

This will be the seventy-third – and last – edition of VISIONS. During the past twelve years we have shared many stories about BC Parks, our staff and our accomplishments. In the future, our priorities will be environmental stewardship and protection. In order to communicate with staff and friends in the future, we will be focusing on our website. Thank you to all of those who have contributed to VISIONS over the years. The park system is important to so many and your support and understanding will always be important. Keep in touch!



National Association for State Park Directors Forum on State Park Operations.

Down in Daniel Boone Country

by Wayne Stetski, Kootenay District

In November of 2001, I was privileged to be selected by BC Parks and the Federal Provincial Parks Council of Canada to represent Canada at the National Association for State Park Directors Forum on State Park Operations for State Park Managers held in Lake Barkley State Resort Park, Kentucky. The participants included representatives from over 30 states and a number of US National Parks.

We share similar challenges: securing funding, replacing aging infrastructure, developing new parks and facilities and building support for the important work that we do, but some things are quite different across the border:

- There is a real shortage of people to work in parks in the United States,

particularly in seasonal positions. A number of park managers stated “if you are in my office and breathing when I’m hiring seasonal staff you’ve got a job!” At least one state pays a \$500 retention bonus to seasonals who stay to the end of their term. There are also regular positions that go unfilled in some states due to lack of interest. In Idaho’s Fish and Game Department any regular who recruits another regular gets a \$250 bonus!

- The trend is for park agencies to run and staff almost all businesses in parks. This includes resort hotels, marinas, golf courses, restaurants, ski hills, etc. Many states use the profits from these businesses to help fund general operations of

parks including interpretation and conservation activities. Some of the States that used to operate concessions in their parks now run those businesses with staff in order to maximize profits.

- Many state park systems raise up to two-thirds of their operating costs from fees and business profits. Vermont and New Hampshire recover 100% of their operating costs from park users. One way to make money is to ask people what they are bringing to parks that you (park agency) can provide at a reasonable cost and then sell it to them on site.

- Most states have Friends Groups who provide support, labour, and funding. Pennsylvania, Arkansas, Montana, Minnesota, West Virginia and Michigan have Park Foundations. Many Philanthropic Grants can be accessed via the web.

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VISIONS newsletters are posted on BC Parks' web site:
http://wlapwww.gov.bc.ca/bcparks/publications/vision_news.htm

*Thank you
 to all
 who have
 contributed to
 VISIONS.*

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Nancy Chave

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- Michael MacIntyre*
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????????????????

**Who is
 this man**

and why is
 he so happy?



See page 7 for the answer.

????????????????

("...Daniel Boone..." continued from page 1)



Wayne Stetski checks the signage in a Kentucky State Park.

- Dogs are an issue with most park agencies. Florida bans dogs from a number of its campgrounds. Wisconsin has one park with an off leash area. Indianapolis City Parks have fenced dog parks that require a paid pass to use. Pennsylvania had banned dogs from all parks but experimented in 2001 with allowing dogs in 10 parks on a trail basis. Houston, Texas has a listing of "dog parks" on its website. Mammoth Caves provide fee for service dog kennels for trail users. Some park systems charge an extra fee for pets and provide plastic bag dispensers to encourage pet owners to pick up after their pets. A list of suppliers of these dispensers can be found on the Internet.
- Reservation systems – Virginia Parks run their own system and realize a \$400,000 annual profit. Some states do not have any reservation fees. Wisconsin has a \$9.50 reservation fee through a private call centre with \$1.00 per reservation coming back to parks. Some states charge more for weekend reservations. Washington State parks charge a reservation fee plus

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Jerry the Moose conscripts new American recruits.

(“...Daniel Boone...” continued from page 2)

two days camping fees as a non-refundable deposit to ensure they recover revenue for “No Shows.”

