



December 2004 | Volume 1, Issue 1 | [Archive](#)

[Printable version / Text only](#)



Forest Service News Interview with Doug Konkin

Doug Konkin has been deputy minister of the Forest Service since June 2003. He joined the Forest Service in 1982 as a resource technician in Kamloops. He was district manager in 100 Mile House and Kamloops prior to moving to Victoria in 1998, where he has worked in the Operations Division as executive director and assistant deputy minister. Doug holds a Bachelor of Science in Forestry degree from the University of Alberta and a Forest Resource diploma from the British Columbia Institute of Technology.

Doug has three daughters, who sometimes drive him crazy. Reliable sources suggest, however, that the crazy making goes both ways. He has served two terms as a school trustee and enjoys sports, but gimpy knees limit him to boring activities.

In a short interview, he shares some candid perspectives about the Forest Service and its future.
[story continued...](#)

Forest Service News - A Voice for Staff

In this issue:

[An Interview with Doug Konkin](#)
[Purpose of Forest Service News](#)
[The Fabric of Port McNeill](#)
[Everyone Loves a Parade](#)
[Forest Service Revitalization](#)
[What is Shared Vision?](#)
[A Learning Experience](#)
[Coming Home](#)
[Remembering Glen Evelyn](#)
[Grab Those Brooms!](#)
[Health Bite](#)

Forest Service News
A quarterly newsletter for all
Forest Service employees.

[Top](#)

Purpose of the Forest Service News

In a July 2004 communiqué, Deputy Minister Doug Konkin committed to the development of an internal newsletter for the Forest Service. The newsletter is considered as an important tool to assist in revitalizing the Forest Service and is being re-introduced in direct response to input from employees at all levels of the organization.

The overall purpose of the newsletter is to strengthen shared communication across all parts of the Forest Service. More specifically, Forest Service News has been created to communicate information about the strategic direction and mandate of the organization, progress and learnings about Forest Service revitalization, individual and team successes, and to share stories and information reflecting

Contact: Sonia Donison is providing administrative and coordination support for the newsletter. Questions or comments about Forest Service News should be directed to Sonia at 250-953-3859 or [email](#)

Call for Stories/Ideas
The success of Forest Service News depends upon the active engagement of staff throughout the organization. One way for people to support

the values and spirit of the Forest Service family.

Forest Service News will be published quarterly and posted on an internal website. The 2005 target months for publication will be March, June, September and December. Each edition will be announced via an e-mail to all staff with the website URL embedded in the note.

the newsletter is to share your ideas, news, stories, successes, experiences with revitalization and learning, celebrations and photos for use in future editions of the newsletter. People are asked to check with Sonia about their idea or ideas before writing a story at 250-953-3859 or via [email](#).

[Top](#)

The Fabric of Port McNeill

Like most parts of the Forest Service organization, staff in Port McNeill has taken a few hard knocks during the past few years. While individual spirits may have been weakened from time to time, overall group morale has remained strong, due in large measure to the efforts of the office's Social Committee. A local manager recently described the Social Committee as the "fabric" of the Port McNeill office, a description that fits quite well.

Committee co-chair Scott Mitchell fully supports the Road Ahead because of its strong focus on employee wellness and achieving improved work-life balance. "These elements are critical to a productive and positive workplace and any successful organization," says Mitchell. "They are consistent with what our Social Committee group is all about. The Road Ahead goals inspire me and the other Social Committee members to go 'above the call of duty' time and time again. In exchange for their considerable personal efforts, the committee of about a dozen people reaps the benefits, including the personal satisfaction that comes with each successful event, improved relationships with co-workers and a more positive workplace atmosphere. [story continued...](#)



[more photographs](#)

[Top](#)

Everyone Loves a Parade

Like many British Columbia communities, the people of Merritt use parades as one way to celebrate holidays and community events. Over the past few months, Cascades Forest District staff has actively contributed to this sense of community spirit by entering a float in the annual Fall Fair and Rodeo parade on the 2004 Labour Day weekend and in the November 26th Merritt Country Christmas Parade of Lights. [story continued...](#)



[more photographs](#)

[Top](#)

Forest Service Revitalization

Over the past several months, many steps have been taken to revitalize the Forest Service. Actions have been completed or are underway in all the priority revitalization areas—shared vision, leadership, learning organization, stewardship, workforce planning and employee wellness.

One of the highest profile activities to date has been the organization-wide dialogue on the Forest Service vision, mission and values, a dialogue that had not previously been carried out in such a systematic fashion in the Forest Service. This dialogue has been very effective in providing a forum for people to express their hopes, fears and concerns about the future of the Forest Service and to speak about their values. There was a high level of participation by staff and the feedback has been influential in finalizing the statements on vision, mission and values. Closely linked to the vision, mission and values work, are efforts to clarify the stewardship mandate for the organization. This work is targeted for completion by the end of January 2005. [story continued...](#)



[Top](#)

What is a Shared Vision?

Much is written in leadership and management books about vision—an image of a desired future state. When it comes to the term 'shared vision', Peter Senge's book *'The Fifth Discipline'* is considered by many to be among the best, if not the best, source for defining this term.

Developing a shared vision allows people from across an organization, at every level and in every role, to have an opportunity to speak about what really matters to them in their organization and in their work. It is a way of creating purpose and meaning in the organization in the form of a vision as well as a mission and a set of values.

According to Senge, a vision is truly shared when people in an organization have a similar picture and they are committed collectively to having a similar future. Senge says, "When people truly share a vision they are connected, bound together by a common aspiration. Shared visions derive their power from a common caring. In fact, we have come to believe that one of the reasons people seek to build shared visions is their desire to be connected in an important undertaking." Shared visions create a common identity and having a shared vision is vital for learning organizations.

If you would like to purchase *"The Fifth Discipline"* the cost for the paperback version is about \$35, you can contact the Ministry of Forests library for further information at: <http://www.for.gov.bc.ca/hfd/library/>

[Top](#)

A Learning Experience - Isobel Lake

"Yesterday was the nicest Forestry experience I have ever had...it could not have been a more perfect day. I learned so much, ate too much, laughed a lot and generally came home with a 'warm fuzzy' feeling."

"Just wanted to say thank you for an excellent day! It was very well organized and a great outing fun, food, exercise and learning. Each activity was well placed and the facilitators were informative. We have a great resource in the interpretive forest at Isobel Lake." [story continued...](#)

If you want more information about the Isobel Lake learning experience, please contact Frank Blom at (250) 828-4625 or Frank.Blom@gems9.gov.bc.ca.



[Top](#)

Coming Home

That's the way Dave Hails feels since returning to the Forest Service about 13 months ago as District Manager for the Fort Nelson Forest District.

