

COUNTY: Skagit

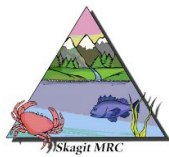
Grant Number: SEANWS-2021-skCoPW-00003

PROJECT TITLE: Northwest Straits Project: Skagit Marine Resources Committee Operations

DELIVERABLE TASK NUMBER: Task 5.5 Salish Sea Stewards Final Report- 2023

PERIOD COVERED: October 1, 2022 – September 30, 2023

DATE SUBMITTED: October 6, 2023



This project has been funded wholly or in part by the United States Environmental Protection Agency under Assistance Agreement CE01J97401 to Puget Sound Partnership. The contents of this document do not necessarily reflect the views and policies of the Environmental Protection Agency, nor does mention of trade names or commercial products constitute endorsement or recommendation for use.

## **Report: Salish Sea Stewards Program October 2022 – June 2023**

**Salish Sea Stewards Training Program Planning and Implementation:** The Padilla Bay National Estuarine Research Reserve implemented the Salish Sea Stewards program from February 7, 2023 – April 24, 2023. This included eleven 4-hour trainings for a total of 44 hours. Padilla Bay used the previous program materials as a model. However, this year we returned to how this training had been implemented before COVID-19. All except for 1 speaker joined the training in-person. All the trainees were expected to join in-person for 9 out of the 11 training sessions. This decision was made with the guidance of the Salish Sea Stewards Advisory Committee.

The training included 31 speakers who work for various state agencies, non-profits, tribes, and universities on programs and research that are focused on marine conservation in the Salish Sea and in Skagit County. The list of speakers was drafted from a list of previous speakers and from recommendations from the Salish Sea Stewards Advisory Committee. The trainings provided information on various Skagit MRC programs, such as the forage fish surveys, native oyster restoration, Bowman Bay restoration, kelp monitoring, and European green crab trapping. The full list of speakers and training topics is included on pages 3-5.

Twenty-four out of 26 participants completed the program. Fourteen people were on the waitlist. A list of the 24 graduates of the 2023 Salish Sea Stewards program is included on page 6 of this report. The 24 graduates received a certificate of completion, name tag, and a t-shirt.

Padilla Bay implemented a program evaluation at the end of the training season. The questions and analysis are included on pages 30-47. The program evaluation provided Padilla Bay with four conclusions that we will use to develop the 2024 training season. These include:

- 1) The participants appreciated the outdoor and hands-on learning opportunities. These type of learning experiences should be included in the 2024 training season.
- 2) The program would benefit from a mid-season evaluation. Some of the suggestions shared in the program evaluation could have been addressed during the 2023 program.
- 3) The program should consider delaying the start time for each session by 15-30 minutes to implement an ice breaker or group activity in order to facilitate discussion and networking.
- 4) The program should ensure applicants understand what they are signing up for during registration and the first two weeks of the training.

Also, Padilla Bay staff attended monthly Salish Sea Stewards Advisory Committee meetings to identify relevant and emergent content and issues impacting the Salish Sea and to work collaboratively on the development of the 2023 training season. The Salish Sea Stewards Advisory Committee and Padilla Bay maintained a Google Drive folder for planning documents and materials for the participants. The link to these resources is included on page 7.

**Salish Sea Stewards Recruitment and Training:** The Salish Sea Steward Advisory Committee and Padilla Bay worked together to produce promotional materials for the 2023 Salish Sea Stewards training season. The marketing resources for 2023 can be found on page 16-27. The Salish Sea Stewards Advisory Committee shared promotional materials with the following organizations: Skagit MRC, Padilla Bay newsletter, NWSI newsletter, Skagit County Clean Water electronic newsletter, The Wave, Facebook Page & Group, GoAnacortes (online)/ Anacortes American (weekly), Skagit Valley Herald (hard copy) / GoSkagit (online), Transition Fidalgo and Friends, Skagit Watershed Council, Skagit Fisheries Enhancement Group, Skagit Land Trust, Skagit Conservation District, Skagit Audubon, Clamdigger, Skagit Valley Herald- 360 (calendar), Anacortes Chamber of Commerce, Skagit EcoNet / SCEA, City of Anacortes Publication, Port of Anacortes online Calendar, Friends of Skagit Beaches, Deception Pass Park

Foundation, Cascadia Daily, Concrete Herald, Indivisible Skagit, La Conner Weekly, Anacortes Community Forest Lands, Burlington Chamber of Commerce, Concrete Chamber of Commerce, La Conner Chamber of Commerce, Mount Vernon Chamber of Commerce, and Sedro Wooley Chamber of Commerce



## Salish Sea Stewards - 2023 Training Schedule

Each session will meet at the training room at the Padilla Bay National Estuarine Research Reserve (10441 Bayview Edison Rd, Mount Vernon, WA 98273) from 1 pm – 5 pm on Tuesdays from February 7<sup>th</sup> to April 25<sup>th</sup>. There will be field trips on March 14<sup>th</sup>, April 4<sup>th</sup>, and April 11<sup>th</sup>. We will not meet on March 21<sup>st</sup>.

Please email your questions to [salishseastewards@gmail.com](mailto:salishseastewards@gmail.com) or call 360-299-7990.

### **Training 1– February 7, 2023**

Time: 1:00 pm – 5:00 pm

Theme: Welcome

Location: Padilla Bay

Speakers:

- Welcome to Padilla Bay - Jude Apple, Padilla Bay National Estuarine Research Reserve (NERR)
- Introduction to the Salish Sea Stewards Program – Darla Gay Smith, Pete Haase, Lynne Wenberg, Salish Sea Advisory Council
- Introduction to the Northwest Straits Commission - Lucas Hart, Northwest Straits Commission
- Logistics - Sara Brostrom, Padilla Bay NERR
- Ecosystem Services - Jude Apple, Padilla Bay NERR

### **Training 2– February 14, 2023**

Time: 1:00 pm – 5:00 pm

Theme: Padilla Bay

Location: Padilla Bay and Mudflat

Speakers:

- Geology of the Beaches in Skagit – Scott Peterson, Local Geologist
- Eelgrass and Estuaries- Sylvia Yang, Padilla Bay NERR
- Mudflat Safari - Padilla Bay Education Team

### **Training 3– February 21, 2023**

Time: 1:00 pm – 5:00 pm

Theme: Water Quality and Monitoring

Location: Padilla Bay

Speakers:

- Water Quality and Water Pollution - Karen DuBose, Skagit County
- MyCoast app- Christopher Robertson, Washington WA Department of Natural Resources
- BEACH Program- Heather Gibbs, Washington Department of Ecology

- STREAM Team and BEACH Program at Padilla Bay – Padilla Bay Staff

#### **Training 4– February 28, 2023**

Time: 1:00 pm – 5:00 pm

Theme: European Green Crab

Location: Padilla Bay

- European Green Crab with WA Sea Grant- Emily Grayson, WA Sea Grant
- European Green Crab with NW Straits Commission– Allie Simpson, Jeff Whitty, and Leah Robison, NW Straits Commission
- Batillaria Overview and European Green Crab- Roger Fuller and Angelica Lucchetto, Padilla Bay NERR

#### **Training 5– March 7, 2023**

Time: 1:00 pm – 5:00 pm

Theme: Organisms of the Salish Sea

Location: Padilla Bay

Speakers:

- Native Oyster Restoration- Paul Dinnel, Skagit MRC
- Southern Resident Orcas (or killer whales): Research & Recovery -Tracie Merrill, Whale Museum
- Coastal Observation and Seabird Survey Team (COASST)- Julia Parrish, COASST / University of Washington

#### **Training 6– March 14, 2023**

Time: 1:00 pm – 5:00 pm

Theme: Naturalist and Tide Pools

Location: Padilla Bay and Deception Pass State Park

Speakers:

- Volunteering at Padilla Bay’s Aquarium and Touch Tank – Padilla Bay Staff
- Beach Naturalist Program- Joy Kacroroski, Deception Pass State Park
- Tide Pool Exploration at Deception Pass State Park– Padilla Bay Staff and Deception Pass State Park Staff

***We will skip March 21<sup>st</sup> so you can attend the Beach Naturalists Program at Deception Pass State Park on March 21<sup>st</sup>, 23<sup>rd</sup>, and 24<sup>th</sup>. Link to additional information:***

***<https://deceptionpassfoundation.org/get-involved-2/beach-naturalists/>***

#### **Training 7– March 28, 2023**

Time: 1:00 pm – 5:00 pm

Theme: Kelp of the Salish Sea

Location: Padilla Bay and Kelp monitoring location

Speakers:

- Kelp Distribution – Danielle Claar, WA Department of Natural Resources
- Kelp Monitoring- Jeff Whitty, Northwest Straits Commission

- Plankton and Volgistics – Chandler Colahan, Padilla Bay NERR

#### **Training 8– April 4, 2023**

Time: 1:00 pm – 5:00 pm

Theme: Restoration and Monitoring

Location: Padilla Bay and Bowman Bay

Speakers:

- Upland Restoration at Padilla Bay- Cori Gardner, Padilla Bay NERR
- Bowman Bay Restoration- Lisa Kaufman, Northwest Straits Foundation
- Intertidal Monitoring- Jason Morgan, Northwest Straits Foundation

#### **Training 9– April 11, 2023**

Time: 1:00 pm – 5:00 pm

Theme: Climate Change and Plastics

Location: Padilla Bay and March's Point

Speakers:

- Ocean Acidification- Brooke Love, Western Washington University
- Communicating about Climate Change- Susan Wood, Padilla Bay NERR
- Plastics Monitoring- Hillary Burgess, National Oceanic and Atmospheric Administration (NOAA)

#### **Training 10– April 18, 2023**

Time: 1:00 pm – 5:00 pm

Theme: Fish and Shellfish

Location: Padilla Bay

Speakers:

- Derelict Fishing Gear – Jason Morgan, NW Straits Foundation
- Forage Fish in the Field – Pete Haase, Salish Sea Stewards Advisory Council
- Tribal Treaty Fishing Rights and Shellfish – Julie Barber, Swinomish Indian Tribal Community
- Volgistics Check-in – Chandler Colahan, Padilla Bay NERR