There are also a number of interesting initiatives from individual park agencies:

- **Ohio** has signed a \$5.5 million, five-year deal with Pepsi to support parks. In some parks you can rent, on-site, a camp (includes tent, cots, cooler, cookstove, light), a cabin, a recreational vehicle, a teepee, a yurt, or a cedar-sided travel trailer. They utilize special events like Christmas and Halloween in July, an Indian campout and square dancing to bring people to parks. They maximize profit on the things they sell in parks (including novelty candy that tastes sour, turns your tongue blue, costs \$0.25 and is sold for \$1.25). They can email interested parties an excel spreadsheet where you plug in the numbers and it calculates your profit.
- **New Jersey** has a program where various groups adopt self-guiding interpretive trails. They work with grocery chain Shop Rite who provide paper garbage bags (more environmentally friendly than plastic) with Carry In/Carry Out messaging.
- **South Carolina** gives out garbage bags via dispensers in campgrounds and request all campers Carry In/Carry Out (they have removed all garbage cans). Corporations allow their staff to come and volunteer in parks during work hours.
- **Arkansas** has banned smoking on all beaches primarily due to the litter it creates. In several states the public are now requesting non-smoking beaches.
- **Mammoth Caves National Park, Kentucky**, uses volunteers who are paid a stipend of \$8 per day and given a camping site with hookups. They do all but maintenance in the campgrounds.

■ **Minnesota** has a system based on a three-legged stool with equal priority: Conservation, Interpretation, Recreation.

■ **Delaware** has a legislated Park Endowment Trust Fund to provide a permanent funding source for minor capital improvements, to protect open spaces and enhance recreational opportunities. The Division of Parks and Recreation is required to secure matching funds for the Endowment at the ratio of one (non-state) to three (state) dollars. Delaware also has developed a Memorial Tree Program that allows the public who are interested in a memorial for a loved one to donate money to the Division to plant a tree within a park. The donation is recognized by way of acknowledging the deceased for one year on a wall hanging or plaque displayed at the park office where the tree is planted.

Papers presented included: *Successes in Park Operations – A Canadian Perspective* (my paper); *Writing Business Plans for State Parks* (Indiana State University); *The Delaware Parks Endowment Fund*; *Memorial Trees in Delaware State Parks*; *Generating Additional Income from Grants, Special Funds and Other Funding Sources in Delaware State Parks*.

I also have a list of participants which allows follow up with any of the 105 people who attended the conference. Feel free to contact me if you would like additional information on the Forum or wish to follow up personally with any of the park agencies on their initiatives.

And, by the way, Daniel Boone was a real Kentucky pioneer, but was not in attendance at the conference! A buffalo, however, did attend... □

Reconstruction of the Paul Lake Dam

by Elaine Gustafson, Thompson River District

The original Paul Lake Dam was built in 1908 and was showing signs of age. Kamloops Indian Band, owners of the old dam, agreed to share the replacement costs with Indian and Northern Affairs Canada and the Ministry of Highways. In order to replace the dam, the water needed to be drawn down. This caused concerns about exposing water lines of nearby residents, eroding the lakeshore and bringing the lake back to pre-drawn levels. A temporary cofferdam (compiled of 150 truckloads of gravel) was built east of the Paul Lake dam, permitting additional water depth to be retained in the lake during and following construction. The area to the west of the temporary dam was completely drained for the duration of construction. Following construction the cofferdam was removed and the drained area refilled.

A Park Use Permit was required to access the area where the temporary dam was to be built. The project started August 25 and construction ended November 30, 2001 in the middle of a snowstorm. Some work remains to be done in the spring including the rehabilitation of the lakeshore trail with replanting using natural trees and shrubs and re-seeding with native seed.

