



FEBRUARY 2009

## 2008-2009 BOARD OF DIRECTORS

At the 23<sup>rd</sup> Annual General Meeting of Ladysmith Maritime Society held on 21 November, 2008, the following nine directors were elected by acclamation:

Doug Bell  
Gord Corbin  
Martin Dunsmuir  
Cliff Fisher  
Barrie McDonald  
Harold Moy  
Betty Pearson  
Tim Richards  
Brian Smith

The executive was determined by a multi-stage voting process at the December 2, 2008 Board meeting. (see article following)

The officers for the year are:

President	Doug Bell
Vice-Pres	Tim Richards
Secretary	Barrie McDonald
Treasurer	Betty Pearson

At the same meeting staggered terms for directors were implemented by random draw for terms of 1, 2 and 3 years with the following result:

3 years: Barrie McDonald, Harold Moy,  
          Brian Smith  
2 Years: Gord Corbin, Martin Dunsmuir,  
          Betty Pearson  
1 Year: Doug Bell, Cliff Fisher,  
          Tim Richards

## EXECUTIVE SELECTION PROCESS

The process used to select our executive was a technique designed to gain consensus from a diverse group of people. In the beginning, each board member nominated (with a private ballot) whomever he or she felt would be a good candidate for a certain position. Each nominee was given a chance to speak about their nomination, and to accept or decline it. Everyone then rated all the nominees on a scale from 1 to 5. The results of this rating were compiled (anonymously) and given back to each board member to consider as well as a chance for each nominee to speak about the results, about continuing with the voting, or declining their nomination. With the information about each other's thoughts fresh on their minds, they again re-rated the nominees. The results were again summarized and given back to the group for discussion. This process continued until it was clear that there was consensus as to which candidate was the "best" choice.

This process was transparent, objective, quickly brought the board to consensus, and was respectful of each nominee, and resulted in Doug Bell being elected as President, Tim Richards as Vice-President, Betty Pearson as Treasurer, and Barrie McDonald as Secretary.

*It is with regret that the Board has accepted the resignation of Brian Smith. He contributed greatly to LMS in the short time he served. How best to pick up his duties is under review.*

## EXECUTIVE DIRECTOR HIRED

LMS welcomes Dave Ehrismann as our first Executive Director.

Dave has an energetic and motivating personality. His passion for, and involvement with, local community events and organizations provide him with experience working with dedicated volunteers. Dave's 16 successful years as a Regional Operations Director and 8 years as a member of the Hamilton Conservation Authority will serve him well as he takes on the new role of Executive Director of Ladysmith Maritime Society. He is looking forward to working closely with the members and volunteers of LMS.

Dave moved to Ladysmith from Ontario three years ago. He and his partner, Naomi, have 6 children (3 boys and 3 girls) ranging in age from 4 to 13. Dave's hobbies include Scuba Diving, Skiing and Motorbiking

Dave's first job will be to set up the office at #11 – 740 First Ave. (above the library - beside the cinema). So far there is a collapsible table, some plastic chairs and the phone is in (250-245-0109). The search is on for suitable furniture and equipment. Drop in and introduce yourself to Dave when you are in the neighbourhood.



Dave's family back: Naomi Anna Dave  
front: Jade Hunter David Santa Tristin Trinity

## CLEANING UP THE BACK YARD

Stan Pollard is the man in charge of maintaining and enhancing the attractiveness of the L.M.S. Community Marina, adjacent property, workshop grounds, etc.

There are lots of opportunities for volunteers to assist with the many small and large jobs on an irregular and yearly basis. This work does not involve any dock building or repairing which is handled by a separate group of volunteers.

Landscaping, indoor and outdoor painting, plant maintenance, small construction jobs, etc., etc., and etc. are all on the list.

This is an equal opportunity chance for all ages and genders to help make the LMS area of the waterfront more attractive and welcoming.