#### **Training 11– April 25, 2023**

Time: 1:00 pm – 5:00 pm

Theme: Communication and Celebration

Location: Padilla Bay

Speakers:

- Informal Learning- Jude Apple and Susan Wood, Padilla Bay NERR
- Overview of the Volunteer Activities and Next Steps – Sara Brostrom, Padilla Bay NERR
- Congratulations from the Salish Sea Stewards Advisory Committee - Salish Sea Stewards Advisory Committee
- Certificates and Celebrate- Salish Sea Stewards Advisory Committee

### 2023 Graduates of the Salish Sea Stewards Program

Last Name	First Name
Apple	Chris
Bradshaw	Dorothy
Brady	Mary Jean
Brueger	Kathleen
Burton	Ryann
Conte	Ron
Economon	Susan
Greathouse	Darrell
Greathouse	Evelyn
Griffin	John
Harvey-Morgan	Joyce
Hirdler	David
Hirdler	Kathy
Johnson	LJ
Kaluna	Noelle
Lloyd	Denby
Mielke	Ryan
Pittman	Hannah
Taylor	Diana
Tilles	Dean
Tweed	Teresa
Voie	Alison
Wasson	Carol
Wherry	Trina

## **2023 Google Drive Links**

### **2022 Salish Sea Stewards – participant folder:**

[https://drive.google.com/drive/folders/1UmgFGsreFcs5Y3oBsRmungen\\_TQxQE3Lc?usp=sharing](https://drive.google.com/drive/folders/1UmgFGsreFcs5Y3oBsRmungen_TQxQE3Lc?usp=sharing)

This folder was shared with the participants. It contains volunteer lists, speakers slides and recordings, contact information, and general resources.

### **Salish Sea Stewards at Padilla Bay:**

<https://drive.google.com/drive/folders/1zMBJHhO8wE1e2cKf6lc3zLS9QB9qJ6Oq?usp=sharing>

This folder is used for planning and for collaboration with the Salish Sea Stewards Advisory Committee.



## 2023 Photos



Mudflat safari – February 2023



Learning about estuaries – February 2023





Learning about European Green Crab and Batillaria – February 2023



Learning about European Green Crab and Batillaria – February 2023





Learning about European Green Crab and Batillaria – February 2023



Classroom lecture with Department of Ecology – February 2023





Learning about the Naturalist Program at Deception Pass State Park – March 2023



Learning about monitoring at Bowman Bay – April 2023





Learning about restoration at Bowman Bay – April 2023



Learning about marine debris at March Point – April 2023





Learning about marine debris at March Point – April 2023



Learning about forage fish – April 2023





Group photo at Bowman Bay – April 2023



Weekly snack table – February 2023 – April 2023





Check-in table – February 2023 – April 2023



Alumni helping with coffee – February 2023 – April 2023



Promotional Flyer



## Salish Sea Stewards Volunteer Training 2023

February 7 – April 25, 2023

Tuesdays 1:00-5:00 pm

Proof of vaccination required

Registration form can be found at [www.skagitmrc.org](http://www.skagitmrc.org)

Deadline to register January 31, 2023



40 hours of free community science training, in-person classes and hands-on exploration. Participants return 40 hours of volunteer service in one year. Learn about the Salish Sea from local experts. Find out about volunteer opportunities that will help you make a difference in your community.



Direct questions to [salishseastewards@gmail.com](mailto:salishseastewards@gmail.com)

For more information: [www.skagitmrc.org](http://www.skagitmrc.org)



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## Become a Salish Sea Steward

**FREE** Training  
**February 7 – April 25, 2023**  
Tuesdays, 1:00pm – 5:00pm

Do you love our Skagit County bays and beaches? Do you love science and learning about the Salish Sea and all the creatures and plants that live here? Do you want to make a difference protecting and restoring these wonders?

### Then We Are The Program for YOU!

The Salish Sea Stewards Program offers 40 hours of **FREE** community science training taught by local experts. No experience necessary! In return, participants pledge to commit 40 hours of volunteer service in one year or as able.

Learn from many local experts on a variety of topics impacting the Salish Sea including intertidal habitats, geology, forage fish, kelp, water quality, climate change, marine mammals, coastal processes, and more! Meet new friends and learn about the different volunteer opportunities to help make a difference in Skagit County.

Training starts **February 7 - April 25, 2023**. In-person classes will be held Tuesdays from 1:00pm - 5:00pm at the Padilla Bay Reserve, 10441 Bayview-Edison Road, Mount Vernon. Field training session locations TBD.

Registration deadline is **January 31, 2023**. Space is limited, so don't wait! Registration forms are available on the Skagit Marine Resources Committee website: [www.skagitmrc.org](http://www.skagitmrc.org). For more information contact: [salishseastewards@gmail.com](mailto:salishseastewards@gmail.com).

*The Salish Sea Stewards Volunteer Training Program is a project of the Skagit County Marine Resources Commission in partnership with Padilla Bay National Estuarine Research Reserve and Friends of Skagit Beaches. This project has been funded wholly or in part by the United States Environmental Protection Agency under Assistance Agreement CE01J97401 to Puget Sound Partnership. The contents of this document do not necessarily reflect the views and policies of the Environmental Protection Agency, nor does mention of trade names or commercial products constitute endorsement or recommendation for use.*





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**COMMUNITY ANNOUNCEMENTS CON'T**

The Anacortes Branch of AAUW presents "Women at the Helm: Defying Stereotypes in the Male-Dominated Maritime World" on Thurs., Jan. 12th, 7pm, Anacortes Public Library

Skagit Valley Genealogical Society (SVGS) meets Sat., Jan. 14th, 12:45-2:30pm, Burlington Public Library, 820 E. Washington Ave. Dave Obee presents "Canada Online - Resources for your Canadian Roots". Guests are welcome in-person or via Zoom by emailing your name to rootsproject1@gmail.com. See SkagitValleyGenealogy.org for more

**Become a Salish Sea Steward!** The Salish Sea Stewards Program offers 40 hours of free community science training taught by local experts. No experience necessary. In return, participants pledge to commit 40 hours of volunteer service in one year or as able. Training Tuesdays, Feb. 7th thru April 25th, 1-5pm, at the Padilla Bay Reserve, 10441 Bayview-Edison Rd., Mt. Vernon. Registration deadline is Jan. 31st. Registration forms are available on the Skagit Marine Resources website: [www.skagitmrc.org](http://www.skagitmrc.org). For more info contact [salishseastewards@gmail.com](mailto:salishseastewards@gmail.com)

**Anacortes Key Club Christmas Tree Pickup** - Jan. 7th, 2023. Donations accepted. [AnacortesKeyClub@gmail.com](mailto:AnacortesKeyClub@gmail.com) for questions or donations

1/5

**JANUARY 2023 PROGRAMS & SPECIAL EVENTS AT THE ANACORTES PUBLIC LIBRARY, 1220 10th St.** Get a jumpstart on your New Year's resolutions with programs that will get you moving and expand your mind. **SPECIAL EVENTS: Fantasy for All Ages: Volunteers Needed** - Our annual genre celebration returns in February, and we need your help! We are looking for volunteers of all ages to help plan, set up, assist, and take down. Sign up online at [library.cityofanacortes.org](http://library.cityofanacortes.org). Volunteer opportunities begin in January and the event itself will be Sat., Feb. 25th. **Puzzle Palooza** - Extended until Sat., Jan. 7th. Bring in a gently used puzzle to share. Trade yours for one that is new-to-you, or simply donate your extra puzzles. **ADULT PROGRAMS:** Wednesday evening programs begin after regular library hours; yoga begins before regular library hours. No library services are available after 6pm or before 10am. **Yoga at the Library: Gentle Flow for Adults** - Sat., Jan. 7th & 21st, 9am. Com. Mtg Rm. Now offered twice a month! Join us on the 1st and 3rd Saturdays of the month for a simple 60-minute yoga practice designed for every body. Move through some basic poses while linking breath to movement. Great for beginners or anyone looking for a gentle practice. Bring your own yoga mat. **Talking with Teens** - Wed., Jan. 11th, 6pm, Com. Mtg Rm. Skagit Domestic Violence and Sexual Assault Services will lead this adult workshop on how to talk to your teen about consent and healthy relationships. Coinciding with workshops happening at the high school this week, learn how you can support your teen in setting boundaries for all kinds of relationships. **Maritime Speaker Series: Andy Schwenk** - Sat., Jan. 14th, 2pm, Com. Mtg Rm. Join us on the 2nd Saturday of the month for nautical lectures and lessons. **My Otherland** - Wed., Jan. 18th, 6pm, Com. Mtg Rm. The library and PFI & C Skagit present the film

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Facebook – November 28, 2022



## Salish Sea Stewards Volunteer Training 2023

February 7 – April 25, 2023  
Tuesdays 1:00-5:00 pm  
Proof of vaccination required  
Registration form can be found at [www.skagitmrc.org](http://www.skagitmrc.org)  
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Timeline photos · Nov 28, 2022 · 

[Add Location](#) · [View Full Size](#) · [Make profile picture](#) · [More](#)

GoSkagit– January 24, 2023

[https://www.goskagit.com/townnews/work/salish-sea-stewards-to-start-volunteer-training/article\\_a707ffc4-9b70-11ed-bc54-07c298f9fe85.html](https://www.goskagit.com/townnews/work/salish-sea-stewards-to-start-volunteer-training/article_a707ffc4-9b70-11ed-bc54-07c298f9fe85.html)

## Salish Sea Stewards to start volunteer training

EMMA FLETCHER-FRAZER @Emma\_SVH  
Jan 24, 2023

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1/27/23, 11:45 AM

Salish Sea Stewards to start volunteer training | Work | goskagit.com



Salish Sea Stewards learn at the Fidalgo Bay Resort in September 2021 to search beach gravel for forage fish eggs.  
Submitted photo

After two years of mostly remote training, the Salish Sea Stewards are back in full force for in-person training this winter.