Several habitat issues had to be addressed to complete the project. The cofferdam site had to be completely isolated with silt fencing prior to dumping earth. Fish salvage had to be done from the area between the filter fences prior to earth placement and also between the cofferdam and the old dam. Cattails at the south side of the cofferdam site were covered with

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(“...Paul Lake Dam” continued from page 3)

geotextile cloth in an attempt to prevent damage to the root zone when the fill was removed. An on-site environmental monitor was used during these critical times. Two salvages were done; the first one took place on September 18 when 110 rainbow trout, northern pike minnows and re-sided shiners were removed, some fish measured up to 60 centimetres in length. During the second salvage on September 26, 600 rainbow trout

were re-located to Paul Creek.

The dam cost \$800,000 to construct and eight agencies worked together to make it happen. The new dam will ensure protection of fish and wildlife habitat in the future. Paul Lake’s reputation as a world class fishery combined with its clear, deep waters and scenic setting of forested mountain-sides led to the establishment of Paul Lake Provincial Park in 1961. Paul Lake is situated 25 kilometers from the City of Kamloops. □



The cofferdam site had to be completely isolated with silt fencing prior to dumping earth.



The completed dam.



2002 Wooden Broom Curling Bonspiel

The bonspiel is tentatively planned for
MARCH 2 & 3, 2002
in Kamloops.

Renew old friendships, start new ones. Participants come from all over the province.

The bonspiel is a great social event, and, remember **this is a FUN EVENT**, so you do not need any previous curling experience! So don't miss out this year.

Interested in information about the Wooden Broom Curling Bonspiel? Contact any of the bonspiel committee for more information:

- **Monty Downs,**
Thompson River District
- **Don Gough,**
Okanagan District
- **Ron Routledge,**
Thompson River District
- **Earl Sinclair,**
Thompson River District
- **Ken Morrison,**
Headquarters
- **Debby Funk,**
Headquarters
- **Alice MacGillivray,**
Headquarters □

The Olympics – Dreams Do Come True

We have an Olympian in our midst! Yes, our own Cheryl Noble will be the spare for the Ladies Curling Team that will be competing in the 2002 Olympic Games, in Salt Lake City, Utah, this February!

The team consists of Kelley Law, Julie Skinner, Georgina Wheatcroft, Diane Nelson and Cheryl Noble.

Cheryl was on the team when it won the World Championships in Glasgow, Scotland in 2000 so she knows what world-class competition is all about. As they won the

World Championships, the team had an automatic bye to the 2001 Ladies Canadian Curling Championships. This meant they didn't have to qualify, but they had a disappointing loss in the final. In an extra end on the final shot there was a measurement to determine the champion and unfortunately, the Nova Scotia team, skipped by Colleen Jones, won the title and earned a trip to Lausanne, Switzerland.

After that disappointing loss, the Law team had to regroup. No stones were to be left unturned! Through the PacificSport Athletes Services Program, the team had access to a team psychologist, a nutritionist and personal fitness trainers to help them achieve their ultimate prize: the Olympics!

The team attended a high-performance training camp in Vancouver, played in four Cash Spiels throughout Canada. They won the semi's but ended up second in the TSN Skins Match in mid-November in Vancouver. Since second place is not in their vocabulary, this motivation inspired them to train even harder.

Mental training is ongoing, and physical training will increase during December as the bonspiels and

league play slow during the Christmas season. In January the team will have two intense weekend training programs in Vancouver, plus they will travel to Winnipeg and

Gander, Nfld. to compete against other competitive mens' and ladies' teams.

Many media events are planned for the Olympic Team members during January as well; press conferences in BC Place, appearing as special guests at the Vancouver Canucks Hockey Game; interviews by TSN, CBC, etc.; the list goes on!

On February 4, the team meets all the other Canadian Olympian athletes in Calgary. Yes, other Olympians such as Wayne Gretzky, Mario Lemieux, Elvis Stojko, Alison Forsythe – the cream of the crop! Once the ceremonies are over and the briefing is done in Calgary, chartered flights will fly most of the athletes to Salt Lake City. Prior to the opening ceremonies on February 8, they will take part in various Canadian festivities in the Athletes Villages. The curling competition runs from February 11 to 21, finishing off with the closing ceremonies on the February 24. The team will return home to a proud and appreciative province and country, no matter what their outcome.

