THE B.C. FOREST SERVICE

No. 34 A newsletter for employees of the Ministry of Forests September, 1989

Two billionth tree planted

To commemorate the planting of the two billionth tree under British Columbia's reforestation programs, a young Douglas-fir tree was planted at Green Timbers Forestry Centre in Surrey on September 9, 1989 — where the first Forest Service plantation was established in 1930.

Planting winds down for fall.

Season wraps up

The wet weather in the province this summer was good for our reforestation programs.

"We expect a good survival," said **Robin Brown**, manager, regeneration programs, silviculture branch. "This year has gone quite well."

"Our big planting program is in the interior — mainly lodgepole pine and interior spruce," Brown said. "About 20 million seedlings are planted on the coast."

Throughout the province, 230 million seedlings will be planted by the end of the 1989/90 fiscal year.

Planting seasons vary in B.C. but generally it starts on Vancouver Island in February and then on the mainland, Cariboo and Kamloops areas between March and April. In the Prince George region and remaining areas, planting begins by June.

With the arrival of colder fall weather, the 1989 season comes to a close.

Since then, provincial reforestation programs have grown by leaps and bounds.

By 1992, three billion trees will have been planted — that's another billion trees in just four planting seasons.

It took 50 years to plant the first billion and seven years to plant the second billion. During 1989 over 230 million seedlings will be planted.

The two billionth tree symbolizes a new era of forest management and the flourishing industry of growing new trees.

Since silviculture contracting began in the mid-1970s, more than 900 companies have been established. About 900,000 days of employment were provided by this industry in 1988.

The seedling survival rate average has increased to 75 per cent by improving seedling quality, planting techniques and site preparation.

Today, 65 per cent of all curently harvested areas are being planted, and natural regeneration is being managed on the remaining 35 per cent.

The first trees planted at Green Timbers by the Forest Service in 1930 are now 59 years old. They average 37 metres in height and provide 590 cubic metres of wood per hectare — an above average volume for 59-year-old trees.

B.C.'s Premier Bill Vander Zalm and Forests Minister Dave Parker plant Douglas-fir seedling at two billionth tree ceremony.

Other officials attending the ceremony were: **Frank Oberle**, federal minister, forestry; Municipal Affairs, Recreation and Culture Minister **Rita Johnston**; MLA for Surrey-Guildford-Whalley **Joan Smallwood**; and Surrey Mayor **Bob Bose**.

First nursery new heritage site

The historic Green Timbers Forestry Centre in Surrey will be preserved as a heritage forest and education facility as a result of an agreement-in-principle reached between the provincial government and the B.C. Forestry Association (BCFA).

The BCFA will offer tours of the nursery's operations, arboretum, tree plantations and nearby urban forest park, and will operate a forestry education centre using the former Forest Service training school.

The BCFA will be relocating its headquarter's office from downtown Vancouver to the Green Timbers administration buildings.

Keepsake

Collectors of Forest Service memorabilia can get a copy of the program published to celebrate the planting of the two-billionth tree in the province by contacting: Public Affairs Branch, at 387-5255.

Real-life hero

Blake Fougere, Sunshine Coast forest district, took quick action to rescue three helicopter crash victims on Ramsay Arm, south of Bute Inlet on September 9, 1989. Details to follow in the next issue.

Reforestation: fact or fiction

Editor's note: The following editorial was distributed to all British Columbia newspapers.

Recently, the Sierra Club disputed the quality of British Columbia's future coastal forests.

I must question the club's source for it's allegations: a report, written by a former log-scaler, a former tree-planting contractor and a conservation advocate. It is based entirely on opinions and selected quotes from government reports.

The authors claim our coastal forest plantations are failing. This is fiction.

The fact is, we've improved reforestation in our province phenomenally in recent years — both in quality and in quantity.

This year, we planted the two billionth tree under our reforestation programs. It took 50 years to plant the first billionth seedling; seven years for the second billionth; and now, within four planting seasons we will plant another billion trees — of 10 species.

But we don't stop after we've planted the tree in the ground.