The program, which is run through the Skagit Marine Resources Committee, aims to give locals tools to contribute to the health of the Salish Sea.

This year's training includes topics such as kelp monitoring, forage fish, European green crabs and local geology. It runs on Tuesdays from February through April.

Training Program Coordinator Sara Brostrom said the intent of the program is to build a network of those passionate about improving the Salish Sea, as well as to help trainees identify which issues most spark their interest.

Brostrom said while participants are required to contribute 40 volunteer hours after training, many take part in hundreds of hours of work.

While the 26-person session is full for this year, Brostrom said those still interested can be put on a waitlist.

She encouraged people to sign up for volunteer outings as well, with or without training.

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— Reporter Emma Fletcher-Frazer: [efletcher-frazer@skagitpublishing.com](mailto:efletcher-frazer@skagitpublishing.com), 360-416-2199, Twitter: @Emma\_SVH

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Emma Fletcher-Frazer



SKAGIT VALLEY HERALD

LOCAL

WEDNESDAY, JANUARY 25, 2023 | A3

# Stewards to begin training

EMMA FLETCHER-FRAZER  
@Emma\_SVH

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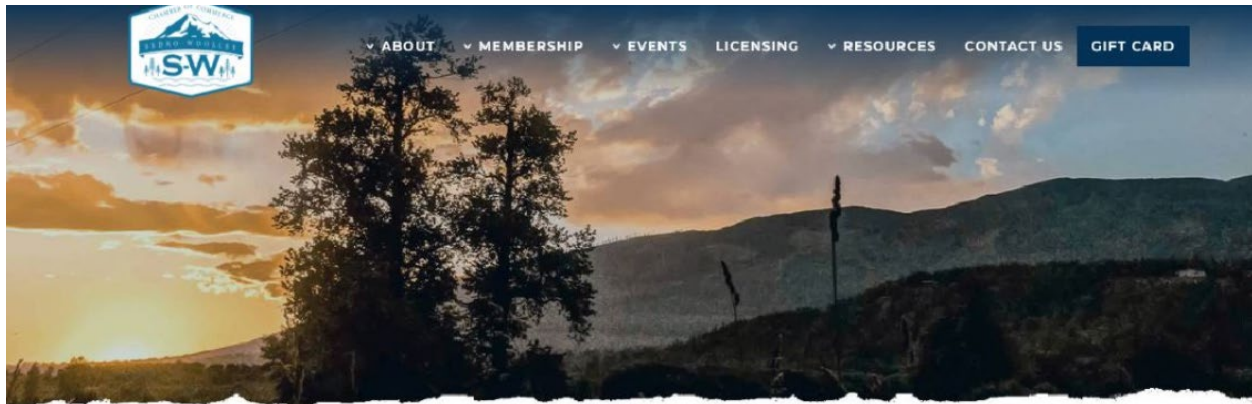
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— Reporter Emma Fletcher-Frazer: [efletcher-frazer@skagitpublishing.com](mailto:efletcher-frazer@skagitpublishing.com)

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## Salish Sea Stewards Training 2023

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### Salish Sea Stewards Training 2023

Set a Reminder

#### 🕒 Date and Time

Tuesday Feb 7, 2023 - Tuesday Apr 25, 2023

Tuesday's 1:00 pm - 5:00 pm

#### 📍 Location

Padilla Bay Reserve, 10441 Bayview Edison Rd., Mount Vernon, WA 98273

#### 💰 Fees/Admission

FREE



## The WAVE



### WAVE of Volunteer Opportunities

*November 25, 2022*



#### Salish Sea Stewards 2023 Training

The Salish Sea Stewards is a volunteer program implemented by the Skagit County Marine Resources Committee and Padilla Bay. Upon completing a free, 40 hour training, the Salish Sea Stewards pledge to complete 40 hours of volunteer work along the shores of the Salish Sea in one year. Training topics include the ecology of our local coastal waters as well as current environmental issues.

Interested in becoming a 2023 Salish Sea Steward? Find more information on [the SSS website](#). The 2023 trainings will take place at Padilla Bay on Tuesdays from 1:00PM – 5:00PM from February 7th to April 25th. [Contact Salish Sea Stewards](#) for registration information. (Registration will open in early December.)



# The WAVE



## WAVE of Volunteer Opportunities

*November 25, 2022*



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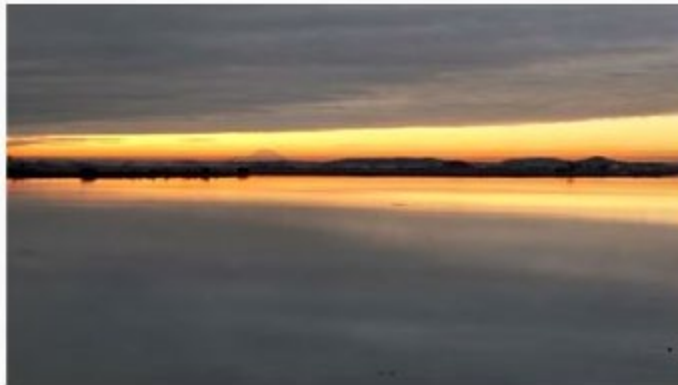
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## WAVE of Volunteer Opportunities

*January 6, 2023*



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The WAVE



Salish Sea Stewards Program <salishseastewards@gmail.com>  
To: 🌱 Brostrom, Sara (Padilla Bay)

📧 If there are problems with how this message is displayed, click here to view it in a web browser.

🔄 Reply   🔄 Reply All   ➡ Forward   📧   ⋮

Fri 1/20/2023 4:30 PM

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## 2023 Registration Form

### Skagit County Marine Resources Committee: Salish Sea Stewards Volunteer Training Registration

*We request that all Salish Sea Stewards (SSS) do their best to complete a commitment of 40 hours of volunteer work within in a year of completing the training program.*

Name:

Mailing Address:

Phone:

Email address:



How did you hear about Salish Sea Steward Volunteer Training?

What areas are you most interested in learning about/volunteering for? Please check the appropriate boxes.

Community Science	Salish Sea Stewards Program Support	Local Organization
<input type="checkbox"/> Beach Cleanups	<input type="checkbox"/> Salish Sea Stewards Advisory Committee	<input type="checkbox"/> Padilla Bay National Estuarine Research Reserve (Aquarium Guide, Library Support)
<input type="checkbox"/> Beach Naturalist	<input type="checkbox"/> Education & Outreach/ Special Events: (Fidalgo Bay Day, etc)	<input type="checkbox"/> Fidalgo Bay Aquatic Reserve Citizen Stewardship Committee
<input type="checkbox"/> Beach Seining	<input type="checkbox"/> Project Leader	<input type="checkbox"/> Friends of Skagit Beaches (Lecture Series, Shoreline Academy, Skagit Plastic Reduction & Recycling Coalition)
<input type="checkbox"/> Beach Surveys	<input type="checkbox"/> Program Administration	
<input type="checkbox"/> Bull Kelp Surveys	<input type="checkbox"/> Photographer	
<input type="checkbox"/> Crabber Outreach	<input type="checkbox"/> Communication: (social media, website, newsletters, etc.)	<input type="checkbox"/> COASST – Coastal Observation & Seabird Survey Team
<input type="checkbox"/> Forage Fish Surveys		
<input type="checkbox"/> Green Crab Surveys		
<input type="checkbox"/> Heron Observations		
<input type="checkbox"/> Intertidal Monitoring		
<input type="checkbox"/> Monofilament Line Recovery		
<input type="checkbox"/> Native Oyster Survey		
<input type="checkbox"/> Plankton Monitoring		
<input type="checkbox"/> Plastics Reduction Project		
<input type="checkbox"/> Shellfish Bio-Toxin Monitoring		
<input type="checkbox"/> Stormwater Outfall Monitoring		
<input type="checkbox"/> Water Quality Sampling		

Please describe your experience with community science, environmental volunteering, and public interpretation (include personal, volunteer, or work experience):

Please list your other volunteer experience:



Training/Education (include major studies, degrees, training, or certifications):

Why do you wish to become a Salish Sea Steward?

Any other information about your skills and abilities you would like us to know?

#### Requirements & Commitments

1. Attend all Salish Sea Stewards in-person training sessions. The sessions will be held Tuesday from 1:00 pm –5:00 pm from February 7th, 2023 to April 25th, 2023. We will work with participants if they must miss a class, however we ask that all applicants seriously consider their availability as class space is limited.
2. All participants must be fully vaccinated by February 7th, 2023 . Full vaccination status is considered to begin two weeks after the final dose of a vaccine. Participants must bring in their official vaccine card (or a copy or photo of the front and back of their vaccine card) to the first training session on February 7th, 2023.
3. Masks are recommended but not required during in-person training sessions, events or activities.
4. Provide at least 40 hours of volunteer service on any Skagit County Marine Resources Committee or partner volunteer projects or activities within one year of completing the Salish Sea Stewards training.
5. Record and report your volunteer service using Volgistics, an online database. Training will be provided during the class on how to use Volgistics.
6. Acknowledge that photos and video recordings may be made during training sessions, events and activities, and that this material may be used in whole or in part by the Skagit County Marine Resources Committee. Photo/Video Release will be provided.

*If accepted into the Salish Sea Stewards volunteer training program, I agree to complete the training program required of all volunteers, and I agree to the terms and conditions listed in the Requirements & Commitments section above.*

Applicant Signature:  Date: 

*(Your printed signature is acceptable if emailing the registration)*

Completed registrations can be emailed to [salishseastewards@gmail.com](mailto:salishseastewards@gmail.com) or mailed to:

Padilla Bay NERR  
Attn: Salish Sea Stewards Training  
10441 Bayview Edison Rd  
Mount Vernon, WA 98273

Registration is due January 31, 2023. We recommend a January 26, 2023 postmark, if you mail your registration.

