

## What is a “Kokanee”?

See page 5 for the story by Don Olesiuk on the Bowron Lake “Kokanee”.

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## Learning Solutions

by Lynn Kennedy, Victoria

In December, Parks Management Committee (PMC) launched a new initiative called “Learning Solutions”. Learning Solutions is a direct response to the 1998 employee survey which made it clear to PMC that we need to put more emphasis on training and career development for staff.

As well, the organization is graying and one in three of us will be eligible for retirement in the next few years. Before all this valuable expertise is lost we need a succession strategy so that BC Parks can function well in the future.

Finally, the Legacy Report has faced us with a challenge to increase the emphasis on conservation. That means each of us needs to

understand ecological integrity and how it affects what we do on the job.

Last fall the Parks Division Services Program Team and the Division Services Officers took these three challenges and built the Learning Solutions strategy to address them. As a result of their excellent work, PMC is making a commitment to BC Parks. Training is an investment not a frill. Both funding and time will be made available to increase the investment in training and development.

As far as succession goes, PMC believes that succession-based career development is as important to the organization as job training. BC Parks needs to develop pools of qualified candidates for jobs. Seasonal staff are valued staff and form an important pool for future permanent recruitment.

The jobs that are going to see the most retirements are predictable. Due to the demographics of the division we know now that there is a looming need for planners, operations officers, area supervisors, resource officers, managers and PMC types in the next few years. It is the responsibility of managers to develop a pool of qualified people for these and other predicted job opportunities. It is a two way street though – each of us has to identify any particular career interest we have and to plan how to get there. After all, we are each responsible for our own career.

PMC wants to see training and development opportunity fairly distributed. We encourage taking opportunities to get varied experience outside Parks to obtain the skills you need. We are also looking for creative ways to give senior staff

the chance to pass along their knowledge and expertise to as many people as possible before they retire.

Both the dollars and the time to do all this are scarce. The business plan will set corporate training and succession-based development priorities. Performance planning and review will be the foundation for individual training and development plans. If you haven’t had a Performance Plan and Review recently, ask for one. Managers and supervisors will be held accountable for delivery on the strategy as part of their performance plans.

The first corporate priority for training has already been identified – Ecological Integrity. A project manager is being selected now to design and deliver a training program to all Parks staff and others. This assignment will be an exciting challenge and is one of our first major temporary assignments in the Learning Solutions philosophy.

Want more details? Talk to your Human Resources Coordinator, Division Services Officer, manager, or director. □

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- write to: VISIONS, BC Parks, PO Box 9398, Stn Prov Govt, Victoria, BC V8W 9M9 Canada

Articles from readers are welcome. Deadline for material in the next issue is May 1, 2000.

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**Minister**

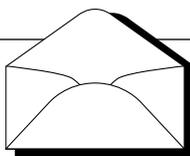
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# Letters

*January 25, 2000*

*Denis O'Gorman  
Assistant Deputy Minister  
BC Parks*

**Re: The Basic Principles**

*On behalf of PEP (Provincial Emergency Program), I would like to extend my thanks to BC Parks – Prince George District, and in particular to two of their staff members – Laverne Rooker, Administration Clerk and Marilynne Hann, Human Resources Clerk. While facilitating a meeting held in the Parks boardroom, they displayed great enthusiasm and helpfulness in sharing their hand-outs that inspire team spirit, created and used throughout their QUEST Training – **The Basic Principles – 11 Commandments for an Enthusiastic Team and What Makes a Successful Team**. These mottos, proudly displayed on their Staff Recognition Award Program bulletin board inspired me to request more of their time and energy to prepare eight more sets to send out to our PEP headquarters and all of our regional offices. I am hoping the principles outlined in these three hand-outs will inspire our offices to have the same enthusiasm and spirit of teamwork that is very apparent in the BC parks – Prince George District Office – the fact that, **teamwork is the ability to work together toward a common vision**.*

*These folks are true ambassadors for your ministry and the public of British Columbia.*

*Yours truly,  
Bob Kelly, Regional Manager  
Northeast Region  
Provincial Emergency Program  
Ministry of Attorney General*

