



Forest Service News Advisory Group Vision:

"True to our proud history, informing the Forest Service family through balanced and timely communication"

Printable version

June 2008 | Volume 5, Issue 2 | [Archive](#)

QCI Celebrates

After 20 years of on-again, off-again negotiations, a strategic land-use agreement was signed by former Agriculture and Lands Minister Pat Bell and Guujaaw, President, Council of Haida Nation in December 2007.

On March 26, the Queen Charlotte Islands Forest District celebrated the signing with its first ever open house.



Deputy Minister Doug Konkin presented a framed art print to Operations Manager Calvin Ross in recognition of his work over the years in keeping dialogue with the Haida open. Calvin, a 17 year staffer on QCI, is also the district's third longest-serving district manager—due to his stints in an acting capacity between district managers.

(For you Forest Service history buffs, Terry Dyer, was the longest-serving—15 years; and the current district manager Leonard Munt took up the reigns (and escaped from T.O.) in September 2003. At one point during the day, there were actually 4 former and current QCI district managers in the room—Bob Brash, Rory Annett, Cal and Len).

Jim Gowriluk, RED, for the Coast Forest Region, made similar presentations to Ted Nash and Sharon Hadway; and on behalf of John Bones, ADM at ILMB, Len presented a print to Lindsay Jones.

Everyone was invited to the celebration – and between 50-80 people from the community showed up. The district put on their best displays, with each section showing what they did: from BC Timber Sales and scaling calculations and the mysterious tree section with an extruding X, to satellite maps and the new video conference room.

In the walk-around, two of the occupants of the Forest Service's executive floor in Victoria were impressed with how much nicer the office décor was on Graham Island!

Forest Service News - A Voice for Staff

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During the day, the young winners of the districts “what does the forest mean to you?” art contest were presented with survival packs. There were three age categories: 6-8; 9-12; and 13-15 years. The art is all part of the district manager’s efforts to engage and entice young people into forestry as a career. This summer, like last, the district, with local licensees, is sponsoring 8 high school students for 6 weeks to get a taste of forestry field work.



The other key highlight of the day was the unveiling of the new district sign. Effective June 30, 2008, the [Queen Charlotte Islands Forest District](#) will be known as the “[Haida Gwaii Forest District](#).”

And last, but not least, Minister Bell stopped by to present a cheque for \$500,000 to the Misty Isles Economic Development Society to kick-start economic diversification planning for the Islands’ main communities.

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Protection fire control operations moving to Kamloops for 2010

The provincial fire control room, which co-ordinates forest fire control for the entire province, is scheduled to move from Victoria to Kamloops in time for the 2010 fire season.

The control operations will complement the Provincial Air Tanker Centre, located in Kamloops and support recruitment efforts.

The fire control room, along with aviation coordination services and weather forecasting sections, will be co-located with the ministry’s other protection facilities at the Kamloops Airport.

Kamloops was selected as the location for the consolidation of services, as it already is home to the provincial Air Tanker Centre and the Kamloops Fire Centre—the busiest fire centre in the province.

The move to Kamloops will assist the program in moving ahead with key strategic improvements, particularly in staff recruitment and integrated business processes. As well, the consolidation is expected to reduce costs through reduced business travel and rental charges.

The move also addresses the long-term operational and succession needs of the program while considering alternatives to a centralized, Victoria-based operational delivery model.

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Forest Service News
A quarterly newsletter for all Forest Service employees and former FS employees.

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

Call for Stories/Ideas
The success of Forest Service News depends upon the active engagement of staff throughout the organization. One way for people to support the newsletter is to share your ideas, news, stories, successes, experiences with revitalization and learning, celebrations and photos for use in future editions of the newsletter. People are asked to check with Sonia at 250-953-3859 or [email](#) about their idea or ideas [before](#) writing a story. Stories are to be submitted no later than 2 weeks prior to each quarterly edition—[deadline for September articles is September 12](#).

[FS Crossword](#)—how much do you know about the Forest Service?

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“Boot Camp” 2008

After 950 applications and 500 interviews—150 successful applicants were invited to attend this years new recruit wild land firefighting boot camp held at the BCFS Provincial training centre in Nicola B.C.

To accommodate the new recruits, two week-long fire fighting boot camps were held at the end of April.

The curriculum included basic firefighting techniques, safety and fire behaviour, fire weather, fire behaviour prediction and what not to do when encountering wild animals.

Most challenging, where about 5percent fail and are automatically dismissed, is the fitness test, which includes, among other activities, a 4.8 kilometre timed test where the applicants carry a 45 pound pack within 45 minutes.

Bootcamp coordinator, Michael Benson said this year less recruits failed the fitness test due to a pre-screening fitness test during the interview process.

“The usual failure rate is about 10 percent,” he said.

This year the 150 new recruits joined 750 returning fire fighters province wide.

The cool, wet spring around the province has put the forest fire danger rating at mostly very low to low. While it’s hard predict the weather a week in advance—it’s near impossible to predict the severity of the upcoming fire season.

With weather being the controlling factor in the severity and frequency of fires, trends will be watched carefully and resources moved to appropriate locations.

As of June 13, 2008, there have been 333 fires that have burned 6517 hectares around B.C.

Have a safe summer and remember to never leave your campfire unattended and report wildfires at 1-888-663-5555.

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Update on Planning for the Centenary of the Forest Service

Submitted by:

Jim Snetsinger and Tim Sheldan

Since our article in the June 2007 edition of the *Forest Service News* significant progress has been made towards preparations for the centenary of the Forest Service in 2012. In this article we will update you on key aspects of that progress and identify ways for you to become engaged.

In December 2007, the ministry executive reviewed and approved a 5 year work plan and budget for the centenary project, prepared by the advisory group mentioned in our earlier article. Executive also recommended that a non-profit society be established to manage the centenary project.



In January, 2008 *The MFR Centenary Celebration Society* (the Society) was created and it's inaugural Board of Directors is Doug Adderley, Mike Apsey (President), Ralph Archibald (Secretary/Treasurer), John Flanagan, Tim Sheldan, Jim Snetsinger (Vice President) and Colene Wood. The purposes of the Society are:

1. To plan, promote and implement the centenary celebration of the Ministry of Forests and Range;
2. To create interest and enthusiasm for the Forest Service and the forest sector; and,
3. To raise awareness of the historic and present role of the Forest Service.

The work of the Society is managed by a Planning Committee that meets monthly and consists of the following present and past Forest Service employees: Doug Adderley, Mike Apsey, Ralph Archibald, Brian Barber, Harry Drage, Tim Ewart, John Flanagan, Jim Gowriluk, John Ingram, Al MacPherson, Marg Nicholls, John Parminter, Gordon Prest, Ted Robinson, Rick Wells and Colene Wood.

This spring the ministry granted an initial operating budget to the Society, enabling it to proceed with its work plan.

Following is a list of projects that are underway.

Website:

The goal is to produce a public website that would be a growing repository for the history of the people, places, accomplishments and stories of the Forest Service. The intent is to gather the pictures, the videos, the biographies and the stories, ensure that they meet government's privacy standards, and then post them. The design and management of the website will enable present and past employees to have their information posted, as long as it meets privacy guidelines that are still under development.