Questions about the program can be directed to [salishseastewards@gmail.com](mailto:salishseastewards@gmail.com)

*This project has been funded wholly or in part by the United States Environmental Protection Agency under Assistance Agreement CE01J97401 to Puget Sound Partnership. The contents of this document do not necessarily reflect the views and policies of the Environmental Protection Agency, nor does mention of trade names or commercial products constitute endorsement or recommendation for use.*



### **Results of the Post-Training Survey for the 2023 Salish Sea Stewards Training Program**

The post-training survey was open from April 25<sup>th</sup> to May 9<sup>th</sup>. The participants received the survey via email twice. The survey included 13 questions. There was a 100% completion rate for the participants who started the survey. The participants spent an average of 12 minutes and 23 seconds on the survey. 15 out of 24 participants completed the survey.

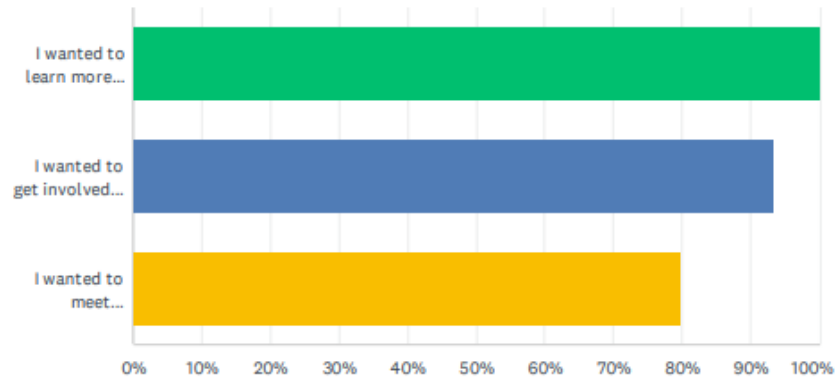
The results from the survey provided the following changes for the 2024 training.

- 1) The participants appreciated the outdoor and hands-on learning opportunities. These type of learning experiences should be included in the 2024 training season.
- 2) The program would benefit from a mid-season evaluation. Some of the suggestions shared in the program evaluation could have been addressed during the 2023 program.
- 3) The program should consider delaying the start time for each session by 15-30 minutes to implement an ice breaker or group activity in order to facilitate discussion and networking.
- 4) The program should ensure applicants understand what they are signing up for during registration and the first two weeks of the training.

The following includes the 13 questions, raw results, and analysis of the results of the post-training survey for the 2023 Salish Sea Stewards Training Program.

## Q1 Why did you join the Salish Sea Stewards volunteer training program? Select all that apply.

Answered: 15 Skipped: 0



ANSWER CHOICES	RESPONSES	
I wanted to learn more about the local marine ecology and conservation.	100.00%	15
I wanted to get involved in local conservation efforts.	93.33%	14
I wanted to meet like-minded people in my community.	80.00%	12
Total Respondents: 15		

#	OTHER (PLEASE SPECIFY)	DATE
1	I want my grandsons to always be curious about nature. That curiosity may lead to continued conservation	4/29/2023 6:02 AM
2	To narrow down my ideas for future graduate studies.	4/26/2023 7:25 PM

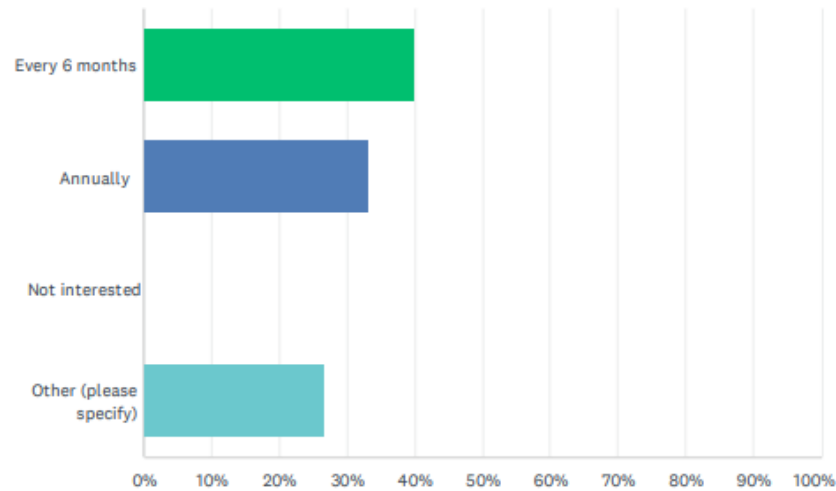
### Analysis

- Most participants wanted to learn more about the local marine ecology and conservation (100%), followed by get involved with local conservation efforts (93.33%), and interest in meeting like-minded people (80%).
- Additional reasons for joining the program included sharing information with family and narrowing potential ideas for their graduate studies.



**Q2 There will be in-person gatherings of the Salish Sea Stewards community during the next year. This will give you the opportunity to connect with your fellow volunteers, stay up to date on the program, learn about continuing and new volunteer opportunities, and have access to continuing education activities. How often are you interested in gathering with your fellow Salish Sea Stewards?**

Answered: 15 Skipped: 0



ANSWER CHOICES		RESPONSES	
Every 6 months		40.00%	6
Annually		33.33%	5
Not interested		0.00%	0
Other (please specify)		26.67%	4
TOTAL			15

#	OTHER (PLEASE SPECIFY)	DATE
1	Appreciate opportunities to meet as a larger group, even more than 2x/year.	5/6/2023 10:41 AM
2	Quarterly?	4/29/2023 9:33 AM
3	...or every three months . I like the idea of connecting more. We may find we can be present for another opportunity, thus increasing our skill set and knowledge base .	4/29/2023 6:02 AM
4	quarterly or more frequently, both formal and informal interaction; and the development of ongoing friendships.	4/26/2023 2:11 PM

### Analysis

- Most people want to meet every 6 months followed by annually.
- Additional ideas included meeting more than 2 times a year, quarterly, and every three months.

### Q3 Did you reach out to one or more Salish Sea Stewards Advisory Committee members listed on the Buddy System document? If yes, was this helpful? If no, why not?

Answered: 15 Skipped: 0

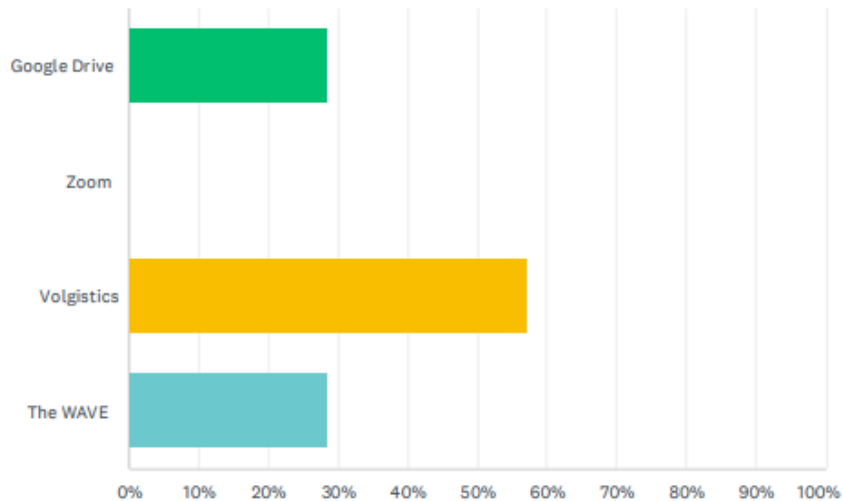
#	RESPONSES	DATE
1	Yes. Very helpful in identifying specific opportunities and ways I can further my involvement. Reached out to Pete for forage fish, and Lynn for kelp survey and historic research opportunities.	5/6/2023 10:41 AM
2	Didn't feel the need	5/4/2023 6:44 AM
3	Not yet. But will do.	5/3/2023 9:54 AM
4	Yes, very helpful.	5/1/2023 12:38 PM
5	Yes and yes	4/29/2023 9:33 AM
6	Yes and no. I was fortunate to see one of the members on my surf smelt outing and inquire about other sites in the survey. The information was helpful and I can follow her advice for next month. The result is I get to do more for the team (surf smelt). In addition, with classroom training progressing to 'on the job', I can review BUDDY SYSTEM to see where I can focus more time. The BUDDY SYSTEM is a valuable resource. 🧡	4/29/2023 6:02 AM
7	I have not reached out yet. I'm planning on working with the Forage Fish survey team and also NW Straights I just have to organize my schedule.	4/27/2023 11:39 AM
8	Not yet, but will. Waited til all sessions completed til I start to reach out.	4/27/2023 11:09 AM
9	Yes. I spoke with Pete Haase to learn more regarding the Forage Fish Surveys, which was helpful.	4/27/2023 12:28 AM
10	Yes, I reached out to Darla Smith and Sue Spadoni about Fidalgo Bay Day and Stormwater Monitoring/E. coli Testing respectively. The list was indeed very helpful in reaching out to the right kind of people and programs your specifically looking for.	4/26/2023 7:25 PM
11	I have not yet, but plan to in the future.	4/26/2023 2:11 PM
12	No, not yet	4/26/2023 9:56 AM
13	No need	4/26/2023 5:53 AM
14	Haven't yet done that.	4/25/2023 9:02 PM
15	I did not, but I appreciated the resource.	4/25/2023 7:56 PM

#### Analysis

- 6 participants used the resources, 5 participants planned to use the resource, and 4 participants did not plan to use it.
- 11/15 participants shared a positive comment about the resource. I suggest we keep it for the future assuming the Salish Sea Stewards Advisory Committee members approve of the future use the resource.