Since growing quality trees is our main objective, we monitor and tend the new forests to ensure that our trees reach the 'free-growing' stage. And, we continue to conduct research on how to grow better trees.

Our efforts, of course, have not been 100 per cent successful in the past. We've made mistakes, such as planting Douglas-fir on a limited number of sites where it grows to fast, leading to distorted form.

Through research, we've identified the problems with particular species in some areas. We've also come up with solutions to resolve these problems.

Today, we are implementing one of the foremost systems in the world to determine the best way to harvest and then prepare and reforest the harvested sites. It was developed by our own research ecologists.

The ecologically-based management system, unparalleled in scope and usefulness, provides management strategies for all our forest ecosystems based on the characteristics of the sites.

Our highly trained ecologists worked for more than 10 years to classify the soils, vegetation and climate into distinct management units.

Editorial
by
John Cuthbert, Chief Forester

Today, foresters are using this system to make sound ecological decisions for every treatment they prescribe: from locating roads to selecting the right seedlings for a site.

Since the early 1980s, we've based our planting program on ecologically-based species selection. Most of the plantations now showing distorted growth were planted before these guidelines were developed.

Research into the distorted growth of Douglas-fir indicates that it grows too rapidly on some wetter and richer ecosystems, even though it was the original species on the site.

The report, cited by the Sierra Club, states: "there are hundreds of thousands of hectares of distorted and stunted growth on the Coast; provincially there are perhaps millions of hectares."

Distorted growth is a natural occurance and exists to some degree in every coastal Douglas-fir forest. Severe distortion is evident on less than 2 000 hectares. In stands with a higher level of distortion only 20 per cent of the stems are affected and these trees will be removed through spacing or thinning operations.

We do know, however, that the areas where the problem is significant is limited to sites on Vancouver Islands's extreme west coast and some mid-coast areas, where the land is flat and very wet.

Before we developed the ecologically based species selection system, we reforested the harvested sites according to the value of the trees. At that time, Douglas-fir was the species chosen because of it's high value. At present, our ecologically based system indicates a range of species that are suited to the site and those are the species planted.

The statement that "the most recent report shows that the value of these trees are 43 per cent of anticipated value" refers to a study that looked at two sites, which showed the most severe expression of undesirable form traits found in Douglas-fir on the coast.

The authors also claim that "foresters are privately calling large parts of Vancouver Island 'silviculture slums'."

This statement makes great headlines, but I challenge the authors to identify which foresters? How many? And, exactly how large and where are these areas?

The average survival rate on plantations in British Columbia for the past 10 years is 73 per cent. Survival is 84 per cent for more recent plantations. Research will continue to improve survival.

We have virtually no backlog of unsatisfactorily stocked Crown forest land on Vancouver Island.

The authors also refer to forest soil degradation from forestry activities.

We recognize the need for good forest soil management. We have implemented soil disturbance guidelines to minimize degradation. We are conducting numerous research projects throughout the province on this issue. And, we are training people to improve soil management. Any harvesting activity will result in some soil disturbance. Our goal is to keep the disturbance to an acceptable level.

Today, we are planting 65 per cent of the areas harvested and preparing sites for natural regeneration on the remaining 35 per cent. We are monitoring *all* these sites until they reach the 'free-growing' stage.

Next year we will plant 300 million quality seedlings with better survival and growth than ever before. And, with our continuing research program we will do better with each successive year.

We are continuing our research to improve the quality of our new forests. We are also continuing our efforts to provide accurate information to the public about our forest resource.

The article cited by the Sierra Club does a great disservice to the many dedicated Forest Service and forest industry staff involved with British Columbia's reforestation program.

Editor's note: In addition to this editorial, the Forest Service's Public Affairs Branch arranged interviews with John Cuthbert for the *Vancouver Sun, The Province,* the *Times Colonist* and *CHEK/BCTV.*

Employee communications on track

The new employee communications program, launched in August, has really taken off as a result of the enthusiasm shown by Forest Service staff.

Deputy Minister **Ben Marr** has given 21 presentations in regional and branch offices since August, and will continue to meet with staff in the coming weeks.