When learning about the closure of the Salmon Arm Forest District office, where Dave had been an operations manager, he took a voluntary departure package. After 23 years with the Forest Service, he found it very difficult to leave the office before it closed its doors, even though he felt drawn to take his hobby of model railroading and turn it into a business. He bought a hobby shop in Orangeville, Ontario and found that the skills and experience he had gained in the Forest Service were instrumental in his business being hugely successful. Despite this success, he found the business took him away from his family too much and, combined with a dramatic change in lifestyle, he and his wife were not willing to compromise their personal values. [story continued...](#)



[Top](#)

Remembering Glen Evely



Warm, sincere, positive, friendly, respectful, humorous, calm and collected, humble, team player, confidante, fair, dedicated, focused, professional, generous and trustworthy are some of the adjectives used by colleagues to describe Glen Evely, a Compliance and Enforcement Technician in the Okanagan Shuswap Forest District, who was tragically killed in a car accident near Vernon on November 13, 2004. At the time of the accident, Glen was serving the community as a volunteer RCMP officer.

It is no surprise that these words surfaced, as people reflected on a man who was a wonderful family man, co-worker and friend. He was a valued and highly respected member of the Forest Service for over 12 years, both in Vernon and, prior to that, in the Chilcotin. He died serving the people of the province, something he had done so well in many ways for many years. His positive attitude professionalism and willingness to help wherever he could are greatly missed by his friends and colleagues. [story continued...](#)

[Top](#)

Grab Those Brooms!



In an effort to resurrect the Provincial Forest Service bonspiel, the Southern Interior Forest Region and the Okanagan Shuswap Forest District are teaming up to co-sponsor the Southern Interior Forest Region Curling Bonspiel for March 4 to 6, 2005 in Chase, B.C. The bonspiel, open to all Forest Service staff, past employees and family members from around the province, will be a great time for participants and observers. It is hoped that the level of participation from around the province in the 2005 event will support bringing back the provincial Forest Service bonspiel in 2006. Stay tuned for more details.

In the meantime, contact Ron Racine at (250) 558-1729 or ron.racine@gems7.gov.bc.ca or Bob Threinen (250) 828-4119 or bob.threinen@gems8.gov.bc.ca.



[Top](#)

Health Bite

Health Bite segments will focus on activities, issues and information on Occupational Health and Safety, Rewards and Recognition and Health and Wellness.

One of the features of revitalizing the Forest Service is the work being done to create a healthy organization. Forest Service staff recognizes the importance of achieving a healthy work-life balance that includes physical, intellectual, emotional, environmental, social and spiritual well-being. As we achieve this balance, we as individuals will be happy, which in turn makes our workplace a happier place for others and ourselves. [story continued...](#)

Forest Service Health and Wellness contacts are located at: <http://gww.for.gov.bc.ca/hrb/healthyorg/wellness/hw/provcommittee.htm>.

Forest Service News - A Voice for Staff

In this issue:

- [An Interview with Doug Konkin](#)
- [Purpose of Forest Service News](#)
- [The Fabric of Port McNeill](#)
- [Everyone Loves a Parade](#)
- [Forest Service Revitalization](#)
- [What is Shared Vision?](#)
- [A Learning Experience](#)
- [Coming Home](#)
- [Remembering Glen Evelyn](#)
- [Grab Those Brooms!](#)
- [Health Bite](#)

Forest Service News Interview with Doug Konkin

Doug Konkin has been deputy minister of the Forest Service since June 2003. He joined the Forest Service in 1982 as a resource technician in Kamloops. He was district manager in 100 Mile House and Kamloops prior to moving to Victoria in 1998, where he has worked in the Operations Division as executive director and assistant deputy minister. Doug holds a Bachelor of Science in Forestry degree from the University of Alberta and a Forest Resource diploma from the British Columbia Institute of Technology.

Doug has three daughters, who sometimes drive him crazy. Reliable sources suggest, however, that the crazy making goes both ways. He has served two terms as a school trustee and enjoys sports, but gimpy knees limit him to boring activities.

In a short interview, he shares some candid perspectives about the Forest Service and its future.

Q. With all the impacts of staff and budget cuts, why did you take the job of deputy minister?

Sometimes, I ask myself the same question. Kidding aside, I took this job for a number of reasons. I have spent my entire career in the Forest Service and love both the organization and the people. My whole motivation is to make a difference, to do things that help the public and the organization. I don't think this is much different from others in the Forest Service as I see highly motivated people throughout the organization who want to make it an even better place to work and also improve our performance.

We are not a bunch of like-minded people and I like that it makes us stronger. Most of us are dedicated public servants with a strong commitment to the public and the Forest Service. Some have been ‘turned off’ by the events of the past couple of years and I get that. But, we do have an opportunity to change things, to make things better. That’s why I became deputy.

Q. What’s the Road Ahead mean to you?

The Road Ahead is a bundle of things designed to improve our people practices. We need to build them into how we operate on a daily basis. It is more than a project or initiative it is about improving the way we work, having staff involved with decisions that affect them, developing leaders, innovation and being a learning organization.

Organizational revitalization won’t happen linearly. It will happen in fits and starts. We are starting to see more and more people step forward to take leadership roles. While they feel empowered and act accordingly, others are skeptical. As more people run with the principles of the Road Ahead walk the talk I am confident we’ll see many of those who are hesitant get engaged.

Q. When you talk about a change in culture, what do you mean?

We have many good things in the culture of the Forest Service a sense of family, service commitment and heritage. We also have a ‘command and control’ mindset. We need new ways of thinking and doing things, but more importantly we need to create an environment where people feel safe to ask questions and challenge dated thinking.

Q. Do you have any fears about revitalizing the Forest Service?

My biggest fear is that we won’t complete this work and miss the chance to be well positioned for whatever comes at us in the future. I sometimes think I am too impatient about these things and I hope this does not hurt any of the revitalization work. It would be a loss for all of us, if we don’t embed the revitalization principles into our policies and practices.

Q. What excites you these days?

Learning and seeing people learn and grow. Seeing the culture of the organization start to evolve. Those kinds of things are exciting. I love seeing leadership develop and grow, seeing people challenge things and ask questions. Obviously, I also like it when we achieve significant performance benchmarks.

Q. What do you see as the biggest challenges for the next year or so?

I think we are on a journey of learning and one of our biggest challenges will be to not lose focus on the big picture in the midst of day-to-day activities. We are a ‘can do’ organization and, while we must build

on that, we need to be smarter, not work harder. We have a mental model that values being busy, but we need to create a new mindset. In doing this, we must not think it is a compromise to take time and energy to step back and think about the direction and future of the Forest Service and our part in this.

Purpose of the Forest Service News

In a July 2004 communiqué, Deputy Minister Doug Konkin committed to the development of an internal newsletter for the Forest Service. The newsletter is considered as an important tool to assist in revitalizing the Forest Service and is being re-introduced in direct response to input from employees at all levels of the organization.

The overall purpose of the newsletter is to strengthen shared communication across all parts of the Forest Service. More specifically, Forest Service News has been created to communicate information about the strategic direction and mandate of the organization, progress and learnings about Forest Service revitalization, individual and team successes, and to share stories and information reflecting the values and spirit of the Forest Service family.

Forest Service News will be published quarterly and posted on an internal website. The 2005 target months for publication will be March, June, September and December. Each edition will be announced via an e-mail to all staff with the website URL embedded in the note.

