

DM-CSS

Referral Slip for ID:247387

2019/05/01

Log Type: Email	Action: Draft Reply	Due: 2019/04/16
Batch:	Sig Level: Director	
Author Type: s.22	Written: 2019/03/05	Resp Type:
	Received: 2019/03/27	File No.:
	Due: 2019/04/16	Entered By: bmwilson
Phone:	Approved:	Approved By:
Email:	Signed:	Signed By:
	Closed: 2019/03/28	
	No Response	
Address To: Premier Horgan	Copy To: s.22	
Rsp Office: RS-Wildlife and Habitat	Issue: Policy Wildlife	
X-Ref:	Drafter:	
With BN:		
Subject		
Ethics concerns regarding BC government partnership		

Log Notes

2019/03/27 It is an on going investigation - this can be closed but the investigation will continue as other core members have contacted me and have put their concerns forward. This will most likely be completed by end of next week. Sarah McKinnon has been handed this file.

Yvonne Foxall

2019/03/27 Dana,

I have completed the investigation as requested. s.22

s.22 I looked into all allegations made by s.22 and I do not feel there is any conflict of interest between SilverCore and the BCWF. I understand there was an incident on December 7th, 2018 where s.22 went to the BCWF headquarters office and asked for a list of CORE examiners, instead of being directed to the core examiners list, they were handed a SilverCore pamphlet. This is not the normal practice of the BCWF, it was a mistake by a new employee. BCWF usually directs people to their website where all core examiners are listed as well as their display with the core examiners information. This incident occurred during the Christmas season; unfortunately BCWF put their Christmas tree in front of their display and s.22 was unable to see the display.

s.22 also felt they did not have a tight enough application process to become an examiner. I discussed this at length with BCWF and made a recommendation on how this could be improved. The result is, BCWF will now conduct audits; working closely with the Wildlife and Habitat Branch. Both BCWF and s.22 are happy with this recommendation.

I would have liked to report out that this investigation has been closed yesterday as promised, however, it has been difficult to reach s.22. I have a meeting set up for Monday, March 11, 2019 with s.22. It is my expectation that he will be satisfied with my findings. After this meeting, should either party continue to be unhappy with the result, I will further advise you immediately.

I have attached the summary of the incident that took place in December, answers to my questions and the application forms from BCWF.

Respectfully,

Yvonne Foxall
Deputy Director
Wildlife & Habitat Branch
Ministry of Forests, Lands and Natural Resource

2019/03/27 Dana E has said that RSD followed up on this but it was never logged. They spoke with s.22 directly. Yvonne Foxall is managing.

Attachments

Title: 247387-Incoming 1	Version: 1	Type:
File: 247387-incoming 1.msg		
Approved:	Approved By:	Last Update: 2019/03/27

<i>From:</i> DM-CSS	<i>Sent:</i> 2019/03/27	<i>Status:</i> Completed	<i>Ref Action:</i> FYI/File
<i>To:</i> MO-Minister	<i>Received:</i>	<i>Reason:</i>	<i>Sig Level:</i>
<i>Assign To:</i>	<i>Completed:</i> 2019/03/27	<i>Due:</i>	<i>File No.:</i>

Referral DM-CSS -> MO-Minister -> DM-CSS

<i>From:</i> MO-Minister	<i>Sent:</i> 2019/03/27	<i>Status:</i> Completed	<i>Ref Action:</i> FYI/File
<i>To:</i> DM-CSS	<i>Received:</i>	<i>Reason:</i>	<i>Sig Level:</i>
<i>Assign To:</i>	<i>Completed:</i> 2019/03/27	<i>Due:</i>	<i>File No.:</i>

Referral DM-CSS -> MO-Minister -> DM-CSS -> RS-Wildlife and Habitat

<i>From:</i> DM-CSS	<i>Sent:</i> 2019/03/27	<i>Status:</i> Completed	<i>Ref Action:</i> Reply Direct
<i>To:</i> RS-Wildlife and Habitat	<i>Received:</i>	<i>Reason:</i>	<i>Sig Level:</i>
<i>Assign To:</i>	<i>Completed:</i> 2019/03/28	<i>Due:</i> 2019/04/16	<i>File No.:</i>

Timms, Braeden W FLNR:EX

From: McNeill, Diana A FLNR:EX
Sent: 6-Mar-19 06:06
To: Foxall, Yvonne FLNR:EX
Cc: McNeill, Diana A FLNR:EX
Subject: Fw: BCWF Escalating Conflict of Interest (CORE Program)

Hi Yvonne,

Do you think we can respond to ^{s.22} ? If so, I will let CSS know as this was also sent to the Minister. Then we will get it into CLIFF so we can have a record of it.

