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Totem Raising Ceremony

An unprecedented honour was bestowed on the Chilliwack Forest District through a totem raising ceremony on May 19, 2005. "The totem raising emulates the respectful and honourable relationship that we have embarked on with local First Nation's peoples," said District Manager, Kerry Grozier. He added, "this pole will be a constant reminder of the power of relationships and the possibilities that are a product of those relationships."

Attendees at the ceremony included ([photo available](#)):

Grand Chief – Clarence Pennier, Stolo Tribal Council
 Chief Betty Henry – Kwa Kwa Apilt First Nation
 Chief Roy Mussell – Skwah First Nation
 Representative Tina Rabang – Skway First Nation
 Chief Larry Commodore – Soowahlie First Nation
 Chief Sam Jimmy – Squila First Nation
 Chief Joe Hall – Tzeachten First nation and President of Chiefs, Stolo Nation
 Tom Maxwell of Mountain Institution
 Ross Kreye – Ministry of Sustainable Resource Management
 Tom Blackbird – Parks BC
 Gary Townsend – Executive Director, Operations Division, Ministry of Forests
 Jerry Kennah – Timber Sales Manager, Chinook Business Area, BCTS

On behalf of the Forest Service, Kerry Grozier, expressed his deep appreciation to Clem Seymour from the Seabird First Nations and the unnamed carvers who have made the event possible.

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A Leadership Development and Learning Experience

In mid-November 2004, Jim Gowriluk stepped in as the Acting Regional Executive Director (A/RED) for the Northern Interior Forest Region. He completed this stint in Prince George at the end of the fiscal year (March 31, 2005), when Bill Warner was appointed to the position.

Jim started his career with the Forest Service in 1978 as a forest technician with the Sechelt Forestry Crew. Since moving to Victoria in 1990, he has worked as a senior timber tenures forester; manager—Forest Practices Code (1995) Implementation Team and more recently as manager of the Timber Tenures Section. At various times, he has also served as acting director of the Resource Tenures and Engineering Branch.

He graduated in 1978 from Lakehead University in Thunder Bay, Ontario, with a Diploma in Forest Technology. He returned to Lakehead from 1985-88 to obtain an H. B.Sc. in Forestry and a B.Sc. in Environmental Sciences.

Jim and his wife Anna have two teenage boys and many of his non-work activities are guided by "whatever the boys are into." For the past few years, they have spent a lot of time fishing the rivers and lakes on Vancouver Island and in parts of the BC interior. While he and his sons share a love for fishing and the outdoors, Jim has yet to take up some of their other pursuits such as paintball and football!

In this edition of the Forest Service News, he shares some of his experiences as A/RED.

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

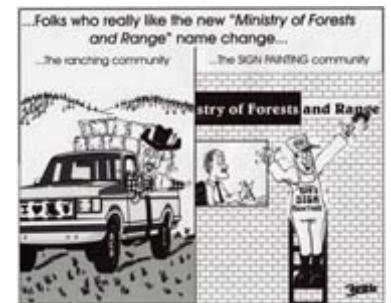
Call for Stories/Ideas

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

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Thanks Shane!!!

Kamloops District Manager Shane Berg is a multi-talented person—effective leader, skilled hockey player, humourist and cartoonist to name a few things! The first two editions of the Forest Service News benefited from cartoons showcasing Shane's creative side. Using his creativity abilities, he communicates very well through the vehicle of cartoons. Humour contributes to a positive work environment and helps us connect with others. All of us benefit from humour and laughter. Thanks Shane for providing that and for sharing your creativity with the entire Forest Service!



["The Great One!"](#)

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Forest Service News—an opportunity to be involved!

Employee engagement is important to ensuring the Forest Service News meets the needs of the organization. The ultimate success of the Forest Service News over the long term will depend upon the involvement of Forest Service employees in all divisions across the organization.

To maintain the initial momentum of the newsletter, a small advisory group of employees will be formed to provide ongoing guidance on the overall direction of the newsletter and to ensure the mix of stories in each edition remains consistent with the purpose of the newsletter presented in the first edition. This would include providing content ideas as well as reviewing story plans and draft text. The advisory group would not be an editorial board in the sense of writing and editing content.

[More on advisory group...](#)

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Kalesnikoff Forest Stewardship Plan approval

On April 27, 2005, Garry Beaudry, District Manager of the Kootenay Lake Forest District signed the approval letter for Kalesnikoff's Forest Stewardship Plan. This plan was jointly reviewed by Arrow Boundary and Kootenay Lake district staff members. The plan covers both districts but only requires the signature of one delegated decision-maker and in this case it was

Garry Beaudry. Larry Peitzsche, District Manager of the Arrow Boundary Forest District and Garry made this decision as Kalesnikoff has more AAC volume in Kootenay Lake vs. Arrow Boundary.

Forest stewardship plans are the replacement to forest development plans as we move into the world of the *Forest and Range Practices Act*. This is the second plan to be approved in the province and the first in the Southern Interior Region. The districts felt it was a good learning experience, having both of them review the plan and to coordinate concerns and comments. There were good discussions and cooperation with all parties involved.

The Kalesnikoff Lumber Company has been a permanent employer in the Castlegar area since 1939, growing from a 3-person mill to a much larger and sustainable business employing approximately 125 people. Their motto is "Take Care of the Land and the Land will take Care of You."

There was a brief signing ceremony held at Kalesnikoff's office (Pictures available, from L-R: Stan Hadikin, Development Forester with Kalesnikoff Lumber Ltd., Garry Beaudry, District Manager Kootenay Lake, and Larry Peitzsche, District Manager Arrow Boundary.)

For a copy of the plan, you can review online at: <http://www.kalesnikoff.com/>.

Garry and Larry would like to say thank you to all staff for a job well done!

Click on photo for clearer image



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Knowledge Management – What's the story?

[This is what you call—Road Ahead!](#)

John Mallett, Manager, Engineering and Real Estate Operations of the Resource Tenures and Engineering Branch. John also chairs the Knowledge Management (KM for short) working group, which is one of the workforce planning initiatives of the Road Ahead organizational revitalization strategy.

Q. What is knowledge management and why is it important to the Forest Service?

KM is the process through which organizations generate value from their intellectual and knowledge based assets—their people. KM is important to the Forest Service given all the knowledge assets that currently exist at all levels of the organization and that are being continuously developed. My belief is that our ministry needs to realize a great deal of important knowledge is locked up somewhere in the 'grey cells' or file drawers and, as such, we need to create ways to embrace a culture of documenting and freely sharing that information through KM.

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Protection Re-Focus—Interview with Brian Simpson

Q. The Protection Branch seems to have a clear mandate and is recognized for doing a good job. Why have you undertaken a major strategic planning project? Is there a connection to the Filmon report?

It has been about 10 years since our program reflected on its vision and strategic direction in a way to help prepare for the future. We recognize that any great organization needs to continually look at where it wants to be in the future and the strategic priorities that would take them there—that is very important to keep an organization vibrant and performing at a high level.

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Imagine 21 and Honey!

A number of months ago, the Operations Division Leadership Team (OLT) engaged an organization called the Pacific Institute to work with them on ways to improve organizational effectiveness and support leadership development.

Many people in the division have had the opportunity to participate in this initiative and one of those is Frank Blom, Regional Staff Manager, Tenures/First Nations for the Southern Interior Region. Frank shares some of what he has learned and experienced from the Pacific Institute's Imagine 21 training.

"We act and behave in accordance with the truth as we believe it to be."

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Out in the Boondocks...

In 1938, Harry Mayson joined the Forest Service as assistant ranger in the Adam's Lake station and, a couple of years later, he and 31 colleagues from the Kamloops Forest District served their country as 'active service' volunteers in the Second World War. Harry and his wife Brenda are now in their 90s and living actively in the west Kootenay town of Nakusp.

Harry's father George served for 28 years as ranger in Barriere, where Harry was assigned when he returned from the war in 1945. "I was part of the first ranger school in the fall of 1945 and, when I completed school, was given ranger status," says Harry. "The ranger school was held at Green Timbers, which was way out in the boondocks in those days."

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Trish Balcaen and the Woodlot Administrative Review & Recommendation Team

Trish started with Ministry of Forests in the Protection Branch in 1988 and became an executive assistant in 1992. A year later, she moved to Vernon, where she eventually became the general manager of the family business Balcaen Consolidated Contracting Ltd., a log harvesting, road building, forest management company. Trish returned to the Ministry of Forests, Tenure and Revenue in May 2004 as Executive Director, Forest Policy Implementation.

As the manager of a large log harvesting company Trish has extensive experience with the ministry from a client's perspective. She has harvested over 120 timber sale licences, taken on large undeveloped timber sales and managed a major licensee forest licence.

She has served as the Executive Director and Chairman for the Interior Loggers Association and as Chairperson of the BC Logging Health and Safety Agency. She has also served as a Director on the Vernon Chamber of Commerce.

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From the Big Smoke to Shangri-La—Queen Charlotte Islands Forest District

There is a large portion of the Forest Service family I have met over the last two years, but as it is a large family and I'm sure I have missed a few. With that, I was asked to write a short article on my journey west. **by Len Munt**

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"Fearless Leader"



Headquarters Staff visit Mesachie Lake

There's nothing like grabbing the truck and heading out into the field for a tour of a very significant part of the Ministry of Forests. This is true not only for district and regional staff—but headquarters support staff too!

In May, a small group of executive support staff and members of the Correspondence Services Section headed to the Cowichan Lake Research Station (Mesachie Lake), the home of the Coastal Tree Breeding centre. The Forest Science Program plays a distinct role in how the ministry manages the province's forest resources and contributes to the work of external clients.

[story continued...](#)

Click on photo's for clearer image



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Health Bite

"You must be the change you wish to see in the world." Gandhi

Environmental wellness can refer to your immediate surroundings or the world around you. To have environmental wellness we must have clean air, pure water, personal safety and healthy relationships that improve the quality of life in our communities, work, family, home and friends. Identify your level of Environmental Wellness by answering the questions in this link located on the health and wellness wheel <http://www.for.gov.bc.ca/hrb/hw/environmental/inventory.htm>

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Guidelines for Forest Service News Submissions

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

Please consider these guidelines when submitting a story.

- Whenever possible, photos should accompany stories in jpg format. In light of the electronic delivery of the newsletter, it is strongly recommended that digital images be provided.
- Story length often presents challenges with any newsletter and the electronic delivery format can easily accommodate varying lengths of the Forest Service News. Thus far, most stories have fallen in the 250 to 400-word range, which seems to do well in the newsletter. There have been a number of shorter pieces (local events) and some longer pieces (interviews, feature pieces etc.). While it is not advisable to set an inflexible limit for

story length, it is recommended that feature stories aim to not exceed 600 words in length. In saying this, however, it is acknowledged that it might be necessary to exceed this limit in order for the story to be complete.

- Several submissions for the first two editions of the Forest Service *News* related to events such as curling bonspiels, hockey tournaments and similar events. These are important to Forest Service employees and is recommended that the advisory group consider having a section of the newsletter that contains stories specifically on what is happening around the province.

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Coach of the Year!

Each year, the Kamloops Sports Council recognizes athletes, coaches, officials, and volunteers for the contribution they make to amateur sport. At their annual banquet, the Council recognizes the top three nominees in a number of categories, including Coach of the Year. The top three nominees are invited to attend the awards banquet, with winner unknown until announced at the banquet. Each winner is awarded a plaque and has his or her name entered on the perpetual trophy kept at the local hockey arena. Kamloops District Range Agrologist Jim Fox was awarded the Coach of the Year in 2005.

The plaque reads " in recognition of your outstanding contribution to amateur sports."

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["Take aim—Fire!"](#)

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Glen Evely Award

The C&E program created the Glen Evely Memorial Award for Excellence in honour of Glen Evely, who was tragically killed in November while serving as a volunteer RCMP officer.

The Memorial Award will be awarded to honour excellence and presented at the C&E annual meeting. Nominations are solicited by way of an announcement and form that is available on the ministry forms index.

Each award winner is asked to participate on the next year's selection committee, consisting of three members. For the year 2005, there were four nominees all highly qualified and worthy of selection.

This year's honouree, **Bill Myers**, District Compliance Leader for the Skeena-Stikine Forest District, has 32 years of service with the ministry and was nominated by his staff and colleagues in the district. The nomination included testimonials from district and regional staff who have worked with Bill over the years. Bill was selected for his exemplary leadership and communication skills, his dedication to his staff, the Forest Service and the C&E program.

Congratulations Bill!

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Certificate of Appreciation Presented to:

Dave Robertson, ATE.

Dave Robertson ATE (right in photo) was recognized at ASTTBC's Awards and Recognition Celebration with a Certificate of Appreciation for his contribution to the growth and development of the Timber Cruising Certification Program. Dave was one of the founding members of the board when the program was initiated, representing the Southern Interior Timber Cruising Association (SITCA). As Dave was not available to attend the fall ceremony, ASTTBC's Executive Director, John Leech presented the certificate at a meeting of ASTTBC members in Kamloops. Dave is the Regional Cruising Coordinator for the Southern Interior Region of the Ministry of Forests.

"It was an unexpected honour to be recognized for this award and was greatly appreciated. Although I had a part in the formation, there were a lot of other key people involved and the success of the program is because of the work of everyone involved."

[story continued...](#)

Click on photo for clearer image



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The State of BC's Forests

Assistant Deputy Minister Brian Emmett of the Canadian Forest Service recently congratulated Doug Konkin and ministry staff on the release of the report 'The State of British Columbia's Forests 2004'.

In his letter to Konkin, ADM Emmett said "...we believe that regular reporting using internationally acceptable criteria and indicators is an excellent way to inform the domestic and international community of your progress toward sustainable development in the forest. Despite this being a work in progress, we believe that you have taken a very important step that will continue to position British Columbia in sustainable forest management."

Emmett went on to express his appreciation for the level of cooperation between the BC Forest Service and the Canadian Forest Service.

Congratulations to all staff who played a part in the development and publication of this report. It is a valuable document for the Forest Service, the sector and the public of BC and Canada.

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Forest Capital of BC!

Congratulations to Revelstoke and Columbia Forest District for becoming the 2005 "Forest Capital of BC."

To celebrate, Columbia Forest District staff has been busy with numerous activities, starting with a Texas Scramble golf tournament with our licensees and Revelstoke businesses. With Downie Timber winning, district staff vowed to win next year as the tournament will be back due to popular demand.

Despite the rain, everyone had lots of fun—especially at the 19th hole.

Canada Day activities kicked off with a float created by district staff celebrating our new title and the recognition of all the forest related businesses in our City. Statistics show that 40 percent of families in Revelstoke depend on forestry for income. Our float was well represented by Columbia District staff children and friends—all of whom cheerfully wore forestry vests and hard hats to represent the next generation of forestry workers. Seedlings were handed out along with forest capital stickers.

Canada Day parade was a hit with the sunny, warm weather cooperating.

Happy 138th Birthday Canada!

[Parade celebrations](#)

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Fore!!!!

The 33rd Annual BC Forest Service Golf Tournament will be held on September 10 and 11 at the Williams Lake Golf and Tennis Club <http://www.williamslakegolf.ca/>.

The tournament is a great opportunity for retirees, current and former employees, spouses, family members and guests to gather, socialize and play a little golf no matter what the experience or skill level.

Organizing committee members for this year's tournament are Terry Satrum, Guy Newsome, Brian Bentley, Brian Smith, John Hoyrup, Karen Higgs, Todd Burgess, Harold Stolar and Brian Foote.

Entry fees this year will be reduced thanks to the support of the Southern Interior Region.

Organizers expect the first registration notice to be sent out in mid-July. So, mark the dates in your calendar now, look for more registration information in a couple of weeks and check out some of the action from last year's tournament.

[Golf Fun! \(and the secrets behind the "velvet painting"\)](#)

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Inter Regional SPCA Challenge

The Southern Interior Forest Region challenged the Northern Interior Region, to join in their respective city's SPCA Challenge to see which office could raise the most money for their local SPCA.