"I am fully commited to this initiative which has been created to develop better communication in the Forest Service," Marr said. "Judging from the feedback we are receiving from staff, they are just as determined to make this effort work."

"The comments and suggestions on presentation feedback forms have been overwhelmingly positive," said **Laura Stringer**, director, public affairs branch. "Most employees believe the presentations are a good way to receive information."

A summary of responses, to be completed early in 1990, will be used to further develop the employee communications program.

Many people are anxious to meet with the deputy minister, and while the presentations are a priority, scheduling is a challenge due to the number of employees in offices throughout the province. Luncheons were originally considered, but due to the number of staff, it wasn't possible to schedule meetings during the lunch hour.

Other members of the executive will also be making presentations on the deputy minister's behalf, in order to meet with all staff within a reasonable time frame.

"I really want our staff to take advantage of these presentations. Be prepared to ask questions and don't be shy about raising your concerns," Marr said.

During presentations he outlines where the Forest Service has come from, where we're at now, and where we're going. He addresses current issues such as reforestation and the allowable annual cut. Then staff ask questions and bring up issues which concern them.

The extra effort and cooperation of staff, in setting up the presentations, is greatly appreciated.

Staff input survey update

To date, almost 500 employees have completed the staff input surveys which were sent out only a few weeks ago.

A majority support the initiative to include their views on public and employee communication of forestry issues and Forest Service identity.

"This is a first step in developing a good communications program and input from all our staff is crucial," said **Laura Stringer**, director, public affairs branch. "Its obvious from many comments that people are concerned about a variety of issues and interested in improving communications."

"Its also important that we all recognize this as a starting point in a long-term program," Stringer added.

Based on a random sample of 20 responses, virtually everyone has given their name and provided detailed written comments. One of the 20 responses was negative.

Visual identity support: full uniforms 5; no apparel 1; some apparel 14. Uniforms required for certain positions: Yes: 19 No: 1

Government should cover all costs, 5; cost should be shared 50/50, 1; various cost splits, 14.

If you haven't yet given your input, please complete the survey form and mail it to Public Affairs Branch by October 15.

Readers don't mince words in recent newsletter survey

Response to the newsletter's 'reader survey' has been great, but we want to hear from all of you.

Please take a few minutes to help improve your newsletter, by filling out the survey form from the July/August issue and mailing it in to **Ben Pires**, editor, Public Affairs branch, 595 Pandora Ave., Victoria, B.C., V8R 3E7.

The suggestions and comments so far have been thoughtful and honest. Some people have real likes and dislikes, while others are generally satisfied with the publication.

Here is a sample of the range of responses:

Keep out the ancient news releases ... and slow down on the Victoria (Fantasy Island) propaganda.
I like the articles on current issues, however, the newsletter could be more critical of the Ministry of Forests in areas that need improvement.
It is a good-quality publication and gives one a feeling of belonging to a large organization comprised of a variety of people working towards a common goal.
I think you have missed the point of a newsletter for employees. Small adjustments will really make no difference and I think you can look forward to continued employee indifference unless the focus is changed. In its current format it is a waste of time and effort.
Its the one place one can find a personal touch to information of what's happening, in a clear, understandable format.
You are on the right track.
No tabloids please!!
Tabloid format would be preferred.
I like the relaxed form it comes in now.
The format is fine — its easy to read, about the right length, clear photos. I like the idea of highlighting employee names.
I would like to see columns from: silviculture, range, recreation, protection, etc. on a regular basis.
I would like to see comments made from Executive management on what they believe to be the best solutions to manage and harvest B.C. forests and why.
What humor? Any humor would be most welcome.
Some good 'Far Side' cartoons on burning.
Don't force the humor for humor's sake.
Humor is totally unacceptable in a ministry publication, but a few would lighten us up!
District profiles would be of interest.
Produce a magazine once each month. Two months between newsletters is too long.
Title is boring.
Need a letter to the editor section.
Need more tracking of moves and promotions in the Service.

ADM showed: people make a difference

Doug Ausman, assistant deputy minister, management services division, left the Forest Service October 1. He accepted the newly created position of executive director, corporate development, with B.C. Systems Corporation.