The website has many purposes: to develop a greater understanding of our history; to provide outreach information for elementary and secondary and post-secondary schools; to provide recruitment material; and, to assist in the orientation of new employees. The Society hopes to have this website launched early next calendar year.

Oral histories:

Much of the colorful history of the Forest Service is contained in the stories of present and past

employees and their families. There is an urgent need to collect these stories, particularly from elderly retirees. Protection Branch is in the process of training and equipping their co-op information officers to gather oral histories from around the province, as time permits. This will allow these officers to gain practical interview experience and a better appreciation of the Forest Service's past. This contribution to the centenary project by the Protection Branch is greatly appreciated.

A significant challenge we face is identifying those whose stories should be collected first. It would be helpful if senior managers could assist by compiling local lists of such candidates and sending those lists, as quickly as possible, to Ralph.Archibald@gov.bc.ca.

Events:

Events will be planned across the province for 2012, both specific activities for the centenary as well as adding a centenary theme to regular events, for instance, the MFR Bonspiel. An events Planning Committee will be established with representatives from districts, regions, headquarters and retired staff, with the aim of designing something for everyone. A few principles for this committee are: involve volunteers, pay for professional assistance, recover costs and leave legacies wherever possible.

Book and DVD:

Work has been initiated on a book that will chronicle the proud history of the BC Forest Service. The book will be highly visual consisting of an historical narrative, archival photographs, oral histories and biographical sketches of past leaders. It will also contain a detailed chronology of the events important to the Forest Service, an index and a bibliography.

We also hope to be able to produce a DVD that would be a companion to the book. More on this potential project in the future.

[Theme papers:](#)

Approximately 30 theme documents will be written to chronicle the history of Forest Service programs, as well as key areas of interest, such as the Oval. These published documents would be around 10 pages in length and be a key source of information for the events, the book and the website. A list of proposed [theme topics](#).

The Society has developed a theme paper format and is looking for volunteer authors. If you are interested in authoring a theme paper, or could recommend someone you think might be interested in assuming such a role, please contact Ralph Archibald at the above-noted address.

In closing, we believe that the work initiated by the Society will result in a memorable centenary celebration. We also believe that the Society would benefit from the broadest possible membership and encourage all present and past employees and others interested in the history of the Forest Service to consider joining. To register, complete the [registration form](#). Membership in the Society will entail a one time cost of \$20.12 and benefits accruing to Society members will include reduced costs for centenary items and events, and, an opportunity to influence the work of the Society through annual general meetings and the election of officers.

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State of the Forests Report

Submitted by:
Patrick Martin
FIA Stand Development Specialist
Forest Practices Branch

Forest Service staff, with many other collaborators, are mobilizing to produce the next report on the State of BC's Forests. In the current version of the report, *State of BC's Forests 2006*, information is provided for 12 of 24 topic areas. During the next two years, a large project team will update and complete the report.

“We have radically revamped the way we organize ourselves to produce the report,” says Craig Sutherland, Deputy Chief Forester and the project's Executive Sponsor. Under the new approach, a topic leader has been identified for each one of the report's 24 topic areas. Each topic leader is responsible for completing (or updating) their short-section of the report, with the team's work being coordinated by a project manager.

The new approach is yielding benefits already. Moving reporting out to the work units that have the specialists and the data results in efficiencies. “Collect once—use for many purposes,” says Tim Salkeld of the Forest Analysis and Inventory Branch, a topic leader responsible for two sections of the report. “Our contribution to the report is extracted from our reporting databases.”

To guide their efforts, topic leaders take clues from State of the Forests reports published in other jurisdictions. “We found some good ideas for soils reporting in both the Tasmania and US State of the Forests reports,” says Sandy Currie of the Forest Practices Branch, leader for the Soils topic.

Topic leaders consider whether the report needs to change to reflect broader changes in BC. “Given the move toward multi-agency C&E, we are considering moving the report toward multi-agency reporting of compliance with all laws that apply to forest and range lands,” says Kevin Bertram of Compliance and Enforcement Branch, leader for the topic area Law.

The task before many of the topic leaders is to update work that was previously completed by Tom Niemann, author of the 2006 State of the Forest report. “Tom's done an amazing job,” says Kelly Osbourne of the Forest Practices Branch, leader in the Certification topic area. “He's really thought through the issues very carefully.”

William Bi of the Economics and Trade Branch is working on sections of the report that relate to forest products, jobs, and communities. William notes the great wealth of data maintained by Economics and Trade Branch. “Our challenge is to use the data we have on hand to produce indicators appropriate for a sustainability report.”

Topic leaders are establishing informal advisory groups. Michael Stoehr (Research Branch) and Leslie McAuley (Tree Improvement Branch) lead the genetic diversity topic. Leslie notes: “In our case, we anticipate seeking input from several experts in the field, including faculty at UBC and members of the Forest Genetics Council.”

Updates on the project will be posted to the project web site: <http://www.for.gov.bc.ca/hfp/sof/index.htm>.

For more information, contact any one of the topic leaders or the project manager, Patrick Martin (e-mail: Pat.Martin@gov.bc.ca, tel: 250-356-0305).

Some State of the Forests team members. From left to right: Elizabeth Easton, Salina Dewar (MAL), Michael Stoehr, Tim Salkeld, Pat Martin, Sandy Currie, Leslie McAuley, Ased Said, Rob Rawluk, Kelly Osbourne, John Parminster, Jennifer Burleigh, Brad Harris, Gordon Nienaber, Kevin Bertram, William Bi, Allan Powelson. Missing are Ed Fong, Ian Miller, Harry Kope, Dave Maloney, Natalie Suzuki (MoE), Dave Spittlehouse, Ralph Winter, Perry Grilz, Bill Marshall (MTSA), Peter Jacobsen, Deborah Dowsling, and Margot Spence.



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Coaching in the Southern Interior Region

What is Non-Directive Coaching?

“Have you ever shared a problem with someone and then spent an hour listening to them tell you how to solve it? How did that make you feel? Did you find yourself being more confused than before? One way to avoid that scenario is to use “Non-Directive Coaching.”

Non directive coaching involves two people; a coach and a coachee. The coach focuses on the coachee’s agenda—assisting the coachee with whichever topic they bring to the conversation. The topics can range from building on strengths to solving problems. It’s critical to the success of this dialogue that the coach practice the “80-20” rule...80% listening and 20% talking! This partnership is different than directive coaching, which tends to be one-sided with coaches giving directions or instructions. The cornerstone for non-directive coaching is trust. Coaches must trust that coachees have the answers they are looking for. The coach’s role is to facilitate the process for finding those answers.

Put another way, non-directive coaching is a way of having guided conversations. This may sound simple; however, there are disciplined skills required to be a great coach including, listening skills, self management skills and the use of models to facilitate conversations (such as the [GROW](#) model).

What is Happening in the Southern Interior Region?

Since 2006, the Southern Interior Forest Region (SIR) has embraced non-directive coaching.

SIR hosted an introduction to non-directive coaching workshop with over 200 staff in October 2006, which was facilitated by “world renowned” professional coaching guru, Ian Chisholm. Ian’s session would later provide the fundamentals for the design of the provincial coaching train the trainer session.

