Forest Service News

A proud tradition of service since 1912

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The Last Wooden Vessel in Service by BC Forest Service Attends Ex-Forest Service Vessel Rendezvous in Vancouver July 30 – Aug 1/05

The last "woody," 52 foot "MV Coast Ranger" (CR), built by the BC Forest Service in 1967 is still doing yeoman's service for the North Coast Forest District (NCFD). There are approximately 40 other ex-Forest Service wooden vessels in private hands throughout B.C. and Washington State that are still on the water. About 18 of these vessels belong to the Ex-Forest Service Vessel Squadron that is chaired by Doug Mitchell. Doug is from Saanich, B.C. and has owned the Ex-Forest Service 45-foot vessel the "Forest Ranger II" since 1992.

Doug initiated the idea to invite the last active service wooden vessel to this year's annual Ex-Forest Service Vessel Rendezvous after reading a letter I had written to the editor of Pacific Yachting (PY) magazine (April 2005) entitled "Coast Ranger Still Plying the Coast."

Each year since 1992, Doug's squadron holds a rendezvous somewhere in the southern waters of B.C. This, their 14th rendezvous was at Vancouver's Maritime Museum in English Bay on July 30 to August 1, 2005.

story continued...

Blimp (Sitka Spruce II), Coast Ranger, Kwaietek (aka BC Forester) and Tamarack

Enjoying the Ride with: Bob Cuthbert, Skipper-Peter Wallin and Matt Lamb-Yorski

Receiving Ex-Forest Service Vessel Squadron "Burgee" flag: Squadron Commander Doug Mitchell, Bob Cuthbert and Matt Lamb-Yorski

Group Photo - Vancouver Maritime Museum

Tamarack with Terry Neill and Matt Lamb-Yorski

Poplar III

Forest Service *News* - A Voice for Staff

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A quarterly newsletter for all Forest Service employees.

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Forestry Innovation Investment Ltd. Helps Tsunami Relief

When an earthquake and resulting tsunami ripped apart homes, communities and families in Indonesia and Sri Lanka last December 26, British Columbians wondered how they could help.

Some of BC's modular-home and other builders also wondered how they could use their skills and resources to re-build the many homes that were lost.

When Premier Gordon Campbell suggested a housing solution might be available through British Columbia's forest industry, Forestry Innovation Investment Ltd.'s CEO Ken Baker led a six-member forest-industry delegation to Indonesia to view the situation and consider how BC could respond most effectively.

As a result of the tour and on-site discussions with aid agencies eager for assistance, the BC representatives concluded that small, wood-frame homes using pressure-treated BC lumber, including mountain pine beetle material, might provide a quick housing solution and at the same time allow BC builders to showcase and market innovative housing designs.

"The devastation we saw was heartbreaking," FII President and CEO Ken Baker said of the April tour. "The representatives on the tour were committed to finding a way for BC to help and at the time, the idea of innovative, small, wood-frame homes seemed like an ideal solution if the economics allow."

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Contact: Sonia Donison is providing administrative and coordination support for the newsletter. Questions or comments about Forest Service *News* should be directed to Sonia as 250-953-3859 or email

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

Exchanging Information…Dispelling Perceptions

Bill Wade has been the Timber Sales Manager for the Cariboo-Chilcotin Business Area of the BC Timber Sales since May 2005. Bill's appointment was the first step in a reciprocal secondment agreement between BC Timber Sales and Canfor. Prior to joining BCTS, Bill was Planning Coordinator in Canfor's Prince George Division.

Bill is a registered professional forester and has previously worked for the Forest Service and Tanizul Timber as well as Canfor. The Association of BC Forest Professionals recognized Bill as Forester of the Year in 2002.

Bill and his wife Belinda have a 16-month old son Cameron.

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Deputy for a Day

A couple of months ago, Doug Konkin asked members of the Employee Advisory Council (DEAC) to let him know what they would do, if they were Deputy Minister for a day. "For me, one of the most interesting things I can do is talk with staff and hear what they are thinking," said Konkin. "With so much going on at times, it is challenging to find the time to listen and we can easily miss good suggestions or ideas for improvement. That's basically why I felt this would be a good question to evoke thinking and generate useful dialogue. The advisory council was created specifically for this kind of input."

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Please Welcome—Forest Service *News* Advisory Group!

In response to the opportunity to actively support the Forest Service *News*, the following folks came forward with a great deal of interest and energy to comprise the newsletter advisory group—Steve Dodge, Scott Mitchell, Jennifer Martin, Brian Atherton and Lennie McDonald. The advisory group will provide guidance, momentum and overall direction to the newsletter to ensure the stories and content remain consistent with the purpose of the newsletter.

Please welcome them to the Forest Service *News* Advisory Group!

District Managers Greg Hemphill (Sunshine Coast) and Rod Deboice (Cascades) have been instrumental in getting the Forest Service *News* off the ground and have offered to continue in an advisory capacity for at least the next couple of editions. Thanks Greg and Rod! Administration and management for the newsletter continues to be provided by Sonia Donison.

story continued...

SAY HI TO:

Steve Dodge

Scott Mitchell

Jenni Martin

Brian Atherton

Lennie McDonald

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Health Bite

Whoever cares to learn will always find a teacher.

- German proverb.
In this edition, we are highlighting Intellectual Wellness as one of the 6 spokes of the Wellness Wheel.

Intellectual wellness is using the resources available to expand your knowledge, improve your skills and increase your potential. To find out more about intellectual wellness check out the website at http://www.for.gov.bc.ca/hrb/hw/intellectual/inventory.htm

1. Identify your level of Intellectual Wellness http://www.for.gov.bc.ca/hrb/hw/intellectual/inventory.htm

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Tree improvement in BC—a cooperative effort of many

Tree improvement or gene resource management more broadly seeks to understand the genetic foundations of BC's public forests. In BC, a cooperative and multi-faceted approach is taken to this subject.

Earlier this year the Forest Genetics Council of BC released Extension Note 3, *Benefits of Using Selected Reforestation Materials.* The Note provides a thorough overview of the associated benefits, including increasing timber supply, security of seed supply, gene conservation and increased pest resistance. It also compares genetic gains in BC with those being achieved in other parts of the world.

The Forest Genetics Council (FGC http://www.fgcouncil.bc.ca/) includes members from the Ministry of Forests and Range, forest companies, universities, and the Canadian Forest Service. MFR members are Dr. Dale Draper (Co-chair) (Tree Improvement Branch), Dr. Alvin Yanchuk (Research Branch), Mike Madill (Southern Interior Region) and Al McDonald (BCTS).

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Headwaters, Alan Schmidt—Competitive Motorcycle Driver

Alan Schmidt, Compliance and Enforcement Technician/Investigator of the Headwaters Forest District was approached to submit an article to the newsletter for his hobby as a competitive motorcycle driver. We asked Alan a few questions regarding his hobby.

Q. What draws you to this hobby?

I grew up on motorcycles, dirt bikes mostly and it just progressed into road bikes and road racing. I started out racing quite a while ago with my first street bike and did fairly well in the novice class. Everything grew from there, I got a few sponsors, did a little better, got a few more, and now I ride for Suzuki Canada and travel all over Canada and the US.

In the lead around the bend...

Nothing like cutting it close to the edge...

Riding on one...

Schmidt—#103

Q. Could you please identify the safety precautions you must take when preparing for competition and the safety factors entailed?

As for the danger aspect, I don't really see it as much of a factor, as most people do looking in at the sport from the outside. Part of what makes the sport so exciting is the requirement for 100% confidence and lack of fear in any way. I always try to take care of myself. I make sure I'm in great shape, train very hard at the gym, eat well, and get plenty of rest, but aside from that, and wearing very good protective equipment, I just go about my thing without a worry in the world of being hurt.

Q. What have you learned from competitive racing that may apply to your normal workday activities?

Actually there's quite a few things that I've learned from racing that I find helpful at work, as well as every day life. Not really anything from the on-track activities, but there's a lot more to racing than just riding motorcycles. There's an incredible amount of organizing and logistics involved in racing. Deadlines are about as concrete as they get and often things go wrong with very little time to resolve them. I would say that working under pressure, steadfast deadlines and continual desire for improvement, are three skills that get their share of practice doing the things that I do.

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Stranger Than Fiction!!!

"This is so bizarre that I just have to tell you all," says Jerry Hunter, Senior Compliance & Enforcement Forester.

In 1998, we had an active shake theft site in the Mosquito Creek area near Port Renfrew on the south island. We had a bunch of new toys that could alert us when the bad guys were out on the ground, and so we deployed it at the site. This equipment had a bunch of sensors that would transmit a signal when they were triggered, which in turn would page one of the Compliance & Enforcement staff. We set up the gear, which included a couple of motion sensors that we had installed in some cedar shake blocks. Finishing at 2:00 pm one day, the crew went back to their offices. At 6:00 pm the same day, the pager started going off and the Sooke RCMP (Hal Zech, before he was seconded to the C&E Branch) attended the scene and arrested the bad guys. You can imagine how big the bad guy's eyes were when they got to the bottom of Mosquito Creek Road to find an RCMP vehicle with lights and siren going. Anyway, those boys had their day in court, but that's another story.

Motion Sensor

When we went out to pick up the gear, we discovered that two of our 'special' shake blocks were missing. One was returned to us by the security people of a major licensee, but the other has been missing ever since .....that is, until just recently!

On July 29 of this year, Barry Cowan of the Ministry of Forests and Range provincial radio shop booked into a campsite at Loveland Bay in the Campbell River Forest District. He commented to his family that it was nice of the person vacating the site to leave a nice cedar block behind for kindling; it appears the people had been using it as a chopping block next to the fire ring. Barry's son decided to split some kindling and came running up to Barry saying "Dad, what's this that just fell out of that block of wood?" Barry looked at it and declared "I know what that is, 'cause I helped make it!" That's right, the sensor had come full circle back to one of the people that developed and made it, and several hundred km from where it was deployed to boot!

What are the odds that—7 years later—Barry would recover the sensor? I think he'd better go buy a bunch of Lotto tickets, 'cause the odds of winning millions are way less than the odds of this ever happening. I wonder how many unknowing hands this block passed through.

Hunter indicates that they are in communication with BC Parks to find out who it was that vacated the campsite, so that we can talk with that person. Anyway, this was just so bizarre that he had to share it with us.

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ARE INVENTORY MAPS STILL BEING UPDATED?

If you work in a Ministry of Forests and Range district or regional office, you have probably asked the Question—"Are the vegetation resource inventory (VRI) maps being updated?" The short answer is **yes**; the VRI (forest cover) maps are being updated regularly.

To review how current your TSA is go to http://www.for.gov.bc.ca/hts/vcu/ and click on the 'Products – Vegetation Update Currency Map'.

story continued...

Inventory Staff

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STAFF APPRECIATION

Merva Lyons, Forest Revenue Manager of the Southern Interior Forest Region, presented a Staff Appreciation Award to Greg Grove-White, Harvest Revenue Manager of the Revenue Branch.

Greg was presented with the champion for the Harvest Billing System project that has been underway the last couple of years. The award is recognizing the tremendous amount of work and patience by the folks attending to the HBS Help Desk.

The award is a big thank you from the Forest Revenue Billing Staff with the Southern Interior Forest Region.

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Provincial Golf Tournament Results

In the last edition of Forest Service *News* the ladies winner was not provided. It has come to my attention that we can now congratulate Janet Kempf, wife of Brian Kempf, Protection Officer in the Prince George Fire Zone—way to go Janet!

Golf Photos

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Gruelling or What??

Wade Anderson, Planning Forester for the Strait of Georgia Business Area of BC Timber Sales, recently participated in the largest mass start of an Ironman competition in the world!

On August 28th, Wade competed for the second time in the Ironman Canada competition in Penticton. The Ironman is a gruelling three-part event—a 3.8 km swim, 180 km bike and a full marathon run of 42.2 km. The challenge was made even greater for the first half of the marathon with temperatures in the mid 30's and constant head winds of up to 60kph, which resulted in 10 percent of the competitors not finishing the race and another 600 needing medical attention for dehydration and heat stroke. In 2003, Wade placed around 360th out of 1900 competitors and, while his time was slightly slower this year, he placed significantly higher at 315th out of 2300 competitors.

Anyone for a bike ride...

What about a long run...

#241 crosses the "finish line"

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Results—BC Forest Service Triathlon

For complete race results

With roaring cheers by spectators, all participants had fun crossing the finish line at the Second BC Forest Service Cowichan Lake Triathlon, held September 3, 2005, at the Cowichan Lake Research Station.

Conditions were ideal; cool, no wind and warm water temperatures with the occasional liquid sunshine. A total of 6 individuals and 7 relay teams participated in this event (a 300 m lake swim, 12 km off-road bike race and 4 km trail run).

Volunteers for the event (marshals, timers and course organizers) came from the Research Branch along with family and friends of the competitors.

The Headquarters Health and Wellness Committee generous and much appreciated financial supported to this venture that promoting fitness and healthy living of all participants.