If you are interested, please contact Stan at **250-245-2492** or **[sdpollard@shaw.ca](mailto:sdpollard@shaw.ca)**

## AROUND THE MARINA

The work parties are in full swing each Saturday. Down on the marina floats, sections of "C" dock are being knitted together to provide better structural integrity. This will allow the future routing of electrical cables for hydro upgrades

to be more easily accomplished and the area will have an improved seamless look. A full review of fire protection on the docks, in our museum and LMS sheds, and at the shop is under way. Also, more boarding ladders for the docks are being constructed in the shop.

## WASHROOMS SHOWERS LAUNDRY

A long term dream is to have washrooms adjacent to the marina – Tim is working on alternatives (see below) Meanwhile, work has started on the clean up of the washrooms beside the Expo Legacy Building. Harold and crew are building a wall to separate the lunch room area from what will be our marina washrooms,

showers and laundry facilities. The whole area needs some repairs, scrubbing and painting – lots of little jobs such as draft proofing the outside door to prevent heat loss. All volunteers willing to help speed up the process so that everything is tidily before the boating season starts please call Harold at **250-245-9272**.

## COMMUNITY MARINA VISITOR CENTRE

Research continues on pricing and location options for a multi-purpose office/meeting/showers/laundry/bathroom building for the Community Marina.

At this point cost estimates have been prepared to provide a sewer service to the wharf. The primary ingredients are a shore-based sump and pump with a line uphill to the Sanitary main (~\$25,000), and optionally a wharf-based vacuum pump system capable of servicing both boats and a float-based washroom (~\$15,000).

Thoughts and design options are being developed for a building. We are researching new construction to begin with, and will have collected a few sample plans which will serve to provide a fairly clear idea of what the facility would look like.

This will enable us to compare new costs and benefits to the possible purchase of existing facilities, such as a suitable building on a small barge. The exploration of lesser-cost more hands-on construction is of course to be factored in, but not to the exclusion of whatever grants and funding sources might be available to us.

Location of the new building is another general area of research, with float-based being sized up against shore-based. We are just beginning to delve into these options.

If anyone has an interest in the development of these options and the consideration of same, their input would be only too welcome. Contact Tim at **250-245-0377** or [timrichards@shaw.ca](mailto:timrichards@shaw.ca)

## FAREWELL TO MARV

Our wharfinger, Marvin Mielnichuk, has spent his last day on the job. No more telephone calls, no more knocks on the hull at all hours of the day and night. After four and one-half years as our wharfinger, Marv is anticipating living a life-long dream of sailing around the world. He won't be sailing away until later this year but don't expect any response to marina-related questions as Marv prepares "Shiraz" to go to sea.

Many LMS members and friends of Marv gathered at the Legion Hall on January 31 to wish him well and to royally "roast" him. Barrie McDonald kept order as limericks were sung by a new group, The LMS Off Quay Trio (Tony Bunn, Cliff Fisher, and Graham Fletcher), and stories were told; a fabulous mid-evening meal was served by Mary Jean Vangenne and her crew; Fred Izon's band kept us hopping. In other words, a grand time was had by all.

We wish Marvin fair winds and smooth seas

## **.DIRECTORS WORK PLAN**

Your board of directors met on December 12<sup>th</sup>, 2008 and developed a work plan for 2009. We reviewed this work at our January 6<sup>th</sup> board meeting and we wanted to share our thinking with you.