Since the coaching workshop, a number of initiatives have been unfolding in SIR to further the knowledge and practice of non-directive coaching, including:

- Each response center offered a 1 day coaching session to all staff. Some districts joined forces on this initiative to enhance learning and relationships. For example there has been a “Coaching in the Cariboo” session, a “Coaching in the Kootenays” session and a joint session hosted by Cascades and Headwaters Districts with additional participants from the Regional office.
- Many districts have held a 2 day follow up—“The Leaders Discipline” in their areas to deepen their understanding and skills in coaching.
- Participants from SIR attended the provincial “train-the-trainer” session held to build the ministry’s capacity to deliver sessions on non-directive coaching (thus reducing it’s reliance on outside consultants).

What Impact has Coaching had on SIR?

As a result of SIR’s investment in non-directive coaching, staff are more aware of coaching and its many benefits. Staff know when to ask their peers or supervisors for a coaching conversation, versus asking for advice or for opinions. Additionally, the region’s focus on non-directive coaching has been instrumental in supporting the ministry’s goal of being a high performing organization, its commitment to life long learning and its culture of encouraging people to lead from all levels.

Pete Jansen, a Forest Technician from Kootenay Lake district, sums it up nicely by describing the impact coaching has had on him and those he works with: “Coaching has helped me develop to be a better listener, a better communicator and a better leader. I have seen coaching help individuals to be successful in job competitions, to tackle difficult issues and to be better time managers. Best of all, I often hear people say how good they feel when they have coached a colleague to achieve their goals.”

Overall, coaching is gaining momentum in the SIR. It is proving to be a great people practice that every staff member is capable of employing in the region and throughout the ministry.

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SIR Leaders Ascend the “Summit”

Two hundred of the Southern Interior Region’s most aspiring (and a smattering of fully functioning!) leaders attended a two day Leadership Summit in Kamloops earlier this April.

This session was a follow up to the SIR’s inaugural “Partnering in Leadership” session held in the fall of 2006, where two hundred staff from across the region came together to launch a Human Resources Strategy to prepare the SIR for the recruitment, succession and retention challenges ahead.

This past April’s Leadership Summit hosted another two hundred staff (and some honoured guests!), many of whom who were “new recruits” to the concept of organizational leadership. They gathered once more to celebrate the accomplishments made since the first session, to gain new skills (a deeper understanding of the elements of meaningful engagement) and to update and reaffirm the SIR’s commitment to embed our Human Resources Strategy into our collective culture. The session culminated with an exercise in “Creating an Engaged Workplace” facilitated by Liz Gilliland, Executive in Residence at the University of Victoria School of Public Administration.

The key goals of this year’s Summit were to send the attendees back to their offices, armed with the tools to accomplish the following mission:

- 1) To insure that our employees feel appreciated.
- 2) To assist in helping our employees understand how they fit in and contribute to their program, response centres and our organization.
- 3) To try and influence change in areas that appear to be out of our control.

Phil Zacharatos, Southern Interior Regional Executive Director left the group with a message first quoted by an older Chinese contemporary of Confucius, Lao Tsu.

"As for the best leaders, the people do not notice their existence...When the best leader’s work is done, the people say...WE DID IT OURSELVES!"

And those that attended the SIR Leadership Summit—plan on doing just that.

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25 Years On...

Submitted by Bruce McKerricher
TSM –Strait of Georgia Business Area
BC Timber Sales

[PHOTO](#)

March 25, 2008, marked the 25th Anniversary of the opening of the brand spanking new Campbell River Forest District office. Previously, Forest Service staff were scattered across Campbell River in four separate offices, but thanks to the work of D'Arcy deHart, the first district manager of the newly created CRFD, a two floor office on the edge of town was designed and built. At that time about 110 Forest Service staff moved into what was, for a short time, a cube-less open space office. Smoking was permitted at desks and in the one coffee room—right before the non-smokers allotted time! A big improvement from our earlier digs was that everyone got their own phone AND desk, luxuries many previously had to share. We knew we'd hit the big times then.

An interesting feature of the building was the archaic rules of the day dictated new government buildings be designed that employees are unable to see the outside when sitting down. This is why most of the windows start four feet from the floor. This design feature obviously allowed for improved productivity and staff dedication, the proof being all the innovation and hard working people that have come out of the Campbell River office.

That was then. Today 94 people occupy both the original building and the old fire tool warehouse that was converted to office space. Since 2003, a significant portion of the main building has been unoccupied. No longer does the building house one group of people working for the same part of the Forest Service. It is now a mini “United Nations” with no less than three separate ministries, three separate departments of the MFR, two regions (RCO and RSI), and some Victoria staff represented within. Our office now sits on prime real estate across the road from all the amenities one needs: a Tim Horton's, a burger joint and a pub. Oh, and what few smokers left—do their dirty deed in the wind and the rain.

Of the original 110+ original employees, only 11 are left after all these years. One works for the Ministry of Tourism Sport and the Arts, two with BCTS, six with Ops Div and two with Protection, who actually work out of a different office now.

The colour of our hair (if any) may have changed but the spirit lives on!

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Forest Service *News Advisory Group* Welcomes
Karlie Shaughnessy

Raised in the West Kootenay, Karlie attended Selkirk College in Castlegar and completed her BA in Journalism where she majored in communications at Thompson River's University in Kamloops.

While studying in Kamloops, Karlie worked as an Information Officer Co-op at the Kamloops Fire Centre in 2006 and 2007.

Karlie now resides in Rossland where she works as an Information Officer for the Southeast Fire Centre.

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Thank you!

The Forest Service *News* Advisory Group would like to thank Scott Mitchell, A/Woodlands Manager-BCTS with the Seward (Tiasta) Business Area for his invaluable contributions to the newsletter over the past 3 years. Due to work commitments, Scott has reluctantly stepped down. His input, dedication and team spirit will be missed.

Thanks again Scott—we wish you well in your TA!

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Thank you and Good luck to Steve Waghorn

After 35 years in government, Steve Waghorn has announced his retirement. Steve has been a key member of the Forest Service *News* Advisory Group (FSNAG) since 2006.

Steve has had a varied career with the Forest Service starting in 1972 where he worked in fire suppression. He then graduated from BCIT and commenced work again with the FS in 1973 on a forestry crew out of Powell River where he remained for 35 years holding a variety of positions.

FSNAG wishes to thank Steve for his invaluable contribution and for agreeing to continue to provide the infamous newsletter crossword. We wish him the best of luck in his retirement from the FS and breaking 80 on the golf course!



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Patti's Cycling Trip to the East Coast

Submitted by:
Richard S. Dominy
BC Timber Sales - Victoria

One of BC Timber Sales brave souls is biking across Canada.

Patti Kagawa works at BCTS Headquarters in Victoria as our Nursery Planning Coordinator and she had a “dream.” Her dream is now a reality.

Patti started her great Canadian adventure from Mile 0 of the Trans-Canada Highway here in Victoria on May 1st. She is progressing across Canada, meeting lots of new people who take her in to their homes and treat her to fresh lodgings, good food and above all else a warm bath!

Patti is an avid cyclist—cycling to work even in the darkest days of Victoria’s rainy winter.

