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## Introduction

Welcome to the second edition of the Forest Service News. Response to the first edition was overwhelmingly positive, with several story ideas and suggestions included in the feedback. A number of the stories in this edition reflect response to the first edition. Keep directing your story ideas to Sonia Donison at (250) 953-3859 or via e-mail at [sonia.donison@gems2.gov.bc.ca](mailto:sonia.donison@gems2.gov.bc.ca).

"There is a lot of interest in the organization to communicate with former Forest Service employees. As details are worked out over the next couple of months on how to best do this, current employees are encouraged to save the printable/text only version of the newsletter as an html file and forward it as an e-mail attachment to any Forest Service alumni they feel would be interested in receiving the Forest Service News. Please note that people outside the ministry will not be able to access all the links embedded in the newsletter. It is hoped that alumni will be able to access all aspects of future editions."





## Some Perspectives from Larry Pedersen

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At its annual meeting in February 2005, the Association of BC Professional Foresters (ABCPF) honoured Larry as a Distinguished Forest Professional for outstanding service to the forestry profession and for furthering the principles of the ABCPF. More specifically, he was recognized for being at the forefront of many positive forest management changes in B.C. over the past two decades, advocating for the forestry profession, striving to share his knowledge and experience with others, and for his energy, enthusiasm, professionalism and leadership.

Larry and his wife Debbie have been married for almost 30 years and have three sons (Grant, Eric and Craig) aged 21, 24 and 26 years. He loves to sing and, for several years, has been an active member of the Arbutus Singers in Victoria.

In this edition of the Forest Service News, he shares some of his thoughts.

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## PJJ Hemphill Award

### Alan Harrison – Recipient of 2005 PJJ Hemphill Award

The prestigious 2005 PJJ Hemphill Award was presented to Alan Harrison of the BC Timber Sales Skeena Business Area at the Provincial Engineering meeting held February 16 and 17.

This award is in honour of Mr. Pete Hemphill, a former Engineering Director of the Forest Service Branch, presented annually to a deserving individual or individuals who have demonstrated engineering excellence through tangible improvements or engineering innovation in delivering the engineering program.

This year's award is in recognition of Alan's dedication and outstanding engineering work within the Ministry of Forests over the last eight years. Alan has made tremendous contributions to the engineering program with his enthusiasm and organizational skills, teamwork and fostering strong working relationships with fellow colleagues, not to mention his delivered construction projects.

Past winners include Daryl Hunt, Norm Larson, Della Peterson, Duncan Taggart and Les Higgs.

## Award Ceremony

[Award Presentation](#)

[Recipient Alan Harrison](#)

[Larry Pedersen and Alan Harrison](#)

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## Mentoring Takes Off!

Mentoring has become increasingly popular in the past decade or so, with a dramatic growth in mentor programs. The popularity of mentoring has resulted, in part, from the compelling testimonials of people involved in mentoring relationships. The provincial government has a mentoring program and it is taking off in the Forest Service through formal programs in the Coast and Southern Interior regions and in many situations where it occurs outside of formal programs.

What is it? Mentoring is a one-to-one relationship or partnership that focuses on the needs of the mentored participant (protégé). This could range from helping a new employee learn about the Forest Service or assisting a protégé in gaining a better understanding of his/her roles and how to be more effective. The mentor may also provide guidance for competency and career development. In the case of the Forest Service, mentoring could encourage individuals to actively pursue careers in the ministry or another part of government by linking them with people already established in their field or in other areas of interest who could act as role models and advisors.

A protégé is an individual who wants to be proactive in his/her professional career development and wants to gain insights about the nuances of the workplace from a more experienced person. A mentor is an individual willing to invest time and effort, and share their knowledge by entering into a relationship with someone seeking a learning experience. A mentor can support a protégé with career development by helping clarify career goals and carry out a plan to reach those goals or by sharing the insights and knowledge they have gained through their own experiences.

Two people from the Squamish Forest District share some perspectives from their mentoring relationship.

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## Sunshine Coast Welcomes the World!

For the past 5 years, the Sunshine Coast Forest District has been hosting delegations from around the world interested in learning about the forest management practices of British Columbia. Delegations come from many countries and for many reasons; however, the majority of the visitors have been involved in a program sponsored by the federal and provincial governments which brings together delegates from widely diverse backgrounds together on these 'show and tell' tours.

[story continued](#)

For more information, contact Sunshine Coast Operations Manager, Mark Anderson, RPF, (604) 485-0710; [Mark.Anderson@gems5.gov.bc.ca](mailto:Mark.Anderson@gems5.gov.bc.ca).

[Visit the tour website](#)

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## Hockey, Hockey, Hockey!

The NHL season may be toast, but hockey is alive and well in the Forest Service!

Two tournaments have been held in the past couple of months and another one is coming up in a few weeks.

The **Southern Interior Region hockey tournament** will be held from April 22 to 24 at the Ice Box arena in Kamloops. Hosted by the Kamloops Forest District, teams will play a minimum of three games and there will be a variety of team and individual prizes.

The Ice Box arena features a players lounge, with full concession and beverage facilities and a great view of the ice. A BBQ and awards ceremony will be held at the arena on Saturday night.

Players of all skill levels will be participating, as long as they are 19 years of age or older. Participants cover many categories: men, women, Forest Service, government, ex-government, spouses, significant others, siblings or children.

The emphasis will be on fun, so come out and enjoy the tournament even if you are not playing.

For more information, contact:

Dean Rebinsky (250) 371-6544 [Dean.Rebinsky@gems6.gov.bc.ca](mailto:Dean.Rebinsky@gems6.gov.bc.ca)

Mike Toews (250) 371-6534 [Michael.Toews@gems4.gov.bc.ca](mailto:Michael.Toews@gems4.gov.bc.ca)

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## The Stanfield Cup – A Legend Lives On!

On March 18-20, the Vanderhoof Forest District hosted the 2005 Stanfield Cup at the Vanderhoof Arena on behalf of the Northern Interior Region. Shane Greenlees of the Vanderhoof Forest District shares the legend and first-hand experience with competition for the cup.

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Click on image to enlarge

## Hockey photos

[Shoots she/he Scores?](#)

[The Legendary Cup](#)

[2005 Winners the Port McNeill Stars](#)

[Port McNeill Stars and Smithers Bulldogs](#)

[What Action! \( I thought the NHL was cancelled this year?\)](#)

[Silver Cup Winners Vanderhoof II](#)

## Provincial Hockey Tournament in Port McNeil

On the weekend of February 18 to 20, the town of Port McNeill welcomed 12 teams, including two women's teams, and 180 players from around the province to the 2005 Provincial Forest Service Hockey Tournament.

DFO South won the tournament again this year, with the Coast Forest Region finishing 2nd and Winning the Coastal Cup. The two Port McNeill Forest Service teams again battled it out for 3rd place, with the Stars being victorious in a tie-breaking shootout.

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## C&E Inspection #100,000

Eva Fickell has been employed with the Ministry of Forests for 25 years and has had the opportunity of working in various sections of the Forest Service such as: Research, Silviculture, Forest Health and Range. She has been in her current position as Compliance and Enforcement Technician, Range for 3 years.

It was just another quiet day in mid-December, when Eva was going about her routine tasks that CIMS inspection number 100,000 was on her monitor! CIMS inspection #100,000 pertained to a compliance field check on the GANG RANCH's activities on Crown Range land. As per their Range Tenure Agreement, they were to be off Crown land on October 15, 2004. On October 26, 2004, they flew the RELAY RANGE UNIT to check for any stragglers that may still be out on range.

For purely esoteric and internal reasons, when C&E moved from their previous inspection data system [FTAS] into our C&E specific system CIMS, the numbering began somewhere other than at 1. Inspection #100,000 marked an opportunity to have some fun and creatively recognize an employee for good work.

Congratulations Eva!

[Eva in her Oil Skin Coat](#)

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## 2nd Annual FS Triathlon

The Research Station in Lake Cowichan will again be the site for the BC Forest Service triathlon. Building upon last year's success, the second annual event will be held on the morning of September 3, 2005.

The triathlon includes a 300-metre lake swim (wet suits permitted, but not necessary), a 12-kilometre bike ride on paved/dirt roads (mountain bikes and hybrids only allowed, no road bikes) and a 4-kilometre run. All events occur on Research Station property, so there are not cars or other public traffic to contend with. The only exception may be some wildlife viewers.

The event is open to current and ex-Forest Service employees and their families to participate either as a relay team or as individuals.

An awards ceremony and bbq will follow the triathlon. Last year (first time), there were some 38 participants plus volunteers and fans. It was a fun event!

The triathlon supports health and wellness by emphasizing participation and getting into physical

A printable registration form can be downloaded from the [following website](#), where you will also find several pictures of last years event.

shape. Organizers are hoping for even more participants this year. For more information, contact:

Michael Stoehr (250) 356-6269; [Michael.Stoehr@gems8.gov.bc.ca](mailto:Michael.Stoehr@gems8.gov.bc.ca)

Don Carson (250) 749-6811; [Don.Carson@gems5.gov.bc.ca](mailto:Don.Carson@gems5.gov.bc.ca)

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## Join a 34-Year Tradition

The 34th Annual Chilcotin Forest District Trapshoot will be held on May 14 at the Alexis Creek Rifle Range, about 112-km west of Williams Lake. Forest Service employees, ex-employees, family and friends are invited to participate in what is toted as the longest running event in the history of the Forest Service.

There are a number of participation categories and the opportunity to enter as a team or an individual. Deadline for entries is May 1. Free on-site camping is available on Friday and Saturday.

Other information and entry form are available in the attached notice. Event contacts are:

Dave Keely (250) 394-4748; [David.Keely@gems3.gov.bc.ca](mailto:David.Keely@gems3.gov.bc.ca)

Pat Porter (250) 394-4700; [Pat.Porter@gems6.gov.bc.ca](mailto:Pat.Porter@gems6.gov.bc.ca)

Dan Laurie (250) 394-4706; [Dan.Laurie@gems5.gov.bc.ca](mailto:Dan.Laurie@gems5.gov.bc.ca)

**IT'LL BE A BLAST!!!**

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## Health Bite

*'Creating a Healthy Workplace Takes a Lot of Time and Effort...and Its Worth It!'*

A high priority for the Forest Service is promoting health and wellness in the workplace to help employees balance their work and personal lives...it's a tall order. Many employers have piecemeal health programs, hoping for a 'magic' bullet that will reduce illness, injury and disease. What they find in most cases is that it will not work. The reason—there is no off-the-shelf solution. To be successful, each organization must devise its own unique health and wellness program, which means more than just 'superficial' change.

[story continued](#)

[Poster and Entry Form](#)

**Headquarters**  
**2005 Curling Funspiel**  
[Check out the slide show](#)  
[Past Events](#)

For a clearer image click on the photo's

**Now here's a  
Winning Skip!!**





What next "Team Ferbey"?

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## Personal Awareness



### **Safety—A part of the vision for a healthy organization!**

Personal awareness strategies! Do you know how to help reduce the risk of becoming a victim of violence?

Where will an attack most likely occur; who is your attacker and why do they attack; reducing the risks of being attacked; what to do if attacked? These are just some of the questions being addressed in a seminar recently provided to Ministry of Forests headquarters staff designed to provide participants with "Personal Awareness Strategies."

For more information on "personal awareness" provided for you is a link to the book "Total Awareness" A Woman's Safety Book," which is an inappropriate title. It should read "Total Awareness: A Safety Book for EVERYONE." Although some of the topics are specifically directed toward women, this is an excellent and comprehensive awareness guide for everyone in the family.

<http://www.personalprotectionsystems.ca/media.htm>

"An educated and aware individual can avoid unnecessary trouble and misery in their life."

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## Personal Learning Experience

Wendy Bergerud, a Biometrician with the Research Branch in Victoria, had a truly unique learning experience as a member of the first Citizens' Assembly in Canada. The assembly met in Vancouver last year and recommended a new electoral system to the people of BC. Wendy shares some of her experience with the assembly.

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## News, News News!

In addition to the Forest Service *News*, two other internal newsletters are helping enhance communication among Forest Service employees.

The **Southern Interior Forest Region's newsletter** is being well received by folks in the region. Editor Lennie McDonald shares some of the feedback she has received.

[story continued](#)

[Check out SIR March edition!!](#)

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## Outcome Southern Interior Region Curling Bonspiel

The Village of Chase welcomed curlers from around the province from March 4 to 6 for the Southern Interior Forest Region Bonspiel. Whether curling, cheering or volunteering, everyone had a great time. According to Dave Keely of the Chilcotin Forest District in Williams Lake, "Our team had a great time, and the prizes and entertainment were excellent."

[story continued](#)

The results and many pictures of Forest Service employees, retirees and families [are available here](#).

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## Cascades Mixed Slo-pitch IS BACK!!!

### EVERYONE IS WELCOME!

BACK by popular demand—the Merritt Mixed Slo-Pitch Tournament returns on May 28-29, 2005!!!!

The organizing committee is creating the tournament as a family event, with something for all to enjoy. Four ball diamonds are allocated for the mixed tourney and all family members are welcome. One supervised ball diamond will also be set aside for the younger children to play scrub ball. There is also a brand new skateboard park adjacent to the ball diamonds for the kids (and adults) that prefer boarding to ball.

There is a fenced playground for tots that will be supervised by qualified sitters. A family barbeque and concessions will be available at the ballpark. Organizers are working on a large tent with a big screen to run DVD's during the event for complete family entertainment. Some of

[Poster information](#)

the fun will include Accuracy Throwing, Home Run Contest and Pie Eating Contests and, for those adults with a thirst to quench under the Nicola Valley sun, a Beer Garden. Five teams have already confirmed, so don't delay in submitting your entry form.

