



Forest Service News

A proud tradition of service since 1912



Welcome Deputy Minister John Dyble

As Deputy Minister of Forests and Range, I want to say how pleased I am to be part of the Forest Service team.

It has been a hectic few months as I have been learning about the business of the ministry. I want to thank those who have been providing me with briefings and background materials! The scope and range of issues covered by my early briefings have been incredibly varied; what is consistent is the professionalism of staff in addressing my many questions and the great quality of background material.

When I haven't been working with staff, industry, or attending the numerous committee meetings I'm on as deputy, I have been getting out to a number of sessions with Victoria branches and been able to travel to 6 districts and regional offices. A 7th district meeting was with Nadina by video conference. I hope to use that approach as well as on-site visits with offices to become more familiar with both the work you do and with the communities we serve. I always find those visits to be



one of the most rewarding aspects of my job. I meet great people and each time, become a little more knowledgeable and enthused about our future. Discussions with ministry staff are crucial in helping me understand the complex issues and opportunities before us.

Over the past two months, for example, we have had the Round Table release its report, we have developed and released the Further Manufacturing Vision and Action Plan (i.e. "Wood First") and we have also developed and released the silviculture discussion paper. These will all play important roles in our future—

both as issues and opportunities—so I hope you take the time to review them.

There is a lot of work to do as we continue to develop further manufacturing and a Wood First approach. I know I'm speaking to the converted when I talk about the advantages in building with wood, which

Forest Service News Advisory Group Vision:

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

Welcome Deputy John Dyble continued...

include both a lower energy requirement than for a similar structure built with steel and concrete, and the storage of carbon retained in wood structures. Value added and Wood First are part of our strategies for diversifying our markets and complement the additional effort being made to grow markets in China and other parts of Asia.

The ongoing operations of the ministry are moving ahead and we are in the process of embarking on another busy planting season. We are also gearing up for what I hope will be a quiet fire season. Again, I am so impressed with the can-do work ethic I've seen in all our staff and want to thank everyone for the efforts being made toward quick wins that can help industry during this difficult economy. I have seen terrific work being done across the province and I think this is important for industry, their workforce and our BC communities. Internal to government and the ministry, we also have a significant budget challenge ahead of us, but I want you to know our priority is to protect staff as best we can, stay positive and to work together to find solutions—we will get through this challenge intact, and more adaptive and innovative.

My thumbs are getting tired as I write this on my blackberry in a hotel room. Thanks again to everyone in the Forest Service for the hard work and dedication to furthering the public service.



Have a Story idea?
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Advisory Group your
ideas!

Forest Service News Contents, April 2009

IN THIS ISSUE		RECOGNITION		AROUND THE FS <i>(links)</i>
Welcome John Dyble	1-2	Award for Excellence	8	<i>Headquarters Bonspiel</i>
First on the Scene!	3	Successful ABCFP	9	<i>Provincial Bonspiel</i>
Firefighters Deployed	4			<i>Hockey Tournament</i>
Investment in Excellence, Moving Forward	5	COMMUNITY		<i>Mixed Slo-Pitch</i>
BCFS Tree Centre	6	Making Kamloops Greener	5	
Introducing...	10-11	Hats for a Cause	7	
Donna, Tyler, Michael		Run, Walk, Crawl...	9	Crossword
Doug Konkin's Departure	12			<i>Submission Guidelines</i>
FS News Photo Contest	13			
Berg's Eye View	14			

First on the Scene!

Submitted by: Dorothy Wharton, RPF Operations Manager, North Coast Forest District

It's Saturday. You've been away on business for the past week and are on the last leg of your long journey home in an FS vehicle. You're thinking of your family or perhaps enjoying the incredible Skeena River scenery. Fortunately you have to slow down to approach a sharp blind corner as a few seconds later, to avoid hitting dumped logs in your lane, you have to slam on your brakes. Quickly recovering, your first thought is to warn others.

As you back up, someone runs toward you frantically waving their arms. They are looking for a first aid kit. Handing it over, you say that you will be there in a few moments. You search for a hi-viz vest and flares and attempt to make a few radio and cell phone calls to report the accident—however there is no coverage.

Approaching the scene of the accident, you notice logs have also spilled over onto the adjacent train track. After taking a quick look at the cab of the flipped logging truck you see the driver and young passenger at the side of the road. With adrenaline still flowing through your system, it seems somewhat surreal as you realize you are one of the first on the scene and others are looking at you to take control. You quickly assess the injured, bleeding driver, and ask the passenger how he's doing. After administering First Aid, you find yourself asking if they would like to be taken to the hospital. Both are very eager to go and make their way to the FS vehicle on their own. Within 10 minutes of slamming on your brakes, you find yourself transporting injured accident victims to the nearest hospital.