He spoke about the challenges he faced while fulfilling his role in our organization for three years; and the satisfaction of being able to make a difference.

FS: What will you miss about the Forest Service and about the position you held?

AUSMAN: The two biggest things I'll miss are the many great people, and the tough but rewarding projects.

While I'll miss finance and administration, I'm glad to see something dropped from my plate.

FS: Were there any projects you worked on that particularly stand out?

AUSMAN: In the last three years there were two particular things we initiated to get staff in finance and administration working together as a community. We held annual workshops for all finance and administration managers, about 110 to 120.

The other thing I'm really pleased about are the management services council meetings, which we held every other month in one of the six regional offices. At least once a year we got to meet with staff from each district and region.

I highlight these meetings because, month-to-month, its hard to judge the progress being made. The meetings gave us a snapshot. We saw the change at each workshop and meeting. The tone of that community was changed in a short time. They are now willing to face problems together. Its quite heartwarming.

Another thing I've enjoyed is the revenue management project. It's huge.

One of the things from which I get my greatest rewards is a project that fundamentally changes things for the better.

One of the difficulties with the whole revenue process, is that it hadn't been looked at for years, and no one person was responsible — all three divisions are involved.

We pulled together the money, the budget and the right people.

FS: You said that you enjoy human resources management, corporate and employee communications and strategic planning the most. What is it about these areas that you find enjoyable?

AUSMAN: What I really like about human resources management, and what I think is needed in government and the private sector, is to manage the human resource as the most important tool to get the job done. We need to develop the culture, philosophy and management techniques so that people are enthused, positive and progressive — to make people feel like part of a community.

Things get done more through unofficial cooperation. We all work in teams of some sort and we are each a member of several teams. My team, officially, is the Executive, of which I am a member. In reality, all of the people I work with are on my team.

The big word is trust. Trust is a mechanism and can be such a big factor.

You can always see why a certain group or section is having fun and accomplishing things. You find out they practice getting along and want to make a difference. They have a leader rather than a manager. They have a philosophy to take more risks, be adventurous and innovative. Those are usually the characteristics.

The same dynamics can occur in a large organization. You can have a positive corporate culture. The machines don't do it. The buildings don't do it. People do it.

Representation of each group is critical to develop a commitment from a broad cross-section of people. Our survey on employee communications is one of the various mechanisms, and there has been a dramatic response.

The key to it all, is getting results back to those who gave input, to let them know what happened with their input.

FS: You seem to be well-liked and respected in the Forest Service. Why is this?

AUSMAN: Why I hope it would be so, is that I hopefully practice some of the stuff I preach. I like to be helpful, positive and supportive — fulfilling my role in a non-threatening fashion.

Retirees leave mark on Forest Service

After 35 years with the Forest Service, **Shelly Hansen** gleefully entered Penticton District Manager **John Wenger's** office on June 30 with his retirement notice in hand.

Moments later he emerged smiling — his eye trained for mischief and on the lookout for co-workers who had three months to get even with him.

Finally, that practical joker was leaving. If Shelly was sent off with a huge party, maybe he wouldn't hang around, offering advice.

Soon the whole office was buzzing with plans for Shelly's party, and ways to get back at the practical joker.

What does Shelly do? Well, he likes to makes things move around — or disappear. **Harry Drage**, Salmon Arm district manager, was one of Shelly's latest victims. Shelly "borrowed" Harry's office pictures with the help of **Darcy Hamilton**, acting manager, finance and administration.

If you want to attend the November 4 party in Penticton, call: 492-8721.

After 36 years with the Forest Service, **Rich Drew** retired on August 31.

A farewell presentation took place at the Castlegar Tanker Base wind-up on August 18, when Rich was presented with a book of rememberences from fellow employees.

After spending a couple of summers on a suppression crew in Elko, Rich began his career as a Forest Technician on the Nelson cruising crew. He then worked several years as assistant ranger in the Nelson region. In 1963, Rich attended Forest Service Training School and was later appointed deputy ranger in Kaslo.