As we would like to increase participation by Forest Service staff, (all family members are eligible to participate as well) we are considering a different date for next years race. Details to that affect will be forthcoming.

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MARATHON MAN!

Seed orchard helicopter crew 1976 (Don—3rd from left)

In the 70's you had to shoot twigs (scions) off of parent trees to be grafted onto rootstock and then used in seed orchards

Later helicopters were used to just pick twigs (scions) from the helicopter

Vancouver Marathon

Friends at Napa—all women none-the-less!

New York City Marathon

In June of 1974 Don Carson started his employment with the Forest Service, commencing with the Seed Orchard Program in Prince George. Don then moved on to the Koksilah Forest Nursery, the Cowichan Lake Research Station and now dividing his time between Kalamalka Forest Centre, the Research Lab in Victoria, Red Rock and Cowichan.

Don is an avid marathon competitor and ran his first race, the Royal Victoria Marathon, in October 1997. "I'm strictly a middle of the pack runner and there are many more impressive runners in the Forest Service. I've enjoyed running on some FS teams, including the Jasper-Banff Relay, the Island Relay and the FS teams in the Garden City 10km."

His latest marathon (14th) was last year in the Napa Valley, enjoying the fantastic scenery while running by all the vineyards. "One of my most memorable marathons was running the New York City marathon a couple months after 9/11. Starting on the Verrazano Bridge on Staten Island and finishing in Central Park was quite a thrill. It was an interesting and emotional time to be in New York City."

After 31 years working with the Forest Service, Don expects to venture into retirement around the end of May 2006.

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Labour Day Fun!

Another Labour Day Parade has come and gone! Cascades Forest District staff again did the Forest Service proud by having a float in the parade and winning a second place prize in the ‘organizational’ category.

While it was great to win the prize, the entire event was fun for all those involved—designing and creating the float, and then being in the parade!!

Staff in the Cascades District feels a strong connection to the community of Merritt and actively supporting the Labour Day Parade is one way they demonstrate the importance of this connection.

Smokey and his entourage, including a stand of walking trees, were a hit with the kids and spectators in the crowd enjoyed many benefits from our walking "Forest."

Candies, goodie bags, shade and the opportunity to be a tree hugger were in plentiful supply. Smokey the Bear badges, tattoos, pencils and coloring books were donated by the Cascades Forest District and the Kamloops Fire Centre.

There appear to be some pretty ‘sweet’ staff in the Cascades Forest District, as the wasps hovered and stung five people in the line up waiting for the event.

Both district staff and their families had a great time and planning is already underway for the Santa Claus parade to be held in December.

Parade Day

Prize winning "float"

"Trees" left to right:
Rod DeBoice, BJ Moore
Dave Horne, Tony Ross

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Feedback

You are visitor # 2556 **since**
July 1, 2005

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Mitchell. Doug is from Saanich, B.C. and has owned the Ex-Forest Service 45-foot vessel the "Forest Ranger II" since 1992.

Doug initiated the idea to invite the last active service wooden vessel to this year's annual Ex-Forest Service Vessel Rendezvous after reading a letter I had written to the editor of Pacific Yachting (PY) magazine (April 2005) entitled "Coast Ranger Still Plying the Coast."

Each year since 1992, Doug's squadron holds a rendezvous somewhere in the southern waters of B.C. This, their 14th rendezvous was at Vancouver's Maritime Museum in English Bay on July 30 to August 1, 2005.

"How did we get approval to attend an event that is meant for 'Ex-Forest Service Vessels'"? you ask. Doug wrote the then Minister of Forests, the Honourable Mike deJong, inviting the "CR" as "guest of honour" to their rendezvous. By coincidence, a CRLT meeting was being held in our district, so I took advantage of having our District Manager, Dave Bewick, Regional Executive Director, Cindy Stern, and Executive Director for Operations Division, Gary Townsend, in the same place at the same time, to go over the logistics. With expenses reasonable, and with the support of our contractor, Dave Parker (Ex-Minister of Forests mid 1980's) contributing skipper and deckhand to operate the vessel, everyone was supportive of the rendezvous as this was an excellent way to promote our ministry.

It had been 19 years since the "CR" last ventured south. That trip was for refit work at the Forest Service Marine Depot (FSMD), which used to service all the Forest Service vessels. The FSMD closed in 1988 and rumour has it, it is scheduled for demolition this year to make way for condominiums.

Dock space prevented us from stopping in Port McNeil, but our stop at Nanaimo had a good turn out of regional staff who were very appreciative of being able to see and tour the vessel.

We were the first vessel to arrive at the Maritime Museum (prime for viewing of the "Celebration of Light," Sweden fireworks display). The fireworks were quite a sight, but not as good as seeing the first old Forest Service vessels arriving. The "Kwaietek", (aka "B.C. Forester") "Forest Ranger II," "Poplar III," "Sitka Spruce II" and "Nesika" were the first to arrive followed by the "Tamarack," "Silver Fir," "Western Yew" and "Dean Ranger." The "Poplar III," the last wooden forest service vessel sold in 1998, also used to be in the NCFD and I worked off her when I first arrived in Prince Rupert in 1994.

Instead of an "Open House," we held an "Open Boat." Displays were posted on the ship about our district, our ministry and Matt Lamb-Yorski, C&E FOS, and I conducted tours and answered a lot of questions. We were also ambassadors for the City of Prince Rupert, with city pamphlets, brochures and pins to hand out to the public. This was also a great "wellness event" for Matt and myself!

The vessel owners recognize the heritage value of their vessels and are all very keen historians in their own right. Most owners have pictures of their vessels when they were work boats for the BC Forest Service and are very knowledgeable about their ships. The oldest ship at the rendezvous, the former "B.C. Forester," renamed "Kwaietek," is currently owned by Doug and Marlene Morrison of Maple Ridge, BC. She is 55 feet in length and was built in 1923, and in pretty much original condition. As the name "B.C. Forester" was considered special, she was sold with the stipulation that her name be changed. "Kwaietek," which is a Haida word meaning "free bird" was named by some "hippies" from the Queen

Charlotte Islands who first owned her.

Tommy Edwards, who used to be the Superintendent at the FSMD, was in attendance and he remembered the "CR" being built. As the district's "ship's-husband", I naturally had a lot of questions about the ship. Tommy was able to explain some of the construction details, which I found quite interesting.

The Ex-Forest Service Squadron appointed the "CR," Matt and I, as 'honorary members' of their Squadron and presented us with the Squadron's burgee. The burgee is green and gold showing the outline of a tree with an anchor in the middle.

We had a great time showing off our vessel and hope that someday we will return. So maybe in 2012 when the BCFS celebrates it's 100 Years, you may see us again down south at an Ex-Forest Service Vessel Rendezvous. Victoria would be an ideal location!

Story written by:

Bob Cuthbert

Engineering/Recreation Officer

North Coast Forest District

WEB link with past Forest Service Vessel photos.http://www.members.shaw.ca/marineimages/

Tsunami Relief

Forestry Innovation Investment Ltd. Helps Tsunami Relief

When an earthquake and resulting tsunami ripped apart homes, communities and families in Indonesia and Sri Lanka last December 26, British Columbians wondered how they could help.

Some of BC's modular-home and other builders also wondered how they could use their skills and resources to re-build the many homes that were lost.

When Premier Gordon Campbell suggested a housing solution might be available through British Columbia's forest industry, Forestry Innovation Investment Ltd.'s CEO Ken Baker led a six-member forest-industry delegation to Indonesia to view the situation and consider how BC could respond most effectively.

As a result of the tour and on-site discussions with aid agencies eager for assistance, the BC representatives concluded that small, wood-frame homes using pressure-treated BC lumber, including mountain pine beetle material, might provide a quick housing solution and at the same time allow BC builders to showcase and market innovative housing designs.

"The devastation we saw was heartbreaking," FII President and CEO Ken Baker said of the April tour. "The representatives on the tour were committed to finding a way for BC to help and at the time, the idea of innovative, small, wood-frame homes seemed like an ideal solution if the economics allow."

In May, an FII request for proposals attracted 10 construction and modular home companies eager to offer their expertise to the housing crisis in the Banda Aceh region of Indonesia, one of the most devastated areas following the tsunami.

Following input from the Indonesia Government, four companies were selected to provide 10 homes:

- Winton Global, Prince George (two homes);
- Simon and Co., Prince George (two homes);
- Chateau Building Products Ltd., Vancouver (three homes); and,
- Britco Structures, Surrey (three homes).

FII is investing $200,000 to create and ship the prototypes, Canfor offered $25,000 worth of lumber and companies are contributing staff time and other in-kind assistance.

The homes are expected to be loaded onto a vessel in the Port of Vancouver and be sent off to Indonesia in September. Once there, they will be assembled in a new eco-village under the guidance of Indonesia's Ministry of the Environment.

To complement the housing project, in late September, the Canadian Embassy in Jakarta, Indonesia, in partnership with Forintek Vancouver and BCIT, will host two, one-day seminars on wood-frame construction. FII will partially fund the sessions.

These events will give aid agency, government officials and construction-sector representatives first-hand exposure to Canadian building standards and techniques through demonstrations, CDs and a selection of information materials.

"Using foreign technology and wood for housing is a relatively new concept in the region," Baker explains. "In the past, most homes have been made out of brick or concrete, which tended to collapse or become damaged during the fairly common earthquakes in that area.

"Through the demonstration houses and information sessions, we hope to show key representatives the

many benefits of wood-frame construction, particularly its flexibility and suitability in an environment known for termites, heavy rains and earthquakes.

"We also want to showcase the work of the participating home builders who have created innovative designs and have an opportunity to promote the features of their structures to the aid agencies who are looking to build an estimated 200,000 new homes around the region."

Across the Aceh region in northwest Sumatra, Indonesia, an estimated 126,915 people were killed, 100,000 were injured, just over 37,000 remain missing and 700,000 people were displaced. Leaders and caregivers perished, 1,200 medical practices were lost and government records were destroyed, including those covering land ownership.

"FII is proud to be supporting the rebuilding efforts and we hope the small structures going to Aceh will bring some measure of comfort to the families who will make them home," Baker added. "We also hope to take a substantial step in introducing Canadian wood-frame construction technology to the region for the longer term."

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Bill is a registered professional forester and has previously worked for the Forest Service and Tanizul Timber as well as Canfor. The Association of BC Forest Professionals recognized Bill as Forester of the Year in 2002.

Bill and his wife Belinda have a 16-month old son Cameron.

Q. What attracted you to the secondment with BC Timber Sales as TSM in Williams Lake?

My career strategy up until a few years ago was passive. I added value by working hard, thinking strategically and remaining flexible. I did not have a formal career plan. Although my passive approach yielded career results I began to realize that I needed to take a more active role in my career, if I was going to continue to add value. I was fortunate to have some excellent mentors within Canfor that encouraged me to be more assertive and take an active interest in career planning. I then began to focus on setting some long-range career objectives, assessing my abilities through competency skills assessments and seeking opportunities to improve, which sometimes meant sacrifice. When the Timber Sales Manager opportunity appeared, it fit very well with a logical next step in my career plan. I understood the fundamentals of the TSM role, and, as I predicted, it has provided me with a tremendous amount of on-the-job training to improve and develop my competency skills.

Q: How do your skills as Planning Coordinator for Canfor's Prince George division fit with what you are doing at BCTS?

The role I had with Canfor was quite similar to the role I'm performing as Timber Sales Manager. Within Canfor I was responsible for leading a group of forest professionals to plan and permit 4 million m^3 of wood annually for 7 milling destinations over a 3 million hectare area, including 5 forest licences and 1 TFL. I managed staff development, the forest certification program, and continuous improvement initiatives. I was responsible for fostering positive working relationships with government agencies, hundreds of stakeholder interests in the Prince George TSA, and our customers within Canfor. I was accountable to report-out and achieve performance targets on a monthly basis. I was also accountable to provide leadership and a sense of strategic direction to the planning team in the PG Division. I participated frequently in setting strategic direction for both the PG Division and the company on a number of policy matters. Aside from some technical matters, the job description for the TSM reads very much like the job description I had in the past. As mentioned above, I was actively engaged in competency based career planning within Canfor. The government competency skills are very familiar to me. Understanding competency-based management has helped me engage my new staff on matters ranging from business efficiency to staff development and recognition.

Q: What do you see as the benefits from this arrangement between Canfor and BCTS? For BCTS, Canfor and yourself?

The primary benefits for Canfor, BCTS, and personally are three things: information exchange, dispelling perceptions and developing staff. **Information exchange** – both organizations will have a better understanding of business processes. For BCTS, the main learning may be around corporate business initiatives and performance management. For Canfor the main learning may be around a better understanding of the wood auction process and market pricing. **Dispelling perceptions** – there are common perceptions that are systemic within both the industry and government camps, which are non-constructive and incorrect. The fact is that both industry and government alike have many hard working people dedicated to doing their job the best they can. This staff exchange should help combat the "us vs. them" issues. **Developing staff** perspective - the exchange will provide both individuals with the opportunity to alter their perspective. Both people should return to their organization with not only knowledge that can be transferred, but also a new perspective on a wide range of issues. Remaining open to new perspectives is perhaps the most valuable asset an individual or organization can have.

