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Merry Christmas from Deputy Minister Doug Konkin

Another year has past, and a milestone fifth edition of the Forest Service News.

Amazing, it seems like yesterday we restarted the newsletter, but it is just over a year ago that we went to print.

I hear a lot about the need for more communication and hope you appreciate the newsletter as much as I do. To borrow from a Mark Twain quote about the weather, "a lot of people talk about communication but very few seem to actively do anything about it." We have a group of volunteer staff that are doing something—they put together the newsletter every quarter and I for one am very grateful for their effort and commitment. I look forward to many more great editions of the Forest Service News.

A lot has been accomplished in the last year, but the thing I am most proud of is the way we have learnt and grown. Almost everywhere I go people ask me what is going on in the Forest Service. I am told that our staff stands out as focussed, learning and productive.

I know there is still much to do and that not every office is functioning the way we would like it to, but I do have a sense of progress.

My sincere thanks to all of you for the wonderful accomplishments this year. I know everyone is challenged by workloads and constant change. By working together, learning new approaches, skills and plain hard work you have made a real difference.

They say Christmas is a state of mind—not a season. If that is true, it should be possible to extend the spirit of caring throughout the year. We should be able to continue to build on the sense of family in the Forest Service and make this an even better place to work.

I hope we all get in the habit of asking co-workers for their ideas, listening and learning as much as we can.

My wish for the New Year is that we expand the number of people who coach, mentor and, as Ghandi said, "... are the change they want to see."

I hope we will never get so busy at work that we forget family and loved ones, and that we stay well and have some fun!

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

Take care and be safe!

Doug Konkin
Deputy Minister

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Re-creation of Forest Service *News*

December marks the 1st year of the re-creation of Forest Service *News* and we would like to thank everyone for your continued interest!

Some comments received to date:

Another excellent Newspaper edition. Keep them coming!
I really enjoy reading the newsletter. Keep it coming. Good Job!
I find the Forest Service News a great addition.
Nice to see the News Letter back! A great 1st start and look forward to many more.
Nice layout, excellent start! Keep her going!
I like the electronic newsletter format.
The type size is too small for the average age of Forest Service eyes
Great job folks!
I like it
Thanks to everyone responsible for it. I found a nice range of articles, with much to capture interest.

We appreciate your comments and the success of Forest Service *News* depends upon the active engagement of staff throughout the organization—please continue to share your thoughts and ideas!

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In Memory of Pat Wadey

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

In Memory of Pat Wadey

On October 16th, we lost a dear friend and colleague. In 1980, Pat began a life long forestry career with the BC Forest Service as an auxiliary in the inventory section of the Tahquamen Regional Office. In 1982, he moved into a permanent position in the inventory section of the Vancouver Forest Region. From 1984 to 1991, Pat joined the Skidegate mill as a District Silviculturist in the Fort McMillan and Fort St. John Districts. Pat and his wife Barb moved to the Skeeloke Forest District in 1991 where he was the Inventory Officer, a Data Forester and, most recently, a Stewardship Forester. Through the years Pat touched many lives and hearts within and outside the Forestry community. Pat leaves behind wife Barb, also a long term Forest Service employee, and sons Alexander and Christopher all of Skeeloke.



We miss you Pat. You were a friend, a mentor, a coach, a leader and a team player. You were also a heck of a lot of fun to work, fish, hunt and party with. (Your goofy laugh still echoes in the halls and in our minds when we think of you). We will think of you when we walk through the forests that you tended and played in. You will always remain as of what being a part of the Forest Service family is all about. Farewell Pat.

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Who Fenced my Cowpath?

An "out in the sticks" application of Change Management theory by
Rick Braam, Operations Manager, Skeena Stikine Forest District

We recently attended a Regional Transformation Team workshop in Smithers facilitated by Berlin, Eaton and Associates and Gareth Wood Associates in Smithers. A large portion of the workshop dealt with Change Management and Continuous Improvement principles. We heard about Bridges, Kubler-Ross, Sloan, Deming and other well-known theorists of Continuous Improvement and Change Management.

All the expertise aside, I tried to place the behavioural patterns where I could understand them and shared a Change Management story of my own. With respect to the authors of the popular book, "Who moved the Cheeze?" I entitle this rendition "Who Fenced my Cowpath?"

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"The Weather is Good Here!"

Earlier this fall, Ray Schultz was appointed as Assistant Deputy Minister of the Mountain Pine Beetle Response. In this edition of the Forest Service News, Ray shares some thoughts about the previous year, when he served in the role of the Road Ahead Project Manager.

Ray is in his 31st year with the Forest Service and has worked in many locations around the province, most recently Kamloops, where he moved 3 ½ years ago to join BC Timber Sales. He and his wife Jan have a 14-year old daughter Madelaine, who Ray describes as a brainiac. When he's not working or spending time with his family, Ray plays a lot of guitar with his band 'Rockhound.' He also enjoys fly-fishing and bird hunting.

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Investigators on the Job

Did you know?

- The ministry has approximately 280 Compliance and Enforcement (C&E) officials. Their work focuses on inspecting for regulatory compliance, but they also conduct investigations and take enforcement actions where they encounter contraventions.
- The 14 members of C&E's Special Investigative Unit (SIU) are responsible to investigate the most serious and complex incidents of alleged non-compliance, including crimes (such as theft, fraud and arson), and internal investigations.
- SIU members are designated as Special Provincial Constables and often work in collaboration with the RCMP's Forest Crimes Unit.
- C&E investigative work includes collecting evidence, interviewing suspects and witnesses, conducting surveillance, applying for search warrants, preparing investigative reports and testifying in court.
- Many C&E officials have received advanced investigative training, including the Justice Institute's five-week *Investigation and Enforcement Skills Certificate Program*.

C&E staff rely on ministry support:

- If you encounter an incident of possible non-compliance, you are responsible to document your observations, and immediately report the incident to C&E.
- C&E officials rely on ministry expertise to support investigations, including assessing the environmental or economic impact of an alleged contravention.
- Take care to ensure that information about C&E investigations is strictly confidential. Lack of confidentiality can undermine an investigation, and even threaten the safety of investigators.

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My Experience

@ the First Ministers Conference on First Nations in Kelowna

by Louis Gagné, R.P.F., Tenures Specialist, Northern Interior Forest Region

On November 15, Louis Gagne received an email from the Intergovernmental Relations Secretariat of British Columbia (IGRS) advising him that he had been selected as delegation assistant for the First Nations Conference on November 24-25 in Kelowna .

Louis is bilingual—a valuable asset for the conference enabling him to easily move back and forth between French and English, as required. He has a lot of experience with volunteer organizations, which also provided good background for this assignment. This was an exciting opportunity for Louis and he shares some of what he experienced in supporting the British Columbia and Yukon

[Globe and Mail article](#)[Photos illegal harvest](#)[Timber Thiefs!](#)[First Ministers Conference](#)[First Ministers Conference](#)

delegations.

[story continued with a brief summary of his experience.](#)

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Yellow Pages on Steroids?

Any of these sound familiar?

1. You get a phone call or email that starts with, "I know you don't do this, but I'm hoping you know who ..."
2. You try to contact someone for advice but get an "I'm out of office until three weeks from now." Where upon you try contacting one of their associates saying, "I know you don't do this, but I'm hoping you know who ..."
3. You work away solving a problem and only after you finish does someone say, "Did you talk to George first, because he encountered the same problem last year and came up with the same solution as you."
4. You get another 'shotgun approach' distributed email that was really only relevant to a couple of people on the distribution list, and you're not one of them!

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"Wellness Watch"

The name of this section has changed from Health Byte to Wellness Watch to reflect the broad scope of wellness as including safety, employee recognition and work life balance.

In this edition, we highlight Spiritual Wellness as one of the 6 spokes of the Wellness Wheel. Humans consist of a body, mind and soul. When one these areas is out of balance in our life, the other areas are affected.

What does spiritual wellness mean to you?

[Check out the Strategic Human Resources website](#)

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Want to be part of the solution?
Check out [ForesTree](#)

Workplace Wellness

Ministry of Forests and Range ‘Agents of Change’ Workplace Wellness Conference held Oct 5-7, 2005

Approximately 120 Ministry of Forests and Range Safety, Employee Recognition and Health and Wellness representatives met at the Delta Sun Peaks to listen to Dr. Graham Lowe strategize on the vision and goals of wellness for the ministry.

Key messages from the conference are as follows:

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Long Service Awards 2005

Wednesday October 12, 2005 , was a memorable day for 145 FS employees as they attended the Long Service Awards presentation and dinner at Government House in Victoria .

Across all of government, there were 8 nights of ceremonies this year over the period from October 4 to 19. There were a total of 913 recipients: 809 for 25 years, 101 for 35 years, and 3 for 40 years. This year the Ministry of Forests and Range was the only ministry to have a dedicated night, as 128 people received recognition for 25 years of service and 17 received a 35 year award.

The evening began with a social hour at the Delta Ocean Pointe Inn, after which the recipients and their guests were transported to Government House by Double Decker Bus. Minister Rich Coleman and Lieutenant Governor Iona Campanola were on hand to present framed certificates (25 years) or gold watches (35 years). Our Deputy Minister Doug Konkin was the first to receive his 25 year award, after which he presented lapel pins to the other recipients.

These award ceremonies were special for many as the majority had been hired at the time of the original re-org in 1979-80, when Rangers were replaced by District Managers and the original 6 Regions and 46 Districts were formed.

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National Kudos for IMG

This fall the ministry's Information Management Group (IMG) won two national awards for its Electronic Forest Management (e-FM) initiative:

- The GTEC (Government Technology) Bronze Distinction Award in the provincial category at an event in Ottawa on October 3; and
- A 2005 Canadian Information Productivity Awards (C.I.P.A.) Silver Award of Excellence in the category of 'Organizational Transformation – Not For Profit' in Toronto on November 1.

The e-FM project created a suite of web-based electronic tools to replace costly and cumbersome

[Long Service Awards 2005
photos](#)

[Long Service Recipients](#)

[35 Years of Service](#)

[Group Photo](#)

[Receiving CIPA—Deb Meyers,
ADM Corporate Services
Division and Nelson Lah,
Director IMG](#)

[All Award Winners](#)

mainframe and paper based processes. While there was no viable alternative for many years, technology improvements meant the 'old' approach was wasting valuable time and money. In developing the e-FM project, IMG established the following objectives:

- improve industry profits;
- reduce government costs;
- adapt to government and industry staff cuts;
- eliminate obsolete technology;
- streamline submissions, work flow and records management;
- improve client and staff access to information;
- implement forest policy and legislative changes more quickly; and
- deliver training to people spread across the province.

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Are you on Santa's List of Naughty or Nice?



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Paddles Up!

Three representatives, Garth Wiggill, Amy Jaarsma and Ivan Listar, of the Forest Service team participated in the 2005 Kelowna International Dragon Boat Festival.

While there were a few glitches in preparing for the event, the team was able to work around them—being flexible was the key. They couldn't make it to the race team practices together, but still were able to attend other practices.

Coach, Mary Prothro, knew their strengths and the best positioning for each of them in the race boat, and rearranged seating in the boat so as to replicate race conditions. With no complaints, the team left their training and practicing schedules in the hands of their faithful coach. Everyone was very supportive of each other's goals and made it a team effort to strive for and train to reach each goal.

A team is made up of a group of individuals with common interests and common goals. These individuals brought their own personal strengths, which made for a strong team when combined. A Dragon Boat Team combines individuals who may be physically strong with others who are psychologically strong. The team benefited greatly from those who were able to keep an attitude positive and who were quick to encourage the discouraged to try their best and work through the pain.

[Dragon Boat Team](#)

[Team Victory](#)

The Forest Service has similar members that work with the team, which may comprise of a social committee member or Health and Wellness member, some of them aren't on a committee, but still play a significant role.

In a dragon boat, an individual may be positioned in the boat based on his or her strengths, but where you sit in the boat is irrelevant, as your end goal is the same. A dragon boat team can cross the finish line even if one member is paddling backwards. However, the team works most efficiently when the paddlers are in sync with each other. Any and all of these attributes can easily compare to the FS team. We can't always see where we are going, we might drag our heels and complain, but in the end if we pull together—we make things happen and a pretty good team!