From: ^{s.22}
Sent: Tuesday, March 05, 2019 12:05 PM
To: Minister, FLNR FLNR:EX; Eckardt, Dana R FLNR:EX; Preston, Naomi D FLNR:EX; McNeill, Diana A FLNR:EX
Subject: BCWF Escalating Conflict of Interest (CORE Program)

Hi,

I wasn't sure who to address this email to. My name is ^{s.22}

^{s.22} I want to let you know that the CORE examiners of BC have a problem with the BCWF escalating a relationship with a company called Silvercore Training. I'm write this email because today Silvercore distributed information that provided insider information and proved a relationship beyond that of all other providers. I was made aware of the email by ^{s.22}

^{s.22}
^{s.22} If you are able to provided any help or guidance as to how to deal with this please let me know.

The email:

Silvercore newsletter: 2019-03-05

Funding The Future - The New BCWF Kids Hunting Program

Starting this summer, we are proudly partnering with the BC Wildlife Federation, BCWF, and Cabela's Abbotsford to raise funds and awareness for BCWF's new Kids Hunting Program, which will support our future conservationists!

To support this new initiative, all you have to do is sign up for a course!

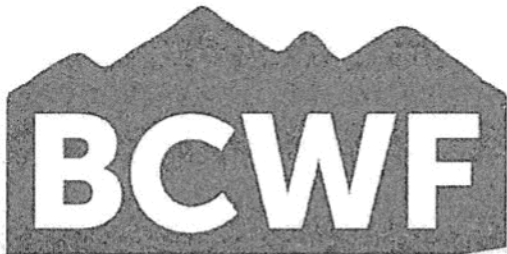
We are running two courses out of Cabela's Abbotsford with **100% of all course proceeds going towards funding this new BCWF program.**

The courses are taking place on:

June 29 & 30- Canadian Firearms Safety Course

August 24 & 25 - CORE Hunter Education Course

Head to our latest blog post to learn more and support this program by signing up for your class today!



Best regards,

s.22

Timms, Braeden W FLNR:EX

From: Psyllakis, Jennifer FLNR:EX
Sent: 5-Jun-19 14:32
To: McNeill, Diana A FLNR:EX
Subject: FW: BCWF Escalating Conflict of Interest (CORE Program)

From: Foxall, Yvonne FLNR:EX
Sent: March 5, 2019 7:23 PM
To: Psyllakis, Jennifer FLNR:EX <Jennifer.Psyllakis@gov.bc.ca>
Cc: Ethier, Tom FLNR:EX <Tom.Ethier@gov.bc.ca>
Subject: Re: BCWF Escalating Conflict of Interest (CORE Program)

Hi - this is news to me as well - I'll investigate tomorrow and get back to you with my findings.

Cheers
Yvonne
Sent from my iPhone

On Mar 5, 2019, at 3:05 PM, Psyllakis, Jennifer FLNR:EX <Jennifer.Psyllakis@gov.bc.ca> wrote:

This is the first I have heard. Unless Yvonne knows we will have to poke around.
Jen

Sent from my iPhone

On Mar 5, 2019, at 3:34 PM, Ethier, Tom FLNR:EX <Tom.Ethier@gov.bc.ca> wrote:

Any intel on this? Can branch look into this and get back to me with what you plan to do. Maybe by tomorrow?

Sent from my iPhone

Begin forwarded message:

From: "Eckardt, Dana R FLNR:EX" <Dana.Eckardt@gov.bc.ca>
Date: March 5, 2019 at 2:19:20 PM PST
To: "Ethier, Tom FLNR:EX" <Tom.Ethier@gov.bc.ca>
Subject: Fwd: BCWF Escalating Conflict of Interest (CORE Program)

Not exactly sure what we should do with this?

D.

Sent from my iPhone

Begin forwarded message:

s.22

From

Date: March 5, 2019 at 12:05:27 PM PST

To: "FLNR.Minister@gov.bc.ca"

<FLNR.Minister@gov.bc.ca>,

"Dana.Eckardt@gov.bc.ca" <Dana.Eckardt@gov.bc.ca>,

"Naomi.Preston@gov.bc.ca"

<Naomi.Preston@gov.bc.ca>,

"Diana.McNeill@gov.bc.ca"

<Diana.McNeill@gov.bc.ca>

Subject: BCWF Escalating Conflict of Interest (CORE
Program)

Hi,

I wasn't sure who to address this email to. My name is

s.22

s.22

I want to let you know

that the CORE examiners of BC have a problem with the
BCWF escalating a relationship with a company called
Silvercore Training. I'm write this email because today
Silvercore distributed information that provided insider
information and proved a relationship beyond that of
all other providers. I was made aware of the email by

s.22

s.22

s.22

s.22

If you are able to provided any help or
guidance as to how to deal with this please let me
know.

