



2024

## NSEA Community Program Intern

Payton M. Bovee  
*Western Washington University*

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### Recommended Citation

Bovee, Payton M., "NSEA Community Program Intern" (2024). *College of the Environment Internship Reports*. 193.

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# COLLEGE OF THE ENVIRONMENT



**Internship Title:** NSEA Community Program Intern

**Organization Worked For:** Nooksack Salmon Enhancement Association

**Student Name:** Payton Bovee

**Internship Dates:** 9-13-2023 6-8-2024

**Faculty Advisor Name** Jim Helfield

**Department** ESCI

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**STUDENT SIGNATURE** \_\_\_\_\_

*Payton Bovee*

**DATE:** 6/13/2024 \_\_\_\_\_

**HUXLEY COLLEGE INTERNSHIP REPORT**

**I. STUDENT/INTERN INFORMATION**

Name: Payton Bovee	W#: W01553466
Major: Environmental Science	Concentration: Freshwater and Terrestrial Ecology
Internship Title: NSEA Community Program Intern	
Period of Internship: 9/13/2023 – 6/8/2024	
Avg. Hours per Week: 11	Total Hours Worked: 373

**II. HOST INSTITUTION INFORMATION**

Institution Name: Nooksack Salmon Enhancement Association (NSEA)
Institution Address: 3057 E Bakerview Rd, Bellingham, WA 98226
Institution Mission: The Nooksack Salmon Enhancement Association educates, inspires, and engages the community to act to keep wild salmon here for future generations (NSEA 2024a).
Supervisor Name and Title: Avery Garritano, Stewardship Coordinator
Supervisor Contact Information: Email: <a href="mailto:agarritano@n-sea.org">agarritano@n-sea.org</a> Phone: (360)715-0283

### III. DESCRIPTION

Provide a brief description of the project or program on which you worked, the objectives of that project or program, and your role as an intern within that project or program:

The community program internship was designed to support NSEA's program team by facilitating community and student opportunities to engage with salmon and restoration activities throughout Whatcom County. The goal is to provide Whatcom County residents with hands-on experience in restoration and the tools/knowledge to act as stewards of salmon habitat. This is accomplished through several outreach opportunities including NSEA's Students for Salmon program, community work parties, Salmon Club, and salmon sighting events. As an intern, I was a facilitator and educator at all these events. I led Students for Salmon field trips alongside two of my fellow interns and taught 4<sup>th</sup> graders about macroinvertebrates, water quality, and native plants. After lunch, I also led the students in a smaller-scale restoration activity in which we removed invasives or planted native trees/shrubs. I was lucky enough to work as an educator/leader of salmon club, an after-school program offered at Birchwood Elementary aimed at getting students to engage with the outdoors. We would go on daily walks and teach 1<sup>st</sup> and 2<sup>nd</sup> graders about a broad range of environmental topics, not just about salmon. During community work parties I had several roles that ranged from collecting macroinvertebrates to leading a group of volunteers. More often than not I was a small group leader in charge of an average of 15 volunteers. As a small group leader, I introduced volunteers to the site, led tool safety, planting, and blue tube making demonstrations, provided support, and used that time to talk about salmon and riparian restoration. Similarly, during salmon sighting events I taught visitors about salmon, opening the floor to conversations about current threats to salmon habitat and restoration projects.

### IV. DUTIES AND RESPONSIBILITIES

Provide a list of your specific duties and responsibilities as an intern:

- Educated 4th-grade students about salmon and their habitat (including macroinvertebrates, water quality, and native plants) during Students for Salmon field trips
- Collected water quality data that was later entered into EarthEcho, a global database that collects water quality data from citizen scientists. Data collected included turbidity, DO levels, water temperature, and macroinvertebrates found
- Led volunteers during community work parties where I was in charge of giving tool safety, planting, and blue tube making demonstrations
- Educated volunteers and community members about threats to salmon and ongoing restoration projects/efforts at community work parties and salmon sighting events
- Taught 1<sup>st</sup> and 2<sup>nd</sup> graders about a variety of environmental topics (e.g., salmon, the ocean, invertebrates, watersheds) during Salmon Club meetings
- Worked collaboratively with fellow interns to plan, organize, and successfully carry out events
- Assisted in miscellaneous tasks (e.g., set up/clean up of events, tool maintenance, flyering for events, making new program materials, social media content creation)

### V. LEARNING OBJECTIVES

Describe what you learned from your internship and how this experience contributed to your educational goals:

This internship has increased my overall confidence in having conversations about salmon, habitat restoration, and the environment. There were several opportunities throughout my time at NSEA to attend Salmon 101 trainings where we had speakers come in and teach us about salmon and open the floor to questions. I was also able to learn a lot from the Washington Conservation Corps (WCC) crew and restoration technician crew about specific restoration projects NSEA was undertaking. Moving into the spring NSEA is doing a lot of culvert removal and bridge building to eliminate barriers to migration and spawning while flows are low. Being surrounded by such knowledgeable people and being able to connect with these people on a daily basis has broadened my understanding and knowledge surrounding threats to salmon and habitat restoration. I was also able to get to know Amy and Anitra and learn more about grant writing and what goes into running a non-profit. NSEA has also supported me job-wise by hosting resume workshops that I took advantage of. During work parties, salmon sighting events, and Students for Salmon field trips, even though I took on more of an educator and facilitator role, I was still able to learn a lot from my peers and volunteers that I engaged with. Connecting with such a diverse group of people in terms of age and background

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has broadened my perspective and general knowledge about the environment. I met a woman named Holly who taught me all about macroinvertebrates and lampreys and a man named Don who taught me about storm drains and rain gardens. Holly and Don are just a few examples, but without NSEA I wouldn't have had the opportunity to connect with these people and learn as much as I did. My goal academically and personally is always to learn as much as possible. Through this internship, I was also able to develop a lot of soft skills such as leadership, collaboration, and communication skills that will benefit me in the long run. I also used this internship as an opportunity to gain real-world experience and explore potential areas of interest and career avenues. When thinking about graduate school and post-grad this experience will not only bolster my resume but will also guide and help me decide what I want to do in life.

## VI. LITERATURE CITED

Provide reference information for all sources cited in your report:

Nooksack Salmon Enhancement Association (NSEA). 2024. Who We Are: About NSEA.  
<https://www.n-sea.org/about-nsea>, accessed June 11, 2024.

**APPENDIX I. SUPERVISOR LETTER**

Attach a signed letter from your supervisor, on the host institution’s letterhead, stating that you have completed the internship according to the organization’s expectations and confirming the dates and number of hours of your internship work.



**FLOW Evaluation**

NSEA could not achieve all the work we do to support salmon recovery in Whatcom County without the help of volunteers and interns from our community. We want internship through our FLOW Program to be valuable for NSEA and for our interns. This evaluation form is intended to provide you with feedback to help you excel in your professional future. Please don't hesitate to contact your supervisor if you have any questions about this evaluation. Thank you for being a part of NSEA!

Intern’s Name: Payton Internship: Fall 2023 CPI  
 Supervisor’s Name: Grace Pierstorff Evaluation Date: 12/8/23  
 Circle one: Midterm Evaluation **Final Evaluation**

Please indicate in the appropriate column whether the intern met expectations during the internship:

	Characteristic	Yes	No	Comments
<b>Time Management</b>	attends all required meetings/trainings	X		
	arrives prepared and ready	X		
	fills out and submits all paperwork in a timely manner	X		
<b>Professionalism</b>	appropriate appearance, dress, nametag, and language	X		
	follows policies, procedures, and training	X		
	respectful, appropriate relationships with others	X		

Please select the appropriate column that best describes the intern’s performance during their internship:

	Characteristic	Excellent	Above Average	Average	Below Average	Poor
<b>Initiative and Leadership</b>	engaged in tasks, remains productive until all tasks are complete		X			
	willingness to connect with NSEA staff and network			X		
	seeks increased responsibilities, looks for opportunities to learn and volunteer		X			
	willing to go above and beyond		X			
	takes responsibility for own actions		X			
	exhibits good character and role model qualities		X			
	ensuring safety on the job		X			
<p>Comments on initiative and leadership:                      You work to make sure tasks are completed thoroughly and work alongside others well. You look for ways to jump in and help and make sure that your own tasks are done. I can trust that you are all set and ready to go on field trips, and you’ve stepped in to help others wrap up theirs as well.                      Your peers stated: You are on top of your tasks and will offer to help others when your tasks are finished. They said you get in the zone when we arrive to field trips and work parties, appear excited about your work, and you help volunteers and students to correctly use tools in a kind and respectful manner. If there are extra tasks, you are one of the first to volunteer and follows through with the activity. You take initiative to correct, add, or guide information given to students or volunteers.</p>						
	Characteristic	Excellent	Above Average	Average	Below Average	Poor
<b>Communication and Teamwork Skills</b>	verbal/written communication		X			
	appropriate forms of communication		X			
	asks for help when needed			X		

