



Canada turns 150—How are you celebrating?



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“True to our proud histories, informing ministry staff through balanced and timely communication”

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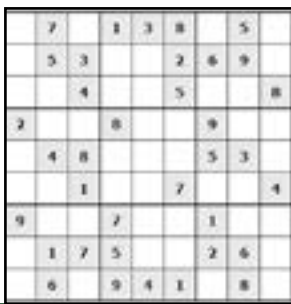


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Sudoku - do you play?



[Sudoku Solution](#)

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The Dirt Contents, May 2017

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Roderick Negrave, PhD, PAg, RPF #2790

November 18, 1965 – November 23, 2016

Submitted by: Louise de Montigny, Ph.D, RPF, Research Leader Silviculture, Resource Practices Branch

It is with sadness we announce the passing of Ministry of Forests, Lands and Natural Resource Operations Coast Area Research Section Head Dr. Roderick Negrave, PAg, RPF. The forestry community has lost an intellectual ally, a dedicated and passionate forester, a trusted colleague, a keen mentor, and a dear friend.

Rod was born in Kamloops and grew up on farms in the rural southern Interior where he developed a passion for the environment and for organic farming. Shortly after starting his agriculture degree at UBC in 1984, he met his wife-to-be, Louise, but it wasn't until the fourth year that the romantic spark ignited. Over the next few years they became parents to Greta, Laura (Rod was predeceased by Laura in 2013), Inga, and Karl. During this time, Rod worked for the BC Cattlemen's Association, completed a Master of Science in forest ecology at the University of Alberta, owned and operated a mixed farm with his family in the Peace River country, consulted in BC and Alberta, and instructed at Northern Lights College. In 2004, Rod completed a PhD in forestry at UBC.

After being hired as a research silviculturist for the

Ministry of Forests Coast Region in 2005, Rod introduced himself at the Coastal Silviculture Committee workshop with the statement, "Silviculture research is open for business." He began building a client-driven research program based on partnerships and collaboration with government, industry, academia, and First Nations to bridge the gap between research and management. Rod's research focus included silvicultural systems, mixed woods, fertilization of western redcedar and yellow cedar decline. The success of his research program and the respect of his colleagues led him to become the regional research section head in 2008.

In 2009, Rod began spending his summers supporting the Coastal Fire Centre, first as plans chief and then in a similar role on various incident management teams assigned to large wildfires. For his outstanding service to BC Wildfire Service (BCWS), the ministry and the province—and the way he inspired others in this capacity—Rod was awarded the 2016 BCWS Inspirational Award of Excellence.

In his spare time, Rod was an elected councilman for the District of Lantzville; volunteered as a Boy Scout leader, for St. John's ambulance, and with the Victoria and Islands Branch of the BC Institute of Agrologists (including a year as president); was a rector's warden and synod delegate on the Parish Council at St. Philip by-the-Sea Anglican Church; and enjoyed Tai Chi, organic gardening, and spending time with his family.

In all his endeavors, Rod was a dedicated and tireless team member. Rod's style was to listen carefully before speaking and then to offer suggestions, advice, or expertise that was reasoned and measured, honest and sincere, and always good-humoured. He gave freely of his time and genuinely cared for and connected with everyone.



Grant Johannesen's take on "Retirement"

Retiree from BCTS Quesnel Natural Resource District

Being Retired or is it Being tired?

Settling into this new phase of retirement
It took some time and a little adjustment
Work and oh yes, peers, they are missed
I volunteer, doing things on a list
Making, fixing, meeting, all my time is spent.

Reflecting on Retirement

My daily routine is flexible
I may choose to sleep in a little.

Out the window, I might take a quick look
Then decide I want to read a good book.

I had a plan and a schedule to follow while at work
Devising a plan, having no schedule, is now a perk.

Calling up a friend to lend a hand, go for lunch, or sip on tea
Being spontaneous can be liberating and tension free.

Working in the forest was interesting and rewarding
Now I enjoy walking out in the forest just exploring.

To me it's a privilege to be called back as a retiree
To participate in golf, curling, and office Christmas party.

A good work ethic enhances your career, all the while still having fun
You can look forward to many good things when your life of work is done.

Doing a job is one thing, but find an aspect you're passionate about
That is the one thing that can become most satisfying, without a doubt.



Heritage Week kicks off celebrations for 2017

Submitted by: Judith Cook, Heritage Planner, Heritage Branch

Proclaimed by the province every year, Heritage Week took place February 13-19th, with National Heritage Day observed across the country on February 20th. This year's theme in British Columbia was "My Canada! My BC!" in honour of our country's 150th anniversary of confederation, and represents a year-long opportunity to focus on the stories, places and events that make up the rich tapestry of our province's history.

The timing of Heritage Week 2017 gave more British Columbians the chance to take advantage of the day by coinciding with Family Day. Many communities held events to showcase local heritage and museums, as a way to celebrate through displays, presentations, tours and declarations at the local government level.

But Heritage Week's impact isn't limited to just one week. Expect to see heritage events throughout the year that focus on the roots of our multi-faceted identities as both Canadians and British Columbians.

What does B.C. mean to you and how would you celebrate your heritage as part of Canada's mosaic? According to Heritage BC, the not-for-profit organization that oversees the promotion of Heritage Week, the purpose of "My Canada! My BC!" is to inspire Canadians and British Columbians to embrace, explore

and enjoy historic places and spaces across the province and country. If you have never been to your local museum, why not check it out? More of a nature lover? [Explore Morden Colliery Historic Provincial Park](#), [Manning Park](#), [Fort Rodd Hill](#) or [Kilby Museum and Campground](#). Or what about heritage associated with industry and resource management in B.C.? Mining, forestry, fishing... the impacts of the raw resource sector that reach into all corners of our lives every day. Head to [Britannia Mine Museum](#) or enjoy a day in historic Steveston, tracing the beginnings of B.C.'s fishing industry at [Gulf of Georgia Cannery](#). Want to explore more of B.C. and Canada? Check out the [Canadian Register of Historic Places](#).

My Canada!
My BC!



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Fossil Management in British Columbia

Submitted by: Elisabeth Deom, Senior Stewardship Officer – Paleontology, Heritage Branch



Six Peaks Dinosaur Trackway Site near Hudson's Hope, 2016
Photo by Richard Linzey



Trilobite from Eager formation, Kootenay, 2016
Photo by Elisabeth Deom



Fossil crocodile swim tracks on large slab reported by worker from Quintette Coal mine near Tumbler Ridge, 2015. Slab recovered with help of the mine and now in local museum. Photo by Rich McCrea

Do you know that BC has an incredibly rich fossil resource? The exceptional diversity of fossils and geology is the result of BC being built by great tectonic forces, volcanic activities, mountain building and massive glacier movement, carrying around a great variety of fossils.