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"Tunnel of Fun" - Giving new life to a piece of history

(Written by Tracey Raume, P.Eng. and Daniel Burri, RFT)

In 2005, engineering staff from the Northern Interior Forest Region and the Prince George Forest District were approached by Triton Environmental Services of Prince George to upgrade a stream crossing on the Stone Creek Forest Service Road. The works were being proposed and funded, in part, by Pembina Pipeline Corporation, as a fish habitat restoration project.

In consultation with Jim Trask of Triton Environmental Consultants Limited, Ministry of Forests and Range staff agreed to a replacement crossing on 9 mile creek about 30 minutes south of Prince George near the village of Stoner . The existing structure was an elliptical wooden stave culvert approximately 2.1 meter high and 1.7 meter wide. The culvert, which consisted of creosoted tongue-and-groove Douglas fir planks, was installed around 1960. Wooden stave culverts were constructed and banded in a similar manner as an oak barrel. This culvert type is not uncommon to forestry roads of that era, but previous attempts to preserve them have failed.

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Date Change for National Forest Week

National Forest Week (NFW) is scheduled for September 24 - 30, 2006, moving from its previous years of May to September.

The Canadian Forestry Association (CFA), which sponsors NFW has given several reasons—not the least of which is that, given the weather, and tree plantings can be somewhat "iffy" in some parts of this country the first week in May.

The switch to the fall also moves NFW away from the competition of Earth Day, Environment Day/Week and, to some extent, Mining Week.

The CFA also wants to ensure that the association's annual teachers' kit: *Canada's Forests*, which is distributed in conjunction with NFW, is incorporated into school lesson plans early in the year. Circulating the teachers' kit in May apparently has not resulted in optimal use by that time. Many teachers have pretty well taught what they have to teach for the year and are thinking of things like field trips to the local zoo and discovering plant life, as a way to fill in the last days of the school term.

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Ghosts, Goblins and Witches—Forest Service Style!

[Check out the great carvings and costumes—Coast style!!!](#)

[Halloween in Port McNeill!](#)

[Scary stuff at Headquarters!](#)

[Paul O Lantern???](#)

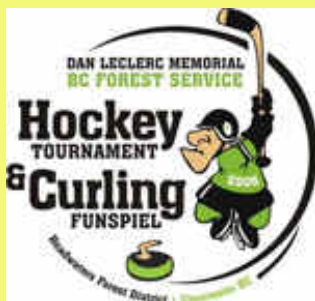


Looks like some sensitivity training is in the cards for the Protection carvers?

[Quesnel Misfits!](#)

[Fun at the Fort—St. James that is...](#)

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3rd Annual Dan LeClerc Memorial BC Forest Service Hockey Tournament and Funspiel!

The Forest Service staff from the Headwaters District, Clearwater/McBride, cordially invites you to attend some fun events being held Thursday February 16th through Saturday February 18th, 2006, at the North Thompson Sportplex in Clearwater, BC.

A couple of new dimensions have been added to the weekend festivities and the two previous Dan LeClerc Memorials, which were successfully hosted by our friends in Port McNeill, by incorporating a Women's Hockey Tournament and a Curling Bonspiel to attract as many participants from all over the province.

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[Invitation](#)

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Hear Ye, Hear Ye!!

[Check it out!](#)

Attention all curlers, wannabe curlers, those who know how much fun curling is, and those that should learn!

The Southern Interior Forest Region Curling Bonspiel (which is in year 2 of rebuilding toward the Provincial Forest Service Bonspiel) dates have been set.

Get your social calendars out and book March 3rd, 4th, and 5th, 2006, aside for a weekend of great Forest Service Curling fun in downtown Chase, BC.

The organizing committee, from the Southern Interior Region and Okanagan Shuswap District offices, are already actively arranging another great weekend of fun and stuff for all Forest Service staff, family members, ex-Forest Service staff, friends and of course, Retirees.

The 22 rink turn-out last year, all of which reported having a great weekend, included a great range from juniors to seniors, needs to be surpassed to help us rebuild momentum to be able to resurrect the Provincial Bonspiel in Kamloops.

Curling expertise is not a pre-requisite—wanting to have fun and meet great people is!

Check it out—talk it up with your friends and work mates, block off your calendar and don't delay, get registered now!!

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Take the Curling Challenge and join Headquarters staff!!

[Curling Rules](#)

The annual Ministry of Forests and Range Headquarters curling funspiel is scheduled to take place on Saturday, January 7, 2006, afternoon/early evening at the Archie Browning Curling Rink in Esquimalt, Victoria.

For those who have not previously participated in this event, it is an opportunity for HQ staff to get together to socialize, have some fun, and as an aside, attempt to do some curling.

CURLING EXPERIENCE IS NOT A PREREQUISITE FOR PARTICIPATING!! The emphasis is on FUN!

A lasagne dinner and a prize for everyone are included with the low event fee of \$20 per person.

Twenty four teams can be accommodated at this facility for this event. If you are interested in either putting a team together, or joining a team, please email Dawna.Harden@gov.bc.ca

If you have curling support team members (i.e. partners, children, etc.) that are anxious to join us for a lasagne dinner, they are welcome for the dinner's cost of \$10.95 plus GST.

Thank you to the HQ Health and Wellness Team for their support!

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IT'S COMING!



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Christmas wishes from the Forest Service News Advisory Group!

[Advisory Group](#)

Another year past and we would like to express our sincere wishes to you and your families for a very Merry Christmas and a safe, happy holiday season! The best to all of you in the New Year and many years to come!

**Brian Atherton, Rod DeBoice, Steve Dodge, Sonia Donison, Ernie Fraser
Greg Hemphill, Jenni Martin, Lennie McDonald, Scott Mitchell**

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Great job folks!

I like it

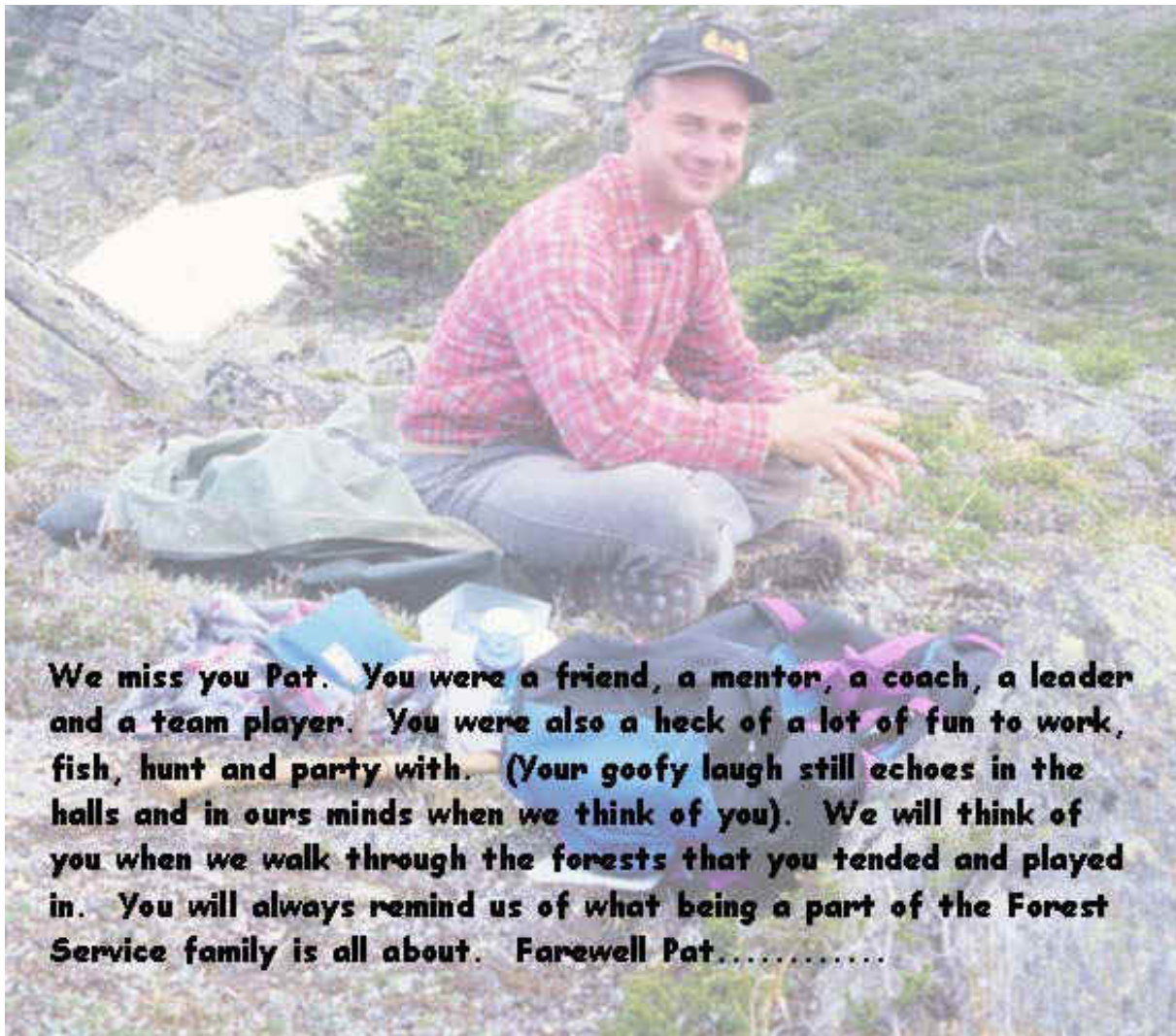
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Our family owns and operates a small cow-calf operation near Smithers, BC. We produce hay and about 15-18 calves on an annual basis.

Cows are creatures of habit and set in firm behavioural patterns. Where they walk, graze and sleep is similar from year to year. The herd of Herefords that is presently on the farm are descendants of an original herd that was first bought in the mid-1950's. The trails are well embedded and used regularly throughout the year.

For the past four decades, the cows have walked on one path in front of our home every winter to travel to and from their sleeping quarters under a grove of Spruce trees to the area where they are fed. They walk to the feeding area at about 4:00 am, are fed at 5:30 am, eat and hang out till mid afternoon when they return to the trees.



We have wanted to change this route due to the constant encountering of cow manure where the cow trail crosses our walking trail to the house. Building this into a practical test of change management theories, we fenced this cowpath forcing the cows to choose a new path around our house to get to the haypile.

At first the cows responded and found a new path (ya hoo!). This lasted until the temperature dipped down to -25 degrees a few weeks ago. After the early morning feed, I found the cows standing at the fence on the old path and voicing complaints while observing the haypile. They would not move onto the new path themselves.

Having shipped some of the elderly members (leaders) of the herd to the auction yard in the fall, there was confusion among the cows on who would lead.



I first started to coax the cows onto the new path. There was hesitation, some started back to the trees while others milled around anxiously. Thinking about the change management theories, I found a change leader who I then chased up the path. Once the change leader was on its way most of the herd followed. The rest of the stragglers needed to be coached one on one. Some needed more coaching than others...

In the end the herd has established a new path or pattern of travel toward the haypile and the stress of change has been overcome.

Even though we are not managing cows, application of "complex" change management theories can be utilized in practical examples.:

Learnings and Strategic Lessons:

- Sometimes one has to fence the cowpath to achieve another goal.
- Ensure the current path is not too deeply imbedded, it may need to change.
- The haypile or "Vision " must continue to be clear, visible and recognizable for a path to be chosen and followed by the organization.
- The vision must be something you can sink your teeth into.
- Without a new path to carry out the vision, the organization may just turn in circles and complain.
- Without clear leadership and commitment, some will just "go back to bed."
- There is usually a leader in the herd, sometimes they need to be sought out.
- Plan for leadership succession, don't wait until the current leaders are headed down the road on the truck.
- Some follow the Leader, others resist change and need to be coached a little more.
- Sometimes the new path can be found by the group, other times it needs to be pointed out.
- Don't celebrate success too early, any new stress can derail the change.
- Communicate the change and show the potential path through good information.

- The acceptance and rate of change differs among the members of any group.
- If the vision is clear and the new path is communicated well, the organization will succeed.

"The Weather is Good Here!"