For more information, please contact:

Trevor Schmidt @ 378-8473 or Marilyn Heppner @ 378-8414.

**Come one, come all to the Cascades Slo-Pitch tourney on May 28-29!!**

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**Dress the RED in red!!**

There is a rumour in the Southern Interior Region office that Regional Executive Director, Phil Zacharatos is considering a second career as a fashion consultant!

On February 15, regional staff in Kamloops participated in the 'Dress Red and dress the RED Hot Dog Day.' Organizers were especially appreciative of the fashion sense of their 'leader' Phil Zacharatos and for showing his 'shady' side!! Phil was a great sport in serving hot dogs to the hungry masses. Many thanks also to Lynda Jones, Lynn Diduck and Fay Hill for all their shopping, baking and organizing. The event raised \$138.00 for the Heart & Stroke "Dress Red" campaign.

P.S. Regional staff also think Phil is a great RED!!

**Photo's of the festivities**

[What's Cookin Phil?](#)

[Hot dogs anyone?](#)

[What a Lunch!](#)

With Dianne Clearwater

**And the two Men with  
Big Hearts!**

Bob Threinen and  
Vern Quaroni (love those  
chips...)

[Some light reading](#)

[A bit risky...](#)

[Phil Zacharatos and  
Vern Quaroni](#)

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## **A New Chapter**

After retiring from the British Columbia Forest Service more than 20 years ago, Ralph Schmidt started a new hobby— writing articles and books. He first wrote forestry-related articles for the Newsletter of the Forest History Association of B.C. and then moved on to more ambitious ventures that focused on the history of the Research and Inventory Branches of the Ministry of Forests.

More recently, he has switched from stories about forests and foresters to those relating to early experiences in the Prairie Provinces. In his youth, Ralph lived in rural Saskatchewan and, at age 17, he left the prairies to become a logger at Cowichan Lake. He then went on to be an air-gunner in the Royal Canadian Air Force and finally a forestry graduate in 1949, at which time he joined the British Columbia Forest Service.

His recently published book, "Pennies from Heaven" contains 50 short stories about prairie life during the depression. Ralph accentuates the lighter side of life in these stories, rather than dwelling on the darker side of the depression years.

To acquire a copy of his book at a real good (rock bottom) price, contact his daughter-in-law Susan Schmidt (250) 474-1468 or email at [psnsch@telus.net](mailto:psnsch@telus.net). Susan is an Office Coordinator in the Compliance and Enforcement Branch, Victoria.

[\*Pennies From Heaven\*](#)



# Forest Service News - A Voice for Staff

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Larry and his wife Debbie have been married for almost 30 years and have three sons (Grant, Eric and Craig) aged 21, 24 and 26 years. He loves to sing and, for several years, has been an active member of the Arbutus Singers in Victoria.

In this edition of the Forest Service News, he shares some of his thoughts.

### **Q. You were well respected as Chief Forester and seemed to enjoy the position a great deal. Why did you make the move to BC Timber Sales?**

When approaching my 10th anniversary as the Chief Forester, I felt somewhat restless and started to reflect on how much longer I could see myself continuing in that role. Serving for a decade in that capacity is a long time. While it was truly an honor and a privilege, I didn't think it was good for the job or me if I carried on in that role for a second decade. To be clear, I enjoyed the job immensely and it provided me with the opportunity for significant personal and professional growth. Nevertheless, I concluded that it would be good to make a career move and I also felt a change in the Chief Forester would be good. Once I made this decision, my first allegiance and priority was to stay in the public service and, if at all possible, with the Forest Service. In considering the options that might be available for the next phase of my career, I could see my skills lining up well with BC Timber Sales, its mandate and operational environment. I'm extremely pleased that I have been able to stay with the Forest Service and take on the new challenges and opportunities at BCTS. I look forward to more personal growth and to bringing my background and leadership skills to this new

role.

**Q. Now that you've been with BC Timber Sales for a few months, what has it been like? What have you most enjoyed? Biggest challenge? Any surprises?**

To be honest, it has taken me longer to adjust than anticipated. In looking back, I can see this was due in part to letting go of where I had worked for 10 years and also needing to learn more about the operating environment of a different part of the Forest Service. As I settled in, it took time to meet with people within and outside BCTS to gain a better understanding of the organization, its opportunities and challenges.

The thing I have most enjoyed is seeing and hearing the intense interest in BCTS expressed by people internally and externally. This interest extends to our mandate, delivery model, current business practices and, of course, our role in forest management. There is a diverse range of interest in and perceptions about the organization, which I find exciting to contemplate and evaluate.

The biggest challenge clearly lies in delivering on our mandate in a way that earns and reflects solid support from our direct clients and others outside the organization. With this challenge, however, come unexplored opportunities, many of which are linked to the significant operational ramp-up associated with timber reallocation and certification plans. At the same time, we continue to explore other opportunities such as moving forward with an e-commerce environment, improving customer service and quality assurance. It is both challenging and exciting to be building a successful, entrepreneurial organization within the public sector.

Finally, I should mention that I came into BCTS with my eyes wide open and can honestly say there have been no big surprises. I have to say, however, that I'm extremely impressed with the success of the organization in delivering on its goals after less than two years of full implementation.

**Q. How long have you been with the Forest Service? Over this time, what is the single biggest change you have seen in the organization?**

I'm not going to answer your questions directly, as I've seen many changes over the past 25 to 30 years and it is difficult to single out one thing as the biggest change. The restructuring of the early 1980s, following the Pearce Royal Commission, resulted in significant change. That was when ranger stations were closed and we moved to 44 District offices within the six-region structure. Then, a couple of years ago, we experienced major change in moving to 29 Districts and from six to three regions, closing several offices and re-aligning many parts of the organization. In addition to these things, we have felt the impact of budget reductions and our mandate has evolved a great deal over this period. I guess the biggest learning is that 'change is a constant'.

I would rather focus on what hasn't changed for a moment. In successfully responding to the many challenges of past decades, I have been repeatedly impressed with the talented, professional public servants in the Forest Service; people who continue to be dedicated to good forest management and serving the public interest. We have retained the key values that are integral to defining us as an organization that successfully delivers on change – big or small.

**Q. What is it about the Forest Service that makes it such a great organization for you to be a part of?**

I sort of alluded to this in my answer to the previous question, but can say without hesitation that the Forest Service is a great organization because of the people that work for it – those I've come to know and respect, and with whom I have enjoyed working. While there have always been many demands and sometimes a healthy level of tension among programs, the Forest Service has always been a cohesive and unified organization. I think this has led to having a definable culture with shared traditions and values, where we place a high premium on the sense of family, togetherness and commonality, and good business.

We have responsibility for managing forests on an extremely large and complex land base. In carrying out these responsibilities, people in the organization conduct themselves in an unbiased and fair-minded manner in their work and serving the public. It is these things that make it a great organization.

**Q. With all the demands and time pressures on you when you served as Chief Forester and now as Assistant Deputy Minister of BC Timber Sales, what do you do to find a good work-life balance?**

First, let me say that balance is unique to the individual. It really is a matter of personal choice as there's no rulebook. I have always dedicated myself vigorously to work and, while I accept some of the associated trappings (long hours and travel), I have always worked to my own bottom line of personal priorities and what works for my family. This means that I have always found time to be involved with service clubs and to support the organizations in which my sons have been involved, and to also pursue my love of

singing by participating in choirs. This works for my family and me. I have been able to do this with my family and have also their enjoyed their support and respect for my career and my passion and dedication to my Forest Service family. All in all, it's a pretty workable balance from my perspective. I'm happy and supported at work and at home, so I've struck a balance that works for me.

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Two people from the Squamish Forest District share some perspectives from their mentoring relationship.

***Protégé – Paula Griffin*** (Acting Field Operations Supervisor)

### What attracted you to the Coast Region mentoring program?

An opportunity to take a more active role in directing my career. As the most junior person in our office, who has eluded displacement on three occasions over the last 9 years as a result of cutbacks and been transferred into four different program areas to accommodate district priorities, it became quite apparent to me that I needed to be very flexible and diverse. I needed to take advantage of any opportunities that would provide my employer and me more options. So, when an opportunity such as this come along, there was no question in my mind that this would be a great way to get the experience I need to advance and to show my

supervisors that I'm the right person for such an opportunity.

### **What did you hope to gain from being mentored?**

Experience, further diversification and future opportunities.

### **How does it work in practical terms?**

I find it difficult to image how successful the program would have been for me, if I had not been given the opportunity to act in the position for which I was being mentored. It is very hard to do your existing job plus learn how to do another one at the same time. Something usually falls off the desk and unfortunately it's usually 'nice to do's' such as mentoring. When you're acting in a position, it's sort of 'sink or swim.' This has worked well for me, but may not for others.

### **What kind of an experience has it been?**

As with any job there are challenges as there has been with this one, but my supervisor and co-workers have been a great support, which has resulted in a great experience for me.

### **What have you personally received from the mentoring?**

Experience and confidence in my abilities to pursue future job opportunities. For this position, one of the biggest challenges is learning how to deal with staff. How to read their emotions, deal with their issues and bring everyone together as a team. Everyone is different with different personality types, experiences and opinions. For me, the people side of the job has been my biggest challenge, but is also the most important and valued experience that I have gotten out of this opportunity.

### **How does this apply to your work situation?**

I now have the experience and confidence to pursue permanent postings with similar job classifications and, in the interim, will use this experience to conduct day-to-day activities (internally, publicly and personally).

***Mentor – Neil Edwards*** (Operations Manager)

### **What was the attraction or incentive for you to get involved?**

I see this as an opportunity to provide ongoing training in a formal way—to pass on knowledge I have learned, experiences both successful and not so successful, by sharing these experiences. In a sense, I also learn about my style and areas for improvement. When a mentor and protégé are both committed to the program, the expectations are more realistic since the protégé is there to learn the role and to learn from someone who has had past experiences. I am able to pass on these things without being directive or having a performance issue—it's simply communicating ideas.

### **How does it work from your perspective? What kind of an experience is it for you personally?**

From my perspective it is very worthwhile and works very well. I have also found that being in this relationship focuses my attention to teaching and at the same time learning how I may respond to the training. I think I am learning as much about managing and supervising as Paula is learning.

### **What benefits do you see for Paula personally and professionally from being mentored?**

For the person I am mentoring—I see an opportunity to focus and learn, which is not always available to the same degree in regular reporting relationships. We have signed what, in essence, is a contract. Both of us remain focused on providing opportunities to build on competencies that Paula would require to enhance her current mentoring opportunity and to develop her career with the Forest Service. In our situation, Paula as a junior employee has an opportunity to learn new roles in an atmosphere of learning and allowing for errors.

### **What do you see as being the benefits to the Forest Service from mentoring?**

This helps develop staff capable of stepping in to address succession issues and to have well-developed competencies to perform at a higher level. It also supports accomplishing our Road Ahead initiatives and creating an esprit de corps within the Forest Service family once again. People now have an opportunity to directly participate in their own development and meet future needs of our organization.

## The Sunshine Coast Welcomes the World

For the past 5 years, the Sunshine Coast Forest District has been hosting delegations from around the world interested in learning about the forest management practices of British Columbia. Delegations come from many countries and for many reasons; however, the majority of the visitors have been involved in a program sponsored by the federal and provincial governments that brings together delegates from widely diverse backgrounds together on these 'show and tell' tours.

A typical tour involves government officials, environmentalists, media, industry and academic representatives as well as other non-government organizations. Since the year 2000, there have been approximately 150 international visitors to the Sunshine Coast Forest District viewing all aspects of our forest management practices. Visitors come from the USA, Japan, Italy, Holland, Russia, Germany, Scotland, England, the Economic Council of Europe, as well as a group of provincial MLA's. Visit the tour website <http://www.for.gov.bc.ca/DSC/album/album11.htm>.

While time commitments and logistics make these tours a challenge, the benefits to the district and province are huge. Without exception, the groups are impressed with the beauty and abundance of British Columbia's coastal forests in comparison to their respective homeland. The testimonials and subsequent media reports have shown a clear respect for the complexity of forest management in coastal B.C. and the commitments of all involved in our forest management. Several times, business relationships have been established or strengthened directly as a result of these tours. After one trip, the president of a forest products company in Japan phoned the district office directly and thanked them for the tour and conveyed his appreciation. But, there was a problem—he didn't speak English and the district staff member didn't speak Japanese. Despite this problem, however, the message of appreciation was clear.

Several times, tours have been redirected to accommodate the questions and interests of the visiting delegates. It's very important to show the real stuff, not just a 'canned' tour of the best. The district welcomes the chance to let the delegates look off the beaten path and change the tour plans. District staff and industry representatives have also welcomed the tough questions and comments put forward by their international guests. The dialogue and information exchanges have been excellent and very open.

On the lighter side, a group from Holland stood up in a restaurant and sang a song in Dutch in appreciation of the hosts and restaurant staff. On another trip, while discussing our coastal salvage of cedar products through a Japanese interpreter, the discussion took an unusual detour because the delegates were puzzled why we were talking about salvation of our old cedar trees. They asked what the connection was between trees and spiritual salvation. On another trip, a British delegation was landing on a river bar to look at some old-growth forests just as a herd of Roosevelt Elk crossed the river directly below the hovering helicopters. There were no words necessary for that part of the trip.

While the purpose of these tours has been to show British Columbia's coastal forest management to the world, there are other spin-off benefits. District foresters have learned a great deal about forestry in other countries as well as making a lot of friends; even if it's a short visit. As noted on the tour web site "We believe our forest practices are some of the best in the world and we welcome the International scrutiny these tours provide."