## Q4 Would you have appreciated additional instruction on any of the following? Select all that apply.

Answered: 7 Skipped: 8



ANSWER CHOICES	RESPONSES
Google Drive	28.57% 2
Zoom	0.00% 0
Volgistics	57.14% 4
The WAVE	28.57% 2
Total Respondents: 7	

#	OTHER (PLEASE SPECIFY)	DATE
1	Instruction was fine, but it didn't work, and I still haven't gotten it resolved.	5/3/2023 9:54 AM
2	All pretty intuitive	4/29/2023 9:33 AM
3	No need for further instructions	4/27/2023 11:39 AM
4	If we had used Zoom, I would have needed instruction.	4/27/2023 12:28 AM
5	have not had issues with any of the above.	4/26/2023 2:11 PM

### Analysis

- 4/15 participants wanted more instruction on Volgistics. This is lower than I would have expected given that we had at least four people who were struggling to join Volgistics when this survey was implemented. However, maybe one instructional session was enough since 4 is a lower number.
- 2/15 participants wanted more instruction on the Google Drive. We hosted a virtual session on the Google Drive a week before the training and I encouraged folks to reach out. No one attend the virtual session on the Google Drive and a handful of folks reach out. I still recommend

keeping the virtual session on the Google Drive for anyone who has no experience with this resource. The organizers should committee extra effort to encouraging people to reach out with questions or include a question about this during a mid-training survey or mid-training office hours.

- 2/15 participants wanted extra instruction on the WAVE. In 2023, every reminder email included a prompt to join the WAVE but it didn't include a prompt to ask questions about the WAVE. The organizers should encourage people to reach out with questions about the WAVE since this is a critical resource for future communication of volunteer projects.
- The group did use Zoom for the Whale Museum presentation. This was our only virtual session in 2023.
- The Salish Sea Stewards Advisory Committee suggested creating a poster about these different resources so people don't forget what they are.

## Q5 What is your level of agreement for the following statements?

Answered: 15 Skipped: 0

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
The course content was relevant to me as a volunteer.	73.33% 11	26.67% 4	0.00% 0	0.00% 0	0.00% 0	15	1.27
This course covered all the topics I was hoping to learn about.	40.00% 6	40.00% 6	13.33% 2	6.67% 1	0.00% 0	15	1.87
I feel confident describing environmental issues facing the Salish Sea today.	40.00% 6	40.00% 6	20.00% 3	0.00% 0	0.00% 0	15	1.80
I know which volunteer opportunities I will engage in to complete my 40-hour commitment.	40.00% 6	53.33% 8	0.00% 0	6.67% 1	0.00% 0	15	1.73
I know how to use Volgistics.	33.33% 5	40.00% 6	13.33% 2	13.33% 2	0.00% 0	15	2.07
I have received The WAVE.	86.67% 13	13.33% 2	0.00% 0	0.00% 0	0.00% 0	15	1.13

### Analysis

- The course content was relevant to me as a volunteer: 100% strongly agreed or agreed with this statement. Potentially, the 2023 training focused too much on volunteer activities (related to a larger conversation that will be mentioned later). There are a few comments that include a request for more sessions not focused on volunteering. This is a difference from the post-training surveys associated with past classes. Since 2020, participants have asked for more sessions on volunteering and preferred that we didn't include speakers who didn't have a volunteer project to discuss.
- The course covered all the topics I was hoping to learn about: 80% strongly agreed or agreed with this statement and 20% were neutral or disagreed. I wonder if this is lower because a group of participants wanted fewer sessions focused on volunteer opportunities. Change the wording on this question to the following: The course covered most of the topics I was hoping to learn about.

- I feel confident describing environmental issues facing the Salish Sea today: 80% strongly agreed or agreed with this statement and 20% were neutral. I wonder if this is lower because a group of participants wanted fewer sessions focused on volunteer opportunities.
- I know which volunteer opportunities I will engage in to complete my 40 hours commitment: 93.33% strongly agreed or agreed with this statement and 6.67% disagree. This result is higher than in the past and it is expected since we asked nearly every speaker to share a volunteer activity associated with their session and there were many more opportunities available to this group.
- I know how to use Volgistics: 73.33% of participants strongly agreed or agreed with this statement, 13.33% are neutral, and 13.33% disagree. This is higher than I would have expect given that we had at least four people who were struggling to join Volgistics when this survey was implemented as noted in the analysis of question 4.
- I have received the WAVE: 100% strongly agreed or agreed with this statement. I recommend that the organizers remind participants to join the WAVE in every email. Additionally, next year the organizers may consider forwarding a few WAVES to the class so that the participants can better understand what the WAVE includes.

## Q6 Are there additional issues or challenges facing the Salish Sea that you believe we should have covered in our sessions?

Answered: 10 Skipped: 5

#	RESPONSES	DATE
1	More understanding of how industry, local gov, and conservation efforts are working together (or not).	5/6/2023 10:41 AM
2	There are so many topics that I know it is a challenge but would like more lectures like the one one geology they are pure science not just a pitch form volunteering	5/4/2023 6:44 AM
3	I am trying to describe my mission statement in a few short sentences. I'm getting close... I can give me you ideas too.	4/29/2023 6:02 AM
4	not at this time	4/27/2023 11:39 AM
5	Would like to hear more about upstream/upland's efforts	4/27/2023 11:09 AM
6	BRIEF basic local Marine Science Ecology to support future learning. Estuaries, salinity, primary productivity, food chains, biodiversity, keystone species, biogeochemical cycles. Recommended digital resources list.	4/27/2023 12:28 AM
7	I'm not sure if the New Zealand Zebra Mussel invasion was ever brought up in any session. I think there should be a session dedicated to the invasive species (both flora and fauna) known to currently exist in Salish Sea and the efforts being taken to control them. The European Green Crab is one invasive specie that was covered very well and I think that gets the audience eager to learn more about the other invasives.	4/26/2023 7:25 PM
8	very pleased with the coverage	4/26/2023 2:11 PM
9	Guides for everyday use Stewards can share with neighbors	4/26/2023 9:56 AM
10	Would have loved to seen more about indigenous relations with the Salish Sea, reconciliation and reconsiliation, and indigenous history. Would appreciate updated information on the status of the Salish Sea (ei, how many orcas births recently). Discussing other values of the sea besides intrinsic, a few years ago someone calculated the monetary loss related to the death of an orca, ect.	4/25/2023 7:56 PM

### Analysis

- These are topics that were suggested for next year: indigenous relations with the Salish Sea, New Zealand zebra mussel with a session on invasive species, ecology basics or a list of digital resources for further research (such as estuaries, salinity, primary production, food chains, biodiversity, keystone species, tides, and biogeochemical cycles), upland and upstream efforts, and information on how industry, local government and conservation efforts work tougher or not.
- One person shared the idea of providing the participants with guides to give to their neighbors.
- One person asked for more sessions focused on content rather than on opportunities for volunteering.
- On person shared that they were “pleased with the coverage” and 5 people skipped the question.

## Q7 Are there additional volunteer opportunities that you believe we should have highlighted during our sessions?

Answered: 6 Skipped: 9

#	RESPONSES	DATE
1	We were offered a full range of possibilities, and have been encouraged to seek out or create our own. I am confident that as more ways to be involved emerge, I will know about them through the various communication strategies in place.	5/6/2023 10:41 AM
2	maybe the Anacortes Community Forest Lands volunteering	4/27/2023 11:39 AM
3	Could there be more?!?	4/27/2023 11:09 AM
4	Skagit Land Trust projects that positively affect marine ecosystems.	4/27/2023 12:28 AM
5	I did an internship with a non-profit called Pacific Rim Institute, located in the heart of Salish Sea in central Whidbey Island. This facility stewards one of the last remaining natural prairie lands in the Puget Trough and while that may not be exactly marine ecology-based it still provides many food and habitat resources for birds and raptors that, in turn, play a role in the food web of marine organisms. Pacific Rim would be another great volunteer and membership resource to contribute to the health of Salish Sea. They are a non-profit that was initially created by the state department of ecology to protect the forementioned endangered natural landscape and they may not always be open for volunteer opportunities but I think its still worth a mention.	4/26/2023 7:25 PM
6	not aware of those yet, but will note any in the future	4/26/2023 2:11 PM

### Analysis

- These are volunteer opportunities that were suggested for next year: Anacortes Community Forest Lands, Skagit Land Trust, and the Pacific Rim Institute for Environmental Stewardship.
- The Salish Sea Stewards Advisory Committee discussed the possibility of hosting an entire session on upland restoration. This session could included a panel with organizations that do upland work, such as Whale Watch and Skagit Land Trust.

## Q8 Which topics did you find the most valuable?

Answered: 12 Skipped: 3

#	RESPONSES	DATE
1	Good grounding in understanding ecological, geological and socio-cultural history of the area. That base served as a good springboard for the current issues. Would have loved a bit more on tides/winds/currents interactions and impacts.	5/6/2023 10:41 AM
2	Geology, deception pass intro, derelict fishing gear	5/4/2023 6:44 AM
3	Really great balance of classroom, field trips, hands on	4/29/2023 9:33 AM
4	I was engaged throughout the program. I live in Anacortes and I see the 'citizen scientist' on their surveys. I have wanted to take my education in Environmental Conservation and do some good. The SSS program is a perfect fit. The topics covered are so varied and thoroughly explained without getting too scientific. I was engaged with all topics and lectures.	4/29/2023 6:02 AM
5	Forage Fish survey, derelict vessel, abandon fish nets and crab pot removal	4/27/2023 11:39 AM
6	All the fish stuff Hands on was great	4/27/2023 11:09 AM
7	For me, the field trips and the in-class activities enhanced my understanding. Every topic was valuable, however Plastics monitoring, eelgrass and estuaries, Forage fish, Tribal Treaty Fishing Rights and Tide Pool Exploration, were most valuable for me.	4/27/2023 12:28 AM
8	Geology! I loved the geology lecture! I also liked SFEG and Chandler's lecture on phytoplankton, she is so passionate about teaching what she loves doing.	4/26/2023 7:25 PM
9	each topic brought value to the table	4/26/2023 2:11 PM
10	Beach debris clean-up, diatom meadow (why mud-flats are important),	4/26/2023 9:56 AM
11	I found them all equally interesting	4/26/2023 5:53 AM
12	Appreciated the informal ed at the end. Information regarding the connectedness of the Salish Sea to the uplands.	4/25/2023 7:56 PM

### Analysis

- The most liked topics included: geology, derelict fishing gear, Deception Pass State Park, forage fish surveys, marine debris, eelgrass and estuaries, tribal treaty fishing rights, Skagit Fisheries Enhancement Group, phytoplankton, diatom meadow, informational education session, upland restoration, anything hands on, and the field trips.
- This year we brought back field trips and included additional hands-on activities. This did mean that there was less time for other topics, however I believe the hands-on activities and field trips are important to include in the syllabus for next year. Hands-on activities and field trips were very difficult to implement from 2020 to 2022 though they were often requested in the post-training surveys.