The Fabric of Port McNeill

Like most parts of the Forest Service organization, staff in Port McNeill has taken a few hard knocks during the past few years. While individual spirits may have been weakened from time to time, overall group morale has remained strong, due in large measure to the efforts of the office's Social Committee. A local manager recently described the Social Committee as the "fabric" of the Port McNeill office, a description that fits quite well.

Committee co-chair Scott Mitchell fully supports the Road Ahead because of its strong focus on employee wellness and achieving improved work-life balance. "These elements are critical to a productive and positive workplace and any successful organization," says Mitchell. "They are consistent with what our Social Committee group is all about. The Road Ahead goals inspire me and the other Social Committee members to go 'above the call of duty' time and time again. In exchange for their considerable personal efforts, the committee of about a dozen people reaps the benefits, including the personal satisfaction that comes with each successful event, improved relationships with co-workers and a more positive workplace atmosphere.

The priority of the Social Committee is to maintain this supportive and positive atmosphere, which in turn contributes to good physical and mental well being for staff. In combination, all of these things foster a positive workplace and a sense of family by:

- organizing a variety of fun-oriented events both within and outside of the office and office hours;
- promoting non-work related interactions and building positive relationships among staff members;
- developing a sense of family and belonging, and ‘team spirit;’ and
- supporting staff and their families on a day-to-day basis and in times of special need.

Many things contribute to the fabric of Port McNeill, including a great deal of cooperation between BC Timber Sales and Field Services. Management support from both organizations is integral to the success of Social Committee efforts and comes in many forms: leading by example through their active participation in events, encouraging staff involvement on the committee and their promotion of events and ongoing recognition of the committee’s critical role. The committee is also supported by a strong contingent of staff volunteers.

Of the many successful activities the Committee has conducted during Mitchell's 10 years at the Port McNeill office, he takes significant pride in the remarkable success of the Christmas Charity Auction held annually by the Social Committee. This year marked the 8th anniversary of the Auction, which sees office staff bid on a variety of items donated by their co-workers. Proceeds from the 2004 event will once again exceed \$2,000, a portion of which will be donated to the Glen Evely Memorial Fund. Remaining funds generated from this year’s auction will be donated to the North Island’s Christmas Food Hamper that has received over \$18,000 in donations from the auction since its inception. This represents about 15% of all donations received from all communities on North Vancouver Island (about 14,000 people). This remarkable accomplishment is something about which the 80 or so Forest Service staff in Port McNeill should be very proud.

Social Committee members currently are: Cyndy Grant (co-chair), Brenda Fleeton, Lisa Brown, Laina Hunko, Maggie Loland, Kathy Walker, Mark Jones, Sheldon Martell, Bill Kovacs, Wendy Ward, Angela Bono, Paul Bastarache, Mike DesRochers and Scott Mitchell (co-chair).

A number of staff and the Social Committee are collaborating again for Port McNeill’s hosting of the Provincial Forest Service Hockey Tournament on February 18-20, 2005. The organizing committee is expecting participation to exceed the seven teams of the last tournament. Early interest is high and the rumour mill indicates that Minister Michael ‘Shooter’ deJong will be returning for the 2005 event. For more information about the tournament, contact Mike McCulley at (250) 956-5080 mike.mcculley@gems8.gov.bc.ca or Scott Mitchell at (250) 956-5044 or scott.mitchell@gems2.gov.bc.ca.

Everyone Loves a Parade

Like many British Columbia communities, the people of Merritt use parades as one way to celebrate holidays and community events. Over the past few months, Cascades Forest District staff have actively contributed to this sense of community spirit by entering a float in the annual Fall Fair and Rodeo parade on the 2004 Labour Day weekend and in the November 26th Merritt Country Christmas Parade of

Lights.

The themes for both floats were recreation and fire safety. In the Labour Day weekend parade, staff handed out recreation bags full of tree kits and Smokey the Bear paraphernalia with the odd handful of candies and bubble gum, to the delight of the younger spectators. With the assistance of Smokey and his marching tree buddies, the Cascades District float won the blue ribbon for best mascots. Everyone had a good time and winning the blue ribbon was the 'icing on the cake.'

Although they did not win a ribbon for their Parade of Lights float, everyone had lots of fun. It was a family and community event, with kids of Forest Service staff, Beavers and Scouts being on float. District staff cut 30 Christmas trees and donated them to the Chamber of Commerce, who set them up and decorated them in the downtown core. Staff also provided split wood and fire rings while tending the fires for the community on the night of the parade. Hundreds of people gathered by the fires to warm themselves and share in the fellowship, hot dogs and hot drinks provided by the Chamber.

In commenting on the parades, District Manager Rod DeBoice said, "my hat is off to the staff for raising the profile of the Forest Service in the community and having a bunch of fun and good fellowship to boot."

Forest Service Revitalization

Over the past several months, many steps have been taken to revitalize the Forest Service. Actions have been completed or are underway in all the priority revitalization areas shared vision, leadership, learning organization, stewardship, workforce planning and employee wellness.

One of the highest profile activities to date has been the organization-wide dialogue on the Forest Service vision, mission and values, a dialogue that had not previously been carried out in such a systematic fashion in the Forest Service. This dialogue has been very effective in providing a forum for people to express their hopes, fears and concerns about the future of the Forest Service and to speak about their values. There was a high level of participation by staff and the feedback has been influential in finalizing the statements on vision, mission and values. Closely linked to the vision, mission and values work, are efforts to clarify the stewardship mandate for the organization. This work is targeted for completion by the end of January 2005.

Leadership development is a high priority revitalization activity and much is being done on this front. Some of this is occurring through mentoring and personal development efforts, while other development is occurring through existing government programs or initiatives developed specifically for the Forest Service. An important component of leadership development is the focus on individual and organizational learning. An excellent example of implementation in this area is the BC Timber Sales Learning Strategy.

Another key deliverable of the July Road Ahead announcement is the creation of the Employee

Advisory Council. Membership of the council should be known in early January, with the first meeting targeted to occur around the end of January 2005.

On the health and wellness front, Lisa Anderson has been appointed as the provincial Health and Wellness Coordinator. She is working closely with Strategic Human Resources and local health and safety committees on common opportunities and to share learnings more widely in the Forest Service.

Strategies are being developed to meet our workforce challenges. Rewards and recognition programs are being established in a number of places, where these did not previously exist.

The appointment of Ray Schultz as Road Ahead Project Manager is an important step in monitoring progress with revitalization and ensuring that the deputy minister, executive and senior managers are focused on priority activities.

With this inaugural edition, the Forest Service newsletter has been launched, following three years without such a communications vehicle for the organization. Stay tuned for future editions.

What is a Shared Vision?

Much is written in leadership and management books about vision—an image of a desired future state. When it comes to the term ‘shared vision’, Peter Senge’s book ‘The Fifth Discipline’ is considered by many to be among the best, if not the best, source for defining this term.

Developing a shared vision allows people from across an organization, at every level and in every role, to have an opportunity to speak about what really matters to them in their organization and in their work. It is a way of creating purpose and meaning in the organization in the form of a vision as well as a mission and a set of values.