For more information, contact Sunshine Coast Operations Manager, Mark Anderson, RPF, (604) 485-0710; [Mark.Anderson@gems5.gov.bc.ca](mailto:Mark.Anderson@gems5.gov.bc.ca).

## Hockey, Hockey, Hockey!

The NHL season may be toast, but hockey is alive and well in the Forest Service!

Two tournaments have been held in the past couple of months and another one is coming up in a few weeks.

The **Southern Interior Region hockey tournament** will be held from April 22 to 24 at the Ice Box arena in Kamloops. Hosted by the Kamloops Forest District, teams will play a minimum of three games and there will be a variety of team and individual prizes.

The Ice Box arena features a players lounge, with full concession and beverage facilities and a great view of the ice. A BBQ and awards ceremony will be held at the arena on Saturday night.

Players of all skill levels will be participating, as long as they are 19 years of age or older. Participants cover many categories: men, women, Forest Service, government, ex-government, spouses, significant others, siblings or children.

The emphasis will be on fun, so come out and enjoy the tournament even if you are not playing.

For more information, contact:

Dean Rebinsky (250) 371-6544 [Dean.Rebinsky@gems6.gov.bc.ca](mailto:Dean.Rebinsky@gems6.gov.bc.ca)

Mike Toews (250) 371-6534 [Michael.Toews@gems4.gov.bc.ca](mailto:Michael.Toews@gems4.gov.bc.ca)

## The Stanfield Cup – A Legend Lives On!

On March 18-20, the Vanderhoof Forest District hosted the 2005 Stanfield Cup at the Vanderhoof Arena on behalf of the Northern Interior Region. Shane Greenlees of the Vanderhoof Forest District shares the legend and first-hand experience with competition for the cup.

The Stanfield Cup is the creature of an 'evolving' tradition. This tradition is rooted in sporting competition, within the Forest Service in the Northwest part of the province. The competition related to the Stanfield Cup goes back to 1974, when regional staff from Prince Rupert stole the Kitimat Ranger District's mascot. The thieves left a ransom note, declaring that return of the mascot could be secured if the Kitimat Rangers were able to beat regional staff in a game of softball. The Kitimat Rangers traveled to Prince Rupert, trounced the thieves, and brought their mascot and a Silver Cup commemorating the event back to the Kitimat Ranger District office.

Soon after this win, new rules evolved so that any Ranger office, mostly Northwest, could decide their game of choice, travel to the host Ranger office and challenge for possession of the Cup. Snowshoe baseball and snowshoe soccer have been a couple of the more creative sporting challenges.

The Cup changed hands many times and its possession brought great distinction. Relocation of staff between Ranger Districts occurred, not because of the policy of the day (to create broader woodlands experience or workload efficiencies), but because Ranger Supervisors recruited, bartered and traded for Silver Cup talent.

In 1982, Prince Rupert Region office staff, then located in Smithers, possessed the Silver Cup. Kalum Forest District staff decided to choose hockey as the sport of competition and challenged the regional office. The Kalum team was a young, motley collection of mostly ankle skaters, with a few young stars. One player even used the Terrace phone book for shin pad protection. The Smithers team was the favourite to win, being the older and wiser crew, with quite a few involved in rec hockey. During the warm-ups, it took a lot of additional liquid to fortify the Kalum players to not give up before the game even started. As the liquid flowed, and the courage came back, the Kalum players vowed to not let down their fans (girlfriends and wives), designated driver and coach. Soon after the game started, Smithers built up a predictable lead of 3 or 4 to nothing. Then, Kalum started its come back. The old-timers were losing their legs and the young crew's enthusiasm started to flow as the goals started coming. In the end, the young, motley crew won 6 to 5, and a new chapter in the Forest Service legend book had started. The Smithers team was not too keen to release possession of the Silver Cup, but the young-timers outsmarted the old-timers and brought the Silver Cup back to Terrace.

The Kalum upstarts then re-modeled the old Silver Cup, by adding two miniature hockey sticks, one kid-size skate, and an athletic protector and renaming it as the Stanfield Cup. It was a magnificently ugly creation. The open sporting competition phase of the Silver Cup ended and a new tradition of Stanfield Cup hockey tournaments was introduced.

The Smithers team re-challenged for the Stanfield Cup in 1983. The Kalum team was still a mostly young, motley crew, but one notable old-timer is worth mentioning for the hard hat he wore and his inability to skate backwards. The Smithers team was an organized gang of ringers, with a clear mission in mind. Smithers beat the motley Kalum crew and stole the Stanfield Cup in an

unsportsman-like manner to take it back to Smithers.

New Stanfield Cup sportsmanship rules were then developed, so people of all hockey abilities and equipment could play. Participation and fun were the keys, and many tournaments were played under these rules. Slowly, players started wearing full hockey gear again and the two most recent Stanfield Cup tournaments were played under 'full hockey gear required' rules. In the mid 90's, regional staff managed to lose (go figure) and rebuild the cup without anyone even catching on. Compliance and Enforcement was kind of slack in those days. In 2001, the combined Silver Cup and Stanfield Cup were given another facelift by Kalum Forest District staff. A new base and upright supports were added to make room for the names of all winning team members. Shane Berg's flagship team, the Kispiox Forest District, won the Stanfield Cup in 2001, which was then followed by a 3 year hiatus of the Stanfield Cup tournament.

In March 2004, the Stanfield Cup tournament was reincarnated. No longer was the tournament a Prince Rupert Forest Region event. The Vanderhoof district, on behalf of the new Northern Interior Forest Region, hosted the tournament. It was the largest tournament to date with a total of 8 teams. The Port McNeill Stars defeated the host team Vanderhoof Forestry Flyers 5-4 in a highly competitive and entertaining game. The Port McNeill win saw the Stanfield Cup awarded for the first time to a team outside of the Prince Rupert Region.

The 2005 edition of the Stanfield Cup tournament added a new twist, with the reincarnation of the Silver Cup trophy, the pre-cursor to the Stanfield Cup. The intent of the Silver Cup is for an even greater emphasis on fun.

The idea to re-surface the Silver Cup came about as a way of adding a division for teams more interested in the fun aspect, rather than playing teams with much higher skill levels. They could have fun and still compete for a trophy. With creation of the Stanfield Cup, an emphasis on competition and higher skill levels emerged. The reincarnation of the Silver Cup reflects the earlier tradition and still allows for plenty of competition.

#### **2005 winners are:**

Stanfield Cup Championship Game: **Port McNeill Stars over** Smithers Bulldogs 2 to 1

Silver Cup Championship Game: **Vanderhoof II over** Prince George Glaciers 6 to 0

For more inside information on the history of the Stanfield Cup, contact Shane Greenlees in Vanderhoof (250) 567-6328; [Shane.Greenlees@gems6.gov.bc.ca](mailto:Shane.Greenlees@gems6.gov.bc.ca).

## **Provincial Hockey Tournament – Port McNeil**

On the weekend of February 18 to 20, the town of Port McNeill welcomed 12 teams, including two women's teams, and 180 players from around the province to the 2005 Provincial Forest Service Hockey Tournament.

DFO South won the tournament again this year, with the Coast Forest Region finishing 2nd and Winning the Coastal Cup. The two Port McNeill Forest Service teams again battled it out for 3rd place, with the Stars being victorious in a tie-breaking shootout.

Organizers were very pleased to have two interior teams, Vanderhoof and Kamloops, participate in this year's tournament. Three of Dan Leclerc's friends came from Clearwater and played with the Kamloops team. Dan's father Marcel also came from Kamloops, which was much appreciated. The Headwater Forest District announced they would host the 2006 provincial tourney.

Among the repeat participants was Minister Mike 'Shooter' de Jong, who managed to avoid the penalty box this year.

Volunteers from the Port McNeill office hosted a great players' banquet, featuring fresh crab and donated salmon, that was enjoyed by more than 200 people. Community support was very strong again and came in the form of support for tournament t-shirts, the banquet and a variety of great items for the raffle table as well as team and individual prizes.

The dedication and hard work of over 60 staff from Operations and BC Timber Sales made another great tournament a reality.

A big thanks to all involved!

## C&E Inspection #100,000

Eva Fickell has been employed with the Ministry of Forests for 25 years and has had the opportunity of working in various sections of the Forest Service such as: Research, Silviculture, Forest Health and Range. She has been in her current position as Compliance and Enforcement Technician, Range for 3 years.

It was just another quiet day in mid-December, when Eva was going about her routine tasks that CIMS inspection number 100,000 was on her monitor! CIMS inspection #100,000 pertained to a compliance field check on the GANG RANCH's activities on Crown Range land. As per their Range Tenure Agreement, they were to be off Crown land on October 15, 2004. On October 26, 2004, they flew the RELAY RANGE UNIT to check for any stragglers that may still be out on range.

For purely esoteric and internal reasons, when C&E moved from their previous inspection data system [FTAS] into our C&E specific system CIMS, the numbering began somewhere other than at 1. Inspection #100,000 marked an opportunity to have some fun and creatively recognize an employee for good work.

Congratulations Eva!

## 2nd Annual FS Triathlon

The Research Station in Lake Cowichan will again be the site for the BC Forest Service triathlon. Building upon last year's success, the second annual event will be held on the morning of September 3, 2005.

The triathlon includes a 300-metre lake swim (wet suits permitted, but not necessary), a 12-kilometre bike ride on paved/dirt roads (mountain bikes and hybrids only allowed, no road bikes) and a 4-kilometre run. All events occur on Research Station property, so there are not cars or other public traffic to contend with. The only exception may be some wildlife viewers.

The event is open to current and ex-Forest Service employees and their families to participate either as a relay team or as individuals.

An awards ceremony and bbq will follow the triathlon. Last year (first time), there were some 38 participants plus volunteers and fans. It was a fun event!

The triathlon supports health and wellness by emphasizing participation and getting into physical shape. Organizers are hoping for even more participants this year. For more information, contact:

Michael Stoehr (250) 356-6269; [Michael.Stoehr@gems8.gov.bc.ca](mailto:Michael.Stoehr@gems8.gov.bc.ca)

Don Carson (250) 749-6811; [Don.Carson@gems5.gov.bc.ca](mailto:Don.Carson@gems5.gov.bc.ca)

## Join a 34-Year Tradition

The 34th Annual Chilcotin Forest District Trapshoot will be held on May 14 at the Alexis Creek Rifle Range, about 112-km west of Williams Lake. Forest Service employees, ex-employees, family and friends are invited to participate in what is touted as the longest running event in the history of the Forest Service.

There are a number of participation categories and the opportunity to enter as a team or an individual. Deadline for entries is May 1. Free on-site camping is available on Friday and Saturday.

Other information and entry form are available in the attached notice. Event contacts are:

Dave Keely (250) 394-4748; [David.Keely@gems3.gov.bc.ca](mailto:David.Keely@gems3.gov.bc.ca)

Pat Porter (250) 394-4700; [Pat.Porter@gems6.gov.bc.ca](mailto:Pat.Porter@gems6.gov.bc.ca)  
Dan Laurie (250) 394-4706; [Dan.Laurie@gems5.gov.bc.ca](mailto:Dan.Laurie@gems5.gov.bc.ca)

## IT'LL BE A BLAST!!!

## Health Bite

*'Creating a Healthy Workplace Takes a Lot of Time and Effort...and Its Worth It!'*

A high priority for the Forest Service is promoting health and wellness in the workplace to help employees balance their work and personal lives...it's a tall order. Many employers have piecemeal health programs, hoping for a 'magic' bullet that will reduce illness, injury and disease. What they find in most cases is that it will not work. The reason—there is no off-the-shelf solution. To be successful, each organization must devise its own unique health and wellness program, which means more than just 'superficial' change.

A Workplace Wellness Team has been struck to promote a healthy workplace, where everyone feels valued and appreciated, and a culture of work-life balance is encouraged and rewarded. **The team meets bi-weekly via conference call to:**

- **Set goals, performance measures, objectives and deliverables;**
- **Work on ways to amalgamate health and wellness, rewards and recognition and safety; and**
- **Provide ministry resources and develop tasks to educate employees.**

Lisa Anderson (Victoria), Betty Corbin-Charman (Kamloops) and Kathy Philips (Victoria) lead the Workplace Wellness Team with a cross representation of staff from the regions, districts and headquarters. To find out more about this group, refer to the Team Charter and Project Charter at <http://gww.for.gov.bc.ca/hrb/healthyorg/about/>

**Spokes of the Wheel** – Highlighted in this newsletter is one of the six spokes of the Wellness Wheel – **Emotional Wellness**. Over the next few newsletters, the other spokes in the wheel will be highlighted – physical, spiritual, social, environmental and intellectual.

Emotional Wellness is about paying attention to self-care, relaxation, stress reduction, and the development of inner resources. Tips for emotional wellness stress management are:

- Maintaining a positive attitude.
- Preparing a resolve list—things that need a decision or resolution.
- Focusing on those things that you can control.
- Seeking professional help when you need it.
- Taking time to enjoy your life—having fun...laughing.
- Determining what is important in your life.
- Keeping a journal.
- Talking issues through and sharing your thoughts with others.
- Reducing your expectations of other people, so you won't be disappointed.
- Being thankful!
- Pampering yourself.

*Stress and worry are choices—your choices!*

To get more facts, tips, resources, quotes and book suggestions about emotional wellness, refer to

<http://www.for.gov.bc.ca/hrb/hw/emotional/index.htm>.