*February 22, 2000*

*Darren Copley  
Arenaria Research and Interpretation*

*Dear Darren Copley:*

*A much belated congratulations is due to Carol Berryman for her nomination for a Victoria Hospitality Award in August 1999. We at BC Parks have long recognized Carol's exceptional interpretation and hospitality skills. It is a credit to Carol and to Arenaria that her skills have also been formally recognized by this nomination.*

*Carol's knowledge, and her ability to share that knowledge, has enhanced the park experience of thousands of visitors and school children. We look forward to many more years of working with Carol.*

*Sincerely,  
G. David Chater, Manager  
South Vancouver Island District  
BC Parks*



*Stikine River Recreation Area.*

# Discover Camping™ Campground Reservation Service

Thanks to the Discover Camping™ Campground Reservation Service, visitors to many of BC's campgrounds are now better able to plan their vacations and avoid line-ups.

For 2000 the service has been extended to cover 68 of the most popular provincial parks and the Pacific Rim National Park Reserve. New parks to the service this year are: **Golden Ears** (North Beach), **Juan de Fuca** (China Beach), **Kekuli Bay, Nairn Falls** and **Strathcona** (Buttle Lake).

A toll-free number **1-800-689-9025** (689-9025 in Greater Vancouver) is available from March 1 to September 15 to make your reservation. You can also make a reservation online at [www.discovercamping.ca](http://www.discovercamping.ca).

Reservations can be made up to three months in advance and two days prior to your arrival date (Birkenhead Lake, Liard River Hot Springs, Loveland Bay, Stamp River and Strathcona [Buttle Lake] are five days prior to your arrival date).

Reservation agents are available from 7:00 a.m. to 7:00 p.m., Monday to Friday, and 9:00 a.m. to 5:00 p.m. Saturdays, Sundays and Statutory Holidays (Pacific Time). The reservation service fee is \$6.42 per night to a maximum of \$19.26 for three or more nights (includes 7% GST), per campsite. The campsite fee must also be paid at the time of booking using MasterCard or VISA.

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**DISCOVER CAMPING**  
CAMPGROUND RESERVATION SERVICE

## Is Conservation Being Ignored?

*by Monty Downs, Thompson River District*

For a long time, there has been an impression among the environmental community and even BC Parks' staff, that BC Parks is ignoring conservation issues. This became a significant concern for BC Parks management in the early 1990's and still is heard in conversation today. This is a very important issue for staff as they take pride in their work and want to be portrayed accurately about this type of initiative. I would like people to form their opinions based on what has and is happening. This article is written to provide information from my perspective in BC Parks. Activities to improve our management of conservation issues have taken place at the headquarters and District level. The following observations are based on Thompson River Districts experiences.

1. Resource officers have been established in every District.
2. A set of conservation policy statements has been developed to guide decision-making at the park level.
3. Conservation Principles have been developed to assist in determining appropriate conduct and communicating with the public regarding resource management priorities.
4. An Impact Assessment procedure has been developed to guide park management decision-making and the appropriate staff has been trained to use it.
5. A new hazard tree assessment procedure has been developed for identifying, evaluating and saving trees that would have been routinely removed from parks in past years. Just one example is at Roderick Haig Brown Park, which resulted in hundreds of trees being saved from the chain saw.
6. A provincial bear plan has been developed and subsequently, every District was to develop a District bear plan. In Thompson River District our plan identifies roles for staff, Park Facility Operators and volunteers. The whole purpose of the plan is to ensure that we react to bear encounters in a timely fashion in an attempt to keep the public safe and the bears alive. We fully subscribe to the principle that the need to destroy a bear should be seen as a failure on our part. Circumstances that lead to the destruction of a bear is evaluated and corrective action is recommended, so past errors are not repeated. Current actions resulting from these evaluations include accelerated placement of bear proof garbage containers and the development of a bear viewing program for Wells Gray.
7. A display has been developed in Thompson River District profiling the Conservation Principles and it has been used in every public open house or meeting since the display was completed.
8. Every new park added by the Kamloops LRMP has the boundaries marked by signs at road and trail entry points into the park. Our belief is that the most fundamental part of conservation management is to advise the public of the park boundaries.
9. Field staff have embarked on a training program to increase their awareness of and competency at managing a variety of resources. Our 1999/2000 District Training Plan has included:
  - weed identification and management challenges
  - forest health threats and options to manage
  - wetland biology and management
  - grassland biology and management
  - fishery biology and management
10. Area supervisors, looking for adverse effects that the plan could have on park resources, review Forest Development Plans. The issues identified are most often conservation based and ensure the preservation of the values the park was established to preserve.