Although a lot of people might associate fossil heritage with Alberta, most would be surprised to learn of the extensive fossil resource that we have here in BC. We have one of the most remarkable fossil records in the world spanning 550 million years from the earliest simple life forms to the present day. And we are still discovering the extent of this rich fossil heritage!

Recently FLNRO received government approval to apply its fossil management framework across the natural resource sector and to work with industry on the recovery of significant fossils and fossil sites. The framework is a combination of existing legislation, policies and procedures to manage our fossil resource for its scientific, heritage and educational values.

Government approval comes after years of collaborative work with natural resource ministries, stakeholders and paleontologists throughout the province and from other jurisdictions. It is quite a step forward and I thank the many ministry staff, involved over the years, for their work and support. I am excited to now focus on working with industry, stakeholders and local communities on communicating and promoting sustainable practices to

recover, preserve and tap into the many benefits fossils can provide.

Besides the benefits to industry of identifying where fossil resources are, the protection and management of fossils can generate economic opportunities through tourism activities, as well as amazing research and educational opportunities. Protected fossil sites offer, through scientific research and education, ways to learn about our past, connect with the local history and unique story linking fossils and the community, feed our curiosity, and fuel our creativity and imagination.

There are wonderful untold stories of fossil discoveries by local mining, oil & gas and other industry sectors and their collaboration with local museums to unearth incredible fossil specimens. I hope this next implementation step will encourage and facilitate the already successful cooperative work happening on the ground, and will contribute to the celebration of our provincial heritage resources and the promotion of the importance of being good stewards of our collective heritage.

More news to come as we embark in the full implementation phase...

For more information, visit the fossil management webpage: <http://www2.gov.bc.ca/gov/content/industry/natural-resource-use/land-use/fossil-management>

Project Fat Marten

Submitted by: Berry Wijdeven, Haida Gwaii Resource District Species at Risk Coordinator and
Melissa Todd, Coast Area Research Wildlife Ecologist

When we got together with Ministry of Environment Carnivore Conservation Specialist Rich Weir to examine 95 Pacific marten carcasses obtained from local Haida Gwaii trappers, we were shocked by the girth of the specimens. When wildlife researchers assess post-mortem body condition, carcasses may be ranked as poor, fair, good or excellent based on a number of criteria, including body fat. A poor body condition indicates that the specimen may have been sick or emaciated due to lack of food, while good or excellent means the animal was in fine shape while still alive. For the marten on Haida Gwaii, however, we had to add a whole new category to this classification—obese! And none of the specimens were in poor condition. These were chubby weasels! And so it became Project Fat Marten.

Mind you, that isn't the actual title of the project, which is much more sciencey: "The foraging and spatial ecology of Pacific marten (*Martes caurina*) on managed landscapes in Haida Gwaii", with catchy sub-project titles like "Using stable isotope analysis to quantify the diet composition of Pacific marten". But the heftiness of the carcasses did suggest we were onto something. In the middle of winter, when prey should be scarce and predator body condition at its lowest, martens this well-fed suggest that they are successful at what they are doing.

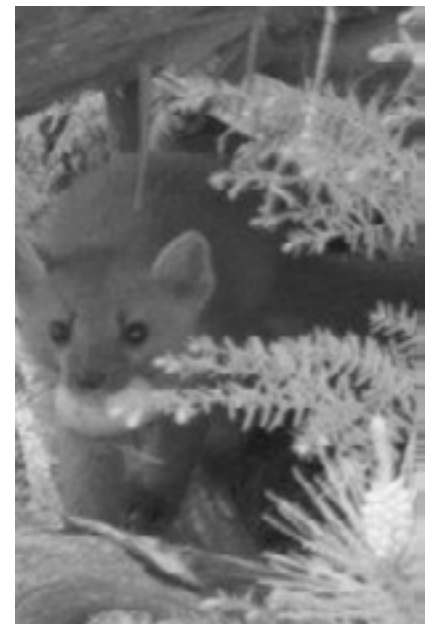
The Haida Gwaii archipelago is located some 80km from the BC mainland, and that isolation has developed a distinctive species com-



position. Birds are the most diverse terrestrial animals, with very few native mammal and amphibian species, and no reptiles. There is only one species of mouse and one species of shrew. Some species, such as short-tailed weasels and western toads, are rare. Some species, like black bears and Pacific marten, appear to be abundant. Other species, such as cougars, lynx and bobcats, and wolves, coyotes and foxes, are entirely missing from the Haida landscape. And so, with this distinctive species composition, over thousands of years, a unique balance was created. That balance was drastically altered when a series of exotic species was introduced to the islands, including red squirrels, raccoons, beavers, muskrats, rats, elk, chorus frogs, red-legged frogs ... AND ... Sitka black-tailed deer. And while the new arrivals all have had an impact, it is the deer that have most drastically upended the balance. Not only did the deer systematically remove much of the forest understory, drastically

reducing song bird and other populations, they also provided a whole new source of food which benefited some species more than others.

As one of the only mammalian predators on Haida Gwaii, marten have likely been one of the major beneficiaries from the influx of deer onto the islands. Comparing historic and current anecdotal observations and trapper returns suggests an increased and now abundant marten population, which may have a negative effect on the local marten prey. This became clear during a recent study on the Haida sooty grouse population, when a large number of nests were preyed upon by marten, as documented by in-situ nest cameras. Since grouse are primary northern goshawk food, a reduction in the grouse population likely has an effect on an already reduced Haida Gwaii goshawk presence. An increase in marten might also put added pressure on the local Haida Ermine population, which is barely present.



continued...

Project Fat Marten continued...

Project Fat Marten is trying to determine, using remote cameras and DNA gathered from hair samples, the abundance and distribution of the Haida Gwaii marten population: Are there really as many marten as we think there are? And are they distributed everywhere across the islands? And, by collecting tissue samples from as many marten and potential marten prey items as we can get our hands on, Project Fat Marten is trying, using stable isotope analysis, to find out exactly what marten are eating. Why are the Fat Marten so fat? Are deer, as suspected, a primary source of food for marten in the winter, resulting in high survival rates and an abundant marten population? Understanding this dynamic will help us to better understand the implications for other marten prey species, like woodpeckers and songbirds, and competing predators, like the Haida Gwaii goshawk. Results will help inform the management and recovery of Species at Risk on Haida Gwaii.