Q: Now that you've been TSM in Williams Lake for a bit over fours months, is it what you expected? What is one big thing that you have learned over this time? Have there been any surprises for you at BCTS?

Yes, the role is what I expected. The one big thing I've learned (so far) and will take back to Canfor is the momentum and energy surrounding the Road Ahead initiative. It is a great slogan. It has gained legs and is growing. The Forest Service is committed to investing in its staff and has set the stages for transformation in the wake of a huge organizational change. No real surprises though.

Q: What are some of the important strengths you see in BCTS?

BCTS has a clear and straightforward mission and that seems to be recognized at all levels. People are

dedicated to their job. I often see people putting in the little extra to get things done. There is an atmosphere of openness and aptitude for change at senior levels. The structure of the business units has provided the Timber Sales Manager with a fair degree of autonomy and flexibility to develop local plans to meet corporate objectives. Resources are available to invest in and recognize staff.

Q: What areas of business or how the organization operates could be fine-tuned?

(My caveat is I'm only really seeing one business unit...) Managers seem to take a lot on. More work could be done to delegate to team supervisors or coach them to solve more complex problems. Management systems and business processes at the team-unit level are necessary.

Performance measures should be on display by every team supervisor, so that goals are reinforced and momentum sustained. Managers and supervisors can be more sensitive to staff needs and respond to pressures in a more timely manner.

Q: How has this assignment worked for you and your family?

Although I initially saw tremendous value in the TSM opportunity, the impact on my family life was a consideration that nearly held me back. My wife was coming off of maternity leave at the same time I was to start this position. It was inconvenient for her to leave her job and move to Williams

Lake, so she and my 16-month old son still live in PG. I currently rent a place in Williams Lake and spend 2 or 3 nights per week there. I work out of Quesnel some days and commute to PG. Nonetheless we are adjusting to the routine, but it is the most difficult part of the assignment.

Q: What would you say to someone who might be interested in a similar experience?

I would say "if it fits your career plan, and you understand the risks and sacrifices involved, then be bold and go for it!"

Q: What do you do for fun outside work?

Pre baby I used to enjoy biking, skiing, curling and travel. Since the baby, however, I enjoy quite a bit of home time with the family.

Deputy for a Day

A couple of months ago, Doug Konkin asked members of the Employee Advisory Council (DEAC) to let him know what they would do, if they were Deputy Minister for a day. "For me, one of the most interesting things I can do is talk with staff and hear what they are thinking," said Konkin. "With so much going on at times, it is challenging to find the time to listen and we can easily miss good suggestions or ideas for improvement. That's basically why I felt this would be a good question to evoke thinking and generate

useful dialogue. The advisory council was created specifically for this kind of input."

DEAC members responded by giving me a variety of suggestions on what they would do as Deputy Minister for a day, such as increasing administrative support, moving back to greater resource management, holding off on further organizational change until people catch up, having broader funding for training, revamping the job classification system, purchasing new computers now rather than waiting until 2006, more communication and consultation with staff, and bringing headquarters, districts and regions closer together," said Konkin. "While these are only some of the suggestions, they provided insight into possible opportunities and irritants. It got me thinking and talking to others in Executive."

Konkin knows there are a wide range of ideas among employees on how to improve the Forest Service, which means that any substantive response to the DEAC suggestions would have to be considered in light of the broader needs of the organization. "A number of good ideas were put forward by DEAC members and I regularly receive suggestions from staff. While we can't act on all the ideas, it is good to hear them and do what we can to improve the organization," said Konkin. "Some of the suggestions relate directly to our goal of being a better organization. They certainly are consistent with the principles of revitalization, a way to share knowledge and contribute to becoming a learning organization."

Consistent with the DEAC commitment to transparency, any response or actions by the Deputy Minister on these suggestions will be communicated via the DEAC website at http://icw.for.gov.bc.ca/hex/DMAdvisory.htm

Please Welcome—Forest Service *News* Advisory Group!

In response to the opportunity to actively support the Forest Service *News*, the following folks came forward with a great deal of interest and energy to comprise the newsletter advisory group—Steve Dodge, Scott Mitchell, Jennifer Martin, Brian Atherton and Lennie McDonald. The advisory group will provide guidance, momentum and overall direction to the newsletter to ensure the stories and content remain consistent with the purpose of the newsletter.

Please welcome them to the Forest Service *News* Advisory Group!

District Managers Greg Hemphill (Sunshine Coast) and Rod Deboice (Cascades) have been instrumental in getting the Forest Service *News* off the ground and have offered to continue in an advisory capacity for at least the next couple of editions. Thanks Greg and Rod! Administration and management for the newsletter continues to be provided by Sonia Donison.

For those who do not know the new advisory group members, here are short profiles.

Steve Dodge is an Operations Manager in the Quesnel District. He began his Forest Service career in Engineering in Fort St James in 1980 and worked almost exclusively in that section for 20 years in the

Fort St. James, Prince George and Quesnel Districts before assuming his current role in 2000. Steve's wife Alison is an elementary school teacher and their 11 year old son Michael and 8 year old daughter Nicole utilize most of the family's spare time at the local sports facilities participating in Hockey, Figure Skating and Soccer. Steve is the Commissioner, statistician and reporter of the Quesnel Forestry Hockey League and is also involved as a minor hockey, soccer and volleyball coach.

Scott Mitchell is the Tenures Officer at the North Island – Central Coast District office in Port McNeill. Scott has been working with the Forest Service in Port McNeill for 11 years, including the first 7 years as Planning Officer. During this time, Scott's duties have exposed him to a whole lot of "stuff" and he has developed a pretty good understanding of what's going on in the Forest Service and forest sector. When he's not busy with FDPs, FSPs, FPC, FRPA, TFLs, EBM, the CCLRMP or other acronyms, Scott is an active member (and former chairperson) of the Port McNeill office's Social Committee and assists planning and orchestrating a variety of exciting and morale boosting events. Interoffice pumpkin carving contests and wearing costumes to work (on Halloween) are amongst Scott's favourite activities… it makes it so much easier to go trick or treating with his three kids after work! Scott is looking forward to being involved with the FS *News* advisory group and hopes he can help to keep the newsletter informative and FUN for staff to read.

Jennifer Martin has been with the Forest Service since 1997 (starting in Quesnel and now in Prince Rupert). In her spare time, Jennifer enjoys jogging, travelling and spending time with her partner—Derrell. Between them, they have four dogs, four cats, four daughters, one son and four grandchildren. For three years she was involved in producing an in-house newsletter highlighting staff, health and wellness and local events (social and wellness). Jennifer looks forward to being part of and contributing to the Forest Service Newsletter (and it's team).

Brian Atherton has been working with the Ministry of Forests and Range for 32 years, starting on an Initial Attack crew in Mackenzie. From there he spent 3 years on a Forestry Crew in Parksville; 3 years on a Cruising Crew in Prince George; 16 years in the Hazelton's in a wide variety of district roles and finally, as Forest Protection Officer managing the Bulkley Fire Zone in the Northwest Fire Centre. Brian has always been a strong proponent of getting out to the public the message of what we do in the Forest Service. He looks forward to ensuring we share our own fun and experiences in the Forest Service newsletter.

Lennie McDonald works for the Southern Interior Forest Region as a billing clerk in the Williams Lake SIR north pod. Lennie has been the editor of the SIFR newsletter for going on two years and has very much enjoyed it. Writing is not new to Lennie, as she edited a newsletter for a local SPCA branch and used to have her own column in both the *Courtney Sentinel* and the *Williams Lake Advocate* newspapers. She claims to be married to the most wonderful guy in the world who is the head saw filer at Tolko's Soda Creek division in Williams Lake. They are lucky enough to live beside Chimney Lake with their Shih Tzu, Manx cat, four cockatiels and assorted wildlife visitors.

Health Bite

Whoever cares to learn will always find a teacher.

- German proverb.

In this edition, we are highlighting Intellectual Wellness as one of the 6 spokes of the Wellness Wheel.

Intellectual wellness is using the resources available to expand your knowledge, improve your skills and increase your potential. To find out more about intellectual wellness check out the website at http://www.for.gov.bc.ca/hrb/hw/intellectual/inventory.htm

1. Identify your level of Intellectual Wellness http://www.for.gov.bc.ca/hrb/hw/intellectual/inventory.htm

Walk/Bike/Crawl – Thanks to all district, regional and branch offices that took up the Annual Provincial Run, Walk, Bike or Crawl Challenge on Tuesday, June 21st. To check out the statistics and pictures go to http://gww.for.gov.bc.ca/dpg/Health/provchallenge.htm

Save a Life – Put ICE on Your Phone – A campaign encouraging people to enter an emergency contact number in their mobile phone's memory under the heading "ICE" (for "In Case of Emergency"), is rapidly spreading throughout the world. Established originally as a nation-wide campaign in the UK, ICE allows paramedics or police the ability to contact a designated relative/next-of-kin in an emergency situation.

The idea is the brainchild of East Anglian Ambulance Service paramedic Bob Brotchie and was launched in May this year. By adopting the ICE advice, your mobile will help rescue services quickly contact a friend or relative, which could be vital in a life or death situation. It only takes a few seconds to do, and it could easily help save your life.

Simply select a new contact in your phone book; enter the word 'ICE' and the number of the person you wish to be contacted. For more than one Contact name ICE1, ICE2, ICE3 etc.
Visit www.icecontact.com for more info.

Employee Recognition – The Long Service Awards Program is an annual event that recognizes public service employees for 25, 35 and 40 years of service and provides an opportunity to celebrate the dedication and commitment of these employees to the province of BC. The Ministry of Forests and Range ceremony will be held at Government House on October 12th and will recognize 17 employees for 35 years of service and 130 employees for 25 years.

Improvement Award – Both Mike Netzel (Forest Technician, BCTS Campbell River) and Lonny Turnbull (Forest Technician, BCTS Campbell River) were presented with $2000 cheques in August. They had the idea that the tree protectors used to prevent damage from ungulates to newly planted seedlings could be recycled at considerable savings. While Mike and Lonny have shown what the annual savings are for the Strait of Georgia Business Area, recycling these devices has since then become popular elsewhere, meaning that the savings are considerable to BC Timber Sales and other forest sector companies across

the province. If you have an idea that will save the government money, present your idea to your manager.

Workplace Wellness Conference – Agents of Change 2005 (October 5 – 7). For information on the conference go to http://gww.for.gov.bc.ca/hrb/healthyorg/wellness/conference/2005// there will be an update in the next newsletter.

Provincial Employees Community Services Fund – This workplace fundraising campaign enables BC Government employees to support local charitable organizations that strengthen our communities. Everyone working for the provincial government can make a contribution using payroll deduction. Employees not paid though a payroll office can make a one-time contribution by cash or cheque.

Province-wide last year, the Community Fund Campaign raised over $1.4 million last year.

Some reasons why you might consider giving:

- 100% of donations are given to the non-profit agency.
- Government absorbs all administrative costs.
- Donations stay within the local community.

Community Fund campaigns are coordinated by local employees within their regions. Regional Chairs volunteer through out the Province. Stay tuned for more information from your canvasser. For more information check out the website at http://www.bcpublicservice.ca/communityfund/essinstructions.htm

Employee Family Assistance Program - BCEFAP is a service that provides confidential, professional assistance to employees and their families to resolve problems that affect their personal lives and in some cases their job performance. Need Help? Call 1-800-655-5004. EFAP also has newsletters—if you are looking for an article on questions like "Why is Decision-Making So Difficult? Are my boundaries healthy? Is counselling for me?", Check out this website http://www.bcpublicservice.ca/benefits/plan_details/efap_newsletters.htm

Tree improvement in BC—a cooperative effort of many

Tree improvement or gene resource management more broadly seeks to understand the genetic foundations of BC's public forests. In BC, a cooperative and multi-faceted approach is taken to this subject.

Earlier this year the Forest Genetics Council of BC released Extension Note 3, *Benefits of Using Selected Reforestation Materials.* The Note provides a thorough overview of the associated benefits, including increasing timber supply, security of seed supply, gene conservation and increased pest resistance. It also compares genetic gains in BC with those being achieved in other parts of the world.

The Forest Genetics Council (FGC http://www.fgcouncil.bc.ca/) includes members from the Ministry of

Forests and Range, forest companies, universities, and the Canadian Forest Service. MFR members are Dr. Dale Draper (Co-chair) (Tree Improvement Branch), Dr. Alvin Yanchuk (Research Branch), Mike Madill (Southern Interior Region) and Al McDonald (BCTS).