The dual challenge between the two regions was to see who could raise the most money and the winning RED could decide the fate of the losing RED, this was nicknamed the "Phil fate" and the Bill fate." As the SIR's RED lost the bet, his fate was to dress up as an elf, sell suckers at noon on Columbia Street and have his picture taken & published in the Provincial newsletter. An elf costume couldn't be found but Phil did manage to find a reasonable alternative.

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[Philemina!!!!!!](#)

[Check out Southern Interior Forest Region Newsletter!](#)

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19th ANNUAL CASCADES FOREST SERVICE MIXED SLO-PITCH TOURNAMENT WAS A GRAND SLAM!

Six mixed teams and their families, along with the organizers and volunteers, had loads of fun and sun in the beautiful Nicola Valley on the weekend of May 28 and 29 at the 19th Annual Cascades Forest Service Slo-Pitch Tourney. Nothing but blue skies prevailed with temperatures hitting the mid-30's.

Okanagan Shuswap, Ex-Alexis Creek Aces, Merritt Fire Devil's Unit Crew, Nicola Unit Crew, Ardew Wood Products Ltd. and the Cascades Crushers rounded out the field of teams. The Ardew Wood Products Ltd. Team were the 2005 Tournament Champs, edging out the runner-up Fire Devils by a score of 19 to 18, with Ardew's 10th batter of the last inning hitting an out of the park home-run with two people on base—talk about a squeaker!

Oddly enough, there appeared to be a direct correlation in the air temperature and the volume of ice cold beverages consumed in the 'refreshment' gardens—organizers are continuing to analyze this strange phenomena prior to any conclusions being drawn.

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[Some Festivity Photos](#)

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SIR Hockey Tournament Draws Interest from NHL Scouts!

Okay, that might be a bit of a stretch...but at the very least, fun was had by players and fans alike. The last weekend in April saw the Kamloops Forest District playing host to seven teams representing district and timber sales offices across the southern interior. Teams representing the Districts of Kamloops, Cascades, Okanagan-Shuswap, Kootenay Lake/Rocky Mountain, Central Cariboo, Headwaters, 100 Mile, Chilcotin and a group of "youngsters" from Protection played for the coveted "SIR Hockey Plaque" designed and fabricated by SIR artisan Ken Chantler.

After the Zamboni fumes had evaporated on Sunday morning, the team representing Headwaters/100 Mile stood victorious on the "A" division and the lads from Protection won the "B" side. Luckily mothers from both winning teams arrived to drive their players home. Significant memorable events included Kevin Howard from Okanagan-Shuswap standing on his head at center ice and consuming a "beverage" and Tony Wideski, District Manager from Rocky Mountain District dropping his gloves with the 16 year old daughter of an opposing team member—she won!

Fun was had by all, and the hosts and attendants look forward to next year's rematch—perhaps

[Hockey photos](#)

the Headwaters/100 Mile and Protection teams will be old enough to drive by then!

Submitted by Shane "the Great One" Berg

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RESULTS OF THE 34TH ANNUAL CHILCOTIN FOREST DISTRICT TRAPSHOOT

[Trapshoot Photos](#)

With the absence of both rain and snow (the bugs were bad though), on May 14, 2005, we once again held a successful and fun event! There were 11 teams and a good size cheering section.

The results of the Trapshoot competition is as follows:

Top Team: 100-Mile Long Shots

George Ostoforoff, Dan Dobson, Jim Pearson, Don Tucker & Roy Ostby

Top Ladies Gun: Judy Jenkins

Top Male gun: George Ostoforoff

Kevin Frittenburg Award: Mike Carlson

Fastest Gun: Roman Chapman

Ladies 22 shoot:

1st Conni Haley

2nd Sandi Reid

3rd Joey Jacobs

Kids 22 shoot:

1st Steven Laurie

2nd Len Frittenburg

3rd Jasmine Hanemaayer

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On behalf of the Forest Service, Kerry Grozier, expressed his deep appreciation to Clem Seymour from the Seabird First Nations and the unnamed carvers who have made the event possible.

Gordon Mohs, Heritage Resource Advisor of the Chehalis Band, shared their oral history as to why Totem Poles are cut from Western Red Cedar trees...It goes something like this:

"The creator saw one good man, a man that was always helping his people...he said to that man that he would make him into a cedar tree so that he could continue to help his people forever more. From the cedar tree that was once this good man comes the trunk which is used for houses and canoes, the branches which are used for spiritual practices including cleansing rituals, the tree roots which are used for baskets and the bark which was used for clothing."

This is the reason that the Western Red Cedar tree is so important to First Nations people.

The Chilliwack Forest District would like to acknowledge Maureen Jones, Aboriginal Advisor Assistant and Russ Knutson, First Nations Liaison, for their support and determination in making this event a great success.

Leadership Development and Learning Experience

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He graduated in 1978 from Lakehead University in Thunder Bay, Ontario, with a Diploma in Forest Technology. He returned to Lakehead from 1985-88 to obtain an H. B.Sc. in Forestry and a B.Sc. in Environmental Sciences.

Jim and his wife Anna have two teenage boys and many of his non-work activities are guided by "whatever the boys are into." For the past few years, they have spent a lot of time fishing the rivers and lakes on Vancouver Island and in parts of the BC interior. While he and his sons share a love for fishing and the outdoors, Jim has yet to take up some of their other pursuits such as paintball and football!

In this edition of the *Forest Service News*, he shares some of his experiences as A/RED.

Q. You recently served as the acting regional executive director (RED) in the Northern Interior Forest Region. What was it that attracted you to this temporary assignment?

It was a terrific opportunity! Tim Sheldan, Assistant Deputy Minister, Operations Division, approached me with his idea of a temporary assignment. He considered this to be in the spirit of the Road Ahead strategy and a good opportunity to connect two parts of the organization (policy and operations) in a way that would benefit both as well as provide some personal development and challenges for me. He gave me a day or so to think about it, discuss with my family and get back to him with my decision. While I knew the temporary assignment would take me away from my family for periods of time, this was a great opportunity and got back to Tim with a strongly positive response. In making the decision, I was also attracted to the prospect of working with the Operations Leadership Team (OLT) and the other REDs, and being part of the Forest Service Executive team.

Q. In reflecting upon this experience, how would you describe it professionally and personally?

I saw it as an effective way to Professionally, it test and further hone my theprofessional skills and abilities. thatI was able to meet and work closely with a whole new group of people. I wasn't really surprised, but in the Forest Service tradition, —aall of them showed outstanding dedication, integrity, knowledge and pride in their work and the organization. I really appreciated the solid people orientation of the Regional Management Team as well as MTtheir strong performance ethic and commitment to

the vision, mission and values of the Forest Service. I learned a lot during those few months and greatly enjoyed being part of this team.

While I felt relatively comfortable stepping into the assignment, I must admit that walking into the regional office in Prince George for my first day of work was a little unsettling. nerve-racking. From minute one, however, people there made me feel at ease and part of the team.

Q. Is there anything in particular that stands out as a learning experience, which you can apply to your work back at headquarters?

Most definitely—one thing it reinforced to me is the critical importance of having good communication and a good understanding of district, region and branch roles and responsibilities. When it comes to how we communicate, e-mail is an okay tool, but conference calls are better and one-on-one regular telephone calls are even better. The best form of communication, of course, is a face-to-face meeting. While we have to use a mix of these tools, I think all of us could benefit from focusing a bit more on personal contact and a little less on e-mail. I've always known the importance of personal contact and the value of effective relationships in the work we do, and I learned to appreciate it from a different perspective as A/RED.

As I now reflect back on this experience, also I see significant benefits to the entire Forest Service, benefits if each of us were to have a better understanding of the roles, responsibilities and relationships at all levels—district, region, branch and executive. By removing geographic barriers, through temporary assignments such as this, I think we would help the Forest Service be even more of a learning organization and ultimately achieve higher performance levels.

Q. Is there any specific reason you did not pursue the position on a permanent basis?

It was simply a matter of timing—it just wouldn't work right now for me and my family to move. A few years ago, it might have worked, but I'm not looking back. Who knows, it might work at some point in the future. As much as I enjoy my work with the Forest Service—my family comes first and the decision was made on that basis.

Q. Would you like to do something like this again in the future? Would you recommend something like this for other people?

Absolutely, it was a highlight of my career. It truly was the people that I got to meet and work with in NIFR that made my A/RED experience so rewarding and enjoyable.

In addition to this being a great leadership development and learning experience for me, I greatly appreciated seeing how Charlie Western and Brad Harris stepped forward to successfully take on the challenge of managing the Timber Tenure Section of RTEB during my absence. Another person to benefit from this situation is Marv Nowlin, Timber Officer from the Vanderhoof Forest District, who was able to see things from a different perspective by spending time in the branch. He did an excellent job in RTEB and, I think if you asked him, he would say he benefited from his temporary assignment.

While I was in the Northern Interior Region, everyone in the section again expended the extra effort and commitment to ensure nothing fell between cracks. They are a good group and, as much as I enjoyed the A/RED experience, it is great to be back working with them on a day-to-day basis. There have been lots of 'wins' from this situation and I feel fortunate to have been on the receiving end of a number of these!

Thanks Shane!!!

Kamloops District Manager Shane Berg is a multi-talented person—effective leader, skilled hockey player, humourist and cartoonist to name a few things! The first two editions of the Forest Service *News* benefited from cartoons showcasing Shane's creative side. Using his creativity abilities, he communicates very well through the vehicle of cartoons. Humour contributes to a positive work environment and helps us connect with others. All of us benefit from humour and laughter. Thanks Shane for providing that and for sharing your creativity with the entire Forest Service!

Forest Service *News*—an opportunity to be involved!

Employee engagement is important to ensuring the Forest Service *News* meets the needs of the organization. The ultimate success of the Forest Service *News* over the long term will depend upon the involvement of Forest Service employees in all divisions across the organization.

To maintain the initial momentum of the newsletter, a small advisory group of employees will be formed to provide ongoing guidance on the overall direction of the newsletter and to ensure the mix of stories in each edition remains consistent with the purpose of the newsletter presented in the first edition. This would include providing content ideas as well as reviewing story plans and draft text. The advisory group would not be an editorial board in the sense of writing and editing content.

On an ongoing basis, Sonia Donison will provide administrative, writing and editorial support for the newsletter. District Managers Rod DeBoice and Greg Hemphill have contributed to getting the newsletter in place initially and have offered to continue in an advisory capacity for at least the next two editions.

The advisory group would be comprised of **up to five people from outside management**, who would represent the overall balance of interests from across the Forest Service. Qualifications:

- High level of interest in the newsletter,
- Passion for enhanced communication across the Forest Service,
- Ability to provide a corporate perspective,
- Ability to objectively look at story content ideas and story plans, and provide guidance as appropriate,

- Ability to recognize good story ideas,
- Able to commit approximately 6 hours per edition, and
- Editorial or communications experience would be helpful, but not considered as mandatory.

After advisory group members are selected, they would meet face-to-face to develop a terms of reference for the group, roles and responsibilities and selection process/criteria for future members. To get as many staff as possible involved, it may be desirable to have some member's turnover annually.

After selection of members, the advisory group will meet face-to-face to develop a simple terms of reference for the group, including roles, responsibilities and member replacement.

Interested employees are asked to submit their expression of interest in writing to [Sonia Donison@gems2.gov.bc.ca](mailto:Donison@gems2.gov.bc.ca). The expression of interest should include a statement on how you fulfill the above qualifications and provide confirmation of manager approval for your involvement.

Applicants will be informed of the advisory group membership by the end of August and members will be announced in the September edition of the Forest Service News.

Kalesnikoff Forest Stewardship Plan approval

On April 27, 2005, Garry Beaudry, District Manager of the Kootenay Lake Forest District signed the approval letter for Kalesnikoff's Forest Stewardship Plan. This plan was jointly reviewed by Arrow Boundary and Kootenay Lake district staff members. The plan covers both districts but only requires the signature of one delegated decision-maker and in this case it was Garry Beaudry. Larry Peitzsche, District Manager of the Arrow Boundary Forest District and Garry made this decision as Kalesnikoff has more AAC volume in Kootenay Lake vs. Arrow Boundary.

Forest stewardship plans are the replacement to forest development plans as we move into the world of the *Forest and Range Practices Act*. This is the second plan to be approved in the province and the first in the Southern Interior Region. The districts felt it was a good learning experience, having both of them review the plan and to coordinate concerns and comments. There were good discussions and cooperation with all parties involved.

The Kalesnikoff Lumber Company has been a permanent employer in the Castlegar area since 1939, growing from a 3-person mill to a much larger and sustainable business employing approximately 125 people. Their motto is "Take Care of the Land and the Land will take Care of You."

There was a brief signing ceremony held at Kalesnikoff's office (Pictures available, from L-R: Stan Hadikin, Development Forester with Kalesnikoff Lumber Ltd., Garry Beaudry, District Manager Kootenay Lake, and Larry Peitzsche, District Manager Arrow Boundary.)

For a copy of the plan, you can review online at: <http://www.kalesnikoff.com/>.

Garry and Larry would like to say thank you to all staff for a job well done!

Knowledge Management – What's the story?

John Mallett, Manager, Engineering and Real Estate Operations of the Resource Tenures and Engineering Branch. John also chairs the Knowledge Management (KM for short) working group, which is one of the workforce planning initiatives of the Road Ahead organizational revitalization strategy.

Q. What is knowledge management and why is it important to the Forest Service?

KM is the process through which organizations generate value from their intellectual and knowledge based assets—their people. KM is important to the Forest Service given all the knowledge assets that currently exist at all levels of the organization and that are being continuously developed. My belief is that our ministry needs to realize a great deal of important knowledge is locked up somewhere in the 'grey cells' or file drawers and, as such, we need to create ways to embrace a culture of documenting and freely sharing that information through KM.

Q. Why the focus on knowledge management at this time?

Knowledge capture in large organizations, such as the Forest Service, is important at any time, but like many organizations, the Forest Service has an aging workforce. In anticipation of many retirements over the next 5 to 8 years, we need a strategy in place to capture and transfer knowledge before holders of that knowledge walk out the door.

Q. How does knowledge management fit with the Road Ahead and efforts to revitalize the Forest Service?

The core values of the Road Ahead initiative highlight the importance of forward thinking, creating a sustainable learning organization and developing leadership opportunities at all levels of the ministry. KM fits well with these values and plays a key role in planning for the future of the Forest Service. The task of developing a KM implementation strategy has been assigned to the KM working group, which is a sub-committee of the Road Ahead Workforce Planning working group.

Q. What benefits do you see for individual employees from knowledge management?

The development and implementation of an effective KM strategy will empower members of organization. KM tools can be applied to every task and skill set, and can also help create a more efficient environment in which individuals and the ministry are able to succeed.

Q. Why are you personally so interested in knowledge management?

I have had a long and fulfilling career in the Forest Service and I see my participation in KM and the KM working group as helping create a culture shift within this great organization—a legacy, if you will. I hope other senior Forest Service employees will also see the benefit of KM and become its ‘champions,’ wherever they may be in the organization.

Protection Re-Focus—Interview with Brian Simpson

Q. The Protection Branch seems to have a clear mandate and is recognized for doing a good job. Why have you undertaken a major strategic planning project? Is there a connection to the Filmon report?

It has been about 10 years since our program reflected on its vision and strategic direction in a way to help prepare for the future. We recognize that any great organization needs to continually look at where it wants to be in the future and the strategic priorities that would take them there—that is very important to keep an organization vibrant and performing at a high level.

Certainly, there's a strong linkage to the Filmon Review. I think even more importantly, however, are all the events around the 2003 and 2004 fire seasons, which were pretty significant fire seasons in our province's history. The experiences gained from these fire seasons, combined with the Filmon review, were definite drivers for us to take a close look at the program. Core review, workforce adjustment, the stand alone *Wildfire Act* legislation enacted this spring, the need to move to an increased client-based funding model, the need to expand our partnerships with the rest of the Forest Service, the forest industry, and all our partners were other important factors.