## Q9 Which topics did you find the least valuable?

Answered: 6 Skipped: 9

#	RESPONSES	DATE
1	I have to say that while I have great appreciation for the myriad partners and funding sources involved, much of it is still a word soup to me.	5/6/2023 10:41 AM
2	Whale museum info was interesting but wanted to understand how we can get more involved.	4/27/2023 11:39 AM
3	None	4/27/2023 11:09 AM
4	none	4/27/2023 12:28 AM
5	Climate change and pollution - only because they are very gloomy and depressing topics. I particularly felt a surge of sadness and anxiety after that session.	4/26/2023 7:25 PM
6	everything had its value to the total ecosystem	4/26/2023 2:11 PM

### Analysis

- The least liked topics included: funding sources, whale museum (because there was not volunteer project mentioned), climate change, and marine debris.
- In regards to the funding sources comment, the organizers may consider introducing the Padilla Bay NERR, NW Straits Commission, Skagit MRC, and the Salish Sea Stewards history over a couple of sessions. That may have overwhelmed a couple of participants during the first session.
- It is interesting to note that one person mentioned the session on Orcas from the Whale Museum because it didn't include a way to get involved. This is in direct contrast to the request to include more content with fewer volunteer activities. I think this is a great topic of discussion for the Salish Sea Stewards Advisory Committee to tackle because it could impact how we market the program. Should we focus more on content or volunteering? My suggestion would be volunteering because the content is available elsewhere but information about the local volunteering opportunities associated with the Skagit MRS and other partners is not. However, we could share books, lectures, and digital resources with participants starting in January when we open registration. This list could include the following:
  - Salish Sea Curriculum Repository (resources): <http://whatcomdigitalcommons.org/s/salishsea/page/resources>
  - Explore the Salish Sea (for kids..and adults): <https://www.seadocsociety.org/explore-the-salish-sea-a-nature-guide-for-kids>
  - The Salish Sea: Jewel of the Pacific Northwest: <https://www.seadocsociety.org/the-salish-sea-jewel-pacific-northwest>
  - The State of the Salish Sea: [https://cedar.wvu.edu/salish\\_pubs/1/](https://cedar.wvu.edu/salish_pubs/1/)

## Q10 What did you like best about the program? Name 3 strengths.

Answered: 13 Skipped: 2

#	RESPONSES	DATE
1	1) The classroom approach. It felt like a college course. The size of the group and commitment of time led to meaningful explorations of topics. I was very impressed with quality of presenters. 2) Information was immediately tied to action and involvement. 3) Combo of presentation and hands-on learning. Glad that some of the opportunities to be involved stated while class ongoing.	5/6/2023 10:41 AM
2	Community minded, empowering, science based	5/4/2023 6:44 AM
3	Many of the topics we covered. Meeting like-minded people.	5/3/2023 9:54 AM
4	Meeting people working in the field and people interested in doing so. Good broad survey of issues and opportunities. Hear-see-touch approach.	4/29/2023 9:33 AM
5	What stands out most, because it's the freshest is the last day of class. Jude and staff instructed the class on exploring strategies to promote learning in informal settings. Recognizing importance of conversation. I loved learning more about Padilla Bay NERR and it's far reaching hand in Conservation...amazing!!! I learned how to access resources ( I have added a few apps to my phone, tides, GPS location, I learned, on multiple days, how to key crab species and other estuary species, plankton , etc. Too many to things I love about the program.	4/29/2023 6:02 AM
6	Exceptional Speakers, Level of information, community of the cohorts, and the food! (I know that's 4 but...)	4/27/2023 11:39 AM
7	Presenter's passion Broad and not deep Access to materials via google docs(self paced access)	4/27/2023 11:09 AM
8	Field trips, in-class activities, in person communication with presenters and peers. Organization of materials on Google Drive, Weekly Monday Reminders, Expertise of Presenters.	4/27/2023 12:28 AM
9	1. Being around people who share the same passion for conservation. 2. The friendly classroom environment with open discussions, hands-on activities, and the free food! 3. Getting a list of resources with contact info which is a huge benefit for future career and community engagements.	4/26/2023 7:25 PM
10	the knowledge and passion of each instructor; the overall organization of the program; the opportunity to meet like-minded individuals. Sara is a fabulous coordinator; and the staff at Padilla Bay, etc. is second to none. Very caring people with the best intentions at heart.	4/26/2023 2:11 PM
11	Variety of non-profits	4/26/2023 9:56 AM
12	Well organized (Sara did a fabulous job) Thorough ( lots of information presented in well detailed segments ) Inviting ( all speakers were enthusiastic and encouraging )	4/26/2023 5:53 AM
13	Ability to reach so many groups and organizations. Field trips. Openness and approachability.	4/25/2023 7:56 PM

### Key Points

- The presenters tend to stick out as a favorable aspect of the program in these surveys. The pattern remained for 2023 with 8 participants noting the presenters as one of their 3 favorite aspects of the program.
- 7 participants noted that the content was one of their 3 favorite aspects about the program.
- The hands-on learning sessions and the classroom environment (inviting, open discussion, friendly) each were mentioned by four participants as one of their three favorite aspects of the training.
- The Padilla Bay staff and the ability to meet like-minded participants were each mentioned by three of the participants as one of their 3 favorite aspects of the program.

- Each of the following were mentioned by two participants as one of their three favorite aspects of the training: field trips, food, google drive and organization of the program (such as weekly reminders).
- Each of the following were mentioned by one participant as one of their 3 favorite aspects of the training: size of the group, time commitment, session on conversations and learning, learning about resources (such as the buddy system and list of volunteer activities).

## Q11 What did you like least about the program? Name 3 improvements.

Answered: 12 Skipped: 3

#	RESPONSES	DATE
1	No complaints. Some wondering: Some people are very focused on teaching/presenting; while others more into sampling, testing, getting muddy. Might there be some class times where you had different presentations according to these interests? For example, teaching elementary school kids about forage fish in one group, forage fish surveys for another group.	5/6/2023 10:41 AM
2	I would like more explanation of the natural environment and why that should be preserved. What are the benefits of natural plants, etc	5/4/2023 6:44 AM
3	• Sessions were too long. Four hours, even with breaks, is too long to be lectured at. • Re-design program - focus on content first, organizations should support content, rather than focus on organizations...confusing, repetitive • More interaction, less lecture. Last session with Jude and Susan was great; many of these principles should have been used throughout the program, not just with informal learning.	5/3/2023 9:54 AM
4	I would have liked to see some 'behind the scenes' at the center.	4/29/2023 9:33 AM
5	More interactive work rather than lecture, more field trips	4/27/2023 11:39 AM
6	Would like to hear more about upstream/upland's efforts My fault, but didn't connect with enough of my fellow SSS. Maybe forced seating and more interaction assignments?	4/27/2023 11:09 AM
7	Nothing. All presenters need to use the microphone to maximize their clarity. One daily quick write task to reflect on session learning and share with a random peer. Encourage presenters to remain during break to further interact with interested students (and have a cookie!)	4/27/2023 12:28 AM
8	1. The start time could be a little later, I only say this because I usually work mornings until 1-1:30PM. This time adjustment may attract a wider range of ages. 2. I don't necessarily support this a whole lot but maybe you could assign homework to the class after each session to work on over the week so that they can get that extended learning opportunity outside of class and remember the lectures more better. Not super hard homework, but just some fun activities or trivia to work on, something like that. 3. For those in the class that are younger and may be looking to extend their education in a graduate school in environmental conservation, you and the guest speakers could promote where you got your college education or what it was like to go through degree programs to get the degree you have now.	4/26/2023 7:25 PM
9	Unfortunately, there were a couple of participants who consistently interrupted presentations with various extraneous comments and questions that could have been addressed at the end of the talk; or were to be addressed later in the talk; or should have been researched on their own time after class; or should have been left unsaid. As this occurred in nearly every class we had, these interruptions often became frustrating, inconsiderate; sometimes even rude; and often bogged down the day's program; or caused speakers to speed up a presentation due to lost time. Since on many occasions, one could not even hear these questions, the answers were often inconsequential - and valuable learning time for other students was compromised at times. I really wanted the presenters to tell these folks to save questions for the end as in many cases, the presenter eventually addressed each pertinent issue in the body of the presentation. Healthy interaction is a good thing, however the aforementioned interruptions (in my opinion) were not helpful to the rest of the trainees.	4/26/2023 2:11 PM
10	Four hours at a time is too long. I felt I was being solicited the entire time.	4/26/2023 9:56 AM
11	I recognize this is not an ecological sound idea, not to mention not very cost effective and it probably has more to do with my age than anything but I would love to have had handouts for each session. I'm of the paper generation and I don't have a printer.	4/26/2023 5:53 AM
12	Work on cultivating an in class environment that encourages interactions with each other. Paying attention to the ability and diversity of the class. Watch pacing, overwhelming, and understanding of the class.	4/25/2023 7:56 PM

- **Changes to implementation:** include additional time for conversation and less time for volunteer organization and content, more hands-on activities, more field trips, include ice

breakers or community building, include a quick write and share activity with each session (maybe delay the start time for the first presenter by 30 minutes to make time for announcements and some sort of activity to start off the session), include assigned readings or homework, shorter sessions, include a few Zoom sessions and consider breaking up the topics based on the type of volunteer work (for example, present on the forage fish in the classroom, salmon in the classroom, and volunteering with the Education Sector at Padilla Bay during a session focus on volunteering with the K-12 population).