And to think that Cheryl's curling started with a **BC Parks' Bonspiel** about 20 years ago.

Dreams do come true – as Cheryl has found out, she's reached her dream of becoming an Olympian!

BC Parks will be cheering you all the way.

Good luck Cheryl, go for the Gold! □



BC Parks' Streamlining Initiative Saves \$43,000

BC Parks, Ministry of Water, Land and Air Protection, provided QUEST (Quality Enhancement through Skills Training) to all of its Human Resources Coordinators, then undertook a project to use this training to streamline and standardize BC Parks' payroll processes. Sheila Sullivan, BC Parks Manager of Finance and Administration, sponsored the project.

The initial project team consisted of Human Resource Coordinators **Marilynne Hann** (Prince George District), **Diane Kinnell** (Lower Mainland District), and **Barb Scott-Zowty** (Cariboo District). They solicited the participation of Parks' headquarters, its eleven districts, and all of the ministry's payroll and human resources departments. They also kept all these offices fully involved through the three-year life of the project.

The team encountered many obstacles along the way, including:

- difficulties in obtaining timely feedback
- logistical problems because key team members were widely separated geographically
- a lack of initial commitment and support
- organizational resistance to change.

According to **Wendy Renwick**, A/Manager of Finance and Administration: "It is to their great credit that they persevered to produce consistent, standardized payroll procedures (including a comprehensive user manual) for BC Parks."

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(“...Saves \$43,000” continued from page 5)

Annual net time and cost savings are worth \$43,133. Marilynne, Diane and Barb each received taxable ERP awards of \$972.66 based on 2% of the time savings of \$37,633 and 4% of the cost savings of \$5,500.

Workplace Innovation and Awards articulates and encourages the development of innovative, high-performance work environments that are supportive, inclusive and exhibit a high degree of initiative, creativity, collaboration, teamwork

and partnership with stakeholders.

For more information on the ERP, the Public Service Awards Program, or the Staff Appreciation Awards Program, visit:
<http://www.pserc.gov.bc.ca/awards> □

Coho Fry Rescue at Gordon Bay

by Michael MacIntyre, South Vancouver Island District

On August 16, 2001 during a site meeting at Gordon Bay Provincial Park, a number of fish were found in a small pool near a parking lot culvert. The site meeting was to discuss replacing these culverts with bridges in an effort to improve traffic flow through the park, and to restore a known fish-bearing stream to its natural condition. Finding small fry in the stream seemed both timely and fortuitous because it confirmed for us that this stream and its residents would benefit from our project.

As there appeared to be a fair number of fish present in this pool and another pool that was subsequently checked, BC Parks staff determined that there may be some concern for the safety of these fish. Indeed, two small coho salmon fry (*Oncorhynchus kisutch*) were found dead at the bottom of the first pool. Due to the long and unusually dry summer that south Vancouver Island had been experiencing, it was thought that the remaining fish would benefit from relocation to deeper and wetter climes. That afternoon we contacted the Cowichan Lake Salmonid Enhancement Society and let them know that we could use their assistance in helping our Gordon Bay fish.

The next day, I received a phone call from Soleil Switzer, an E-Team supervisor working for the Cowichan Lake Salmonid Enhancement Society. Soleil had been informed of the plight of our Gordon Bay salmon and was eager to help with a rescue operation. Her E-Team, she told me, had been doing fry salvage work all summer and were well equipped to deal with our project. An hour later we were face to face in the Gordon Bay parking lot.

Soleil's E-Team went to work immediately, and within one hour had explored and netted fish from the first six pools of the stream. In these pools they found approximately 1 00 fish: 85 coho, and 15 rainbow and cutthroat trout, all in healthy condition. They put these fish into oxygenated transportation buckets and, after determining that there were no suitable relocation spots within the stream, loaded them into their truck to prepare them for relocation to Spring Beach on Lake Cowichan. This, I was told, was an excellent location for young fry to gradually acclimate to a lake environment.