According to Senge, a vision is truly shared when people in an organization have a similar picture and they are committed collectively to having a similar future. Senge says, "When people truly share a vision they are connected, bound together by a common aspiration. Shared visions derive their power from a common caring. In fact, we have come to believe that one of the reasons people seek to build shared visions is their desire to be connected in an important undertaking." Shared visions create a common identity and having a shared vision is vital for learning organizations.

If you would like to purchase "The Fifth Discipline" the cost for the paperback version is about \$35, you can contact the Ministry of Forests library for further information at: <http://www.for.gov.bc.ca/hfd/library/>

A Learning Experience - Isobel Lake

"Yesterday was the nicest Forestry experience I have ever had...it could not have been a more perfect day. I learned so much, ate too much, laughed a lot and generally came home with a 'warm fuzzy' feeling."

"Just wanted to say thank you for an excellent day! It was very well organized and a great outing fun, food, exercise and learning. Each activity was well placed and the facilitators were informative. We have a great resource in the interpretive forest at Isobel Lake."

"I think you have a massive challenge in overcoming the cynicism amongst those of us older souls who remain in 'her majesty's service'. However, you have made a bit of a believer of me today. I found the Isobel Lake team building session to be excellent."

This is a sample of the comments from Southern Interior Forest Region office staff that participated in the Isobel Lake Field Day on September 23, 2004. The field trip to the Isobel Lake interpretive forest, organized to combine learning and fun, had 6 staff teams that rotated to 1 of 6 information stations every 30 minutes, where they learned a range of things from boring a hole in a tree to find its age, to role playing the different types of licences produced by the Forest Service.

In addition to a great lunch, one of the highlights of the day was a team scavenger hunt for a list of items from the natural environment to some man-made items. Every detail was worked out transportation, food and even having the sun come out at noon for a group photo. The entire outing was a team effort, with several people contributing to its organization: Jennifer Eastwood, Lennie McDonald, Betty Corbin-Charman, Ian Douglas, George Buis, Al Randall, Jim Shafthuizen, Frank Blom, Andre Arsenault, Lynn Diduck, Ron Justice, Ken Soneff, Bob Threinen, Bob Ell and Craig Sutherland.

Smokey the Bear was able to get away from the Kamloops Fire Centre to join regional staff for lunch. His time away was extended to eight days of rest and relaxation, however, he ended up being a stowaway in the cargo compartment of the charter bus used for transportation.

If you want more information about the Isobel Lake learning experience, please contact Frank Blom at (250) 828-4625 or Frank.Blom@gems9.gov.bc.ca.

Group photo attached: [Isobel Lake Field Day Staff Photo](#)

Coming Home

That's the way Dave Hails feels since returning to the Forest Service about 13 months ago as District Manager for the Fort Nelson Forest District.

When learning about the closure of the Salmon Arm Forest District office, where Dave had been an operations manager, he took a voluntary departure package. After 23 years with the Forest Service, he

found it very difficult to leave the office before it closed its doors, even though he felt drawn to take his hobby of model railroading and turn it into a business. He bought a hobby shop in Orangeville, Ontario and found that the skills and experience he had gained in the Forest Service were instrumental in his business being hugely successful. Despite this success, he found the business took him away from his family too much and, combined with a dramatic change in lifestyle, he and his wife were not willing to compromise their personal values.

The decision to return to B.C. was an easy one and Dave had a strong desire to return to the Forest Service, if possible. While in Ontario, he contacted a few people in the Forest Service and, sooner than he thought might be the case, he had the opportunity to take the job in Fort Nelson. Even when he left to set up his own business, Dave felt a strong connection to the Forest Service and maintained relationships with people for the 14 months he was gone.

Throughout his career with the Forest Service, one of the highlights has been the sense of family he has experienced, whether in Bella Coola, Part Hardy, Port McNeill, Victoria, Chilliwack, Clearwater, Salmon Arm or Fort Nelson. According to Dave, “even in my own personal darkest moments, its been a great place to work. It has been very rewarding to be back...welcome back, welcome ‘home’ were overwhelming.”

In all his time with the Forest Service, Dave says “I have never seen an executive crew place so much attention on people as is the case now. I really support the Road Ahead principles and it is up to each of us to do our part to revitalize the Forest Service.”

Dave speaks warmly of his experience in Fort Nelson and feels the spirit of the district is reflected in the office’s ‘Wall of Pride,’ which celebrates the people of the district, their accomplishments and connection to the Forest Service family. He loves going to work every day and is highly appreciative of the staff in Fort Nelson for the way they have welcomed him and his family.

Remembering Glen Evely

Warm, sincere, positive, friendly, respectful, humorous, calm and collected, humble, team player, confidante, fair, dedicated, focused, professional, generous and trustworthy are some of the adjectives used by colleagues to describe Glen Evely, a Compliance and Enforcement Technician in the Okanagan Shuswap Forest District, who was tragically killed in a car accident near Vernon on November 13, 2004. At the time of the accident, Glen was serving the community as a volunteer RCMP officer.

It is no surprise that these words surfaced, as people reflected on a man who was a wonderful family man, co-worker and friend. He was a valued and highly respected member of the Forest Service for over 12 years, both in Vernon and, prior to that, in the Chilcotin. He died serving the people of the province, something he had done so well in many ways for many years. His positive attitude professionalism and willingness to help wherever he could are greatly missed by his friends and colleagues.

Glen is survived by his wife, Annie Lavigne, and their two daughters Corrine and Lydia, aged 7 and 4, respectively. Glen was 39 years of age and came to Alexis Creek in 1992 from Richmond Hill, Ontario, north of Toronto. After spending a few years in the Chilcotin Forest District, Glen took the position of a Timber Tenures Technician in the Vernon Forest District in 1995. He was versatile and worked in a number of different programs in the Vernon District, including Timber Tenures, the Timber Salvage Program and Compliance and Enforcement. Glen was field oriented and loved to be out in the forest. He took his job very seriously with the best interests of the people of British Columbia in mind.

Glen contributed his energy in many ways to the overall betterment of the district office by taking on many tasks well beyond his regular duties. He was always willing to go the extra mile! He worked on a number of key provincial initiatives Continuous Improvement Program, Forest Practices Code Transitional Training and the Forest and Range Practices Act introductory training. Glen was a First Aid attendant and instrumental in elevating the safety consciousness of all staff. He exemplified the 'can do' attitude of service typical of the Forest Service family.

Many of his colleagues refer to Glen's strong family commitment and recall him always opening the back door of the car and kissing his girls goodbye on those occasions when Annie dropped him off at work. This image is ingrained in the minds of many staff. His dedication to family and the Forest Service were exemplified shortly before November 13, when he was found working late one night in the office. He explained that he had to take some time off in the morning to be with his children and wanted to make sure he made up the time.

Glen had a wonderful sense of humour, his laugh and warm smile were contagious. He was very quick witted and came up with many great one-liners. His is greatly missed by family, friends, work colleagues and the community he served.

Grab Those Brooms!

In an effort to resurrect the Provincial Forest Service bonspiel, the Southern Interior Forest Region and the Okanagan Shuswap Forest District are teaming up to co-sponsor the Southern Interior Forest Region Curling Bonspiel for March 4 to 6, 2005 in Chase, B.C. The bonspiel, open to all Forest Service staff, past employees and family members from around the province, will be a great time for participants and observers. It is hoped that the level of participation from around the province in the 2005 event will support bringing back the provincial Forest Service bonspiel in 2006. Stay tuned for more details.