This is the situation that **Steve Lehnert**, Stewardship Forester in the North Coast Forest District found himself in on February 28, 2009, on his way home on

Highway 16 just west of Terrace. Steve, a less than 2 year employee with the Ministry of Forests and Range, had just been inducted as an RPF at the ABCFP Annual General Meeting in Prince George. He had to make some very quick and difficult decisions to ensure the two victims received proper medical attention within the 'Golden Hour'.

Thinking back on the situation, Steve wondered about his reaction, what he could have done differently, what he would do differently the next time. He will be discussing recommendations with the North Coast Forest district's OH&S committee that can be passed onto all FS staff.

This is a situation that any one of us could find ourselves in at any time. Whether we are in uniform or not, just being in an FS vehicle can elevate us into a position of leadership in a crisis situation. Until confronted with a situation, we are not sure what our own reaction might be. We want to react with the courage and professionalism that Steve did. We are proud of how Steve handled himself and feel that he has demonstrated what **'Being the Best'** is all about.



Firefighters Deployed

Submitted by: Kim Steinbart, Provincial Fire Information Officer, Wildfire Management Branch



On February 11, 2009, the BC Wildfire Management Branch received a formal request from the State of Victoria, Australia to help battle some of the most devastating wildfires that country has ever encountered. The B.C. team consists of seven experts in the areas of fire behaviour, planning and operations from across the province, plus two agency representatives. Staff left for Melbourne on February 17, and were deployed for approximately 30 days. An advance group of two senior managers flew to Australia the week prior to help assess the most useful role for B.C.'s contingent and prepare for their smooth arrival and deployment.

This bushfire season has been the worst in Australian history. Fuelled by unprecedented high temperatures, drought and windstorms, the country has been battling multiple fire events—resulting in approximately 200 confirmed fatalities—over 3000 destroyed structures, and over 400,000 hectares burned. Australian Prime Minister Kevin Rudd called February 7 to be marked annually with a minute's silence of the date when the fires were at their height. The day has become known in Australia as “Black Saturday.”

Bruce Young, Manager of Fire Operations, had this to say upon arrival in Melbourne: “On what they are dubbing “Black Saturday” they experienced 46C, up to 100km/hr winds and spot fires that were 20km ahead of the main fire front. There was nothing that could have stopped these fires and officials here have now found a new benchmark to measure against “Ash Wednesday” in 1983. They use the McArthur model to measure fire behaviour and prediction which has a scale of 0 -100. In 1983, they predicted the fire day was off the scale at 147.

During this period, they did another prediction on the

fire day and estimate it reached 260 on the scale.”

Thousands of fire fighters and specialists have been working tirelessly, with hundreds of additional personnel coming from across the country. British Columbia is not the only international agency to assist; we are joined by nearly 100 New Zealanders and 60 Americans.



Costs of the operation were paid by Australia under an agreement reached the last time the State of Victoria requested assistance. Fifty-two B.C. firefighters were deployed to the area in January 2007 to help respond to wildfires that burned approximately one million hectares.

B.C. and the State of Victoria are among the most fire prone environments in the world. The 30-day exchange

will help hone the skills of B.C. firefighters and strengthen the province's mutual-aid relationship with Australia.

The BC Wildfire Management Branch welcomes the opportunity to provide resources to assist the Australian fire-fighters in their work on this tragic event. Our thoughts and prayers go out to all the Australian people and especially the hard working fire-fighters on the front line.

Reflections on Investment in Excellence

Looking Back...And Moving Forward

Submitted by: **Organizational Development Branch**

Investment in Excellence (IIE) is one of the legacy pieces from the Road Ahead. Many Forest Service staff have participated in IIE since 2003. IIE guides participants through a process where they can choose to confront their current belief systems and replace limiting beliefs with empowering ones. IIE was an anchor to assist employees in recognizing their leadership capacity as well as helping to create a positive culture and a common language.

One of the many benefits of IIE is personal affirmations, for example, "I continuously build connections and explore avenues for discovering delightful treasures in people because I enjoy having meaningful and spiritually gratifying relationships." Wonderful musings of reflective hearts challenging the way a person may think, believe and even the way one feels. People seem to respond to the process in quite diverse ways. This depends on what they either put on the workshop table or what they perceive to take at the end of the process; it is up to the individual.