Earlier this fall, Ray Schultz was appointed as Assistant Deputy Minister of the Mountain Pine Beetle Response. In this edition of the *Forest Service News*, Ray shares some thoughts about the previous year, when he served in the role of the Road Ahead Project Manager.

Ray is in his 31st year with the Forest Service and has worked in many locations around the province, most recently Kamloops, where he moved 3 ½ years ago to join BC Timber Sales. He and his wife Jan have a 14-year old daughter Madelaine, who Ray describes as a brainiac. When he's not working or spending time with his family, Ray plays a lot of guitar with his band 'Rockhound.' He also enjoys fly-fishing and bird hunting.

Q. What motivated you to take on the role of Road Ahead Project Manager in fall 2004?

I identify strongly with the institution of the Forest Service, but felt that our pride of performance was declining gradually over several years. While people were working hard and we were continuing to meet our goals, the connection with the organization seemed to be weakening for a lot of people. For many years, I have been a student of organizational behaviour and the things that influence behaviour. As the Road Ahead took shape in 2004, it was clear it entailed many practical things that would have a positive impact. When the Project Manager role became available, it was a once-in-a-career opportunity.

Q. Why do you think the Road Ahead and revitalization are important for the Forest Service?

The BC Forest Service is the last of its kind in Canada. For the institution to last, to survive, we need high performance. Without high performance, the institution will disappear or change into something different. High performance or success is created by people, pretty much one person at a time. All of us need to have particular rewards from the work we do and we need to work in a climate where those rewards are present. People create the climate of an organization. Revitalization is about creating a climate where people want to work, where they will find the reward they need, want to stay and perform at a high level. In essence, they say, "the weather is good here"!

Q. After a year of serving as Project Manager, what do you see as being a couple of the most important accomplishments in revitalizing the Forest Service?

I see a growing, confident optimism among people throughout the Forest Service—confidence that we are able to make the changes to successfully take on the challenges we face. The challenges are not easier, but people feel they can find solutions. I also think that we are becoming more skilled collectively. Our leadership acumen is steadily increasing and we increasingly understand and use the practices of learning organizations. We need to stay focused though and sustain our key human resources initiatives and the principles of the Road Ahead.

Q. In looking to the future, where should the organization focus its attention to ensure revitalization continues?

People are still asking us to communicate better. We need to find ways for people to exert their influence easily and to continue to build trust in the organization. I also think we need to satisfy ourselves that we truly have a citizen-centered client service culture. We need to ensure that the public sees

value in the Forest Service.

Q. Is there anything you have found especially satisfying about the revitalization work of the past year?

The past year has been a great period of professional growth—I've learned a lot. It was a golden opportunity to try things on a provincial scale that I'd been thinking about for years. I'm especially satisfied to see the collective wisdom in the organization—in working groups, teams and individuals. It's been personally rewarding to be welcomed wherever I went. People are really committed to improving the Forest Service and it has been a privilege to share in their excitement.

Investigators on the Job

Did you know?

- The ministry has approximately 280 Compliance and Enforcement (C&E) officials. Their work focuses on inspecting for regulatory compliance, but they also conduct investigations and take enforcement actions where they encounter contraventions.
- The 14 members of C&E's Special Investigative Unit (SIU) are responsible to investigate the most serious and complex incidents of alleged non-compliance, including crimes (such as theft, fraud and arson), and internal investigations.
- SIU members are designated as Special Provincial Constables and often work in collaboration with the RCMP's Forest Crimes Unit.
- C&E investigative work includes collecting evidence, interviewing suspects and witnesses, conducting surveillance, applying for search warrants, preparing investigative reports and testifying in court.
- Many C&E officials have received advanced investigative training, including the Justice Institute's five-week *Investigation and Enforcement Skills Certificate Program*.

C&E staff rely on ministry support:

- If you encounter an incident of possible non-compliance, you are responsible to document your observations, and immediately report the incident to C&E.
- C&E officials rely on ministry expertise to support investigations, including assessing the environmental or economic impact of an alleged contravention.
- Take care to ensure that information about C&E investigations is strictly confidential. Lack of confidentiality can undermine an investigation,

and even threaten the safety of investigators.

My Experience

@ the First Ministers Conference on First Nations in Kelowna

by Louis Gagné, R.P.F., Tenures Specialist, Northern Interior Forest Region

On November 15, Louis Gagne received an email from the Intergovernmental Relations Secretariat of British Columbia (IGRS) advising him that he had been selected as delegation assistant for the First Nations Conference on November 24-25 in Kelowna .

Louis is bilingual—a valuable asset for the conference enabling him to easily move back and forth between French and English, as required. He has a lot of experience with volunteer organizations, which also provided good background for this assignment. This was an exciting opportunity for Louis and he shares some of what he experienced in supporting the British Columbia and Yukon delegations.

Here is a brief summary of his experience.

Day 1-November 23: This was an orientation and training day to meet people, become familiar with the conference set-up and get to know our duties. My supervisor was from the Canadian Intergovernmental Conference Secretariat (CICS), which was responsible for the delivery of the conference.

The conference set-up was impressive to say the least, with the large media ballroom and main conference ballroom with interpreter set-up, translators and note takers. There a number of other rooms that were used in some way to support the conference, including a communiqué room, delegates' room with closed circuit TV and registration room.

Delegates started arriving in the afternoon, so the rest of the day was dedicated to ensuring respective delegations were properly set-up and had their operation needs met—Internet, phones, fax, printers, etc.

Day 2-November 24: The registration desk was super busy and the overall set-up looked like the operational set-up to fight a large forest fire. There were about 1500 delegates!

The conference started at 1:00pm . The Prime Minister and a few Premiers participated in a media conference before the event. [It is always more exciting to see this 'live,' especially with reporters fighting for question time.](#)

Much of the day was spent ensuring delegations had all the information/material they required, including delegation chiefs approving any new delegates/observers not on the pre-approved list. The conference closed for the day around 8:15pm .

Day 3-November 25: On the last day of the conference, the formal meeting agenda continued, while a group of about 2-3 delegates per province and First Nations groups was assigned the responsibility of preparing a media communiqué from the conference. While a number of goals had been pre-discussed/

approved, it was interesting to observe the complexities of reaching a consensus for the communiqué.

The conference ended around 1:00 pm and was followed by a media conference, when everybody is allowed back in the conference room (cell phones and blackberries included). The communiqué was distributed and followed by media questions. This wrapped up around 3:00pm . Then, it was time to say goodbye to all the contacts made during the conference.

The most important thing I learned from the conference is that under a large organization like this conference, it is very important that everybody does their assigned task properly (no matter how small it is) and if they do, the probabilities are that the conference will be a success.

For me, the conference will leave good memories for a lifetime. I really appreciated the opportunity to participate and want to thank all those who made this possible.

Yellow Pages on Steroids

Any of these sound familiar?

1. You get a phone call or email that starts with, "I know you don't do this, but I'm hoping you know who ..."
2. You try to contact someone for advice but get an "I'm out of office until three weeks from now." Where upon you try contacting one of their associates saying, "I know you don't do this, but I'm hoping you know who ..."
3. You work away solving a problem and only after you finish does someone say, "Did you talk to George first, because he encountered the same problem last year and came up with the same solution as you."
4. You get another 'shotgun approach' distributed email that was really only relevant to a couple of people on the distribution list, and you're not one of them!

The real issue behind all of these situations is that, until now, we didn't have a good way of systematically finding expertise in the Forest Service. The ***ForesTree Expertise Locator System*** was launched recently by the Information Management Group as part of the Ministry's Road Ahead—Knowledge Management initiative.

The objective is to save everyone time and frustration. Organizations like NASA have found expertise locators to be one of the most-used parts of their intranets. They reduce email traffic and telephone tag, but are very simple to use.

However, ***ForesTree*** will only work if a 'critical mass' of staff volunteers to enter and maintain their profiles. If they do, we'll have a tool that will help us share our knowledge with the rest of our Forest Service team members.

How it works

ForesTree is like a staff 'yellow pages on steroids'. Instead of only a few basic bits of information, like you find in the government telephone directory, it

has options for each person to add a wide variety of information about themselves.

Each person in the Ministry can enter a profile into the system. Because each person is able to maintain her/his own profile it will also be much easier to keep up-to-date.

The basic profile includes the same information as in the telephone directory. But then the advance features of ***ForesTree*** kick in.

Profile Information

In ***ForesTree*** you can enter:

- **Additional contact information**, like cell number, fax number, your work hours/days, and the name of your primary backup person when you are away.
- What **projects, applications or initiatives** that you are the primary contact for in the ministry or for your office.
- **Frequently asked questions** that can direct people to information even when you aren't available.
- A **list web sites** you refer to in your job and often refer others to.
- A list of **people you contact**, and why, so that others can call them directly when applicable.
- **Research papers, reports or publications** in which you have been involved.
- A **list of computer programs** that you use, with your level of expertise in each.
- **Stories** you like to tell to pass on experiences you've had in your career.
- **Lessons** you have learned in your job that you believe would benefit others.
- Other **information about yourself** that you'd like to share, like your education, professional affiliations, personal interests, etc.
- A **photo**, so people can put a face to your name!

Searching

Searching allows you to quickly get results that match any combination of name, keyword, office location, business area, activity or computer application.

Search ForesTree

Example
Looking for someone who speaks German

by name

by keyword

keyword search these fields | [Close Advanced Search](#)

☐ job title	☐ mentored in	☐ faq
☐ education	☐ mentor for	☐ web sites
☐ affiliations	☐ stories	☐ publications
☐ work experience	☐ lessons	☐ contacts
☒ languages	☐ personal interests	

by office

To narrow your search further you can select **one** of the following.

business area

business activity

application

☐ return email list

Search results

Two staff who speak German

Name/Profile	Office	Phone	Email
Ell, Bob	Southern Interior Forest Region	250-828-2876	
Peschke, Bernie	Southern Interior Forest Region	(250) 828-4536	

Page 1

Want to be part of the solution? Check out *ForesTree* at <http://gww.for.gov.bc.ca/gscripts/his/ftre/index.asp>

Wellness Watch

The name of this section has changed from Health Byte to Wellness Watch to reflect the broad scope of wellness as including safety, employee recognition and work life balance.

In this edition, we highlight Spiritual Wellness as one of the 6 spokes of the Wellness Wheel. Humans consist of a body, mind and soul. When one these areas is out of balance in our life, the other areas are affected.

What does spiritual wellness mean to you?

[Check out the Strategic Human Resources website](#)

Workplace Wellness

Ministry of Forests and Range 'Agents of Change' Workplace Wellness Conference held Oct 5-7, 2005

Approximately 120 Ministry of Forests and Range Safety, Employee Recognition and Health and Wellness representatives met at the Delta Sun Peaks to listen to Dr. Graham Lowe strategize on the vision and goals of wellness for the ministry.

Key messages from the conference are as follows:

- Workplace wellness is essential for the Forest Service to be an even higher performing organization and employer of choice.
- Workplace wellness positively impacts the bottom line—individual and organizational performance improves in a healthy work environment.
- The Forest Service is well positioned to create its workplace wellness road map. There is a need and there are opportunities—we are ready and have the capacity.
- We already see the benefits from the many efforts being directed at health and wellness, safety and employee recognition. We have many opportunities to build on these successes and strengths.
- We have strong support from the highest level of the Forest Service for creating a culture of workplace wellness.
- We have resources and high levels of commitment to workplace wellness across the organization.
- Creating a culture of workplace wellness involves paying attention to the physical environment, employee health practices, and the social environment of the organization and employee recognition.
- A healthy organization is one where thinking about wellness is woven into everything the organization does.
- A big component of workplace wellness is learning and sharing in an emotionally safe environment, all of us have a responsibility to create this safety.
- Embedding workplace wellness into the culture of the Forest Service requires many things and one of the most critical success factors is strong, effective leadership.
- A big part of leadership is modeling behaviour that shows our individual commitment to wellness.
- Things like trust and respectful relationships are central to organizations with healthy work environments.
- We have a responsibility to model behaviour that supports a culture of workplace wellness. Individuals can influence positive change.
- A healthy, high-quality work environment means people will stay in their jobs longer.
- When it comes to workplace wellness, it is not 'one size fits all'. Therefore, a workplace wellness road map is being crafted for the Forest Service.
- A vital feature of workplace wellness is having open, honest and timely communication. We must place a high priority on effective communication across the organization.
- Building a culture of workplace wellness means that we must move forward as individuals as well as an organization.
- This involves integrating workplace wellness into our culture and day-to-day work practices.