The email:

<Messages Image(2751515378).jpeg>

Best regards,

s.22

Timms, Braeden W FLNR:EX

From: Psyllakis, Jennifer FLNR:EX
Sent: 5-Jun-19 14:34
To: McNeill, Diana A FLNR:EX
Subject: FW: BCWF Escalating Conflict of Interest (CORE Program)

From: Foxall, Yvonne FLNR:EX
Sent: March 6, 2019 1:50 PM
To: Ethier, Tom FLNR:EX <Tom.Ethier@gov.bc.ca>; Psyllakis, Jennifer FLNR:EX <Jennifer.Psyllakis@gov.bc.ca>
Subject: RE: BCWF Escalating Conflict of Interest (CORE Program)

Tom/Jen

I have spoken ^{s.22} (person who emailed the complaint) and the BCWF. I do not believe there is a conflict of interest. Once I receive BCWF's written responses to my questions, I will summarize my findings to you – you should have this no later by end of day tomorrow.

Cheers

Yvonne Foxall
Deputy Director
Wildlife & Habitat Branch
Ministry of Forests, Lands and Natural Resource
Operations and Rural Development
Phone 778-698-9210

From: Ethier, Tom FLNR:EX
Sent: Tuesday, March 5, 2019 2:34 PM
To: Psyllakis, Jennifer FLNR:EX; Foxall, Yvonne FLNR:EX
Subject: Fwd: BCWF Escalating Conflict of Interest (CORE Program)

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From: "Eckardt, Dana R FLNR:EX" <Dana.Eckardt@gov.bc.ca>
Date: March 5, 2019 at 2:19:20 PM PST
To: "Ethier, Tom FLNR:EX" <Tom.Ethier@gov.bc.ca>
Subject: Fwd: BCWF Escalating Conflict of Interest (CORE Program)

Not exactly sure what we should do with this?

D.

Sent from my iPhone

Begin forwarded message:

From s.22
Date: March 5, 2019 at 12:05:27 PM PST
To: "FLNR.Minister@gov.bc.ca" <FLNR.Minister@gov.bc.ca>,
"Dana.Eckardt@gov.bc.ca" <Dana.Eckardt@gov.bc.ca>,
"Naomi.Preston@gov.bc.ca" <Naomi.Preston@gov.bc.ca>,
"Diana.McNeill@gov.bc.ca" <Diana.McNeill@gov.bc.ca>
Subject: BCWF Escalating Conflict of Interest (CORE Program)

Hi,

I wasn't sure who to address this email to. My name is s.22
s.22

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s.22

s.22

If you are able to provided any help or guidance as to how to deal with this please let me know.

The email:

Silvercore newsletter: 2019-03-05

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The courses are taking place on:

June 29 & 30- Canadian Firearms Safety Course

August 24 & 25 - CORE Hunter Education Course

Head to our latest blog post to learn more and support this program by signing up for your class today!



Best regards,

s.22

Timms, Braeden W FLNR:EX

From: Psyllakis, Jennifer FLNR:EX
Sent: 5-Jun-19 14:34
To: McNeill, Diana A FLNR:EX
Subject: FW: Ethics concerns regarding BC government partnership
Attachments: Fw: BCWF Escalating Conflict of Interest (CORE Program)

From: McNeill, Diana A FLNR:EX
Sent: March 6, 2019 2:40 PM
To: Foxall, Yvonne FLNR:EX <Yvonne.Foxall@gov.bc.ca>; Psyllakis, Jennifer FLNR:EX <Jennifer.Psyllakis@gov.bc.ca>; Burwash, Michael FLNR:EX <Michael.Burwash@gov.bc.ca>; MacIver, Stephen FLNR:EX <Stephen.MacIver@gov.bc.ca>
Subject: RE: Ethics concerns regarding BC government partnership

Hi Yvonne,
Please see the attached.

Diana McNeill

Office Manager
Wildlife and Habitat Branch
Ministry of Forests, Lands, Natural Resource Operations
and Rural Development
Phone 778-698-9169

From: Foxall, Yvonne FLNR:EX
Sent: Wednesday, March 6, 2019 2:26 PM
To: Psyllakis, Jennifer FLNR:EX; Burwash, Michael FLNR:EX; MacIver, Stephen FLNR:EX; McNeill, Diana A FLNR:EX
Subject: FW: Ethics concerns regarding BC government partnership

If you get the below correspondence to respond to- please let me know as I'm working on this file.