The training process was highly structured, through professionally facilitated learning, group discussion and personal reflection participants gained real insights in areas of personal, professional and organizational development. Many people continue to use the tools they gain from the program, such as how to effectively write an affirmation, long after they participate in the program. They gain tools that they can apply to both their work and their personal lives.

Some employees have said the program has proved to be very useful at both a personal and professional level. IIE talks about helping participants "discover the path to true success" and this ultimately can affect how we do our business and run our lives. The Investment in Excellence program has now come to an end with the Ministry of Forests and Range. The final session was held in February 2009.

Making Kamloops Greener!

Submitted by: **Madeline L. Maley, RPF, Southern Interior Forest Region**

Ken and Rose Soneff were chosen as the first LiveSmart Community Heroes of 2009 and the overall winners for the month of January.

Ken is a member of the Green Team in the Southern Interior Forest Regional office and as you can see from the article that he and Rose are great role models for the rest of us!

Congratulations Ken and Rose!

An energy efficient way of life

Ken and Rose Soneff (pictured), chosen as the first LiveSmart Community Heroes of 2009 and the overall winners for the month of January, began living smart in Williams Lake 25 years ago.

One of the first changes they made was using cloth diapers on their then small children.

When the couple was still in Williams Lake, Rose worked at the recycling depot and was a member of the environmental society.

Rose now works on loan to the Canadian Cancer society as a public health nutritionist and Ken is the manager of the research section for the Ministry of Forests — jobs that enrich the future of individuals and the environment.

Their home in Kamloops, which was completed in February 2004, is the second energy efficient home they have built — it somewhat mirrors their Williams Lake home.

To build the home they chose water-based finishes, more natural lighting, felt underlay for their carpets, a high-efficiency furnace and a water heater that only kicks in when the taps are turned on.

They also have very little grass on their lawn, which Rose said takes her husband only five minutes to mow with their push lawn mower.

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BCFS Tree Seed Centre Celebrates 50 Year Anniversary

Submitted by: Heather Rooke, Tree Seed Centre, Tree Improvement Branch

This past year the Tree Seed Centre (TSC) celebrated “Over 50 years of Excellence in Cone and Seed Services.”

In May 2008, the Forest Stewardship Division management team toured the facilities and the newly renovated office space of its official re-opening introduced by Jim Snetsinger, Chief Forester.

In July, a two-day technical forum to bring together those with an interest in Seed Use Efficiencies took place in Langley followed by a tour and taste of southern barbeque at the TSC.

A luncheon and tour occurred in August as a way to express thanks to those individuals and representatives of organizations for their significant contributions over the past 50 years of a variety of disciplines such as: Leadership; Client Support; Communication and Extension Services; Cone and Seed Services; Engineering and Infrastructure; Information Management and Technology; and Seed Science and Technology.

As part of the 2008 Forest Nursery Association of BC AGM, a tour of the TSC was provided in September. An open house for friends and family followed on the first Saturday in October.

Over the past year, a number of tours were provided to include staff from Forestry Innovation Investment, university and post-secondary students, ministry's Provincial Leadership Forum and a variety of clients. During this time, former manager Rob Bowden-Green returned on a part-time basis to work on a report of the first 50 years.

It was quite a year, none of which would have been possible without the extraordinary efforts and support of the TSC's 50th Anniversary Organizing Committee, comprised of Rob Bowden-Green, Diane Douglas, Laura Klade, Dave Kolotelo, Michael Postma, Anita Rebner, Spencer Reitenbach, Heather Rooke, Dawn Stubleby and Chuck Woodward; TSC staff who continued to deliver well above average volumes of cone and seed services throughout the year, Director Brian Barber, Tree Improvement Branch and the ministry's Forest Stewardship Division.



Hats for a Cause

Submitted by: Jeanine Hudson, Fort Nelson Forest District

With the temperatures in Fort Nelson District never going above -25 c—wind chill included—for over 4 weeks during December and January, local women in the Fort Nelson Forest District office became involved with the “Boomer Caps” organization, which is a handmade cap that can be given to newborn babies to help keep them warm.

When it's too cold to bear the outdoors a number of hats were made during the winter cold spell to help with this special cause.

The hats are sent locally from Fort Nelson directly to Ottawa and then shipped for the needy newborn children of Afghanistan.