- Workplace wellness is not ‘flavour of the day’—it is part of our culture.

For more information check out the website at: <http://gww.for.gov.bc.ca/hrb/healthyorg/wellness/conference/2005/>

Long Service Awards 2005

Wednesday October 12, 2005 , was a memorable day for 145 FS employees as they attended the Long Service Awards presentation and dinner at Government House in Victoria .

Across all of government, there were 8 nights of ceremonies this year over the period from October 4 to 19. There were a total of 913 recipients: 809 for 25 years, 101 for 35 years, and 3 for 40 years. This year the Ministry of Forests and Range was the only ministry to have a dedicated night, as 128 people received recognition for 25 years of service and 17 received a 35 year award.

The evening began with a social hour at the Delta Ocean Pointe Inn, after which the recipients and their guests were transported to Government House by Double Decker Bus. Minister Rich Coleman and Lieutenant Governor Iona Campanola were on hand to present framed certificates (25 years) or gold watches (35 years). Our Deputy Minister Doug Konkin was the first to receive his 25 year award, after which he presented lapel pins to the other recipients.

These award ceremonies were special for many as the majority had been hired at the time of the original re-org in 1979-80, when Rangers were replaced by District Managers and the original 6 Regions and 46 Districts were formed.

Link to Strategic Human Resources website to see pictures of this event <http://gww.for.gov.bc.ca/hrb/healthyorg/rewards/lsa2005photos.pdf>

National Kudos for IMG

This fall the ministry’s Information Management Group (IMG) won two national awards for its Electronic Forest Management (e-FM) initiative:

- The GTEC (Government Technology) Bronze Distinction Award in the provincial category at an event in Ottawa on October 3; and
- A 2005 Canadian Information Productivity Awards (C.I.P.A.) Silver Award of Excellence in the category of ‘Organizational Transformation – Not For Profit’ in Toronto on November 1.

The e-FM project created a suite of web-based electronic tools to replace costly and cumbersome mainframe and paper based processes. While there was no viable alternative for many years, technology improvements meant the ‘old’ approach was wasting valuable time and money. In developing the e-FM project, IMG established the following objectives:

- improve industry profits;

- reduce government costs;
- adapt to government and industry staff cuts;
- eliminate obsolete technology;
- streamline submissions, work flow and records management;
- improve client and staff access to information;
- implement forest policy and legislative changes more quickly; and
- deliver training to people spread across the province.

The ministry oversees some 1200 forest licences, with licensee obligations including the management of 175,000 reforestation sites. Until recently, industry had to provide the ministry with 74,000 pages of reports every year in the form of semi-annual or similar reports. Reports would be sent to district offices, where they would be reviewed before being sent to Victoria to be manually entered into the ministry's data system. According to Nelson Lah, Chief Information Officer of IMG, "information is now transferred electronically simply by a click of a mouse."

Reduced industry business costs and ministry operating costs are already achieving the objectives of the e-FM project. The Electronic Submission Framework (ESF) provides a single framework for licensees to submit data electronically. The ministry's Corporate Reporting System allows licensees to view and produce a variety of reports on information submitted via ESF. Electronic Records Management is a system for filing internal and external email to replace paper-based filing. Learning Management System allows learners to sign up for web-based and classroom training as well as tracking and reporting on courses. "I am pleased to say that we are achieving our objectives," says Lah. "In fact, we even surprised ourselves at how well the new systems have been able to respond to the challenges we faced."

The GTEC Distinction Awards are designed recognize and celebrate leadership, innovation and excellence in enabling and managing e-government within the public sector. The award categories reflect the ever-evolving environment for public service delivery and the increasing interdependence among the various levels of government. Awards are given 4 groups, encompassing 14 categories and sub-categories. For more information, check out http://www.gtecweek.com/ottawa2005/english/distinction_awards/

The Canadian Information Productivity Awards (C.I.P.A.) is the premier showcase and recognition of information technology and innovation excellence for all types of organizations across Canada. The C.I.P.A. mission is to find visionary organizations that have developed innovative technology solutions providing improvements in efficiency, operations, customer service and organizational transformation. A C.I.P.A. award is centered on 'excellence' and celebrates the impressive ability of Canadians and Canadian organizations to change, adapt, innovate and compete. For more information about e-FM, check <http://www.for.gov.bc.ca/his/esd>. Information about the C.I.P.A. awards is available at http://www.cipa.com/award_program/awards_update.html

Paddles Up?

Three representatives, Garth Wiggill, Amy Jaarsma and Ivan Listar, of the Forest Service team participated in the 2005 Kelowna International Dragon Boat Festival.

While there were a few glitches in preparing for the event, the team was able to work around them—being flexible was the key. They couldn't make it to the race team practices together, but still were able to attend other practices.

Coach, Mary Prothro, knew their strengths and the best positioning for each of them in the race boat, and rearranged seating in the boat so as to replicate race

conditions. With no complaints, the team left their training and practicing schedules in the hands of their faithful coach. Everyone was very supportive of each other's goals and made it a team effort to strive for and train to reach each goal.

A team is made up of a group of individuals with common interests and common goals. These individuals brought their own personal strengths, which made for a strong team when combined. A Dragon Boat Team combines individuals who may be physically strong with others who are psychologically strong. The team benefited greatly from those who were able to keep an attitude positive and who were quick to encourage the discouraged to try their best and work through the pain.

The Forest Service has similar members that work with the team, which may comprise of a social committee member or Health and Wellness member, some of them aren't on a committee, but still play a significant role.

In a dragon boat, an individual may be positioned in the boat based on his or her strengths, but where you sit in the boat is irrelevant, as your end goal is the same. A dragon boat team can cross the finish line even if one member is paddling backwards. However, the team works most efficiently when the paddlers are in sync with each other. Any and all of these attributes can easily compare to the FS team. We can't always see where we are going, we might drag our heels and complain, but in the end if we pull together—we make things happen and a pretty good team!

"Tunnel of Fun"

(Written by Tracey Raume, P.Eng. and Daniel Burri, RFT)

In 2005, engineering staff from the Northern Interior Forest Region and the Prince George Forest District were approached by Triton Environmental Services of Prince George to upgrade a stream crossing on the Stone Creek Forest Service Road. The works were being proposed and funded, in part, by Pembina Pipeline Corporation, as a fish habitat restoration project.

In consultation with Jim Trask of Triton Environmental Consultants Limited, Ministry of Forests and Range staff agreed to a replacement crossing on 9 mile creek about 30 minutes south of Prince George near the village of Stoner . The existing structure was an elliptical wooden stave culvert approximately 2.1 meter high and 1.7 meter wide. The culvert, which consisted of creosoted tongue-and-groove Douglas fir planks, was installed around 1960. Wooden stave culverts were constructed and banded in a similar manner as an oak barrel. This culvert type is not uncommon to forestry roads of that era, but previous attempts to preserve them have failed.

This culvert was thought to be in excellent condition considering its age, therefore, there were hopes that this culvert could be recovered for historical preservation. So, Daniel Burri, Engineering Officer, Prince George District, floated the idea with Shannon Barber, Guest Services Manager at the Prince George and Region Railway & Forestry Museum , to utilize the wooden culvert as a tunnel on their mini-train track. The Museum was ecstatic at the opportunity to obtain and utilize such a rare piece of local forest history. Everyone was “on board” when it was agreed that the culvert would be preserved and donated to the Railway & Forestry Museum for their mini-train track.

Once the culvert was uncovered, it was apparent the original steel bands were not going to hold. With some hard labour and quick thinking by Jim Trask of Triton Environmental and Dean Price of Nahanni Construction Ltd., new steel banding was placed around the culvert, internal bracing was fitted and lifting straps were carefully placed. Unfortunately, the 80-ton crane on site was not able to lift the culvert in one piece, so it was cut into two lengths about 12 meters and 6 meters in length. After that the removal was “full steam ahead” and with the donation of a lowbed by Larry’s Heavy Hauling and the crane to unload the culvert by Ken Morland, of Sterling Crane, the culvert was on its way north to its new home in Prince George .

The Railway & Forestry Museum was so happy with its arrival, that works to add it to the rail line were underway and completed before we were even finished with the new bridge bac at 9 mile creek. The next week, our little piece of history was on the front page of the *Prince George Citizen* as well as making the *PG This Week*, another local newspaper. The local kids were already enjoying their new tunnel and everyone else getting to marvel at a type of construction from the past. Word is that the tunnel has been a great addition, and the museum is already making significant plans to work the new tunnel into their seasonal festivities.

Although the idea to donate the culvert came from the Prince George Forest District, there are many other individuals and companies who should be mentioned. For their extra work and donations or time and equipment to make this a reality, the Ministry of Forests and Range must thank Triton Environmental Services, Nahanni Construction Limited, Larry's Heavy Hauling (1990) Ltd. and Sterling Crane. For their work in approving and administering the new bridge construction, the Engineering staff at the Northern Interior Forest Region including Carl Erickson, P.Eng.; Drasko Ticeric, P.Eng.; Tracey Raume, P.Eng.; and Les Higgs.

And of course, Shannon Barber, staff and volunteers at the Prince George Railway & Forestry Museum get our big thanks for their work and innovation in preserving local history.

PHOTO LOG:



The inlet of the culvert about a week before we started the construction.



The entire culvert with the original banding in place.



Our first attempt to lift the culvert in one piece. It was too heavy, but our hopes were definitely raised with how solid it appeared. We really believed it was going to happen at this point.



The first 6-meter section successfully lifted to the awaiting lowbed for its trip north.

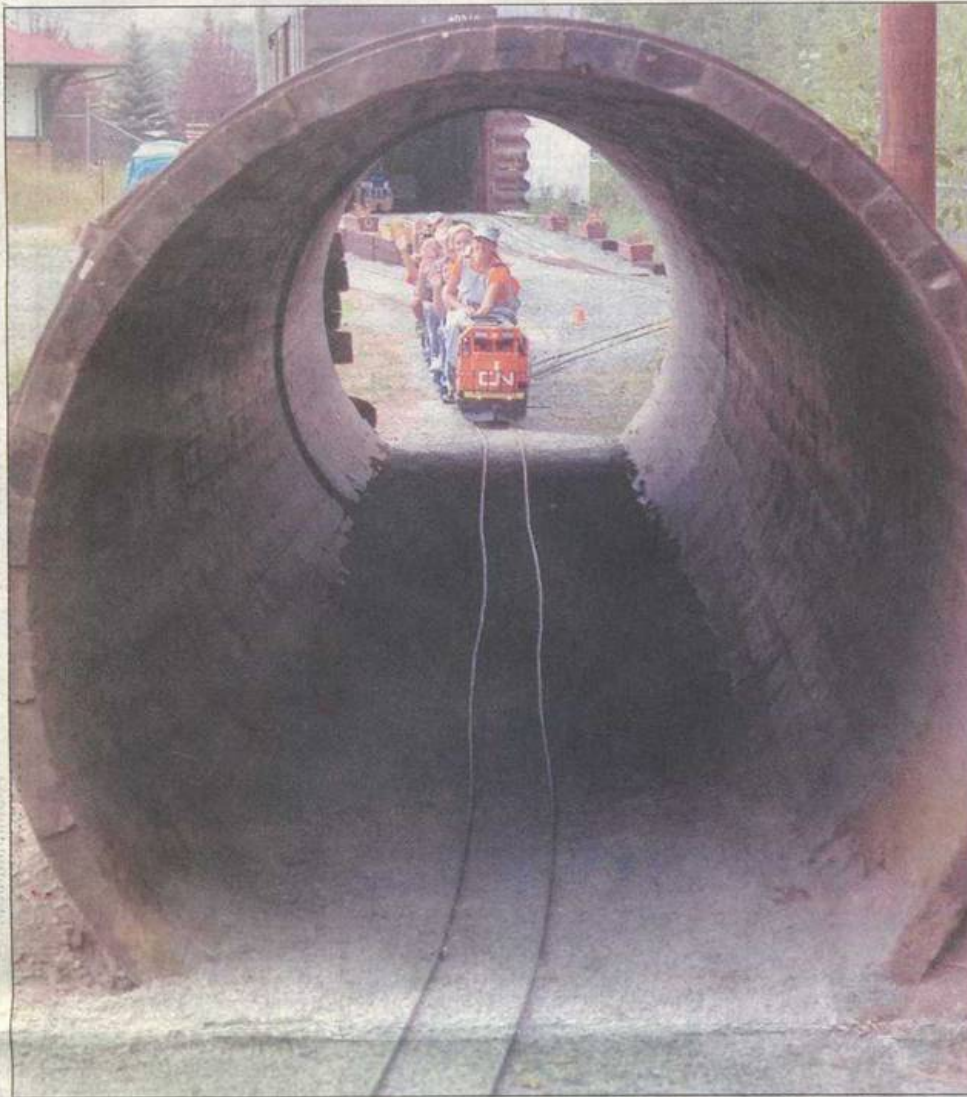


The second 12-meter piece being successfully lifted from between the abutments for the new bridge.



