mike MacDonell** welcomes the most recent employees in the Fort St. James forest district.

They are: **Lance Mitchell**, resource officer, protection; **Mark Turner**, forest technician, timber; and **Angela Popowich**, office assistant.

What do new staff members encounter there? Enthusiasm. Ninety-five per cent of all B.C. Government employees in Fort St. James, including the BCFS, attended their 1988 Christmas party.

That's not surprising when you consider the entertainment. Three male employees, naked from the waist up, wearing hats

Lund 100 years old

The city of Lund, B.C., near Powell River, is celebrating its centennial this year.

BCFS employees who have resided in Lund, are asked to contact **Steve Waghorn**, in the Sunshine Coast forest district, at 485-9831, FAX # 485-4033.

A committee is planning on inviting, or at least listing any person who has ever lived in Lund.

Kamloops bonspiel now 22 years strong

The Kamloops 22nd Annual Provincial Forestry Bonspiel is being held February 17-19, 1989.

The entry deadline is January 30 and the entry fee is \$100 per rink. There is an absolute 72-rink limit.

All BCFS employees, past and present, as well as their families, are welcome.

The bonspiel includes dancing, prizes, trophies and a banquet.

For more information contact **Heather Gell** at 828-4120 or **Sharon Berkey** at 828-4182.

one- metre-tall and one-metre-wide, tried to make their bellybuttons whistle to the *Colonel Bogey March*. This sort of thing doesn't happen every day, but if you have other news, suggestions or announcements for the newsletter, we would appreciate hearing from you.

We also welcome new correspondent **Sylvia Pang**, operations assistant, forest operations, who will represent the BCFS executive.

Charity drive spreads toys, money, food

Victoria BCFS employees took time out from their Christmas schedules to participate in a charity drive organized by their social committee.

Carmen Robertson & Bep Deblois, committee members, say toys, food and money were collected from BCFS branches and delivered to three Victoria organizations.

Daphne Greig, information systems, helped organize the drive. While **Jim Sloan**, mail services and **Rick Scharf** and **Don Brickwood**, administrative supply, made sure the donated goods were collected.

What community is the B.C. Forest Capital for 1989?

Who are the 1988 BCFS provincial hockey champions?

Where is the 1989 BCFS Provincial Hockey Tournament being held?

The Lillooet forest district invites all regions and districts to enter a team for the 1989 championship.

For information contact:

Al Crane

or

Margot Hollinger

Phone: 256-7531



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Cariboo: *nil*; Kamloops: **Heather Gell**; Nelson: **Dale Anderson**; Prince George: **Esther Soles**; Prince Rupert: **Dave Francis**; Vancouver: **Jerry VanderBurch**.

Forests Districts:

100 Mile House: *nil*; Arrow: **Ted Evans**; Boundry: **Karen Pullman**; Bulkley: *nil*; Campbell River: **John Tisdale**; Cassiar: *nil*; Chilcotin: *nil*; Chilliwack: **Nan Vye**; Clearwater: **Ian Brown**; Cranbrook: **Tom Volkers**; Dawson Creek: *nil*; Duncan: **Tom Walker**; Fort Nelson: **Herb Spence**; Fort St. James: **Mike MacDonell**; Fort St. John: **Pat Doonan**; Golden: **Larry Price**; Horsefly: *nil*; Invermere: **Richard Dominy**; Kamloops: **Tim Sheldon**; Kispic: **Brian Atherton**; Kootenay Lake: **Steve Flett**; Lakes: *nil*; Lillooet: **Bev Rennie**; Mackenzie: *nil*; Maple Ridge: **Doug Eastman**; McBride: *nil*; Merritt: *nil*; Mid-Coast: **David Halls**; Morice: **Rod DeBoice**; North Coast: *nil*; Penticton: *nil*; Port Alberni: **Ernie Beadle**; Port McNeill: **Reg Brick**; Sunshine Coast: **Lena Grant**; Prince George: **Maury Drage**; Del Blackstock; Queen Charlotte Islands: **Ben Hansen**; Quesnel: *nil*; Revelstoke: **Bill Mitchell**; Salmon Arm: **Harry Drage**; Squamish: **Ailsa Siemens**; Vanderhoof: **Craig Hooper**; Vernon: *nil*; Williams Lake: *nil*;

Pre-rink conditioning

Curlers need light, general body conditioning. Put special emphasis on backs, shoulders and thigh muscles. Gentle warm-up exercises and stretches will also keep you warm on the ice.