Our work plan is designed to further the basic purpose of the Ladysmith Maritime Society. Our purpose is captured in the opening comments of our Constitution. We feel it is helpful for the board and the members to keep this front and center in our minds as we work on our 2009 initiatives:

*The purpose of the Ladysmith Maritime Society is to serve the community in the following ways:*

- *Protecting and promoting Ladysmith's maritime heritage including*
  - *the development and operation of a maritime museum*
  - *construction, maintenance and restoration of heritage boats;*
- *promoting tourism activity in the harbour;*
- *protecting and promoting public access to the waterfront;*
- *operating a marina for the benefit of Ladysmith area residents including*
  - *provision of moorage and services for local and visiting boaters*
  - *provision of services for heritage and other vessels, including heritage vessels owned by the society;*
- *operating as a non-profit society under the BC Society Act;*
- *operating as a registered charity recognized by the Government of Canada;*
- *holding and operating properties and facilities of the Society.*

The following summarizes our work plan. We will use this chart as a working tool to keep track of our progress on these critical areas:

<b>TASK</b>	<b>ACCOUNTABILITY</b>	<b>COMPLETION</b>
<b>LMS Vision, Mission, Values</b>	<b>Smith</b>	<b>Q1</b>
<b>LMS Policies</b>	<b><u>McDonald, Pearson</u></b>	<b>Q1</b>
<b>Board Process</b>	<b>Bell</b>	<b>On-going</b>
<b>LMS Charitable Status</b>	<b><u>McDonald, Pearson</u></b>	<b>Q3</b>
<b>Membership engagement</b>	<b><u>Richards, Fisher,</u></b>	<b>On-going</b>
<b>Executive Director and Wharfinger</b> <ul style="list-style-type: none"> <li>• <b>Hiring</b></li> <li>• <b>Orientation</b></li> <li>• <b>Performance Management</b></li> </ul>	<b>Smith</b> <b>Task Leaders</b> <b>Bell</b>	<b>Q1</b> <b>Q1</b> <b>Q2</b>
<b>Advertisements</b>	<b>Exec. Dir.</b> <b>(Pearson in interim)</b>	<b>On-going</b>
<b>Festival</b>	<b>Fisher</b>	<b>Q2</b>
<b>Heritage strategy, incl. vessels, Museum, shop, tour-boat program</b>	<b>Richards</b>	<b>Q2</b>

<b>Marina Operations, incl. budgeted capital</b>	<b>Moy</b>	<b>On-going</b>
<b>Moorage contracts/BH Standards</b> <ul style="list-style-type: none"> <li>• <b>Moorage contracts</b></li> <li>• <b>Boathouse standards</b></li> <li>• <b>April 1 implementation</b></li> </ul>	<b>Moy (overall)</b> <u><b>Richards, Pearson</b></u> <u><b>Corbin, Dunsmuir</b></u> <u><b>Exec. Dir., Board</b></u>	<b>End April</b> <b>End February</b> <b>End February</b> <b>April</b>
<b>Washrooms/office/reception facility - scoping</b>	<b>Richards</b>	<b>Q1</b>
<b>Community Marina Advancement</b>	<u><b>Bell, McDonald</b></u>	<b>On-going</b>

A few words of explanation with respect to the scope of the above tasks may be helpful.

- **LMS Vision, Mission, Values** - Brian was leading this initiative which is designed to update our Vision, Mission and Values. While there was some progress in this area during the work on a revised constitution, we felt it was essential to engage the membership in an update of our future and how we should go about attaining our vision.
- **LMS Policies** - Existing LMS policies and procedures have been developed piecemeal over 24 years. Over the past several years the Board has on occasion struggled with contradictions between policies. At other times, decisions have been made without the benefit of a guiding policy. With a new Executive Director and a new Wharfinger joining us it is particularly important that the policies be clear and there when needed. Betty and Barrie are leading this review.
- **Board Process** - this is an ongoing area of focus to improve the way in which the board functions and how we become more effective in delivering on our accountabilities.
- **LMS Charitable Status** - LMS is a non-profit organization under the B.C. Society Act, and a charitable organization under Revenue Canada. Because of our charitable status, moorers are not required to pay GST on moorage charges and LMS can issue tax receipts for certain types of donations. But the growing size of our marina business relative to our heritage activities may raise

issues for our charitable status. We need to analyze the issues and meet with the Charities Directorate of Revenue Canada to seek the best outcome for our Society. Betty and Barrie will undertake this work.