She is also a keen underwater hockey player and has competed internationally. Patti is a regular participant in corporate rowing and dragon boat competitions.

Her colleagues at BC Timber Sales are rooting for her and watching the [blog](#) as she continues her mammoth journey across this great land.

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Video-conferencing taken to a new level

Submitted by:
Linda Sapinsky, RFT
Forest Analysis and Inventory Branch

In the last FS newsletter, Ryan Matthews from IMG told us how easy it was to use our new video-conferencing equipment. So the creative and innovative minds at Forest Analysis and Inventory Branch decided to try it out at a branch social function.

The Forest Analysis and Inventory Branch staff is primarily located in Victoria with a group of seven staff located in Kamloops. When the idea of a BBQ came up, they wanted to include the Kamloops group to help foster team spirit. With a consideration of travel costs and carbon emissions, the idea of a Virtual BBQ was born.

The event took place on May 22, 2008, with both locations setting up their video-conferencing units outside their office buildings with a view of the smoking BBQ's and picnic tables. Staff was able to walk up to the cameras to talk to each other and share comments on the weather, food and other fun topics. They rotated the cameras in various directions and showed each other their respective picnic areas and buildings.

Both BBQ sessions were well attended with a few extra guests from IMG, Grasslands Council of BC, ISM and our intrepid deputy minister, Doug Konkin.

Perhaps it will become an annual event for this geographically split branch!!

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Photographer at Heart

They say that a picture is worth a thousand words, but even if a thousand words existed in the English language to describe “exquisite,” they wouldn’t be enough to convey the beauty, magic and honesty of George Bruckner’s captivating nature photos.

George, is a BCTS operations technician in the 100 Mile House Field Unit and an artist from Horse Lake in the South Cariboo region of British Columbia. George embarked on his passionate journey with photography at 16, when he purchased his first camera.

Born in Kolin, Czechoslovakia, George immigrated to Canada in 1969 with only his family and his parents’ dreams for a better life. As a teenager, George spent much of his time creating images through sketching and painting as his family moved from place to place across Canada. During this period, his art school teachers always encouraged him to pursue the visual arts.

For the past 35 years, George has combined his passion for art and photography with his love for wildlife and the outdoors. He relies on his patience, his gentle nature and his extensive knowledge of the local Cariboo wilderness to guide him in his work. Sometimes it takes hours of waiting silently in the bush or wetlands for his majestic subjects to appear. Working with these photo-shy creatures takes more dedication than the average weekend shutterbug is willing to invest. Yet, George feels extremely privileged by his experiences and is amply rewarded in his work. The most memorable encounters for George are the ones in which the wildlife simply accept his presence, like the time a lone grey wolf sat within a few feet of him.

The advent of digital photography has opened a new window on the World for George. For over three decades he enjoyed using film cameras, but converting to digital formatting has given him independence from photo labs, allows him the convenience of immediately viewing pictures in the field and gives him the control to ensure optimum photo quality. When George updated his arsenal of professional calibre equipment, he decided to donate his old darkroom equipment to the local high school to encourage and support aspiring young artists.



In 2005, George decided to make his photos public locally and on the Internet. The Internet gave him the opportunity to share his images in worldwide forums and receive feedback from a diverse community of fellow professionals.

George's image library is huge and growing, but he is not driven by the thought of accumulating large numbers of photos. He is motivated by the possibility of capturing each single image in a way that conveys the subject's uniqueness and special place in the natural world.

To see some of the images that George has posted on the Internet visit:

www.photo.net/photos/bruckner

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Sugaring Off Boreal Forest Style

Submitted by:

Ted Traer RPF

Heloise Dixon Warren RPF



It's springtime and for someone from eastern Canada that means only one thing, it's time for sugaring off. Wait a minute; those aren't maple trees you're tapping, they're birch trees.

Ted Traer RPF, Woodlot Forester of the Quesnel Forest District and his wife Heloise (also an RPF) run Moose Meadows Farm, which is an accredited agritourism business that focuses on non-timber forest products and experiences. He and his family moved to Quesnel in 2002 and purchased 65 acres. Their idea was to utilize the land and incorporate some ideas from New Brunswick as a means of providing some diverse income streams for our family, says Ted.

"We got the idea for making birch syrup from another local producer.

A couple of years ago a group of us secured some funding under the Agroforestry Initiative to produce Canada's First "Birch Syrup Production Manual." Recently it won the 2008 Investment Agriculture Award of Excellence for Innovation." Together with the local Economic Development office, he and his wife put on two successful workshops in 2007 and 2008 with over 50 participants from BC and Alberta. To date over 100 copies of the manual have been printed and distributed across Canada and abroad.

It takes about 100 litres of sap to make one litre of birch syrup (about twice the amount as maple at a 40:1 ratio). Each tree averages about 4 litres of sap per day.

As the ground thaws, sap begins to be drawn up from the roots of the trees where the winter's sugar reserves are located, one can draw off a little of the sweet nectar to make a niche product.

You need to be careful during the process not to heat the sap above 100 deg C as it can scorch due to the types of sugars involved (primarily fructose). Also insure that you don't mix incoming sap with sap that is further along in the process.



After some initial experimentation they took the plunge and built a sugar shack in 2006 and purchased a high efficiency evaporator built for the maple industry. In this, the second year of commercial production, they tapped 200 trees and collected approximately 4000 litres of sap. Despite the cold spring, which should net them somewhere around 35 litres of syrup, can sell for \$85 per litre.

It will likely take the Traer's 2 to 3 years to pay back their initial investment, but they've found the experience is valuable. Being from New Brunswick, Ted mentioned "When you think about it, every kid in eastern Canada has gone to a sugar bush, likely for the last 30 + years. Where can you do that out here?"

Currently there are three commercial birch syrup producers in the Cariboo and 12 across Canada. They're hoping there will be a few more producers in the near future. At this time there is no tenure under the *Forest Act* that allows this practice on Crown land, although people are starting to inquire about the possibilities.

Something similar has already taken off on Vancouver Island with Big Leaf Maple Syrup and the number of producers has increased dramatically, but they still can't keep up with the demand for their products.

Ted also mentioned that "Birch syrup is not maple syrup; it's a different kind of tree and a different kind of sugar. I put maple syrup on my pancakes, but birch I use as a glaze on meats, fish, vegetables and even ice cream. It's sought after by chefs and is even classified as a "SLOW FOOD"."

"We're hoping this is a potential diversification option for this part of the province, which has been hit hard by the mountain pine beetle epidemic. Don't be fooled, there is a lot of hard work involved and some strict science behind it, but it's also a lot of fun and it tastes sweet!"



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WEED AWARENESS WEEK, A WEEK IN REVIEW: Over 70 pairs of fresh eyes trained to seek and destroy the aliens

Submitted by:

Sonja Leverkus, P.Ag. Range Agrologist/Tenures Forester,
Fort Nelson Forest District

The Fort Nelson Invasive Plant Management Area Steering Committee (FNIPMASC) hosted its first annual Weed Awareness Week from June 9th – 13th. The week was a huge success. Some of the highlights included:

- Live potted invasive plant displays and identification;
- Invasive Alien Plant Program (IAPP) training;
- Invasive Plant training delivered to EnCana's and Petro-Canada's field crews;
- Invasive Plant Identification presented to Fort Nelson First Nation land reclamation students and Qwest pilots and engineers;
- Participation in the Grasslands Conservation Council of BC's AGM and field tours in the Peace.