We're also facing a challenge common to the rest of the Forest Service and indeed many organizations—we have an ageing workforce. To ensure we continue to fulfil our mandate, this requires that we take a sound, strategic approach to dealing with the succession issues in the next 3 – 5 years. Finally, we have a number of new people on our leadership team: Peter Fuglem, Director, Judi Beck, Manager of Fire Management, Bruce Young, Fire Centre Manager North West, Gene Desnoyers, Fire Centre Manager in the South East and of course me as the Manager of Fire Operations.

All of these people bring new ideas and thoughts to the table. If we look at

all of these contributing factors collectively, it is easy to see why it is timely for us to reflect on where we want to take our program into the future.

In saying this, I have to say that we know that we work in a great program; one that has a good reputation worldwide. We're talking about making it better, not fixing something that's broken. It is about moving forward and not looking behind. While we learn from the past, our focus is on the future.

Q. What is involved with this project and what do you hope to accomplish and when do you expect this work to be complete?

First, we took a pretty unique approach compared to most organizations that typically have senior management develop a draft and then take the plan out to consult with staff. When our leadership team started to think about and discuss a process that would work best for Protection, we were committed to a much more inclusive process. With that in mind, in February we brought some 130 people together for a workshop in Prince George, with participants representing every level of our organization, including the significant auxiliary component. We used the open space conference model that Bob Chartier has introduced to us. We asked a key question of all the participants: "In order for the Protection Program to ensure the highest performance in the next five years, and provide the foundation for excellence into the future, in developing our strategic plan, we should pay attention to.....?"

Based on their individual and collective knowledge, the group identified some 160 priorities and actions to move forward into the future. The Protection Leadership Team then synthesized that information and used it in developing an internal discussion paper, which was circulated to all Protection Program staff. We are now working on a second discussion paper that takes the input from the first phase process, but it will have a different view in mind.

The first discussion paper was principally focused on capturing input from Protection Program staff. The second phase is targeting our external clients, partners, and of course the rest of the Forest Service family. A draft vision and strategic direction for the program will be put forward to receive comments and opinions. This will include a broad spectrum of clients that have cost sharing agreements with the Protection Program or work with us side by side, such as the Office of the Fire Commissioner, PEP, other agencies and the Forest Service. Staff within the Forest Service will have an opportunity to see this document and provide feedback on the program's proposed direction. The intent is to take all this input and build the final strategic plan in the fall, which will be presented to executive for approval.

Our goal is to have the plan completed and approved by executive by the end of this calendar year. Our hope is to have a very clear vision and mandate for the program, a solid sense of our strategic goals and priorities and have the basis to build specific action plans and implementation strategies to see the plan become a reality.

Q. Is there an opportunity for all Protection employees to participate?

Yes. Every employee in our organization had a direct opportunity to comment on the internal discussion paper that was just circulated. There was, as I mentioned, 130 staff representing all the different groups within our organization participating in the initial PG session in February; and, they will again have an opportunity to comment on the second discussion paper. We've been encouraging lots of discussion around the whole initiative, recognizing its significance. We're very pleased with the kind of feedback we're getting from staff. I think the results from the feedback so far suggests that well over 80 percent support the direction and the draft strategic goals that have been laid out. This has given the protection leadership team a high degree of confidence that we are on the right track.

With the inclusive approach we are taking, we hope to have a high degree of buy-in for the final strategic direction that will pay big dividends in the commitment and understanding by our staff through the implementation phase of the whole process, which is really where the rubber hits the road. The whole strategy revolves around ensuring that staff understands what is being proposed, the implications and impacts, so that they are committed to the implementation.

From our perspective, it is also very important that our key partners are bought in, which of course is why the second discussion paper is so important. In order to be successful we need them on side as well.

Q. In what ways do you expect the branch to benefit from this project?

First and foremost, I think it will provide clarity around what it is that the Protection Program does. There has been much uncertainty about that and mainly because we haven't focused on it nor communicated it well. Also, clarity for other organizations so they understand the vision and future direction of the Protection Program.

Staff have indicated they are not sure what their role is anymore and are not quite sure where we are at as a program. Are we a fire suppression agency or a fire management organization? These have different connotations and hugely different responsibilities—that's probably the most important piece. I think the second key issue for the branch is the

people within the program, as our organization is a bit unique. We are different from the rest of the Forest Service in many respects and I would venture to guess we're different from all government agencies, at least in this province. We probably have somewhere in the neighbourhood of 1250 employees, of which approximately 250 are regular employees and the rest auxiliary or seasonal. All of these people are essential for us to be a success and the unique mix requires a different approach to be considerate of every one's needs.

Q. What is the connection between this project and other work underway to revitalize the Forest Service?

One of the drivers for success means putting a focus back on the people. This has a direct link to the principles of the Road Ahead and all the work being done to revitalize the Forest Service.

Strategic planning starts with the Forest Service in general, but emphasis on succession planning and EPDP's are integral actions identified in the Road Ahead project—being very complementary and nesting. There is a great deal of similarity between our process and the corporate initiatives including the focus on people, succession planning, continuous improvement all consistent with the Road Ahead theme, which are key in identifying and the development of leaders within the Forest Service at all levels.

Imagine 21 and Honey!

A number of months ago, the Operations Division Leadership Team (OLT) engaged an organization called the Pacific Institute to work with them on ways to improve organizational effectiveness and support leadership development.

Many people in the division have had the opportunity to participate in this initiative and one of those is Frank Blom, Regional Staff Manager, Tenures/First Nations for the Southern Interior Region. Frank shares some of what he has learned and experienced from the Pacific Institute's Imagine 21 training.

"We act and behave in accordance with the truth as we believe it to be."

This is probably the most important message for me from four days of Imagine 21 training. The training, as delivered by Causative Inc., provided me with insights into why I behave the way that I do. But more importantly, the training taught me how I can change my behaviours to achieve all I've ever wanted from life. Pretty powerful stuff!

The neat thing about the course was that the lessons can be applied to both my personal life and to my work. For example, the use of affirmations (describing the desired future state in present tense) allows me to visualize my goals as if I have already achieved them. Through daily visioning exercises, I subconsciously begin to behave differently. I get to exercise more often, spend more time with my family, and take the time to pursue my dreams. As an organization, the Forest Service can also visualize our future state and collectively we will achieve it.

Here are some perspectives from Lou Tice, founder of Imagine 21.

"How important are beliefs and expectations in determining what happens to us in life? They may be more important than you think. Have you ever noticed that people who expect the best in life usually seem to get it? And have you noticed that the reverse also seems to be true? Do you think it happens that way due to coincidence or luck? Or is something else going on?"

"I'll tell you what I think. One of the basic principles of the concepts I teach is that we move toward and become like that which we think about, and we behave not in accordance with the truth but with the truth as we perceive and believe it to be. So when you expect the best from yourself and others, you behave in ways that almost guarantee you are going to get it."

"The same is true when you expect trouble. You set yourself up for it in countless little, and not so little, ways and sure enough, trouble shows up at your door. What do you expect for yourself? Do you expect to do the things you dream about or do you expect obstacles, opposition and eventual disappointment?"

"What do you expect from your kids, your spouse, and your co-workers? Do you expect excellence, integrity and respect? Or, do you have to keep after them all the time to keep them from messing things up? Why not try expecting the best? It's a habit that can be learned and it's probably the best habit you can get your children into, too. If you consistently and lovingly give them a better, much more positive expectation, they are far more likely to go out and make it happen."

The neat thing about all of this for me is that it doesn't take a lot of effort. I don't have to worry about how to change because the change occurs subconsciously. By focusing on what we want, we begin to remove the blinders (scotomas is the word used in Imagine 21) that prevent us from seeing how to achieve them. I never thought that my passion for bee keeping would ever be more than a hobby. But, when I began to visualize myself managing a larger apiary, I suddenly found the tools and resources to make it happen. However, it is important to know what it is we want from life. And, we need to balance all our goals, so that we don't achieve one at the expense of another. Any of us can become so focused on achieving a specific career that we could destroy our marriage or family by attempting to reach a single goal. So, it is a combination of knowing what we want and achieving a balance.

I can see a day when all of us use affirmations to move the Forest Service forward. We are a high performing organization and the best business in BC!

Out in the Boondocks...

In 1938, Harry Mayson joined the Forest Service as assistant ranger in the Adam's Lake station and, a couple of years later, he and 31 colleagues from the Kamloops Forest District served their country as 'active service' volunteers in the Second World War. Harry and his wife Brenda are now in their 90s and living actively in the west Kootenay town of Nakusp.

Harry's father George served for 28 years as ranger in Barriere, where Harry was assigned when he returned from the war in 1945. "I was part of the first ranger school in the fall of 1945 and, when I completed school, was given ranger status," says Harry. "The ranger school was held at Green Timbers, which was way out in the boondocks in those days."

Harry is one of a few people still around from the first ranger school and he speaks fondly of his friends and colleagues, and his experience in the Forest Service. "As a father-son team, my dad and I spent more than 50 years with the Forest Service," says Harry.

Thirty years after joining the Forest Service, Harry and Brenda moved to Nakusp, when he went to work for Celgar (now Pope & Talbot) to manage the fire protection program on TFL 23. "We had complete responsibility for all fire protection on the TFL, which covered an area of more than 2.5 million acres. We tried lots of new things like the first rappel programs, stand-alone crews and trained logging crews for initial attack. We were also supported by a fleet of well-equipped tank trucks." His record for suppression in area and innovation is enviable.

Harry is very active in Rotary and seniors activities, to the extent that he was cutting firewood for the needy up until a few years ago, and he still drives for Meals on Wheels. Both Harry and Brenda have a strong commitment to community service. A number of years ago, Harry served a six-year stint on the local council and in 1982 was honoured as Nakusp Citizen of the Year. A few months ago, Brenda was bestowed the same well-deserved honour. Harry has a grip when he shakes hands that would be the envy of many younger men. He is a great conversationalist and still has a sharp mind at 92 years of age.

Trish Balcaen and the Woodlot Administrative Review & Recommendation Team

Trish started with Ministry of Forests in the Protection Branch in 1988 and became an executive assistant in 1992. A year later, she moved to Vernon, where she eventually became the general manager of the family business Balcaen Consolidated Contracting Ltd., a log harvesting, road building, forest management company. Trish returned to the Ministry of Forests, Tenure and Revenue in May 2004 as Executive Director, Forest Policy Implementation.

As the manager of a large log harvesting company Trish has extensive experience with the ministry from a client's perspective. She has harvested over 120 timber sale licences, taken on large

undeveloped timber sales and managed a major licensee forest licence.

She has served as the Executive Director and Chairman for the Interior Loggers Association and as Chairperson of the BC Logging Health and Safety Agency. She has also served as a Director on the Vernon Chamber of Commerce.

Q. What is the Woodlot Administrative Review & Recommendation Team (WARRT) project and what is it intended to accomplish? <http://gwww.for.gov.bc.ca/mof/warrt/>

The Woodlot Administrative Review & Recommendation Team (WARRT) was established to streamline the administration of the Woodlot Licence Program to enable the ministry to efficiently manage the workload increase coming with the impending expansion of the program.

The WARRT project started last July when Bob Friesen, Assistant Deputy Minister of the Tenure and Revenue Division told me, "Trish—go get the Woodlot Licence Program ready for expansion."

Q. What is your role in the project? Have you ever been involved in a project like this before? Did you ever think you'd be involved in something like this?

My role in the project is I guess their "fearless leader" (laugh) and no I've never been involved in anything like this before.

Did I ever think I'd ever be involved in something like this? Yes, but I couldn't have defined it, I wouldn't have known what it looked like. When I left industry, I left because I wanted more. I wanted to experience an environment with diverse and broad perspectives and that's why I was really attracted to government. If we had a problem at Balcaen, it was straightforward to fix it. I'd bring in the guys, we'd talk about it, I'd make a decision, and it was done—that was policy in my world. Policy and program development in government are different because there are so many interests and we have to find a way to balance all those interests while achieving our goals.

Q. Why does the project have different teams and such a wide range of people involved? Why was this approach taken?

In our first meeting (August 2004), I gained a new understanding of, and appreciation for, the Forest Service. A number of people stepped forward to help select the team, especially Ralph Wood, RSM, Operations of the Northern Interior Forest Region, Frank Blom, RSM, Tenures/Engineering/First Nations of the Southern Interior Forest Region and Jim Langridge, Director of the Resource Tenures and Engineering Branch. I had never experienced building policy for government, but knew that I wanted a team that included the people who actually do the work. Frank, Ralph and Jim helped assure that happened. I am also of the view that the broader the perspectives of the people on the team, the

better the product we could build.

Us WARRTS have actually encouraged those with an opposing view to speak up—in my opinion, opposing views helps us do a better job of rationalizing our decisions and ensuring we've got it right.

We've got a wonderful team! To support the view that what we did had to be inclusive, we have members from headquarters, regions and districts that cover aspects of the ministry's business from Human Resources and Information Management to woodlot foresters, operations managers, resource clerks to First Nations. Following is the link to our website that names each of our members. <http://gwww.for.gov.bc.ca/mof/warrt/members.htm>

Q. From a personal perspective, what would you say are some of the most important things you have learned from the project?

It all boils down to two things for me.

One – I truly believe it has been helpful that I am a learning leader. I didn't walk in the room with any pre-conceived notion of how things should be, enabling some real out-of-the-box thinking and developing an atmosphere where everyone had to contribute. I mean the 'had to contribute' literally—because I had to completely rely on the advice and ideas of everyone in the room. Certainly empowering for me and I'd like to hope was empowering for my teammates.

Two – I am honoured to be here and am grateful to Doug Konkin for giving me the opportunity to work with such a great group of people.

As an example, I hosted a BBQ at my house for the team and their spouses to celebrate our work to date. Here I thought I was doing something nice for them and they in turn presented me with gifts (a frog, WARRThog figurines, a plant and a gift certificate to Home Depot!) WOW!

What can I say? A big thank you to everyone on the team. Working with them has been my pleasure! If the newsletter allowed a couple pages for this article, I would have really enjoyed naming each person and all the hard work each one has contributed.

I would like to take a moment to thank Donna Hall and Shelley McLeod who organized the logistics of our meetings, got us where we needed to be and have supported us from the beginning.

From the Big Smoke to Shangri-La—Queen Charlotte Islands Forest District

There is a large portion of the Forest Service family I have met over the last two years, but as it is a large family and I'm sure I have missed a few. With that, I was asked to write a short article on my journey west. **by Len Munt**

As a bit of background—this is my first move into what I call classical forestry. I had spent 11 years as the Regional Forester for the Regional Municipality of York, just north of Toronto. Ok—Stop! Believe it or not, there is forest in this area and it is some of the most valuable forest in Canada. With land values reaching 1 million dollars per acre, un-serviced, it certainly generates angst when the development industry wants to cut the last remaining piece of old growth (and I do mean the last piece) in the region. The position I had involved managing and educating politicians, industry and the general public of the importance of forest cover and the options for conservation and use. It was an exciting 11 years and, having to deal with a population of over 4 million people, the ability to talk was clearly one of the strengths most required for success.

Now, why would I leave this exciting position? Well, that is the start of the journey west. My wife (Terrie) and I worked the first 10 years of our marriage on developing our careers. Then one day, a little package came along (Meaghan), which required us to look at where we were and where we wanted to go. We came to the conclusion that changes were required, as we needed a place that would allow us to raise our children, and grow and spend lots of time together as a family. The city, with its advantages, was not the place for us. So my wife quit her position as Vice-President of Marketing for a large insurance company in downtown Toronto and we picked up and moved to a town called Haliburton, Ontario. I originally took a position with a friend of mine who owns Haliburton Forest and Wild Life Reserve. This move was short lived because it was not working for me as a career opportunity. I needed more...so back to the drawing board!

I wanted a place that would permit me two things—to continue working toward truly sustainable forest management and to find a place where I could have an impact on a workplace by improving the quality of life for the team, while working hard and having a blast. With this in mind, I saw an ad in the *Globe & Mail* for district manager positions in Fort Nelson and QCI. In applying to both, I thought it would be a crap shoot at best, but was surprised when I received a call a couple of weeks later. The interview team wanted me to come out for an interview. After the interview process, taking my wife to see the island and a bit of haggling, we accepted the offer. The move was on!!