He left the Forest Service briefly in 1965, but returned in 1966 as deputy ranger in Creston.

In 1972 he became the Nelson birddog training officer and Nelson air operations coordinator in 1980.

Youth Corps helps forests

The Environmental Youth Corps (EYC), introduced by the Ministry of Environment this year, directly contributes to environmental protection and enhancement.

The Forest Service directly sponsors several projects funded by this $11-million initiative, but many other projects also include silviculture and forestry work.

So far more than 193 projects have been approved throughout B.C.

"Every project, no matter who proposes it, will nine times out of 10 include some forestry component," said **Cory Smeele**, special employment program officer, silviculture branch.

Each EYC group has a supervisor and five youths. More than 1,000 youths, age 16 to 24, are being employed for environmental projects. Employment can last between eight to 23 weeks depending on the project.

EYC projects should develop marketable job-retention skills for participants; they must result in public benefits and not serve private interests; and, provide on-the-job learning opportunities to enhance participant's environmental skills and awareness.

EYC toll-free hotline: 1-800-663-0340.

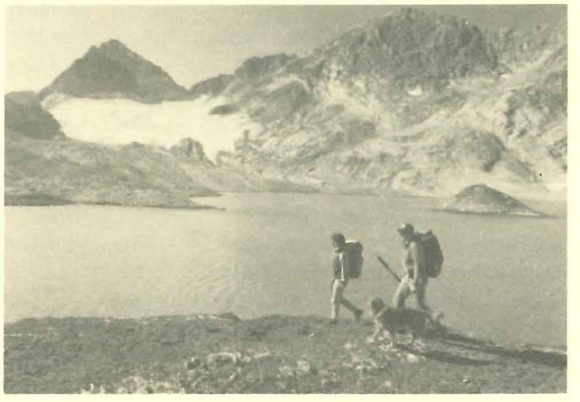
Moving around the province

Barry Banford — R.A. silviculture in Quesnel now F.O.S. timber in Queen Charlotte; **Warren Cooper** — district silviculturist Quesnel to R.O. silviculture in Clearwater.

Gordon Erlandson — acting manager, resource planning, integrated resources branch, until the position is filled.

Ken Minty — new engineering assistant, Fort St. John; **Ray Schultz** — F.O.S. timber in Quesnel now R.O. timber Dease Lake; **Dawn State** — Fort St. James to R.A. generalist Fort St. John; **Pete Theurer** — Penticton now F.O.S. Fort St. John; **Jim Whissell** — Port McNeill now R.A. generalist Fort St. John.

Recreation program: more than picnic tables



"Recreation is a resource," says **Tom Hall**, manager, recreation section, integrated resources branch.

So how do B.C. residents use their provincial forest recreation resource?

That's what a survey, initiated by the Forest Service, is going to find out.

"This is the first time we have undertaken a survey to provide an indication of the value people place on the recreation resource," said Recreation Analysis Specialist **Ted Murray**.

"Until now, we have only had access to data based on the use of Forest Service recreation sites — and not the provincial land base," Murray said.

"The data from this survey will help us assess the value of such things, as landscape, aesthetics, and kinds of recreational activities, in more quantitative terms. It will give us new and better information."

Recreation sites and trails are only one aspect of the Forest Service's recreation program.

"The recreation program has had a pervasive 'picnic table' image," Hall said. "Every hectare of provincial forests has some recreation value."

Approximately 86 per cent of the B.C. land base is designated provincial forests.

"Often, people aren't aware that they are in provincial forests," Murray said. "It may be forested land, open range, alpine, glaciers, etc. Generally, if you are not on private land or in a provincial park, you are in a provincial forest."

During the two-year study, 10,000 randomly selected B.C. residents will receive surveys in the mail. The first 2,500 surveys for spring have already been sent. Three more mailings will cover the other three seasons.

The survey is to be completed by mid-1990, and interim reports will be given after each quarter.

Soil disturbance study underway

A cooperative study underway in the Golden timber supply area, is addressing issues associated with soil disturbances caused by timber harvesting.