The new concrete slab girder bridge that was installed on the site.

TUESDAY, AUGUST 23, 2005



Citizen photo by Brent Braaten

TUNNEL OF FUN — The Railway and Forestry Museum's new addition to its mini-train track creates a tunnel along the ride. The piece — a wood structure donated by the Ministry of Forests — was given to the museum in order to preserve the rare piece of history formerly used on logging roads in the 1960s.

Approval provided from PG Citizen to use the photo by Brent Braaten.

National Forest Week

National Forest Week (NFW) is scheduled for September 24 - 30, 2006 , moving from its previous years of May to September.

The Canadian Forestry Association (CFA), which sponsors NFW has given several reasons—not the least of which is that, given the weather, and tree plantings can be somewhat "iffy" in some parts of this country the first week in May.

The switch to the fall also moves NFW away from the competition of Earth Day, Environment Day/Week and, to some extent, Mining Week.

The CFA also wants to ensure that the association's annual teachers' kit: *Canada's Forests*, which is distributed in conjunction with NFW, is incorporated into school lesson plans early in the year. Circulating the teachers' kit in May apparently has not resulted in optimal use by that time. Many teachers have pretty well taught what they have to teach for the year and are thinking of things like field trips to the local zoo and discovering plant life, as a way to fill in the last days of the school term.

Ghosts, Goblins and Witches—Forest Service Style

[Check out photos on homepage](#)

Dan LeClerc Memorial Hockey Tournament and Funspiel

The Forest Service staff from the Headwaters District, Clearwater/McBride, cordially invites you to attend some fun events being held Thursday February 16th through Saturday February 18th, 2006 , at the North Thompson Sportplex in Clearwater , BC .

A couple of new dimensions have been added to the weekend festivities and the two previous Dan LeClerc Memorials, which were successfully hosted by our friends in Port McNeill, by incorporating a Women's Hockey Tournament and a Curling Bonspiel to attract as many participants from all over the province.

In addition to vying for the coveted Provincial F.S. Hockey Championship, all three regionally based teams entering the hockey tournament will compete for the prestigious Coastal Cup, Interior Cup, as well as the soon to be constructed, Northern Cup.

This is a preliminary notice only; additional details will follow, including registration sheets, transportation and accommodation details etc. In the mean time, the ice has been booked and the enthusiastic organizing committee has begun planning in earnest. Three Men's and one Women's Hockey teams have been confirmed thus far and hope to attract many others!

It is the intent to put our fun little town on the map by pulling out all the stops and putting on a great event! Emphasis will be on **FUN** and camaraderie, both on and off the ice.

At this point, to assist with planning, it is appreciated to hear from any and all teams that may be interested in participating either in Hockey or Curling—or even both!

Individuals or partial teams are also encouraged to contact Headwaters Forest District, who may be able to hook you up with others in need of Hockey Players or Curlers.

Please review the attached link for associated entry fees and Headwaters District Contact information, to express your interest or if you have any questions about the great things being planned.

Headwaters Forest District would also appreciate if everyone could forward or pass this information to other interested staff—as well as posting this invitation on your Message Boards.

[Invitation](#)

Here Ye, Here Ye

Attention all curlers, wannabe curlers, those who know how much fun curling is, and those that should learn!

The Southern Interior Forest Region Curling Bonspiel (which is in year 2 of rebuilding toward the Provincial Forest Service Bonspiel) dates have been set.

Get your social calendars out and book March 3rd, 4th, and 5th, 2006, aside for a weekend of great Forest Service Curling fun in downtown Chase, BC.

The organizing committee, from the Southern Interior Region and Okanagan Shuswap District offices, are already actively arranging another great weekend of fun and stuff for all Forest Service staff, family members, ex-Forest Service staff, friends and of course, Retirees.

The 22 rink turn-out last year, all of which reported having a great weekend, included a great range from juniors to seniors, needs to be surpassed to help us rebuild momentum to be able to resurrect the Provincial Bonspiel in Kamloops.

Curling expertise is not a pre-requisite—wanting to have fun and meet great people is!

So, have a look at our website http://gww.for.gov.bc.ca/dos/2006_Curling_Bonspiel/Bonspiel_index.htm, talk it up

with your friends and work mates, block off your calendar and don't delay, get registered now!!

Headquarters Curling Challenge

Take the Curling Challenge and join Headquarters staff!!

The annual Ministry of Forests and Range Headquarters curling funspiel is scheduled to take place on Saturday, January 7, 2006, afternoon/early evening at the Archie Browning Curling Rink in Esquimalt, Victoria.

For those who have not previously participated in this event, it is an opportunity for HQ staff to get together to socialize, have some fun, and as an aside, attempt to do some curling.

CURLING EXPERIENCE IS NOT A PREREQUISITE FOR PARTICIPATING!! The emphasis is on FUN!

A lasagne dinner and a prize for everyone are included with the low event fee of \$20 per person.

Twenty four teams can be accommodated at this facility for this event. If you are interested in either putting a team together, or joining a team, please email Dawna.Harden@gov.bc.ca

If you have curling support team members (i.e. partners, children, etc.) that are anxious to join us for a lasagne dinner, they are welcome for the dinner's cost of \$10.95 plus GST.

Thank you to the HQ Health and Wellness Team for their support!

Stanfield Cup

IT'S COMING!

The Stanfield Cup Forest Service Hockey Tournament

March 17th, 18th, & 19th, 2005

Vanderhoof , BC

Contact for more information:

Chris Mosher – Vanderhoof Forest District

Chris.J.Mosher@gov.bc.ca

(250) 567-6402 w

(250) 567-9064 h

(250) 567-6413 f

Details to follow early in the New Year

Christmas Wish from Forest Service News Advisory Group

Another year past and we would like to express our sincere wishes to you and your families for a very Merry Christmas and a safe, happy holiday season! The best to all of you in the New Year and many years to come!

Brian Atherton, Rod DeBoice, Steve Dodge, Sonia Donison, Ernie Fraser, Greg Hemphill, Jenni Martin, Lennie McDonald, Scott Mitchell

In Memory of Pat Wadey

On October 16th, we lost a dear friend and colleague. In 1980, Pat began a life long forestry career with the BC Forest Service as an auxiliary in the inventory section of the Nelson Regional Office. In 1982, he moved into a permanent position in the inventory section of the Vancouver Forest Region. From 1984 to 1991, Pat joined the silviculture ranks as a District Silviculturist in the Port McNeill and Fort St. John Districts. Pat and his wife Barb moved to the Revelstoke Forest District in 1991 where he was the Inventory Officer, a Zone Forester and, most recently, a Stewardship Forester. Through the years Pat touched many lives and hearts within and outside the Forestry community. Pat leaves behind wife Barb, also a long term Forest Service employee, and sons Alexander and Christopher all of Revelstoke.

We miss you Pat. You were a friend, a mentor, a coach, a leader and a team player. You were also a heck of a lot of fun to work, fish, hunt and party with. (Your goofy laugh still echoes in the halls and in ours minds when we think of you). We will think of you when we walk through the forests that you tended and played

you when we walk through the forests that you tended and played in. You will always remind us of what being a part of the Forest Service family is all about. Farewell Pat.....

Who Fenced my Cowpath?

An "out in the sticks" application of Change Management theory by
Rick Braam, Operations Manager, Skeena Stikine Forest District

We recently attended a Regional Transformation Team workshop in Smithers facilitated by Berlin, Eaton and Associates and Gareth Wood Associates in Smithers. A large portion of the workshop dealt with Change Management and Continuous Improvement principles. We heard about Bridges, Kubler-Ross, Sloan, Deming and other well-known theorists of Continuous Improvement and Change Management.

All the expertise aside, I tried to place the behavioural patterns where I could understand them and shared a Change Management story of my own. With respect to the authors of the popular book, "Who moved the Cheeze?", I entitle this rendition "Who Fenced my Cowpath?"

Our family owns and operates a small cow-calf operation near Smithers, BC. We produce hay and about 15-18 calves on an annual basis.

Cows are creatures of habit and set in firm behavioural patterns. Where they walk, graze and sleep is similar from year to year. The herd of Herefords that is presently on the farm are descendants of an original herd that was first bought in the mid-1950's. The trails are well embedded and used regularly throughout the year.

For the past four decades, the cows have walked on one path in front of our home every winter to travel to and from their sleeping quarters under a grove of Spruce trees to the area where they are fed. They walk to the feeding area at about 4:00 am, are fed at 5:30 am, eat and hang out till mid afternoon when they return to the trees.



We have wanted to change this route

due to the constant encountering of cow manure where the cow trail crosses our walking trail to the house. Building this into a practical test of change management theories, we fenced this cowpath forcing the cows to choose a new path around our house to get to the haypile.

At first the cows responded and found a new path (ya hoo!). This lasted until the temperature dipped down to -25 degrees a few weeks ago. After the early morning feed, I found the cows standing at the fence on the old path and voicing complaints while observing the haypile. They would not move onto the new path them selves.

Having shipped some of the elderly members (leaders) of the herd to the auction yard in the fall, there was confusion among the cows on who would lead.



I first started to coax the cows onto the new path. There was hesitation, some started back to the trees while others milled around anxiously. Thinking about the change management theories, I found a change leader who I then chased up the path. Once the change leader was on its way most of the herd followed. The rest of the stragglers needed to be coached one on one. Some needed more coaching than others...

In the end the herd has established a new path or pattern of travel toward the haypile and the stress of change has been overcome.

Even though we are not managing cows, application of "complex" change management theories can be utilized in practical examples.:

Learnings and Strategic Lessons:

- Sometimes one has to fence the cowpath to achieve another goal.
- Ensure the current path is not too deeply imbedded, it may need to change.
- The haypile or "Vision " must continue to be clear, visible and recognizable for a path to be chosen and followed by the organization.
- The vision must be something you can sink your teeth into.
- Without a new path to carry out the vision, the organization may just turn in circles and complain.
- Without clear leadership and commitment, some will just "go back to bed."
- There is usually a leader in the herd, sometimes they need to be sought out.
- Plan for leadership succession, don't wait until the current leaders are headed down the road on the truck.
- Some follow the Leader, others resist change and need to be coached a little more.
- Sometimes the new path can be found by the group, other times it needs to be pointed out.
- Don't celebrate success too early, any new stress can derail the change.
- Communicate the change and show the potential path through good information.
- The acceptance and rate of change differs among the members of any group.
- If the vision is clear and the new path is communicated well, the organization will succeed.

“The weather is good here!”

Earlier this fall, Ray Schultz was appointed as Assistant Deputy Minister of the Mountain Pine Beetle Response. In this edition of the *Forest Service News*, Ray shares some thoughts about the previous year, when he served in the role of the Road Ahead Project Manager.

Ray is in his 31st year with the Forest Service and has worked in many locations around the province, most recently Kamloops, where he moved 3 ½ years ago to join BC Timber Sales. He and his wife Jan have a 14-year old daughter Madelaine, who Ray describes as a brainiac. When he's not working or spending time with his family, Ray plays a lot of guitar with his band 'Rockhound.' He also enjoys fly-fishing and bird hunting.