Thank you

Yvonne Foxall
Deputy Director
Wildlife & Habitat Branch
Ministry of Forests, Lands and Natural Resource
Operations and Rural Development
Phone 778-698-9210

From: s.22
Sent: Wednesday, March 6, 2019 1:14 PM
To: Foxall, Yvonne FLNR:EX
Cc: s.22
Subject: Fwd: Ethics concerns regarding BC government partnership

Good Afternoon Ms Foxall,

s.22 informed me that you recently got in touch with him regarding concerns about the BCWF.

s.22 I have similar concerns about the BCWF. I recently sent an email to Mr Horgan s.22, and given that you now seem to be engaged on this matter, I thought it would also be appropriate to forward it to you. That entire email is below this one.

I would be very grateful if you would consider these concerns.

Feel free to contact me if you have any questions, or would like any further information.

Kindest regards,

s.22

Begin forwarded message:

From: s.22

Subject: Ethics concerns regarding BC government partnership

Date: March 5, 2019 at 16:34:10 PST

To: john.horgan.mla@leg.bc.ca, "OfficeofthePremier, Office PREM:EX" <premier@gov.bc.ca>

Cc: s.22

Dear Mr Horgan,

By way of introduction: mv name s.22
s.22

s.22

s.22

The purpose of this email is to raise ethics concerns regarding the administration of the CORE Program through the BC Wildlife Federation (BCWF). Currently the BCWF has a partnership agreement with the BC Ministry of Forests, Lands and Natural Resource Operations to administer the CORE Program.

Recently, it has become increasingly apparent that the BCWF seems to favour one particular CORE delivery company over other companies and individual CORE examiners. This is possibly due to the recent appointment of a BCWF employee who seems to have a personal relationship with the owner of the private company in question.

The BCWF affords more information and opportunities to this particular company, as well as promoting them on their official social media pages which is something that they do not do for others. These actions clearly create an unfair environment for other CORE delivery companies and examiners.

These concerns are shared by many other CORE examiners throughout BC, including s.22
s.22

In order to clarify and discuss such concerns s.22 and I are respectfully requesting a meeting between us and an appropriate government representative.

I have reached out to the office of Mr Doug Donaldson, the Minister of Forests, Lands and Natural Resource Operations, and Rural Development several times, but have yet to receive a reply.

Due to the sensitive nature of these concerns, and the fact that they directly relate to the BCWF s.22 I politely request that you keep the contents of this email confidential from the BCWF and all of its associates and agents.

Thank you for taking the time to read this email. I look forward to your reply.

Kindest regards,

s.22

Timms, Braeden W FLNR:EX

From: Psyllakis, Jennifer FLNR:EX
Sent: 5-Jun-19 14:32
To: McNeill, Diana A FLNR:EX
Subject: FW: Core Complaint s.22
Attachments: s.22 ; Issue at the Front Des s.22 ; CORE EXAMINER APPLICATION.pdf; Examiner Reference Check.docx; Yvonne Foxall.docx

From: Foxall, Yvonne FLNR:EX
Sent: March 8, 2019 11:44 AM
To: Eckardt, Dana R FLNR:EX <Dana.Eckardt@gov.bc.ca>
Cc: Ethier, Tom FLNR:EX <Tom.Ethier@gov.bc.ca>; Psyllakis, Jennifer FLNR:EX <Jennifer.Psyllakis@gov.bc.ca>; Foxall, Yvonne FLNR:EX <Yvonne.Foxall@gov.bc.ca>
Subject: Core Complaint s.22

Dana,

I have completed the investigation as requested. s.22

s.22 I looked into all allegations made by s.22 and I do not feel there is any conflict of interest between SilverCore and the BCWF. I understand there was an incident on December 7th, 2018 where s.22 went to the BCWF headquarters office and asked for a list of CORE examiners, instead of being directed to the core examiners list, they were handed a SilverCore pamphlet. This is not the normal practice of the BCWF, it was a mistake by a new employee. BCWF usually directs people to their website where all core examiners are listed as well as their display with the core examiners information. This incident occurred during the Christmas season; unfortunately BCWF put their Christmas tree in front of their display and s.22 was unable to see the display.

s.22 also felt they did not have a tight enough application process to become an examiner. I discussed this at length with BCWF and made a recommendation on how this could be improved. The result is, BCWF will now conduct audits; working closely with the Wildlife and Habitat Branch. Both BCWF and s.22 are happy with this recommendation.

I would have liked to report out that this investigation has been closed yesterday as promised, however, it has been difficult to reach s.22. I have a meeting set up for Monday, March 11, 2019 with s.22, it is my expectation that he will be satisfied with my findings. After this meeting, should either party continue to be unhappy with the result, I will further advise you immediately.

I have attached the summary of the incident that took place in December, answers to my questions and the application forms from BCWF.