No one or no research could prepare you for going predominantly from Toronto (urban) to the Queen Charlotte Islands (rural-isolated). However, it has been nothing but a positive experience. My family and I were taken in by the community, both the Forest Service and local community and had the most gracious welcome. As a district manager, travel comes with the territory and my wife could not believe the assistance she received the first time I left the island to attend the Regional Management Team Meeting. (Oh, forgot to mention, our settling on the island was also timed with the arrival of our second child, currently 1.5 years.) I was concerned about leaving Terrie, with Meaghan and being 5 months pregnant, but I certainly did not have to worry. Once I left, the community came out of every nook and cranny. Meals were dropped off every night, fish continued to show up hanging on the front door knob. People came by and offered assistance with Meaghan, to provide Terrie an opportunity to rest. The women in the community even threw Terrie a baby shower. We were overwhelmed by the attendance (and the gifts) from people we hardly new. We were blown away!

Now it sounds like we live in a dream world, but there have been definite issues living on the island that has taken some getting used to. The isolation of the island from the mainland and conveniences that I'm sure most would take for granted has taken some time to work out. The lack of services, such

as a pool or recreation complex for the children, is a concern for the long term. In terms of the Forest Service, I think there are aspects of the isolation policy that we need to update and that is being worked on. Travel time and the frequency of meetings take a toll on the amount of time with family. Being on an island presents certain issues in the ability of the team to get away from work. As the district manager, there is not a day goes by when I am on the island that work does not find me. With all that, you would say—why would anyone go there? Because, with all those issues, the unique opportunity this place provides clearly outweighs the negative. I know that, at the end of the day, I will be a better manager having spent time on the island and my family will be stronger. The islands have provided me with exactly what I was looking for, a challenging work environment, with the ability to have the quality of life my family and I were searching for.

Please let me know if anyone out there is searching for the same thing. You never know there may be an opening in the District!

Headquarters Staff visit Mesachie Lake

There's nothing like grabbing the truck and heading out into the field for a tour of a very significant part of the Ministry of Forests. This is true not only for district and regional staff—but headquarters support staff too!

In May, a small group of executive support staff and members of the Correspondence Services Section headed to the Cowichan Lake Research Station (Mesachie Lake), the home of the Coastal Tree Breeding centre. The Forest Science Program plays a distinct role in how the ministry manages the province's forest resources and contributes to the work of external clients.

The greenhouses were full of flushing conifers, grafts and cuttings of promising variants such as the turpene-free cedar—which deer don't munch. Cowichan scientists John Russell, John King and manager Don Carson took the time to explain the centre's vital role within the ministry, some of which were: gene conservation, provenance testing and tree breeding (with some small-lot, specialty seeding for BC Timber Sales thrown in when time permits).

The few hours spent at the station was an eye-opener for staff who usually spend their days surrounded by nothing more organic than yesterday's coffee and who are often on the front lines of answering public inquiries. Learning first-hand about the station's work shed light on many operational issues too, from stewardship to economic. "It was helpful to hear about the work from experienced people," says Lee Brake, who with Pam Rutley takes approximately 35 calls a week from members of the public. Likewise, Correspondence Services Section handles about 5000 letters and emails a year—every bit of knowledge is a big help, notes crew boss Sonia Donison.

But perhaps the most exciting aspect of the field trip was learning that the Forest Service has for decades worked so diligently to conserve and manage British Columbia's priceless genetic heritage. This work, being done both at Cowichan and Kalamalka research stations and in field trials throughout the province, is absolutely essential for the well being of British Columbia's forests in the future and

happily is in very capable hands.

Thank you to the staff and cooks at Mesachie Lake!!

Thank you also to Maria Janicker for compiling the article.

Health Bite

"You must be the change you wish to see in the world." Gandhi

Environmental wellness can refer to your immediate surroundings or the world around you. To have environmental wellness we must have clean air, pure water, personal safety and healthy relationships that improve the quality of life in our communities, work, family, home and friends. Identify your level of Environmental Wellness by answering the questions in this link located on the health and wellness wheel <http://www.for.gov.bc.ca/hrb/hw/environmental/inventory.htm>

Summer Environmental Facts & Tips

- Remember Canada's Park Day on July 17, 2005 - <http://www.parksday.ca>
- Learn about your skin type and the right SPF for you http://www.loreal.com/_en/_ww/sunprotectionorg/skin.aspx?
- Mow your lawn late in the evening, after 7 p.m. This gives ozone-forming chemicals a chance to dissipate overnight.
- Try not to run gas-powered lawn mowers at full throttle/full engine speed, unless the grass is long and thick.
- When you are ready to buy a new lawn mower or other gas-powered yard equipment, consider manual options, or an electric or new generation low-emissions machine.
- Follow label directions when using pesticides and fertilizers on your lawn and garden. Practice methods to prevent pest infestations, apply products only when necessary, and if you need to use a pesticide, use a registered product and carefully follow the label directions.
- Use less-toxic paints, paint removers, stains and varnishes, waxes, glues and adhesives, and cleaners. Limit their use on poor air quality days.
- Decreasing your highway cruising speed from 120 to 90km/hr will decrease fuel consumption by about 20%.
- Using your air conditioner in stop-and-go traffic can increase fuel consumption by as much as 20%.
- Walking and cycling can improve your health. You can burn up to 350 calories per hour! Walking also helps to reduce blood pressure, strengthen bones and regulate your appetite.

Bike to Work Week

The Bike To WorkWeek campaign is an opportunity for individuals to try cycling to and from work. In

the workplace, physically active employees lead in productivity and have fewer sick days. The community at large benefits from reduced health care costs and fewer vehicle emissions. To see some pictures on Bike to Work Week go to <http://www.for.gov.bc.ca/hrb/healthyorg/wellness/action/>

Public Service Week – Held June 12 – 18

Public Service Week salutes British Columbia 's public service as a valuable resource that materially improves the lives of British Columbians. The week is proclaimed in recognition that the public service is essential to a healthy economy, the development of communities and the well-being of individuals; and composed of many people respected for their ability, professionalism, and commitment to their work. To see how the Ministry of Forests recognized their employees go to this website <http://www.for.gov.bc.ca/hrb/healthyorg/rewards/>

Guidelines for Forest Service News Submissions

The purpose of the newsletter is to strengthen shared communication across all parts of the Forest Service. More specifically, the *Forest Service News* has been created to communicate information about the strategic direction and mandate of the organization, progress and learning's about Forest Service revitalization, individual and team successes, and to share stories and information reflecting the values and spirit of the Forest Service family that exist in all divisions and branches.

Please consider these guidelines when submitting a story.

- Whenever possible, photos should accompany stories in jpg format. In light of the electronic delivery of the newsletter, it is strongly recommended that digital images be provided.
- Story length often presents challenges with any newsletter and the electronic delivery format can easily accommodate varying lengths of the *Forest Service News*. Thus far, most stories have fallen in the 250 to 400-word range, which seems to do well in the newsletter. There have been a number of shorter pieces (local events) and some longer pieces (interviews, feature pieces etc.). While it is not advisable to set an inflexible limit for story length, it is recommended that feature stories aim to not exceed 600 words in length. In saying this, however, it is acknowledged that it might be necessary to exceed this limit in order for the story to be complete.
- Several submissions for the first two editions of the *Forest Service News* related to events such as curling bonspiels, hockey tournaments and similar events. These are important to Forest Service employees and is recommended that the advisory group consider having a section of the newsletter that contains stories specifically on what is happening around the province.

Coach of the Year!

Each year, the Kamloops Sports Council recognizes athletes, coaches, officials, and volunteers for the contribution they make to amateur sport. At their annual banquet, the Council recognizes the top three nominees in a number of categories, including Coach of the Year. The top three nominees are invited to attend the awards banquet, with winner unknown until announced at the banquet. Each winner is awarded a plaque and has his or her name entered on the perpetual trophy kept at the local hockey arena. Kamloops District Range Agrologist Jim Fox was awarded the Coach of the Year in 2005.

The plaque reads " in recognition of your outstanding contribution to amateur sports."

Fox has been involved in the sport of rifle shooting since 1979 and as a coach some 11 years later in 1990. He first competed in the category of Smallbore Rifle and in his first year did so in the Provincial Championships. In the years since then, he has accomplished a great deal as a competitor:

- 1983 BC Games – Team Gold, Junior Individual Bronze in Smallbore Rifle and Junior Individual Silver in Air Rifle
- 1984 BC Games – Team Gold, Junior Individual Gold in Smallbore Rifle
- 1993 BC Games – Team Silver, Senior Individual Gold in Smallbore Rifle
- 1999 Provincial Championships: Provincial Sporting Rifle Champion
- 2003 Hibernation Match – 1st Expert Class in Air Rifle

Fox moved back to Kamloops in 1990 and joined the Range Section of the Kamloops Forest District. His move into coaching started at the same time by helping his old coach Russ Hannah with the Junior Program. "Russ was diagnosed with cancer and passed away later that year," says Fox. "I assumed the responsibility for running the Junior Program and was joined by Marc Petrovcic (now in the Fort Nelson District) in 1993 to assist with coaching duties."

After a decade of coaching junior athletes, Fox started to also coach adults. He has coached many athletes at various levels from local to provincial, national and the 2004 Summer Olympics in Athens. Athletes under Fox's tutelage have won many awards locally, provincially and nationally. In addition to coaching and competing, Fox has taken on several leadership roles locally as the president of Kamloops Target Sports Association and provincially as President and Provincial Sport Advisor for BC Target Sports Association. In 2004, Fox organized and ran an introduction to target sports course through the City of Kamloops recreation department, which covered safety, smallbore rifle, air rifle, trap shooting, handgun and archery. "Interest was high for this course, with significant interest from females," says Fox. "Some 80% of the participants were female, which has contributed to more people being involved in the target sports."

Fox is a certified coach through the National Coaching Certification Program and has a strong commitment to the sport and athletes as is evidenced in the many hours he spends each week coaching. "It's been a great feeling to know that I have had a part in the accomplishments of athletes at all levels," says Fox. His involvement occurs through the Kamloops Target Sports Association, a private club that promotes safety and proper use of firearms as well as the competitive side of the sport. "Due to the success of some of our athletes, there has been an increased interest in target sports," says Fox. "In the fall of 2004, I took on the task of promoting and instructing an introduction to shooting sports course through the City of Kamloops. This event was well received by the city

recreation department as well as the participants. All the participants wanted the program to continue and are now looking for an advanced course so they can hone the skills they learned in the introduction course."

"I've learned a lot from coaching – how to deal with people and personality conflicts, team building, mental discipline and relaxation, including positive self-talk, goal setting and stress management," says Fox. "I've also learned how to get the best performance out of athletes.

I can transfer all of the things I've learned from coaching to my work in the Forest Service, whether it involves running a meeting, resolving conflict or building a team."

For more information about the sport, visit the website of the BC Target Sports Association Web Site at <http://www.bctsa.bc.ca/> or read the attached document.

TARGET SPORTS

Glen Evely Award

The C&E program created the Glen Evely Memorial Award for Excellence in honour of Glen Evely, who was tragically killed in November while serving as a volunteer RCMP officer.

The Memorial Award will be awarded to honour excellence and presented at the C&E annual meeting. Nominations are solicited by way of an announcement and form that is available on the ministry forms index.

Each award winner is asked to participate on the next year's selection committee, consisting of three members. For the year 2005, there were four nominees all highly qualified and worthy of selection.

This year's honouree, **Bill Myers**, District Compliance Leader for the Skeena-Stikine Forest District, has 32 years of service with the ministry and was nominated by his staff and colleagues in the district. The nomination included testimonials from district and regional staff who have worked with Bill over the years. Bill was selected for his exemplary leadership and communication skills, his dedication to his staff, the Forest Service and the C&E program.

Congratulations Bill!

Certificate of Appreciation Presented to:

Dave Robertson, ATE.

Dave Robertson ATE (right in photo) was recognized at ASTTBC's Awards and Recognition Celebration with a Certificate of Appreciation for his contribution to the growth and development of the Timber Cruising Certification Program. Dave was one of the founding members of the board when the program was initiated, representing the Southern Interior Timber Cruising Association (SITCA). As Dave was not available to attend the fall ceremony, ASTTBC's Executive Director, John Leech presented the certificate at a meeting of ASTTBC members in Kamloops. Dave is the Regional Cruising Coordinator for the Southern Interior Region of the Ministry of Forests.

"It was an unexpected honour to be recognized for this award and was greatly appreciated. Although I had a part in the formation, there were a lot of other key people involved and the success of the program is because of the work of everyone involved."

The Timber Cruising Certification Board (TCCB) represents professional Timber Cruisers practising in British Columbia. The certifications are Accredited Timber Cruiser (ATC) and Accredited Timber Evaluator (ATE).

ATC and ATE members are registered under Provincial statute with the Applied Science Technologists and Technicians of B.C. (ASTTBC), a self-governing professional association.

The mandate is to deliver uncompromising professionalism and service in the design and fieldwork of timber cruising.

The Forest Measurements Registration Board (FMRB) was recently formed and is in discussion with other associations to pursue a joint registration initiative with other forest practitioners performing forest measurements.

The State of BC's Forests

Assistant Deputy Minister Brian Emmett of the Canadian Forest Service recently congratulated Doug Konkin and ministry staff on the release of the report 'The State of British Columbia's Forests 2004'.

In his letter to Konkin, ADM Emmett said "...we believe that regular reporting using internationally acceptable criteria and indicators is an excellent way to inform the domestic and international community of your progress toward sustainable development in the forest. Despite this being a work in progress, we believe that you have taken a very important step that will continue to position British Columbia in sustainable forest management."

Emmett went on to express his appreciation for the level of cooperation between the BC Forest Service and the Canadian Forest Service.

Congratulations to all staff who played a part in the development and publication of this report. It is a valuable document for the Forest Service, the sector and the public of BC and Canada.

Forest Capital of BC!

Congratulations to Revelstoke and Columbia Forest District for becoming the 2005 "Forest Capital of BC."

To celebrate, Columbia Forest District staff has been busy with numerous activities, starting with a Texas Scramble golf tournament with our licensees and Revelstoke businesses. With Downie Timber winning, district staff vowed to win next year as the tournament will be back due to popular demand.

Despite the rain, everyone had lots of fun—especially at the 19th hole.

Canada Day activities kicked off with a float created by district staff celebrating our new title and the recognition of all the forest related businesses in our City. Statistics show that 40 percent of families in Revelstoke depend on forestry for income. Our float was well represented by Columbia District staff children and friends—all of whom cheerfully wore forestry vests and hard hats to represent the next generation of forestry workers. Seedlings were handed out along with forest capital stickers.

Canada Day parade was a hit with the sunny, warm weather cooperating.

Happy 138th Birthday Canada!

Fore!!!!

The 33rd Annual BC Forest Service Golf Tournament will be held on September 10 and 11 at the Williams Lake Golf and Tennis Club <http://www.williamslakegolf.ca/>.

The tournament is a great opportunity for retirees, current and former employees, spouses, family members and guests to gather, socialize and play a little golf no matter what the experience or skill level.

Organizing committee members for this year's tournament are Terry Satrum, Guy Newsome, Brian Bentley, Brian Smith, John Hoyrup, Karen Higgs, Todd Burgess, Harold Stolar and Brian Foote.

Entry fees this year will be reduced thanks to the support of the Southern Interior Region.

Organizers expect the first registration notice to be sent out in mid-July. So, mark the dates in your

calendar now, look for more registration information in a couple of weeks and check out some of the action from last year's tournament.

Inter Regional SPCA Challenge

The Southern Interior Forest Region challenged the Northern Interior Region, to join in their respective city's SPCA Challenge to see which office could raise the most money for their local SPCA.