- **Membership engagement plan** - our remarkable volunteers have contributed much to the success of LMS to date. Engaging and communicating with our membership is a critical area that we feel we need to improve on. Tim and Cliff are leading this work to develop initiatives to do a better job in this area.
- **Executive Director/ Wharfinger hiring, orientation, performance management** – ensuring we have the best candidates for these critical roles and that we have effective orientation and performance management for their respective roles is the scope of this work. Brian was leading the hiring process for both roles, the task leaders are accountable for orientation and Doug is accountable for ongoing performance management with the Executive Director. The Executive Director will be accountable for performance management with the Wharfinger.
- **Advertisements** - communication in local papers and boating publications is a critical time-consuming role. In the longer term, the Executive Director will be accountable for this. In the short term, Betty will take the lead on this initiative.
- **Festival** - our yearly maritime Festival is growing in scope and contribution to the

community. Cliff has the leadership accountability for the success of our Festival.

- **Heritage Strategy including vessels, museum, shop, and our tour boat programs** - Tim is leading this critical initiative to clarify and establish a sound foundation for our heritage strategies in the future. This work will start in the second quarter and continue for the remainder of the year. Tim will be developing a plan which we will share in future communications.
- **Marina operations, moorage contracts, boathouse standards** - Harold has the leadership accountability at the Board for our entire Marina operations. The responsibility for dealing with operating issues and improvements will be under the umbrella of the Executive Director and the Wharfinger. In the shorter term, Tim and Betty (along with outside legal counsel) are leading an update of our moorage contracts. Gordon and Martin will be ensuring that each boathouse has been assessed and is compliant with our boathouse standards. The Executive Director and the board are accountable for

April 1 implementation of these standards including dealing with removal of vessels/boathouses that do not meet standards.

- **Washrooms/office/reception facility scoping** - high-quality washrooms along with a visitor reception area and administration office are critical to our ability to attract Marine tourism to the harbour. We currently have access to space in the Expo legacy building for both washrooms and a reception area. We have growing concerns over the costs associated with bringing these facilities to usable standards. Tim is leading the development of alternatives for our future office reception and washrooms facility.
- **Community Marina advancement** - achieving the next steps in the development of the Ladysmith Community Marina is critical to our future. Doug and Barrie are leading this work on an ongoing basis. In the next few weeks, we need to complete the business plan that demonstrates our ability to finance an expanded Marina.

## A CANOE TO BE CARVED IN OUR MIDST

Chemainus First Nations sculptors will be overseeing the carving of a canoe from a 30 ft. log in Unit M of the Expo Legacy Building (where banners have been painted). This recently leased location will be a centre of activity starting in February to the end of May. Our members and citizens of Ladysmith will be able to watch the progress as helpers carve this traditional canoe which will be the centerpiece of

a tribal journey ceremony at our Ladysmith Maritime Festival on May 30. This exciting endeavour is the project of a B.C. Leadership Ladysmith Group, called the Five Star Cultural Connections, and LMS is proud to be able to support them on this project.

The finished canoe will be on display in the LMS marina, after the Festival.

## PICTURES ON A 4-SHARE SITE

Over 270 pictures depicting Ladysmith Maritime Society events and vessels have been posted on a file sharing site - take a look at some of our history at

[http://www.4shared.com/dir/9682432/78f9534/LMS\\_Pix.html](http://www.4shared.com/dir/9682432/78f9534/LMS_Pix.html)

Please post any pictures you have that will add to our collection.

## LADYSMITH MARITIME FESTIVAL MAY 30, 2009

This year's festival is shaping up well.

HMCS Oriole, Canada's Naval training ketch, will be on board for several days, providing sailing and dockside tours over the Festival weekend.