Attached is the story behind the Boomer Caps and if you have this special talent of making knitted hats you may want to spend those cold days participating in this cause.

<http://www.capitalhealth.ca/NewsAndEvents/Features/2006/BoomerCaps.htm>

[Boomers Legacy](#)



Award for Excellence

Submitted by: Brian Chow, M.Eng, P.Eng Resource Tenures and Engineering Branch

The PJJ Hemphill Award for Excellence in Engineering is presented each year to an individual who has achieved a level of excellence in delivering ministry engineering initiatives and activities over the past year(s). This year's award was presented at the 2009 Provincial Engineering meeting, which took place in Richmond on February 24 and 25.

This award has been named in honour of Pete Hemphill, who as a former Director of the "old" Engineering Branch was himself an innovator. The achievements of the recipient of this distinguished award must result in tangible improvements in ministry engineering initiatives and activities through excellence and innovation.

This year's recipient is Bob Dice, retired Engineering Officer from Campbell River Forest District. Beginning work with the Forest Service in 1975, Bob had many

short lived jobs working as a forestry crewman, assistant ranger, timber cruiser and recreation assistant before joining the engineering program in 1989. His career took him from Parksville (1975-1976), to Powell River (1976-1990), to Castlegar (1990-1995) and finally to Campbell River (1995-2008).

Bob was nominated for the PJJ Hemphill Award for his contributions in furthering the goals of the Engineering Program, his work ethic and the balance he always found among results, teamwork and service. He is remembered by colleagues for his positive outlook, mentoring, projects involving safety on FSRs, bringing together diverse stakeholders and work on the bridge replacement program. Since "retirement," as an auxiliary employee, he has played a role in furthering a technical engineering training program for the ministry, delivered urgent road deactivation work, contracted out assessments and prescriptions and articulated a 5 year plan for "takeback" road work in the Campbell River Forest District.



Bob Dice and Peter Fuglem

Successful ABCFP - RPF's and RFT's

Submitted by: Tom Volkers, Headwaters Forest District

Professional reliance, independence and accountability is fundamental to how our western society currently operates. Most professionals, including doctors, dentists, lawyers, engineers, foresters, and now forest technologists are all mandated by legislation to have their own independent licensing and regulatory organization complete with codes of ethics. In 2003, the *Foresters Act* was amended to include registered forest technologists as professionals in whom the public could place their trust. Professional reliance is a foundation to the *Forest and Range Practices Act* and its effective delivery.

Congratulations to the [Forest Service](#) staff who successfully completed their October 2008 professional registration exam with the Association of BC Forest Professionals.

Run, Walk, Crawl, Bike Announcement 11th Anniversary!

Submitted by: Richard Dominy, BC Timber Sales - Victoria/PG

The 11th Annual Event of Forest Service staff for the 2009 Run, Walk, Crawl, Bike to Work “summer solstice” is scheduled for June 22, 2009.

What is required from districts, TSO's, regional offices and headquarters divisions is to confirm their contact(s) for the upcoming year.

A contact list from last year exists, so have your local contact check the global distribution listing @ For Runwalk and then contact Richard Dominy Richard.Dominy@gov.bc.ca so he can make any changes required to the list. This will also help you determine if your office has a contact and who the last contact was.



Your cooperation in planning this event is crucial to its success.

The link to the Run - Walk – Crawl – Bike to work site is at the following URL:

http://gwm.for.gov.bc.ca/dpg/Health/challenge_index.htm

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ideas!

Introducing...

Welcome Donna Myketa

Submitted by: Lynda Currie, District Manager, Fort St James Forest District

Donna Myketa has recently started in her role as a Woodlands Manager with BC Timber Sales in the Chinook TSO. Prior to her move to the Forest Service, she worked in the private sector with Cengea Solutions and before that worked at Canfor in Prince George. She is married to Shawn Chylinski and has one daughter Emma who has just turned nine.

Donna graduated from Lakehead University with a degree in Forestry. She then worked in several locations in northern Ontario both in private industry and with the Ontario Ministry of Natural Resources. In the mid nineties, Donna and her husband decided to move to British Columbia. She started her BC experience with the Ministry of Forests Small Business Forest Enterprise Program in Prince George as a GIS Analyst. From there she worked at several forestry companies in Prince George including Rustad Brothers and Northwood Inc.

After relocating from Prince George to the lower Mainland, Donna worked as a business analyst at Cengea Solutions where she was able to keep in contact with many of her colleagues in the forest industry. After working on several BC Timber Sales projects she became increasingly interested in working in the Forest Service.