The council provides policy advice to Chief Forester Jim Snetsinger, and develops annual business plans for the Forest Investment Account Tree Improvement Program. It also provides a forum for technical planning among all participants in forest gene resource management, including activities in tree breeding, seed orchards, gene conservation, information management, and seed extraction/storage.

Tree improvement is the part of gene resource management that includes tree breeding and seed orchards. Tree breeders in MFR carry out long-term progeny tests in the field, in which the offspring of selected natural-stand trees, are tested for growth rate, disease resistance, and/or wood quality. The best trees from the best families are selected and grafted for seed orchards. Once established in orchards, the trees are grown and managed so they inter-pollinate and produce genetically diverse seed for reforestation. This seed is referred to as *select seed* (or improved seed or Class A seed).

Provincial objectives for tree improvement activities are to increase the total provincial use of select seed to 75% by 2020, and to increase average genetic gain in potential stand volume production to 20% in that same time frame. In the 2004 seedling-sowing year, select seed use was just under 50% of all seed sown for BC. Crown land reforestation, with an average genetic gain of about 11%. Genetic gain is measured as *genetic worth (GW)* or the difference between local wild seed and select seed growth expectations. For example, seed with a GW of 20 for growth would be expected to yield 20% more wood volume per hectare at rotation age than wild seed from the same seed zone.

Increasing the amounts of select seed used in provincial reforestation programs will have a cumulative and growing impact on provincial timber supply. In the near term, some management units may have moderate gains, depending on the age-class distribution of stands in the unit. By 2080, however, the use of select seed is forecast to increase provincial timber supply by approximately 6 million cubic meters. This additional volume of wood will increase options for forest management and help maintain the important role forestry plays in the provincial economy.

The forest tree genetic resources of BC are largely unique and irreplaceable, and must be studied, developed, managed and monitored to fulfill Crown land stewardship expectations. Gene conservation is an important consideration in the provincial program and is addressed in policy in the new Chief Forester's Standards for Seed Use. Gene conservation is an active research area for Research Branch Staff and, with substantial research support from the University of British Columbia Centre for Forest Gene Conservation (http://www.genetics.forestry.ubc.ca/cfgc/).

MFR has a long history of leadership in tree improvement, dating back to the first breeding programs in the 1950's and '60's. Tree breeding scientists and technicians work in the Research Branch, under the leadership of Dr. Alvin Yanchuk, at the Cowichan Lake Research Station, in Victoria and in Vernon, at the Kalamalka Research Station. Those seed orchards in BC owned by MFR are headed up by David Reid of the Tree Improvement Branch, with operations on Vancouver Island, in the north Okanagan, Vernon and Prince George. The Provincial Tree Seed Centre at Surrey, managed by Heather Rooke, provides seed extraction, cleaning, testing and seed preparation services, and maintains a seed bank with 67, 500 kg of registered seed in cold-storage (enough seed for 6 billion seedlings). Keeping track of seed policy use, seedling orders, and forecasts of seed needs is managed by Tree Improvement Branch staff Brian Barber,

Leslie McAuley, and Susan Zedel in Victoria.

For Tree Improvement publications or information, please contact Diane Douglas at *Diane.Douglas@gems9.gov.bc.ca* (Tree Improvement Branch http://www.for.gov.bc.ca/hti/).

Headwaters, Alan Schmidt--Competitive Motorcycle Driver

Alan Schmidt, Compliance and Enforcement Technician/Investigator of the Headwaters Forest District was approached to submit an article to the newsletter for his hobby as a competitive motorcycle driver. We asked Alan a few questions regarding his hobby.

Q. What draws you to this hobby?

I grew up on motorcycles, dirt bikes mostly and it just progressed into road bikes and road racing. I started out racing quite a while ago with my first street bike and did fairly well in the novice class. Everything grew from there, I got a few sponsors, did a little better, got a few more, and now I ride for Suzuki Canada and travel all over Canada and the US.

Q. Could you please identify the safety precautions you must take when preparing for competition and the safety factors entailed?

As for the danger aspect, I don't really see it as much of a factor, as most people do looking in at the sport from the outside. Part of what makes the sport so exciting is the requirement for 100% confidence and lack of fear in any way. I always try to take care of myself. I make sure I'm in great shape, train very hard at the gym, eat well, and get plenty of rest, but aside from that, and wearing very good protective equipment, I just go about my thing without a worry in the world of being hurt.

Q. What have you learned from competitive racing that may apply to your normal workday activities?

Actually there's quite a few things that I've learned from racing that I find helpful at work, as well as every day life. Not really anything from the on-track activities, but there's a lot more to racing than just riding motorcycles. There's an incredible amount of organizing and logistics involved in racing. Deadlines are about as concrete as they get and often things go wrong with very little time to resolve them. I would say that working under pressure, steadfast deadlines and continual desire for improvement, are three skills that get their share of practice doing the things that I do.

Stranger Than Fiction!!!

"This is so bizarre that I just have to tell you all," says Jerry Hunter, Senior Compliance & Enforcement Forester.

In 1998, we had an active shake theft site in the Mosquito Creek area near Port Renfrew on the south island. We had a bunch of new toys that could alert us when the bad guys were out on the ground, and so we deployed it at the site. This equipment had a bunch of sensors that would transmit a signal when they were triggered, which in turn would page one of the Compliance & Enforcement staff. We set up the gear, which included a couple of motion sensors that we had installed in some cedar shake blocks. Finishing at 2:00 pm one day, the crew went back to their offices. At 6:00 pm the same day, the pager started going off and the Sooke RCMP (Hal Zech, before he was seconded to the C&E Branch) attended the scene and arrested the bad guys. You can imagine how big the bad guy's eyes were when they got to the bottom of Mosquito Creek Road to find an RCMP vehicle with lights and siren going. Anyway, those boys had their day in court, but that's another story.

When we went out to pick up the gear, we discovered that two of our 'special' shake blocks were missing. One was returned to us by the security people of a major licensee, but the other has been missing ever since .....that is, until just recently!

On July 29 of this year, Barry Cowan of the Ministry of Forests and Range provincial radio shop booked into a campsite at Loveland Bay in the Campbell River Forest District. He commented to his family that it was nice of the person vacating the site to leave a nice cedar block behind for kindling; it appears the people had been using it as a chopping block next to the fire ring. Barry's son decided to split some kindling and came running up to Barry saying "Dad, what's this that just fell out of that block of wood?" Barry looked at it and declared "I know what that is, 'cause I helped make it!" That's right, the sensor had come full circle back to one of the people that developed and made it, and several hundred km from where it was deployed to boot!

What are the odds that—7 years later—Barry would recover the sensor? I think he'd better go buy a bunch of Lotto tickets, 'cause the odds of winning millions are way less than the odds of this ever happening. I wonder how many unknowing hands this block passed through.

Hunter indicates that they are in communication with BC Parks to find out who it was that vacated the campsite, so that we can talk with that person. Anyway, this was just so bizarre that he had to share it with us.

ARE INVENTORY MAPS STILL BEING UPDATED?

If you work in a Ministry of Forests and Range district or regional office, you have probably asked the

Question—"Are the vegetation resource inventory (VRI) maps being updated?" The short answer is **yes**; the VRI (forest cover) maps are being updated regularly.

To review how current your TSA is go to http://www.for.gov.bc.ca/hts/vcu/ and click on the 'Products – Vegetation Update Currency Map'.

The Forest Analysis and Inventory Branch staff, located in the Kamloops Service Center (250 371-5282), are responsible for the Update Program. The priorities for updating maps are driven mostly by the timber supply review, significantly out-of-date maps, the free growing and fire disturbance backlog, and strategic planning needs. When a new project is initiated, the Update staff contact the district to establish contact and share information. Similarly, the district manager will be notified when a project is completed.

"The update staff have been doing an amazing job to improve the process for updating our forest cover maps for harvesting disturbances. Staff from around the province have been drawn together to create a small and highly effective team in Kamloops," says Melanie Boyce – Director, Forest Analysis and Inventory Branch.

There are a number of ways to access the updated maps and information located on the Integrated Land Management Bureau (ILMB), Land and Resource Data Warehouse (LRDW) http://lrdw.bcgov.

From this site:

- VRI data are available for viewing, queries and printing in iMapBC – (click on 'Launch iMapBC')
- VRI metadata are available from the Discovery Service – (click on 'Launch Discover Data')
- VRI data are available for download from the Distribution Service – (click on 'Launch Download Data')

After logging in, it is **highly recommended** that new users click on the Tutorials and work through the screens to become familiar with the tools.

Currently, the 'hands-on' updating of the maps is done by Kamloops staff. To realize efficiencies, the Update staff capitalizes on the MoFR RESULTS silviculture reporting system. Harvesting-related disturbances and free growing stand information is electronically copied out of the RESULTS files and cut into the existing VRI maps. Attribute information is transformed into the VRI data format and the spatial integrity of the map in RESULTS is maintained in the VRI map. The VRI Update does not update maps for roads. Roads are a base mapping element, which is the responsibility of the ILMB Base Mapping and Geomatic Services (BMGS) Branch.

Data that does not meet standards will not be 'Cut-In' to the VRI data set and a notification will be sent to Forest Practices Branch for validation of the information. This process puts a heavy onus on the data collector—the forest licensee—to provide quality information into the RESULTS database. Natural disturbances, such as fires, will be captured by the Kamloops Update staff and 'Cut-In' to the VRI maps. The Update program is not updating the VRI for catastrophic losses due to Mountain Pine Beetle (MPB). This issue is being examined within the 'Strategies for Forest Inventory Monitoring in MPB Areas' that can be viewed at: http://www.for.gov.bc.ca/hts/. Once the TSA is updated the data set is quality assured and sent to the LRDW where it can be accessed by the client ministries.

The Update staff are working with a consultant to build a new tool-set—Vegetation Resource Inventory Management System (VRIMS) that will provide several tools for keeping the VRI maps current. The tool-set is designed to complete the following tasks: copy and transform information from RESULTS into the VRI, adjust the inventory attributes such as species composition, age and height based on sample information, re-project the VRI (grow the trees) from the date of the inventory to the current date, capture, map and edit natural disturbances and cut new replacement VRI (re-inventories) into the provincial data set.

For more information contact:

- Rick Baker, Manager, Vegetation Update, Kamloops
- Jon Vivian, Manager, Vegetation Resource Inventory, Victoria
- Ralph Winter, Stand Management Officer, Victoria
- Terry Gunning, Head Content Management, Integrated Land Management Bureau, Victoria

STAFF APPRECIATION

Merva Lyons, Forest Revenue Manager of the Southern Interior Forest Region, presented a Staff Appreciation Award to Greg Grove-White, Harvest Revenue Manager of the Revenue Branch.

Greg was presented with the champion for the Harvest Billing System project that has been underway the last couple of years. The award is recognizing the tremendous amount of work and patience by the folks attending to the HBS Help Desk.

The award is a big thank you from the Forest Revenue Billing Staff with the Southern Interior Forest Region.

Provincial Golf Tournament Results

In the last edition of Forest Service *News* the ladies winner was not provided. It has come to my attention that we can now congratulate Janet Kempf, wife of Brian Kempf, Protection Officer in the Prince George Fire Zone—way to go Janet!

Gruelling or What??

Wade Anderson, Planning Forester for the Strait of Georgia Business Area of BC Timber Sales, recently participated in the largest mass start of an Ironman competition in the world!

On August 28th, Wade competed for the second time in the Ironman Canada competition in Penticton. The

Ironman is a gruelling three-part event—a 3.8 km swim, 180 km bike and a full marathon run of 42.2 km. The challenge was made even greater for the first half of the marathon with temperatures in the mid 30's and constant head winds of up to 60kph, which resulted in 10 percent of the competitors not finishing the race and another 600 needing medical attention for dehydration and heat stroke. In 2003, Wade placed around 360th out of 1900 competitors and, while his time was slightly slower this year, he placed significantly higher at 315th out of 2300 competitors.

Q. **What draws you to this type of competition?**

Camaraderie! There is a huge sense of accomplishment—total physical fitness along the way, feeling energetic and positive, testing your limits to see how hard you can push and how far you can go. Focusing on a huge end goal helps gives meaning and purpose to your day-to-day activities and it can be addicting once you complete one event or even get to watch one in person.

Q. **What was the biggest challenge during the event?**

The run is usually the biggest challenge, not because I am not a good runner, but because it can be very brutal and it comes at the end of the race in the heat of the day. It is hard to train for that kind of heat when you live on the Coast and it is hard to get your nutrition dialed in to the demand placed on your body.

At two-thirds mark of the marathon I was physically trashed—one foot in the grave like many others out there. There was an aid station with water, etc. every mile and I convinced myself to keep moving, shuffling between those points. Upon arrival at each aid station, I would double over in exhaustion, like I had just gone another round with Lennox Lewis and then I would scrape together enough strength to do it again and again. Emotions were up and down a lot at that point! You feel so defeated and ready to pack it in and then somebody from the sidelines throws some encouragement your way and you are lifted back up. With 2 km to go, I was suffering very badly and it showed. But, the home stretch—the final km was amazing—with the crowds cheering us on and the finish line in sight. I felt pretty much unstoppable!