- Additional information on shorter sessions or a later start time: This would be a great topic for the Salish Sea Stewards Advisory Committee to discuss. Would we want shorter but more sessions? Could we still get the same group of speakers if we started later (probably not)?
  - Shorter session (more trainings) cons: There is a lot of time lost in set-up and clean-up. We have received feedback in the past that the training included too many sessions and went on for too many weeks.
  - Shorter session (more trainings) pros: Less time and fewer topics per session could be beneficial for learning.
- **Additional content topics:** more information about the Padilla Bay NERR and upland conservation.
- **Presenter feedback:** ask presenters to always use a microphone, share their educational background (for participants considering graduate school or include a bio of each presenter in the syllabus), every presenter should repeat questions every time, and ensure the presenter clarify why their topic is important before they jump into the science (for example, why is kelp important, what the benefits of native plants, why are salmon important, and what role does soft armoring have for the ecosystem?)
- **Reminder of expectations:** a participants noted that they didn't appreciate when other participants asked questions during the sessions. This was never mentioned to me. If this came up during the mid-training survey (or a one-on-one at office hours) it could provide for a great opportunity to talk about how we do encourage participants to ask questions during the sessions and that the presenters prefer that participants do this. This expectation could be reaffirmed so that anyone who was frustrated by this could understand why we encourage this for the learning process.
- **Content vs Volunteer activities:** Include less information about volunteer activities ("I felt I was being solicited the entire time."). I think this goes back to a larger question of the goal for the program and it would be a great topic of discussion for the Salish Sea Stewards Advisory Committee to tackle because it could impact how we market the program. Should we focus more on content or volunteering? This could help someone who is worried about being solicited at better understand the intent of the program. The Salish Sea Stewards Advisory Committee suggested investigating if Volgistics will pull information on the volunteer projects that receive the most hours. This information could be useful for development next year.

## Q12 Please share any additional thoughts or comments.

Answered: 9   Skipped: 6

#	RESPONSES	DATE
1	It was an excellent program. I see and understand so much more about where I live. Walks are now full of discovery based on what I've learned. The program provided community and opportunities for action. I can not only identify about 10 crab species now, but I have roots of understanding in many areas that will continue to grow.	5/6/2023 10:41 AM
2	I think this program has tremendous potential, but the program design really missed the mark in my view. I would love to have a conversation with program leaders and share some thoughts if you're interested. I think a few changes in design would vastly improve the program.	5/3/2023 9:54 AM
3	Jude Apple your team is lightning in a bottle!	4/29/2023 9:33 AM
4	I am so very glad that I committed to doing this program and will be promoting it to others. Thank you to Sarah for being an amazing facilitator and guide.	4/27/2023 11:39 AM
5	Glad I did it and will recommend to others.	4/27/2023 11:09 AM
6	Excellent program as is! Perhaps after volunteering, I may have recommendations for additional topics that would be helpful.	4/27/2023 12:28 AM
7	I absolutely love being in a classroom environment where everyone wants to be there and are really engaged with the discussions. The maturity! Its like college!	4/26/2023 7:25 PM
8	It is a great opportunity to participate in this program and to go forward in ongoing learning and service. I am extremely grateful to be a part of it.	4/26/2023 2:11 PM
9	Mix-up the format — some Zoom, some in-person, more field work, more small (4-person) group discussion.	4/26/2023 9:56 AM

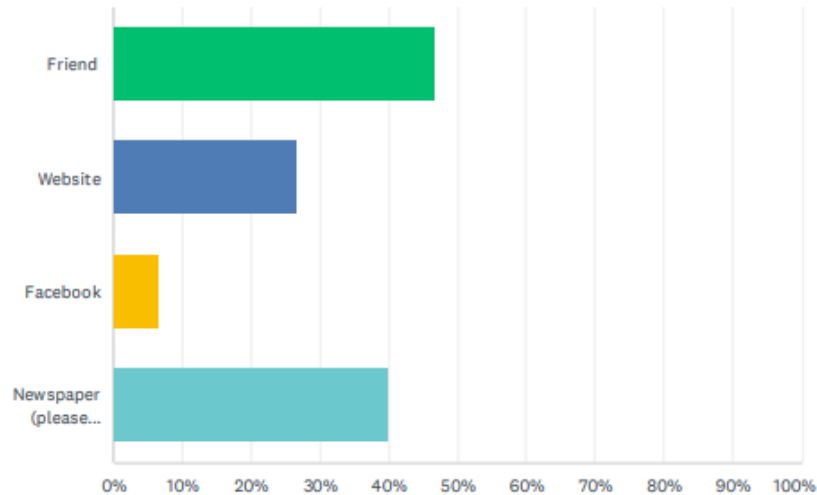
### Key Points

- There was a request to talk with program leaders and share thoughts.
- I added #9 to Key Points for #8.



### Q13 How did you hear about the Salish Sea Stewards volunteer training program?

Answered: 15 Skipped: 0



ANSWER CHOICES	RESPONSES	
Friend	46.67%	7
Website	26.67%	4
Facebook	6.67%	1
Newspaper (please specify)	40.00%	6
Total Respondents: 15		

#	NEWSPAPER (PLEASE SPECIFY)	DATE
1	Flyer at Padilla bay	5/4/2023 6:44 AM
2	Person I met at Skagit Land Trust work party	5/3/2023 9:54 AM
3	Friends of Forest had a link.	4/29/2023 6:02 AM
4	SLT e newsletter	4/27/2023 11:09 AM
5	Clamdigger	4/27/2023 12:28 AM
6	Fidalgo Bay Day	4/26/2023 5:53 AM

#### Key Points

- Slightly more people learned about the program from a friend (46.6%) over a newspaper (40%).
- 26.67% of participants learned about the program from the Skagit MRC website and 6.67% of people learned about the program from Facebook.

**Q14 Are you interested in joining the Salish Sea Stewards Advisory Committee? This group has a key role in implementing and guiding the program. If you have questions or are interested, please email Sara at [bros461@ecy.wa.gov](mailto:bros461@ecy.wa.gov).**

Answered: 9 Skipped: 6

#	RESPONSES	DATE
1	I am going to be a foot soldier for now, but will definitely want to be involved in some of the advisory/admin groups in the future.	5/6/2023 10:41 AM
2	Not at this time but maybe in the future	5/4/2023 6:44 AM
3	If interested in my thoughts, you can contact me...I don't want to focus on the negatives but do think there is unmet potential here. Joyce Harvey-Morgan (208) 861-7721 <a href="mailto:jharveymorgan@hotmail.com">jharveymorgan@hotmail.com</a>	5/3/2023 9:54 AM
4	Yes I am interested	4/29/2023 6:02 AM
5	Not a this time	4/27/2023 11:39 AM
6	Perhaps in the future.	4/27/2023 12:28 AM
7	I may be interested in the committee at a later date after initial goals have been met.	4/26/2023 2:11 PM
8	I would definitely be interested in joining the advisory committee to maintain my involvement and education.	4/26/2023 5:53 AM
9	Thank you for the time and effort! I look forward participating.	4/25/2023 7:56 PM

#### Key Points

- Joyce Harvey-Morgan ([jharveymorgan@hotmail.com](mailto:jharveymorgan@hotmail.com)) and Susan Economon ([seconomon@gmail.com](mailto:seconomon@gmail.com)) volunteered for the Salish Sea Stewards Advisory Committee.

# Volunteer Service Details

October 2022 to December 2022

Site	Place	Volunteer	Service From Date	Service To Date	Service Assignment	Hours
Skagit Marine Volunteers	MRC	Alexander, Glen	10-04-2022	10-04-2022	Invasive Green Crab Monitoring	6:00 <b>6:00</b>
		Davison, Donna	11-03-2022	11-03-2022	Bowman Bay Restoration Stewards	3:00 <b>3:00</b>
		Diamond, Angela	11-03-2022	11-03-2022	Bowman Bay Restoration Stewards	2:00
			11-17-2022	11-17-2022	MRC Event/Workshop/Meeting Support	3:00 <b>5:00</b>
		Dinnel, Paul	10-13-2022	10-13-2022	MRC Event/Workshop/Meeting Support	2:00
			10-19-2022	10-19-2022	Kids on the Beach	1:00
			10-31-2022	10-31-2022	Native Oyster Restoration	0:20
			11-10-2022	11-10-2022	MRC Event/Workshop/Meeting Support	2:00
			11-18-2022	11-18-2022	Kids on the Beach	4:15
			11-30-2022	11-30-2022	Native Oyster Restoration	1:45
			12-01-2022	12-01-2022	Native Oyster Restoration	9:00
			12-08-2022	12-08-2022	MRC Event/Workshop/Meeting Support	2:00 <b>22:20</b>
		Drozda, Elizabeth	10-10-2022	10-10-2022	Forage Fish Sampling	1:00
			11-03-2022	11-03-2022	Forage Fish Sampling	1:00
			11-21-2022	11-21-2022	Forage Fish Sampling	1:30
			11-29-2022	11-29-2022	Forage Fish Sampling	1:00 <b>4:30</b>
		Haase, Pete	10-07-2022	10-07-2022	Kids on the Beach	1:00
			10-09-2022	10-09-2022	Forage Fish Sampling	2:00
			10-10-2022	10-10-2022	Forage Fish Sampling	3:00
			10-18-2022	10-18-2022	Forage Fish Sampling	1:00
			10-19-2022	10-19-2022	Kids on the Beach	3:00
			10-24-2022	10-24-2022	Forage Fish Sampling	2:00
			11-03-2022	11-03-2022	Forage Fish Sampling	1:00
			11-03-2022	11-03-2022	MRC Event/Workshop/Meeting Support	2:00
			11-18-2022	11-18-2022	Forage Fish Sampling	1:00
			11-21-2022	11-21-2022	Forage Fish Sampling	2:00
			11-26-2022	11-26-2022	Forage Fish Sampling	1:00
			11-29-2022	11-29-2022	Forage Fish Sampling	2:00
			12-06-2022	12-06-2022	Forage Fish Sampling	2:00
			12-27-2022	12-27-2022	Forage Fish Sampling	2:00
			12-30-2022	12-30-2022	Forage Fish Sampling	2:00 <b>27:00</b>
		Hoh, Shirley	10-09-2022	10-09-2022	Forage Fish Sampling	1:15
			10-10-2022	10-10-2022	Forage Fish Sampling	1:20
			10-24-2022	10-24-2022	Forage Fish Sampling	1:00 <b>3:35</b>
		Kierulff, Rachelle	11-03-2022	11-03-2022	Bowman Bay Restoration Stewards	2:10 <b>2:10</b>
		Knowles, Liz	11-03-2022	11-03-2022	Bowman Bay Restoration Stewards	5:00 <b>5:00</b>
		Lee, Hal	10-09-2022	10-09-2022	Forage Fish Sampling	3:00
			10-19-2022	10-19-2022	Forage Fish Sampling	3:30
			11-18-2022	11-18-2022	Kids on the Beach	4:30
			11-21-2022	11-21-2022	Forage Fish Sampling	2:00
			11-29-2022	11-29-2022	Forage Fish Sampling	2:30
		Matevish, Jona	12-30-2022	12-30-2022	Forage Fish Sampling	2:00 <b>17:30</b>
			10-05-2022	10-05-2022	Kids on the Beach	3:00 <b>3:00</b>
		Smith, Darla Gay	10-10-2022	10-10-2022	Fidalgo Bay Day	3:00
			11-10-2022	11-10-2022	MRC Event/Workshop/Meeting Support	2:00
			12-05-2022	12-05-2022	Fidalgo Bay Day	3:00 <b>8:00</b>
		Vance, Paul	11-03-2022	11-03-2022	Invasive Green Crab Monitoring	3:00
			11-04-2022	11-04-2022	Invasive Green Crab Monitoring	1:50 <b>4:50</b>