*(continued on page 4) ►*

("Is Conservation Being Ignored?" continued from page 3)

11. As part of our partnership initiatives, a corporate approach is taken to resource management. Ministry of Forests and Environment and Lands staff are frequently involved in making plans and providing valuable professional advice concerning various management challenges. This includes the management of park resources as well as resources that cross administrative boundaries. We have started discussions that will result in protocol agreements, recognizing these special relationships and the important contribution made by professionals working in other government organizations. While BC Parks is accountable for the practices in BC's Parks, we do obtain valuable advice and sometimes direct, on the ground assistance from our partners.

In our District, we have embarked on a deliberate strategy to make the Operations Permit holders more responsible for their own day-to-day activities. District operation staff is focusing on managing results rather than contributing to the permittee's decision making. The time savings are used to move into new Conservation and Extension activities.

Has there been any improvement since this became a higher priority for BC Parks? Is there room to move further? From my perspective, quite a lot has been done. Just as important, there is a lot more to do. As we move forward, recognition of improvements motivates staff to strive to do more. Lack of recognition leads to a feeling of despair among staff, because progress goes unrecognized. □

## A Call for Manning "Old-Timers"

The mere mention of Manning Park ignites passionate memories for many people within BC Parks and elsewhere. The creation and development of this treasured protected area began with the vision of many dedicated individuals. In celebration of those that were part of the very early years of this park, an "Old-Timers' Reunion" is being planned for late July of this year in Manning Park. It will be a great opportunity to relive some of the old days and share, for the record, some of the stories that make up the rich history of this special place. If you consider yourself one of the old-timers (circa 1950, 1960, 1970) or know of the whereabouts of some of these folk, the details are as follows:

### Manning Memories:

When: **July 24 to July 26, 2000**

Where: **Manning Park**

(Little Muddy Campground)

Activities will include a bus tour to the sub-alpine meadows.

### Cascade Recreation Area Horse Trip

As part of the reunion, there is an opportunity for eight interested people to be hosted on horseback into the Cascade Rec Area for three days. If you are interested or know an old-timer that might be, please contact Jim McCrae at (604) 856-5477 for more details and cost.

For more information, please contact George Ralph at (604) 818-5553. A limited number of rooms are also being held at Manning Park Lodge but will only be held until May 31, 2000. □



*Early days of Manning Park.*

## Land Acquisition – Behind the Scenes

by Jim Anderson,  
Real Estate Services Section,  
Ministry of Environment, Lands and Parks

*This is the second of a three-part series on BC Parks' land acquisition process and the people that made it happen.*

During the '60s, sporadic funding augmented donations. The major impetus towards structured program of land acquisition started in the late '60s with a joint federal-provincial agreement to create Pacific Rim Park, BC's first modern national park. Led by Doug Rodgers and Jack Miller, the arduous task of acquiring hundreds of separate holdings in Part 1 began. Later, non-surveyed salal forests had to be inspected and appraised to protect the corridor for the West Coast Trail and in total, nearly \$70 million was spent acquiring property.

In the late '70s, former Director Tom Lee negotiated to bring financial resources of the Alberta-based Devonian Foundation to BC. After a crash province-wide planning program led by G.A. Fairhurst, Jim Anderson, Dennis Podmore and M. Goddard, a long "wish list" was whittled down to a remarkable multi-million dollar legacy of acquisitions come true; i.e., Tribune Bay, Winter Cove, Porteau Cove, Sidney Spit, Bear Creek Delta, Surveyor's Lake, were added.

At the same time – two significant non-Devonian property consolidations and acquisitions on the north side of Adams River (sockeye) and at the mouth of the Lardeau River (Kootenay Lake rainbow trout) helped ensure preservation of world-famous critical fish-spawning areas and create opportunities for on-site interpretation.