Q. **What have you learned from competitive sports that may apply to your normal workday activities?**

To truly excel, it takes considerable commitment and effort as well as good time management skills. No matter how prepared you are, some things usually don't go as planned, which means I have had to adapt and keep a positive attitude. It’s important to take the good parts and build upon them. While I cannot forget the hardships, I learn from them and try to avoid them as much as possible next time. Even though other competitors look like phenomenal athletes, it is critically important to not be intimidated—appearance doesn’t count for much when it comes to race day. By being well prepared and staying positive, there is a likelihood that you will surprise yourself and finish well ahead of most competitors. This lesson also applies to work—first impressions can be deceiving and with the right approach we can accomplish more than we think sometimes.

Q. **In reflecting upon this experience, how would you describe the resemblance to you professionally and personally?**

I do everything within reason in order to finish what I start and accomplish the goals I have set. When

conditions change or a curve ball is thrown at me, I try to adapt, keep a positive attitude and carry on toward the finish.

Q. What's the single biggest thing you have learned from the two Ironman competitions?

We should not be overly intimidated by the competition. It is really amazing how many of them who look superhuman and have all the latest and greatest technology that you will pass along the way. Conversely, there are always competitors who look out of shape and are riding a $20 garage sale bike that can make you look like you're standing still. Looks are deceiving and an Ironman competition draws mostly on what is inside you.

Q. **Do you think you will compete in future Ironman competitions?**

Possibly one more Ironman in a couple of years, but I will likely focus more on other endurance events and adventure races. Some other races of interest to me are the Trans Rockies Mountain Bike Challenge and the Canadian Death Race. The Trans Rockies is a 7-day mountain bike race done in stages of around 100km/day and involves 12,000 vertical feet of climbing, from Fernie to Canmore. The Death race is 125km run over 3 summits and 17,000 vertical feet. Both would prevent different challenges and offer opportunities to learn more what is involved in these kinds of competitions as well as learn more about myself.

Results—BC Forest Service Triathlon

With roaring cheers by spectators, all participants had fun crossing the finish line at the Second BC Forest Service Cowichan Lake Triathlon, held September 3, 2005, at the Cowichan Lake Research Station.

Conditions were ideal; cool, no wind and warm water temperatures with the occasional liquid sunshine. A total of 6 individuals and 7 relay teams participated in this event (a 300 m lake swim, 12 km off-road bike race and 4 km trail run).

Volunteers for the event (marshals, timers and course organizers) came from the Research Branch along with family and friends of the competitors.

The Headquarters Health and Wellness Committee generous and much appreciated financial supported to this venture that promoting fitness and healthy living of all participants.

As we would like to increase participation by Forest Service staff, (all family members are eligible to participate as well) we are considering a different date for next years race. Details to that affect will be forthcoming.

For complete race results and many other pictures see our web site:

(http://gww.for.gov.bc.ca/hre/tri2005/)

MARATHON MAN!

In June of 1974 Don Carson started his employment with the Forest Service, commencing with the Seed Orchard Program in Prince George. Don then moved on to the Koksilah Forest Nursery, the Cowichan Lake Research Station and now dividing his time between Kalamalka Forest Centre, the Research Lab in Victoria, Red Rock and Cowichan.

Don is an avid marathon competitor and ran his first race, the Royal Victoria Marathon, in October 1997. "I'm strictly a middle of the pack runner and there are many more impressive runners in the Forest Service. I've enjoyed running on some FS teams, including the Jasper-Banff Relay, the Island Relay and the FS teams in the Garden City 10km."

His latest marathon (14th) was last year in the Napa Valley, enjoying the fantastic scenery while running by all the vineyards. "One of my most memorable marathons was running the New York City marathon a couple months after 9/11. Starting on the Verrazano Bridge on Staten Island and finishing in Central Park was quite a thrill. It was an interesting and emotional time to be in New York City."

After 31 years working with the Forest Service, Don expects to venture into retirement around the end of May 2006.

Q What makes you strive toward the participation of marathons and how have they reflected upon you professionally and personally?

I've enjoyed setting goals, taking on the challenges and the feeling of accomplishment at the completion of a race. They have taught me to take time to enjoy the process. While there's a great feeling when you cross the finish line, the training with groups of friends, exploring new routes and trails, and feeling fit are reward enough.

Q What is involved in preparing for a marathon?

After deciding to run a marathon, and selecting one in which to compete, I begin by making a plan or schedule to get my body to adapt to the challenge. It involves gradually increasing your distance, adding hill training, then speed work to peak in time for the event. It also involves time management, learning what I can eat and drink and still run, and how to prevent or deal with injuries. If it is a destination marathon, it can involve booking flights, hotels and car rentals. Although running a marathon obviously is a physical challenge, it also requires mental preparation.

Q How does the preparation for a marathon compare to the preparation of your daily work regime?

Completing a marathon or a task at work gives one the confidence for handling anything that may lie ahead. There is almost always a point in the 42 km when I feel that I want to stop, but keep

going and get through it – finishing and completing the job at hand.

Q Do you feel there is a connection between marathons and the Forest Service?

I think there's a connection between marathons and the life I've had in the Forest Service. Both involve setting goals, planning, training, making friends, working hard and sometimes enduring, while also enjoying the benefits and having fun during the process.

Q What are your plans after retiring from the Forest Service?

I read once that retirement is a time to recreate your life through personal interests and creative pursuits while maintaining physical, mental and spiritual well being. I plan to do that as well as gardening, travelling, improving the sound of my saxophone and perhaps trying to qualify for the Boston Marathon.

Labour Day Fun!

Another Labour Day Parade has come and gone! Cascades Forest District staff again did the Forest Service proud by having a float in the parade and winning a second place prize in the 'organizational' category.

While it was great to win the prize, the entire event was fun for all those involved—designing and creating the float, and then being in the parade!!

Staff in the Cascades District feels a strong connection to the community of Merritt and actively supporting the Labour Day Parade is one way they demonstrate the importance of this connection.

Smokey and his entourage, including a stand of walking trees, were a hit with the kids and spectators in the crowd enjoyed many benefits from our walking "Forest."

Candies, goodie bags, shade and the opportunity to be a tree hugger were in plentiful supply. Smokey the Bear badges, tattoos, pencils and coloring books were donated by the Cascades Forest District and the Kamloops Fire Centre.

There appear to be some pretty 'sweet' staff in the Cascades Forest District, as the wasps hovered and stung five people in the line up waiting for the event.

Both district staff and their families had a great time and planning is already underway for the Santa Claus parade to be held in December.

The Last Wooden Vessel in Service by BC Forest Service Attends Ex-Forest Service Vessel Rendezvous in Vancouver July 30 – Aug 1/05

The last "woody," 52 foot "MV Coast Ranger" (CR), built by the BC Forest Service in 1967 is still doing yeoman’s service for the North Coast Forest District (NCFD). There are approximately 40 other ex-Forest Service wooden vessels in private hands throughout B.C. and Washington State that are still on the water. About 18 of these vessels belong to the Ex-Forest Service Vessel Squadron that is chaired by Doug Mitchell. Doug is from Saanich, B.C. and has owned the Ex-Forest Service 45-foot vessel the "Forest Ranger II" since 1992.

Doug initiated the idea to invite the last active service wooden vessel to this year’s annual Ex-Forest Service Vessel Rendezvous after reading a letter I had written to the editor of Pacific Yachting (PY) magazine (April 2005) entitled "Coast Ranger Still Plying the Coast."

Each year since 1992, Doug’s squadron holds a rendezvous somewhere in the southern waters of B. C. This, their 14th rendezvous was at Vancouver’s Maritime Museum in English Bay on July 30 to August 1, 2005.

"How did we get approval to attend an event that is meant for ‘Ex-Forest Service Vessels’"? you ask. Doug wrote the then Minister of Forests, the Honourable Mike deJong, inviting the "CR" as "guest of honour" to their rendezvous. By coincidence, a CRLT meeting was being held in our district, so I took advantage of having our District Manager, Dave Bewick, Regional Executive Director, Cindy Stern, and Executive Director for Operations Division, Gary Townsend, in the same place at the same time, to go over the logistics. With expenses reasonable, and with the support of our contractor, Dave Parker (Ex-Minister of Forests mid 1980’s) contributing skipper and deckhand to operate the vessel, everyone was supportive of the rendezvous as this was an excellent way to promote our ministry.

It had been 19 years since the "CR" last ventured south. That trip was for refit work at the Forest Service Marine Depot (FSMD), which used to service all the Forest Service vessels. The FSMD closed in 1988 and rumour has it, it is scheduled for demolition this year to make way for condominiums.

Dock space prevented us from stopping in Port McNeil, but our stop at Nanaimo had a good turn out of regional staff who were very appreciative of being able to see and tour the vessel.

We were the first vessel to arrive at the Maritime Museum (prime for viewing of the "Celebration of Light," Sweden fireworks display). The fireworks were quite a sight, but not as good as seeing the first old Forest Service vessels arriving. The "Kwaietek", (aka "B.C. Forester") "Forest Ranger II," "Poplar III," "Sitka Spruce II" and "Nesika" were the first to arrive followed by the "Tamarack," "Silver Fir," "Western Yew" and "Dean Ranger." The "Poplar III," the last wooden forest service vessel sold in 1998, also used to be in the NCFD and I worked off her when I first arrived in Prince Rupert in 1994.

Instead of an "Open House," we held an "Open Boat." Displays were posted on the ship about our

district, our ministry and Matt Lamb-Yorski, C&E FOS, and I conducted tours and answered a lot of questions. We were also ambassadors for the City of Prince Rupert, with city pamphlets, brochures and pins to hand out to the public. This was also a great "wellness event" for Matt and myself!

The vessel owners recognize the heritage value of their vessels and are all very keen historians in their own right. Most owners have pictures of their vessels when they were work boats for the BC Forest Service and are very knowledgeable about their ships. The oldest ship at the rendezvous, the former "B.C. Forester," renamed "Kwaietek," is currently owned by Doug and Marlene Morrison of Maple Ridge, BC. She is 55 feet in length and was built in 1923, and in pretty much original condition. As the name "B.C. Forester" was considered special, she was sold with the stipulation that her name be changed. "Kwaietek," which is a Haida word meaning "free bird" was named by some "hippies" from the Queen Charlotte Islands who first owned her.

Tommy Edwards, who used to be the Superintendent at the FSMD, was in attendance and he remembered the "CR" being built. As the district’s "ship's-husband", I naturally had a lot of questions about the ship. Tommy was able to explain some of the construction details, which I found quite interesting.

The Ex-Forest Service Squadron appointed the "CR," Matt and I, as ‘honorary members’ of their Squadron and presented us with the Squadron’s burgee. The burgee is green and gold showing the outline of a tree with an anchor in the middle.

We had a great time showing off our vessel and hope that someday we will return. So maybe in 2012 when the BCFS celebrates it’s 100 Years, you may see us again down south at an Ex-Forest Service Vessel Rendezvous. Victoria would be an ideal location!

Story written by:

Bob Cuthbert

Engineering/Recreation Officer

North Coast Forest District

WEB link with past Forest Service Vessel photos.http://www.members.shaw.ca/marineimages/

TAMARACK

PATROL VESSEL
COAST RANGER

Vancouver Maritime Museum

TAMARACK

POPLAR III

Forestry Innovation Investment Ltd. Helps Tsunami Relief

When an earthquake and resulting tsunami ripped apart homes, communities and families in Indonesia and Sri Lanka last December 26, British Columbians wondered how they could help.

Some of BC's modular-home and other builders also wondered how they could use their skills and resources to re-build the many homes that were lost.

When Premier Gordon Campbell suggested a housing solution might be available through British Columbia's forest industry, Forestry Innovation Investment Ltd.'s CEO Ken Baker led a six-member forest-industry delegation to Indonesia to view the situation and consider how BC could respond most effectively.

As a result of the tour and on-site discussions with aid agencies eager for assistance, the BC representatives concluded that small, wood-frame homes using pressure-treated BC lumber, including mountain pine beetle material, might provide a quick housing solution and at the same time allow BC builders to showcase and market innovative housing designs.

"The devastation we saw was heartbreaking," FII President and CEO Ken Baker said of the April tour. "The representatives on the tour were committed to finding a way for BC to help and at the time, the idea of innovative, small, wood-frame homes seemed like an ideal solution if the economics allow."

In May, an FII request for proposals attracted 10 construction and modular home companies eager to offer their expertise to the housing crisis in the Banda Aceh region of Indonesia, one of the most devastated areas following the tsunami.

Following input from the Indonesia Government, four companies were selected to provide 10 homes:

- Winton Global, Prince George (two homes);
- Simon and Co., Prince George (two homes);
- Chateau Building Products Ltd., Vancouver (three homes); and,
- Britco Structures, Surrey (three homes).