Respectfully,

Yvonne Foxall
Deputy Director
Wildlife & Habitat Branch
Ministry of Forests, Lands and Natural Resource

Operations and Rural Development

Phone 778-698-9210

From: Ethier, Tom FLNR:EX

Sent: Wednesday, March 6, 2019 2:41 PM

To: Foxall, Yvonne FLNR:EX

Cc: Psyllakis, Jennifer FLNR:EX; Eckardt, Dana R FLNR:EX

Subject: Re: BCWF Escalating Conflict of Interest (CORE Program)

Will you get back to him Yvonne and let us know the outcome?

Sent from my iPhone

On Mar 6, 2019, at 1:50 PM, Foxall, Yvonne FLNR:EX <Yvonne.Foxall@gov.bc.ca> wrote:

Tom/Jen

I have spoken ^{s.22} (person who emailed the complaint) and the BCWF. I do not believe there is a conflict of interest. Once I receive BCWF's written responses to my questions, I will summarize my findings to you – you should have this no later by end of day tomorrow.

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Deputy Director

Wildlife & Habitat Branch

Ministry of Forests, Lands and Natural Resource

Operations and Rural Development

Phone 778-698-9210

From: Ethier, Tom FLNR:EX

Sent: Tuesday, March 5, 2019 2:34 PM

To: Psyllakis, Jennifer FLNR:EX; Foxall, Yvonne FLNR:EX

Subject: Fwd: BCWF Escalating Conflict of Interest (CORE Program)

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Subject: Fwd: BCWF Escalating Conflict of Interest (CORE Program)

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s.22

help or guidance as to how to deal with this please let me know.

If you are able to provided any

The email:

<image002.jpg>

Best regards,

s.22

s.22

s.22

came into the office to pick up Core Manuals, immediately followed by another gentlemen. As s.22 was helping s.22 the other gentlemen asked our receptionist s.22 where he could go for his PAL course. s.22 at that time recommended Silvercore. The gentlemen immediately left, and s.22 verbally attacked s.22 saying the BCWF is selling out to Silvercore and she is wrong for recommending any company over another. He verbally berated s.22 and then s.22 s.22 quickly suggested s.22 talk to me but he said no, and continued yelling at s.22

I stepped in and took s.22 back to into the warehouse to remove him from the front office and where we presently have our brochure rack (we have a Christmas tree in the lobby) and showed him that his brochure is on display as is everyone's but because of the holiday season we moved it into the back. I tried to explain that s.22 had no malicious intent in recommending one company over another and she was not doing anything wrong.

Further to this Silvercore is an approved Affinity Partner who pays a premium to have the logo front and center. They also offer discounts to BCWF members. For the most part s.22 would not even know or interact with Core Examiners so for her to know that s.22 would be very unusual.

s.22 continued his tirade with me saying we are selling out to a Corporate Company in Silvercore, and we are not being fair to all BCWF Core Examiners. He said that the BCWF has told s.22 to suggest Silvercore over other companies when in fact had the brochure rack been front and center, she would have pointed the gentlemen to the appropriate brochures.

s.22 came into my office when I ended my conversation with s.22 and was visibly upset and crying. I immediately went back out to s.22 and told him he was completely out of order and his behavior was unacceptable and further action would follow. s.22 took his Core Manuals and left saying "we will see about this"

s.22

actions were complete bullying and reprehensible, even in leaving he did not offer an apology to s.22 for his behavior.

I believe with all the chatter going on about the BCWF talking to Silvercore about the Core Program and how to make it a better program (as I do with Core Examiners, s.22

s.22 etc.) that s.22 had this gentlemen come in at the same time as he did and ask the "loaded" question to see what would be said. The question was not asked to a core representative or myself but to our receptionist.

Timms, Braeden W FLNR:EX

From: s.22
Sent: 7-Dec-18 12:34
To: s.22
Subject: Issue at the Front Desk Dec. 7, 2018

Hi s.22

Here are the notes you asked for on my recollection of what was said by the s.22 at the front desk this morning:

- s.22 came in to the office, I asked him what I could get for him and he asked for 10 manuals, I went to the warehouse to get a box
- I didn't see or hear what he had said to s.22 prior to this when the person who had asked for CFSC info was here & then left
- When I came back to the front and was packing up the manuals, I believe he said something to the effect of "where are our brochures, why are you recommending Silvercore, s.22 I heard you guys had a deal with Silvercore (something like that), I am so irritated (it could have been "upset" "mad" or the word "pissed"), I saw you hand him a brochure and tell him to go to Silvercore"
- I was pretty taken aback by this and wasn't sure what had happened, it felt like I walked into the middle of something and he repeated it a few times and I think he was directing it towards me and s.22
- To the best of my recollection I mentioned we did have other examiners brochures, the brochure rack had been moved to the back to make room, that we recommend CFSC instructors from our online weblist
- I said to him it might be best for him to talk to s.22 and asked again, would you like to talk to s.22 I believe he said no and then repeated how angry about this he was, at this point s.22 came out and started talking to him, then took him to the back to show him the brochures
- I started processing his sale and he repeated how angry/upset he was, I think s.22 came out of his office again and said to s.22 that he had a girl in his office crying because of how he was talking to her.
- s.22 left the office, I spoke with s.22 and with you briefly.