*(continued on page 5) ►*

("Land Acquisition..." continued from page 4)



*Jedediah Island Marine Park recently designated through the Pacific Marine Heritage Legacy.*

Except for efforts to finish Phase 1 and an expanded Phase 3 of Pacific Rim, acquisitions in the '80s were relatively quiet. The '90s saw dramatic changes with the twin "Nature Legacy" programs done cooperatively with CRD and GVRD. These marked a major shift to "near urban" parks to serve the metro populations; 59,000 hectares in the Lower Mainland and 2,028 hectares surrounding Victoria were acquired.

The dream of a Cowichan River Corridor required the purchase of several dozen parcels from numerous owners. Comparing maps from the mid-80's to today clearly shows the realization of a vision to acquire and protect 14 kilometres of river frontage.

Apart from waterfront parcels, the dreams of the mid-'70s and the political recognition of the significance of maintaining public access corridors via abandoned railway lines, took nearly 20 years. In 1973, Jake Masselink prepared a visionary report on the "Dogwood Parkway" that, after purchase from CNR in 1991, we now know as "the Goose" – a 30-kilometre urban trail corridor system in Greater Victoria. In 1995, the Kettle Valley line from Princeton to Penticton to Grand Forks, was part of a major purchase from CPR and will now form the core of the **Trans Canada Trail** across the central portion of the province.

Concurrently, as part of regional planning initiatives such as the Vancouver Island Land Use Plan,

dozens of parcels of private holdings were identified for priority acquisition. Via exchanges, large blocks of land were acquired to protect marmot habitat (Haley Lake), estuaries and new marine anchorages. Of the original "Goal 1 and 2 Protected Area Strategy" targets, 1,624 hectares have been acquired and 3,643 hectares, (valued over \$50 million) are soon to be announced. This is an enormous accomplishment.

As if the enormity of the twin Nature Legacy programs and Vancouver Island Land Use Plan were not enough, prospects for another new national park saw commitment to the Pacific Marine Heritage Legacy. The last three years has seen renewed emphasis on marine sites located in the Gulf Islands: Jedediah, Tumbo, Georgeson, and Russell Islands were acquired, along with parcels on Galiano, Saturna, Mayne, Pender and Salt Spring Islands.

Sometimes it pays to never give up hope. Even after two decades and at least half a dozen unsuccessful negotiations, last year saw the purchase of two kilometres of frontage at the north end of Okanagan Lake. Fintry was a dream fulfilled. What a gift for the millennium these acquisitions will be. □

## Bowron Lake "Kokanee"

*by Don Olesiuk, Cariboo District*

After decades of what the locals have called 'great kokanee fishing' in Bowron Lake, the fishery has now come to an end. Most of us know a 'kokanee' is a landlocked sockeye salmon, but Bowron Lake and River drain directly into the Fraser River so this rules out the landlocked rule. Recent DNA testing by the federal Department of Fisheries and Oceans (DFO) confirmed that the fish are in fact juvenile sockeye salmon.

Sockeye are protected in non-tidal waters with special fisheries occurring only where significant surpluses exist in large stocks. The Bowron Lake stock is a small component of the Fraser River late summer run with only 8200 adults returning in 1999. In late June and early July the one-year-old smolts concentrate near the lake outlet prior to migrating to the ocean. Any excessive impacts, such as sport fishing, on the juvenile population would have a negative effect on future returns.

For many years the Bowron rangers have watched the small silver fish being caught in large numbers and they had suspicions that the fish were salmon smolts. The rangers were unable to advise the fishers of the problem until testing was complete. Stories have been told of catching 75 to 125 "kokanee" per day in the 1950s, and even with the more recent catch limit of five per day, it means less returning spawners. Year after year we tried to have the species confirmed, and therefore prevent more fish from being killed.

Early each spring for at least five years Mike Woodruff, senior park ranger, and I have been asking for a regulation change in the annual Fresh Water Synopsis. Finally, during the winter of 1999, we received good news from DFO staff that they had presented their findings and that a regulation change would be made.