The study involves the Forest Service, Forestry Canada, the Forest Engineering Institute of Canada and Evans Forest Products Ltd.

The relationship between timber harvesting and soil disturbance, and related biological and economic concerns will be examined.

Concern over the amount of soil disturbance associated with ground harvesting systems has received increased attention over the last decade.

The loss of nutrient-rich surface soil and soil compaction often occurs as a result of landing and road construction.

Tree growth may be affected if roots can't penentrate the soil, or changes occur in moisture and nutrient availability.

Reliable data to estimate the effects of site disturbance on long-term timber supply, was not available in the Golden TSA.

When Nelson forest region and Golden forest district staff measured the levels of soil disturbance associated with ground harvesting systems, accounting and control were identified as the main issues.

For more information about the study, contact: **Larry Price** at 344-7500.

World-class research facilities underway

A ceremony was held September 14 at the construction site of buildings which will house Forintek Canada Corp. and the Forest Engineering Research of Canada (FERIC).

The $30-million, world-class western Canada forest research centre, on the UBC campus, is being built under a cost-shared agreement.

The provincial government is spending $9.5 million and is providing the land valued at $4 million. The federal Western Diversification Fund will contribute $27 million and $3 million will come from the forest industry.

"Both Forintek and FERIC have had a fine record of accomplishments despite their limited facilities," said Forests Minister **Dave Parker.**

Forintek Canada Corp. is Canada's wood products research organization, established in 1979 to conduct research for the benefit of the country's wood products industry. It is a non-profit organization — the result of privitization of two federal government forest products laboratories.

Technologies developed at Forintek are transferred to the industry through partnerships with Canada's machinery and equipment makers, resin suppliers, wood products companies and government departments.

FERIC, a non-profit research and development organization funded by the forest industry and the federal and provincial governments, was formed in 1975. It conducts studies on log yarding, alternate harvesting methods and harvesting planning.

The 10 000-square-metre Forintek complex, to be completed in November 1990, will hold offices, laboratories and a pilot plant. The estimated cost is $22.7 million. The FERIC building, estimated at $3.3 million will be completed by April 1990.

New brochures look good

Highway travellers can use a new Forest Service brochure to go on a *Trophy Mountain Forest Tour.*

The brochure gives a kilometre-by-kilometre description of forest features north of Clearwater. It ends near a hiking trail up a 200-metre gentle slope to Trophy Mountain meadows.

This is the second car tour guide produced by the Forest Service. The first one, covered roads from Quesnel to Barkerville.

For more information contact: Clearwater forest district, Box 4501, R.R. 2, Clearwater, B.C., VOE 1NO.

Wild edible mushrooms are part of B.C.'s forest resource. Trees and some species of mushrooms depend on each other for survival.

A new Forest Service brochure, *Harvesting Edible Wild Mushrooms,* explains the role of mushrooms in our forests; safe harvesting techniques; and, protection.

Color photographs and descriptions of the three popular species, morels, chanterelles and pine, are included.

Details like the color, smell, and favored growing sites of these species, will be of value to anyone who picks mushrooms for fun, or for profit.

This brochure is available to the public at all B.C. Forest Service district offices. The prototype was so well received that two other ministries have ordered a supply.

A full-color overview of reforestation in B.C. has also been produced recently by the Forest Service.

The province's reforestation efforts are chronicled from 1909 to 1989 and beyond. Photographs demonstrate the various techniques and equipment used in reforestation.

For copies or information about other publications, contact: Public Affairs Branch, 595 Pandora Ave., Victoria, B.C., V8W 3E7.

Legal software use reminder

When in doubt, don't copy.

That's the message all staff should keep in mind when using microcomputer software.

Most of the Forest Service's software programs, such as Lotus 123, Wordperfect and dBase, are protected by Canadian and international copyright laws. By using the software, the Forest Service also enters into a licencing agreement with the manufacturer acknowledging the copyright.

Each software package should be loaded on one machine at a time, and can only be duplicated if the original medium is damaged or destroyed.

Checking and monitoring software use will ensure that the ministry is not exposed to the risk of prosecution for copyright violations.