The quick and efficient response of the Lake Cowichan Salmonid Enhancement Society's E-Team to our fishy crisis may have ensured the future of our tiny run of Gordon Bay coho. Their dedication and willingness to go the extra mile to save fish that otherwise might have a short and bleak future is a testament to the value of the E-Team program. The excellent work that E-Teams do pays off in great dividends for organizations like BC Parks, and I personally know of a hundred fish swimming safely in Lake Cowichan for whom those dividends are priceless. □



The E-team Rescue Team: (left to right) Mabel Peter, Leela Hamilton, Soleil Switzer, Brandon Merchant, Rob Grieve.

Denis O’Gorman’s Retirement Do

by Colin Campbell, Victoria

On November 30, 2001, we had a retirement party for Denis to celebrate his career in government. His was a remarkable career in government. The 130 people who attended not only enjoyed the roasts of, and toasts to, Denis but also the memories of the presenters who had the audience in tears triggered by both nostalgia and belly aching wit.

Gathered together in the Harbour Towers Ballroom were individuals that we, in BC Parks, have, as is our style, quietly and personally enshrined in our “Mental BC Parks Hall of Fame,” namely Bob Ahrens and Jake Masselink. Also present were powerful park advocates such as Ric Careless and Ken Farquarson who over the years have made extraordinary contributions to the creation of our much expanded park system,

Bill Young, an ex-colleague from the Ministry of Forests, kicked off the evening by leading the head table into the room while playing the lilting sounds of the “The Hills of Gallawa” on his bagpipes, reminding us of Denis’s inherited Celtic roots prior to his birth and “schoolhood” in Calgary. His early days as a planner in Calgary and Vancouver, along with a stint with Parks Canada, were well captured by Erik Karlsen. His role as Assistant Director and then Director of the Land Use Secretariat during the exhilarating days of an early NDP regime was recognized by many there as truly a special time, nurturing as it did many of the future leaders in the land management agencies of government. Ray Crook’s dry wit supported by the acerbic wit of Jim Walker was the highlight of the evening. Ray wielded his rapier of wit and humour with the seasoned expertise of an expert



Cheers! if you guessed...



...who is this man.

fencer, drawing enough blood to ensure that Denis was not only properly reminded of his idiosyncrasies and foibles but was forced to enjoy this “Full Monty” roast. With eight years of profile in the Land Use Secretariat, the onset of the eighties saw Denis destined to spend the next eight years in the Ministry of Energy and Mines working on large-scale energy project approvals. This was followed by a term in the Ministry of Forests to assist with their Integrated Management Strategies.

Peter Ostergaard now Chair of BC’s Public Utilities Commission and by letter “the Deputy for all Seasons” Phil Halkett reminded us of some of the highlights of these years. With the emergence of a new government and a new concept of land management in 1991, Denis was selected to be the Deputy Commissioner of the Commission on Resources and the Environment led by Stephen Owen. This adventure lasted four years and began the

concept of community engagement in land use planning that is now an integral part of BC’s way of doing business. Stephen sent a kind message and Calvin Sandborn and group sang us a medley of CORE songs, sounding more reminiscent of the sixties than the nineties.

When this agency stumbled into troubling waters in 1995, Denis applied for and won the competition as Assistant Deputy Minister of BC Parks. As usual, Chris Tunnoch did a wonderful job of reminding everyone, through her gorgeous slides and emotive music, of the meaning of our extraordinary park system and Bob Dalziel shared with the audience the very significant contribution that Denis has made during his six-year term as ADM in Parks. Bob highlighted the fact that Denis was always “there” for parks staff, even when things got tough; Denis was a tenacious fighter for BC Parks, trying to get funding support at a time

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("Denis..." continued from page 7)

when there was little appetite to respond to the needs arising from the doubling of the system. Bob also documented the achievements of the O'Gorman years – new and better performance measures; clear business planning; more than 300 new or expanded protected areas designated; over 40 new properties purchased; investments in a modern computer and data system; significant capital improvements; a real commitment to recognizing the importance of ecological management of parks, combined with the creation of new understanding of the parks challenges by the public through the BC Parks Legacy public involvement process. Most of all he built and led a parks management team that now fully engages both the field and headquarters in joint planning and management – a concept launched by Jake Masselink but clearly implemented and implemented well by Denis.