Bob Drinkwater, Invasive Plant Specialist for the Ministry of Forests and Range, and Laura Kristiansen, GIS Technician and IAPP Guru, travelled long and far from their headquarters at the Range Branch to deliver Invasive Plant training up in here in the North Country. These two presenters shared their passion and desire to maintain our environment with ecological integrity.

The Fort Nelson Invasive Plant Management Area (FNIPMA) was established a few months ago. Under our current structure, we are employing a Single Agency Delivery Model (SADM), which is setting the pace for the rest of the province and the rest of Western Canada.

We will soon be making our way east to the Yellowhead County of Northern Alberta to share our work with the weed committee that has just formed. Not only do our partners and members of the Steering Committee know that they are doing the right thing for the land, participating in this work also provides a good channel for networking and building a stronger community of practice.

Our vision for the FNIPMA is to prevent, treat and eradicate Invasive Plants through the use of the Single Agency Delivery Model, lead by an inclusive Steering Committee comprised of First Nations, Stakeholders, Industry, Provincial and Federal Governments with strategic priorities including education, awareness, monitoring, treatment, research and partnerships. Members of the FNIPMASC are:

Sonja Leverkus – MFR, Al Hansen – Parks, Rob Honeyman – Parks, Angela White – EnCana, Chad Siegel – Petro-Canada, Karrylyn Vince – ILMB, Peter Smith – OGC, Jason Smith – BCTS, Julie Robinson – MAL, Rob Conrad - Spectra Energy,

Brian Wolf and Robin Tsakoza - Prophet River First Nation, Theresa Fincaryk - Fort Nelson First Nation, Northern Rockies Regional District: Lou-Ann Harmer and Kelly Sheppard, Cliff Andrews – Tetsa River Outfitters, Lori Warren – Tuchodi River Outfitters, Danny Soles - Fort Nelson Farmer's Institute, Ryan Spillett - Ministry of Transportation and Infrastructure, Brian Haddow – Agriculture Canada, and Bob Drinkwater – Invasive Plant Specialist, MFR.

Why Should You Care About The Weeds?

Invasive plants (IP's) are non-native plants that have found their way into British Columbia. They cause ecological and economic problems since they quickly spread out of control because they lack natural insect predators. Within the Fort Nelson Forest District, we have the fewest concentrations and infestations of IP's *in the Province* and we plan to keep it that way!

The Northeast Invasive Plant Committee, our parent organization, developed a local weed list along with priority sites to treat any urgency of weed categories. This list is available for your viewing should you be interested in it. Please speak with a local member of the FNIPMA Steering Committee! Here in Fort Nelson, we have a cheat sheet of weeds that we don't want!

Some Weeds That Are Not In Ne Bc Yet But Should Be Watched For:

Hound's tongue, field scabious, rush skeleton weed.

Some Weeds That Are In Northeast Bc, (The Peace), But Not In Ft Nelson Area Yet:

Leafy Spurge, knapweeds, marsh thistle.

Some Weeds In The Ft Nelson Area That We Need To Stop From Spreading:

Oxeye daisy, scentless chamomile, Canada thistle, common tansy, hawkweeds.

Some Weeds That Have Managed To Establish In The Ft Nelson Area:

Sow thistle, narrow leaved hawksbeard.

How are we going to stop these alien invaders from establishing roots in our community? Invasive Plant identification and reporting is critical. Targeted Invasive Plant Solutions (TIPS) have been developed by the Invasive Plant Council of BC and brochures. ASK US! If you find some plant behaving in a 'weedy manner' as Bob Drinkwater calls it, record its location and report it to a member of the FNIPMA Steering Committee. Get trained on the Invasive Alien Plant Program and report the weed yourself!

Is there a long term solution to the high threat and impact that Invasive Plants could cause to our North Country? YES!! Perhaps the answer lies in a giant car wash installed at Pink Mountain where vehicles would pass over a spraying grate to wash off any weed seed being brought up on their

vehicles from the south.

We're all in this together—it's the right thing to do.

DEATH TO INVASIVE PLANTS!

Special acknowledgement goes to Bob Drinkwater for his assistance in providing information and guidance not only for this article but also in the creation of the FNIPMA. We are forever in gratitude Bob!

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Made you read the entire newsletter—just to get to the crossword [answers...](#)

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[Feedback](#)

BC Timber Sales Bike to Work – A Prelude to Summer Solstice

Submitted by:

Rob Bowden – Bike To Work Week

Richard Dominy – Provincial Run Walk Crawl Bike To Work Coordinator

BC Timber Sales - Victoria

The Headquarters group in Victoria rose to the challenge of the Bike to Work Week (BTWW) Program this year. "It was a great team effort and a lot of fun, all I basically did was to start the engine, do a bit of steering and the HQ staff ran with it" is what Rob Bowden chirped about the event.

This is a great tribute to the team environment we have here at BCTS HQ. Rob was the replacement coordinator for 2008—our biking champion was out on the road biking her way to the Atlantic Ocean. See the article about Patti Kagawa and her blog for more information.

I got the folks stirred up by taking opportunities at HQ safety and staff meetings to speak to the event, found this was a good chance to provide information and generate interest versus the "email" route.

A notice board with maps and information was created. Staff mapped their routes and mapped their routes into the office; this generated a fair amount of interest in the event.

We had a naming challenge to come up with the team name for BCTS, posters were hung at various locations to catch staff's eye. We received management support from the Health and Wellness Committee, which assisted in arranging our BTWW T-shirts for all interested and got the BCFS logo added.

We included all walkers to work and found them very enthusiastic. It was nice to see the 4-5 new cyclists joining this year; this added a lot of fun and created some camaraderie amongst HQ staff. It was found that the experienced cyclists (Al, Graham, Shawn, Doug etc.) got involved in helping out the new cyclists.

Corporate MFR support was also great in that they sponsored a BTWW pizza lunch for all participants.

I found it very personally satisfying especially as a relatively new member of HQ and also provided an opportunity for people to interact within HQ beyond the work environment. In my mind, the week was also very successful in raising awareness of the opportunities and benefits (beyond the high price of fuel) of alternatives to using a vehicle to get to work.

This event was a great leadoff to the Walk Crawl Bike to Work Event. This is the first year BC Timber Sales in Victoria participated. It was also the first year in Victoria for Aboriginal Affairs Branch and Resource Tenures and Engineering Branch—welcome everyone to a Forest Service Tradition.

You can review the standings for the offices in the province at our Provincial Run Walk Crawl Bike to Work site:

http://gww.for.gov.bc.ca/dpg/Health/health_challenge/Run_Event_Stats_2008.pdf

ICEMAN Competition

Submitted by:
Ed Hoffman
Regional Aboriginal Affairs Manager

As we are all preparing for our summer holidays, and some may be preparing for a triathlon or two over the summer, here is a story that may send a chill down your spine. Imagine a winter triathlon type event, imagine the ultimate winter challenge—imagine ICEMAN.