The dual challenge between the two regions was to see who could raise the most money and the winning RED could decide the fate of the losing RED, this was nicknamed the "Phil fate" and the Bill fate." As the SIR's RED lost the bet, his fate was to dress up as an elf, sell suckers at noon on Columbia Street and have his picture taken & published in the Provincial newsletter. An elf costume couldn't be found but Phil did manage to find a reasonable alternative.

SIFR staff tried mighty hard to protect their beloved RED and win—from their Pennies for Pets jar, raffles, golf ball sales and cookie sales, SIR staff put their heart and soul into trying to ensure their region won. Scrambling together a silent auction made up of items ranging all the way from chocolate dipped strawberries, to favourite tee shirts, poured into all the donations they could spare. All in all raising a very respectable \$756.12 within a one week time frame. Alas, the NIFR managed to snaffle a print from a very popular local artist and their grand total was \$1,689.55—this certainly tipped the scales in the north's favour.

In desperation, SIR RED made a deal that if the staff could come up with another \$100.00, the management team would attend the next staff meeting as the "Drag Team." While SIR lost the challenge, we are proud to say our "Philemina" attended and chaired the staff meeting. In the words of one of our staff: "Ms. Phil did a great job, but it wasn't pretty." Chuckling, it was interesting to note tho, that the rest of the management team wasn't available for the staff meeting that day.

Special thanks to Trudy Goold, who came up with the idea to challenge the north and to both Trudy and Lynda Jones for all their work in organizing this event.

The whole event was certainly full of humour and it definitely will benefit the local SPCA who so desperately needs money. Next year we are not only going to challenge the Coast Forest Region, but all the districts as well. The objective is to have the districts collect funds by challenging the other districts. The totals collected within the districts shall go to their local SPCA's or Humane Societies, with the totals being forwarded to the regions to add to the entire regional total—benefiting all SPCA's.

In the words of our RED: "Thanks for stepping up to the challenge with us NIR—we've had plenty of good laughs and certainly helped the SPCA. Looking forward to next year's challenge. We don't plan on letting them win next year."

Lennie McDonald

19th ANNUAL CASCADES FOREST SERVICE MIXED SLO-PITCH TOURNAMENT WAS A GRAND SLAM

Six mixed teams and their families, along with the organizers and volunteers, had loads of fun and sun in the beautiful Nicola Valley on the weekend of May 28 and 29 at the 19th Annual Cascades Forest Service Slo-Pitch Tourney. Nothing but blue skies prevailed with temperatures hitting the mid-30's.

Okanagan Shuswap, Ex-Alexis Creek Aces, Merritt Fire Devil's Unit Crew, Nicola Unit Crew, Ardew Wood Products Ltd. and the Cascades Crushers rounded out the field of teams. The Ardew Wood Products Ltd. Team were the 2005 Tournament Champs, edging out the runner-up Fire Devils by a score of 19 to 18, with Ardew's 10th batter of the last inning hitting an out of the park home-run with two people on base—talk about a squeaker!

Oddly enough, there appeared to be a direct correlation in the air temperature and the volume of ice cold beverages consumed in the 'refreshment' gardens—organizers are continuing to analyze this strange phenomena prior to any conclusions being drawn.

The teams were great and came to have fun. While it was tough to pick the Most Sportsmen like, at the end of the day the Ex-Alexis Creek Aces took it. The icing on the cake was when Captain and Pitcher Doug (the Spit Ball) Harris served up Okanagan Shuswap's Ronnie (the Rocket) Racine, a beauty pitch, the Rocket connected with a mighty swing and to everyone's surprise and delight the ball turned out to be a grapefruit in disguise. Needless to say both the Rocket and the infield received a spattering of freshly squeezed juice!

Twenty-five Forest Service children enjoyed the on-site playground, big screen cartoons and movies in the Ranger tent, water fights, and the participation of seven of in the pie-eating contest. Chocolate cream pie with lots of whip cream, they had chocolate pudding from eyeballs to breakfast—what a hoot! Frisbees with FS logos were given to all of the kids and some gift certificates for pizza and subs to the winners.

The organizers and volunteers, from the district, did a fabulous job of hosting. There was a BBQ dinner, with all the trimmings, served on Saturday night at the field with over 100 folks sitting down to break bread together.

Debriefing and planning for next year's event has already started. We will be looking for dates that don't conflict with grad weekends to be communicated early, so even more teams and families can attend in 2006. The teams that attended said they would be back, even the Nicola Unit Crew, who unfortunately, were dispatched to a wildfire in Vanderhoof missing the second day.

A big thank you to the Kamloops Fire Centre, BCTS Kamloops, SIR and all the districts, and to all in the Southern Interior for contributing great prizes. All the players went home with some kind of memento to accompany their memories of the 19th Annual Cascades Forest Service Mixed Slo-Pitch

Tournament!

Enjoy the photos and we hope to see everyone at the 20th Annual in the spring of 2006!

SIR Hockey Tournament Draws Interest from NHL Scouts!

Okay, that might be a bit of a stretch...but at the very least, fun was had by players and fans alike. The last weekend in April saw the Kamloops Forest District playing host to seven teams representing district and timber sales offices across the southern interior. Teams representing the Districts of Kamloops, Cascades, Okanagan-Shuswap, Kootenay Lake/Rocky Mountain, Central Cariboo, Headwaters, 100 Mile, Chilcotin and a group of "youngsters" from Protection played for the coveted "SIR Hockey Plaque" designed and fabricated by SIR artisan Ken Chantler.

After the Zamboni fumes had evaporated on Sunday morning, the team representing Headwaters/100 Mile stood victorious on the "A" division and the lads from Protection won the "B" side. Luckily mothers from both winning teams arrived to drive their players home. Significant memorable events included Kevin Howard from Okanagan-Shuswap standing on his head at center ice and consuming a "beverage" and Tony Wideski, District Manager from Rocky Mountain District dropping his gloves with the 16 year old daughter of an opposing team member—she won!

Fun was had by all, and the hosts and attendants look forward to next year's rematch—perhaps the Headwaters/100 Mile and Protection teams will be old enough to drive by then!

Submitted by Shane "the Great One" Berg

RESULTS OF THE 34TH ANNUAL CHILCOTIN FOREST DISTRICT TRAPSHOOT

With the absence of both rain and snow (the bugs were bad though), on May 14, 2005, we once again held a successful and fun event!

There were 11 teams and a good size cheering section.

The results of the Trapshoot competition is as follows:

Top Team: 100-Mile Long Shots

George Ostoforoff, Dan Dobson, Jim Pearson, Don Tucker & Roy Ostby

Top Ladies Gun: Judy Jenkins

Top Male gun: George Ostoforoff

Kevin Frittenburg Award: Mike Carlson

Fastest Gun: Roman Chapman

Ladies 22 shoot:

1st Conni Haley

2nd Sandi Reid

3rd Joey Jacobs

Kids 22 shoot:

1st Steven Laurie

2nd Len Frittenburg

3rd Jasmine Hanemaayer

While preparing to compile this update on the longest running BC Forest Service event, Dan Laurie, C&E Technician of the Chilcotin Forest District was able to provide a little information on how this event started many many years ago, with the help of Doug and Pat Porter. One of the very first people ever involved in this great event and following is his, Emile Bouchard's, recollection of how it all started.

The original Trapshoot was held on April 15, 1972, participants in the first event consisted of, 13 Ranger Districts (Williams Lake), 14(Alexis Creek), 20(Tatla Lake) and teams from the newly formed Cariboo Forest District, at the time.

The Trapshoot was contested under the Rules of the Cariboo Chilcotin Challenge Cup and was held at the old Shooting Range at Bull Canyon. The winners were from the Tatla Lake Ranger District, which included: Tom Walker, Herb Spence, D. Brown and Doug Ashton—if there was a fifth shooter, their name is lost to history.

The Cariboo Chilcotin Challenge Cup was inaugurated on June 16, 1971, with a softball (Fun Ball) game at Riske Creek between the suppression crews and ranger staff of the Williams Lake and Alexis Creek Ranger Districts, the winners were from the Alexis Creek District. The intent of this and subsequent events, was as a day of R&R for the suppression crews and district staff, followed by an outdoor BBQ and copious amounts of refreshments.

Being a Challenge Cup, there followed several challenges involving; softball, shuffleboard, bowling, curling and trapshooting—back to the original, and subsequent, trapshoots. In addition to the Challenge Cup, which was an old "chamber pot" from which the winners were required to drink a potpourri of the available "spirits," was the Petrified Cariboo Alligator Egg trophy for the 142nd Fastest Gun in the West. This was awarded to the shooter with the least number of birds hit, it was first won by the late Arnold Ginnever (0 for 30) who was the first Protection Officer for the Cariboo Forest District, subsequent trophies were to be named 143rd, 144th and so on. Yet again, lost to history are

subsequent winners and the year the present trophy of the "Busted Shotgun" was inaugurated.

The Petrified Cariboo Alligator Egg trophy was simply an egg shaped rock glued to a doweling on a small wooden base. It was an adaptation of the Paul St. Pierre (I believe) article about how the Cariboo Alligator became extinct. It used to lay its eggs in the numerous mud holes on Hwy 20. As the Highways Department filled the mud holes and made Hwy 20 more passable, they buried all the eggs that over time petrified into rocks, which were graded back and forth across the road and formed the Cariboo Pea Gravel with which Hwy 20 was covered! I imagine with Hwy 20 being paved now, few of these eggs are surfacing these days.

Is this why the Shotgun trophy replaced the original trophy?

I would like to thank Emile Bouchard for the historic background. It should be noted that Emile was a Forest Ranger here in the Chilcotin back in those days.

I would also like to say that the staff from the Chilcotin Forest District deserves a round of cheers for a job well done!

**Dan Laurie
Publisher Chilcotin Examiner
Chilcotin Forest District**



Totem Raising Ceremony

An unprecedented honour was bestowed on the Chilliwack Forest District through a totem raising ceremony on May 19, 2005. "The totem raising emulates the respectful and honourable relationship that we have embarked on with local First Nation's peoples," said District Manager, Kerry Grozier. He added, "this pole will be a constant reminder of the power of relationships and the possibilities that are a product of those relationships."

Attendees at the ceremony included:

Grand Chief – Clarence Pennier, Stolo Tribal Council
Chief Betty Henry – Kwa Kwa Apilt First Nation
Chief Roy Mussell – Skwah First Nation
Representative Tina Rabang – Skway First Nation
Chief Larry Commodore – Soowahlie First Nation
Chief Sam Jimmy – Squila First Nation
Chief Joe Hall – Tzeachten First nation and President of Chiefs, Stolo Nation
Tom Maxwell of Mountain Institution
Ross Kreye – Ministry of Sustainable Resource Management
Tom Blackbird – Parks BC
Gary Townsend – Executive Director, Operations Division, Ministry of Forests
Jerry Kennah – Timber Sales Manager, Chinook Business Area, BCTS

On behalf of the Forest Service, Kerry Grozier, expressed his deep appreciation to Clem Seymour from the Seabird First Nations and the unnamed carvers who have made the event possible.

Gordon Mohs, Heritage Resource Advisor of the Chehalis Band, shared their oral history as to why Totem Poles are cut from Western Red Cedar trees...It goes something like this:

"The creator saw one good man, a man that was always helping his people...he said to that man that he would make him into a cedar tree so that he could continue to help his people forever more. From the cedar tree that was once this good man comes the trunk which is used for houses and canoes, the branches which are used for spiritual practices including cleansing rituals, the tree roots which are used for baskets and the bark which was used for clothing."

This is the reason that the Western Red Cedar tree is so important to First Nations people.

The Chilliwack Forest District would like to acknowledge Maureen Jones, Aboriginal Advisor Assistant and Russ Knutson, First Nations Liaison, for their support and determination in making this event a great success.

A Leadership Development and Learning Experience

In mid-November 2004, Jim Gowriluk stepped in as the Acting Regional Executive Director (A/RED) for the Northern Interior Forest Region. He completed this stint in Prince George at the end of the fiscal year (March 31, 2005), when Bill Warner was appointed to the position.

Jim started his career with the Forest Service in 1978 as a forest technician with the Sechelt Forestry Crew. Since moving to Victoria in 1990, he has worked as a senior timber tenures forester; manager—Forest Practices Code (1995) Implementation Team and more recently as manager of the Timber Tenures Section. At various times, he has also served as acting director of the Resource Tenures and Engineering Branch.

He graduated in 1978 from Lakehead University in Thunder Bay, Ontario, with a Diploma in Forest Technology. He returned to Lakehead from 1985-88 to obtain an H. B.Sc. in Forestry and a B.Sc. in Environmental Sciences.

Jim and his wife Anna have two teenage boys and many of his non-work activities are guided by "whatever the boys are into." For the past few years, they have spent a lot of time fishing the rivers and lakes on Vancouver Island and in parts of the BC interior. While he and his sons share a love for fishing and the outdoors, Jim has yet to take up some of their other pursuits such as paintball and football!

In this edition of the *Forest Service News*, he shares some of his experiences as A/RED.

Q. You recently served as the acting regional executive director (RED) in the Northern Interior Forest Region. What was it that attracted you to this temporary assignment?

It was a terrific opportunity! Tim Sheldan, Assistant Deputy Minister, Operations Division, approached me with his idea of a temporary assignment. He considered this to be in the spirit of the Road Ahead strategy and a good opportunity to connect two parts of the organization (policy and operations) in a way that would benefit both as well as provide some personal development and challenges for me. He gave me a day or so to think about it, discuss with my family and get back to him with my decision. While I knew the temporary assignment would take me away from my family for periods of time, this was a great opportunity and got back to Tim with a strongly positive response. In making the decision, I was also attracted to the prospect of working with the Operations Leadership Team (OLT) and the other REDs, and being part of the Forest Service Executive team.

Q. In reflecting upon this experience, how would you describe it professionally and personally?

I saw it as an effective way to Professionally, it test and further hone my theprofessional skills and abilities. thatI was able to meet and work closely with a whole new group of people. I wasn't really surprised, but in the Forest Service tradition, —aall of them showed outstanding dedication, integrity, knowledge and pride in their work and the organization. I really appreciated the solid people orientation

of the Regional Management Team as well as MTtheir strong performance ethic and commitment to the vision, mission and values of the Forest Service. I learned a lot during those few months and greatly enjoyed being part of this team.

While I felt relatively comfortable stepping into the assignment, I must admit that walking into the regionalthat office in Prince George for my first day of work was a little unsettling. nerve-racking. From minute one, however, people there made me feel at ease and part of the team.

Q. Is there anything in particular that stands out as a learning experience, which you can apply to your work back at headquarters?

Most definitely—one thing it reinforced to me is the critical importance of having good communication and a good understanding of district, region and branch roles and responsibilities. When it comes to how we communicate, e-mail is an okay tool, but conference calls are better and one-on-one regular telephone calls are even better. The best form of communication, of course, is a face-to-face meeting. While we have to use a mix of these tools, I think all of us could benefit from focusing a bit more on personal contact and a little less on e-mail. I've always known the importance of personal contact and the value of effective relationships in the work we do, and I learned to appreciate it from a different perspective as A/RED.

As I now reflect back on this experience, also I see significant benefits to the entire Forest Service, benefits if each of us were to have a better understanding of the roles, responsibilities and relationships at all levels—district, region, branch and executive. By removing geographic barriers, through temporary assignments such as this, I think we would help the Forest Service be even more of a learning organization and ultimately achieve higher performance levels.

Q. Is there any specific reason you did not pursue the position on a permanent basis?

It was simply a matter of timing—it just wouldn't work right now for me and my family to move. A few years ago, it might have worked, but I'm not looking back. Who knows, it might work at some point in the future. As much as I enjoy my work with the Forest Service—my family comes first and the decision was made on that basis.

Q. Would you like to do something like this again in the future? Would you recommend something like this for other people?

Absolutely, it was a highlight of my career. It truly was the people that I got to meet and work with in NIFR that made my A/RED experience so rewarding and enjoyable.