Other speakers brought personal messages. Jamie Allie talked of the generous mentoring that Denis provided to young aspirant managers and how that really mattered. Ex-Minister Joan Sawicki, long term friend and shorter term Minister, gave us a view of how difficult it was for a Minister to resist Denis's arguments based as they often were on logic and fact. Derek Thompson, brought both a personal message and a message from the Minister conveying the appreciation of government for the contribution that Denis had made to so many governments over such a long time. Ric Careless representing a public perspective concluded by talking about the history of the last thirty years and the legacy that people in the room and especially Denis had left for generations to come.

Denis, in characteristic fashion, had the last word. He went through the A to Z of all the things that he had liked about working in BC Parks and unabashedly stated that this had been the best job of his life working

for the best agency in government. Then the dancing began and Denis went happily on his way to retirement in Penticton, warmed with the memories of that night and the feeling that even he as Erik Karlsen put it "had lived up to his Dad's expectations" and done him proud. Perhaps Tom Lee, CEO for Parks Canada and one of our outstanding BC Parks alumni said it best "Denis is a great Canadian. When scholars and researchers come to write the history of conservation during the last half of the 20th century they will have to write of Denis, for he has left his tracks upon our nation."

One of the things that Denis likes about BC Parks is that it is a disciplined organization. We will work diligently for any government and any leader because it is our responsibility to honour the public trust but the leaders that we cherish, and three of them were in that room that night, all have three things in common. They care about people, they are passionate about the value and meaning of parks to this and future generations, and they have an inner core of integrity that drives them to place these first two values above their personal interests. May we continue to enjoy this kind of leadership. □



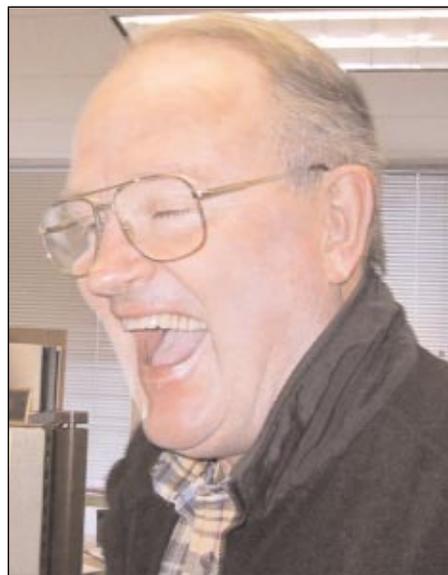
Bill receives official notification...

In his retirement Bill will be keeping busy. He's already enrolled in the Masters Gardeners Program at the Horticultural Centre of the Pacific – not that he needs any more training – if you've seen his garden you'll know what I'm talking about! He's also looking into attending a course at the Culinary Institute of America (the other CIA) in Solvang, California. Plus, fly fishing, gardening, sailing, photography, trips to the South Pacific among other places.

All the Best, Bill!

by Nancy Chave, Victoria

Bill Shaw is retiring after working for BC Parks for the past 28 years. He started as the 2IC (Second in Charge) – Assistant District Superintendent – at Golden Ears Provincial Park, then moved over to the Malahat District (now known as South Vancouver Island District) to be the 2IC there. For the last six years of his BC Parks' career Bill was stationed in Headquarters in Victoria.



...and reacts accordingly!

Yes, I think Bill will be very happy in his retirement! But, we'll miss him. □