***"People are as happy as they make up their minds to be." - Abe Lincoln***

**High Five** – Betty Corbin-Charman and Greg Garrish were recognized at a Healthy Organization Team meeting for all their hard work with the Health and Wellness Program.

**Safety Tip** - Ergonomics is the science of fitting jobs to people. It focuses on designing workstations, tools and job tasks for safety and efficiency. Effective ergonomic design coupled with good posture can reduce employee injuries and increase job satisfaction and productivity. Contact your Ergonomic Assessor for an assessment today.

<http://gwww.for.gov.bc.ca/hrb/healthyorg/safety/ergonomicconcontacts.htm>

**2005 Curling Funspiel** was held in Victoria on January 29<sup>th</sup> with 24 teams (96 employees) playing 3 games consisting of 3 ends. The winning team was Aboriginal Affairs Branch. Check out the slide show at: <http://gwww.for.gov.bc.ca/hrb/healthyorg/wellness/hw/>.

## Personal Awareness

### **Safety—A part of the vision for a healthy organization!**

Personal awareness strategies! Do you know how to help reduce the risk of becoming a victim of violence?

Where will an attack most likely occur; who is your attacker and why do they attack; reducing the risks of being attacked; what to do if attacked? These are just some of the questions being addressed in a seminar recently provided to Ministry of Forests headquarters staff designed to provide participants with "Personal Awareness Strategies."

For more information on "personal awareness" provided for you is a link to the book "Total Awareness" A Woman's Safety Book," which is an inappropriate title. It should read "Total Awareness: A Safety Book for EVERYONE." Although some of the topics are specifically directed toward women, this is an excellent and comprehensive awareness guide for everyone in the family.

<http://www.personalprotectionsystems.ca/media.htm>

"An educated and aware individual can avoid unnecessary trouble and misery in their life."

## A Learning Experience

Wendy Bergerud, a Biometrician with the Research Branch in Victoria, had a truly unique learning experience as a member of the first Citizens' Assembly in Canada. The assembly met in Vancouver last year and recommended a new electoral system to the people of BC. Wendy shares some of her experience with the assembly.

### **How did you get to be a member of this assembly?**

Well, all those on the voters' lists in 2003 were eligible. A man and woman were randomly selected from each of the 79 provincial ridings along with a pair from the First Nations. This created an assembly of 160 people plus the chairperson. As a statistician with the Research Branch, I suppose that it is only appropriate that not only was I selected randomly, but my name was literally pulled out of a hat as the last step of the selection process!

### **Why did you get involved?**

The simplest answer is that, over the years, I have learned to always say 'Yes' to an opportunity, and, there are several reasons why this was a tremendous opportunity. First and foremost, this was truly an exercise in participatory democracy. As peers, we had to discuss and negotiate the final decision with each other. Like many people, I am used to working within our hierarchical structure of bosses and subordinates. Working on an equal basis with 159 other people challenged me not to 'defer' to anyone who seemed more knowledgeable or confident. My interpersonal skills were certainly stretched and I found all of it fascinating!

Second, within the mandate assigned us, we had real power. Our final decision was sent directly to the public via our report and all BC voters will have an opportunity to decide if they agree what we recommended in the upcoming referendum on May 17. Our

recommendation was not passed through a legislative committee where it might have been 'watered down.' I was strongly attracted to the possibility that we could have a real impact on our political landscape and be directly involved in an interesting democratic process.

Third, the assembly is an historical first and it was wonderful to be a small part of it. To be 'successful' we had to agree on an answer to the question posed to us. At the beginning, the big question was— could 160 randomly selected people do this? We did, and it was wonderfully empowering to do so.

### Does this experience connect to your work in any way?

Strictly speaking, the Ministry of Forests is hierarchical in structure, but most working groups that I have been involved with are, in fact, much like the peer group of the assembly. Regardless of rank, each person works toward a common goal and brings their particular skills and points of view to the process. In this way, we produce something much greater than any one person is capable of. The ability to work together is a great strength of our ministry and my experience on the Citizens' Assembly affirmed the value of teamwork as a very powerful tool for us to achieve shared goals. It also affirmed for me the importance of good communications— listening and understanding others and sharing my views.

## News, News, News!

In addition to the *Forest Service News*, two other internal newsletters are helping enhance communication among Forest Service employees.

The **Southern Interior Forest Region's newsletter** is being well received by folks in the region. Editor Lennie McDonald shares some of the feedback she has received.

"Hi Lennie – just got around to reading the newsletter as I have been away (again). Great job and I especially liked the marble story— does get one thinking about priorities. Hope all is going well for you—take care and thanks!"

"Fabulous newsletter Lennie! Good job! I'm going to Costa Rica in a week. Maybe I could bring back a few animal pictures and we could have a little fun with the captions for them!"

"I just wanted to thank you, Lennie, for creating yet again another interesting, topical and fun newsletter. The picture of that dastardly dog on page one— oops, that's Vern! I meant to say that picture of the handsome dog on page 2 really upped the newsletter a couple of notches. Seriously, I know how much work it takes to create a newsletter because I was an editor of a newsletter in my previous life in PG. So, once again, thank you for adding a little more sunshine into our work lives. It is appreciated..." T.P. (Phil) Zacharatos, R.P. F., Regional Executive Director.

"Lennie, your newsletters keep getting better and better! Newsletter is a good mix, captures the right topics and provides some good information on what is going on in the office and the region. Thanks so much for doing this."

"Quite the impressive newsletter Lennie. Well done!!"

According to Zacharatos, "The SIFR's newsletter is an example of taking the time to take care of each other. It provides us an opportunity to learn about interesting stuff, whether it's work related or not. It gives us a few peaceful moments to enjoy a chuckle or two in a day where we have to deal with an enormous amount of information that rarely gives us a chuckle! Essentially, this is the kind of initiative that sets the Forest Service apart from all other agencies."

The first issue of the SIFR newsletter was in November 2003 the latest (March 2005) is the 16<sup>th</sup> edition. After starting at a modest 3 pages, the newsletter has grow to 12 or more pages each edition. From the outset, it has been very popular with staff. Lennie says, "I am so pleased that staff like their newsletter. I would very much like to thank senior management at the SIFR office, most especially Frank Blom and Mike Knauff who have helped by advising me when I asked and for making sure the newsletter is on the home page for all to see."

Check out the March edition <http://gww.for.gov.bc.ca/rsi/Newsletter/Newsletter.pdf!!>

The first edition of the unnamed **Williams Lake Forest Center Newsletter** was published in January 2005. The newsletter is a group effort of Central Cariboo Forest District, BCTS Cariboo-Chilcotin Business Area and RSI North staff stationed in Williams Lake. The five members of newsletter team are:

- Sharon MacDonald – C & E Supervisor, Central Cariboo Forest District
- Elaine Armagost – Small Scale Salvage Technician, Central Cariboo Forest District
- Karen Higgs – Accounts Payable/Reception/ Health and Wellness Co-ordinator
- Pat Teti – Hydrologist, RSI North
- Rosalee Maurice – BCTS Cariboo-Chilcotin Business Area.

The next task is to come up with a name! The newsletter contains interesting articles and information such as Bouquets and Cowpatties (Cariboo style kudos or constructive criticism), Blasts from the Past (old photographs and stories), Want ads, Puzzle Page, Health Corner, and up-to-date (within three months anyway) stories and events in the office.

The newsletter is an excellent means of recognizing someone who has gone 'above and beyond', inside and outside of the work environment. For example, how many people know they have a marathon runner working in the Williams Lake Forestry Centre? Watch for a future newsletter to find out who it is! There also are many volunteers who work hard on community events such as the famous Williams Lake Stampede, soccer coaches, Rotary club, volunteer fire departments and much, much more. There is a large social group that takes responsibility for things like organizing bowling, baseball teams, curling, golf and fishing weekends as well as office luncheons retirement parties etc. Then, there are the staff members who never stop working toward improving their office environment and procedures.

The idea is to provide a forum where individuals feel that they are part of a team. It's an attempt to recall 'the good old days', when some type of newsletter existed and was circulated in many offices. It is an opportunity to resurrect some old ways and use new technology to create something that contributes to a positive group atmosphere and can be enjoyed by everyone.

District Manager Al Balogh expresses his support for this important local initiative – "On behalf of all staff in the Williams Lake Forestry Center, I would like to congratulate the newsletter team on an excellent first edition. This effort is a real demonstration of leadership and shows pride in being part of the MOF as well as an opportunity to keep BCFS history alive. I hope everyone enjoys this first edition and we hope you will watch for future newsletters on our WLFC website."

For more information about the WLFC newsletter, contact:

Sharon MacDonald (250) 398-4849; [Sharon.MacDonald@gems8.gov.bc.ca](mailto:Sharon.MacDonald@gems8.gov.bc.ca)

Elaine Armagost (250) 398-4715; [Elaine.Armagost@gems3.gov.bc.ca](mailto:Elaine.Armagost@gems3.gov.bc.ca)

## Outcome Southern Interior Bonspiel

The Village of Chase welcomed curlers from around the province from March 4 to 6 for the Southern Interior Forest Region Bonspiel. Whether curling, cheering or volunteering, everyone had a great time. According to Dave Keely of the Chilcotin Forest District in Williams Lake, "Our team had a great time, and the prizes and entertainment were excellent."

One of the organizers, Larry Martin said, "it was great to see the attendance of several retirees." Of particular note was Don Gill, who played on the Dalton McAurther team. "If I can remember correctly," said Martin "he told me he was the Ranger in Alexis Creek in 1952. That was the year I was born, and I thought I was old."

Having the event in Chase, an old Ranger district, evoked many comments and memories of when the Forest Service presence was significant in the smaller communities. The local folks working at the curling club served as volunteers.

Martin would like to see a 'funspiel' continue as an annual SIR event moving to different venues and sees this as fitting well with the ultimate goal of seeing the Provincial Bonspiel return to Kamloops, hopefully in 2007. "On a selfish note I want to ensure these events are in place so when I retire," said Martin "then, I'll have an event to visit and be able to tell the newcomers about the days when the Okanagan-Shuswap was three districts."

The organizing committee thanks all who attended and those who supported the 2005 event with door prizes. They also want people to know the 2006 bonspiel will be held again in Chase March 3-5, 2006.

The results and many pictures of Forest Service employees, retirees and families are available at:

[http://gwww.for.gov.bc.ca/dos/Good\\_Times/2005\\_bonspiel/Bonspiel\\_results\\_index.htm](http://gwww.for.gov.bc.ca/dos/Good_Times/2005_bonspiel/Bonspiel_results_index.htm)

## Cascades Mixed Slo-pitch IS BACK!!!

### EVERYONE IS WELCOME!

BACK by popular demand—the Merritt Mixed Slo-Pitch Tournament returns on May 28-29, 2005!!!!

The organizing committee is creating the tournament as a family event, with something for all to enjoy. Four ball diamonds are allocated for the mixed tourney and all family members are welcome. One supervised ball diamond will also be set aside for the younger children to play scrub ball. There is also a brand new skateboard park adjacent to the ball diamonds for the kids (and adults) that prefer boarding to ball.

There is a fenced playground for tots that will be supervised by qualified sitters. A family barbeque and concessions will be available at the ballpark. Organizers are working on a large tent with a big screen to run DVD's during the event for complete family entertainment. Some of the fun will include Accuracy Throwing, Home Run Contest and Pie Eating Contests and, for those adults with a thirst to quench under the Nicola Valley sun, a Beer Garden. Five teams have already confirmed, so don't delay in submitting your entry form.

For more information, please contact:

Trevor Schmidt @ 378-8473 or Marilyn Heppner @ 378-8414.

**Come one, come all to the Cascades Slo-Pitch tourney on May 28-29!!**

## Dress the RED in Red!!

There is a rumour in the Southern Interior Region office that Regional Executive Director, Phil Zacharatos is considering a second career as a fashion consultant!

On February 15, regional staff in Kamloops participated in the 'Dress Red and dress the RED Hot Dog Day.' Organizers were especially appreciative of the fashion sense of their 'leader' Phil Zacharatos and for showing his 'shady' side!! Phil was a great sport in serving hot dogs to the hungry masses. Many thanks also to Lynda Jones, Lynn Diduck and Fay Hill for all their shopping, baking and organizing. The event raised \$138.00 for the Heart & Stroke "Dress Red" campaign.

P.S. Regional staff also think Phil is a great RED!!

## A New Chapter

After retiring from the British Columbia Forest Service more than 20 years ago, Ralph Schmidt started a new hobby— writing articles and books. He first wrote forestry-related articles for the Newsletter of the Forest History Association of B.C. and then moved on to more ambitious ventures that focused on the history of the Research and Inventory Branches of the Ministry of Forests.

More recently, he has switched from stories about forests and foresters to those relating to early experiences in the Prairie Provinces. In his youth, Ralph lived in rural Saskatchewan and, at age 17, he left the prairies to become a logger at Cowichan Lake. He then went on to be an air-gunner in the Royal Canadian Air Force and finally a forestry graduate in 1949, at which time he joined the British Columbia Forest Service.