Community steps in

The recent loss of the Lakes forest district office due to fire, has brought its share of inconveniences to district staff. With the help of many people they managed to set up shop in a local mall, and get back to business.

The people of Burns Lake "can't seem to do enough for us," said **Larry Russell,** Lakes district correspondent. "They've been very sympathetic."

Prince George region also stepped in, September 1, when the fire occurred, to help Lakes maintain it's initial attack capability.

"B.C. Telephone and B.C. Hydro were really good too," Russell said.

A new facility is expected to be completed by April, 1990.

Who knows Zenith 5555?

Children can remember Zenith 5555 and may be more willing than adults to use it.

While **Barrie Goodwin,** technical and administrative services branch, was visiting Chase this August, smoke was spotted behind a hill. Old and young onlookers responded differently he said.

The older people said, "Oh, somebody else has probably already reported it." Many of them could not remember the number. But a young boy knew the number and was more than willing to use it.

Goodwin asked around and found that more children than adults knew Zenith 5555.

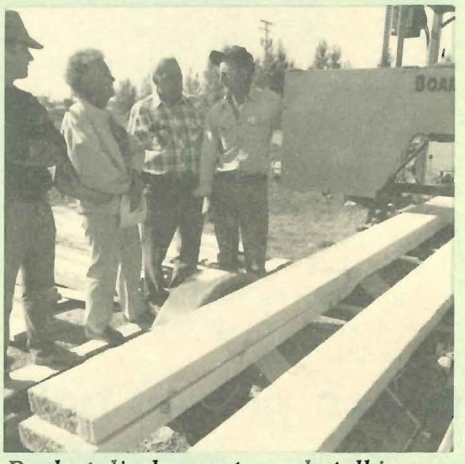
Thumbs-up for mixedwood

The Northern Mixedwood Symposium '89, held in Fort St. John September 12-15, was a resounding success, bringing together 411 industry and forestry representatives to address the challenges of managing a mixedwood resource.

Speakers came from as far away as the USSR, Finland, Sweden, the United States and Eastern Canada. A trade fair, featuring 48 displays, demonstrated everything from computers to chainsaws.

Ken Pendergast, of the Forest Service, was the symposium committee chairman. He stressed the importance of keeping the symposium practical, educational, enjoyable and memorable. "It was an excellent experience and it went off like clockwork," Pendergast said.

There were 27 speakers featured, including Federal Minister for Forestry **Frank Oberle**; Forests Minister **Dave Parker**; and Education Minister **Tony Brummett**, the MLA for Peace River-North.



Product displays got people talking.

Dr. Anatoly Petrov, a rector with the Educational Institute of Forestry in Moscow, spoke about input-output analyis of mixedwood forest use in the USSR.

Paivio Riihinen, from the University of Helsinki, talked about economic trends which affect the social and policy basis of managing mixedwood in Finland.

Speakers from Canada and the U.S. discussed world fibre demand and planning for its best use, and other topics, such as regeneration in mixedwoods, inventory problems and managing the risks of insect, and disease damage.

A pre-symposium, hands-on session gave those interested in value-added wood products a chance to meet representatives of successful manufacturing companies, and woodlot owners.

— submitted by **Pat Doonan**, correspondent

Best pens forward

Do you feel like nobody understands you? Maybe "bafflegab" is getting in your way.

Bafflegab (words and phrases that don't say anything) is a more general form of "jargon" and can strike any one of us.

There is a cure for this insidious and sometimes embarrassing condition — a desire to communicate.

Some tips that have helped others on the road to better communication:

- use short words, or one instead of two;
- only put one or two thoughts into a sentence, and keep them short;
- avoid formal or legalistic language like *prior to:* use *before;* or *enclosed please find*: use *here is;*
- use an active voice - *"I wrote"* instead of *"I have written"*;
- say the most important thing first.

If you read or write something you don't understand, try to decipher it and send your results in to the newsletter to share with others. If you are really stumped — send it in as is, and we will try to cut it down to size.

Slogan challenge still open to employees with creative flair

Several Forest Service employees from various districts and regions were quick to enter their slogans in the challenge announced in our newsletter last month.