Best regards,

s.22

BC Wildlife Federation

E: core@bcwf.bc.ca

P: 604.882.9988 Ext. 300

Toll Free: 1.888.881.2293



Draw Date:
May 31, 2019

Grand Prize
2018 Dodge Ram 1500
EXT Crew Cab 4x4
Value Over
\$53,400!

Grand Prize Sponsor:
WILLOWBROOK

To purchase tickets please visit
www.bcwf.bc.ca or call 1-888-881-2293

CONSERVATION and OUTDOOR RECREATION EDUCATION

Working together for hunter safety



Core Examiner Application Process

The CORE Program is British Columbia's Hunter Safety Program as authorized by the *Wildlife Act* and the Hunter Safety Training Regulation, BC Reg. 53/98. Effective March 1, 1998, under the authority of BC Reg. 53/98, the British Columbia Wildlife Federation was appointed as the Designated Agency to operate the CORE Program.

As part of our ongoing commitment to have hunters meet acceptable standards of knowledge and skill for their safe and ethical participation in hunting recreation, we strive to ensure that every examiner has a high level of hunting, firearms and outdoor recreation knowledge, is skilled as an instructor, and has a high personal level of integrity and commitment.

To become a CORE Examiner, the applicant must:

- Be a BC Resident (as defined in the *Wildlife Act*)
- Hold a valid BC Resident Hunter Number and have a minimum of 5 years of hunting and firearms experience
- Hold a valid Possession Acquisition License (PAL)
- Have no convictions of a serious nature of a criminal act or infraction of the *Wildlife Act*, *Fisheries Act* (Canada), *Migratory Birds Convention Act* or *Criminal Code of Canada* within the last 10 years or a minor infraction with the last 5 years. Convictions include violation tickets.
- Have experience and/or training in teaching or group facilitation
- Consent to a Criminal Record Review for working with children or vulnerable adults at the applicant's expense (\$28 for new review; no cost to share an existing employment related review)

The responsibilities associated with the position of a CORE Examiner are:

- The cost of your training and certification as a CORE examiner
- The cost of obtaining a kit of disabled firearms for instructional and testing purposes
- Organizing, advertising and delivering individual courses
- Maintaining a full record of courses delivered
- Delivering a minimum number of one examination per year, depending on demand in your area.
- Ensuring that instructors brought in to instruct some or all of the course material has the appropriate knowledge and skill as an instructor.
- Although it is not a mandatory requirement, it is recommended that Examiners have (or have access to) a laptop and power point projector for instructional purposes.
- As well, it is preferable for Examiners to have email in order to receive newsletters and memos, and to be able to order supplies online.

Individuals interested in applying must complete and return the attached CORE Examiner application.

A number of factors will be taken into consideration in making our decision whether or not to certify the applicant as a CORE Examiner, including individual qualifications and the need for instructors in that area. Please note that it may take up to a year to be certified, from the time of receipt of the application.

The BCWF may or may not select you to proceed further in this process based on your application, background, geography, or operational needs. If during the training process, we see that you are not qualified or personally suitable to become a CORE Examiner, we reserve the right to cancel your training at any time.

If the initial application is approved, the applicant would then be required to be trained by a CORE Examiner Facilitator and attend a 2 day training course. The Facilitator will provide instruction regarding how to teach the course and how to administer the exams. The applicant will be given a written exam and must obtain 90% or greater to pass, in addition to creating a course plan and doing a class presentation. The Facilitator will review the paperwork with the applicant and in some cases may audit them teaching a course or class segment to actual students. Once this is completed, the Facilitator will submit the results of the training to BCWF. The applicant will be required to sign a letter of agreement, in which they commit to complying with the CORE Program Standards and consent to a Provincial Criminal Record Check. Once BCWF has received the signed agreement, the applicant will then be sent a CORE Examiner number and a package of supplies to get started.

CONSERVATION and OUTDOOR RECREATION EDUCATION
Working together for hunter safety



**CONSERVATION AND OUTDOOR RECREATION EDUCATION
EXAMINER APPLICATION**

All information below is considered CONFIDENTIAL and will not be made public unless authorized by the applicant.