Q. What motivated you to take on the role of Road Ahead Project Manager in fall 2004?

I identify strongly with the institution of the Forest Service, but felt that our pride of performance was declining gradually over several years. While people were working hard and we were continuing to meet our goals, the connection with the organization seemed to be weakening for a lot of people. For many years, I have been a student of organizational behaviour and the things that influence behaviour. As the Road Ahead took shape in 2004, it was clear it entailed many practical things that would have a positive impact. When the Project Manager role became available, it was a once-in-a-career opportunity.

Q. Why do you think the Road Ahead and revitalization are important for the Forest Service?

The BC Forest Service is the last of its kind in Canada. For the institution to last, to survive, we need high performance. Without high performance, the institution will disappear or change into something different. High performance or success is created by people, pretty much one person at a time. All of us need to have particular rewards from the work we do and we need to work in a climate where those rewards are present. People create the climate of an organization. Revitalization is about creating a climate where people want to work, where they will find the reward they need, want to stay and perform at a high level. In essence, they say, “the weather is good here”!

Q. After a year of serving as Project Manager, what do you see as being a couple of the most important accomplishments in revitalizing the Forest Service?

I see a growing, confident optimism among people throughout the Forest Service—confidence that we are able to make the changes to successfully take on the challenges we face. The challenges are not easier, but people feel they can find solutions. I also think that we are becoming more skilled collectively. Our leadership acumen is steadily increasing and we increasingly understand and use the practices of learning organizations. We need to stay focused though and sustain our key human resources initiatives and the principles of the Road Ahead.

Q. In looking to the future, where should the organization focus its attention to ensure revitalization continues?

People are still asking us to communicate better. We need to find ways for people to exert their influence

easily and to continue to build trust in the organization. I also think we need to satisfy ourselves that we truly have a citizen-centered client service culture. We need to ensure that the public sees value in the Forest Service.

Q. Is there anything you have found especially satisfying about the revitalization work of the past year?

The past year has been a great period of professional growth—I've learned a lot. It was a golden opportunity to try things on a provincial scale that I'd been thinking about for years. I'm especially satisfied to see the collective wisdom in the organization—in working groups, teams and individuals. It's been personally rewarding to be welcomed wherever I went. People are really committed to improving the Forest Service and it has been a privilege to share in their excitement.



These photos illustrate how C&E staff match stumps to logs. The first photo is the stump at the illegal harvest site. It is printed as a negative image and rotated to facilitate matching, (so you don't have to imagine it inverted to match the features and you can start at the same "clock" position and match features all the way around the log). The next photo is the log taken from the stump, sitting in the water. If you start at the twelve o'clock position on the log and look at the features on the stump, you can see what we talked about regarding the unique features used to match the log to a stump—much like a fingerprint, this log is from the Darwin case.



C&E staff member Myles Mana, RPF, Compliance and Enforcement Forester, Coast Forest Region, counting the growth rings on a large stump that was also part of the Darwin case. The tree was approximately 550 years old and over 2 metres in diameter.



AN UNSOLVED CASE. The top log was taken, but the lower log was too large and got caught sideways behind other timber and could not be removed by the illegal harvester. Towing line marks on the adjacent timber and soil disturbance indicated that the persons responsible for this cutting tried pretty hard to pull this log out.







My experience @ the First Ministers Conference on First Nations in Kelowna by Louis Gagné, R.P.F., Tenures Specialist, Northern Interior Forest Region

On November 15, Louis Gagne received an email from the Intergovernmental Relations Secretariat of British Columbia (IGRS) advising him that he had been selected as delegation assistant for the First Nations Conference on November 24-25 in Kelowna.

Louis is bilingual—a valuable asset for the conference enabling him to easily move back and forth between French and English, as required. He has a lot of experience with volunteer organizations, which also provided good background for this assignment. This was an exciting opportunity for Louis and he shares some of what he experienced in supporting the British Columbia and Yukon delegations.

Here is a brief summary of his experience.

Day 1-November 23: This was an orientation and training day to meet people, become familiar with the conference set-up and get to know our duties. My supervisor was from the Canadian Intergovernmental Conference Secretariat (CICS), which was responsible for the delivery of the conference.

The conference set-up was impressive to say the least, with the large media ballroom and main conference ballroom with interpreter set-up, translators and note takers. There a number of other rooms that were used in some way to support the conference, including a communiqué room, delegates' room with closed circuit TV and registration room.

Delegates started arriving in the afternoon, so the rest of the day was dedicated to ensuring respective delegations were properly set-up and had their operation needs met—Internet, phones, fax, printers, etc.

Day 2-November 24: The registration desk was super busy and the overall set-up looked like the operational set-up to fight a large forest fire. There were about 1500 delegates!

The conference started at 1:00pm. The Prime Minister and a few Premiers participated in a media conference before the event. [It is always more exciting to see this 'live,' especially with reporters fighting for question time.](#)

Much of the day was spent ensuring delegations had all the information/material they required, including delegation chiefs approving any new delegates/observers not on the pre-approved list. The conference closed for the day around 8:15pm.

Day 3-November 25: On the last day of the conference, the formal meeting agenda continued, while a group of about 2-3 delegates per province and First Nations groups was assigned the responsibility of preparing a media communiqué from the conference. While a number of goals had been pre-discussed/approved, it was interesting to observe the complexities of reaching a consensus for the communiqué.

The conference ended around 1:00 pm and was followed by a media conference, when everybody is allowed back in the conference room (cell phones and blackberries included). The communiqué was distributed and followed by media questions. This wrapped up around 3:00pm. Then, it was time to say goodbye to all the contacts made during the conference.

The most important thing I learned from the conference is that under a large organization like this conference, it is very important that everybody does their assigned task properly (no matter how small it is) and if they do, the probabilities are that the conference will be a success.

For me, the conference will leave good memories for a lifetime. I really appreciated the opportunity to participate and want to thank all those who made this possible.

ForesTree

Expertise Locator System

Any of these sound familiar?

1. You get a phone call or email that starts with, “I know you don’t do this, but I’m hoping you know who ...”
2. You try to contact someone for advice but get an “I’m out of office until three weeks from now.” Where upon you try contacting one of their associates saying, “I know you don’t do this, but I’m hoping you know who ...”
3. You work away solving a problem and only after you finish does someone say, “Did you talk to George first, because he encountered the same problem last year and came up with the same solution as you.”
4. You get another ‘shotgun approach’ distributed email that was really only relevant to a couple of people on the distribution list, and you’re not one of them!

The real issue behind all of these situations is that we didn’t have a good way of finding expertise, until now. The ***ForesTree Expertise Locator System*** has recently been launched by the Information Management Group as part of the Ministry’s Road Ahead -Knowledge Management initiative.

The objective is to save everyone time and frustration. Organizations like NASA have found expertise locators to be one of the most-used parts of their intranets. They reduce email traffic and telephone tag and yet are very simple to use.

However, ***ForesTree*** will only work if a ‘critical mass’ of staff volunteer to enter and maintain their profiles. If they do we’ll have a tool that will help us share our knowledge with the rest of our Forest Service team members.

How it works

ForesTree is like a staff yellow pages on steroids. Instead of only a few basic bits of information, like you find in the government telephone directory, it has options for each person to add a wide variety of information about themselves.

Each person in the Ministry can enter a profile into the system. Because each person is able to maintain their own profile it will also be much easier to keep up-to-date.

The basic profile includes the same information as in the telephone directory. But then the advance features of ***ForesTree*** kick in.

Profile Information

In ***ForesTree*** you can enter:

- **Additional contact information**, like cell number, fax number, your work hours/days, and the name of your primary backup person when you are away.
- What **projects, applications or initiatives** that you are the primary contact for in the ministry or for your office.
- **Frequently asked questions** that can direct people to information even when you aren't available.
- A **list web sites** which you refer to in your job and often refer others to.
- A list of **people you contact**, and why, so that others can call them directly when applicable.
- **Research papers, reports or publications** that you have been involved in.
- A list of **computer programs** that you use and your level of expertise in each.
- **Stories** you like to tell to pass on experiences you've had in your career.
- **Lessons** you have learned in your job that you believe others could benefit from.
- Other **information about yourself** that you'd like to share, like your education, professional affiliations, personal interests etc.
- A **photo** so people can put a face to your name!

Searching

Searching allows you to quickly get results that match any combination of name, keyword, office location, business area, activity or computer application.

Search ForesTree

by name

by keyword

keyword search these fields | [Close Advanced Search](#)

- | | | |
|---|---|---------------------------------------|
| ☐ job title | ☐ mentored in | ☐ faq |
| ☐ education | ☐ mentor for | ☐ web sites |
| ☐ affiliations | ☐ stories | ☐ publications |
| ☐ work experience | ☐ lessons | ☐ contacts |
| ☒ languages | ☐ personal interests | |

by office

To narrow your search further you can select **one** of the following.

business area

business activity

application

☐ return email list

Example
Looking for someone who speaks German

Search results

Two staff who speak German

Name/Profile	Office	Phone	Email
Ell, Bob	Southern Interior Forest Region	250-828-2876	
Peschke, Bernie	Southern Interior Forest Region	(250) 828-4536	

Page **1**

Want to be part of the solution? Check out *ForesTree* at <http://gww.for.gov.bc.ca/gscripts/his/ftre/index.asp>

“Workplace Wellness”

Ministry of Forests and Range ‘Agents of Change’ Workplace Wellness Conference held Oct 5-7, 2005

Approximately 120 Ministry of Forests and Range Safety, Employee Recognition and Health and Wellness representatives met at the Delta Sun Peaks to listen to Dr. Graham Lowe strategize on the vision and goals of wellness for the ministry.

Key messages from the conference are as follows:

- Workplace wellness is essential for the Forest Service to be an even higher performing organization and employer of choice.
- Workplace wellness positively impacts the bottom line—individual and organizational performance improves in a healthy work environment.
- The Forest Service is well positioned to create its workplace wellness road map. There is a need and there are opportunities—we are ready and have the capacity.
- We already see the benefits from the many efforts being directed at health and wellness, safety and employee recognition. We have many opportunities to build on these successes and strengths.
- We have strong support from the highest level of the Forest Service for creating a culture of workplace wellness.
- We have resources and high levels of commitment to workplace wellness across the organization.
- Creating a culture of workplace wellness involves paying attention to the physical environment, employee health practices, and the social environment of the organization and employee recognition.
- A healthy organization is one where thinking about wellness is woven into everything the organization does.
- A big component of workplace wellness is learning and sharing in an emotionally safe environment, all of us have a responsibility to create this safety.
- Embedding workplace wellness into the culture of the Forest Service requires many things and one of the most critical success factors is strong, effective leadership.
- A big part of leadership is modeling behaviour that shows our individual commitment to wellness.
- Things like trust and respectful relationships are central to organizations with healthy work environments.
- We have a responsibility to model behaviour that supports a culture of workplace wellness. Individuals can influence positive change.
- A healthy, high-quality work environment means people will stay in their jobs longer.
- When it comes to workplace wellness, it is not ‘one size fits all’. Therefore, a workplace

wellness road map is being crafted for the Forest Service.

- A vital feature of workplace wellness is having open, honest and timely communication. We must place a high priority on effective communication across the organization.
- Building a culture of workplace wellness means that we must move forward as individuals as well as an organization.
- This involves integrating workplace wellness into our culture and day-to-day work practices.
- Workplace wellness is not 'flavour of the day'—it is part of our culture.

For more information check out the website at: <http://gww.for.gov.bc.ca/hrb/healthyorg/wellness/conference/2005/>









National Kudos for IMG

This fall the ministry's Information Management Group (IMG) won two national awards for its Electronic Forest Management (e-FM) initiative:

- The GTEC (Government Technology) Bronze Distinction Award in the provincial category at an event in Ottawa on October 3; and
- A 2005 Canadian Information Productivity Awards (C.I.P.A.) Silver Award of Excellence in the category of 'Organizational Transformation – Not For Profit' in Toronto on November 1.

The e-FM project created a suite of web-based electronic tools to replace costly and cumbersome mainframe and paper based processes. While there was no viable alternative for many years, technology improvements meant the 'old' approach was wasting valuable time and money. In developing the e-FM project, IMG established the following objectives:

- improve industry profits;
- reduce government costs;
- adapt to government and industry staff cuts;
- eliminate obsolete technology;
- streamline submissions, work flow and records management;
- improve client and staff access to information;
- implement forest policy and legislative changes more quickly; and
- deliver training to people spread across the province.