FII is investing $200,000 to create and ship the prototypes, Canfor offered $25,000 worth of lumber and companies are contributing staff time and other in-kind assistance.

The homes are expected to be loaded onto a vessel in the Port of Vancouver and be sent off to Indonesia in September. Once there, they will be assembled in a new eco-village under the guidance of Indonesia's Ministry of the Environment.

To complement the housing project, in late September, the Canadian Embassy in Jakarta, Indonesia, in partnership with Forintek Vancouver and BCIT, will host two, one-day seminars on wood-frame construction. FII will partially fund the sessions.

These events will give aid agency, government officials and construction-sector representatives first-hand exposure to Canadian building standards and techniques through demonstrations, CDs and a selection of information materials.

"Using foreign technology and wood for housing is a relatively new concept in the region," Baker explains. "In the past, most homes have been made out of brick or concrete, which tended to collapse or become damaged during the fairly common earthquakes in that area.

"Through the demonstration houses and information sessions, we hope to show key representatives the many benefits of wood-frame construction, particularly its flexibility and suitability in an environment known for termites, heavy rains and earthquakes.

"We also want to showcase the work of the participating home builders who have created innovative designs and have an opportunity to promote the features of their structures to the aid agencies who are looking to build an estimated 200,000 new homes around the region."

Across the Aceh region in northwest Sumatra, Indonesia, an estimated 126,915 people were killed, 100,000 were injured, just over 37,000 remain missing and 700,000 people were displaced. Leaders and caregivers perished, 1,200 medical practices were lost and government records were destroyed, including those covering land ownership.

"FII is proud to be supporting the rebuilding efforts and we hope the small structures going to Aceh will bring some measure of comfort to the families who will make them home," Baker added. "We also hope to take a substantial step in introducing Canadian wood-frame construction technology to the region for the longer term."

Q:

Exchanging Information…Dispelling Perceptions

Bill Wade has been the Timber Sales Manager for the Cariboo-Chilcotin Business Area of the BC Timber Sales since May 2005. Bill's appointment was the first step in a reciprocal secondment agreement between BC Timber Sales and Canfor. Prior to joining BCTS, Bill was Planning Coordinator in Canfor's Prince George Division.

Bill is a registered professional forester and has previously worked for the Forest Service and Tanizul Timber as well as Canfor. The Association of BC Forest Professionals recognized Bill as Forester of the Year in 2002.

Bill and his wife Belinda have a 16-month old son Cameron.

Q. What attracted you to the secondment with BC Timber Sales as TSM in Williams Lake?

My career strategy up until a few years ago was passive. I added value by working hard, thinking strategically and remaining flexible. I did not have a formal career plan. Although my passive approach yielded career results I began to realize that I needed to take a more active role in my career, if I was going to continue to add value. I was fortunate to have some excellent mentors within Canfor that encouraged me to be more assertive and take an active interest in career planning. I then began to focus on setting some long-range career objectives, assessing my abilities through competency skills assessments and seeking opportunities to improve, which sometimes meant sacrifice. When the Timber Sales Manager opportunity appeared, it fit very well with a logical next step in my career plan. I understood the fundamentals of the TSM role, and, as I predicted, it has provided me with a tremendous amount of on-the-job training to improve and develop my competency skills.

Q: How do your skills as Planning Coordinator for Canfor's Prince George division fit with what you are doing at BCTS?

The role I had with Canfor was quite similar to the role I'm performing as Timber Sales Manager. Within Canfor I was responsible for leading a group of forest professionals to plan and permit 4 million m^3 of wood annually for 7 milling destinations over a 3 million hectare area, including 5 forest licences and 1 TFL. I managed staff development, the forest certification program, and continuous improvement initiatives. I was responsible for fostering positive working relationships with government agencies, hundreds of stakeholder interests in the Prince George TSA, and our customers within Canfor. I was accountable to report-out and achieve performance targets on a monthly basis. I was also accountable to provide leadership and a sense of strategic direction to the planning team in the PG Division. I participated frequently in setting strategic direction for both the PG Division and the company on a number of policy matters. Aside from some technical matters, the job description for the TSM reads very much like the job description I had in the past. As mentioned above, I was actively engaged in competency based career planning within Canfor. The government competency skills are very familiar to me. Understanding competency-based management has helped me engage my new staff on matters ranging from business efficiency to staff development and recognition.

Q:

Q: What do you see as the benefits from this arrangement between Canfor and BCTS? For BCTS, Canfor and yourself?

The primary benefits for Canfor, BCTS, and personally are three things: information exchange, dispelling perceptions and developing staff. **Information exchange** – both organizations will have a better understanding of business processes. For BCTS, the main learning may be around corporate business initiatives and performance management. For Canfor the main learning may be around a better understanding of the wood auction process and market pricing. **Dispelling perceptions** – there are common perceptions that are systemic within both the industry and government camps, which are non-constructive and incorrect. The fact is that both industry and government alike have many hard working people dedicated to doing their job the best they can. This staff exchange should help combat the "us vs. them" issues. **Developing staff** perspective - the exchange will provide both individuals with the opportunity to alter their perspective. Both people should return to their organization with not only knowledge that can be transferred, but also a new perspective on a wide range of issues. Remaining open to new perspectives is perhaps the most valuable asset an individual or organization can have.

Q: Now that you've been TSM in Williams Lake for a bit over fours months, is it what you expected? What is one big thing that you have learned over this time? Have there been any surprises for you at BCTS?

Yes, the role is what I expected. The one big thing I've learned (so far) and will take back to Canfor is the momentum and energy surrounding the Road Ahead initiative. It is a great slogan. It has gained legs and is growing. The Forest Service is committed to investing in its staff and has set the stages for transformation in the wake of a huge organizational change. No real surprises though.

Q: What are some of the important strengths you see in BCTS?

BCTS has a clear and straightforward mission and that seems to be recognized at all levels. People are dedicated to their job. I often see people putting in the little extra to get things done. There is an atmosphere of openness and aptitude for change at senior levels. The structure of the business units has provided the Timber Sales Manager with a fair degree of autonomy and flexibility to develop local plans to meet corporate objectives. Resources are available to invest in and recognize staff.

Q: What areas of business or how the organization operates could be fine-tuned?

(My caveat is I’m only really seeing one business unit...) Managers seem to take a lot on. More work could be done to delegate to team supervisors or coach them to solve more complex problems. Management systems and business processes at the team-unit level are necessary.

Performance measures should be on display by every team supervisor, so that goals are reinforced and momentum sustained. Managers and supervisors can be more sensitive to staff needs and respond to pressures in a more timely manner.

Q: How has this assignment worked for you and your family?

Q:

Although I initially saw tremendous value in the TSM opportunity, the impact on my family life was a consideration that nearly held me back. My wife was coming off of maternity leave at the same time I was to start this position. It was inconvenient for her to leave her job and move to Williams

Lake, so she and my 16-month old son still live in PG. I currently rent a place in Williams Lake and spend 2 or 3 nights per week there. I work out of Quesnel some days and commute to PG. Nonetheless we are adjusting to the routine, but it is the most difficult part of the assignment.

Q: What would you say to someone who might be interested in a similar experience?

I would say "if it fits your career plan, and you understand the risks and sacrifices involved, then be bold and go for it!"

Q: What do you do for fun outside work?

Pre baby I used to enjoy biking, skiing, curling and travel. Since the baby, however, I enjoy quite a bit of home time with the family.

Deputy for a Day

A couple of months ago, Doug Konkin asked members of the Employee Advisory Council (DEAC) to let him know what they would do, if they were Deputy Minister for a day. "For me, one of the most interesting things I can do is talk with staff and hear what they are thinking," said Konkin. "With so much going on at times, it is challenging to find the time to listen and we can easily miss good suggestions or ideas for improvement. That's basically why I felt this would be a good question to evoke thinking and generate useful dialogue. The advisory council was created specifically for this kind of input."

DEAC members responded by giving me a variety of suggestions on what they would do as Deputy Minister for a day, such as increasing administrative support, moving back to greater resource management, holding off on further organizational change until people catch up, having broader funding for training, revamping the job classification system, purchasing new computers now rather than waiting until 2006, more communication and consultation with staff, and bringing headquarters, districts and regions closer together," said Konkin. "While these are only some of the suggestions, they provided insight into possible opportunities and irritants. It got me thinking and talking to others in Executive."

Konkin knows there are a wide range of ideas among employees on how to improve the Forest Service, which means that any substantive response to the DEAC suggestions would have to be considered in light of the broader needs of the organization. "A number of good ideas were put forward by DEAC members and I regularly receive suggestions from staff. While we can't act on all the ideas, it is good to hear them and do what we can to improve the organization," said Konkin. "Some of the suggestions relate directly to our goal of being a better organization. They certainly are consistent with the principles of revitalization, a way to share knowledge and contribute to becoming a learning organization."

Consistent with the DEAC commitment to transparency, any response or actions by the Deputy Minister on these suggestions will be communicated via the DEAC website at http://icw.for.gov.bc.ca/hex/DMAdvisory.htm

Please Welcome—Forest Service *News* Advisory Group!

In response to the opportunity to actively support the Forest Service *News*, the following folks came forward with a great deal of interest and energy to comprise the newsletter advisory group—Steve Dodge, Scott Mitchell, Jenni Martin, Brian Atherton and Lennie McDonald. The advisory group will provide guidance, momentum and overall direction to the newsletter to ensure the stories and content remain consistent with the purpose of the newsletter.

Please welcome them to the Forest Service *News* Advisory Group!

District Managers Greg Hemphill (Sunshine Coast) and Rod Deboice (Cascades) have been instrumental in getting the Forest Service *News* off the ground and have offered to continue in an advisory capacity for at least the next couple of editions. Thanks Greg and Rod! Administration and management for the newsletter continues to be provided by Sonia Donison.

For those who do not know the new advisory group members, here are short profiles.

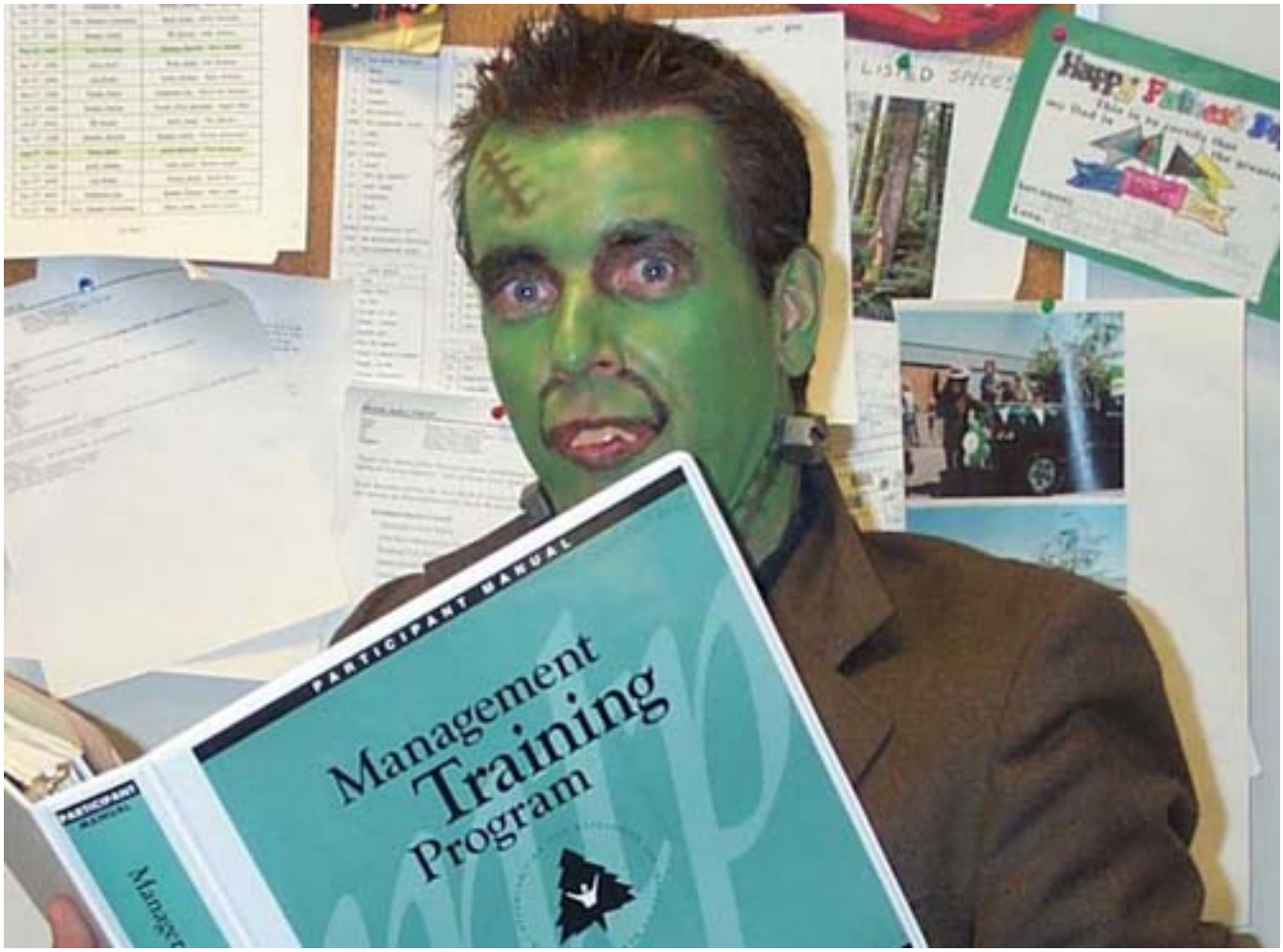
Steve Dodge is an Operations Manager in the Quesnel District. He began his Forest Service career in Engineering in Fort St James in 1980 and worked almost exclusively in that section for 20 years in the Fort St. James, Prince George and Quesnel Districts before assuming his current role in 2000. Steve's wife Alison is an elementary school teacher and their 11 year old son Michael and 8 year old daughter Nicole utilize most of the family's spare time at the local sports facilities participating in Hockey, Figure Skating and Soccer. Steve is the Commissioner, statistician and reporter of the Quesnel Forestry Hockey League and is also involved as a minor hockey, soccer and volleyball coach.