In addition to this being a great leadership development and learning experience for me, I greatly appreciated seeing how Charlie Western and Brad Harris stepped forward to successfully take on the challenge of managing the Timber Tenure Section of RTEB during my absence. Another person to benefit from this situation is Marv Nowlin, Timber Officer from the Vanderhoof Forest District, who was able to see things from a different perspective by spending time in the branch. He did an excellent job in RTEB and, I think if you asked him, he would say he benefited from his temporary assignment.

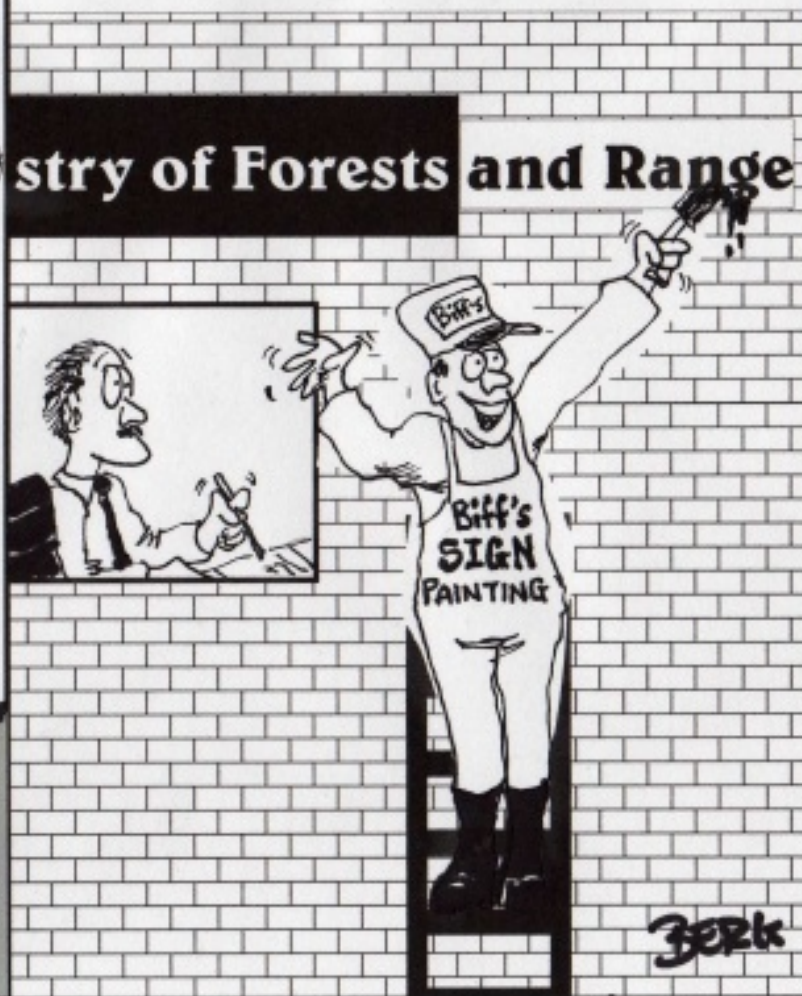
While I was in the Northern Interior Region, everyone in the section again expended the extra effort and commitment to ensure nothing fell between cracks. They are a good group and, as much as I enjoyed the A/RED experience, it is great to be back working with them on a day-to-day basis. There have been lots of 'wins' from this situation and I feel fortunate to have been on the receiving end of a number of these!

...Folks who really like the new "*Ministry of Forests and Range*" name change...

...The ranching community



...The SIGN PAINTING community





Forest Service News—an opportunity to be involved!

Employee engagement is important to ensuring the Forest Service News meets the needs of the organization. The ultimate success of the Forest Service News over the long term will depend upon the involvement of Forest Service employees in all divisions across the organization.

To maintain the initial momentum of the newsletter, a small advisory group of employees will be formed to provide ongoing guidance on the overall direction of the newsletter and to ensure the mix of stories in each edition remains consistent with the purpose of the newsletter presented in the first edition. This would include providing content ideas as well as reviewing story plans and draft text. The advisory group would not be an editorial board in the sense of writing and editing content.

On an ongoing basis, Sonia Donison will provide administrative, writing and editorial support for the newsletter. District Managers Rod DeBoice and Greg Hemphill have contributed to getting the newsletter in place initially and have offered to continue in an advisory capacity for at least the next two editions.

The advisory group would be comprised of **up to five people from outside management**, who would represent the overall balance of interests from across the Forest Service. Qualifications:

- High level of interest in the newsletter,
- Passion for enhanced communication across the Forest Service,
- Ability to provide a corporate perspective,
- Ability to objectively look at story content ideas and story plans, and provide guidance as appropriate,
- Ability to recognize good story ideas,
- Able to commit approximately 6 hours per edition, and
- Editorial or communications experience would be helpful, but not considered as mandatory.

After advisory group members are selected, they would meet face-to-face to develop a terms of reference for the group, roles and responsibilities and selection process/criteria for future members. To get as many staff as possible involved, it may be desirable to have some member's turnover annually.

After selection of members, the advisory group will meet face-to-face to develop a simple terms of reference for the group, including roles, responsibilities and member replacement.

Interested employees are asked to submit their expression of interest in writing to Sonia.Donison@gems2.gov.bc.ca. The expression of interest should include a statement on how you fulfill the above qualifications and provide confirmation of manager approval for your involvement.

Applicants will be informed of the advisory group membership by the end of August and members will be announced in the September edition of the Forest Service News.



Knowledge Management – What's the story?

John Mallett, Manager, Engineering and Real Estate Operations of the Resource Tenures and Engineering Branch. John also chairs the Knowledge Management (KM for short) working group, which is one of the workforce planning initiatives of the Road Ahead organizational revitalization strategy.

Q. What is knowledge management and why is it important to the Forest Service?

KM is the process through which organizations generate value from their intellectual and knowledge based assets—their people. KM is important to the Forest Service given all the knowledge assets that currently exist at all levels of the organization and that are being continuously developed. My belief is that our ministry needs to realize a great deal of important knowledge is locked up somewhere in the 'grey cells' or file drawers and, as such, we need to create ways to embrace a culture of documenting and freely sharing that information through KM.

Q. Why the focus on knowledge management at this time?

Knowledge capture in large organizations, such as the Forest Service, is important at any time, but like many organizations, the Forest Service has an aging workforce. In anticipation of many retirements over the next 5 to 8 years, we need a strategy in place to capture and transfer knowledge before holders of that knowledge walk out the door.

Q. How does knowledge management fit with the Road Ahead and efforts to revitalize the Forest Service?

The core values of the Road Ahead initiative highlight the importance of forward thinking, creating a sustainable learning organization and developing leadership opportunities at all levels of the ministry. KM fits well with these values and plays a key role in planning for the future of the Forest Service. The task of developing a KM implementation strategy has been assigned to the KM working group, which is a sub-committee of the Road Ahead Workforce Planning working group.

Q. What benefits do you see for individual employees from knowledge management?

The development and implementation of an effective KM strategy will empower members of organization. KM tools can be applied to every task and skill set, and can also help create a more efficient environment in which individuals and the ministry are able to succeed.

Q. Why are you personally so interested in knowledge management?

I have had a long and fulfilling career in the Forest Service and I see my participation in KM and the KM working group as helping create a culture shift within this great organization—a legacy, if you will. I hope other senior Forest Service employees will also see the benefit of KM and become its

'champions,' wherever they may be in the organization.



Protection Re-Focus

Interview with Brian Simpson

Q. The Protection Branch seems to have a clear mandate and is recognized for doing a good job. Why have you undertaken a major strategic planning project? Is there a connection to the Filmon report?

It has been about 10 years since our program reflected on its vision and strategic direction in a way to help prepare for the future. We recognize that any great organization needs to continually look at where it wants to be in the future and the strategic priorities that would take them there—that is very important to keep an organization vibrant and performing at a high level.

Certainly, there's a strong linkage to the Filmon Review. I think even more importantly, however, are all the events around the 2003 and 2004 fire seasons, which were pretty significant fire seasons in our province's history. The experiences gained from these fire seasons, combined with the Filmon review, were definite drivers for us to take a close look at the program. Core review, workforce adjustment, the stand alone *Wildfire Act* legislation enacted this spring, the need to move to an increased client-based funding model, the need to expand our partnerships with the rest of the Forest Service, the forest industry, and all our partners were other important factors.

We're also facing a challenge common to the rest of the Forest Service and indeed many organizations—we have an ageing workforce. To ensure we continue to fulfil our mandate, this requires that we take a sound, strategic approach to dealing with the succession issues in the next 3 – 5 years. Finally, we have a number of new people on our leadership team: Peter Fuglem, Director, Judi Beck, Manager of Fire Management, Bruce Young, Fire Centre Manager North West, Gene Desnoyers, Fire Centre Manager in the South East and of course me as the Manager of Fire Operations.

All of these people bring new ideas and thoughts to the table. If we look at all of these contributing factors collectively, it is easy to see why it is timely for us to reflect on where we want to take our program into the future.

In saying this, I have to say that we know that we work in a great program; one that has a good reputation worldwide. We're talking about making it better, not fixing something that's broken. It is about moving forward and not looking behind. While we learn from the past, our focus is on the future.

Q. What is involved with this project and what do you hope to accomplish and when do you expect this work to be complete?

First, we took a pretty unique approach compared to most organizations that typically have senior management develop a draft and then take the plan out to consult with staff. When our leadership team started to think about and discuss a process that would work best for Protection, we were committed to a much more inclusive process. With that in mind, in February we brought some 130 people together for a workshop in Prince George, with participants representing every level of our organization, including the significant auxiliary component. We used the open space conference model that Bob Chartier has introduced to us. We asked a key question of all the participants: "In order for the Protection Program to ensure the highest performance in the next five years, and provide the foundation for excellence into the future, in developing our strategic plan, we should pay attention to.....?"

Based on their individual and collective knowledge, the group identified some 160 priorities and actions to move forward into the future. The Protection Leadership Team then synthesized that information and used it in developing an internal discussion paper, which was circulated to all Protection Program staff. We are now working on a second discussion paper that takes the input from the first phase process, but it will have a different view in mind.

The first discussion paper was principally focused on capturing input from Protection Program staff. The second phase is targeting our external clients, partners, and of course the rest of the Forest Service family. A draft vision and strategic direction for the program will be put forward to receive comments and opinions. This will include a broad spectrum of clients that have cost sharing agreements with the Protection Program or work with us side by side, such as the Office of the Fire Commissioner, PEP, other agencies and the Forest Service. Staff within the Forest Service will have an opportunity to see this document and provide feedback on the program's proposed direction. The intent is to take all this input and build the final strategic plan in the fall, which will be presented to executive for approval.

Our goal is to have the plan completed and approved by executive by the end of this calendar year. Our hope is to have a very clear vision and mandate for the program, a solid sense of our strategic goals and priorities and have the basis to build specific action plans and implementation strategies to see the plan become a reality.

Q. Is there an opportunity for all Protection employees to participate?

Yes. Every employee in our organization had a direct opportunity to comment on the

internal discussion paper that was just circulated. There was, as I mentioned, 130 staff representing all the different groups within our organization participating in the initial PG session in February; and, they will again have an opportunity to comment on the second discussion paper. We've been encouraging lots of discussion around the whole initiative, recognizing its significance. We're very pleased with the kind of feedback we're getting from staff. I think the results from the feedback so far suggests that well over 80 percent support the direction and the draft strategic goals that have been laid out. This has given the protection leadership team a high degree of confidence that we are on the right track.

With the inclusive approach we are taking, we hope to have a high degree of buy-in for the final strategic direction that will pay big dividends in the commitment and understanding by our staff through the implementation phase of the whole process, which is really where the rubber hits the road. The whole strategy revolves around ensuring that staff understands what is being proposed, the implications and impacts, so that they are committed to the implementation.

From our perspective, it is also very important that our key partners are bought in, which of course is why the second discussion paper is so important. In order to be successful we need them on side as well.

Q. In what ways do you expect the branch to benefit from this project?

First and foremost, I think it will provide clarity around what it is that the Protection Program does. There has been much uncertainty about that and mainly because we haven't focused on it nor communicated it well. Also, clarity for other organizations so they understand the vision and future direction of the Protection Program.

Staff have indicated they are not sure what their role is anymore and are not quite sure where we are at as a program. Are we a fire suppression agency or a fire management organization? These have different connotations and hugely different responsibilities—that's probably the most important piece. I think the second key issue for the branch is the people within the program, as our organization is a bit unique. We are different from the rest of the Forest Service in many respects and I would venture to guess we're different from all government agencies, at least in this province. We probably have somewhere in the neighbourhood of 1250 employees, of which approximately 250 are regular employees and the rest auxiliary or seasonal. All of these people are essential for us to be a success and the unique mix requires a different approach to be considerate of every one's needs.

Q. What is the connection between this project and other work underway to revitalize the Forest Service?

One of the drivers for success means putting a focus back on the people. This has a direct

link to the principles of the Road Ahead and all the work being done to revitalize the Forest Service.

Strategic planning starts with the Forest Service in general, but emphasis on succession planning and EPDP's are integral actions identified in the Road Ahead project—being very complementary and nesting. There is a great deal of similarity between our process and the corporate initiatives including the focus on people, succession planning, continuous improvement all consistent with the Road Ahead theme, which are key in identifying and the development of leaders within the Forest Service at all levels.

Imagine 21 and Honey!

A number of months ago, the Operations Division Leadership Team (OLT) engaged an organization called the Pacific Institute to work with them on ways to improve organizational effectiveness and support leadership development.

Many people in the division have had the opportunity to participate in this initiative and one of those is Frank Blom, Regional Staff Manager, Tenures/First Nations for the Southern Interior Region. Frank shares some of what he has learned and experienced from the Pacific Institute's Imagine 21 training.

"We act and behave in accordance with the truth as we believe it to be."

This is probably the most important message for me from four days of Imagine 21 training. The training, as delivered by Causative Inc., provided me with insights into why I behave the way that I do. But more importantly, the training taught me how I can change my behaviours to achieve all I've ever wanted from life. Pretty powerful stuff!

The neat thing about the course was that the lessons can be applied to both my personal life and to my work. For example, the use of affirmations (describing the desired future state in present tense) allows me to visualize my goals as if I have already achieved them. Through daily visioning exercises, I sub-consciously begin to behave differently. I get to exercise more often, spend more time with my family, and take the time to pursue my dreams. As an organization, the Forest Service can also visualize our future state and collectively we will achieve it.

Here are some perspectives from Lou Tice, founder of Imagine 21.

"How important are beliefs and expectations in determining what happens to us in life? They may be more important than you think. Have you ever noticed that people who expect the best in life usually seem to get it? And have you noticed that the reverse also seems to be true? Do you think it happens that way due to coincidence or luck? Or is something else going on?"

"I'll tell you what I think. One of the basic principles of the concepts I teach is that we move toward and become like that which we think about, and we behave not in accordance with the truth but with the truth as we perceive and believe it to be. So when you expect the best from yourself and others, you behave in ways that almost guarantee you are going to get it."

"The same is true when you expect trouble. You set yourself up for it in countless little, and not so little, ways and sure enough, trouble shows up at your door. What do you expect for yourself? Do you expect to do the things you dream about or do you expect obstacles, opposition and eventual disappointment?"

"What do you expect from your kids, your spouse, and your co-workers? Do you expect excellence, integrity and respect? Or, do you have to keep after them all the time to keep them from messing

things up? Why not try expecting the best? It's a habit that can be learned and it's probably the best habit you can get your children into, too. If you consistently and lovingly give them a better, much more positive expectation, they are far more likely to go out and make it happen."

The neat thing about all of this for me is that it doesn't take a lot of effort. I don't have to worry about how to change because the change occurs subconsciously. By focusing on what we want, we begin to remove the blinders (scotomas is the word used in Imagine 21) that prevent us from seeing how to achieve them. I never thought that my passion for bee keeping would ever be more than a hobby. But, when I began to visualize myself managing a larger apiary, I suddenly found the tools and resources to make it happen. However, it is important to know what it is we want from life. And, we need to balance all our goals, so that we don't achieve one at the expense of another. Any of us can become so focused on achieving a specific career that we could destroy our marriage or family by attempting to reach a single goal. So, it is a combination of knowing what we want and achieving a balance.