In the meantime, contact Ron Racine at (250) 558-1729 or ron.racine@gems7.gov.bc.ca or Bob Threinen (250) 828-4119 or bob.threinen@gems8.gov.bc.ca.

Health Bite

Health Bite segments will focus on activities, issues and information on Occupational Health and Safety,

Rewards and Recognition and Health and Wellness.

One of the features of revitalizing the Forest Service is the work being done to create a healthy organization. Forest Service staff recognizes the importance of achieving a healthy work-life balance that includes physical, intellectual, emotional, environmental, social and spiritual well-being. As we achieve this balance, we as individuals will be happy, which in turn makes our workplace a happier place for others and ourselves.

Some thought to consider for the upcoming holiday season. Aim to balance the hurly-burly of December by:

- taking holidays over the season to spend time with family and friends;
- planning gatherings for earlier in the month, leaving the holidays free;
- drawing names in the family for gift giving and setting dollar limits. When you hit your budget limit, stop shopping; and
- taking action to improve your body and mind.

Take action in 2005 to improve your body and mind. On the following website <http://www.for.gov.bc.ca/hrb/hw/>, you will find the H&W Wheel, which contains a wealth of information on physical, intellectual, emotional, spiritual, environmental and social spiritual ideas.

Also recognize that different cultures celebrate the holidays in different ways.

Forest Service Health and Wellness contacts are located at: <http://gww.for.gov.bc.ca/hrb/healthyorg/wellness/hw/provcommittee.htm>.

High Five

106 Forest Service employees were recognized on Thursday, October 14, 2004, at Government House in Victoria, BC, for either 25 or 35 years of service, dedication and commitment to the province of BC. The ceremony included award presentations, buffet dinner and dance.

The VM Application Revitalization (VMAR) Project won the GTEC 2004 Distinction Awards Silver Medal in the National E-Government category for medium to large information technology projects. The medal was presented at the Distinction Awards Gala in Ottawa on October 18, 2004, to recognize the ministry's demonstration of leadership, innovation and excellence in enabling and managing e-government within the public sector.

© British Columbia Ministry of Forests, 2004 | Volume 1 Issue 1

[Feedback](#)

Forest Service News — A quarterly newsletter for all Forest Service employees.

Contact: Sonia Donison is providing administrative and coordination support for the newsletter. Questions or comments about Forest Service News should be directed to Sonia at 250-953-3859 or [email](#)

Call for Stories/Ideas

The success of Forest Service News depends upon the active engagement of staff throughout the organization. One way for people to support the newsletter is to share your ideas, news, stories, successes, experiences with revitalization and learning, celebrations and photos for use in future editions of the newsletter. People are asked to check with Sonia about their idea or ideas before writing a story at 250-953-3859 or via [email](#)

Forest Service News Interview with Doug Konkin

Doug Konkin has been deputy minister of the Forest Service since June 2003. He joined the Forest Service in 1982 as a resource technician in Kamloops. He was district manager in 100 Mile House and Kamloops prior to moving to Victoria in 1998, where he has worked in the Operations Division as executive director and assistant deputy minister. Doug holds a Bachelor of Science in Forestry degree from the University of Alberta and a Forest Resource diploma from the British Columbia Institute of Technology.

Doug has three daughters, who sometimes drive him crazy. Reliable sources suggest, however, that the crazy making goes both ways. He has served two terms as a school trustee and enjoys sports, but gimpy knees limit him to boring activities.

In a short interview, he shares some candid perspectives about the Forest Service and its future.

Q. With all the impacts of staff and budget cuts, why did you take the job of deputy minister?

Sometimes, I ask myself the same question. Kidding aside, I took this job for a number of reasons. I have spent my entire career in the Forest Service and love both the organization and the people. My whole motivation is to make a difference, to do things that help the public and the organization. I don't think this is much different from others in the Forest Service as I see highly motivated people throughout the organization who want to make it an even better place to work and also improve our performance.

We are not a bunch of like-minded people and I like that it makes us stronger. Most of us are dedicated public servants with a strong commitment to the public and the Forest Service. Some have been 'turned off' by the events of the past couple of years and I get that. But, we do have an opportunity to change things, to make things better. That's why I became deputy.

Q. What's the Road Ahead mean to you?

The Road Ahead is a bundle of things designed to improve our people practices. We need to build them into how we operate on a daily basis. It is more than a project or initiative it is about improving the way we work, having staff involved with decisions that affect them, developing leaders, innovation and being a learning organization.

Organizational revitalization won't happen linearly. It will happen in fits and starts. We are starting to see more and more people step forward to take leadership roles. While they feel empowered and act accordingly, others are skeptical. As more people run with the principles of the Road Ahead walk the talk I am confident we'll see many of those who are hesitant get engaged.

Q. When you talk about a change in culture, what do you mean?

We have many good things in the culture of the Forest Service a sense of family, service commitment and heritage. We also have a ‘command and control’ mindset. We need new ways of thinking and doing things, but more importantly we need to create an environment where people feel safe to ask questions and challenge dated thinking.

Q. Do you have any fears about revitalizing the Forest Service?

My biggest fear is that we won’t complete this work and miss the chance to be well positioned for whatever comes at us in the future. I sometimes think I am too impatient about these things and I hope this does not hurt any of the revitalization work. It would be a loss for all of us, if we don’t embed the revitalization principles into our policies and practices.

Q. What excites you these days?

Learning and seeing people learn and grow. Seeing the culture of the organization start to evolve. Those kinds of things are exciting. I love seeing leadership develop and grow, seeing people challenge things and ask questions. Obviously, I also like it when we achieve significant performance benchmarks.

Q. What do you see as the biggest challenges for the next year or so?

I think we are on a journey of learning and one of our biggest challenges will be to not lose focus on the big picture in the midst of day-to-day activities. We are a ‘can do’ organization and, while we must build on that, we need to be smarter, not work harder. We have a mental model that values being busy, but we need to create a new mindset. In doing this, we must not think it is a compromise to take time and energy to step back and think about the direction and future of the Forest Service and our part in this.

The Fabric of Port McNeill

Like most parts of the Forest Service organization, staff in Port McNeill has taken a few hard knocks during the past few years. While individual spirits may have been weakened from time to time, overall group morale has remained strong, due in large measure to the efforts of the office's Social Committee. A local manager recently described the Social Committee as the "fabric" of the Port McNeill office, a description that fits quite well.

Committee co-chair Scott Mitchell fully supports the Road Ahead because of its strong focus on employee wellness and achieving improved work-life balance. "These elements are critical to a productive and positive workplace and any successful organization," says Mitchell. "They are consistent with what our Social Committee group is all about. The Road Ahead goals inspire me and the other Social Committee members to go 'above the call of duty' time and time again. In exchange for their considerable personal efforts, the committee of about a dozen people reaps the benefits, including the personal satisfaction that comes with each successful event, improved relationships with co-workers and a more positive workplace atmosphere.