The Quesnel Natural Resource District – Being part of a Vibrant, Connected and Resilient Community

Submitted by: Kim Scott, Stewardship Forester, Quesnel Natural Resource District



The Quesnel Natural Resource District held its second AGM on Thursday, November 23, 2016. The focus of the day was to explore what it means to be part of a vibrant, connected and resilient community. Presentations were given regarding client service, the Executive Road

Map, the Cariboo Strategic Plan, and the Cariboo Mining Association. Break-out sessions gave staff from district and regional levels of government the opportunity to provide input for the Cariboo Strategic Plan (vision, goals, steps to achieve goals) and also to brainstorm ways in which district

sections could allocate resources to meet present and future workloads.

We were joined by Rick Manwaring, Assistant Deputy Minister, Mike Pedersen, Regional Executive Director, members of the District and Regional Management Team and, representatives from the Cariboo Mining Association and FrontCounter BC.

Many thanks go to our local staff and those who travelled that made time to attend, as well as, our staff that organized our AGM!

BC Hunting improves services for citizens, businesses and staff

Submitted by: Yvonne Foxall, Deputy Director, Fish and Wildlife Branch

The History of government hunting services in B.C.

Did you know that hunting services, including hunter registration, licensing and Limited Entry Hunt applications and authorizations, have been a paper-based process since they were introduced in the 1970's and have, until we started working on the BC Hunting Project, remained largely unchanged?

When the Limited Entry Hunt started in 1974 there were only 163 applications and the draw was done by hand, using a rotating drum. So, back then the paper process wasn't too hard to manage.

To put it into context, in 2015, government and our vendors were responsible for the sale, processing and manual administration of over 180,000 paper Limited Entry Hunt applications and close to 400,000 paper hunting licences.

So, when people ask why we're changing the way we do business, I answer because we have to. Not only to stay in tune with the citizens and businesses using our services, but because there is a better way to do things now—one that reduces our impact and improves our customer service.

What government is doing to improve hunting services

Last year we introduced the online application process for Limited Entry Hunting applications as part of our multi-year Hunting Transformation Project, supported by the [Natural Resource Permitting Project](#). The response from hunters was great—over 70% of the approximately 185,000 applications we received for the 2016 fall draw were submitted through the new online service.

Building on the first release, we've now introduced electronic-based hunting licences. So hunters have the additional option of buy their hunting licences through the [BC Hunting online service](#) in addition to [vendors](#), [Service BC](#) and [FrontCounter BC](#). Adding licence and Limited Entry Hunting online sales gives hunters an additional, convenient way to do business with government, and allows for end-to-end transactions to be completed online.

We are also working on launching a cool mobile “app” to help conservation officers with enforcement and compliance activities in the field. The “app” provides real-time data for officers and ministry staff, allowing for increased data accuracy and compliance. Conservation Officers will be able to access a hunter's information and their associated licences and authorizations in the field—a key component for strengthening compliance and enforcement, which are crucial aspects of wildlife management in B.C.

Over the next few years we will continue to add other e-services for citizens, such as guide outfitter and non-resident hunter services so we can continue to improve the options we provide for the more than 100,000 resident hunters and Guide Outfitters in the Province of B.C.



B.C. hunting licences are changing in 2017

Here's what you need to know:

-  You can buy any of your licences through the BC Hunting online system, and at Service BC, FrontCounter BC and participating vendor locations.
-  Starting in spring 2017, there won't be a paper version of your resident hunting licence or other non-species licences. The old hunting booklet will no longer be used.
-  Hunting licences will be visible on your Fish and Wildlife profile, but you don't need access to your profile while hunting. Conservation officers can view your Fish and Wildlife profile on their mobile devices to check your credentials, licences and LEH authorizations.
-  A new, redesigned paper species licence will be introduced. You must carry species licences with you while hunting and you must cancel the licence by notching it as soon as you harvest an animal.
-  Starting in Spring 2017, if you buy a species licence online, it will be mailed to you. If you want to hunt within a few days of buying your species licence, you should buy it at a vendor or at Service BC or FrontCounter BC.

For more information, visit us online at
www.gov.bc.ca/hunting
or call FrontCounter BC at 1-877-855-3222


**BRITISH
COLUMBIA**

Promoting the Safe and Responsible Use of Off Road Vehicles

In March 2014, the *Off Road Vehicle (ORV) Act*, Bill 13, achieved Royal Assent and, as of November 2015, all ORVs used or operated on Crown land must be registered and abide by new safety laws.

The *Off Road Vehicle Act* resulted in:

- A modern registration scheme to help officers track down stolen ORVs and better identify irresponsible ORV riders who endanger others, harm animals or damage sensitive areas;
- Improved safety laws for adults and children to reduce ORV-related injuries and deaths;
- More effective compliance and enforcement tools;
- A funding source for ORV trails on Crown land; and
- Broader regulating-making powers to ensure the legislation can accommodate proposals for future laws.

The *ORV Act* applies to ORVs used for work or leisure purposes on Crown land and prescribed private land. ORVs include all terrain vehicles, motorcycles, snowmobiles, side-by-sides and smaller on-highway vehicles such as cars and trucks. ORV industry sectors include forestry, mining, oil/gas, farming, ranching and tourism.

It's not often that a public servant has the opportunity to lead the policy development for legislation from start to finish. Vera Vukelich, the manager responsible for ORVs, offered the following observations as factors that contributed to the success of the *ORV Act* project:

- Thinking big picture in the development of innovative policy ideas and the consideration of implications;
- Leading the project from the perspective of being a catalyst for change;
- Engaging internal and external stakeholder teams regularly to address interests and emerging issues--in terms of the industry stakeholders, ensuring there was a wide range of interest groups and the representatives included opinion leaders;
- Completing the policy development work prior to drafting legislation; this included getting solicitor advice on the drafting instructions, resolving the



Over 100,000 ORVs have registered and \$320,000, and counting, will fund ORV trails in B.C.

policy issues with help from an awesome cross-government team, including ICBC and ensuring there is support from key stakeholders;

- Adopting a staged approach to implementing the new laws; and
- Being flexible – there are 10 ways to get from A to B.

To date, over 100,000 ORVs have registered and \$320,000 and counting is going toward funding ORV trails in BC. For more information about this project, contact Vera Vukelich, Manager, Strategic Land Policy and Programs, by phone at 250 356-7040 or email: Vera.Vukelich@gov.bc.ca. Also check out the ministry's ORV website which has been recently updated: <http://www2.gov.bc.ca/gov/content/industry/natural-resource-use/land-use/crown-land/crown-land-uses/off-road-vehicles>

How we count moose, and other existential questions

Submitted by: Michelle Larstone, Executive Assistant, Regional Operations North

Conrad Thiessen looks the part of the quintessential wildlife biologist: plaid shirt, bearded, smiley eyes. He spoke to me recently about a video series he helped create for the ministry, and the surprise success of the first episode, *How We Count Moose*.