I can see a day when all of us use affirmations to move the Forest Service forward. We are a high performing organization and the best business in BC!

Out in the Boondocks...

In 1938, Harry Mayson joined the Forest Service as assistant ranger in the Adam's Lake station and, a couple of years later, he and 31 colleagues from the Kamloops Forest District served their country as 'active service' volunteers in the Second World War. Harry and his wife Brenda are now in their 90s and living actively in the west Kootenay town of Nakusp.

Harry's father George served for 28 years as ranger in Barriere, where Harry was assigned when he returned from the war in 1945. "I was part of the first ranger school in the fall of 1945 and, when I completed school, was given ranger status," says Harry. "The ranger school was held at Green Timbers, which was way out in the boondocks in those days."

Harry is one of a few people still around from the first ranger school and he speaks fondly of his friends and colleagues, and his experience in the Forest Service. "As a father-son team, my dad and I spent more than 50 years with the Forest Service," says Harry.

Thirty years after joining the Forest Service, Harry and Brenda moved to Nakusp, when he went to work for Celgar (now Pope & Talbot) to manage the fire protection program on TFL 23. "We had complete responsibility for all fire protection on the TFL, which covered an area of more than 2.5 million acres. We tried lots of new things like the first rappel programs, stand-alone crews and trained logging crews for initial attack. We were also supported by a fleet of well-equipped tank trucks." His record for suppression in area and innovation is enviable.

Harry is very active in Rotary and seniors activities, to the extent that he was cutting firewood for the needy up until a few years ago, and he still drives for Meals on Wheels. Both Harry and Brenda have a strong commitment to community service. A number of years ago, Harry served a six-year stint on the local council and in 1982 was honoured as Nakusp Citizen of the Year. A few months ago, Brenda was bestowed the same well-deserved honour. Harry has a grip when he shakes hands that would be the envy of many younger men. He is a great conversationalist and still has a sharp mind at 92 years of age.

Trish Balcaen and the Woodlot Administrative Review & Recommendation Team

Trish started with Ministry of Forests in the Protection Branch in 1988 and became an executive assistant in 1992. A year later, she moved to Vernon, where she eventually became the general manager of the family business Balcaen Consolidated Contracting Ltd., a log harvesting, road building, forest management company. Trish returned to the Ministry of Forests, Tenure and Revenue in May 2004 as Executive Director, Forest Policy Implementation.

As the manager of a large log harvesting company Trish has extensive experience with the ministry from a client's perspective. She has harvested over 120 timber sale licences, taken on large undeveloped timber sales and managed a major licensee forest licence.

She has served as the Executive Director and Chairman for the Interior Loggers Association and as Chairperson of the BC Logging Health and Safety Agency. She has also served as a Director on the Vernon Chamber of Commerce.

Q. What is the Woodlot Administrative Review & Recommendation Team (WARRT) project and what is it intended to accomplish? <http://gwww.for.gov.bc.ca/mof/warrt/>

The Woodlot Administrative Review & Recommendation Team (WARRT) was established to streamline the administration of the Woodlot Licence Program to enable the ministry to efficiently manage the workload increase coming with the impending expansion of the program.

The WARRT project started last July when Bob Friesen, Assistant Deputy Minister of the Tenure and Revenue Division told me, "Trish—go get the Woodlot Licence Program ready for expansion."

Q. What is your role in the project? Have you ever been involved in a project like this before? Did you ever think you'd be involved in something like this?

My role in the project is I guess their "fearless leader" (laugh) and no I've never been involved in anything like this before.

Did I ever think I'd ever be involved in something like this? Yes, but I couldn't have defined it, I wouldn't have known what it looked like. When I left industry, I left because I wanted more. I wanted to experience an environment with diverse and broad perspectives and that's why I was really attracted to government. If we had a problem at Balcaen, it was straightforward to fix it. I'd bring in the guys, we'd talk about it, I'd make a decision, and it was done—that was policy in my world. Policy and program development in government are different because there are so many interests and we have to find a way to balance all those interests while achieving our goals.

Q. Why does the project have different teams and such a wide range of people involved? Why was this approach taken?

In our first meeting (August 2004), I gained a new understanding of, and appreciation for, the Forest Service. A number of people stepped forward to help select the team, especially Ralph Wood, RSM, Operations of the Northern Interior Forest Region, Frank Blom, RSM, Tenures/Engineering/First Nations of the Southern Interior Forest Region and Jim Langridge, Director of the Resource Tenures and Engineering Branch. I had never experienced building policy for government, but knew that I wanted a team that included the people who actually do the work. Frank, Ralph and Jim helped assure that happened. I am also of the view that the broader the perspectives of the people on the team, the better the product we could build.

Us WARRTS have actually encouraged those with an opposing view to speak up—in my opinion, opposing views helps us do a better job of rationalizing our decisions and ensuring we've got it right.

We've got a wonderful team! To support the view that what we did had to be inclusive, we have members from headquarters, regions and districts that cover aspects of the ministry's business from Human Resources and Information Management to woodlot foresters, operations managers, resource clerks to First Nations. Following is the link to our website that names each of our members. <http://gwww.for.gov.bc.ca/mof/warrt/members.htm>

Q. From a personal perspective, what would you say are some of the most important things you have learned from the project?

It all boils down to two things for me.

One – I truly believe it has been helpful that I am a learning leader. I didn't walk in the room with any pre-conceived notion of how things should be, enabling some real out-of-the-box thinking and developing an atmosphere where everyone had to contribute. I mean the 'had to contribute' literally—because I had to completely rely on the advice and ideas of everyone in the room. Certainly empowering for me and I'd like to hope was empowering for my teammates.

Two – I am honoured to be here and am grateful to Doug Konkin for giving me the opportunity to work with such a great group of people.

As an example, I hosted a BBQ at my house for the team and their spouses to celebrate our work to date. Here I thought I was doing something nice for them and they in turn presented me with gifts (a frog, WARRThog figurines, a plant and a gift certificate to Home Depot!) WOW!

What can I say? A big thank you to everyone on the team. Working with them has been my pleasure! If the newsletter allowed a couple pages for this article, I would have really enjoyed naming each person and all the hard work each one has contributed.

I would like to take a moment to thank Donna Hall and Shelley McLeod who organized the logistics of our meetings, got us where we needed to be and have supported us from the beginning.

From the Big Smoke to Shangri-La—Queen Charlotte Islands Forest District

There is a large portion of the Forest Service family I have met over the last two years, but as it is a large family and I'm sure I have missed a few. With that, I was asked to write a short article on my journey west.

by Len Munt

As a bit of background—this is my first move into what I call classical forestry. I had spent 11 years as the Regional Forester for the Regional Municipality of York, just north of Toronto. Ok—Stop! Believe it or not, there is forest in this area and it is some of the most valuable forest in Canada. With land values reaching 1 million dollars per acre, un-serviced, it certainly generates angst when the development industry wants to cut the last remaining piece of old growth (and I do mean the last piece) in the region. The position I had involved managing and educating politicians, industry and the general public of the importance of forest cover and the options for conservation and use. It was an exciting 11 years and, having to deal with a population of over 4 million people, the ability to talk was clearly one of the strengths most required for success.

Now, why would I leave this exciting position? Well, that is the start of the journey west. My wife (Terrie) and I worked the first 10 years of our marriage on developing our careers. Then one day, a little package came along (Meaghan), which required us to look at where we were and where we wanted to go. We came to the conclusion that changes were required, as we needed a place that would allow us to raise our children, and grow and spend lots of time together as a family. The city, with its advantages, was not the place for us. So my wife quit her position as Vice-President of Marketing for a large insurance company in downtown Toronto and we picked up and moved to a town called Haliburton, Ontario. I originally took a position with a friend of mine who owns Haliburton Forest and Wild Life Reserve. This move was short lived because it was not working for me as a career opportunity. I needed more...so back to the drawing board!

I wanted a place that would permit me two things—to continue working toward truly sustainable forest management and to find a place where I could have an impact on a workplace by improving the quality of life for the team, while working hard and having a blast. With this in mind, I saw an ad in the *Globe & Mail* for district manager positions in Fort Nelson and QCI. In applying to both, I thought it would be a crap shoot at best, but was surprised when I received a call a couple of weeks later. The interview team wanted me to come out for an interview. After the interview process, taking my wife to see the island and a bit of haggling, we accepted the offer. The move was on!!

No one or no research could prepare you for going predominantly from Toronto (urban) to the Queen Charlotte Islands (rural-isolated). However, it has been nothing but a positive experience. My family and I were taken in by the community, both the Forest Service and local community and had the most gracious welcome. As a district manager, travel comes with the territory and my wife could not believe the assistance she received the first time I left the island to attend the Regional Management Team

Meeting. (Oh, forgot to mention, our settling on the island was also timed with the arrival of our second child, currently 1.5 years.) I was concerned about leaving Terrie, with Meaghan and being 5 months pregnant, but I certainly did not have to worry. Once I left, the community came out of every nook and cranny. Meals were dropped off every night, fish continued to show up hanging on the front door knob. People came by and offered assistance with Meaghan, to provide Terrie an opportunity to rest. The women in the community even threw Terrie a baby shower. We were overwhelmed by the attendance (and the gifts) from people we hardly new. We were blown away!

Now it sounds like we live in a dream world, but there have been definite issues living on the island that has taken some getting used to. The isolation of the island from the mainland and conveniences that I'm sure most would take for granted has taken some time to work out. The lack of services, such as a pool or recreation complex for the children, is a concern for the long term. In terms of the Forest Service, I think there are aspects of the isolation policy that we need to update and that is being worked on. Travel time and the frequency of meetings take a toll on the amount of time with family. Being on an island presents certain issues in the ability of the team to get away from work. As the district manager, there is not a day goes by when I am on the island that work does not find me. With all that, you would say—why would anyone go there? Because, with all those issues, the unique opportunity this place provides clearly out weighs the negative. I know that, at the end of the day, I will be a better manager having spent time on the island and my family will be stronger. The islands have provided me with exactly what I was looking for, a challenging work environment, with the ability to have the quality of life my family and I were searching for.

Please let me know if anyone out there is searching for the same thing. You never know there may be an opening in the District!

Headquarters Staff visit Mesachie Lake

There's nothing like grabbing the truck and heading out into the field for a tour of a very significant part of the Ministry of Forests. This is true not only for district and regional staff—but headquarters support staff too!

In May, a small group of executive support staff and members of the Correspondence Services Section headed to the Cowichan Lake Research Station (Mesachie Lake), the home of the Coastal Tree Breeding centre. The Forest Science Program plays a distinct role in how the ministry manages the province's forest resources and contributes to the work of external clients.

The greenhouses were full of flushing conifers, grafts and cuttings of promising variants such as the turpene-free cedar—which deer don't munch. Cowichan scientists John Russell, John King and manager Don Carson took the time to explain the centre's vital role within the ministry, some of which were: gene conservation, provenance testing and tree breeding (with some small-lot, specialty seeding for BC Timber Sales thrown in when time permits).

The few hours spent at the station was an eye-opener for staff who usually spend their days surrounded by nothing more organic than yesterday's coffee and who are often on the front lines of answering public inquiries. Learning first-hand about the station's work shed light on many operational issues too, from stewardship to economic. "It was helpful to hear about the work from experienced people," says Lee Brake, who with Pam Rutley takes approximately 35 calls a week from members of the public. Likewise, Correspondence Services Section handles about 5000 letters and emails a year—every bit of knowledge is a big help, notes crew boss Sonia Donison.

But perhaps the most exciting aspect of the field trip was learning that the Forest Service has for decades worked so diligently to conserve and manage British Columbia's priceless genetic heritage. This work, being done both at Cowichan and Kalamalka research stations and in field trials throughout the province, is absolutely essential for the well being of British Columbia's forests in the future and happily is in very capable hands.

Thank you to the staff and cooks at Mesachie Lake!!

Thank you also to Maria Janicker for compiling the article.

Back row from left to right: Donna Hall (Tenure and Revenue Div), Andrea de Lestard (Deputy's office), Linda Taylor (CSS), Caroline Slydell (Operations Div)

Middle row: Penny Clayton (CSS), Lee Brake (Deputy's office)

Front row: Maria Janicker (PAB)



3 left side— top to bottom: Sonia Donison (CSS), Sukhdave Hayer (Corporate Services Div), Pam Rutley (Deputy's office)

3 right side— top to bottom: Janice Alexander (Deputy's office), Carolyn Hodson (Forest Stewardship), Diane Talbot (Operations Div)



Health Bite *"You must be the change you wish to see in the world." Gandhi*

Environmental wellness can refer to your immediate surroundings or the world around you. To have environmental wellness we must have clean air, pure water, personal safety and healthy relationships that improve the quality of life in our communities, work, family, home and friends. Identify your level of Environmental Wellness by answering the questions in this link located on the health and wellness wheel <http://www.for.gov.bc.ca/hrb/hw/environmental/inventory.htm>

Summer Environmental Facts & Tips

- Remember Canada's Park Day on July 17, 2005 - <http://www.parksday.ca>
- Learn about your skin type and the right SPF for you http://www.loreal.com/_en/_ww/sunprotectionorg/skin.aspx?
- Mow your lawn late in the evening, after 7 p.m. This gives ozone-forming chemicals a chance to dissipate overnight.
- Try not to run gas-powered lawn mowers at full throttle/full engine speed, unless the grass is long and thick.
- When you are ready to buy a new lawn mower or other gas-powered yard equipment, consider manual options, or an electric or new generation low-emissions machine.
- Follow label directions when using pesticides and fertilizers on your lawn and garden. Practice methods to prevent pest infestations, apply products only when necessary, and if you need to use a pesticide, use a registered product and carefully follow the label directions.
- Use less-toxic paints, paint removers, stains and varnishes, waxes, glues and adhesives, and cleaners. Limit their use on poor air quality days.
- Decreasing your highway cruising speed from 120 to 90km/hr will decrease fuel consumption by about 20%.
- Using your air conditioner in stop-and-go traffic can increase fuel consumption by as much as 20%.
- Walking and cycling can improve your health. You can burn up to 350 calories per hour! Walking also helps to reduce blood pressure, strengthen bones and regulate your appetite.

Bike to Work Week

The Bike To WorkWeek campaign is an opportunity for individuals to try cycling to and from work. In the workplace, physically active employees lead in productivity and have fewer sick days. The community at large benefits from reduced health care costs and fewer vehicle emissions. To see some pictures on Bike to Work Week go to <http://gww.for.gov.bc.ca/hrb/healthyorg/wellness/action/>

Public Service Week – Held June 12 – 18

Public Service Week salutes British Columbia 's public service as a valuable resource that materially

improves the lives of British Columbians. The week is proclaimed in recognition that the public service is essential to a healthy economy, the development of communities and the well-being of individuals; and composed of many people respected for their ability, professionalism, and commitment to their work. To see how the Ministry of Forests recognized their employees go to this website <http://gwww.for.gov.bc.ca/hrb/healthyorg/rewards/>

Coach of the Year!

Each year, the Kamloops Sports Council recognizes athletes, coaches, officials, and volunteers for the contribution they make to amateur sport. At their annual banquet, the Council recognizes the top three nominees in a number of categories, including Coach of the Year. The top three nominees are invited to attend the awards banquet, with winner unknown until announced at the banquet. Each winner is awarded a plaque and has his or her name entered on the perpetual trophy kept at the local hockey arena. Kamloops District Range Agrologist Jim Fox was awarded the Coach of the Year in 2005.

The plaque reads " in recognition of your outstanding contribution to amateur sports."