The ministry oversees some 1200 forest licences, with licensee obligations including the management of 175,000 reforestation sites. Until recently, industry had to provide the ministry with 74,000 pages of reports every year in the form of semi-annual or similar reports. Reports would be sent to district offices, where they would be reviewed before being sent to Victoria to be manually entered into the ministry's data system. According to Nelson Lah, Chief Information Officer of IMG, "information is now transferred electronically simply by a click of a mouse."

Reduced industry business costs and ministry operating costs are already achieving the objectives of the e-FM project. The Electronic Submission Framework (ESF) provides a single framework for licensees to submit data electronically. The ministry's Corporate Reporting System allows licensees to view and produce a variety of reports on information submitted via ESF. Electronic Records Management is a system for filing internal and external email to replace paper-based filing. Learning Management System allows learners to sign up for web-based and classroom training as well as tracking and reporting on courses. "I am pleased to say that we are achieving our objectives," says Lah. "In fact, we even surprised ourselves at how well the new systems have been able to respond to the challenges we faced."

The GTEC Distinction Awards are designed recognize and celebrate leadership, innovation and excellence in enabling and managing e-government within the public sector. The award categories reflect the ever-evolving environment for public service delivery and the increasing interdependence among the various levels of government. Awards are given 4 groups, encompassing 14 categories and sub-categories. For more information, check out http://www.gtecweek.com/ottawa2005/english/distinction_awards/

The Canadian Information Productivity Awards (C.I.P.A.) is the premier showcase and recognition of information technology and innovation excellence for all types of organizations across Canada. The C.I.P.A. mission is to find visionary organizations that have developed innovative technology solutions providing

improvements in efficiency, operations, customer service and organizational transformation. A C.I.P.A. award is centered on 'excellence' and celebrates the impressive ability of Canadians and Canadian organizations to change, adapt, innovate and compete. For more information about e-FM, check <http://www.for.gov.bc.ca/his/esd>. Information about the C.I.P.A. awards is available at http://www.cipa.com/award_program/awards_update.html

BERG'S EYE VIEW

by Shane Berg



Unbeknownst to Bob, he'd just been moved to the "Naughty" list for **LIFE!**





“Tunnel of Fun” - Giving new life to a piece of history

(Written by Tracey Raume, P.Eng. and Daniel Burri, RFT)

In 2005, engineering staff from the Northern Interior Forest Region and the Prince George Forest District were approached by Triton Environmental Services of Prince George to upgrade a stream crossing on the Stone Creek Forest Service Road. The works were being proposed and funded, in part, by Pembina Pipeline Corporation, as a fish habitat restoration project.

In consultation with Jim Trask of Triton Environmental Consultants Limited, Ministry of Forests and Range staff agreed to a replacement crossing on 9 mile creek about 30 minutes south of Prince George near the village of Stoner. The existing structure was an elliptical wooden stave culvert approximately 2.1 meter high and 1.7 meter wide. The culvert, which consisted of creosoted tongue-and-groove Douglas fir planks, was installed around 1960. Wooden stave culverts were constructed and banded in a similar manner as an oak barrel. This culvert type is not uncommon to forestry roads of that era, but previous attempts to preserve them have failed.

This culvert was thought to be in excellent condition considering its age, therefore, there were hopes that this culvert could be recovered for historical preservation. So, Daniel Burri, Engineering Officer, Prince George District, floated the idea with Shannon Barber, Guest Services Manager at the Prince George and Region Railway & Forestry Museum, to utilize the wooden culvert as a tunnel on their mini-train track. The Museum was ecstatic at the opportunity to obtain and utilize such a rare piece of local forest history. Everyone was “on board” when it was agreed that the culvert would be preserved and donated to the Railway & Forestry Museum for their mini-train track.

Once the culvert was uncovered, it was apparent the original steel bands were not going to hold. With some hard labour and quick thinking by Jim Trask of Triton Environmental and Dean Price of Nahanni Construction Ltd., new steel banding was placed around the culvert, internal bracing was fitted and lifting straps were carefully placed. Unfortunately, the 80-ton crane on site was not able to lift the culvert in one piece, so it was cut into two lengths about 12 meters and 6 meters in length. After that the removal was “full steam ahead” and with the donation of a lowbed by Larry’s Heavy Hauling and the crane to unload the culvert by Ken Morland, of Sterling Crane, the culvert was on its way north to its new home in Prince George.

The Railway & Forestry Museum was so happy with its arrival, that works to add it to the rail line were underway and completed before we were even finished with the new bridge back at 9 mile creek. The next week, our little piece of history was on the front page of the *Prince George Citizen* as well as making the *PG This Week*, another local newspaper. The local kids were already enjoying their new tunnel and everyone else getting to marvel at a type of construction from the past. Word is that the tunnel has been a great addition, and the museum is already making significant plans to work the new tunnel into their seasonal festivities.

Although the idea to donate the culvert came from the Prince George Forest District, there are many other individuals and companies who should be mentioned. For their extra work and donations or time and equipment to make this a reality, the Ministry of Forests and Range must thank Triton Environmental Services, Nahanni Construction Limited, Larry’s Heavy Hauling (1990) Ltd. and Sterling Crane. For their work in approving and administering the new bridge construction, the Engineering staff at the Northern Interior Forest Region including Carl Erickson, P.Eng.; Drasko Ticeric, P.Eng.; Tracey Raume, P.Eng.; and Les Higgs.

And of course, Shannon Barber, staff and volunteers at the Prince George Railway & Forestry Museum get our big thanks for their work and innovation in preserving local history.

PHOTO LOG:



The inlet of the culvert about a week before we started the construction.



The entire culvert with the original banding in place.



Our first attempt to lift the culvert in one piece. It was too heavy, but our hopes were definitely raised with how solid it appeared. We really believed it was going to happen at this point.



The first 6-meter section successfully lifted to the awaiting lowbed for its trip north.

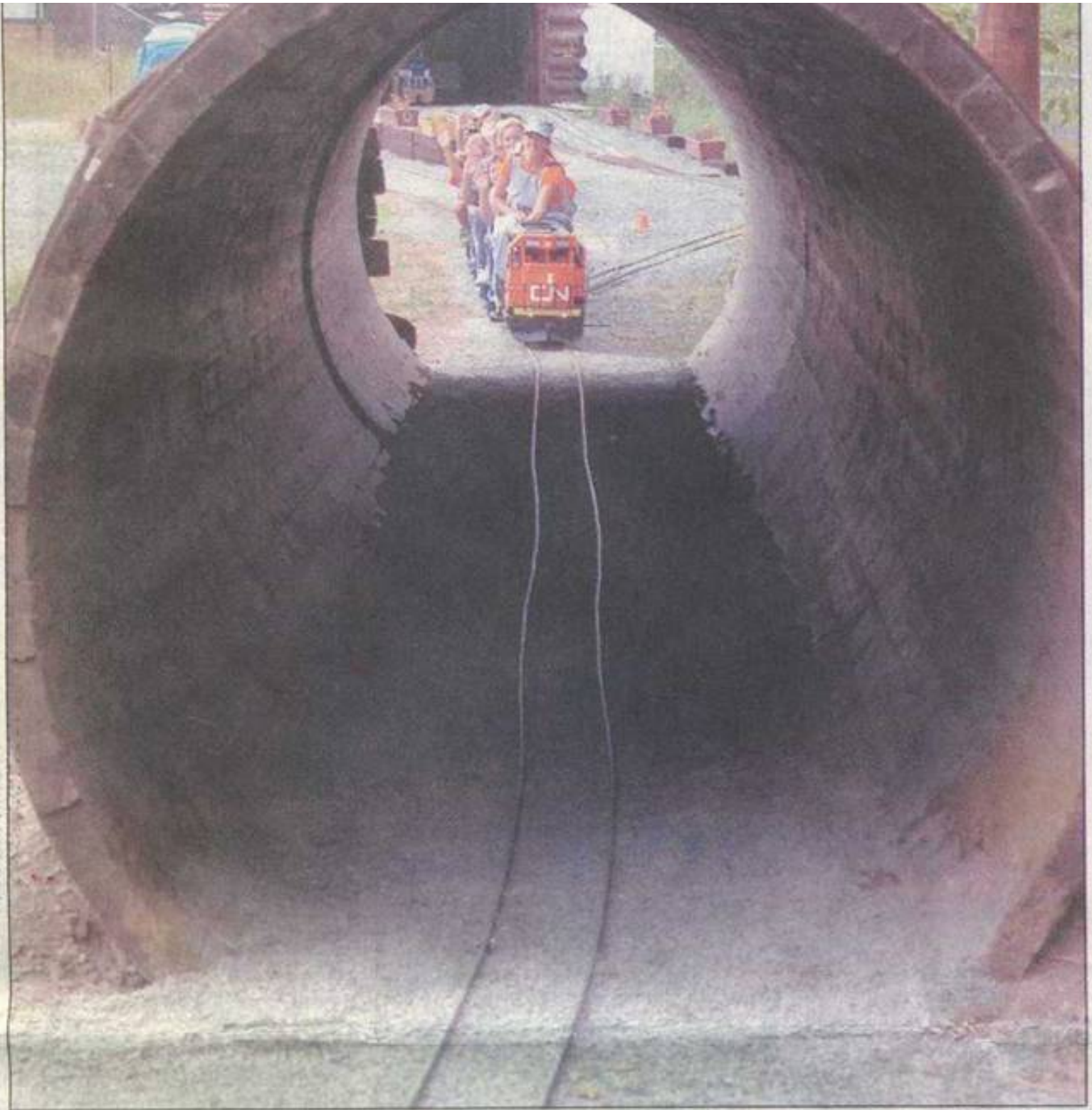


The second 12-meter piece being successfully lifted from between the abutments for the new bridge.



The new concrete slab girder bridge that was installed on the site.





Citizen photo by Brent Braaten

TUNNEL OF FUN — The Railway and Forestry Museum's new addition to its mini-train track creates a tunnel along the ride. The piece — a wood structure donated by the Ministry of Forests — was given to the museum in order to preserve the rare piece of history formerly used on logging roads in the 1960s.

Approval provided from PG Citizen to use the photo by Brent Braaten.

2005 Coast Regional Pumpkin Challenge

2005 Winner by Troy

Sterling, Coast Forest Region



2005 Winner - For Regional Office, created by Troy Sterling (he is good...)



BCTS Strait of Georgia - a Few Too Many...



Campbell River District—Rita the Receptionist!!



Port McNeill - Frank...

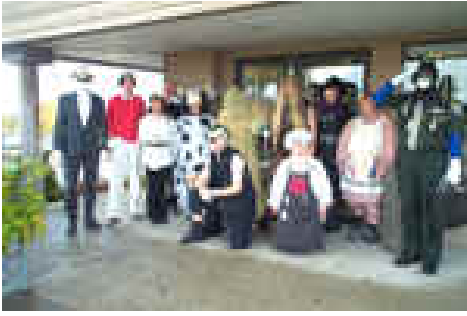


Franks Good Side...



Squamish District - DRAGON!

PORT MCNEILL HALLOWEEN FUN!



So this is how Port McNeill staff dress? (Well at halloween at least...)



"Please do not approach the glass as inhabitants can become agitated"



"I told you boneheads the Creamer was for my coffee and the Miracle Grow was for the spider plant!!"



egged!!"

"The next guy sticks his finger in my eye gets



"What do you mean I can't cross the border?...I have picture ID"



Frank's Proud Creators...



"The Invisible Man!"



Skipper and the Chef...



Gilligan: "Life styles are glamorous and fast paced on the C&E Fashion Runway"



Mossy gets a date: "Quick—somebody get me some Round Up!"

With the Coast Forest Region Halloween contest in full swing, novice first time carver Ailsa Siemens thought she'd try her han

With the Coast Forest Region Halloween contest in full swing, novice first•time carver Ailsa Siemens thought she'd try her hand and enter the following humble offering.

Scary monster, or former district manager Paul Kuster well, it is one way to remember him, isn't it?

That would make it a Paul O Lantern...