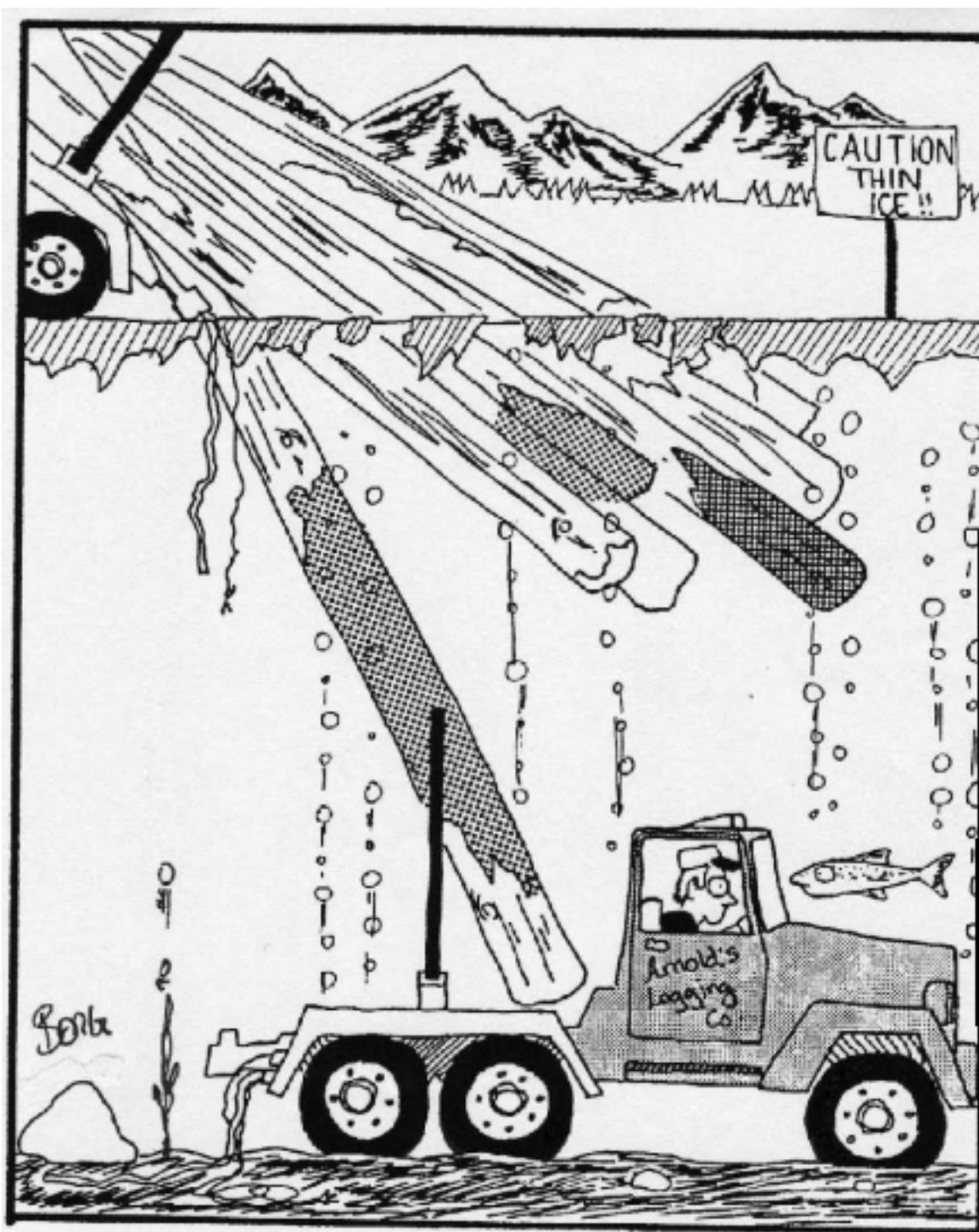
His recently published book, "Pennies from Heaven" contains 50 short stories about prairie life during the depression. Ralph accentuates the lighter side of life in these stories, rather than dwelling on the darker side of the depression years.

To acquire a copy of his book at a real good (rock bottom) price, contact his daughter-in-law Susan Schmidt (250) 474-1468 or email at [psnsch@telus.net](mailto:psnsch@telus.net). Susan is an Office Coordinator in the Compliance and Enforcement Branch, Victoria.

Welcome to the second edition of the Forest Service News. Response to the first edition was overwhelmingly positive, with several story ideas and suggestions included in the feedback. A number of the stories in this edition reflect response to the first edition. Keep directing your story ideas to Sonia Donison at (250) 953-3859 or via e-mail at [sonia.donison@gems2.gov.bc.ca](mailto:sonia.donison@gems2.gov.bc.ca).

#### **Call for Stories/Ideas**

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



ARNOLD WOULD NEVER AGAIN WONDER  
WHY THEY CALL IT, "BREAK UP"!

## Some Perspectives from Larry Pedersen

After serving for a decade as the Chief Forester of British Columbia, Larry Pedersen joined BC Timber Sales in September 2004 as Assistant Deputy Minister. Larry graduated from the University of British Columbia in 1975 with a B.S.F. degree and became a Registered Professional Forester in 1977. Except for five years in the private sector, he has spent his career with the Forest Service.

At its annual meeting in February 2005, the Association of BC Professional Foresters (ABCPF) honoured Larry as a Distinguished Forest Professional for outstanding service to the forestry profession and for furthering the principles of the ABCPF. More specifically, he was recognized for being at the forefront of many positive forest management changes in B.C. over the past two decades, advocating for the forestry profession, striving to share his knowledge and experience with others, and for his energy, enthusiasm, professionalism and leadership.

Larry and his wife Debbie have been married for almost 30 years and have three sons (Grant, Eric and Craig) aged 21, 24 and 26 years. He loves to sing and, for several years, has been an active member of the Arbutus Singers in Victoria.

In this edition of the Forest Service News, he shares some of his thoughts.

### **Q. You were well respected as Chief Forester and seemed to enjoy the position a great deal. Why did you make the move to BC Timber Sales?**

When approaching my 10th anniversary as the Chief Forester, I felt somewhat restless and started to reflect on how much longer I could see myself continuing in that role. Serving for a decade in that capacity is a long time. While it was truly an honor and a privilege, I didn't think it was good for the job or me if I carried on in that role for a second decade. To be clear, I enjoyed the job immensely and it provided me with the opportunity for significant personal and professional growth. Nevertheless, I concluded that it would be good to make a career move and I also felt a change in the Chief Forester would be good. Once I made this decision, my first allegiance and priority was to stay in the public service and, if at all possible, with the Forest Service. In considering the options that might be available for the next phase of my career, I could see my skills lining up well with BC Timber Sales, its mandate and operational environment. I'm extremely pleased that I have been able to stay with the Forest Service and take on the new challenges and opportunities at BCTS. I look forward to more personal growth and to bringing my background and leadership skills to this new role.

### **Q. Now that you've been with BC Timber Sales for a few months, what has it been like? What have you most enjoyed? Biggest challenge? Any surprises?**

To be honest, it has taken me longer to adjust than anticipated. In looking back, I can see this was due in part to letting go of where I had worked for 10 years and also needing to learn more about the operating environment of a different part of the Forest Service. As I settled in, it took time to meet with people within and outside BCTS to gain a better understanding of the organization, its opportunities and challenges.

The thing I have most enjoyed is seeing and hearing the intense interest in BCTS expressed by people internally and externally. This interest extends to our mandate, delivery model, current business practices and, of course, our role in forest management. There is a diverse range of interest in and perceptions about the organization, which I find exciting to contemplate and evaluate.

The biggest challenge clearly lies in delivering on our mandate in a way that earns and reflects solid support from our direct clients and others outside the organization. With this challenge, however, come unexplored opportunities, many of which are linked to the significant operational ramp-up associated with timber reallocation and certification plans. At the same time, we continue to explore other opportunities such as moving forward with an e-commerce environment, improving customer service and quality assurance. It is both challenging and exciting to be building a successful, entrepreneurial organization within the public sector.

Finally, I should mention that I came into BCTS with my eyes wide open and can honestly say there have been no big surprises. I have to say, however, that I'm extremely impressed with the success of the organization in delivering on its goals after less than two years of full implementation.

**Q. How long have you been with the Forest Service? Over this time, what is the single biggest change you have seen in the organization?**

I'm not going to answer your questions directly, as I've seen many changes over the past 25 to 30 years and it is difficult to single out one thing as the biggest change. The restructuring of the early 1980s, following the Pearce Royal Commission, resulted in significant change. That was when ranger stations were closed and we moved to 44 District offices within the six-region structure. Then, a couple of years ago, we experienced major change in moving to 29 Districts and from six to three regions, closing several offices and re-aligning many parts of the organization. In addition to these things, we have felt the impact of budget reductions and our mandate has evolved a great deal over this period. I guess the biggest learning is that 'change is a constant'.

I would rather focus on what hasn't changed for a moment. In successfully responding to the many challenges of past decades, I have been repeatedly impressed with the talented, professional public servants in the Forest Service; people who continue to be dedicated to good forest management and serving the public interest. We have retained the key values that are integral to defining us as an organization that successfully delivers on change—big or small.

**Q. What is it about the Forest Service that makes it such a great organization for you to be a part of?**

I sort of alluded to this in my answer to the previous question, but can say without hesitation that the Forest Service is a great organization because of the people that work for it—those I've come to know and respect and with whom I have enjoyed working. While there have always been many demands and sometimes a healthy level of tension among programs, the Forest Service has always been a cohesive and unified organization. I think this has led to having a definable culture with shared traditions and values, where we place a high premium on the sense of family, togetherness and

commonality, and good business.

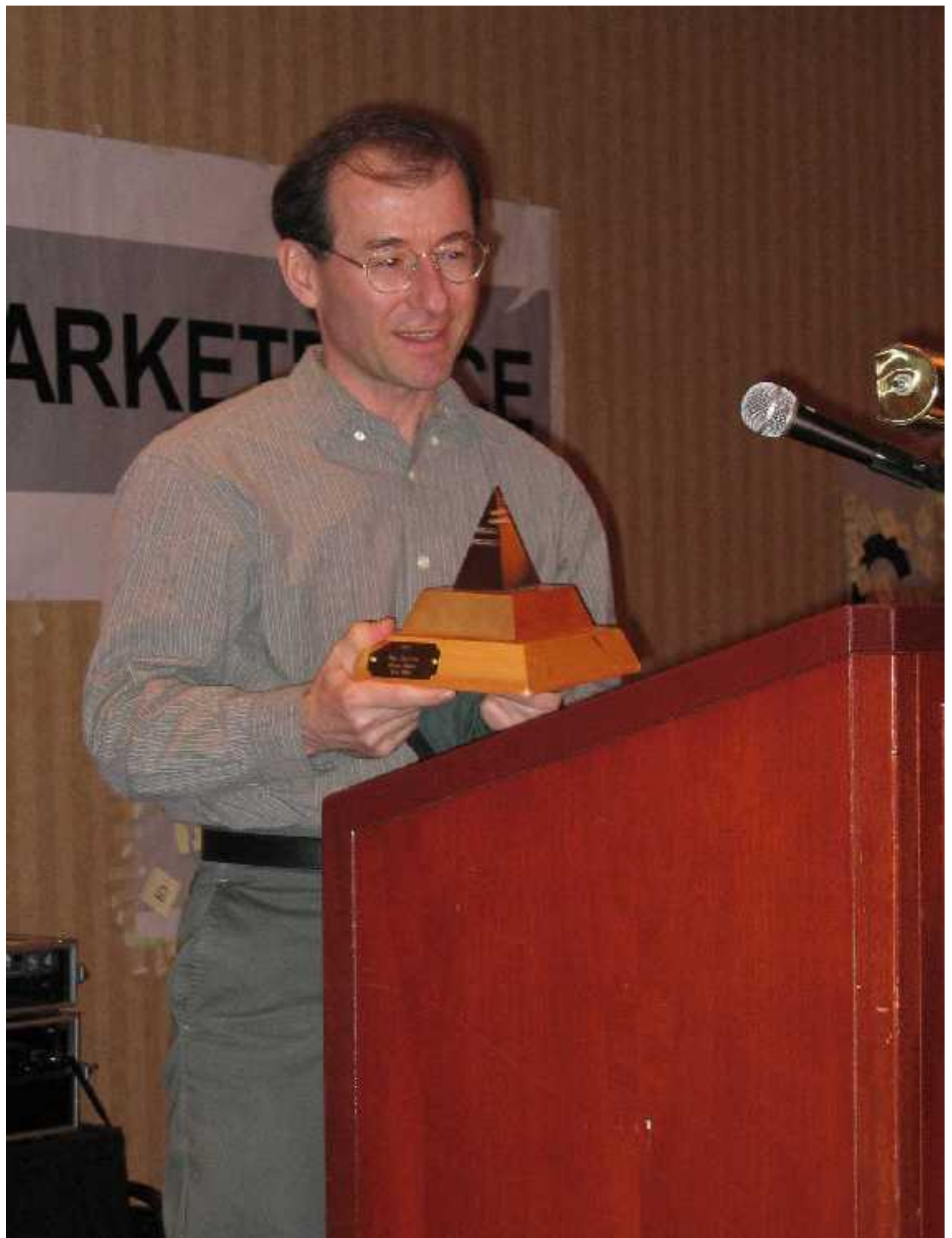
We have responsibility for managing forests on an extremely large and complex land base. In carrying out these responsibilities, people in the organization conduct themselves in an unbiased and fair-minded manner in their work and serving the public. It is these things that make it a great organization.

**Q. With all the demands and time pressures on you when you served as Chief Forester and now as Assistant Deputy Minister of BC Timber Sales, what do you do to find a good work-life balance?**

First, let me say that balance is unique to the individual. It really is a matter of personal choice as there's no rulebook. I have always dedicated myself vigorously to work and, while I accept some of the associated trappings (long hours and travel), I have always worked to my own bottom line of personal priorities and what works for my family. This means that I have always found time to be involved with service clubs and to support the organizations in which my sons have been involved, and to also pursue my love of singing by participating in choirs. This works for my family and me. I have been able to do this with my family and have also enjoyed their support and respect for my career and my passion and dedication to my Forest Service family. All in all, it's a pretty workable balance from my perspective. I'm happy and supported at work and at home, so I've struck a balance that works for me.