Michelle: Why did you think it was important to make this video series?

Conrad: There are a few reasons. The work we do is with public funds and the public should know the outcomes of our work. The traditional technical reports we write are important for ensuring consistent methods over time, but they do not provide an accessible way for the public to learn about the work.

When we present results to communities, often few people show up. And if that is our only method of getting the info out to the community then we're not doing a very good job of sharing it. So for a more accessible version of the information that can be consumed at any time, we made these videos. Plus, science is cool!

Michelle: What was your involvement/role in making the videos?

Conrad: I had worked with filmmakers Taylor Fox and Facundo Gastiozoro on a previous series of educational wildlife films and we talked about this idea back then. It

finally came to fruition when some funding became available. I developed the idea with wildlife biologists from the other two northern regions, and we worked with the filmmakers on the scripts and ideas for flow. Their creativity plus their skill at taking the data and making it visually appealing was key to the success of the films.

Michelle: *How We Count Moose* has been viewed almost 4,000 times. Why do you think people are watching it and sharing it?

Conrad: There is a great interest in wildlife from hunters and non-hunters. The interest in the results films tends to be more area specific— people want to know what's happening in their backyard— whereas the methods films, like *How We Count Moose*, are more broadly applicable across BC and anywhere there's moose.

Michelle:: How are moose doing anyway?

Conrad: There are some areas where moose numbers are declining and other areas where they are stable or increasing. It's not easy to generalize the conditions for each population across the province. In the Skeena Region, all three trends are occurring in various populations.

It is also important to put the changes in context. A hundred years ago there were no moose in most of northern BC. Relatively speaking, they are newcomers to many areas, including the Bulkley Valley. To quote retired wildlife biologist Doug Heard, "The question isn't why are there fewer moose now than a few years ago, but rather why were there so many moose then?" People remember the high points and will refer back to those 'good old times', but it may actually only be a short period in time that is not reflective of the longer term trends.

continued...

How we count moose continued...

Michelle: Tell us a little bit about yourself.

Conrad: I've been a wildlife biologist in BC for 11 years now, 6 in the Peace Region and 5 in the Skeena. I love the diversity of wildlife species and landscapes we work in. There are a lot of places we get to see and work in that many people will never have a chance to visit. It's a real privilege.

Conrad and his colleagues are hoping to continue making films showing the results of surveys to keep the public engaged and informed about their work.

To watch How We Count Moose, go to youtube.com/watch?v=tMOlK2jwzN0.



Have a photo for the next “Photo Contest?”
Review the contest guidelines and send your photo’s
to the *FS News* Advisory Group!

Leading Learning Organization

Submitted by: Hamish Aubrey, Water Stewardship Officer, Thompson Okanagan Natural Resource Region and Ray Reilly, A/Senior Authorizations Specialist-Water, Okanagan Shuswap Natural Resource District



During a brisk winter's week in early February this year, 28 people gathered in Kamloops to attend Leading Learning Organization (LLO) practitioner training. What is an LLO practitioner you ask? So too did the 28 starry-eyed attendees.

It was the start of a journey for the attendees, who hailed from Williams Lake to Cranbrook, and everywhere in between. On the first morning we quickly got to know Bob Chartier, the session presenter, who has a certain swagger in his approach to presenting. Bob Chartier hates to be called a motivational speaker, rather he sees himself as a teacher of tools and practices to assist with engagement and facilitation.

Over the course of four days, Bob Chartier taught us how to shake up traditional meetings to make them more efficient and engaging. He taught the attendees tools how to gather the intelligence from the experts in the room in a quick and concise way, whether it's a team of three people, or three hundred. On the third morning, we were put to the test. Various groups from within the ministry and other government departments gathered and looked to us to facilitate a session with them. It was a steep learning curve, but one we all survived and we emerged from the experience with a new found confidence and eagerness to help our fellow colleagues in future facilitation sessions.

During the course, we were surprised by a number of guest speakers, who reinforced the importance of the LLO practice, and how it can bring value to the ministry and our work space. Thank you to those guests who took time out of their day to support and encourage us.

Post training, South Area ADM Rick Manwaring kindly sent an email to the new batch of LLO practitioners, stating that the 'state of the art' engagement approaches the attendees learned will be pivotal in helping the ministry become a stronger learning organization. No pressure at all there...

Thank you Bob Annand, for all the hard work and many hours of planning and preparation you put into arranging this opportunity. Bob is a long-time advocate of the LLO practice and was eager to rejuvenate the movement. Thanks to his efforts, and the support from the South Area management, there are now 28 new LLO practitioners eager to flex their new skills.

If you are planning a team building exercise, or your team has hit a stumbling block and needs to resolve an issue, then please feel free to reach out to your local LLO practitioner. You might be surprised with a quick and simple LLO exercise that can transform the functioning of your team.

The model UN workshop, the Natural Resource Permitting Project (NRPP) and championing change

Submitted by: Bobby Love, Director of Authorizations, Skeena Natural Resource Region

My Role at FLNRO

I am the Director of Authorizations, the Regional Water Manager and have been a delegated authority under Forest legislation as a District Manager—all for the Skeena Region. I'm also a change agent for a number of Natural Resource Permitting Project (NRPP) initiatives, including the Natural Resource Sector (NRS) Authorization Workflow.



The Authorization Workflow Project

One of the NRPP projects that I am very excited about is the [NRS Authorization Workflow](#). The workflow will provide a consistent process that all NRS authorization business lines will follow to make resource decisions. This process will apply to single authorizations as well as multi-authorization activities such as gravel pits, hydro lines, or industrial developments on Crown land.

Once complete, the workflow will provide the natural resource sector with a standard set of activity-based, geographically-driven (where applicable) services and processes that combine authorizations into a single transaction. It will integrate everyone's business requirements into a seamless, dynamic, intuitive program for citizens. The public website will look and feel the same whether citizens and businesses are seeking a single authorization or working on a complex project that requires many authorizations.