QUESNEL AND THEIR "CREW OF MISFITS"

It doesn't take much prodding to get participation in Quesnel and with the offer of Free Pizza barely dry on the posters an epidemic of Costume's infested the office. After a detailed overview survey, the numbers indicated a whopping 41% overall (29 out of 70) participation with District Operations edging out BCTS 48% to 22%.

BCTS quality was very high as 2 prize winners came from the Quesnel Field Team ranks:
From left to right: Penny Hendricks, Mike Klassen, Grant Johannesen and Brad Powell



Penny "Head Hunter" **Hendricks** for scariest and

Grant "Grandma wears Army Boots" **Johannesen** for funniest (was pretty scary as well!)

District Operations lone prize recipient was **Darren** "Bin" **Bubela** for most original



"So much for the Canada Custom's—Operation Crack Down"

with **Brad** “Gandalf the Grey” **Powell** coming in a close second.

Honourable mention went to the 6 members of “**The Wizard of Oz**” crew who proved that the Road Ahead in Quesnel is made of yellow bricks and blue pine!



Dot Manulak (Wicked Witch of the East) and **Suzi Taylor** (Dorothy of course)—***"My fish was this big..." Fishing tales run rampant on the way to Emerald City"***



Becky Anderson (Good witch of the North) and **Krystal Gray** (Wicked witch of the West)

FUN AT FORT ST. JAMES!!

Pumpkin carving entries from the staff at Fort St. James

" When a pumpkin falls off a meeting room table...and there is no one around to hear it...does it still make a noise?"



First place winner goes to Daryll Valk—FS Pumpkin Style!!



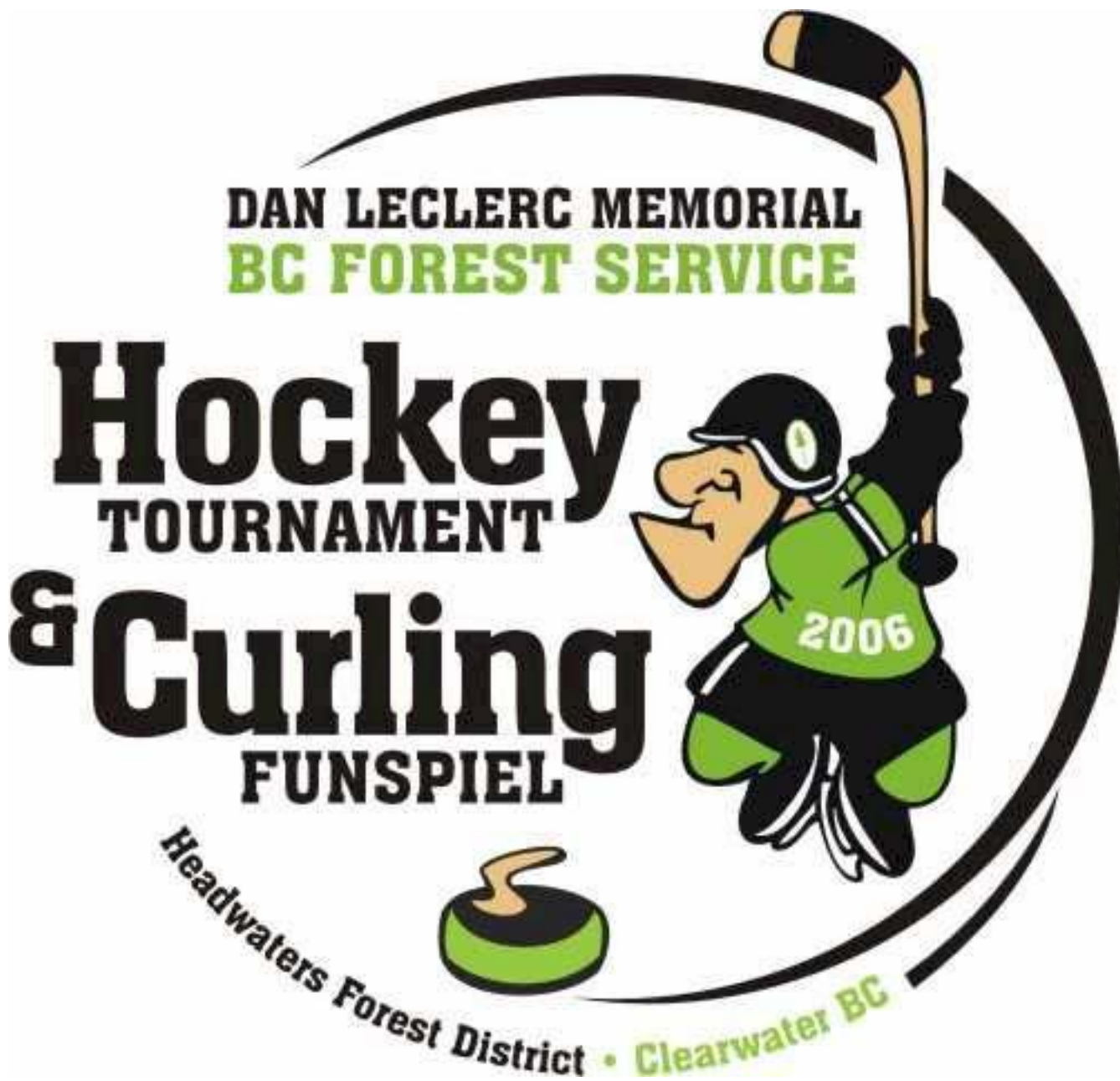
Second place winner goes to Brenda Gouglas!



Third place winner Nina

Therrien!

This contest was part of the districts Health and Wellness program for October. Dorothy Wasylenko, the main district contact, organized the event and breathed life into it!! After the contest concluded, all 12 participating pumpkins were invited to the community pumpkin walk that took place at Cottonwood Park in Fort St. James.



3rd Annual Dan LeClerc Memorial BC Forest Service Hockey Tournament & Funspiel!

The Forest Service staff from the Headwaters District, Clearwater/McBride, cordially invites you to attend some fun events being held Thursday February 16th through Saturday February 18th, 2006, at the North Thompson Sportplex in Clearwater, BC.

A couple of new dimensions have been added to the weekend festivities and the two previous Dan LeClerc Memorials, which were successfully hosted by our friends in Port McNeill, by incorporating a Women's Hockey Tournament and a Curling Bonspiel to attract as many participants from all over the province.

In addition to vying for the coveted Provincial F.S. Hockey Championship, all three regionally based teams entering the hockey tournament will compete for the prestigious Coastal Cup, Interior Cup, as well as the soon to be constructed, Northern Cup.

This is a preliminary notice only; additional details will follow, including registration sheets, transportation and accommodation details etc. In the mean time, the ice has been booked and the enthusiastic organizing committee has begun planning in earnest. Three Men's and one Women's Hockey teams have been confirmed thus far and hope to attract many others!

It is the intent to put our fun little town on the map by pulling out all the stops and putting on a great event! Emphasis will be on **FUN** and camaraderie, both on and off the ice.

At this point, to assist with planning, it is appreciated to hear from any and all teams that may be interested in participating either in Hockey or Curling—or even both!

Individuals or partial teams are also encouraged to contact Headwaters Forest District, who may be able to hook you up with others in need of Hockey Players or Curlers.

Please review the attached link for associated entry fees and Headwaters District Contact information, to express your interest or if you have any questions about the great things being planned.

Headwaters Forest District would also appreciate if everyone could forward or pass this information to other interested staff—as well as posting this invitation on your Message Boards.

[Invitation](#)



3rd Annual Dan LeClerc Memorial

B.C. Forest Service Provincial

Hockey Tournament

& Curling Funspiel

Thursday February 16 - Saturday February 18, 2006

@ North Thompson Sportsplex

Clearwater, B.C.

Please accept this as your personal invitation !!

We have now finalized most of the tournament details and are ready to formally begin Hockey Tournament & Curling Funspiel Registration.

Highlights and points of emphasis include:

MENS HOCKEY TOURNAMENT

Entry fee is \$600.00 per team **IF** teams are confirmed prior to December 16, 2005.

After December 16, 2005 (and no later than January 16, 2006), the Mens Hockey Tournament Entry Fee is \$650.00 per team.

We have initially booked ice time and developed a tournament draw designed for 8 Mens teams; however we are able to easily expand this schedule to accommodate up to 12 teams. We have therefore decided to restrict entries to the first 12 paid registrations.

Mens Hockey Tournament registration, rules ,questions or if you need any assistance please don't hesitate to contact Sandy.MacKenzie@gov.bc.ca (250-587 -6750) Reg.Trapp@gov.bc.ca (250-587 - 6796) or Andrew.Groom@gov.bc.ca (250 / 587 - 6793)

- **Mens Hockey Registration Deadline is January 16, 2006**

WOMENS HOCKEY TOURNAMENT

Entry fee is also \$600.00 per team **IF** teams are confirmed prior to December 16, 2005.

We have initially booked ice time and developed a tournament draw designed for 5 Womens teams; as we are not able to easily expand this schedule to accommodate any more than 5.

We have therefore decided to restrict entries to the first 5 paid registrations.

Important Note : If we do not have a commitment for a minimum of 5 Womens Hockey teams by December 16, 2005 then the Womens Hockey portion of this tournament will be cancelled. We realize that it may be difficult for you ladies to put together womens teams to participate so we are encouraging individuals to contact Sherri Harden directly if you are interested in playing. An option may be to solicit interest from local Clearwater Ladies who play hockey in order to have enough players for the Womens Tournament to proceed.

Womens Hockey Tournament registration, rules ,questions or if you need any assistance please don't hesitate to contact Sherri.Harden@gov.bc.ca (250-587 -6798) or Mark.D.Taylor@gov.bc.ca (250 / 587 - 6715)

- **Womens Hockey Registration Deadline is December 16, 2005**

CURLING FUNSPIEL (Mens and / or Womens and / or Mixed and / or General Open Divisions)

Entry fee is \$120.00 per team **IF** Curling teams are confirmed prior to December 16, 2005.

After December 16, 2005 (and no later than January 16, 2006), the Entry Fee is \$140.00 per team.

We have initially booked sheets and developed a Bonspiel draw designed for 12 teams; however we are able to easily expand this schedule to accommodate up to 24 teams. We have restricted entries to the first 24 paid registrations.

Curling Funspiel registration, rules, questions or if you need any assistance please don't hesitate to contact Abbey.Bates@gov.bc.ca (250 587 –6770) or Korinne.Isbister@gov.bc.ca (250 587 – 6791) or Heather.MacLennan@gov.bc.ca (250 / 586 –6766)

- **Curling Funspiel Registration Deadline is January 16, 2006**

Payment for registration into each event should be made via cheque or money order and sent to the attention of

Mark Taylor

Headwaters Forest District , Box 4501, RR#2 Clearwater, B.C. V0E 1N0



2006 Forest Service Funspiel – January 7th

Welcome to the 2006 Funspiel, where the emphasis is on FUN. The following is a list of “rules” to govern the event.

- 1. You will be playing 3 games consisting of 3 ends each. Each game is to be completed within the designated one-hour time slot. There will then be a break of one hour between each game to allow you to recuperate. Please ensure that you are finished (curling) in the time allowed and that you are ready to go on the ice promptly for your next game.**
- 2. The games will not involve the use of the free guard zone rule. This is because of the large number of novice players present today. If you do not know what the free guard zone rule is (or the word novice) then don’t worry about it.**
- 3. There will be a score sheet at the end of each sheet with your team names on it for each game (an example will be provided). Please fill this in and submit it.**
- 4. Scoring is based on 2 points for winning a game, 1 point for winning an end, and 1 point for each end that you steal.**

IT'S COMING!



The Stanfield Cup Forest Service Hockey Tournament

March 17th, 18th, & 19th, 2005

Vanderhoof, BC

Contact for more information:

Chris Mosher – Vanderhoof Forest District

Chris.J.Mosher@gov.bc.ca

(250) 567-6402 w

(250) 567-9064 h

(250) 567-6413 f

Details to follow early in the New Year

FOREST SERVICE NEWS ADVISORY GROUP

From Back left to right: Rod DeBoice, Jenni Martin, Brian Atherton, Steve Dodge, Sonia Donison, Lennie McDonald, Ernie Fraser and Scott Mitchell (kneeling)

Missing is Greg Hemphill