## Mentoring Takes Off!

Mentoring has become increasingly popular in the past decade or so, with a dramatic growth in mentor programs. The popularity of mentoring has resulted, in part, from the compelling testimonials of people involved in mentoring relationships. The provincial government has a mentoring program and is taking off in the Forest Service through formal programs in the Coast and Southern Interior regions, and in many situations where it occurs outside of formal programs.

What is it? Mentoring is a one-to-one relationship or partnership that focuses on the needs of the mentored participant (protégé). This could range from helping a new employee learn about the Forest Service or assisting a protégé in gaining a better understanding of his/her roles and how to be more effective. The mentor may also provide guidance for competency and career development. In the case of the Forest Service, mentoring could encourage individuals to actively pursue careers in the ministry or another part of government by linking them with people already established in their field or in other areas of interest who could act as role models and advisors.

A protégé is an individual who wants to be proactive in his/her professional career development and wants to gain insights about the nuances of the workplace from a more experienced person. A mentor is an individual willing to invest time and effort, and share their knowledge by entering into a relationship with someone seeking a learning experience. A mentor can support a protégé with career development by helping clarify career goals and carry out a plan to reach those goals or by sharing the insights and knowledge they have gained through their own experiences.

Two people from the Squamish Forest District share some perspectives from their mentoring relationship.

***Protégé – Paula Griffin*** (Acting Field Operations Supervisor)

### What attracted you to the Coast Region mentoring program?

An opportunity to take a more active role in directing my career. As the most junior person in our office, who has eluded displacement on three occasions over the last 9 years as a result of cutbacks and been transferred into four different program areas to accommodate district priorities, it became quite apparent to me that I needed to be very flexible and diverse. I needed to take advantage of any opportunities that would provide my employer and me more options. So, when an opportunity such as this come along, there was no question in my mind that this would be a great way to get the experience I need to advance and to show my supervisors that I'm the right person for such an opportunity.

### What did you hope to gain from being mentored?

Experience, further diversification and future opportunities.

## **How does it work in practical terms?**

I find it difficult to image how successful the program would have been for me, if I had not been given the opportunity to act in the position for which I was being mentored. It is very hard to do your existing job plus learn how to do another one at the same time. Something usually falls off the desk and unfortunately it's usually 'nice to do's' such as mentoring. When you're acting in a position, it's sort of 'sink or swim.' This has worked well for me, but may not for others.

## **What kind of an experience has it been?**

As with any job there are challenges as there has been with this one, but my supervisor and co-workers have been a great support, which has resulted in a great experience for me.

## **What have you personally received from the mentoring?**

Experience and confidence in my abilities to pursue future job opportunities. For this position, one of the biggest challenges is learning how to deal with staff. How to read their emotions, deal with their issues and bring everyone together as a team. Everyone is different with different personality types, experiences and opinions. For me, the people side of the job has been my biggest challenge, but is also the most important and valued experience that I have gotten out of this opportunity.

## **How does this apply to your work situation?**

I now have the experience and confidence to pursue permanent postings with similar job classifications and, in the interim, will use this experience to conduct day-to-day activities (internally, publicly and personally).

## ***Mentor – Neil Edwards*** (Operations Manager)

## **What was the attraction or incentive for you to get involved?**

I see this as an opportunity to provide ongoing training in a formal way—to pass on knowledge I have learned, experiences both successful and not so successful, by sharing these experiences. In a sense, I also learn about my style and areas for improvement. When a mentor and protégé are both committed to the program, the expectations are more realistic since the protégé is there to learn the role and to learn from someone who has had past experiences. I am able to pass on these things without being directive or having a performance issue—it's simply communicating ideas.

## **How does it work from your perspective? What kind of an experience is it for you personally?**

From my perspective it is very worthwhile and works very well. I have also found that being in this relationship focuses my attention to teaching and at the same time learning how I may respond to the training. I think I am learning as much about managing and supervising as Paula is learning.

## **What benefits do you see for Paula personally and professionally from being mentored?**

For the person I am mentoring—I see an opportunity to focus and learn, which is not always available to the same degree in regular reporting relationships. We have signed what, in essence, is a contract. Both of us remain focused on providing opportunities to build on competencies that Paula would require to enhance her current mentoring opportunity and to develop her career with the Forest Service. In our situation, Paula as a junior employee has an opportunity to learn new roles in an atmosphere of learning and allowing for errors.

## **What do you see as being the benefits to the Forest Service from mentoring?**

This helps develop staff capable of stepping in to address succession issues and to have well-developed competencies to perform at a higher level. It also supports accomplishing our Road Ahead initiatives and creating an esprit de corps within the Forest Service family once again. People now have an opportunity to directly participate in their own development and meet future needs of our organization.

## The Sunshine Coast Welcomes the World

For the past 5 years, the Sunshine Coast Forest District has been hosting delegations from around the world interested in learning about the forest management practices of British Columbia. Delegations come from many countries and for many reasons; however, the majority of the visitors have been involved in a program sponsored by the federal and provincial governments that brings together delegates from widely diverse backgrounds together on these 'show and tell' tours.

A typical tour involves government officials, environmentalists, media, industry and academic representatives as well as other non-government organizations. Since the year 2000, there have been approximately 150 international visitors to the Sunshine Coast Forest District viewing all aspects of our forest management practices. Visitors come from the USA, Japan, Italy, Holland, Russia, Germany, Scotland, England, the Economic Council of Europe, as well as a group of provincial MLA's. Visit the tour website <http://www.for.gov.bc.ca/DSC/album/album11.htm>.

While time commitments and logistics make these tours a challenge, the benefits to the district and province are huge. Without exception, the groups are impressed with the beauty and abundance of British Columbia's coastal forests in comparison to their respective homeland. The testimonials and subsequent media reports have shown a clear respect for the complexity of forest management in coastal B.C. and the commitments of all involved in our forest management. Several times, business relationships have been established or strengthened directly as a result of these tours. After one trip, the president of a forest products company in Japan phoned the district office directly and thanked them for the tour and conveyed his appreciation. But, there was a problem—he didn't speak English and the district staff member didn't speak Japanese. Despite this problem, however, the message of appreciation was clear.

Several times, tours have been redirected to accommodate the questions and interests of the visiting delegates. It's very important to show the real stuff, not just a 'canned' tour of the best. The district welcomes the chance to let the delegates look off the beaten path and change the tour plans. District staff and industry representatives have also welcomed the tough questions and comments put forward by their international guests. The dialogue and information exchanges have been excellent and very open.

On the lighter side, a group from Holland stood up in a restaurant and sang a song in Dutch in appreciation of the hosts and restaurant staff. On another trip, while discussing our coastal salvage of cedar products through a Japanese interpreter, the discussion took an unusual detour because the delegates were puzzled why we were talking about salvation of our old cedar trees. They asked what the connection was between trees and spiritual salvation. On another trip, a British delegation was landing on a river bar to look at some old-growth forests just as a herd of Roosevelt Elk crossed the river directly below the hovering helicopters. There were no words necessary for that part of the trip.

While the purpose of these tours has been to show British Columbia's coastal forest management to the world, there are other spin-off benefits. District foresters have learned a great deal about forestry in other countries as well as making a lot of friends; even if it's a short visit. As noted on the tour web site

"We believe our forest practices are some of the best in the world and we welcome the International scrutiny these tours provide."

For more information, contact Sunshine Coast Operations Manager, Mark Anderson, RPF, (604) 485-0710; [Mark.Anderson@gems5.gov.bc.ca](mailto:Mark.Anderson@gems5.gov.bc.ca).

**NO NHL SEASON? DON'T DESPAIR!**  
**COME TO THE SUNNY SOUTHERN INTERIOR**  
**AND SHOW THOSE OUT-OF-WORK HOCKEY PLAYERS**  
**HOW THE GAME IS REALLY PLAYED!**



YOU'RE INVITED TO PARTICIPATE IN THE 2005 SIR  
HOCKEY TOURNAMENT, TAKING PLACE APRIL 22-24  
AT THE "ICE BOX" IN KAMLOOPS.

8-10 team tournament                      3 games guaranteed  
"Gentle-folk" rules, open to FS employees, spouses, retirees, other  
govt. employees and children (must be 19 or over for insurance  
purposes, please) single players welcome - PRIZES, BBQ, FUN  
cost is \$575 per team, deadline for entry is **March 18th, 2005**  
Please contact **Dean Rebinsky** or **Mike Toews** at the Kamloops  
Forest District Office for more info. 250-371-6500

Forest District Office for more info. 250-371-6500

## The Stanfield Cup – A Legend Lives On!

On March 18-20, the Vanderhoof Forest District hosted the 2005 Stanfield Cup at the Vanderhoof Arena on behalf of the Northern Interior Region. Shane Greenlees of the Vanderhoof Forest District shares the legend and first-hand experience with competition for the cup.

The Stanfield Cup is the creature of an 'evolving' tradition. This tradition is rooted in sporting competition, within the Forest Service in the Northwest part of the province. The competition related to the Stanfield Cup goes back to 1974, when regional staff from Prince Rupert stole the Kitimat Ranger District's mascot. The thieves left a ransom note, declaring that return of the mascot could be secured if the Kitimat Rangers were able to beat regional staff in a game of softball. The Kitimat Rangers traveled to Prince Rupert, trounced the thieves, and brought their mascot and a Silver Cup commemorating the event back to the Kitimat Ranger District office.

Soon after this win, new rules evolved so that any Ranger office, mostly Northwest, could decide their game of choice, travel to the host Ranger office and challenge for possession of the Cup. Snowshoe baseball and snowshoe soccer have been a couple of the more creative sporting challenges.

The Cup changed hands many times and its possession brought great distinction. Relocation of staff between Ranger Districts occurred, not because of the policy of the day (to create broader woodlands experience or workload efficiencies), but because Ranger Supervisors recruited, bartered and traded for Silver Cup talent.

In 1982, Prince Rupert Region office staff, then located in Smithers, possessed the Silver Cup. Kalum Forest District staff decided to choose hockey as the sport of competition and challenged the regional office. The Kalum team was a young, motley collection of mostly ankle skaters, with a few young stars. One player even used the Terrace phone book for shin pad protection. The Smithers team was the favourite to win, being the older and wiser crew, with quite a few involved in rec hockey. During the warm-ups, it took a lot of additional liquid to fortify the Kalum players to not give up before the game even started. As the liquid flowed, and the courage came back, the Kalum players vowed to not let down their fans (girlfriends and wives), designated driver and coach. Soon after the game started, Smithers built up a predictable lead of 3 or 4 to nothing. Then, Kalum started its come back. The old-timers were losing their legs and the young crew's enthusiasm started to flow as the goals started coming. In the end, the young, motley crew won 6 to 5, and a new chapter in the Forest Service legend book had started. The Smithers team was not too keen to release possession of the Silver Cup, but the young-timers outsmarted the old-timers and brought the Silver Cup back to Terrace.

The Kalum upstarts then re-modeled the old Silver Cup, by adding two miniature hockey sticks, one kid-size skate, and an athletic protector and renaming it as the Stanfield Cup. It was a magnificently ugly creation. The open sporting competition phase of the Silver Cup ended and a new tradition of Stanfield Cup hockey tournaments was introduced.

The Smithers team re-challenged for the Stanfield Cup in 1983. The Kalum team was still a mostly young, motley crew, but one notable old-timer is worth mentioning for the hard hat he wore and his

inability to skate backwards. The Smithers team was an organized gang of ringers, with a clear mission in mind. Smithers beat the motley Kalum crew and stole the Stanfield Cup in an unsportsman-like manner to take it back to Smithers.

New Stanfield Cup sportsmanship rules were then developed, so people of all hockey abilities and equipment could play. Participation and fun were the keys, and many tournaments were played under these rules. Slowly, players started wearing full hockey gear again and the two most recent Stanfield Cup tournaments were played under 'full hockey gear required' rules. In the mid 90's, regional staff managed to lose (go figure) and rebuild the cup without anyone even catching on. Compliance and Enforcement was kind of slack in those days. In 2001, the combined Silver Cup and Stanfield Cup were given another facelift by Kalum Forest District staff. A new base and upright supports were added to make room for the names of all winning team members. Shane Berg's flagship team, the Kispiox Forest District, won the Stanfield Cup in 2001, which was then followed by a 3 year hiatus of the Stanfield Cup tournament.

In March 2004, the Stanfield Cup tournament was reincarnated. No longer was the tournament a Prince Rupert Forest Region event. The Vanderhoof district, on behalf of the new Northern Interior Forest Region, hosted the tournament. It was the largest tournament to date with a total of 8 teams. The Port McNeill Stars defeated the host team Vanderhoof Forestry Flyers 5-4 in a highly competitive and entertaining game. The Port McNeill win saw the Stanfield Cup awarded for the first time to a team outside of the Prince Rupert Region.

The 2005 edition of the Stanfield Cup tournament added a new twist, with the reincarnation of the Silver Cup trophy, the pre-cursor to the Stanfield Cup. The intent of the Silver Cup is for an even greater emphasis on fun.

The idea to re-surface the Silver Cup came about as a way of adding a division for teams more interested in the fun aspect, rather than playing teams with much higher skill levels. They could have fun and still compete for a trophy. With creation of the Stanfield Cup, an emphasis on competition and higher skill levels emerged. The reincarnation of the Silver Cup reflects the earlier tradition and still allows for plenty of competition.