The deadline has been extended to October 30, because some staff members received their newsletters later than others.

What do you think of the suggestions so far?

- **Forests for everyone**
- **A happy forest is a productive forest**
- **Pride — our natural resource**
- **Tommorrow's forests today**
- **Forests for the future**
- **Managing the growing commitment**
- **Committed to growth**
- **A visibly growing commitment**
- **Sustainable forestry with resourceful people**
- **B.C. Forest Service — resourceful management**
- **Growing forests for a growing province**

Forecast
Observe
Review
Enhance
Sustain
Thoughtful
Stewardship

Ministry of Forests

Please send your suggestions to **Ben Pires**, Public Affairs Branch, FAX 387-8485.

Suggestion saves time and money

Richard Scharf, a stock clerk in administrative supply, technical and administrative services branch, was a recent winner in the provincial government's Suggestion Awards Program.

Deputy Minister Ben Marr presented Scharf with a certificate and a cheque for $810 on August 29.

Scharf suggested that 1:20,000-scale mylar maps be updated frequently, to avoid deterioration from repeated use and eliminate the need to make duplicate maps for everyday use.

His suggestion saves about $5,400 per year in mylar costs and saves the time staff spent on producing duplicate mylars.

—submitted by Joan McCorry, technical and administrative services branch

Perfect weather — not so perfect golf

The 17th Annual Forest Service Cariboo Provincial Golf Tournament, held September 9-10 in Williams Lake, had 92 participants from the Forest Service and their friends.

Top prizes: **Brian McNaughton**, Cariboo, won the overall low gross; **Dot Robinson**, Kamloops, women's overall low gross; **Mike Carlson**, Cariboo, overall low net; and **Joanne Bowden**, Prince George, women's overall low net.

Other winners: **Rob Bowden, Mike Morrow, Maureen Pamplin, Julie Acres, Bob Ferris, Paul and Sharon Gevatkoff**, Prince George; **Guy Newsome, Ray Ostby, Irene Levesque, Brian Bently, Hugh Freeman, Larry Pederson, John Menning, Don Pederson**, Cariboo; **Roger Siebert, Donna Walker**, Prince Rupert; **Margy Mclellan, Jenji Konishi, Geoff Bate**, Victoria; **Bruce Markstrom**, Kamloops; and **Larry Coles**, Vancouver.

I love this game!

Gary Ward: Low gross, retiree and best dressed.

Where do we go from here?

Vernon staff still alive and kicking

Vernon staff members managed to participate in community challenges this year while keeping up with heavy harvesting, silviculture and protection programs.

In April their relay team entered the Kelowna Ski-to-Sea race, taking first place in the corporate category and fifth overall out of 61 teams.

Racers used skis, mountain bikes and canoes on their way to the finish line.

Vernon also entered a team in the B.C. Tel and B.C. Hydro Corporate Cup Challenge in June. After a day-long event of six competitions, Vernon was in first place by 17 seconds.

During the Lumby Golf Tournament, Vernon staff had a chance to slow down the pace and enjoy sunny Okanagan weather, Kamloops region visitors and a barbecue.

—submitted by Neal Toney, Vernon forest district

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

Forests 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, Doug Eastman**; Clearwater: **Ian Brown**; Cranbrook: **Tom Volkers**; Dawson Creek: **Paul Gevatkoff** or **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 Sheldan**; Kispiox: **Brian Atherton**; Kootenay Lake: **Steve Flett**; Lakes: **Larry Russel**; Lillooet: **Bev Rennie**; Mackenzie: **Debbie Egberts**; Merritt: **Ian Howes**; Mid-Coast: **David Hails**; Morice: **Rod DeBoice**; North Coast: **Marlene Thomsom**; Penticton: **Gail Lesowski**; Port Alberni: **Ernie Beadle**; Port McNeill: **Reg Brick**; Sunshine Coast: **Lena Grant**; 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**; Vanderhoof: **Craig Hooper**; Vernon: **Linda Vlasveld**; Williams Lake: **Chris Thornton**