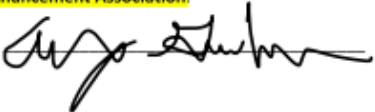
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	exhibits good listening and comprehension		X			
	collaborative approach		X			
	engaging the community		X			
<p>Comments on communication and teamwork skills:</p> <p>You engage really well with students. You hold their focus, are very excited and energetic, and make sure that they're learning the material on field trips. You exhibit good listening by following supervisor direction and look for ways to help your peers. While you don't always need to ask questions, always feel free to do so if there is something that you need clarified or want to learn more. You engage well one-on-one or with small groups of students during restoration. This is another great point of connection with them, furthering their positive association with the field trip and taking away more moments of learning how to be a steward of their lands and waterways.</p> <p>Your peers stated: that you are excitable and outgoing. You work well with children and are good about engaging with volunteers. You communicate thoroughly and clearly, while maintaining a friendly attitude and respectful relationship with volunteers and students. You are an excellent team member. Your communication is always respectful, sometimes your enthusiasm is contagious. You ask peers if they need help and are great at balancing tasks and responsibilities in a timely manner.</p>						
<b>Reliability and Adaptability</b>	adapts to changes throughout the internship		X			
	ability to independently problem solve/changes approach or methods to best fit the situation		X			
	responds to requests/follows instructions and supervisor direction		X			
	manages competing demands		X			
<p>Comments on flexibility and adaptability:</p> <p>You have adapted well to inclement weather, challenging macroinvertebrate locations, and various behavior needs from students.</p> <p>Your peers stated: You are on time and are able to work through relatively stressful situations or changing plans. You are a great problem solver and always remain productive. You present material accurately in an engaging, constructive, and relatable way. You can easily adapt to changing plans and completes tasks thoroughly.</p>						

<b>Overall Rating (please circle)</b>	Excellent	<b>Above Average</b>	Average	Below Average	Poor
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- In what areas does the intern excel?  
You excel at presenting educational material in a fun and engaging way. You work really well with students and are a positive and encouraging presence on the intern team. You are an independent worker while also collaborate well with your peers. You have a loud teaching voice and give clear instructions. You engage well with volunteers, and have potential to be a strong leader. Your confidence and assuredness will be great skills moving forward.
- What areas does the intern wish to continue developing?  
Leadership skills and collaboration. Often slips into West follower mode, wants to grow in in-charge leadership role. On field trips, working on class management skills.
- What suggestions would the supervisor offer the intern to enhance their career development and future job success?  
I would suggest that you continue to work on your outward leadership skills. Look for ways to step into roles without being asked, and bring others along with you to lift them up in leadership. Use your confidence and your strong group management skills and they will take you far.

**Payton has completed 132 total internship hours with the Nooksack Salmon Enhancement Association.**

Intern Signature: \_\_\_\_\_ Supervisor Signature: 

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**FLOW Evaluation**

NSEA could not achieve all the work we do to support salmon recovery in Whatcom County without the help of volunteers and interns from our community. We want internship through our FLOW Program to be valuable for NSEA and for our interns. This evaluation form is intended to provide you with feedback to help you excel in your professional future. Please don't hesitate to contact your supervisor if you have any questions about this evaluation. Thank you for being a part of NSEA!

Intern's Name: Payton Bovee Internship: Community Program Internship/Certificate Program Internship Spring

Supervisor's Name: Avery Garritano Evaluation Date: 5/30/24

Circle one: Midterm Evaluation **Final Evaluation**

Please indicate in the appropriate column whether the intern met expectations during the internship:

	Characteristic	Yes	No	Comments
<b>Time Management</b>	attends all required meetings/trainings	X		Payton maintains great attendance. She was able to make it to work despite car troubles
	arrives prepared and ready	X		Payton arrives at work on time and ready to work
	fills out and submits all paperwork in a timely manner	X		For the most part, Payton submits materials on time. She sometimes misses the 24 hr mark for emails
<b>Professionalism</b>	appropriate appearance, dress, nametag, and language	X		No issue
	follows policies, procedures, and training	X		No issue
	respectful, appropriate relationships with others	X		Payton maintains a positive, supportive demeanor regardless of work conditions

Please select the appropriate column that best describes the intern's performance during their internship:

	Characteristic	Excellent	Above Expectations	Meets Expectations	Below	Poor	Comments
<b>Initiative and Leadership</b>	engaged in tasks, remains productive until all tasks are complete	X					Payton always seems on task when at work, she seems to know the flow of programs and how best to fit in and efficiently do what needs to be done.
	willingness to connect with NSEA staff and network		X				Payton has attended additional NSEA events, such as the ACC. She has also networked with volunteers (Holly)
	seeks increased responsibilities, looks for opportunities to learn and volunteer		X				Payton has helped out with the Birchwood after school program
	willing to go above and beyond		X				
	takes responsibility for own actions		X				Payton is great at receiving feedback in the moment
	exhibits good character and role model qualities	X					Payton's positivity, humor, and support set the tone for work and help uplift peers, volunteers, and students. One peer commented "Payton is really great at connecting with community members naturally and ensuring people feel welcome and heard."
	ensuring safety on the job	X					Payton is very comfortable giving the safety demo and is able to explain expectations in a clear manner.