The Model United Nations (UN) Workshop

The Natural Resource Transformation Secretariat (the group tasked with helping all of the ministries drive this change) took an innovative approach to the review

and sign-off of the draft Authorization Workflow. They held a five-day workshop in November of 2016, and modelled it after the United Nations (UN) structure that uses negotiation and trade-offs in the debate and approval of resolutions (decisions). Using this format, more than 30 leaders (delegates) selected by their respective Assistant Deputy Minister from B.C.'s natural resource sector ministries came together with the goal to review and approve a proposed workflow for the sector. After five days of discussing the merits and challenges of specific tasks within this proposed workflow, we were able to agree to a common authorization workflow for the NRS sector. As part of the closing ceremony for the UN workshop, a representative from each ministry was selected to give their vote on the final resolution, which was the endorsement of the authorization workflow. As the representative for the Ministry of Forests, Lands and Natural Resource Operations, I was honoured to not only represent my ministry and the great group of colleagues I had worked with over the weeklong event, but thrilled to have been part of achieving such a monumental milestone in the transformation of the NRS sector.

What I Saw at the Workshop

As someone who is strongly committed to the NRS transformation initiative, I went to the Model UN Workshop as an agent of change. The intention of the work-

continued...

NRPP and championing change continued...

shop was to have the six NRS ministries agree that we are heading in the right direction and to make sure the Natural Resource Transformation Secretariat's team accounted for all the ministries' needs in the new Authorization Workflow system. I thought the Model UN concept was great. The resolution method allowed decisions to be made fairly quickly and in a fun way.

What I was hoping for by the end of the workshop was a high-level path forward with goal posts that we can use to design a process to make this project possible and I believe we got there.

Now, the Secretariat's team is working on taking all of our feedback and getting the next iteration of the workflow ready for us and our teams to review.

Embracing Change

Change isn't for everybody. I often use the bus line as a metaphor for change. When it comes to change, people fall into two general categories: those who are on the bus and those who stand on the curb. Of those who are on the bus there's a

number of individuals who want to drive the bus while the rest are just comfortable going along for the ride. Of those on the curb there are a number of individuals who can be enticed to climb aboard for the ride. Unfortunately, there will always be a select few who simply want to stand on the curb and watch the bus pass them by.

Every organization facing the type of change that the Natural Resource Sector is facing should always consider all staff impacted by the change, regardless of where they are on the change readiness curve. While I love being a catalyst for change I equally love helping staff manage through change. At the end of the day I believe these are two key attributes of any effective change leader.

As a member of the Skeena Region, I feel very fortunate to be part of a team of individuals who are incredibly innovative and extremely enthusiastic when it comes to change. Working with a range of individuals sharing these characteristics has been infectious to me as a leader. So when I heard about this workshop, I immediately put up my hand and

jumped on the bus.

NRPP is the big picture concept and innovative approaches, like the Authorization Workflow Workshop, are creating the buzz for change. This unique form of collaboration is incredibly effective in achieving results in a short period of time. I'm sure others who attended this workshop were like me and took this experience back to their home base and started spreading the ideas and enthusiasm within their own circle of influence.

Overarching all this is accountability for these changes. We really need management, executive and all the higher levels of government driving this transformation—we all have to get on board.

Here are a few resources (you need an IDIR for the first link) if you'd like to learn more about the Authorization Workflow:

- Visiting: <https://gwww.nrs.gov.bc.ca/projects/architecture-nrs-authorization-workflow>
- Watching the: [Model UN Workshop Video](#)

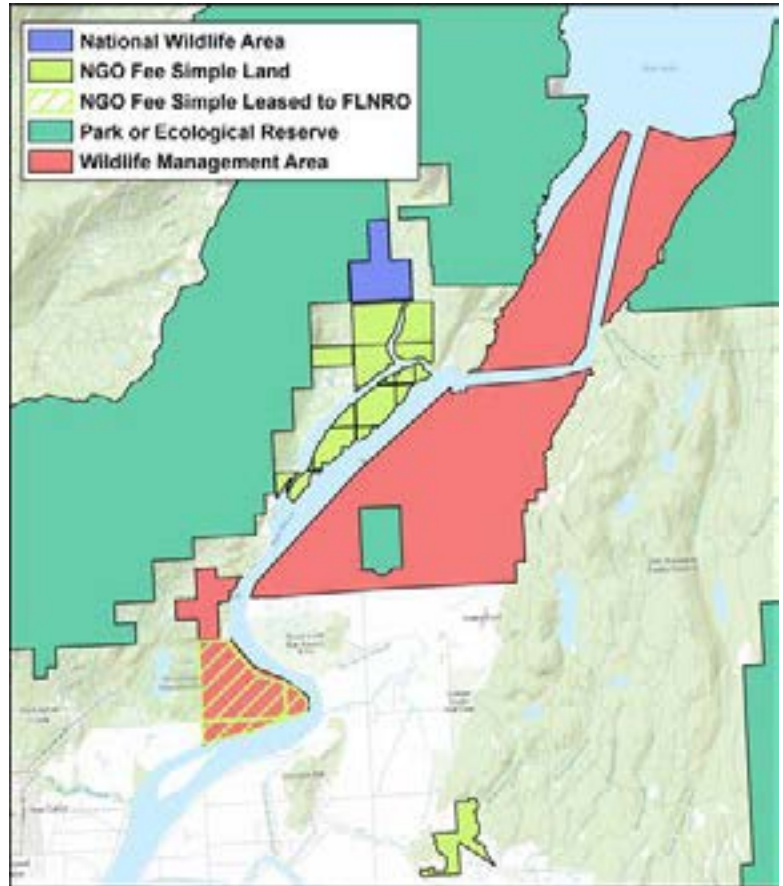


Collaborative Effort Creates Best Digital Mapping Ever of BC's Conservation Lands

Submitted by: Karen Wipond, Conservation Lands Specialist, Resource Management Objectives Branch and Danielle Morrison, GIS Specialist, Nature Trust of BC

A ground-breaking collaboration has filled a critical gap and helped bring together the most complete mapping to date of BC conservation lands set aside for fish, wildlife and their habitats. The high-quality digital information promises to improve efficiencies in an array of business areas and foster innovative data applications and conservation efforts.

With the goal of protecting habitat for regionally, nationally or internationally significant species, the FLNRO Conservation Lands Program administers and manages Wildlife Management Areas as well as *Land Act* transfers of administration, acquisitions and lease sites. Initiated in 2008, the provincial "Conservation Lands" layer was completed in 2012. A parallel project began in 2002, as Ducks Unlimited Canada, The Nature Trust of BC, and the Canadian Wildlife Service spearheaded efforts to standardize spatial data for all non-government land trust organizations in BC. Thanks to the efforts of GeoBC, the "NGO Conservation Areas"



layer joined the Conservation Lands layer in the BC Data Warehouse in 2016. When combined with existing spatial inventories of federal and provincial protected areas and other areas where specific resource uses are constrained or managed for conservation, these layers create a comprehensive picture of the extent of conservation lands in BC and of their place within the broader mosaic of protected and managed lands.