This will be the first year the new regulation – DFO, the Conservation Officers Services will be busy enforcing ban and in four years time the grizzlies will no doubt appreciate our effort. □



*Fishing at Bowron Lake.*

# 2000 BC Parks Wooden Broom Bonspiel

by Earl Sinclair, Ron Routledge, Monty Downs, Don Gough, Ken Morrison, Debby Funk, Mona Holley, Alice MacGillivray

Another great turnout in Kamloops for the bonspiel this year! There were 14 rinks from all over the province, including new rinks from Strathcona and South Vancouver Island districts, returning rinks from the Kootenay/Okanagan districts and returning ex-Parkies.

One of the highlights this year was the Puck Duckers costumes, hockey jerseys and very fashionable headgear!



*Greg Betz, one of the Puck Duckers.*

Did you know you could actually win money at the bonspiel? Well, whenever you **don't** get the rock over the hog line, you contribute to the "hog" and at the end of the bonspiel a name is drawn to win all the money. This year the lucky winner was **Drew Carmichael**, Garibaldi/Sunshine District. We also have a "Draw to the Button", won by **Dean Compagna**, Strathcona District, and a "Draw to the Mystery Spot" won by **Mike Rowden**, Thompson River District.

The Sportsmanship Award went to the team of **Chris Kissinger, Sheryl Fink, Bob MacDonald** and **Rhonda MacDonald**.



*The Sportsmanship Award winners Chris Kissinger, Sheryl Fink, Bob MacDonald and Rhonda MacDonald.*

The four event winners are:

A Event – **Earl Sinclair**  
**Tom Moore**  
**Sharon Moore**  
**Don Gough**

B Event – **Peggy Harvard**  
**Dean Compagna**  
**Bob Ryan**  
**Heather MacPherson**

C Event – **Mark Stefanson**  
**Shirley Stefanson**  
**Ron Dreidger**  
**Helga Dreidger**

D Event – **Betsy Terpsma**  
**Monty Downs**  
**Chris Tunnoch**  
**Adrian Wynnyk**



*Jeanne Wutzke and Mike Rowden winners of the Mystery Spot draw.*



*The Puck Duckers Dita Betz, Greg Betz, Karen Markus, Roger Tierney and Ian Pepper.*

("...Bonspiel" continued from page 6)

The BC Parks Bonspiel Committee, along with all the curlers that participated, would like to recognize and thank the following sponsors:

- Canadian Mountain Holidays Inc., Banff, AB
- Park Environmental Groundskeepers Ltd., Chase, BC
- North Okanagan Cross Country Ski Club, Vernon, BC
- Bufo Inc., Kamloops, BC

These sponsors provided the plaques for each event that the winners receive. Without them we would not be able to award the event winners with the great take home plaque.

We would also like to express our thanks, on behalf of all the participants, to the districts and headquarters programs, BCAL (Kamloops), and numerous individuals who donated prizes this year. Everyone who participates in the bonspiel takes home one of these prizes and it is great to see the different T-shirts, caps, etc. that districts produce. Also to the Kamloops Curling Club, it is an exceptional facility for the event!

The committee is looking for some assistance with sponsors for next year. If you know of a potential sponsor contact Earl Sinclair (250-851-3014) for more information. The cost of the plaques is about \$150 for each event and the sponsor will receive recognition at the event and in this newsletter.

Now on to **next year**...the dates are set for the Year 2001 bonspiel!

**Mark your calendars for:**

Saturday & Sunday  
**MARCH**  
**3 and 4**  
**2001**



## Buffer Zone Management in Honduras

by Bruce Petch, Thompson River District

◀ A mother and child with a fuel-efficient wood stove in a buffer zone village.

Honduras is a small country in Central America, located between Guatemala and Nicaragua. Most of the interior of the country is mountainous, and in the northwest section there is a small national park called Santa Barbara. It is a steep area of mountain ridges and limestone cliffs. A large lake (Lago Yojoa) lies to the east, while farms and villages comprise the periphery of the park to the north, west and south.

Despite the rugged terrain, large areas of the park have been deforested. Most of the forest clearing has been done for agriculture. The traditional method of growing food crops is to clear and burn an area of forest, plant corn and beans for two or three years, then move on to another patch of forest. (If the same site were to be cultivated for more than a few years, weeds would take over and soil fertility would drop). There has also been illegal logging in the past, and it may continue in a smaller, more clandestine way at present. To the people living on the edge of the park, it plays an important role as an area of community watersheds. I was pleased to hear that there is now widespread awareness of the need to protect the park and its forests to ensure that local water sources are maintained.