The priority of the Social Committee is to maintain this supportive and positive atmosphere, which in turn contributes to good physical and mental well being for staff. In combination, all of these things foster a positive workplace and a sense of family by:

- organizing a variety of fun-oriented events both within and outside of the office and office hours;
- promoting non-work related interactions and building positive relationships among staff members;
- developing a sense of family and belonging, and 'team spirit;' and
- supporting staff and their families on a day-to-day basis and in times of special need.

Many things contribute to the fabric of Port McNeill, including a great deal of cooperation between BC Timber Sales and Field Services. Management support from both organizations is integral to the success of Social Committee efforts and comes in many forms: leading by example through their active participation in events, encouraging staff involvement on the committee and their promotion of events and ongoing recognition of the committee's critical role. The committee is also supported by a strong contingent of staff volunteers.

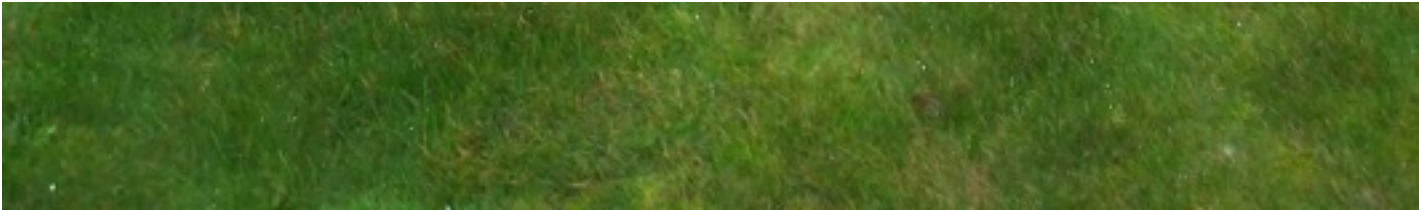
Of the many successful activities the Committee has conducted during Mitchell's 10 years at the Port McNeill office, he takes significant pride in the remarkable success of the Christmas Charity Auction held annually by the Social Committee. This year marked the 8th anniversary of the Auction, which sees office staff bid on a variety of items donated by their co-workers. Proceeds from the 2004 event will once again exceed \$2,000, a portion of which will be donated to the [Glen Evelyn Memorial Fund](#). Remaining funds generated from this year's auction will be donated to the North Island's Christmas Food Hamper that has received over \$18,000 in donations from the auction since its inception. This

represents about 15% of **all donations** received from all communities on North Vancouver Island (about 14,000 people). This remarkable accomplishment is something about which the 80 or so Forest Service staff in Port McNeill should be very proud.

Social Committee members currently are: Cyndy Grant (co-chair), Brenda Fleeton, Lisa Brown, Laina Hunko, Maggie Loland, Kathy Walker, Mark Jones, Sheldon Martell, Bill Kovacs, Wendy Ward, Angela Bono, Paul Bastarache, Mike DesRochers and Scott Mitchell (co-chair).

A number of staff and the Social Committee are collaborating again for Port McNeill's hosting of the Provincial Forest Service Hockey Tournament on February 18-20, 2005. The organizing committee is expecting participation to exceed the seven teams of the last tournament. Early interest is high and the rumour mill indicates that Minister Michael 'Shooter' deJong will be returning for the 2005 event. For more information about the tournament, contact Mike McCulley at (250) 956-5080 mike.mcculley@gems8.gov.bc.ca or Scott Mitchell at (250) 956-5044 or scott.mitchell@gems2.gov.bc.ca.





The Fabric of Port McNeill



Everyone Loves a Parade!

Like many British Columbia communities, the people of Merritt use parades as one way to celebrate holidays and community events. Over the past few months, Cascades Forest District staff have actively contributed to this sense of community spirit by entering a float in the annual Fall Fair and Rodeo parade on the 2004 Labour Day weekend and in the November 26th Merritt Country Christmas Parade of Lights.

The themes for both floats were recreation and fire safety. In the Labour Day weekend parade, staff handed out recreation bags full of tree kits and Smokey the Bear paraphernalia with the odd handful of candies and bubble gum, to the delight of the younger spectators. With the assistance of Smokey and his marching tree buddies, the Cascades District float won the blue ribbon for best mascots. Everyone had a good time and winning the blue ribbon was the 'icing on the cake.'

Although they did not win a ribbon for their Parade of Lights float, everyone had lots of fun. It was a family and community event, with kids of Forest Service staff, Beavers and Scouts being on float. District staff cut 30 Christmas trees and donated them to the Chamber of Commerce, who set them up and decorated them in the downtown core. Staff also provided split wood and fire rings while tending the fires for the community on the night of the parade. Hundreds of people gathered by the fires to warm themselves and share in the fellowship, hot dogs and hot drinks provided by the Chamber.

In commenting on the parades, District Manager Rod DeBoice said, "my hat is off to the staff for raising the profile of the Forest Service in the community and having a bunch of fun and good fellowship to boot."



Everyone Loves a Parade!



Forest Service Revitalization

Over the past several months, many steps have been taken to revitalize the Forest Service. Actions have been completed or are underway in all the priority revitalization areas shared vision, leadership, learning organization, stewardship, workforce planning and employee wellness.

One of the highest profile activities to date has been the organization-wide dialogue on the Forest Service vision, mission and values, a dialogue that had not previously been carried out in such a systematic fashion in the Forest Service. This dialogue has been very effective in providing a forum for people to express their hopes, fears and concerns about the future of the Forest Service and to speak about their values. There was a high level of participation by staff and the feedback has been influential in finalizing the statements on vision, mission and values. Closely linked to the vision, mission and values work, are efforts to clarify the stewardship mandate for the organization. This work is targeted for completion by the end of January 2005.

Leadership development is a high priority revitalization activity and much is being done on this front. Some of this is occurring through mentoring and personal development efforts, while other development is occurring through existing government programs or initiatives developed specifically for the Forest Service. An important component of leadership development is the focus on individual and organizational learning. An excellent example of implementation in this area is the BC Timber Sales Learning Strategy.