"It's an achievement in collaborative digital mapping that is truly the first of its kind among Canadian provinces," says Dan Buffett, BC Manager of Provincial Operations for Ducks Unlimited Canada. "And while it took some time to develop, its utility is now out-performing other local, provincial and national databases."

FLNRO and NGO conservation efforts focus on habitats such as estuaries, wetlands and grasslands that may exist close to urban or resource development or serve as key migration corridors, spawning or rearing sites, or winter ranges for at-risk species. The new spatial data can provide vital guidance for helping identify, secure and manage such critical sites. It can also be used to help determine how much habitat has been protected for different species or ecosystems and to better address habitat connectivity.

The Ministry of Environment, for example, has incorporated the layers into its new online Protected Lands & Waters indicator, allowing users to ascertain the extent to which various terrestrial ecosystems are protected and

continued...

Best Digital Mapping Ever continued...

where key gaps remain. And according to Marian Adair, Habitat Ecologist with The Nature Trust of BC, the layers were “invaluable” in the development of the Biodiversity Atlas of British Columbia. Meanwhile, the data can guide area landowners, local governments, recreation business operators, and resource users in decision making, and also draw attention to local stewardship opportunities.

The Conservation Lands and cross-referenced NGO Conservation Areas layers can be imported into free online mapping tools or downloaded for offline use through Data BC.

<https://catalogue.data.gov.bc.ca/dataset/conservation-lands>

<https://catalogue.data.gov.bc.ca/dataset/ngo-conservation-areas-free-simple>

Contacts: Karen.Wipond@gov.bc.ca and dmorrison@naturetrust.bc.ca

Map: Protected lands near the Pitt River in the Lower Mainland

Photos: Pitt-Addington Marsh Wildlife Management Area



Dan LeClerc Memorial

Submitted by: Jessica Gunn, RPF, Area Forester, BC Timber Sales - Clearwater Field Team

This year's Dan LeClerc Memorial, held February 17-19, 2017, saw 8 teams coming to beautiful downtown Clearwater to remember a fellow co-worker in style—clean hockey battles (ok mostly clean) and a few beers (times a few more). It was great to see the old familiar faces and the new faces with the new addition to the tournament Penticton Fire Centre (I'm just going to keep spreading that rumour).

Friday night saw everyone dust off their skates and play some hard fought battles. MOTI vs Pylons—well that's easy to predict, KFC (yeah for chicken) vs CFC—the repeat of last year's finals, PFC vs Kamloops Axemen was a great battle for PFC first game out, and last but not least Cascades vs Swamp Donkeys was a back n forth game until the end. Pizza Friday night gave everyone a chance to catch up and tell stories about the past year. Also saw some dancing shoes and fancy foot work that didn't turn out well for some people...man down!

Saturday didn't start so well for many between the sore

bodies, heads and liver it was a slow start to the day. One day people will train properly for this tournament. By afternoon, everyone was flying on their skates and feeling no pain again. This year was a bit different with no dinner, but thanks to the Fire Centres for booking a room at the hotel for everyone to gather. Raffle prizes were given away and thankfully we left the beverage basket at the arena as it could have led to a messy Sunday.

Sunday morning...oh Sunday bloody Sunday what have you done to us. By the bodies in the hallway I would say it was a successful tournament. Pylons vs the Axemen—and well Pylons lived up to their name—one year we will get that orange crest off our chests! Swamp Donkeys vs MOTI battled for 5th and 6th. KFC vs PFC showed comradery and a gentlemen like game with a few nudges here and there. The Final saw Cariboo Fire Centre take on Cascades District. Yellow and Green battling it out to see who would be blue. In the end Cariboo Fire Centre came out with the win and the trophy.