Donna quotes: "From my perspective, I was attracted to the Forest Service focus on their employees as a key to success. In particular, I liked that the work environment is a place where each person contributes something unique to achieving shared goals. The recognition that an individual is a whole person with a life outside of the office is very appealing. There are challenges, but I look forward to meeting them with my team at Chinook."

Meet Tyler!

Submitted by: Lynda Currie, District Manager, Fort St. James Forest District

Tyler Peet holds a degree in comparative literature and a Master's degree in Forestry and joined the Forest Service in early September 2008.

He came to the Haida Gwaii Forest District from the hardwood forests in Haliburton, Ontario, where he had been working as an operational forester for a private woodlot.

Tyler came into forestry through reforestation, working both in Canada and Latin America. In his time with the Forest Service to date, Tyler is impressed with the incredible level of support that has been offered to him by other Service members, not to mention the size of the trees that grow on the coast!



Turning Over a New Leaf with the BC Forest Service

Submitted by: Michael Livingstone, Co-op, Resource Tenures & Engineering Branch

My first co-op with the BC Public Service with the Ministry of Forests and Range was working as a Tree Farm Licence Assistant with the Resource Tenures and Engineering Branch.

Having previously worked as an elementary schoolteacher for three years, I decided to give it up and pursue other interests—ending up at the University of Victoria to study politics.

Teaching in the public education system is not for everyone and it was definitely not my cup of tea. I found myself uninterested in the work and wanting to explore a broader range of career opportunities. The BC Public Service, having 19 ministries, 6 central agencies, and 12 Crown corporations, offers the variety of job possibilities I was looking for.

Why work for the Ministry of Forests and Range? As a Political Science major, Forestry in British Columbia is a fascinating study. There are so many interests and stakeholders involved, such as industry, First Nations, environmental advocates, and government, to name only a few. As a co-op student, learning practical skills and building government work experience are valuable.

During my first co-op term with the Resource Tenures and Engineering Branch, I had the chance to attend several courses, network with government and industry colleagues, and research financial information for a policy reform proposal. These are just some of the exciting and dynamic opportunities available as a co-op student with the Ministry of Forests and Range and the

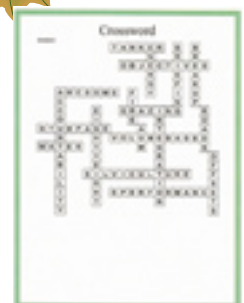
BC Public Service in general. Luckily, I have been able to stay in the same position for a second co-op term, and am busy trying to learn everything I can about the forest tenure system in BC.

As an employee with the Forest Service, there are definitely benefits in terms of job satisfaction and many opportunities for professional development. As one of the oldest ministries in the BC Public Service, Forests and Range is a highly-respected organization that is high-performing, efficient and able to achieve excellent service delivery to its clients.

“We do important work,” my supervisor told me, early in my first term with the branch. “If we miss a deadline, allow a plan to expire, or make a wrong decision, we could really hurt a (forestry) company.” Part of the co-op student’s job description is to keep accurate records, maintain filing systems and organize the Tree Farm Licence section—so those deadlines are met, and the plans are not left to expire. In this way, the co-op is a valuable part of the branch and that is the most satisfying part of the job.



How are you at Crosswords?



Doug Konkin's Departure

Submitted by: Doug Konkin, Deputy Minister, Ministry of Environment



I can't quite believe that a few months have passed since I was asked to take on leadership of environment and climate change, and leave the Forest Service. My biggest challenge in my new role, and new focus, is to establish great work relationships and get to know the organization

better, while at the same time deal with preparing for the next fiscal year and critical issues like the Mackenzie Pulp Mill.

My second biggest challenge has been absorbing all the new (to me) acronyms and strategic information I need to understand in order to start to add value. I'm enjoying my orientation; particularly getting to meet the staff at Environment. Like folks in the FS, I'm impressed with their values, passion and diversity. People always talk about the differences between organizations, but my brief time in MOE has shown me there are more similarities than differences, especially when it comes to people and our shared desire to learn and make a difference.

Sonia asked me to look back at my time in the Forest Service and speak about what it meant to me. With 30 years of memories and experience, that's not easy to put in words. The FS provided incredible opportunities to learn and lead and I had lots of fun there.