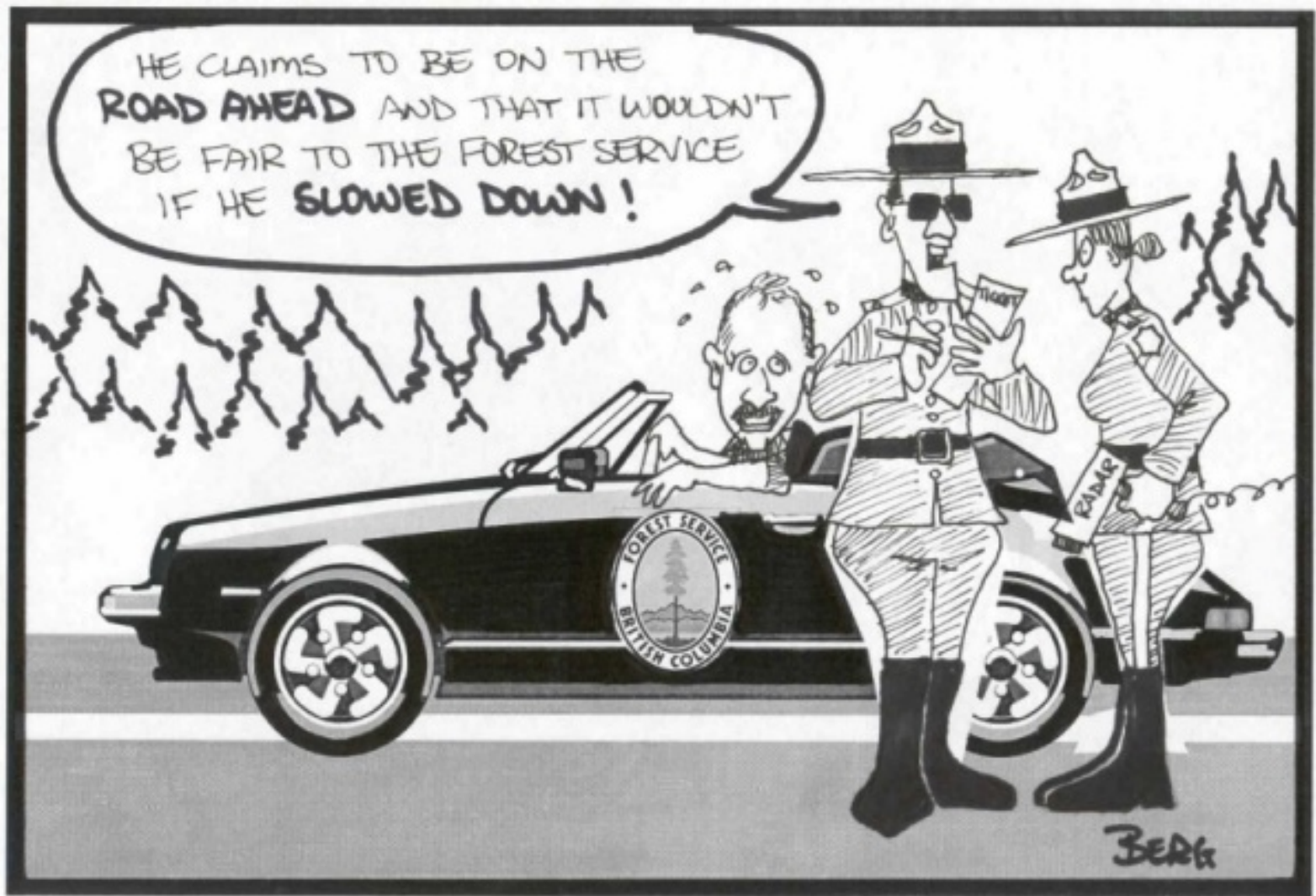
Another key deliverable of the July Road Ahead announcement is the creation of the Employee Advisory Council. Membership of the council should be known in early January, with the first meeting targeted to occur around the end of January 2005.

On the health and wellness front, Lisa Anderson has been appointed as the provincial Health and Wellness Coordinator. She is working closely with Strategic Human Resources and local health and safety committees on common opportunities and to share learnings more widely in the Forest Service.

Strategies are being developed to meet our workforce challenges. Rewards and recognition programs are being established in a number of places, where these did not previously exist.

The appointment of Ray Schultz as Road Ahead Project Manager is an important step in monitoring progress with revitalization and ensuring that the deputy minister, executive and senior managers are focused on priority activities.

With this inaugural edition, the Forest Service newsletter has been launched, following three years without such a communications vehicle for the organization. Stay tuned for future editions.



Isobel Lake – A Learning Experience

"Yesterday was the nicest Forestry experience I have ever had...it could not have been a more perfect day. I learned so much, ate too much, laughed a lot and generally came home with a 'warm fuzzy' feeling."

"Just wanted to say thank you for an excellent day! It was very well organized and a great outing fun, food, exercise and learning. Each activity was well placed and the facilitators were informative. We have a great resource in the interpretive forest at Isobel Lake."

"I think you have a massive challenge in overcoming the cynicism amongst those of us older souls who remain in 'her majesty's service'. However, you have made a bit of a believer of me today. I found the Isobel Lake team building session to be excellent."

This is a sample of the comments from Southern Interior Forest Region office staff that participated in the Isobel Lake Field Day on September 23, 2004. The field trip to the Isobel Lake interpretive forest, organized to combine learning and fun, had 6 staff teams that rotated to 1 of 6 information stations every 30 minutes, where they learned a range of things from boring a hole in a tree to find its age, to role playing the different types of licences produced by the Forest Service.

In addition to a great lunch, one of the highlights of the day was a team scavenger hunt for a list of items from the natural environment to some man-made items. Every detail was worked out transportation, food and even having the sun come out at noon for a group photo. The entire outing was a team effort, with several people contributing to its organization: Jennifer Eastwood, Lennie McDonald, Betty Corbin-Charman, Ian Douglas, George Buis, Al Randall, Jim Shafthuisen, Frank Blom, Andre Arsenault, Lynn Diduck, Ron Justice, Ken Soneff, Bob Threinen, Bob Ell and Craig Sutherland.

Smokey the Bear was able to get away from the Kamloops Fire Centre to join regional staff for lunch. His time away was extended to eight days of rest and relaxation, however, he ended up being a stowaway in the cargo compartment of the charter bus used for transportation.

If you want more information about the Isobel Lake learning experience, please contact Frank Blom at (250) 828-4625 or Frank.Blom@gems9.gov.bc.ca.

Group photo attached: [Isobel Lake Field Day Staff Photo](#)





Southern Interior Forest Region Isobel Lake Field Day

September 23, 2004

- | | | |
|--------------------------|-----------------------------|--------------------------|
| 1. Laura Kristiansen | 26. Mike Madill | 51. Bob Trudeau |
| 2. Paulette Haller | 27. Jeff Stone | 52. Margaret Meeres |
| 3. Tracy Hendry | 28. Helen Ringer | 53. Jacquie Denis |
| 4. George Buis | 29. Phil Zacharatos | 54. Andy Cosens |
| 5. Dianne Clearwater | 30. Bob Ell | 55. Jim Schafthuizen |
| 6. Guy Newsome | 31. Brian Russell | 56. Grant Oliver |
| 7. Randy Miller | 32. Trudy Goold | 57. Cindy Moore |
| 8. Vern Quaroni | 33. Mark Tack | 58. Faye Hill |
| 9. Rowe Barnett | 34. Fred Thiessen | 59. Merva Lyons |
| 10. Lorne Evin | 35. Betty Corbin-Charman | 60. Claire Vike |
| 11. Jennifer Eastwood | 36. Rick Slamp | 61. Ray Coupe |
| 12. Kevin Buxton | 37. Peter Semenoff | 62. Dirk Trigg |
| 13. Garry Darychuk | 38. Graeme Hope | 63. Michelle Konowalchuk |
| 14. Hadrian Merler | 39. Heather Griffiths | 64. Lennie McDonald |
| 15. Emilee Fanjoy | 40. Kevin Bertram | 65. Lynda Jones |
| 16. Harry Jennings | 41. Kevin Hryhircuk | 66. Lynn Diduck |
| 17. Lorraine MacLauchlan | 42. Bob Threinen | 67. Don Youwe |
| 18. Glenn Allen | 43. Frank Blom | 68. Wendy Tyson |
| 19. Francis Njenga | 44. Wanda Grisdale | 69. Penny Maitland |
| 20. Susan Czepil | 45. Andre Arsenaault | 70. Bunny Covey |
| 21. Kelly Hicks | 46. Bernie "Smokey" Peschke | 71. Ken Soneff |
| 22. Elsie Hewitt | 47. Al Randall | 72. Tracy Karolyi |
| 23. Ken Chantler | 48. Shelly Deeg | 73. Joan Brown |
| 24. Mike Knauff | 49. Mark Hamm | 74. Dan Peterson |
| 25. Larry Hanlon | 50. Ron Justice | 75. Dave McBeth |

Photo courtesy of Ian Douglas

Coming Home

That's the way Dave Hails feels since returning to the Forest Service about 13 months ago as District Manager for the Fort Nelson Forest District.