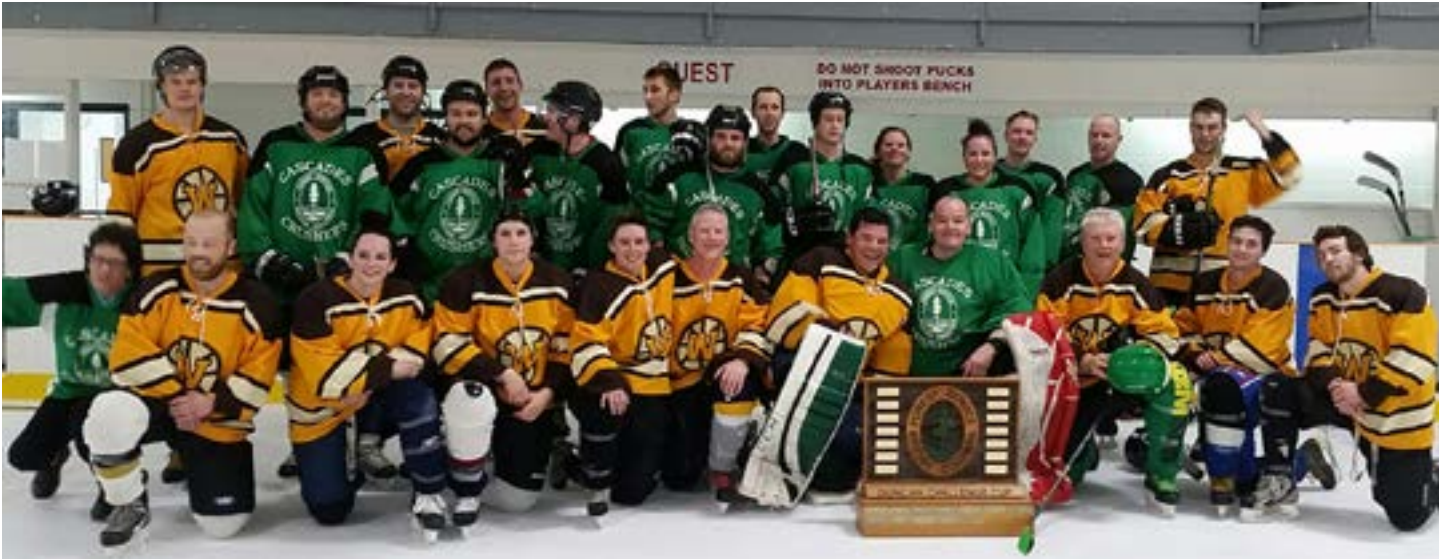


3rd Place - Pylons

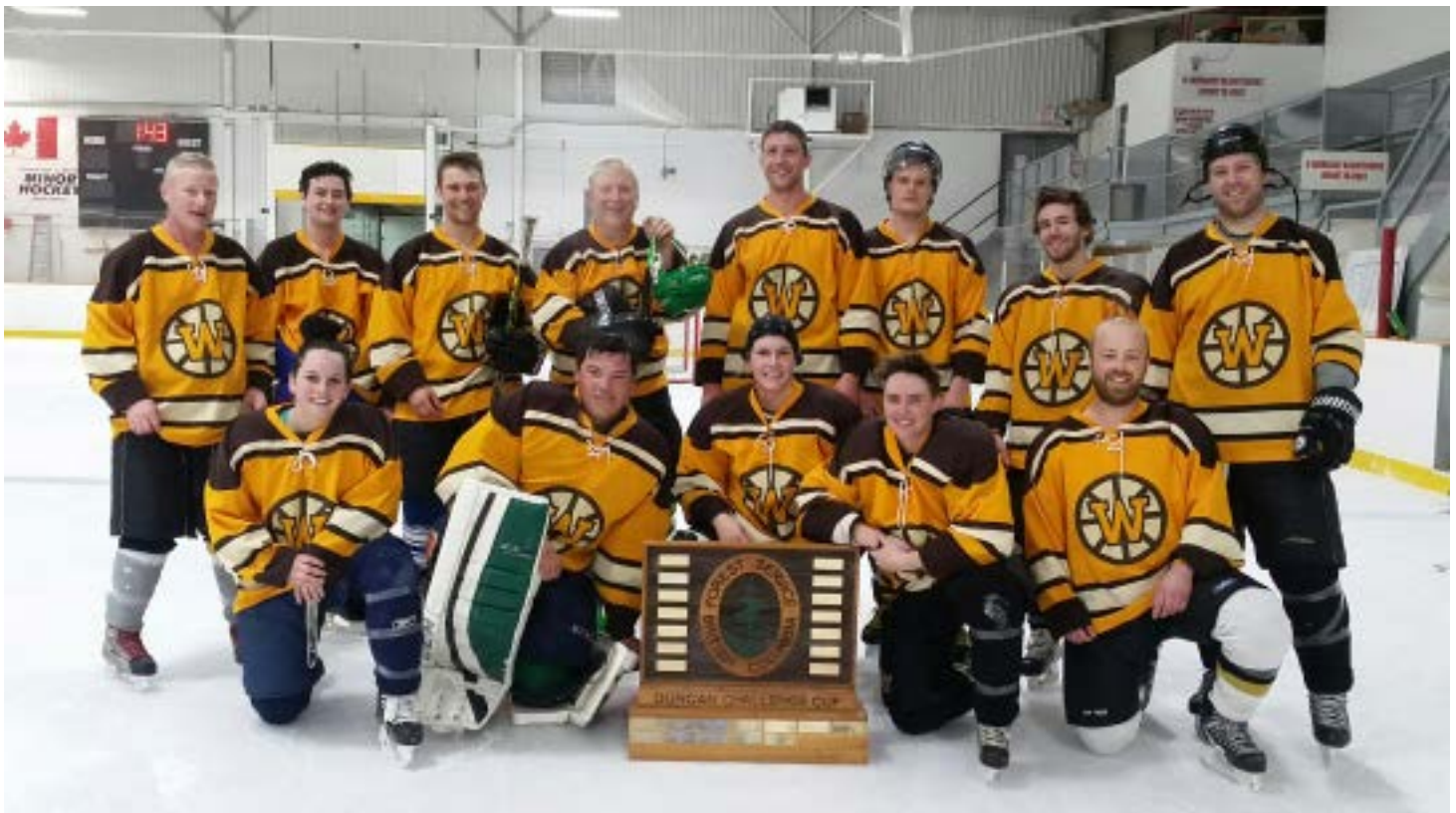
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Dan LeClerc Memorial continued...

2nd Place - Cascades District



1st Place - Cariboo Fire Centre



49th Annual - Headquarters Funspiel

Submitted by: Stephen Simonds, Team Lead – Business Application Support, Information Management Branch

Thank you to everyone who participated in the 49th Annual Forests, Lands and Natural Resource Operations Funspiel held Feb 11th.

We had another great turnout with 18 full teams for the draw on the family day weekend. The delicious buffet style meal put on by The 1550 Restaurant was a big success with ample food for everyone and some delicious tasty pastries to follow it up. Thank you to 1550 for making it a memorable and delicious meal for our hungry curlers. We had a solid start at 3:30 with curlers new and experienced eager to take to the ice at The Archie Browning Curling Club.

Looking forward to the big 50th Annual next year!



Great effort by a number of teams for dressing in the “Famous Families” theme. Our “Best Dressed” winners again this year (yes, they won it last year) were “The Addams Family” with Richard and Kim Linzey, Cameron Woodbridge and Judith Cook. Nicely done!

Congratulations to this year’s winners:

1st place winners: Dave Bodak, Jerry Stenberg, Rick Brand and Roman Bilek.



continued...

Headquarters Funspiel continued...

2nd place winners: Kelly Ketcheson, Tim Lilburn, Clover Mohr and Ed Sabadash.



3rd place winners: Ian McColl, Larry Sluggett, Gail and George Silvestrini



NOTICE

46th ANNUAL

ALEXIS CREEK BC FOREST SERVICE

TRAPSHOOT

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



It'll be a BLAST!



When: May 27th 2017

Where: Alexis Creek Rifle Range

Why: To carry on a great Forest Service tradition!

How: in Teams of 5 or individually

Events:

- ◆ T-Shirt design contest – You could be famous – entries by **May 5th**-contact Jason Kerley for more details (250) 394-4689
- ◆ Dinner Saturday evening
 - Beans, Salads and fixins' provided - Bring your own meat
 - Cost included for shooters
 - \$5.00ea for additional adults \$3.00 for kids
- ◆ Breakfast - Saturday (by donation, proceeds to A.C. Rod & Gun Club Range), Concession available - Saturday
- ◆ Practice rounds until 10:30am Saturday
- ◆ Main Event > 25 shots, 15 trap – 10 skeet, best team score
- ◆ Annie Oakley - \$5.00ea/round 1st round proceeds to Kevin Frittenburg Memorial Fund; 2nd round 50/50
- ◆ .22 Shoots – Ladies: \$5.00 Kids: Free

◆ **T-Shirts: Included with entry (extras \$20.00 ea)** ◆

◆ **Cost: \$34.00/Shooter \$170.00/Team BEFORE May 21st (Team registration form must be completed no money in advance required)**

◆ ****Cost Increases to \$39.00/Shooter \$195.00/Team after May 25th, 2017****

◆ **Entry includes one box of shells/entry. Additional shells \$10.00/box, \$5.00 for practice round if you have your own shells.**◆

◆ **Free Camping available on site Friday and Saturday** ◆

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

For information contact: Brian Rosengren (250) 394-4710,
Harold Stolar (250) 398-4400 or Jason Kerley (250) 398-4689

Please complete the entry form and payment from this link and mail to:
c/o Central Cariboo Forest District

200-640 Borland Street, Williams Lake, BC, V2G 4T1

[ENTRY FORM](#)

The Dirt Photographers!