A local B.C. Leadership team, the Five Star Cultural Connection, is working with the Festival committee to provide a newly carved canoe and to present this canoe to the Councils of the Chemainus First Nation and the Town of Ladysmith. The tribal journey presentation will be held on our docks Festival Day. That evening there will be food and entertainment to further celebrate the team's event.

We have received the needed road closures to use the space in front of the Expo Legacy

building as our "kids' zone". Two jumbo inflated attractions, food vendors and entertainment will be situated in this area.

Work is progressing on filling the day's schedule of fun and entertainment. Mark your calendar and come down in your best pirate costume, and have some fun

Many of you, who have put your name forward to help out, will soon be contacted. If you have not volunteered yet, call or email Cliff Fisher **250-245-9236** or [cliffisher@shaw.ca](mailto:cliffisher@shaw.ca). Cliff will make sure everyone has fun.

Check out the Ladysmith Maritime Festival link on our society web page

**[www.ladysmithmaritimesociety.ca](http://www.ladysmithmaritimesociety.ca)**

## MUSEUM NEWS NEW DISPLAY – OLD OUTBOARDS

Sincere thanks to LMS members who brought their friends and relatives to visit the Museum last summer.

Our curator, Shirley Blackstaff, is currently working on an outboard motor display. It all started when a Cedar resident donated an older outboard last year. We are hoping to acquire more 40's, 50's, 60's motors to create an interesting display in the museum for the 2009 summer season.

If you can help us by donating, or loaning, old ***Motor Boating, Yachting Sail and Power, Boatbuilding*** magazines, advertising brochures, books, marine engines, outboard motors, marine radios or other nautical items, to be restored if necessary, and then displayed in our floating maritime museum, it will be most appreciated.

The Museum through its exhibits, displays and educational events aims to share the stories of the people for whom the waterfront has been an essential part of their lives. The displays are designed to encourage people to look back to the vibrant history of the Ladysmith harbour and discover the many changes that have occurred

over the years through the impact of cultural and industrial activities such as fishing, boat building, coal mining and logging.

We are interested in talking with you, or people you know, who have photographs or stories to share with us. Our museum volunteers are willing to contact donors and arrange to pick up suitable nautical items that will enrich the maritime history we are aiming to preserve. Marine items that are donated will be incorporated into new displays as they fit with our themes.

It is anticipated that the museum will be open 2 – 4 pm on Thursday - Sunday during July and August. More volunteers would mean more hours of operation. Shirley has great plans to expand the scope of interests offered through the museum but needs some assistance. If you are interested in helping in any way, or are willing to donate some articles relating to the marine history of Ladysmith, please contact: Shirley Blackstaff at **250-245-3075** or [vimarmot@shaw.ca](mailto:vimarmot@shaw.ca)

## BARN SWALLOWS MANAGED TO HAVE A SUCCESSFUL SUMMER AT LMS

Barn Swallows nesting at LMS in 2008 had a moderately successful nesting season, despite the cold spring and uncertain summer weather, likely because of varied nest start timing and a shorter nestling rearing period than Purple Martins that allowed them to more easily accommodate unfavourable conditions. There were five or possibly six Barn Swallow nests at LMS this year and most fledged 2 to 4 young, 10 of which were banded, though few if any pairs had an opportunity to raise a second brood with the cold spring and shortened nesting season. This is the largest number of successful nests at LMS in recent years (and to a far greater extent than martins, they DO eat mosquitoes).



After 30 years of population declines in BC, at least partly due to decreasing nesting opportunities in open buildings, bridges and other structures with new construction designs, unfounded disease fears and human disturbance, Barn Swallows were placed on the provincial Blue List of species-at-risk this year (giving them the same conservation status as Purple Martins), so they need our help to nest successfully and prevent further declines. Typically, by the time 'problem' nests in unsuitable locations in buildings are identified and often simply

destroyed, the birds are strongly bonded to that nest site and may spend the rest of the season trying to rebuild the nest, sometimes failing to breed at all if they aren't successful at re-nesting.