When learning about the closure of the Salmon Arm Forest District office, where Dave had been an operations manager, he took a voluntary departure package. After 23 years with the Forest Service, he found it very difficult to leave the office before it closed its doors, even though he felt drawn to take his hobby of model railroading and turn it into a business. He bought a hobby shop in Orangeville, Ontario and found that the skills and experience he had gained in the Forest Service were instrumental in his business being hugely successful. Despite this success, he found the business took him away from his family too much and, combined with a dramatic change in lifestyle, he and his wife were not willing to compromise their personal values.

The decision to return to B.C. was an easy one and Dave had a strong desire to return to the Forest Service, if possible. While in Ontario, he contacted a few people in the Forest Service and, sooner than he thought might be the case, he had the opportunity to take the job in Fort Nelson. Even when he left to set up his own business, Dave felt a strong connection to the Forest Service and maintained relationships with people for the 14 months he was gone.

Throughout his career with the Forest Service, one of the highlights has been the sense of family he has experienced, whether in Bella Coola, Part Hardy, Port McNeill, Victoria, Chilliwack, Clearwater, Salmon Arm or Fort Nelson. According to Dave, "even in my own personal darkest moments, its been a great place to work. It has been very rewarding to be back...welcome back, welcome 'home' were overwhelming."

In all his time with the Forest Service, Dave says "I have never seen an executive crew place so much attention on people as is the case now. I really support the Road Ahead principles and it is up to each of us to do our part to revitalize the Forest Service."

Dave speaks warmly of his experience in Fort Nelson and feels the spirit of the district is reflected in the office's 'Wall of Pride,' which celebrates the people of the district, their accomplishments and connection to the Forest Service family. He loves going to work every day and is highly appreciative of the staff in Fort Nelson for the way they have welcomed him and his family.



Remembering Glen Evelyn

see also: <http://gww.for.gov.bc.ca/dos/Glen/glen.htm>

Warm, sincere, positive, friendly, respectful, humorous, calm and collected, humble, team player, confidante, fair, dedicated, focused, professional, generous and trustworthy are some of the adjectives used by colleagues to describe Glen Evelyn, a Compliance and Enforcement Technician in the Okanagan Shuswap Forest District, who was tragically killed in a car accident near Vernon on November 13, 2004. At the time of the accident, Glen was serving the community as a volunteer RCMP officer.

It is no surprise that these words surfaced, as people reflected on a man who was a wonderful family man, co-worker and friend. He was a valued and highly respected member of the Forest Service for over 12 years, both in Vernon and, prior to that, in the Chilcotin. He died serving the people of the province, something he had done so well in many ways for many years. His positive attitude professionalism and willingness to help wherever he could are greatly missed by his friends and colleagues.

Glen is survived by his wife, Annie Lavigne, and their two daughters Corrine and Lydia, aged 7 and 4, respectively. Glen was 39 years of age and came to Alexis Creek in 1992 from Richmond Hill, Ontario, north of Toronto. After spending a few years in the Chilcotin Forest District, Glen took the position of a Timber Tenures Technician in the Vernon Forest District in 1995. He was versatile and worked in a number of different programs in the Vernon District, including Timber Tenures, the Timber Salvage Program and Compliance and Enforcement. Glen was field oriented and loved to be out in the forest. He took his job very seriously with the best interests of the people of British Columbia in mind.

Glen contributed his energy in many ways to the overall betterment of the district office by taking on many tasks well beyond his regular duties. He was always willing to go the extra mile! He worked on a number of key provincial initiatives Continuous Improvement Program, Forest Practices Code Transitional Training and the *Forest and Range Practices Act* introductory training. Glen was a First Aid attendant and instrumental in elevating the safety consciousness of all staff. He exemplified the 'can do' attitude of service typical of the Forest Service family.

Many of his colleagues refer to Glen's strong family commitment and recall him always opening the back door of the car and kissing his girls goodbye on those occasions when Annie dropped him off at work. This image is ingrained in the minds of many staff. His dedication to family and the Forest Service were exemplified shortly before November 13, when he was found working late one night in the office. He explained that he had to take some time off in the morning to be with his children and wanted to make sure he made up the time.

Glen had a wonderful sense of humour, his laugh and warm smile were contagious. He was very quick witted and came up with many great one-liners. His is greatly missed by family, friends, work colleagues and the community he served.





Health Bite

Health Bite segments will focus on activities, issues and information on Occupational Health and Safety, Rewards and Recognition and Health and Wellness.

One of the features of revitalizing the Forest Service is the work being done to create a healthy organization. Forest Service staff recognizes the importance of achieving a healthy work-life balance that includes physical, intellectual, emotional, environmental, social and spiritual well-being. As we achieve this balance, we as individuals will be happy, which in turn makes our workplace a happier place for others and ourselves.

Some thought to consider for the upcoming holiday season. Aim to balance the hurly-burly of December by:

- taking holidays over the season to spend time with family and friends;
- planning gatherings for earlier in the month, leaving the holidays free;
- drawing names in the family for gift giving and setting dollar limits. When you hit your budget limit, stop shopping; and
- taking action to improve your body and mind.

Take action in 2005 to improve your body and mind. On the following website <http://www.for.gov.bc.ca/hrb/hw/>, you will find the H&W Wheel, which contains a wealth of information on physical, intellectual, emotional, spiritual, environmental and social spiritual ideas.

Also recognize that different cultures celebrate the holidays in different ways.

Forest Service Health and Wellness contacts are located at: <http://gww.for.gov.bc.ca/hrb/healthyorg/wellness/hw/provcommittee.htm>.

High Five

106 Forest Service employees were recognized on Thursday, October 14, 2004, at Government House in Victoria, BC, for either 25 or 35 years of service, dedication and commitment to the province of BC. The ceremony included award presentations, buffet dinner and dance.

The VM Application Revitalization (VMAR) Project won the GTEC 2004 Distinction Awards Silver Medal in the National E-Government category for medium to large information technology projects. The medal was presented at the Distinction Awards Gala in Ottawa on October 18, 2004, to recognize the ministry's demonstration of leadership, innovation and excellence in enabling and managing e-government within the public sector.