### **2005 winners are:**

Stanfield Cup Championship Game: **Port McNeill Stars over** Smithers Bulldogs 2 to 1

Silver Cup Championship Game: **Vanderhoof II over** Prince George Glaciers 6 to 0

For more inside information on the history of the Stanfield Cup, contact Shane Greenlees in Vanderhoof (250) 567-6328; [Shane.Greenlees@gems6.gov.bc.ca](mailto:Shane.Greenlees@gems6.gov.bc.ca).













## Provincial Hockey Tournament – Port McNeil

On the weekend of February 18 to 20, the town of Port McNeill welcomed 12 teams, including two women's teams, and 180 players from around the province to the 2005 Provincial Forest Service Hockey Tournament.

DFO South won the tournament again this year, with the Coast Forest Region finishing 2nd and Winning the Coastal Cup. The two Port McNeill Forest Service teams again battled it out for 3rd place, with the Stars being victorious in a tie-breaking shootout.

Organizers were very pleased to have two interior teams, Vanderhoof and Kamloops, participate in this year's tournament. Three of Dan Leclerc's friends came from Clearwater and played with the Kamloops team. Dan's father Marcel also came from Kamloops, which was much appreciated. The Headwater Forest District announced they would host the 2006 provincial tourney.

Among the repeat participants was Minister Mike 'Shooter' de Jong, who managed to avoid the penalty box this year.

Volunteers from the Port McNeill office hosted a great players' banquet, featuring fresh crab and donated salmon, that was enjoyed by more than 200 people. Community support was very strong again and came in the form of support for tournament t-shirts, the banquet and a variety of great items for the raffle table as well as team and individual prizes.

The dedication and hard work of over 60 staff from Operations and BC Timber Sales made another great tournament a reality.

A big thanks to all involved!





# NOTICE



## 34<sup>TH</sup> ANNUAL CHILCOTIN DISTRICT TRAPSHOOT

COME AND JOIN US FOR THE LONGEST RUNNING EVENT  
IN THE HISTORY OF THE FOREST SERVICE!



*It'll be a BLAST!*



*When: May 14, 2005*

*Where: Alexis Creek Rifle Range*

*Where again? Approx. 112km West of Williams Lake (see map)*

*Why: To carry on a great Forest Service tradition!*

### **Events:**

- ◆ Tee Shirt design contest – You could be famous – entries by April 15th
- ◆ Dinner Saturday evening
  - Beans, Salads and fixins' provided - Bring your own meat
  - Cost included for shooters
  - \$3.00ea for additional adults \$2.00 for kids
- ◆ Breakfast - Saturday (by donation, proceeds to Alexis Creek Rifle Range)
- ◆ Practice rounds Friday evening and until 10:30am Saturday
- ◆ Main Event > 25 shots, 15 trap – 10 skeet, best team score
- ◆ Annie Oakley - \$5.00ea/round 1<sup>st</sup> round proceeds to Kevin Frittenburg Memorial Fund; 2<sup>nd</sup> round 50/50
- ◆ 22 Shoots – Ladies: \$5.00 Kids: Free
- ◆ Concession available Saturday

◆ Tee Shirts: Included with entry (extras \$15.00ea) ◆

◆ Cost: \$25.00/shooter \$125.00/team (includes one box of shells/entry) ◆

◆ Additional shells \$8.00/box ◆

◆ Free Camping available on site Friday and Saturday ◆

Teams of Five (additional teams will be formed from individual entrants)



>>>> Visiting team door prize donations welcome <<<<



For information contact: David Keely [gems3] (250) 394-4748,  
Pat Porter [gems6] (250) 394-4700 or Dan Laurie [gems5] (250) 394-4706

34<sup>th</sup> ANNUAL CHILCOTIN DISTRICT TRAP SHOOT ENTRY FORM

**TRAP SHOOT**

ENTRY FEE (includes one box of shells per shooter) - \$25.00ea / \$125.00/team

ENTRY DEADLINE: May 1, 2005

**TEAM NAME:**

| TEAM MEMBERS |  | Tee Shirt Size |   |   |    |
|--------------|--|----------------|---|---|----|
| 1.           |  | S              | M | L | XL |
| 2.           |  | S              | M | L | XL |
| 3.           |  | S              | M | L | XL |
| 4.           |  | S              | M | L | XL |
| 5.           |  | S              | M | L | XL |

\$

**.22 SHOOT**

|                         |                                           |
|-------------------------|-------------------------------------------|
| <b>Ladies .22 Shoot</b> | <b>ENTRY FEE: \$5.00; shells supplied</b> |
| 1.                      |                                           |
| 2.                      |                                           |
| 3.                      |                                           |
| <b>Children's Shoot</b> | <b>NO ENTRY FEE; shells supplied</b>      |
| 1.                      |                                           |
| 2.                      |                                           |
| 3.                      |                                           |

\$

|                                                                            |          |          |          |           |
|----------------------------------------------------------------------------|----------|----------|----------|-----------|
| <b>Number of extra Tee Shirts to purchase and size (\$15.00ea) #</b>       | <b>S</b> | <b>M</b> | <b>L</b> | <b>XL</b> |
|                                                                            |          |          |          |           |
| <b>To ensure you receive Tee Shirts, ensure entry received by deadline</b> |          |          |          |           |

\$

**Total Number of People at Barbecue** (Remember include all the people in your family) \_\_\_\_\_

Dinner costs for non-shooters: \$3.00 per adult, \$2.00 for children under 15, or a maximum of \$10.00 per family

\$

**TOTAL ENCLOSED: Cheque payable to BCFS Trapshoot**  
**Mail to: Trapshoot c/o Ministry of Forests**  
**Box 65 Alexis Creek, BC V0L 1A0**

\$

**\*\* Remember to have a POL or PAC if transporting a firearm \*\***



## Chilcotin Trap Shoot

### Legend

#### (20K) Water - Lines

- Canal
- Dam
- Dam - Beaver
- Ditch
- Falls
- Flume
- Rapids
- River or Stream - Definite
- River or Stream - Dry
- River or Stream - Indefinite
- River or Stream - Left Bank
- River or Stream - Right Bank
- Dam - section Base
- Flooded Land - Inundated
- Lake - Definite
- Lake - Indefinite
- Lake - Intermittent
- Reservoir - Definite
- Reservoir - Indefinite
- Reservoir - Intermittent
- Marsh
- Swamp
- Glacier
- Icefield
- Breakwall or Breakwater - Large
- Dyke or Levee
- Island - Definite
- Sand Bar
- Sea Wall
- Coastline - Definite
- Coastline - Indefinite

#### (20K) Transportation - Lines

- Road (Paved Divided) - Not Elevated - 2 Lanes Each Way
- Road (Paved Divided) - U C - Not Elevated - 2 Lanes Each Way
- Road (Paved Undivided) Not Elevated - 3 Lanes
- Road (Paved Undivided) Not Elevated - More Than 4 Lanes
- Road (Paved Undivided) - U C - Not Elevated - 4 Lanes
- Airfield
- Airport
- Airstrip
- Airport Abandoned
- Ferry Route
- Road
- Road (Gravel Undivided) - 1 Lane
- Road (Gravel Undivided) - 2 Lanes
- Road (Gravel Undivided) - U C - 1 Lane
- Road (Gravel Undivided) - U C - 2 Lanes
- Road (Paved Divided) - Not Elevated - 1 Lane Each Way

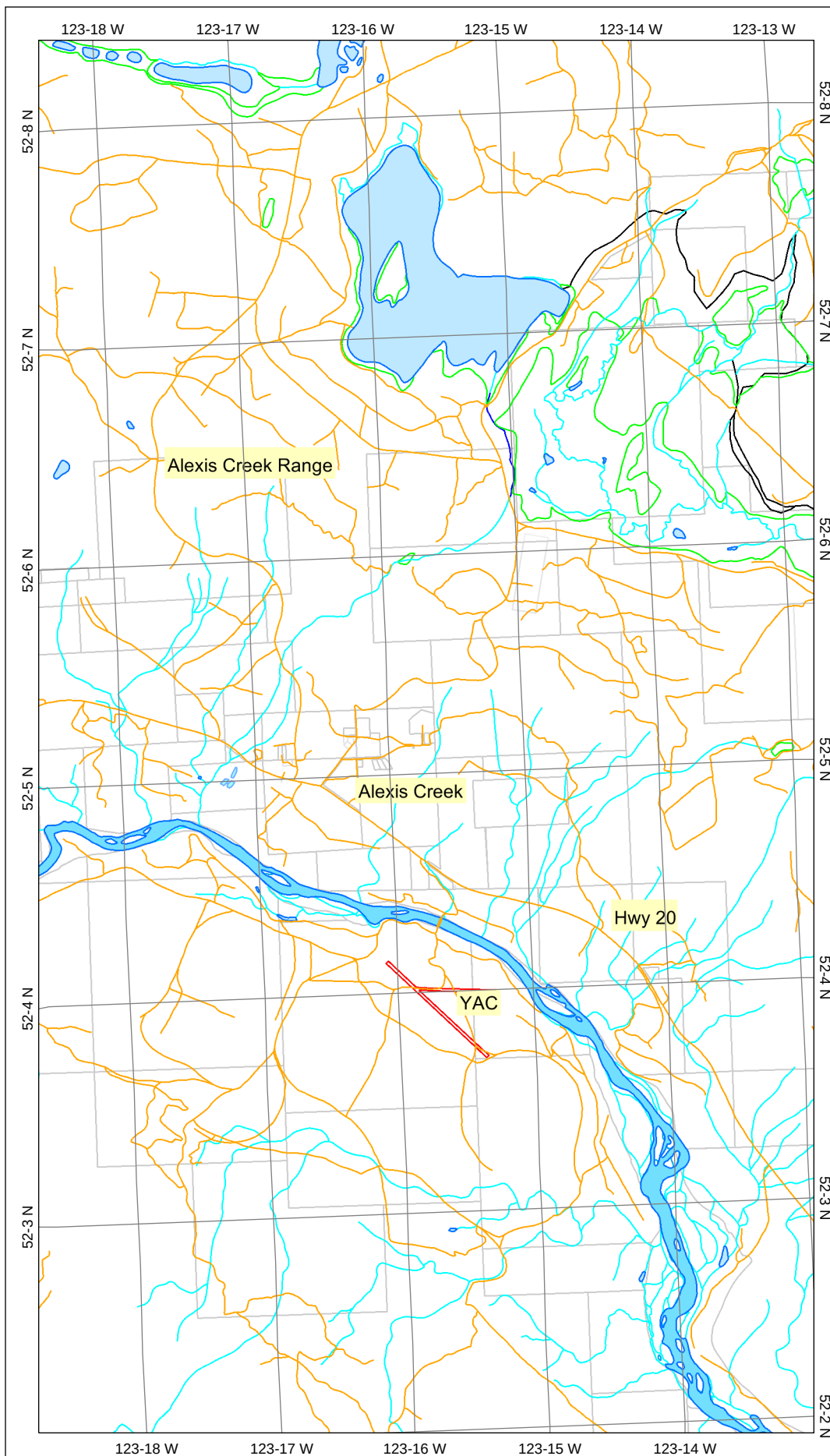
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Datum/Projection: NAD83, Albers Equal Area Conic

### Key Map of British Columbia



## Health Bite

*'Creating a Healthy Workplace Takes a Lot of Time and Effort...and Its Worth It!'*

A high priority for the Forest Service is promoting health and wellness in the workplace to help employees balance their work and personal lives...it's a tall order. Many employers have piecemeal health programs, hoping for a 'magic' bullet that will reduce illness, injury and disease. What they find in most cases is that it will not work. The reason—there is no off-the-shelf solution. To be successful, each organization must devise its own unique health and wellness program, which means more than just 'superficial' change.

A Workplace Wellness Team has been struck to promote a healthy workplace, where everyone feels valued and appreciated, and a culture of work-life balance is encouraged and rewarded. **The team meets bi-weekly via conference call to:**

- **Set goals, performance measures, objectives and deliverables;**
- **Work on ways to amalgamate health and wellness, rewards and recognition and safety; and**
- **Provide ministry resources and develop tasks to educate employees.**

**Lisa Anderson (Victoria), Betty Corbin-Charman (Kamloops) and Kathy Philps (Victoria) lead the Workplace Wellness Team with a cross representation of staff from the regions, districts and headquarters. To find out more about this group, refer to the Team Charter and Project Charter at <http://gwww.for.gov.bc.ca/hrb/healthyorg/about/>**

**Spokes of the Wheel – Highlighted in this newsletter is one of the six spokes of the Wellness Wheel – Emotional Wellness.** Over the next few newsletters, the other spokes in the wheel will be highlighted – physical, spiritual, social, environmental and intellectual.

Emotional Wellness is about paying attention to self-care, relaxation, stress reduction, and the development of inner resources. Tips for emotional wellness stress management are:

- Maintaining a positive attitude.
- Preparing a resolve list—things that need a decision or resolution.
- Focusing on those things that you can control.
- Seeking professional help when you need it.
- Taking time to enjoy your life—having fun...laughing.
- Determining what is important in your life.
- Keeping a journal.
- Talking issues through and sharing your thoughts with others.
- Reducing your expectations of other people, so you won't be disappointed.
- Being thankful!
- Pampering yourself.

*Stress and worry are choices—your choices!*

**To get more facts, tips, resources, quotes and book suggestions about emotional wellness, refer to**

<http://www.for.gov.bc.ca/hrb/hw/emotional/index.htm>.

***"People are as happy as they make up their minds to be." - Abe Lincoln***

**High Five** – Betty Corbin-Charman and Greg Garrish were recognized at a Healthy Organization Team meeting for all their hard work with the Health and Wellness Program.