Every February, Prince George has a winter equivalent of a triathlon called the “ICEMAN.” It consists of 5 events; an 8 kilometre cross country ski, a 10 kilometre run, a 5 kilometre ice skate, a 5 kilometre run, and an 800 metre swim (in a pool.)

Over the years, the Ministry of Forests and Range (MFR) has always had a number of staff taking part in this race either as individuals or as a team. This year we thought it would be fun to have a couple of MFR teams enter the race with the focus on fun, health and fitness (and maybe a little competition.) As a result, there were 19 MFR (regional office, Prince George Forest District, and BC Timber Sales) staff/friends/family entered as four teams as well as two individuals entered in the race.

There were a few competitive individuals on each of the teams and the results were great; we all finished. Out of the four teams Bill Warner's, (Regional Executive Director of the Northern Interior Forest Region) team finished with the fastest time (we LET them do this.)

As the registration day neared, we all were preparing our team names and came up with such fine names as: Fearless Forestry Five, Age Class 1 and 2, Fearless 5 For”ice”ters, and Forestry Entry for Winter Agony. We then continued our training for the big day. The day before the big race saw a good dump of five centimetres of fresh snow in the late evening causing some challenges for the grooming team at the Otway Nordic Centre and crews clearing the streets for the run. The start of the race was welcomed at -18° temperatures, and it warmed up to a balmy -12° by the end of the race. The end result of the fresh snow and cooler temperatures were slower times for all participants, but much fun in completing the events. There were a few competitive individuals on each of the teams and the results were great, we all finished.

All the MFR participants of this year's event are looking forward to next year and would love to have more company (participants) from MFR during the race.



SIR Regional Office Continues to Give!

Submitted by:
Lynda Jones
Administrative Assistant

The Southern Interior Forest Region participates, yet again, in the Kamloops-Kelowna SPCA City Challenge (held May 1st to May 15th). The past 3 years, we have challenged NIR (Prince George) Office. They shattered us the first year, but we beat them royally the last 2 years. This year Prince George was not able to join in the challenge—nor was the Coast or Transportation. Out of the blue, we received a surprise challenge from the Kamloops Fire Centre.

From May 1st to May 15th, numerous fund raising events were held. The SIR regional office collected \$3344.58 and after expenses, donated \$3194.58 to our local SPCA. The Initial Attack team at the Fire Centre beat us by collecting \$3360.00 for the SPCA. Because the regional office actually collected more funds, but the Fire Centre donated more funds, we decided to call the challenge a draw and each team will be forced to wash the other team's vehicles. Actually, the Fire Centre men were creative as they raised most of their funds through a 'shirt-less' car wash in conjunction with the Kamloops Fire Department men. (Rather a slippery tactic...something our "all women's" committee, was unable to participate in...)

The whole two week period was a lot of fun and a great morale boosting experience for the entire office. Trudy Goold, Beth Eagles, Andrea Inwards, Dianne Clearwater and Lynda Jones demonstrated great leadership skills and proved that dedicated teamwork pays off. We hope other offices will join in next year by hosting their own "Charity Challenge."

Points of interest: To show that we don't spend too much effort and time on the SPCA alone, the following information, indicates how much the Southern Interior Regional Office has collected/contributed to various charities, just over the past **3 years** alone. I think you will be amazed when you see the GRAND TOTAL. (Note: this does not include donated items etc., which we have no way of calculating a monetary value).

Be proud—very proud! This is an amazing contribution from an office this size.

SOUTHERN INTERIOR FOREST REGION REGIONAL OFFICE – CHARITY LISTING 2005 – 2008

SPCA Please note that due to the SIR staring an SPCA Challenge, \$15,786.004 has been raised provincially by the three regions and Exec through this "challenge"	12,634.09
CANCER Daffodil sales	636.00
PARKINSONS Tulip sales	616.00
HEART & STROKE (Big Bike, Relay for Life, Valentines luncheons, food sales, etc)	10,630.02
CHRISTMAS AMALGAMATED Note: We also averaged \$700/year from 1988 to 1992. There are also hundreds of \$ we cannot claim and monitor value as food, clothing, toiletries gifts etc. were donated over and above the total.	7,943.02
NEW LIFE MISSION	1,283.98
FOOD BANK (plus boxes of groceries)	991.00
PROVINICAL EMPLOYEES COMMUNITY SERVICES FUND	22,687.00
WOMEN'S SHELTER (plus boxes of clothing, toiletries/toys etc.)	471.00
RUN FOR THE CURE	1,960.00

(Breast Cancer)	
STRIKES FOR TYKES	50.00
GRANT TOTAL	\$54,483.43



Chilcotin Forest District 37th Annual Trap Shoot

(Held at the Chilcotin Rod & Gun Club Range in Alexis Creek, on Saturday May 24, 2008)

Submitted by:

Dan Hicks, Stewardship Technician

The Chilcotin Forest District's 37th Annual Trap Shoot had a good turnout this year with 60 participants forming 12 teams of 5 members each. Once again, thanks goes to chief organizer Grant Feldinger, his assistants Brian Rosengren and Stewart Pyper, and to range master Barry Jenkins. This longstanding event is encouraged by District Forest Manager Mike Pedersen, who participated as an organizer, master of ceremonies, and as a shooter.

Retrieved with a speedy RCMP escort, Jordan Grier provided some critical assistance by loaning his personal trap thrower when the range trap thrower broke down.

The *100 Mile House Long Shots* were the top trap shooting team, winning the *Jack Lynn Memorial Trophy* were Dan Dobson, Jim McLean, George Ostoforoff, Jim Pearson and Don Tucker.

George Ostoforoff won the *Top Gun – Male Trophy*, and Malory Wright won the *Top Gun – Female Trophy* for their unparalleled trap shooting performances.

Barry Jenkins was the last man standing in the *Annie Oakley trap shoot*, winning the *Kevin Frittenburg Memorial Trophy*.

The multi-firearm *Cowboy Action Shooting Event* was won by deadly Steve Lemke, also known as the “Cunningham Kid.”

The other four competing cowboys were Slim Brecknock, Malcolm Cattnach, Jordan Grier and Calvin Groll. Malcolm also organized this event and served as range master.

Winning the *Ladies' 22 Caliber* first, second and third trophies were, respectively, Lisa Moody, Crystal Grier, and Sammy Carlson. Winning the *Children's 22 Caliber* first, second and third trophies were, respectively, Blake Haley, Jack Teppema and Ty Feldinger. Mike Carlson served as range master for the 22 caliber shooting.

The *Kelly Feldingers* were the lowest scoring trap team, winning the *Old Shotgun Award* were Kelly Feldinger, Allison Good, Crystal Grier, Lisa Moody and Malory Wright. Allison was also awarded the *Chilcotin Egg Trophy* for receiving the lowest score.

The *Williams Lake Tribune* published this narrative as its sports section headline story on Tuesday, May 27, 2008, contributing the “on target” title.

[PHOTO'S](#)

36th Annual Provincial Golf Tournament

Submitted by:
Harold Stolar
Operations Manager

We are excited to invite you to the 36th Annual Provincial Golf Tournament in beautiful Williams Lake the weekend of September 5, 6 and 7. The tournament is open to all Forest Service families, whether past or present.