Scott Mitchell is the Tenures Officer at the North Island – Central Coast District office in Port McNeill. Scott has been working with the Forest Service in Port McNeill for 11 years, including the first 7 years as Planning Officer. During this time, Scott's duties have exposed him to a whole lot of "stuff" and he has developed a pretty good understanding of what's going on in the Forest Service and forest sector. When he's not busy with FDPs, FSPs, FPC, FRPA, TFLs, EBM, the CCLRMP or other acronyms, Scott is an active member (and former chairperson) of the Port McNeill office's Social Committee and assists planning and orchestrating a variety of exciting and morale boosting events. Interoffice pumpkin carving contests and wearing costumes to work (on Halloween) are amongst Scott's favourite activities…it makes it so much easier to go trick or treating with his three kids after work! Scott is looking forward to being involved with the FS *News* advisory group and hopes he can help to keep the newsletter informative and FUN for staff to read.

Jenni Martin has been with the Forest Service since 1997 (starting in Quesnel and now in Prince Rupert). In her spare time, Jenni enjoys jogging, travelling and spending time with her partner—Derrell. Between them, they have four dogs, four cats, four daughters, one son and four grandchildren. For three years she was involved in producing an in-house newsletter highlighting staff, health and wellness and local events (social and wellness). Jenni looks forward to being part of and contributing to the Forest Service Newsletter (and it's team).

Brian Atherton has been working with the Ministry of Forests and Range for 32 years, starting on an Initial Attack crew in Mackenzie. From there he spent 3 years on a Forestry Crew in Parksville; 3 years on a Cruising Crew in Prince George; 16 years in the Hazelton's in a wide variety of district roles and finally, as Forest Protection Officer managing the Bulkley Fire Zone in the Northwest Fire Centre. Brian has always been a strong proponent of getting out to the public the message of what we do in the Forest Service. He looks forward to ensuring we share our own fun and experiences in the Forest Service newsletter.

Lennie McDonald works for the Southern Interior Forest Region as a billing clerk in the Williams Lake SIR north pod. Lennie has been the editor of the SIFR newsletter for going on two years and has very much enjoyed it. Writing is not new to Lennie, as she edited a newsletter for a local SPCA branch and used to have her own column in both the *Courtney Sentinel* and the *Williams Lake Advocate* newspapers. She claims to be married to the most wonderful guy in the world who is the head saw filer at Tolko's Soda Creek division in Williams Lake. They are lucky enough to live beside Chimney Lake with their Shih Tzu, Manx cat, four cockatiels and assorted wildlife visitors.


PARTICIPANT MANUAL
Management
Training
Program

Lennie McDonald - Nov. 4, 2003

Health Bite

Whoever cares to learn will always find a teacher.

- German proverb.

In this edition, we are highlighting Intellectual Wellness as one of the 6 spokes of the Wellness Wheel.

Intellectual wellness is using the resources available to expand your knowledge, improve your skills and increase your potential. To find out more about intellectual wellness check out the website at http://www.for.gov.bc.ca/hrb/hw/intellectual/inventory.htm

1. Identify your level of Intellectual Wellness http://www.for.gov.bc.ca/hrb/hw/intellectual/inventory.htm

Walk/Bike/Crawl – Thanks to all district, regional and branch offices that took up the Annual Provincial Run, Walk, Bike or Crawl Challenge on Tuesday, June 21st. To check out the statistics and pictures go to http://gww.for.gov.bc.ca/dpg/Health/provchallenge.htm

Save a Life – Put ICE on Your Phone – A campaign encouraging people to enter an emergency contact number in their mobile phone's memory under the heading "ICE" (for "In Case of Emergency"), is rapidly spreading throughout the world. Established originally as a nation-wide campaign in the UK, ICE allows paramedics or police the ability to contact a designated relative/next-of-kin in an emergency situation.

The idea is the brainchild of East Anglian Ambulance Service paramedic Bob Brotchie and was launched in May this year. By adopting the ICE advice, your mobile will help rescue services quickly contact a friend or relative, which could be vital in a life or death situation. It only takes a few seconds to do, and it could easily help save your life.

Simply select a new contact in your phone book; enter the word 'ICE' and the number of the person you wish to be contacted. For more than one Contact name ICE1, ICE2, ICE3 etc.
Visit www.icecontact.com for more info.

Employee Recognition – The Long Service Awards Program is an annual event that recognizes public service employees for 25, 35 and 40 years of service and provides an opportunity to celebrate the dedication and commitment of these employees to the province of BC. The Ministry of Forests and Range ceremony will be held at Government House on October 12th and will recognize 17 employees for 35 years of service and 130 employees for 25 years.

Improvement Award – Both Mike Netzel (Forest Technician, BCTS Campbell River) and Lonny Turnbull (Forest Technician, BCTS Campbell River) were presented with $2000 cheques in

August. They had the idea that the tree protectors used to prevent damage from ungulates to newly planted seedlings could be recycled at considerable savings. While Mike and Lonny have shown what the annual savings are for the Strait of Georgia Business Area, recycling these devices has since then become popular elsewhere, meaning that the savings are considerable to BC Timber Sales and other forest sector companies across the province. If you have an idea that will save the government money, present your idea to your manager.

Workplace Wellness Conference – Agents of Change 2005 (October 5 – 7). For information on the conference go to http://gww.for.gov.bc.ca/hrb/healthyorg/wellness/conference/2005// there will be an update in the next newsletter.

Provincial Employees Community Services Fund – This workplace fundraising campaign enables BC Government employees to support local charitable organizations that strengthen our communities. Everyone working for the provincial government can make a contribution using payroll deduction. Employees not paid though a payroll office can make a one-time contribution by cash or cheque.

Province-wide last year, the Community Fund Campaign raised over $1.4 million last year.

Some reasons why you might consider giving:

- 100% of donations are given to the non-profit agency.
- Government absorbs all administrative costs.
- Donations stay within the local community.

Community Fund campaigns are coordinated by local employees within their regions. Regional Chairs volunteer through out the Province. Stay tuned for more information from your canvasser. For more information check out the website at http://www.bcpublicservice.ca/communityfund/essinstructions.htm

Employee Family Assistance Program - BCEFAP is a service that provides confidential, professional assistance to employees and their families to resolve problems that affect their personal lives and in some cases their job performance. Need Help? Call 1-800-655-5004. EFAP also has newsletters—if you are looking for an article on questions like "Why is Decision-Making So Difficult? Are my boundaries healthy? Is counselling for me?", Check out this website http://www.bcpublicservice.ca/benefits/plan_details/efap_newsletters.htm

Tree improvement in BC—a cooperative effort of many

Tree improvement or gene resource management more broadly seeks to understand the genetic foundations of BC's public forests. In BC, a cooperative and multi-faceted approach is taken to this subject.

Earlier this year the Forest Genetics Council of BC released Extension Note 3, *Benefits of Using Selected Reforestation Materials.* The Note provides a thorough overview of the associated benefits, including increasing timber supply, security of seed supply, gene conservation and increased pest resistance. It also compares genetic gains in BC with those being achieved in other parts of the world.

The Forest Genetics Council (FGC http://www.fgcouncil.bc.ca/) includes members from the Ministry of Forests and Range, forest companies, universities, and the Canadian Forest Service. MFR members are Dr. Dale Draper (Co-chair) (Tree Improvement Branch), Dr. Alvin Yanchuk (Research Branch), Mike Madill (Southern Interior Region) and Al McDonald (BCTS).

The council provides policy advice to Chief Forester Jim Snetsinger, and develops annual business plans for the Forest Investment Account Tree Improvement Program. It also provides a forum for technical planning among all participants in forest gene resource management, including activities in tree breeding, seed orchards, gene conservation, information management, and seed extraction/ storage.

Tree improvement is the part of gene resource management that includes tree breeding and seed orchards. Tree breeders in MFR carry out long-term progeny tests in the field, in which the offspring of selected natural-stand trees, are tested for growth rate, disease resistance, and/or wood quality. The best trees from the best families are selected and grafted for seed orchards. Once established in orchards, the trees are grown and managed so they inter-pollinate and produce genetically diverse seed for reforestation. This seed is referred to as *select seed* (or improved seed or Class A seed).

Provincial objectives for tree improvement activities are to increase the total provincial use of select seed to 75% by 2020, and to increase average genetic gain in potential stand volume production to 20% in that same time frame. In the 2004 seedling-sowing year, select seed use was just under 50% of all seed sown for BC. Crown land reforestation, with an average genetic gain of about 11%. Genetic gain is measured as *genetic worth (GW)* or the difference between local wild seed and select seed growth expectations. For example, seed with a GW of 20 for growth would be expected to yield 20% more wood volume per hectare at rotation age than wild seed from the same seed zone.

Increasing the amounts of select seed used in provincial reforestation programs will have a cumulative and growing impact on provincial timber supply. In the near term, some management units may have moderate gains, depending on the age-class distribution of stands in the unit. By 2080, however, the use of select seed is forecast to increase provincial timber supply by approximately 6 million cubic meters. This additional volume of wood will increase options for forest management and help maintain the important role forestry plays in the provincial economy.

The forest tree genetic resources of BC are largely unique and irreplaceable, and must be studied, developed, managed and monitored to fulfill Crown land stewardship expectations. Gene conservation is an important consideration in the provincial program and is addressed in policy in the new Chief Forester's Standards for Seed Use. Gene conservation is an active research area for Research Branch Staff and, with substantial research support from the University of British Columbia Centre for Forest Gene Conservation (http://www.genetics.forestry.ubc.ca/cfgc/).

MFR has a long history of leadership in tree improvement, dating back to the first breeding programs in the 1950's and '60's. Tree breeding scientists and technicians work in the Research Branch, under the leadership of Dr. Alvin Yanchuk, at the Cowichan Lake Research Station, in Victoria and in Vernon, at the Kalamalka Research Station. Those seed orchards in BC owned by MFR are headed up by David Reid of the Tree Improvement Branch, with operations on Vancouver Island, in the north Okanagan, Vernon and Prince George. The Provincial Tree Seed Centre at Surrey, managed by Heather Rooke, provides seed extraction, cleaning, testing and seed preparation services, and maintains a seed bank with 67, 500 kg of registered seed in cold-storage (enough seed for 6 billion seedlings). Keeping track of seed policy use, seedling orders, and forecasts of seed needs is managed by Tree Improvement Branch staff Brian Barber, Leslie McAuley, and Susan Zedel in Victoria.

For Tree Improvement publications or information, please contact Diane Douglas at *Diane. Douglas@gems9.gov.bc.ca* (Tree Improvement Branch http://www.for.gov.bc.ca/hti/).