**Safety Tip** - Ergonomics is the science of fitting jobs to people. It focuses on designing workstations, tools and job tasks for safety and efficiency. Effective ergonomic design coupled with good posture can reduce employee injuries and increase job satisfaction and productivity. Contact your Ergonomic Assessor for an assessment today.

<http://gwww.for.gov.bc.ca/hrb/healthyorg/safety/ergonomicconcontacts.htm>

**2005 Curling Funspiel** was held in Victoria on January 29<sup>th</sup> with 24 teams (96 employees) playing 3 games consisting of 3 ends. The winning team was Aboriginal Affairs Branch. Check out the slide show at: <http://gwww.for.gov.bc.ca/hrb/healthyorg/wellness/hw/>.

## 2005 Curling Funspiel!



Photo of winning skip  
Dawna Harden  
from Aboriginal  
Affairs Branch.  
Playing on the  
"Harden Team,"  
at third was  
Sandra Lea  
Morel from  
Health Services,  
(David Morel's  
wife), following  
in at second  
Jeff McConnell a  
co-op student  
with Strategic  
Policy and  
Planning and at  
the lead position  
Benita Miller  
also  
representing the  
Aboriginal  
Affairs Branch.

Congratulations  
on your Win!



## A Learning Experience

Wendy Bergerud, a Biometrician with the Research Branch in Victoria, had a truly unique learning experience as a member of the first Citizens' Assembly in Canada. The assembly met in Vancouver last year and recommended a new electoral system to the people of BC. Wendy shares some of her experience with the assembly.

### How did you get to be a member of this assembly?

Well, all those on the voters' lists in 2003 were eligible. A man and woman were randomly selected from each of the 79 provincial ridings along with a pair from the First Nations. This created an assembly of 160 people plus the chairperson. As a statistician with the Research Branch, I suppose that it is only appropriate that not only was I selected randomly, but my name was literally pulled out of a hat as the last step of the selection process!

### Why did you get involved?

The simplest answer is that, over the years, I have learned to always say 'Yes' to an opportunity, and, there are several reasons why this was a tremendous opportunity. First and foremost, this was truly an exercise in participatory democracy. As peers, we had to discuss and negotiate the final decision with each other. Like many people, I am used to working within our hierarchical structure of bosses and subordinates. Working on an equal basis with 159 other people challenged me not to 'defer' to anyone who seemed more knowledgeable or confident. My interpersonal skills were certainly stretched and I found all of it fascinating!

Second, within the mandate assigned us, we had real power. Our final decision was sent directly to the public via our report and all BC voters will have an opportunity to decide if they agree what we recommended in the upcoming referendum on May 17. Our recommendation was not passed through a legislative committee where it might have been 'watered down.' I was strongly attracted to the possibility that we could have a real impact on our political landscape and be directly involved in an interesting democratic process.

Third, the assembly is an historical first and it was wonderful to be a small part of it. To be 'successful' we had to agree on an answer to the question posed to us. At the beginning, the big question was—could 160 randomly selected people do this? We did, and it was wonderfully empowering to do so.

### Does this experience connect to your work in any way?

Strictly speaking, the Ministry of Forests is hierarchical in structure, but most working groups that I have been involved with are, in fact, much like the peer group of the assembly. Regardless of rank, each person works toward a common goal and brings their particular skills and points of view to the process. In this way, we produce something much greater than any one person is capable of. The ability to work together is a great strength of our ministry and my experience on the Citizens' Assembly

affirmed the value of teamwork as a very powerful tool for us to achieve shared goals. It also affirmed for me the importance of good communications—listening and understanding others and sharing my views.

## News, News, News!

In addition to the Forest Service *News*, two other internal newsletters are helping enhance communication among Forest Service employees.

The **Southern Interior Forest Region's newsletter** is being well received by folks in the region. Editor Lennie McDonald shares some of the feedback she has received.

"Hi Lennie – just got around to reading the newsletter as I have been away (again). Great job and I especially liked the marble story— does get one thinking about priorities. Hope all is going well for you —take care and thanks!"

"Fabulous newsletter Lennie! Good job! I'm going to Costa Rica in a week. Maybe I could bring back a few animal pictures and we could have a little fun with the captions for them!"

"I just wanted to thank you, Lennie, for creating yet again another interesting, topical and fun newsletter. The picture of that dastardly dog on page one— oops, that's Vern! I meant to say that picture of the handsome dog on page 2 really upped the newsletter a couple of notches. Seriously, I know how much work it takes to create a newsletter because I was an editor of a newsletter in my previous life in PG. So, once again, thank you for adding a little more sunshine into our work lives. It is appreciated..." T.P. (Phil) Zacharatos, R.P.F., Regional Executive Director.

"Lennie, your newsletters keep getting better and better! Newsletter is a good mix, captures the right topics and provides some good information on what is going on in the office and the region. Thanks so much for doing this."

"Quite the impressive newsletter Lennie. Well done!!"

According to Zacharatos, "The SIFR's newsletter is an example of taking the time to take care of each other. It provides us an opportunity to learn about interesting stuff, whether it's work related or not. It gives us a few peaceful moments to enjoy a chuckle or two in a day where we have to deal with an enormous amount of information that rarely gives us a chuckle! Essentially, this is the kind of initiative that sets the Forest Service apart from all other agencies."

The first issue of the SIFR newsletter was in November 2003 the latest (March 2005) is the 16<sup>th</sup> edition. After starting at a modest 3 pages, the newsletter has grow to 12 or more pages each edition. From the outset, it has been very popular with staff. Lennie says, "I am so pleased that staff like their newsletter. I would very much like to thank senior management at the SIFR office, most especially Frank Blom and Mike Knauff who have helped by advising me when I asked and for making sure the newsletter is on the home page for all to see."

Check out the March edition <http://gwww.for.gov.bc.ca/rsi/Newsletter/Newsletter.pdf!!>

The first edition of the unnamed **Williams Lake Forest Center Newsletter** was published in January 2005. The newsletter is a group effort of Central Cariboo Forest District, BCTS Cariboo-Chilcotin Business Area and RSI North staff stationed in Williams Lake. The five members of newsletter team are:

- Sharon MacDonald – C & E Supervisor, Central Cariboo Forest District
- Elaine Armagost – Small Scale Salvage Technician, Central Cariboo Forest District
- Karen Higgs – Accounts Payable/Reception/ Health and Wellness Co-ordinator
- Pat Teti – Hydrologist, RSI North
- Rosalee Maurice – BCTS Cariboo-Chilcotin Business Area.

The next task is to come up with a name! The newsletter contains interesting articles and information such as Bouquets and Cowpatties (Cariboo style kudos or constructive criticism), Blasts from the Past (old photographs and stories), Want ads, Puzzle Page, Health Corner, and up-to-date (within three months anyway) stories and events in the office.

The newsletter is an excellent means of recognizing someone who has gone 'above and beyond', inside and outside of the work environment. For example, how many people know they have a marathon runner working in the Williams Lake Forestry Centre? Watch for a future newsletter to find out who it is! There also are many volunteers who work hard on community events such as the famous Williams Lake Stampede, soccer coaches, Rotary club, volunteer fire departments and much, much more. There is a large social group that takes responsibility for things like organizing bowling, baseball teams, curling, golf and fishing weekends as well as office luncheons retirement parties etc. Then, there are the staff members who never stop working toward improving their office environment and procedures.

The idea is to provide a forum where individuals feel that they are part of a team. It's an attempt to recall 'the good old days', when some type of newsletter existed and was circulated in many offices. It is an opportunity to resurrect some old ways and use new technology to create something that contributes to a positive group atmosphere and can be enjoyed by everyone.

District Manager Al Balogh expresses his support for this important local initiative – "On behalf of all staff in the Williams Lake Forestry Center, I would like to congratulate the newsletter team on an excellent first edition. This effort is a real demonstration of leadership and shows pride in being part of the MOF as well as an opportunity to keep BCFS history alive. I hope everyone enjoys this first edition and we hope you will watch for future newsletters on our WLFC website."

For more information about the WLFC newsletter, contact:

Sharon MacDonald (250) 398-4849; [Sharon.MacDonald@gems8.gov.bc.ca](mailto:Sharon.MacDonald@gems8.gov.bc.ca)

Elaine Armagost (250) 398-4715; [Elaine.Armagost@gems3.gov.bc.ca](mailto:Elaine.Armagost@gems3.gov.bc.ca)

## Southern Interior Bonspiel

The Village of Chase welcomed curlers from around the province from March 4 to 6 for the Southern Interior Forest Region Bonspiel. Whether curling, cheering or volunteering, everyone had a great time. According to Dave Keely of the Chilcotin Forest District in Williams Lake, "Our team had a great time, and the prizes and entertainment were excellent."

One of the organizers, Larry Martin said, "it was great to see the attendance of several retirees." Of particular note was Don Gill, who played on the Dalton McAurther team. "If I can remember correctly," said Martin "he told me he was the Ranger in Alexis Creek in 1952. That was the year I was born, and I thought I was old."

Having the event in Chase, an old Ranger district, evoked many comments and memories of when the Forest Service presence was significant in the smaller communities. The local folks working at the curling club served as volunteers.

Martin would like to see a 'funspiel' continue as an annual SIR event moving to different venues and sees this as fitting well with the ultimate goal of seeing the Provincial Bonspiel return to Kamloops, hopefully in 2007. "On a selfish note I want to ensure these events are in place so when I retire," said Martin "then, I'll have an event to visit and be able to tell the newcomers about the days when the Okanagan-Shuswap was three districts."

The organizing committee thanks all who attended and those who supported the 2005 event with door prizes. They also want people to know the 2006 bonspiel will be held again in Chase March 3-5, 2006.

The results and many pictures of Forest Service employees, retirees and families are available at:

[http://gwww.for.gov.bc.ca/dos/Good\\_Times/2005\\_bonspiel/Bonspiel\\_results\\_index.htm](http://gwww.for.gov.bc.ca/dos/Good_Times/2005_bonspiel/Bonspiel_results_index.htm)



# **19TH CASCADES FOREST DISTRICT MIXED SLO-PITCH TOURNAMENT**



**BEER GARDENS  
CONCESSION  
ON SITE BABY SITTER  
FENCED PLAYGROUND  
SKATEBOARD PARK  
BALL FIELD FOR THE KIDS**

**WHEN: MAY 28 - 29, 2005**

**WHERE: MERRITT CENTRAL PARK  
ADJACENT TO THE RCMP STATION**

**WHO: ALL FOREST DISTRICTS AND REGIONS**

**ENTRY FEE: \$ 140.00  
(\$ 75.00 DEPOSIT REQUIRED BY MAY 13, 2005)**

If your District or Region is interested  
in participating, please contact  
Trevor Schmidt or Marilyn Heppner  
at (250) 378-8400





at (250) 378-8400  
CASCADES FOREST DISTRICT







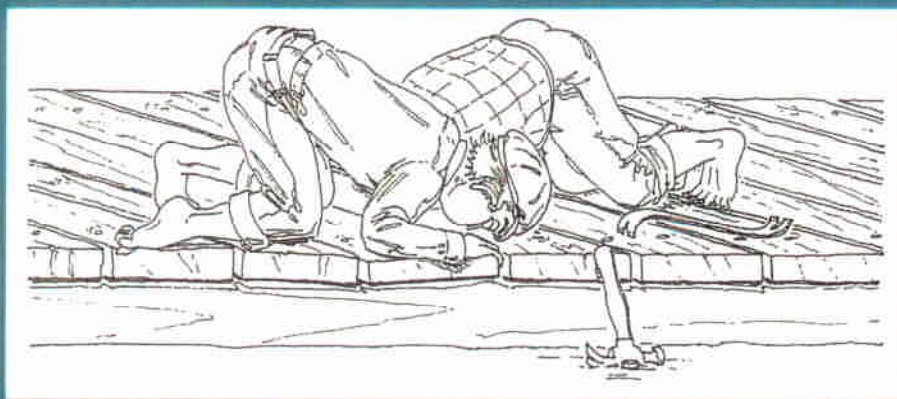








# PENNIES FROM HEAVEN



Prairie Stories from the Great  
Depression

Ralph Schmidt

"Well-written - interesting - humorous - Ralph's book is of historical value because it is about people and places no longer with us. It will fill an important role in your library."

Robert H. Thompson, Author of *Penny Candy, Bobskates and Frozen Roadapples*

"Pennies from Heaven will put a big smile on your face, sometimes a tear to your eye, but above all will take you back to a time before television, fast food and the internet, to a place where fortitude in the face of adversity was a necessity, which forced you to fend for yourself, and make your own fun, games and way of life."

Hall Sisson, Author of *Coots, Codgers and Curmudgeons*

My memories as a child and as a teenager during the Great Depression are the basis for one third of the short stories in this book. The rest of the stories originate from interviews with old-timers who moved to BC after living on the prairies during the hard times of the 1930's.

In writing these stories I tried to accentuate the lighter side of life, focussing on humour rather than dwelling on the darker aspect of the depression years. Stories about tragedy were kept to a minimum.



Ralph Schmidt, born in Cudworth, Saskatchewan in 1925, spent his formative years growing up during the Great Depression. The need for gainful employment after graduating grade 12 led him to the west coast and British Columbia's logging camps. After WWII (he had served in the RCAF), Ralph entered the University of British Columbia graduating as a Forester. He enjoyed a life-long career in Forestry Research. Upon his retirement, he began gathering stories of people's experiences of Depression days in the prairie provinces. Along with his own and his family's tales, he soon had a book full to pass on to us.

Ralph and his wife Jane live in Victoria, BC, Canada.

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