PLEASE PRINT

*Last Name _____

*First Name _____ Initials _____

*Year of Birth _____ Month _____ Day _____

*Phone Number Home (____) _____ Work(____) _____

Cell Number _____ Fax Number _____

*Email _____

*Mailing Address _____

*City/Town _____ *Province _____ *Postal Code _____

* Region Number _____ (See BC Hunting & Trapping Regulation Synopsis.)

*FWID or BC Hunter Number _____

*Possession and Acquisition Licence # _____ (Please enclose photocopy with your application)

Driver's Licence # _____

CFSC Instructor Number _____ (if applicable)

***required**

CONSERVATION AND OUTDOOR RECREATION EDUCATION EXAMINER APPLICATION Con't.

Please supply names, addresses and telephone numbers of three non-family member references. One of the three references should be a conservation officer, police officer, CORE Examiner or Rod & Gun club executive.

1. Name _____

Mailing Address _____

Telephone Number (Day) (____) _____ (Eve) (____) _____

2. Name _____

Mailing Address _____

Telephone Number (Day) (____) _____ (Eve) (____) _____

3. Name _____

Mailing Address _____

Telephone Number (Day) (____) _____ (Eve) (____) _____

By signing this application,

- I authorize the B.C. Wildlife Federation to conduct background enquiries for the purpose of my application to become a certified CORE Examiner.
- I authorize the BC Government to disclose to the BCWF details of any offences or charges laid against me under the *Wildlife Act*. or *Firearm Act*

Signature _____

Date _____

Send completed application form via email to:
core@bcwf.bc.ca

By Mail to:
CORE
BC Wildlife Federation
#101 – 9706 188th Street
Surrey, BC
V4N 3M2

Please attach a summary answering the following questions in full:

1. Years and types of firearms experience.
2. Years and types of hunting experience.
3. Reason(s) why you wish to become a CORE Instructor/Examiner.
4. Have you ever been a CORE Examiner before? If Yes, please tell us when you last taught a course, why you stopped teaching, and why you wish to become active again.
5. Years and types of instructional experience.
6. What Geographic region are you planning to cover as a CORE Examiner?
7. Have you ever been prohibited by order of the court from possessing firearms or any other weapon? (This includes as a condition of a probation order, conditional sentence orders, peace bond or recognizance.) If Yes, please provide details.
8. Have you ever been convicted (including by way of a violation ticket) of a criminal offence for which you have not received a pardon? If Yes, please provide details.
9. Have you ever been convicted or discharged of an offence under Provincial/Territorial Game, Fish or Wildlife Act? If Yes, please provide details.
10. Are you intending to provide the course in any language other than English? Please list.
11. Indicate if you will be providing courses to the general public, with a private company or through a BCWF Member Club, Shooting club or other organization affiliation.
12. For Liability Insurance reasons, are you a BCWF Member? If Yes, indicate whether you are a Direct member or a Club Member.
13. Please provide any additional information that you think would help us evaluate whether or not you are a suitable and qualified candidate.

Failure to answer all questions completely and truthfully may result in the rejection of your application.



Examiner Reference Check

Date: _____ Examiner Applicant _____

Points to Remember:

- Do you know they actually know this person, how?
(applicants should select references that can answer questions on their background)
- We need to confirm they are a hunter – the reference should be able to attest to their hunting experience; 5 years practical hunting experience is required: and are they current? Last time they hunted, details?
- Instructional/ Teaching experience: what kind do they have (consider transferable skills: public speaking, toastmasters, presentations, social/group events? Can they deliver the course and teach it?

Reference #1

Name: _____

Phone: _____

How long have you known?

What do you know of their hunting experience?

Can you tell me about any club or organization affiliations (Conservation, Gun/ Hunting Clubs, Toastmasters, Rotary, etc.)? _____

Do you know of any instructional experience (teaching, public speaking/ toastmasters, presentations, etc.)?

Do you feel they would be a good CORE Instructor?

Do you have any other relevant information?

Reference #2

Name: _____

Phone: _____

How long have you known?

What do you know of their hunting experience?

Can you tell me about any club or organization affiliations (Conservation, Gun/ Hunting Clubs, Toastmasters, Rotary, etc.)? _____

Do you know of any instructional experience (teaching, public speaking/ toastmasters, presentations, etc.)?

Do you feel they would be a good CORE Instructor?

Do you have any other relevant information?

Reference #3

Name: _____

Phone: _____

How long have you known?

What do you know of their hunting experience?

Can you tell me about any club or organization affiliations (Conservation, Gun/ Hunting Clubs, Toastmasters, Rotary, etc.)? _____

Do you know of any instructional experience (teaching, public speaking/ toastmasters, presentations, etc.)?

Do you feel they would be a good CORE Instructor?

Do you have any other relevant information?