Not an avid golfer? No problem! We have people of all skill levels playing—our theme is Always Fun First!! This truly is the social event of the season for the Forest Service.

Last year's 35th Anniversary Tournament was a huge success and we hope to build on that and make this year's even better. So, mark these dates on your calendar and plan to come to Williams Lake. You are guaranteed a fun weekend!

Information on registration is coming soon to an email inbox near you.

Provincial Golf Tournament Committee



Annual Rendezvous

The Ex-Forest Service Vessel Squadron annual rendezvous for 2008 will be held on August 2, 3 and 4, the BC Day long weekend at the Silva Bay Marina on Gabriola Island.

<http://www.silvabay.com/site/content:home/lang/can/>

The boats will be open to the public on Sunday afternoon, August 3 from 13:00 to 15:00, but current and former BC Forest Service employees with a connection to our former coastal boats can visit most anytime.

Additional information can be obtained from Robin Lakenes, the squadron historian, at compassrose@express56.com



Cascades District 21st Annual Mixed Slow Pitch Tournament

Submitted by:
Dave Horne
Operations Manager

Cascades District wants to thank all the ball tourney held May 24 and years, we had 9 teams return to the spirit.



those who attended and participated in 25, 2008. After missing a couple of fields with renewed enthusiasm and

We want to congratulate all the teams for showing such great sportsmanship and especially want to congratulate this years winners—STUWIX RESOURCES!!

Cascades district fielded two teams; the Cascades Crushers who had one win against BCTS and the Merritt Mayhem who put up a good fight every game, but couldn't close the deal. Both had plenty of enthusiasm, but at the end of the day were short on talent. Now the question becomes which team was better? Once the grudge match is over we'll let you know.

Ardeu Wood Products appeared to have lots of enthusiasm, but it appears conditioning may have been a factor. As a source from Ardeus management team admitted more conditioning may be needed next year, as team players have been a little slow moving after the tourney.

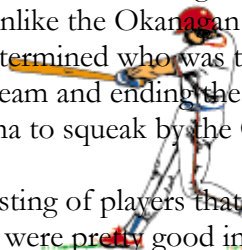
BCTS gathered players from far and wide and appeared to be a youthful talented team, but in the end turned out to be youthful—but not so talented. Although they did win the relay with their youth; winning a new bat and balls to take home for practice. They could be trouble next year.

The Southern Interior Regional Woodpeckers team was a great mix of young and old, tall and short, and full of enthusiasm. To compete they did bring in some ringers from Tolko, but even that left them just out of the playoffs

Okanagan Shuswap came with quite an experienced team that won its first three games; unfortunately they didn't have any stamina and fell down somewhat in their last three games. It was great to see a district manager out leading by example (experienced but no stamina).

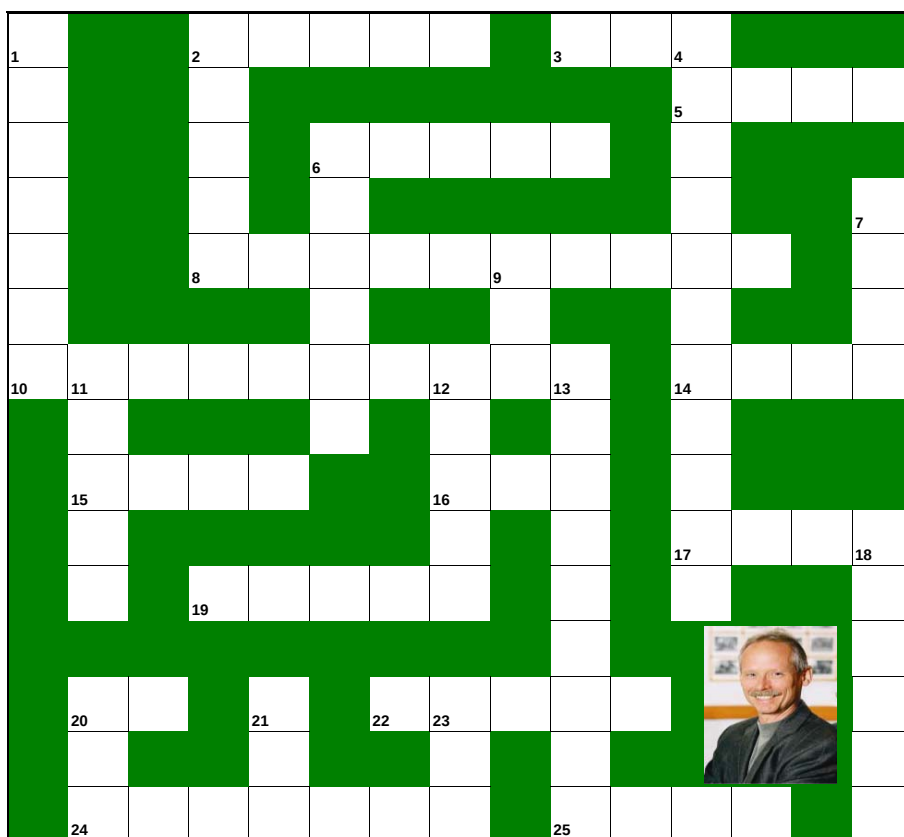
Nicola Base also fielded two teams; the Nicola Knights and the Nicola Fire Devils. Both were full of talent and youth, and unlike the Okanagan they were well conditioned and had lots of stamina. The semi-finals determined who was the better team, with the Devils going on to face the hard hitting Stuwix team and ending the tourney in 2nd place. Not to be out done, the Knights used their stamina to squeak by the Okanagan team and took 3rd place.

Stuwix Resources had a team consisting of players that have been scouted by the majors as designated home run hitters. They were pretty good in the field as well, with both experience and youth in their line up. In the end they were just too much to handle and won



this year's tournament. As a result of their fine play the Cascades competition committee will be reviewing the rules to see how they can be brought down to our competitive level.....

For those of us who don't believe it until we see it, check out the Cascades Forest District internal web site at <http://gww.for.gov.bc.ca/dcs/> for a video summary of the tournament. We are in the process of editing, so keep checking, it will be there soon!



ACROSS

2. "Goodyear" FS boat
3. "Lawsuit" TSA
5. Old Coastal Ranger Station is a prestigious Swedish University
6. A make or brand of "7 DOWN"
8. "Simple instrument" (straight edge) used to measure tree height
10. King Arthur had one, now we do(2 words)
14. This PF north of Fort St. James is also a fish
15. Can be deciduous or coniferous
16. Used to give forest fire info(acronym)
17. Bad smell or how fires are classed
19. Like TRIM it's records management(acronym)
20. FS marine transporter usually followed by a number (acronym)
22. "Archer's" TSA
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25. "Earthy" Ministry (slang)

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18. He's got a blog (pictured)
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21. "7 days" to celebrate forestry Canada-wide(acronym)
23. Used to be called Regional Manager (acronym)

The Forest Service Crossword Puzzle

All answers have a forestry theme and include many acronyms used by the FS.