Our Purple Martin monitoring crew members worked with LMS staff and boat and boatshed owners to avoid unnecessary disturbance or destruction of nests that would disrupt or prevent breeding. Relocating nests from undesirable locations at the start of the nesting season and preventing droppings and nest debris from fouling boats, resulted in a substantial improvement in nesting success and production of young over recent years. We wish to thank those LMS members who

worked with us to achieve this success and will continue to monitor such nests and assist members with management of those nests in 'problem' locations in future.

Photos are of male Barn Swallow and successful nest with 4 nestlings on "Piggy" this summer



Bruce Cousens, Senior Biologist and Purple Martin Recovery Program

Coordinator  
Georgia Basin Ecological Assessment and Restoration Society (GBEARS)  
#4 - 1150 N. Terminal Ave., Unit 117, Nanaimo, BC V9S 5L6  
Phone/msg./fax: (250) 758-2922; E-mail: <pmartins@island.net>

## HERITAGE REVIEW

So many 'old things', so little time.... The board is undertaking a strategic review of LMS heritage initiatives. This will involve a number of discussions and meetings and is expected to begin with informal discussions in late February. Early on we should be reviewing the record of

accomplishments in this regard, to shed perspective on what has been accomplished and with what resources. 'Heritage Workshops' operated by the Town last year attracted large numbers of participants, so we may well find a trove of ideas there as well.

## AS THE CROW FLIES

Well just after two weeks on the job, I have seen an incredible amount of enthusiasm, passion, blood and sweat (real blood on the dock during Saturday's work party) throughout the Ladysmith Maritime Society.

I have been fortunate to meet many wonderful and dedicated people contributing in so many ways. What an outstanding Roast for Marvin! Many thanks to Marvin for his years of dedication and efforts. Thanks to the organizers; especially those that created the terrific meal (Mary Jean Vangenne and her team). Thank you Barrie for being a gracious and humorous (sometimes) Master of Ceremonies and also to the musical vocals of the Off Quay Trio. The Trio may want to keep their day jobs! This was a great way to meet so many members, volunteers and supporters.

Down on the dock, the upgrades and improvements are happening with the great assistance of many volunteers. Those present were Tony Bunn, John Bowen, Sandy Brown, Keith Brown, Ian Smith, Erik Olesen, Harold Moy, Ted Kordic, Bill and Mary Jean Vangenne, Gord Corbin, Graham Fletcher, Cliff Fisher, James White, John Dayton, Rowan Raphael,

Stan Pollard, Dave McClure, Heather Brown, Murray Weisshaar.

Harold Moy was been working feverously on the restroom, shower and laundry facilities. Once he has accomplished his magic, the guest rooms will be presentable for all users of the Marina and our companions within the Expo Building.

Stan Pollard and his team of volunteers are busy beautifying the grounds. Great thanks!

Shirley Blackstaff is preparing the museum for the summer tourist season. With her leadership, we are looking to bring more tourism and education to the community about our historic past.

Rob Pinkerton has his team ready to provide the Harbour Tours and will promote scenic tours of our beautiful harbour.

The Maritime Festival planning is in full swing thanks to the efforts of Cliff Fisher and his volunteer group. Mark May 30<sup>th</sup> on your calendar for this awesome event. Your participation will be appreciated.

Dave

## MEMBERS MEETING

**Feb. 24 – Legion Hall – 1930 (7:30 p.m.)**

**Meet our new Executive Director**

**Hear the latest on our development plans**

### LADYSMITH MARITIME SOCIETY

#11 – 740 1<sup>st</sup> Avenue, Ladysmith (above library)  
PO Box 1030, Ladysmith, BC V9G 1A7  
Office: 250-245-0109 Marina: 250-245-1146  
[www.ladysmithmaritimesociety.ca](http://www.ladysmithmaritimesociety.ca)