Checked By _____

Yvonne Foxall

In response to your recent inquiry regarding a letter of complaint received by the ministry.

How we direct someone to a core examiner.

When we receive a request from a customer on how to find a Core Examiner, we will direct them to our website where we have a complete listing of all qualified examiners and usually to help them further, we will ask where they are located so we can direct them to an instructor/s in their immediate area.

On s.22 we did have an issue in our Surrey office where by we had removed our brochure rack with all the Core Examiner brochures on it that we receive and display, to put up a Christmas tree. A man came in s.22 and asked where he could take his core program. Our receptionist at the time asked where the gentlemen was located and when he said the lower mainland, she grabbed a brochure she had sitting on her desk which happened to be for Silvercore. The same time this gentleman was in our offices s.22 was in the office and flew into a rage. (please see attached documentation of the event as provided to our Director of Corporate Operations)

Core Instructors and Core Examiners

The way the Core program is set up presently is that **anyone can teach** the Core Program. School teachers, Hunter Education Online, etc.

Only a Core Examiner can give the exam to pass or fail a student.

Only a Master Core Examiner can train new Core Examiners.

Verifying the 5-year hunting experience

When someone wants to become a Core Examiner, they must apply. On this application one of the requirements is

- Hold a valid BC Resident Hunter Number and have a minimum of 5 years of hunting and firearms experience.

They must complete the application and sign off on the application saying all information is true. By signing the application, they give permission to the BCWF to conduct background enquiries and authorize the BC Government to disclose to the BCWF details of any charges and or offences laid against the person.

The second key process is

- The applicant must supply 3 references – a subpoint for the reference checker is printed on the form and states – We need to confirm they are a hunter – the reference should be able to attest to their hunting experience: 5 years practical hunting experience is required: and are they current? I.e. last time hunted

Finally, to avoid family members as references it is printed on the application that the applicant will provide names addresses and telephone numbers of three non-family member references. One of the three references should be a CO, police officer, Core Examiner or Rod and Gun club Executive.

I would suggest that we (the BCWF) could do random checks with your department to verify BC Hunting History as another check point.

My relationship with Silvercore and Travis Bader.

s.22

my relationship is professional. Silvercore is located in Ladner BC

and s.22

I will say that of all our Core Examiners, Silvercore is the largest and is a strong member in the BCWF. Silvercore is an Affinity Partner and pay a fee for that standing. Thru my position I have learned that Silvercore is actually a leader in Training both Core and CFSC. Their client list boasts of the VPD, Justice Institute, RCMP and many others. I have talked to Silvercore about how we might standardize new Core Examiner Training classes, so every new instructor goes thru the same in-depth program.

Presently in my tenure we have hosted 3 Core Examiners Courses and all those courses were led by Master Core Examiner and s.22 is also a subcontractor for Silvercore.

I do in fact own a Silvercore mug, along with an IHEA mug, and many others (the bounty collected at various trade shows)

In the past Silvercore has provided Core and CFSC courses at no cost to the Federation for employee's only. s.22 from BC Outdoor Education has done the same for the Federation, as has Hunter Education On line. I see this as a benefit to our employees and a way for the BCWF to audit the teaching of the hosting company

Silvercore is a major sponsor of the 2019 AGM. They paid 5000.00 towards a co-sponsor with Capri Insurance (another affinity partner) to sponsor out AGM Gala Dinner.

I offered this sponsorship to other Core Examiners (who have a bigger customer base) like Safeshooter Academy s.22 who replied back via email (attached) and s.22 from BC Firearms Academy who became a coffee break sponsor for 1000.00

Most recently Silvercore and Cabela's had a meeting (the BCWF was not involved) and came to a deal that Silvercore would provide 4 weekend training sessions throughout 2019, hosted by Cabela's for Core and CFSC. It was also decided that all proceeds from these training sessions would be donated to the BCWF. Again the Federation was not involved in any way.

Shortly after this was announced at Cabela's I received this email

His.22

I hope your'e having a great day! I was hoping you could clear something up that has caused some confusion for us.

We became aware today from 2 other CORE providers that Silvercore Training is promoting a BCWF program that no other CORE examiner has been made aware of at a location that we provide courses in. We found out from Cabela's that Silvercore had leveraged its relationship with the BCWF to circumvent its ban from that location. s.22 would be honoured to teach the 2 classes at the Abbotsford Cabela's and donate the proceeds to the BCWF program. Silvercore could then donate the proceeds from its other courses those weekends and provide even greater benefit to the BCWF.

s.22 is it possible to get together today or tomorrow? We really want to be apart of the future of training in BC with the BCWF. Please let us know s.2 and I are at your disposal.

Best regards,

s.22

I think I have covered all your questions, but I am standing by should you need any more information

s.22