To me the Forest Service is people. Not the "out-for-the-ride" crowd you'd see at Disneyland, but a collective

of people bound by common beliefs and a culture that says we can and do accomplish important things. As an organization, the FS takes a while to assess and welcome you into the family, but once it does, like any family, it is pretty tolerant of how you speak and work. Throughout my formative years, I was given a lot of leeway by my bosses to try new things and speak out. I remember Mike Carlson rating me at zero for respect of authority (which scared me, so obviously I had *some* respect for authority) yet telling me later that was a good thing, that he needed me to shake things up.

I loved the chance to move around BC and got to live in many areas of the province. Towns and cities I haven't lived in I've been able to visit numerous times. Over my time in the organization it changed a lot. I remember my first day I was given a bunch of manuals and told to go read up on all our policies and procedures. Now things change much more quickly—policies and procedures aren't as rigid or cast in stone; we influence more than we control. Understanding that our role had evolved to one of influence, I became a strong believer in continuous improvement and the learning organization concepts. It was easy to get behind staff when they brought forward those ideas. My time in the FS also taught me how important it is to be the kind of person you want those around you to be, to coach, listen and ask questions.

I miss all the good people in the FS and am lucky that many of my old work relationships continue with the new job. As Chair of ILMB I get to consider cross cutting issues and see increasing need to integrate service delivery and general approaches. I think that is a good thing; if we could build on the strengths that exist in all the different agencies and learn to truly collaborate we will find it much easier to adapt to the constant change around us. After 5+ years as the Deputy of the FS, I needed a change, but at the same time hated to leave. Now that I'm in Environment I will work to make it the best organization in government, to do the best I can for all the good people who work here—mind you, I'll still wear the oval, but it'll have to be on the inside of my jacket!



Forest Service *News* Readers!

Time to get out and snap some photos! The Forest Service *News* Advisory Group increasingly requires good quality digital photos for the quarterly newsletter. We acknowledge that there are skilled photographers among Forest Service staff and would like to showcase your photos in each quarterly edition.

Categories

The contest categories are intended to solicit images that reflect each quarterly edition in terms of seasons: March spring, June summer, September fall and December winter.

Photo's can consist of:

- Staff – Organizational and/or Community activities;
- Workplace images – individuals or groups / teams in office and field settings; health, wellness and social activities;
- Recreation;
- Wildlife; or
- Scenic.

Submission Details

- Deadline for submissions is changed with each edition and will be noted on the previous edition.
- Images can be submitted to:
ForestServiceNews@gov.bc.ca;
- The contest is open to all Forest Service employees and retirees;
- Interested staff can make submissions to as many editions (season/category) as they want, but there is a limit of five images per category.

Prizes and Judging

- There will be an overall 'Best' image in each category.
- Judging will be done by the Advisory Group;
- Images will be judged on composition, clarity, exposure, creativity, relevance to FS *News* and category fit;
- The winner of the 'Best' image in each category will be sent a prize for their photo;
- Individuals can win only one prize; and
- All winners will be announced with their photo in the edition of the newsletter.

Technical Specifications/Requirements

The following specifications and requirements have been established to ensure that images can be used in a variety of applications.

1. All images must have relevance to the Forest Service *News* and be submitted in digital format.
2. All images must be in full colour or black and white.
3. Photo dimensions (image size) should be at 300 dots per inch (DPI) and preferably in a jpg format and sent to ForestServiceNews@gov.bc.ca.
4. Images can be digitally enhanced (i.e., colour / exposure adjusted composite photos are okay), but not digitally altered (i.e. NO "Photo-Shop" images must portray subjects and / or material in photo as they were captured).
5. When submitting images, some descriptive information should also be included – category of image and location.
6. All images submitted, whether or not selected as a winning image, may be published in future issues of Forest Service *News*.
7. An email permissions release will be sent to the person whose photo is selected.

For further information, contact:

Sonia Donison: (250) 953-3859 or
ForestServiceNews@gov.bc.ca

Deadline for June photo's is June 5



“BERG’S EYE VIEW”

By: Shane Berg, District Manager, Kamloops Forest District





Ice Rain Eagle

Taken by: Lisa Moody, Chilcotin Forest District

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

Sonia Donison is providing administrative and coordination support for the newsletter. Questions or comments about *Forest Service News* should be directed to Sonia at 250-953-3859 or via [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 via [email](#) about their idea or ideas before writing a story. Stories are to be submitted no later than 2 weeks prior to each quarterly edition—deadline for June articles is June 19.



SUBMISSION GUIDELINES