Fox has been involved in the sport of rifle shooting since 1979 and as a coach some 11 years later in 1990. He first competed in the category of Smallbore Rifle and in his first year did so in the Provincial Championships. In the years since then, he has accomplished a great deal as a competitor:

- 1983 BC Games – Team Gold, Junior Individual Bronze in Smallbore Rifle and Junior Individual Silver in Air Rifle
- 1984 BC Games – Team Gold, Junior Individual Gold in Smallbore Rifle
- 1993 BC Games – Team Silver, Senior Individual Gold in Smallbore Rifle
- 1999 Provincial Championships: Provincial Sporting Rifle Champion
- 2003 Hibernation Match – 1st Expert Class in Air Rifle

Fox moved back to Kamloops in 1990 and joined the Range Section of the Kamloops Forest District. His move into coaching started at the same time by helping his old coach Russ Hannah with the Junior Program. "Russ was diagnosed with cancer and passed away later that year," says Fox. "I assumed the responsibility for running the Junior Program and was joined by Marc Petrovic (now in the Fort Nelson District) in 1993 to assist with coaching duties."

After a decade of coaching junior athletes, Fox started to also coach adults. He has coached many athletes at various levels from local to provincial, national and the 2004 Summer Olympics in Athens. Athletes under Fox's tutelage have won many awards locally, provincially and nationally. In addition to coaching and competing, Fox has taken on several leadership roles locally as the president of Kamloops Target Sports Association and provincially as President and Provincial Sport Advisor for BC Target Sports Association. In 2004, Fox organized and ran an introduction to target sports course through the City of Kamloops recreation department, which covered safety, smallbore rifle, air rifle, trap shooting, handgun and archery. "Interest was high for this course, with significant interest from females," says Fox. "Some 80% of the participants were female, which has contributed to more people being involved in the target sports."

Fox is a certified coach through the National Coaching Certification Program and has a strong commitment to the sport and athletes as is evidenced in the many hours he spends each week coaching. "It's been a great feeling to know that I have had a part in the accomplishments of athletes at all levels," says Fox. His involvement occurs through the Kamloops Target Sports Association, a private club that promotes safety and proper use of firearms as well as the competitive side of the

sport. "Due to the success of some of our athletes, there has been an increased interest in target sports," says Fox. "In the fall of 2004, I took on the task of promoting and instructing an introduction to shooting sports course through the City of Kamloops. This event was well received by the city recreation department as well as the participants. All the participants wanted the program to continue and are now looking for an advanced course so they can hone the skills they learned in the introduction course."

"I've learned a lot from coaching – how to deal with people and personality conflicts, team building, mental discipline and relaxation, including positive self-talk, goal setting and stress management," says Fox. "I've also learned how to get the best performance out of athletes."

I can transfer all of the things I've learned from coaching to my work in the Forest Service, whether it involves running a meeting, resolving conflict or building a team."

For more information about the sport, visit the website of the BC Target Sports Association Web Site at <http://www.bctsa.bc.ca/> or read the attached document.

[TARGET SPORTS](#)





Certificate of Appreciation Presented to:

Dave Robertson, ATE.

Dave Robertson ATE (right in photo) was recognized at ASTTBC's Awards and Recognition Celebration with a Certificate of Appreciation for his contribution to the growth and development of the Timber Cruising Certification Program. Dave was one of the founding members of the board when the program was initiated, representing the Southern Interior Timber Cruising Association (SITCA). As Dave was not available to attend the fall ceremony, ASTTBC's Executive Director, John Leech presented the certificate at a meeting of ASTTBC members in Kamloops. Dave is the Regional Cruising Coordinator for the Southern Interior Region of the Ministry of Forests.

"It was an unexpected honour to be recognized for this award and was greatly appreciated. Although I had a part in the formation, there were a lot of other key people involved and the success of the program is because of the work of everyone involved."

The Timber Cruising Certification Board (TCCB) represents professional Timber Cruisers practising in British Columbia. The certifications are Accredited Timber Cruiser (ATC) and Accredited Timber Evaluator (ATE).

ATC and ATE members are registered under Provincial statute with the Applied Science Technologists and Technicians of B.C. (ASTTBC), a self-governing professional association.

The mandate is to deliver uncompromising professionalism and service in the design and fieldwork of timber cruising.

The Forest Measurements Registration Board (FMRB) was recently formed and is in discussion with other associations to pursue a joint registration initiative with other forest practitioners performing forest measurements.



Parade Celebration



Provincial Golf Tournament - Williams Lake



Another Saturn Winner!



Bentley's Happy Team!



Baxter and Carlson make the green!



Burgess Team!



Chilcotin Team!

Come on team—one more—feel the burn!



How's the line boys?

Stewart Team!



Ladies winner (sorry no name)



Minister de Jong's Team!





Mitchell, Harris and Langridge



Protection Team—well at least they think it is??



Rod DeBoice—where did it go?

Retiree winner!





Satrum/Foote Team!



Waite **Foresome!**



Winner Foote!



Winner Mitchell!



Velvet Painting Presentation and the story behind it...

The tradition of the velvet painting has a long history with the Forest Service. It all started many years ago in the Lillooet Forest District when the staff purchased a "beautiful velvet painting" at a silent auction in the name of their district manager. Must to his surprise and amazement he quickly came to the determination that he alone could not be honoured with its viewing pleasure. This started the tradition of passing the beautiful painting to our senior managers and executive member at provincial Forest Service events such as curling bonspiel, hockey and golf tournaments. The receiver of the painting had to display it at their office. Then upon attending another Forest Service event, pass along the painting to others some as many Forest Service employees as possible, who would also have the honour of viewing it. Now at some point the original painting (a clipper ship) went missing, lost or some believe stolen. A couple of years passed and then I believe the chief foresters office commissioned a new painting. In respect to the old forest ranger days the painting is a depiction of our world famous BC forest rangers.

The painting is now passed along at the provincial golf tournament, which is held in Williams Lake in September. Last year Minister de Jong attended the tournament and following tradition was presented the painting. There is concern that our former minister has become so attached to it he may not give it back, there could be a battle between Forests and Labour. **Thank you to Harold Stolar for providing the story behind the "velvet painting!"**

Inter Regional SPCA Challenge

The Southern Interior Forest Region challenged the Northern Interior Region, to join in their respective city's SPCA Challenge to see which office could raise the most money for their local SPCA.

The dual challenge between the two regions was to see who could raise the most money and the winning RED could decide the fate of the losing RED, this was nicknamed the "Phil fate" and the Bill fate." As the SIR's RED lost the bet, his fate was to dress up as an elf, sell suckers at noon on Columbia Street and have his picture taken & published in the Provincial newsletter. An elf costume couldn't be found but Phil did manage to find a reasonable alternative.

SIFR staff tried mighty hard to protect their beloved RED and win—from their Pennies for Pets jar, raffles, golf ball sales and cookie sales, SIR staff put their heart and soul into trying to ensure their region won. Scrambling together a silent auction made up of items ranging all the way from chocolate dipped strawberries, to favourite tee shirts, poured into all the donations they could spare. All in all raising a very respectable \$756.12 within a one week time frame. Alas, the NIFR managed to snaffle a print from a very popular local artist and their grand total was \$1,689.55—this certainly tipped the scales in the north's favour.

In desperation, SIR RED made a deal that if the staff could come up with another \$100.00, the management team would attend the next staff meeting as the "Drag Team." While SIR lost the challenge, we are proud to say our "Philemina" attended and chaired the staff meeting. In the words of one of our staff: "Ms. Phil did a great job, but it wasn't pretty." Chuckling, it was interesting to note tho, that the rest of the management team wasn't available for the staff meeting that day.

Special thanks to Trudy Goold, who came up with the idea to challenge the north and to both Trudy and Lynda Jones for all their work in organizing this event.

The whole event was certainly full of humour and it definitely will benefit the local SPCA who so desperately needs money. Next year we are not only going to challenge the Coast Forest Region, but all the districts as well. The objective is to have the districts collect funds by challenging the other districts. The totals collected within the districts shall go to their local SPCA's or Humane Societies, with the totals being forwarded to the regions to add to the entire regional total—benefiting all SPCA's.

In the words of our RED: "Thanks for stepping up to the challenge with us NIR—we've had plenty of good laughs and certainly helped the SPCA. Looking forward to next year's challenge. We don't plan on letting them win next year."



19th ANNUAL CASCADES FOREST SERVICE MIXED SLO-PITCH TOURNAMENT WAS A GRAND SLAM

Six mixed teams and their families, along with the organizers and volunteers, had loads of fun and sun in the beautiful Nicola Valley on the weekend of May 28 and 29 at the 19th Annual Cascades Forest Service Slo-Pitch Tourney. Nothing but blue skies prevailed with temperatures hitting the mid-30's.

Okanagan Shuswap, Ex-Alexis Creek Aces, Merritt Fire Devil's Unit Crew, Nicola Unit Crew, Ardeew Wood Products Ltd. and the Cascades Crushers rounded out the field of teams. The Ardeew Wood Products Ltd. Team were the 2005 Tournament Champs, edging out the runner-up Fire Devils by a score of 19 to 18, with Ardeew's 10th batter of the last inning hitting an out of the park home-run with two people on base—talk about a squeaker!

Oddly enough, there appeared to be a direct correlation in the air temperature and the volume of ice cold beverages consumed in the 'refreshment' gardens—organizers are continuing to analyze this strange phenomena prior to any conclusions being drawn.

The teams were great and came to have fun. While it was tough to pick the Most Sportsmen like, at the end of the day the Ex-Alexis Creek Aces took it. The icing on the cake was when Captain and Pitcher Doug (the Spit Ball) Harris served up Okanagan Shuswap's Ronnie (the Rocket) Racine, a beauty pitch, the Rocket connected with a mighty swing and to everyone's surprise and delight the ball turned out to be a grapefruit in disguise. Needless to say both the Rocket and the infield received a spattering of freshly squeezed juice!

Twenty-five Forest Service children enjoyed the on-site playground, big screen cartoons and movies in the Ranger tent, water fights, and the participation of seven of in the pie-eating contest. Chocolate cream pie with lots of whip cream, they had chocolate pudding from eyeballs to breakfast—what a hoot! Frisbees with FS logos were given to all of the kids and some gift certificates for pizza and subs to the winners.

The organizers and volunteers, from the district, did a fabulous job of hosting. There was a BBQ dinner, with all the trimmings, served on Saturday night at the field with over 100 folks sitting down to break bread together.

Debriefing and planning for next year's event has already started. We will be looking for dates that don't conflict with grad weekends to be communicated early, so even more teams and families can attend in 2006. The teams that attended said they would be back, even the Nicola Unit Crew, who unfortunately, were dispatched to a wildfire in Vanderhoof missing the second day.

A big thank you to the Kamloops Fire Centre, BCTS Kamloops, SIR and all the districts, and to all in

the Southern Interior for contributing great prizes. All the players went home with some kind of memento to accompany their memories of the 19th Annual Cascades Forest Service Mixed Slo-Pitch Tournament!

Enjoy the photos and we hope to see everyone at the 20th Annual in the spring of 2006!



"Grapefruit" anyone? ask

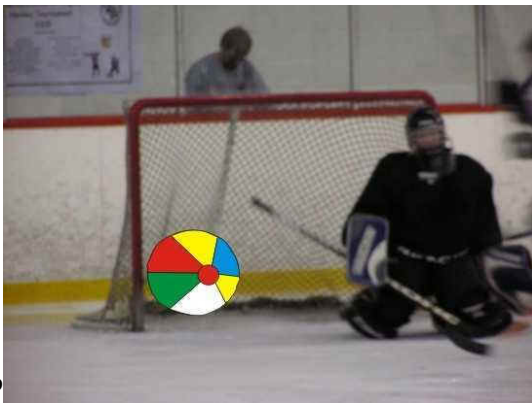
Rocket Ronnie!



Shane" the Great One" Berg!



Every team needs cheerleaders!



Beachball hockey?



Team Clearwater/100 Mile House



Do you think he will drop the puck?



Mixed hockey?



Team Kamloops and their Cheerleaders



Team Nelson/Rocky Mountain

Team Protection



Nice deak Racine!

Pass it to me!! (Wideski)



RESULTS OF THE 34TH ANNUAL CHILCOTIN FOREST DISTRICT TRAPSHOOT

With the absence of both rain and snow (the bugs were bad though), on May 14, 2005, we once again held a successful and fun event!

There were 11 teams and a good size cheering section.

The results of the Trapshoot competition is as follows:

Top Team: 100-Mile Long Shots

George Ostoforoff, Dan Dobson, Jim Pearson, Don Tucker & Roy Ostby

Top Ladies Gun: Judy Jenkins

Top Male gun: George Ostoforoff

Kevin Frittenburg Award: Mike Carlson

Fastest Gun: Roman Chapman

Ladies 22 shoot: 1st Conni Haley

2nd Sandi Reid

3rd Joey Jacobs

Kids 22 shoot: 1st Steven Laurie

2nd Len Frittenburg

3rd Jasmine Hanemaayer

While preparing to compile this update on the longest running BC Forest Service event, Dan Laurie, C&E Technician of the Chilcotin Forest District was able to provide a little information on how this event started many many years ago, with the help of Doug and Pat Porter. One of the very first people ever involved in this great event and following is his, Emile Bouchard's, recollection of how it all started.

The original Trapshoot was held on April 15, 1972, participants in the first event consisted of, 13 Ranger Districts (Williams Lake), 14(Alexis Creek), 20(Tatla Lake) and teams from the newly formed Cariboo Forest District, at the time.

The Trapshoot was contested under the Rules of the Cariboo Chilcotin Challenge Cup and was held at the old Shooting Range at Bull Canyon. The winners were from the Tatla Lake Ranger District, which included: Tom Walker, Herb Spence, D. Brown and Doug Ashton—if there was a fifth shooter, their name is lost to history.

The Cariboo Chilcotin Challenge Cup was inaugurated on June 16, 1971, with a softball (Fun Ball) game at Riske Creek between the suppression crews and ranger staff of the Williams Lake and Alexis Creek Ranger Districts, the winners were from the Alexis Creek District. The intent of this and subsequent events, was as a day of R&R for the suppression crews and district staff, followed by an outdoor BBQ and copious amounts of refreshments.

Being a Challenge Cup, there followed several challenges involving; softball, shuffleboard, bowling, curling and trapshooting—back to the original, and subsequent, trapshoots. In addition to the Challenge Cup, which was an old "chamber pot" from which the winners were required to drink a potpourri of the available "spirits," was the Petrified Cariboo Alligator Egg trophy for the 142nd Fastest Gun in the West. This was awarded to the shooter with the least number of birds hit, it was first won by the late Arnold Ginnever (0 for 30) who was the first Protection Officer for the Cariboo Forest District, subsequent trophies were to be named 143rd, 144th and so on. Yet again, lost to history are subsequent winners and the year the present trophy of the "Busted Shotgun" was inaugurated.

The Petrified Cariboo Alligator Egg trophy was simply an egg shaped rock glued to a doweling on a small wooden base. It was an adaptation of the Paul St. Pierre (I believe) article about how the Cariboo Alligator became extinct. It used to lay its eggs in the numerous mud holes on Hwy 20. As the Highways Department filled the mud holes and made Hwy 20 more passable, they buried all the eggs that over time petrified into rocks, which were graded back and forth across the road and formed the Cariboo Pea Gravel with which Hwy 20 was covered! I imagine with Hwy 20 being paved now, few of these eggs are surfacing these days.

Is this why the Shotgun trophy replaced the original trophy?

I would like to thank Emile Bouchard for the historic background. It should be noted that Emile was a Forest Ranger here in the Chilcotin back in those days.

I would also like to say that the staff from the Chilcotin Forest District deserves a round of cheers for a job well done!

**Dan Laurie
Publisher Chilcotin Examiner
Chilcotin Forest District**

TRAPSHOOT COMPETITORS!

[Click here for More fun Trapshoot photo's](#)

(I apologize for those who may not have access to the FTP server)



Trapshoot location



Kevin Frittenburg Award goes to Mike Carlson!



Ladies, I said drink it all!!



Nice gun?



Watch this shot!



A hunting we will go...



Are these blanks?

Executive decision...



THE KEELY SHOOT-OFF!



Mark Keely



Phil Keely



Dave Keely