I visited Santa Barbara on behalf of World Neighbours Canada (WNC), a charitable organization based in BC (BC Parks gave me out-of-country travel approval for the trip; WNC covered the travel costs with support from the Canadian International Development Agency). World Neighbours provides funding for a rural development program in the South Buffer Zone adjacent to the park and the program is run by Vecinos Mundiales (World Neighbours Honduras).

Vecinos Mundiales has three main components to its program: sustainable agriculture, family health and strengthening community capacity. The agricultural staff works with farmers to get better crop production without using the "shifting cultivation" method described above. For example, experiments are underway using composted coffee bean husks and green manures (leafy plants that are ploughed into the soil) to improve soil fertility. On the health side, one of the initiatives is to introduce fuel-efficient stoves, with chimneys, to reduce wood consumption and to improve the respiratory health of children. "Strengthening community capacity" means giving guidance and training to local groups so that they can form effective associations or cooperatives and, for example, get better prices for their produce, or approach government agencies for support with a project.

In late 1998 Hurricane Mitch, one of the most devastating natural disasters anywhere in recent memory, disrupted the good work being done by Vecinos Mundiales. In the shadow of Santa Barbara Park several dozen affected families are settling into new homes with assistance from people around the world, including British Columbians. □



*Nisga'a Memorial Lava Bed Park.*

## Become a Member of the Canadian Parks Partnership

Is there a park or historic site in your community that needs a little extra help? Are you and your neighbours interested in preserving just a little more of Canada's natural and cultural heritage? Do you know how to go about it? If not, we can help.

The Canadian Parks Partnership is a non-profit, non-lobbying organization that works with volunteers and "Friends" organizations to sustain and enhance their parks and historic sites through various membership services. We can provide you with the tools to create your own Friends organization and we can put you in touch with information related to fundraising, board development and management. We can help you get on the path to preserving your park or site.

If you are interested in creating a Friends group, or feel that your park/site could benefit from the dedication of a volunteer-based group, give us a call and see what we can do for you.

Canadian Parks Partnership  
Suite 360, 1414-8th Street SW  
Calgary AB T2R 1J6  
Phone: 1-888-454-7275  
Fax: (403) 292-4214 □

## New Outdoor Rink Is Open in Charlie Lake

*by Donna Lessard*

*(Printed with permission of Donna Lessard and **The Northerner**, Fort St. John. This article appeared in the February 1, 2000 issue.)*

Ellen and Sam Nunn are Charlie Lake Provincial Park operators in the summer and caretakers in the winter. This winter the Nunns decided that it would be nice to utilize the park throughout the year and began planning a skating rink.

Through strictly volunteer work and donations, they began building the rink in November. The rink was, unfortunately, destroyed by snowmobilers, but that didn't stop the Nunns. They went back to work and on January 22 and celebrated the opening of the rink. Close to 45 skaters showed up, along with their parents, to try out the new outdoor rink located at the Charlie Lake Provincial Park and enjoy some hot chocolate, coffee and hotdogs. This event was such a success that the Nunns decided to do it again last weekend.

The Nunns are extremely thankful to everyone who chipped in after their plea for help. Local scouts helped with the building of the rink, BC Parks donated materials, P.J. Water and George from Fort St. John Water brought many loads of water to make the ice. As well, the park operators put in many hours of work to make this special project happen.

Nunn is also currently working on a proposal for local schools to use the park for cross-country skiing, snowshoeing and other winter activities. Also, the Nunns will provide hotdogs and hot chocolate to any group requesting them during their activities.

The new rink is open from Monday to Sunday from 10 a.m. to 6 p.m. and there is also night skating on Friday and Saturday. The rink is located at the Charlie Lake Provincial Park at Mile 54 behind the scales. If you would like more information regarding the Charlie Lake outdoor skating rink, contact Ellen at (250) 787-2705. □



*Is wildlife viewing infringing on wildlife?  
See the story in our next issue of **VISIONS**.*