Research Branch
Forest Genetics Program
Tree Improvement
Tree Improvement Branch

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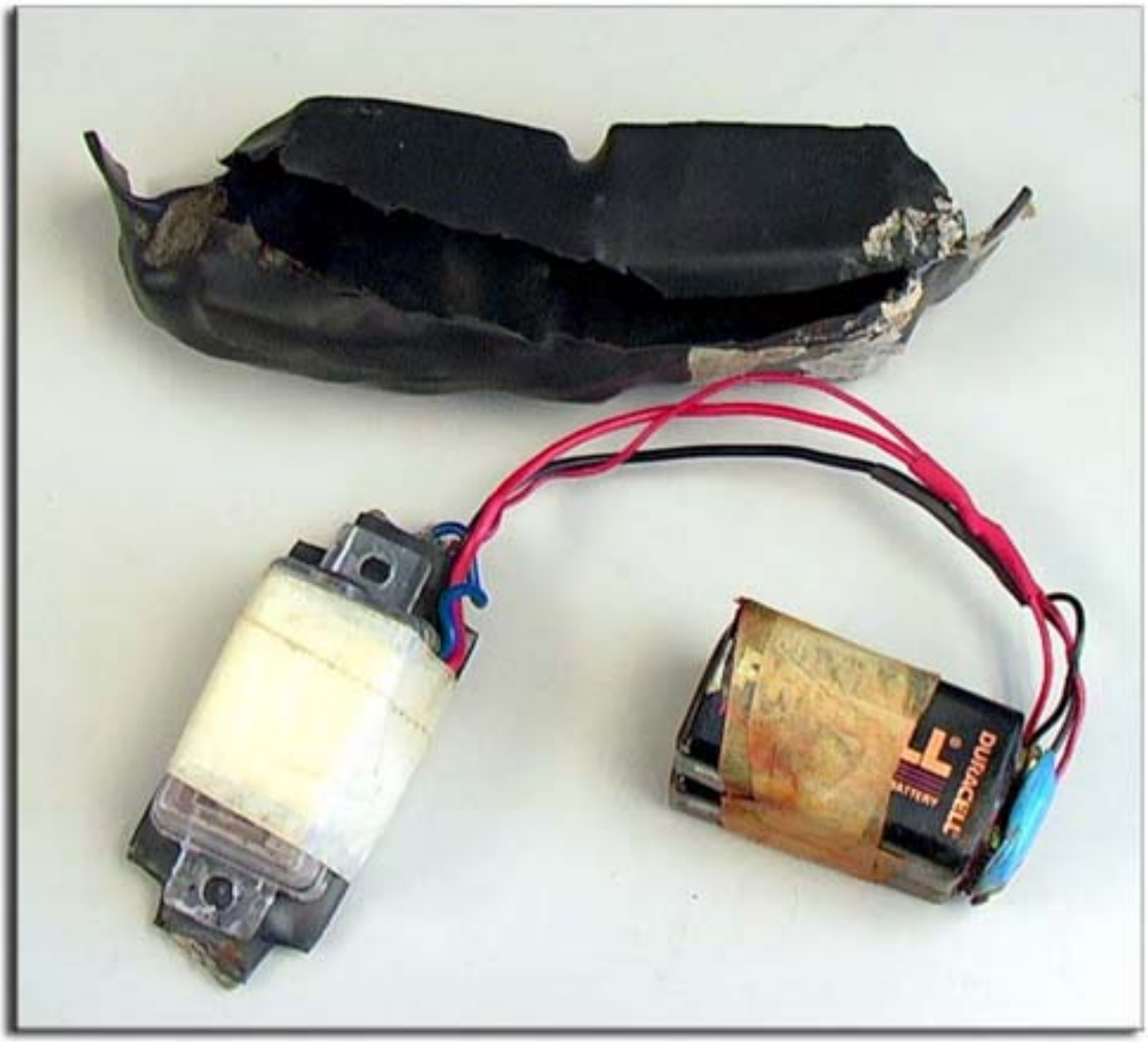
DURACELL

ARE INVENTORY MAPS STILL BEING UPDATED?

If you work in a Ministry of Forests and Range district or regional office, you have probably asked the

Question—"Are the vegetation resource inventory (VRI) maps being updated?" The short answer is **yes**; the VRI (forest cover) maps are being updated regularly.

To review how current your TSA is go to http://www.for.gov.bc.ca/hts/vcu/ and click on the 'Products – Vegetation Update Currency Map'.

The Forest Analysis and Inventory Branch staff, located in the Kamloops Service Center (250 371-5282), are responsible for the Update Program. The priorities for updating maps are driven mostly by the timber supply review, significantly out-of-date maps, the free growing and fire disturbance backlog, and strategic planning needs. When a new project is initiated, the Update staff contact the district to establish contact and share information. Similarly, the district manager will be notified when a project is completed.

"The update staff have been doing an amazing job to improve the process for updating our forest cover maps for harvesting disturbances. Staff from around the province have been drawn together to create a small and highly effective team in Kamloops," says Melanie Boyce – Director, Forest Analysis and Inventory Branch.

There are a number of ways to access the updated maps and information located on the Integrated Land Management Bureau (ILMB), Land and Resource Data Warehouse (LRDW) http://lrdw.bcgov.

From this site:

- VRI data are available for viewing, queries and printing in iMapBC – (click on 'Launch iMapBC')
- VRI metadata are available from the Discovery Service – (click on 'Launch Discover Data')
- VRI data are available for download from the Distribution Service – (click on 'Launch Download Data')

After logging in, it is **highly recommended** that new users click on the Tutorials and work through the screens to become familiar with the tools.

Currently, the 'hands-on' updating of the maps is done by Kamloops staff. To realize efficiencies, the Update staff capitalizes on the MoFR RESULTS silviculture reporting system. Harvesting-related disturbances and free growing stand information is electronically copied out of the RESULTS files and cut into the existing VRI maps. Attribute information is transformed into the VRI data format and the spatial integrity of the map in RESULTS is maintained in the VRI map. The VRI Update does not update maps for roads. Roads are a base mapping element, which is the responsibility of the ILMB Base Mapping and Geomatic Services (BMGS) Branch.

Data that does not meet standards will not be 'Cut-In' to the VRI data set and a notification will be sent to Forest Practices Branch for validation of the information. This process puts a heavy onus on the data collector—the forest licensee—to provide quality information into the RESULTS database. Natural disturbances, such as fires, will be captured by the Kamloops Update staff and 'Cut-In' to the VRI maps. The Update program is not updating the VRI for catastrophic losses due to Mountain Pine Beetle (MPB). This issue is being examined within the 'Strategies for Forest Inventory Monitoring in MPB Areas' that can be viewed at: http://www.for.gov.bc.ca/hts/. Once the TSA is updated the data set is quality assured and sent to the LRDW where it can be accessed by the client ministries.

The Update staff are working with a consultant to build a new tool-set—Vegetation Resource Inventory Management System (VRIMS) that will provide several tools for keeping the VRI maps current. The tool-set is designed to complete the following tasks: copy and transform information from RESULTS into the VRI, adjust the inventory attributes such as species composition, age and height based on sample information, re-project the VRI (grow the trees) from the date of the inventory to the current date, capture, map and edit natural disturbances and cut new replacement VRI (re-inventories) into the provincial data set.

For more information contact:

- Rick Baker, Manager, Vegetation Update, Kamloops
- Jon Vivian, Manager, Vegetation Resource Inventory, Victoria
- Ralph Winter, Stand Management Officer, Victoria
- Terry Gunning, Head Content Management, Integrated Land Management Bureau, Victoria

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Gruelling or What??

Wade Anderson, Planning Forester for the Strait of Georgia Business Area of BC Timber Sales, recently participated in the largest mass start of an Ironman competition in the world!

On August 28th, Wade competed for the second time in the Ironman Canada competition in Penticton. The Ironman is a gruelling three-part event—a 3.8 km swim, 180 km bike and a full marathon run of 42.2 km. The challenge was made even greater for the first half of the marathon with temperatures in the mid 30's and constant head winds of up to 60kph, which resulted in 10 percent of the competitors not finishing the race and another 600 needing medical attention for dehydration and heat stroke. In 2003, Wade placed around 360th out of 1900 competitors and, while his time was slightly slower this year, he placed significantly higher at 315th out of 2300 competitors.

Q. **What draws you to this type of competition?**

Camaraderie! There is a huge sense of accomplishment—total physical fitness along the way, feeling energetic and positive, testing your limits to see how hard you can push and how far you can go. Focusing on a huge end goal helps gives meaning and purpose to your day-to-day activities and it can be addicting once you complete one event or even get to watch one in person.

Q. **What was the biggest challenge during the event?**

The run is usually the biggest challenge, not because I am not a good runner, but because it can be very brutal and it comes at the end of the race in the heat of the day. It is hard to train for that kind of heat when you live on the Coast and it is hard to get your nutrition dialed in to the demand placed on your body.

At two-thirds mark of the marathon I was physically trashed—one foot in the grave like many others out there. There was an aid station with water, etc. every mile and I convinced myself to keep moving, shuffling between those points. Upon arrival at each aid station, I would double over in exhaustion, like I had just gone another round with Lennox Lewis and then I would scrape together enough strength to do it again and again. Emotions were up and down a lot at that point! You feel so defeated and ready to pack it in and then somebody from the sidelines throws some encouragement your way and you are lifted back up. With 2 km to go, I was suffering very badly and it showed. But, the home stretch—the final km was amazing—with the crowds cheering us on and the finish line in sight. I felt pretty much unstoppable!

Q. **What have you learned from competitive sports that may apply to your normal workday activities?**

To truly excel, it takes considerable commitment and effort as well as good time management skills. No matter how prepared you are, some things usually don't go as planned, which means I have had to adapt and keep a positive attitude. It’s important to take the good parts and build upon them. While I

cannot forget the hardships, I learn from them and try to avoid them as much as possible next time. Even though other competitors look like phenomenal athletes, it is critically important to not be intimidated—appearance doesn't count for much when it comes to race day. By being well prepared and staying positive, there is a likelihood that you will surprise yourself and finish well ahead of most competitors. This lesson also applies to work—first impressions can be deceiving and with the right approach we can accomplish more than we think sometimes.

Q. **In reflecting upon this experience, how would you describe the resemblance to you professionally and personally?**

I do everything within reason in order to finish what I start and accomplish the goals I have set. When conditions change or a curve ball is thrown at me, I try to adapt, keep a positive attitude and carry on toward the finish.

Q. What's the single biggest thing you have learned from the two Ironman competitions?

We should not be overly intimidated by the competition. It is really amazing how many of them who look superhuman and have all the latest and greatest technology that you will pass along the way. Conversely, there are always competitors who look out of shape and are riding a $20 garage sale bike that can make you look like you're standing still. Looks are deceiving and an Ironman competition draws mostly on what is inside you.

Q. **Do you think you will compete in future Ironman competitions?**

Possibly one more Ironman in a couple of years, but I will likely focus more on other endurance events and adventure races. Some other races of interest to me are the Trans Rockies Mountain Bike Challenge and the Canadian Death Race. The Trans Rockies is a 7-day mountain bike race done in stages of around 100km/day and involves 12,000 vertical feet of climbing, from Fernie to Canmore. The Death race is 125km run over 3 summits and 17,000 vertical feet. Both would prevent different challenges and offer opportunities to learn more what is involved in these kinds of competitions as well as learn more about myself.

MARATHON MAN!

In June of 1974 Don Carson started his employment with the Forest Service, commencing with the Seed Orchard Program in Prince George. Don then moved on to the Koksilah Forest Nursery, the Cowichan Lake Research Station and now dividing his time between Kalamalka Forest Centre, the Research Lab in Victoria, Red Rock and Cowichan.

Don is an avid marathon competitor and ran his first race, the Royal Victoria Marathon, in October 1997. "I'm strictly a middle of the pack runner and there are many more impressive runners in the Forest Service. I've enjoyed running on some FS teams, including the Jasper-Banff Relay, the Island Relay and the FS teams in the Garden City 10km."

His latest marathon (14th) was last year in the Napa Valley, enjoying the fantastic scenery while running by all the vineyards. "One of my most memorable marathons was running the New York City marathon a couple months after 9/11. Starting on the Verrazano Bridge on Staten Island and finishing in Central Park was quite a thrill. It was an interesting and emotional time to be in New York City."

After 31 years working with the Forest Service, Don expects to venture into retirement around the end of May 2006.

Q What makes you strive toward the participation of marathons and how have they reflected upon you professionally and personally?

I've enjoyed setting goals, taking on the challenges and the feeling of accomplishment at the completion of a race. They have taught me to take time to enjoy the process. While there's a great feeling when you cross the finish line, the training with groups of friends, exploring new routes and trails, and feeling fit are reward enough.

Q What is involved in preparing for a marathon?

After deciding to run a marathon, and selecting one in which to compete, I begin by making a plan or schedule to get my body to adapt to the challenge. It involves gradually increasing your distance, adding hill training, then speed work to peak in time for the event. It also involves time management, learning what I can eat and drink and still run, and how to prevent or deal with injuries. If it is a destination marathon, it can involve booking flights, hotels and car rentals. Although running a marathon obviously is a physical challenge, it also requires mental preparation.

Q How does the preparation for a marathon compare to the preparation of your daily work regime?

Completing a marathon or a task at work gives one the confidence for handling anything that may lie ahead. There is almost always a point in the 42 km when I feel that I want to stop, but

keep going and get through it – finishing and completing the job at hand.

Q Do you feel there is a connection between marathons and the Forest Service?

I think there's a connection between marathons and the life I've had in the Forest Service. Both involve setting goals, planning, training, making friends, working hard and sometimes enduring, while also enjoying the benefits and having fun during the process.

Q What are your plans after retiring from the Forest Service?

I read once that retirement is a time to recreate your life through personal interests and creative pursuits while maintaining physical, mental and spiritual well being. I plan to do that as well as gardening, travelling, improving the sound of my saxophone and perhaps trying to qualify for the Boston Marathon.

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