Due to the lack of photos received for this edition we will try to resume the contest in the June Edition. Any photo submitted for the May (was to be March) and June edition will be judged for the next photo contest. Get your photos in no later than June 16!

You don't want to miss out on a prize!

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

Categories

Photos can consist of:

- Workplace images – individuals or groups/teams in office and field settings; health, wellness and social activities;
- Community involvement;
- 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: FLNRNews@gov.bc.ca
- The contest is open to all ministry employees and retirees.
- Interested staff can make submissions to as many editions (season/category) as they want, but there is a limit of 5 images per category.
- We are looking for recent photos; please limit your entries to shots taken within the past 2 years.

View and Select your Prize!!

PRIZES

Don't forget to try your hand at writing a limerick or poem. Send [The Dirt](#) Advisory Group your ideas!

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 the ministry and category fit;
- The winner of the "Best" image in each category will be sent a prize for their photo (see Prizes available);
- Individuals can win only one prize; and
- All winners will be announced with their photo in the edition of the newsletter.

Technical Specifications/Requirements

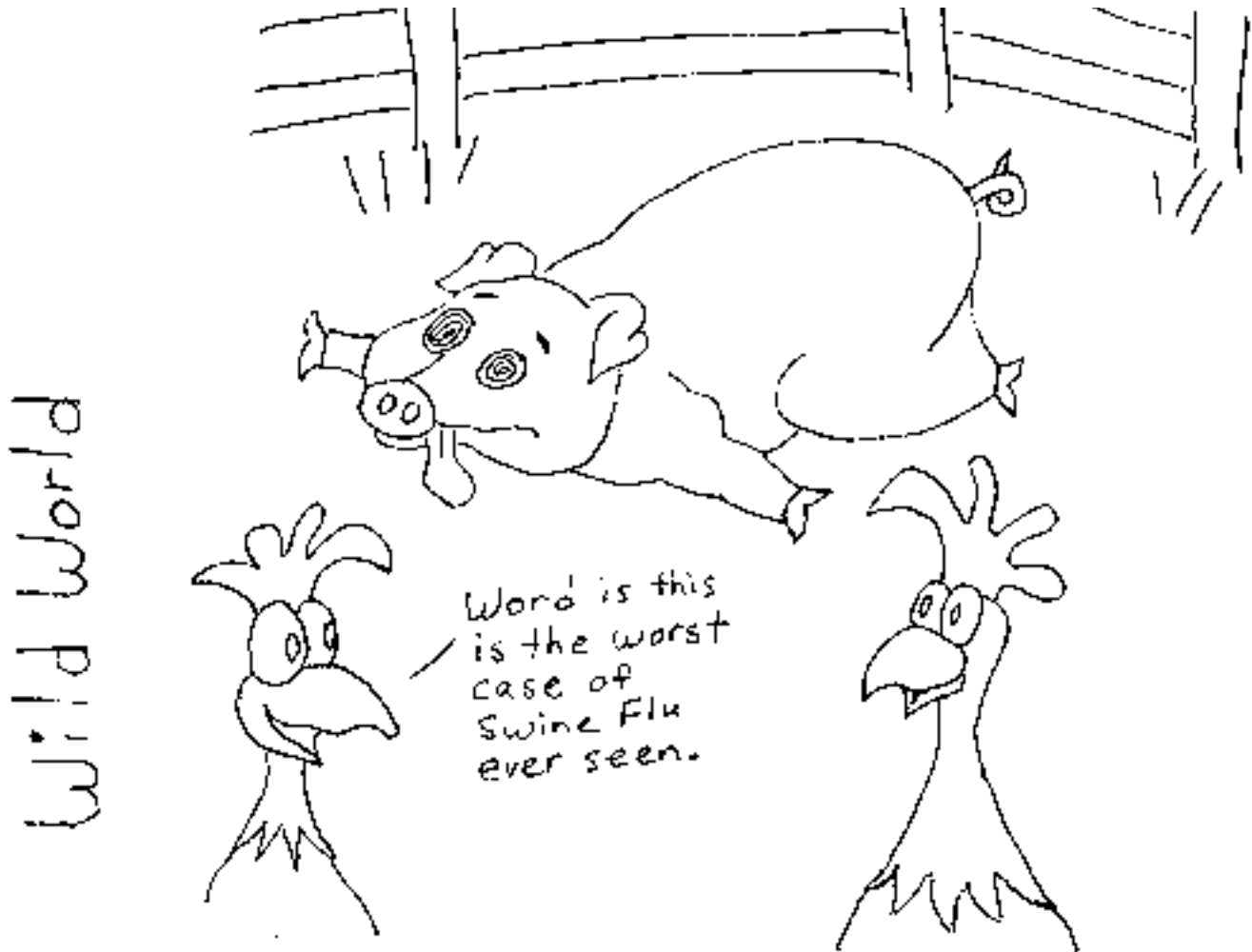
The following specifications and requirements have been established to ensure that images can be used in a variety of applications.

1. All images must have relevance to the ministry 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 dpi and preferably in a JPG format and sent to FLNRNews@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 is to be included – category or image and location.
6. All images submitted, whether or not selected as a winning image, may be published in future issues of the newsletter or potential other sources (The [Dirt Facebook](#) account)

For further information, contact:

FLNRNews@gov.bc.ca

DEADLINE IS JUNE 16, 2017



Yep, apparently the patient is actually a cow.

Sheila Tucnik

The Dirt is a quarterly newsletter for all employees and former employees.

Sonia Donison is providing management, coordination and production for the newsletter. Questions or comments about the newsletter should be directed to Sonia at 250 356-9638 or via [email](#).

Call for Stories/Ideas

The success of the newsletter 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 250 356-9638 or via [email](#) about their idea or ideas for an article prior to writing the story. Stories are to be submitted no later than 2 weeks prior to each quarterly edition (March, June, September, December). Article deadlines for the next edition is June 16, 2017.



[SUBMISSION GUIDELINES](#)