Additional comments on initiative and leadership:

Supervisors: Payton is becoming more comfortable in her leadership role. Peers praise her skills in education and view her as a role model.

Peers: Payton is a great educator, and it is obvious the kids look up to her. She is a great role model and passionate about the environment, this shines through during field trips. She is always interacting with volunteers and kids for the entire WP or FT. She also always volunteers to take on additional tasks at the end of the day.



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	Characteristic	Excellent	Above Expectations	Meets Expectations	Below	Poor	Comments
<b>Communication and Teamwork Skills</b>	verbal/written communication		X				
	appropriate forms of communication			X			Payton communicates with the appropriate supervisor whenever something may arise
	asks for help when needed		X				Payton communicates promptly when she needs help or has questions
	exhibits good listening and comprehension		X				Payton needs little direction and is able to effectively complete assigned tasks
	collaborative approach	X					Payton works well with peers, regardless of co-lead or field trip team Payton is flexible and efficient
	engaging the community	X					Payton creates a welcoming atmosphere for students and volunteers. She is naturally humorous and charismatic, and I notice the trickle down effect this has on her audience. She is frequently engaged in conversation with volunteers during events and is able to teach about NSEA and environmental science through her own experiences and education
Additional comments on communication and teamwork skills:							
Peers: Very clear communication during set-up and take-down of WPs and FTs. Payton is a clear communicator and is dependable.							

	Characteristic	Excellent	Above Expectations	Meets Expectations	Below	Poor	Comments
<b>Reliability and Adaptability</b>	adapts to changes throughout the internship		X				Payton has some schedule changes with school that she effectively communicated with supervisors and adapted to ensure she was meeting NSEA schedule expectations. Weather has also posed issues and Payton has been able to problem solve and determine ways to combat poor conditions
	ability to independently problem solve/changes approach or methods to best fit the situation	X					Similar to above, Payton is often one to actively seek solutions and alternatives to roadblocks that may pop up. She shares many field trip examples. I also apply this to towing Big green truck and teaching the team the best methods to handle a stuck truck
	responds to requests/follows instructions and supervisor direction		X				
	manages competing demands		X				Payton has effectively balanced work, school, and personal demands
Additional comments on flexibility and adaptability:							
Peers: Payton is great to work with on a day where plans may be changing. She also picks up shifts and helps coworkers often. Payton maintains a positive attitude and keeps everyone engaged, even in adverse weather.							

<b>Overall Rating (please circle)</b>	<b>Excellent</b>	Above Average	Average	Below Average	Poor
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1. In what areas does the intern excel?

Supervisors: Payton is an excellent leader, educator, and community mentor. She thrives outdoors and has noticeably improved in her comfort and ability to engage with community members. Grace and peers praise her educator skills, it seems like students really respect and look up to Payton.

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Peers: Payton has shown a lot of growth during this internship and is a joy to be around, as a coworker and mentor for kids!

### 2. What areas does the intern wish to continue developing?

Payton: "I want to feel more confident in doing the work party intro. I've only actually done the intro once or twice and usually just do tool safety and planting demos. I also think that while giving these/addressing a bigger group I could do a better job of projecting my voice, sounding more confident in what I'm saying, and looking up/making eye contact."

- This can translate to public speaking in any context. Practice allows for more confidence, and I think you appear more confident than you give yourself credit for.

I definitely do a better job with talking to volunteers 1 on 1 or in a small group. I think compared to last year I've definitely gotten better about being more of an outward leader but I can always improve.

- I feel like when I've observed you engaging with volunteers, you do a great job. Maybe you can practice effectively initiating and ending conversations, and chatting with folks you wouldn't typically approach. This is something you can test run this weekend at the 6/1 WP.

I also wish that my schedule would have allowed me to shadow one of the restoration techs throughout their day just so I could learn more about what they do and also about the different kinds of restoration activities they do. At work parties we only really see planting and invasive removal which I know is probably the bulk of it."

- You can absolutely still shadow even after your internship; just let us know and I can connect you with James and crew. Also consider talking to Emily.

### 3. What suggestions would the supervisor offer the intern to enhance their career development and future job success?

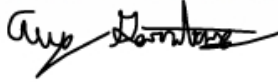
- Keep networking, pursue experiences that can build your resume.

### 4. Additional remarks:

It has been a pleasure working with you Payton!

**NOTE: Since September 2023, Payton has worked a total of 373 hours with NSEA.**

Supervisor Signature:



**APPENDIX II. SUPPORTING DOCUMENTS**

Attach copies of any reports, presentations or other deliverables that you produced during your internship, if applicable.