Themes:

Range



Recreation



Protection



Silviculture



Seed Center

Themes



Research

Inventory



First Nations Involvement

Engineering



Marine fleet

Fresh water

Land use planning

Revenue

Scaling

Tenuring

C&E



Field offices



Legislation

Branches Partnerships



Oval



Woodlots

Tree Breeding



Technology Development

Royal Commissions

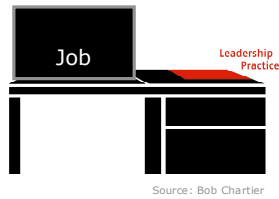
Hydro Reservoirs

Public involvement

Ministers/Deputies/Chief Foresters



THE CORNER OF YOUR DESK

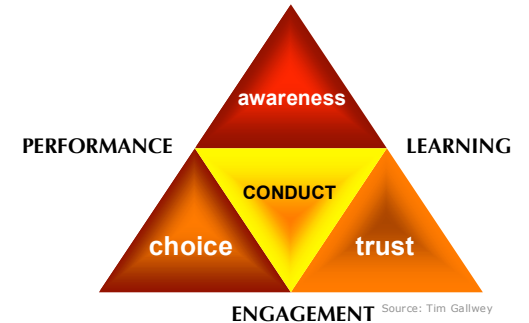


INTRODUCTION TO COACHING

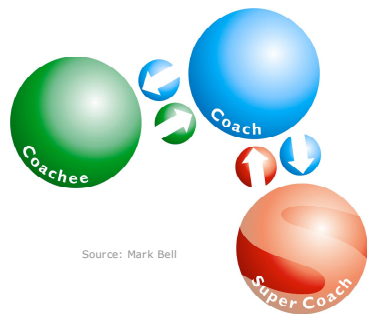
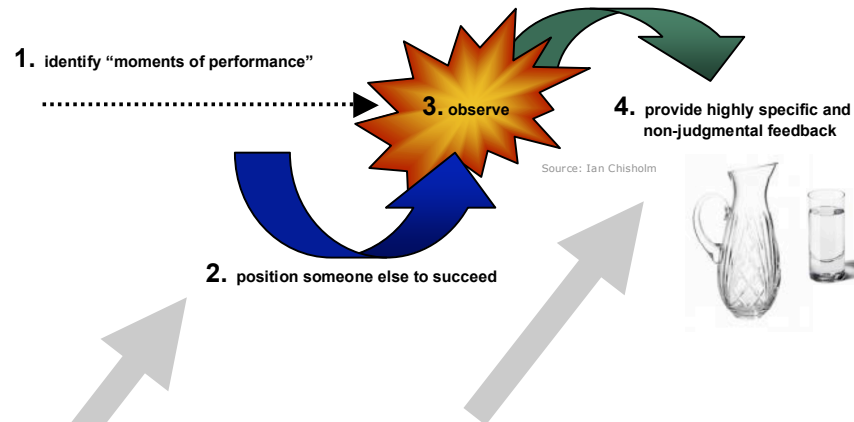
- Creating Leaders at All Levels -

A COACHING APPROACH TO LEADERSHIP

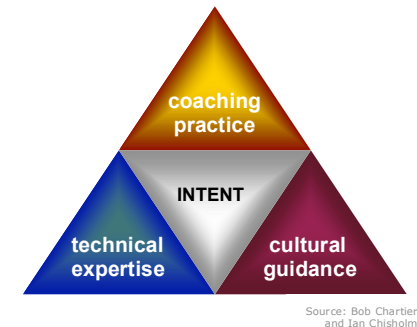
COACHING PRACTICE



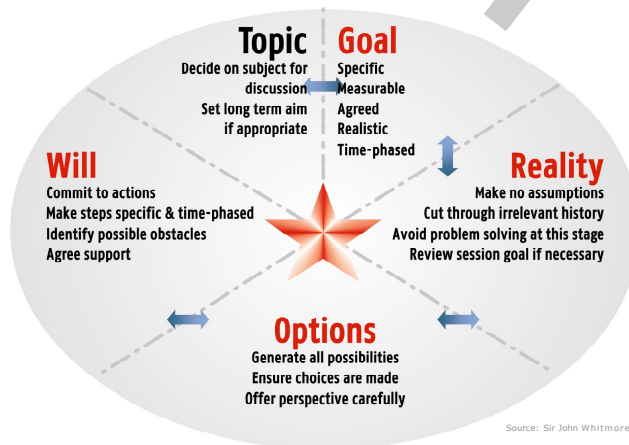
THE COACHING TRIO



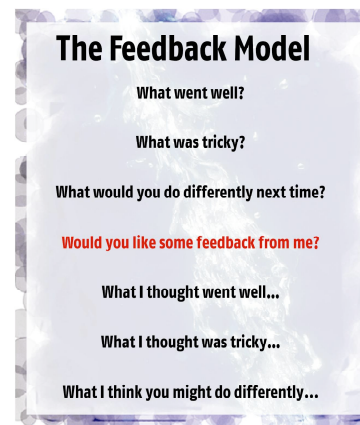
THE GIFT OF MENTORSHIP



THE GROW MODEL



FEEDBACK



WHAT DID YOU NOTICE?

20 GREAT GROW QUESTIONS

GOAL

- What would a “triumph” look like in this situation?
- How long would it realistically take to pull this off?
 - How could this be different?
 - What does good look like for you?
- If you had a magic wand that could create the solution – what would it look like?
- What kinds of things would you notice if this situation was ideal?

REALITY

- What do you notice about the system around this challenge right now?
 - What is the situation today?
 - What does that feel like for you?
- What are you denying yourself in this situation?
 - What is at stake for you in this?
- Who are the people that you trust the most with this?

OPTIONS

- What crazy ideas do you have to fix this?
- What dynamics are working in your favor?
 - Who might be able to help you?
 - How could you put this right?
 - What is “the high road” here?

WILL

- Are you really prepared to do this?
- How do you want to move forward?
- What choices look the best from here?
 - What is your first step?
- By when will you have each of these steps completed?

Source: Ian Chisholm

APPLICATIONS

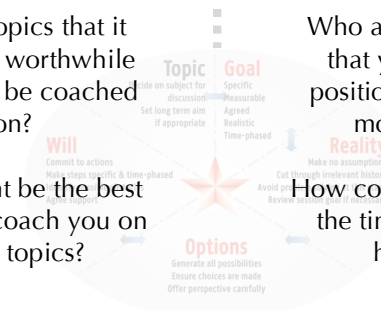


List the topics that it would be worthwhile for you to be coached on?

Who might be the best person to coach you on these topics?

Who are the people that you want to position to succeed more often?

How could you design the time for this to happen?

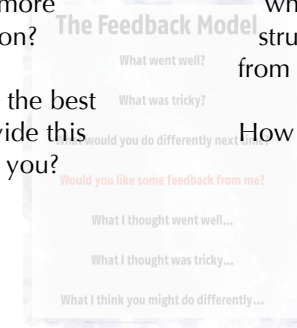


What would you appreciate more feedback on?

Who would be the best person to provide this feedback to you?

Who are the people who deserve more structured feedback from you – more often?

How could you set this up?





L to R:
Tom Rushton, Bob Smith, Bill Hardy, Clyde Loggie, Glenn Griffiths, Lynda Ostashek, Bill Hughes, Colin Merkley, Bruce McKerricher, Janis Leach, and Maddalena Di Iorio Dunn.











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