Site	Place	Volunteer	Service From Date	Service To Date	Service Assignment	Hours
		Weathers, Bob	12-06-2022	12-06-2022	Forage Fish Sampling	1:30
						<b>1:30</b>
		Wenberg-Davidson, Lynne	10-10-2022	10-10-2022	Forage Fish Sampling	2:00
			10-13-2022	10-13-2022	MRC Event/Workshop/Meeting Support	2:00
			10-14-2022	10-14-2022	MRC Event/Workshop/Meeting Support	1:00
			10-19-2022	10-19-2022	Forage Fish Sampling	0:40
			10-24-2022	10-24-2022	Forage Fish Sampling	2:00
			10-25-2022	10-25-2022	Bowman Bay Restoration Stewards	1:00
			11-03-2022	11-03-2022	Bowman Bay Restoration Stewards	5:00
			11-10-2022	11-10-2022	MRC Event/Workshop/Meeting Support	2:00
			11-18-2022	11-18-2022	MRC Event/Workshop/Meeting Support	1:00
			11-21-2022	11-21-2022	Forage Fish Sampling	2:00
			11-29-2022	11-29-2022	Forage Fish Sampling	2:00
			12-01-2022	12-01-2022	MRC Event/Workshop/Meeting Support	1:00
			12-06-2022	12-06-2022	Forage Fish Sampling	2:00
			12-08-2022	12-08-2022	MRC Event/Workshop/Meeting Support	2:30
						<b>26:10</b>
		Wiefels, Judy	11-03-2022	11-03-2022	Bowman Bay Restoration Stewards	1:30
						<b>1:30</b>
		Total				<b>141:05</b>
		Total				<b>141:05</b>
		Grand total				<b>141:05</b>



# Volunteer Service Details

January 2023 to May 2023

Site	Place	Volunteer	Service From Date	Service To Date
Skagit Marine Volunteers	FBAR CSC	Conte, Ron	04-19-2023 05-13-2023	04-19-2023 05-13-2023
	Total			
	Friends of Skagit Beaches	Mielke, Ryan	04-14-2023 04-24-2023	04-14-2023 04-24-2023
	Total			
	MRC	Apple, Chris	04-12-2023 04-19-2023	04-12-2023 04-19-2023
		Bradshaw, Dorothy	03-15-2023 03-16-2023 03-17-2023 03-27-2023 04-19-2023 04-20-2023 04-27-2023	03-15-2023 03-16-2023 03-17-2023 03-27-2023 04-19-2023 04-20-2023 04-27-2023
		Brady, Mary Jean	04-19-2023	04-19-2023
		Kaluna, Noelle	03-13-2023 03-15-2023 03-15-2023 03-16-2023 03-17-2023 03-27-2023 04-04-2023 04-19-2023 04-20-2023 04-27-2023 05-13-2023	03-13-2023 03-15-2023 03-15-2023 03-16-2023 03-17-2023 03-27-2023 04-04-2023 04-19-2023 04-20-2023 04-27-2023 05-13-2023
		Lloyd, Denby	04-20-2023 04-29-2023	04-20-2023 04-29-2023
		Taylor, Diana	04-27-2023	04-27-2023
		Tweed, Teresa	03-15-2023 03-15-2023 03-15-2023 03-16-2023 03-17-2023 03-18-2023 03-27-2023 04-11-2023 04-12-2023	03-15-2023 03-15-2023 03-15-2023 03-16-2023 03-17-2023 03-18-2023 03-27-2023 04-11-2023 04-12-2023
	Total			
	MRC Salish Sea Stewards Support			
	Other Volunteer Projects	Brady, Mary Jean	05-08-2023 05-13-2023	05-08-2023 05-13-2023
		Burton, Ryann	03-01-2023 03-12-2023 03-21-2023 03-28-2023 04-03-2023 04-11-2023 04-25-2023 04-27-2023	03-01-2023 03-12-2023 03-21-2023 03-28-2023 04-03-2023 04-11-2023 04-25-2023 04-27-2023
		Conte, Ron	05-01-2023 05-06-2023 05-13-2023	05-01-2023 05-06-2023 05-13-2023
		Greathouse, Darrell	03-21-2023 03-23-2023 03-24-2023 04-09-2023 04-21-2023	03-21-2023 03-23-2023 03-24-2023 04-09-2023 04-21-2023



Service Assignment	Hours
Interpretation for Intertidal Monitoring/Forage Fish Interpretation for Intertidal Monitoring/Forage Fish	1:50 2:00 <b>3:50</b>
Anacortes Stormwater Monitoring FOSB Meetings	2:00 2:45 <b>4:45</b>
Kids on the Beach Kids on the Beach	2:00 3:30 <b>5:30</b>
Invasive Green Crab Monitoring Invasive Green Crab Monitoring Invasive Green Crab Monitoring Invasive Green Crab Monitoring Invasive Green Crab Monitoring Invasive Green Crab Monitoring Forage Fish Sampling	2:00 2:00 2:00 3:30 3:00 1:30 1:00 <b>15:00</b>
Forage Fish Sampling	1:00 <b>1:00</b>
Fidalgo Bay Day Fidalgo Bay Day Invasive Green Crab Monitoring Invasive Green Crab Monitoring Invasive Green Crab Monitoring Invasive Green Crab Monitoring Kids on the Beach Invasive Green Crab Monitoring Invasive Green Crab Monitoring Forage Fish Sampling Forage Fish Sampling	1:00 1:00 2:00 2:00 2:00 3:00 3:00 2:15 2:00 2:00 2:00 <b>22:15</b>
Bull Kelp Kayak Surveys Bull Kelp Kayak Surveys	2:00 3:00 <b>5:00</b>
Forage Fish Sampling	1:30 <b>1:30</b>
Invasive Green Crab Monitoring Invasive Green Crab Monitoring Invasive Green Crab Monitoring Invasive Green Crab Monitoring Invasive Green Crab Monitoring Invasive Green Crab Monitoring Invasive Green Crab Monitoring Invasive Green Crab Monitoring Invasive Green Crab Monitoring	2:00 2:00 2:00 2:00 2:00 2:00 4:00 4:30 3:30 <b>24:00</b>
	<b>74:15</b> <b>0</b>
Swinomish Crab Monitoring Swinomish Crab Monitoring	2:00 1:00 <b>3:00</b>
Skagit Land Trust Skagit Land Trust Skagit Land Trust Skagit Land Trust Skagit Land Trust Skagit Land Trust Skagit Land Trust Skagit Land Trust	2:00 2:30 1:45 2:00 4:35 2:00 1:30 0:45 <b>17:05</b>
Swinomish Crab Monitoring Swinomish Crab Monitoring Swinomish Crab Monitoring	1:00 0:30 0:40 <b>2:10</b>
Rosario Beach Naturalist Rosario Beach Naturalist Rosario Beach Naturalist Rosario Beach Naturalist Rosario Beach Naturalist	2:30 2:30 2:30 3:00 5:00

# Volunteer Service Details

January 2023 to May 2023

Site	Place	Volunteer	Service From Date	Service To Date
			04-22-2023 05-07-2023 05-08-2023	04-22-2023 05-07-2023 05-08-2023
		Greathouse, Evelyn	03-21-2023 03-23-2023 03-24-2023 04-07-2023 04-21-2023 04-22-2023 05-07-2023 05-08-2023	03-21-2023 03-23-2023 03-24-2023 04-07-2023 04-21-2023 04-22-2023 05-07-2023 05-08-2023
		Harvey-Morgan, Joyce	04-23-2023	04-23-2023
		Lloyd, Denby	05-08-2023	05-08-2023
		Mielke, Ryan	04-22-2023 04-22-2023	04-22-2023 04-22-2023
		Taylor, Diana	01-07-2023 02-24-2023 02-28-2023 03-07-2023 03-14-2023 03-21-2023 04-14-2023 04-21-2023 04-25-2023 05-02-2023 05-04-2023 05-09-2023	01-07-2023 02-24-2023 02-28-2023 03-07-2023 03-14-2023 03-21-2023 04-14-2023 04-21-2023 04-25-2023 05-02-2023 05-04-2023 05-09-2023
		Tilles, Dean	02-07-2023 03-04-2023 03-10-2023 04-22-2023	02-07-2023 03-04-2023 03-10-2023 04-22-2023
	Total			
	Padilla Bay Reserve	Taylor, Diana	05-04-2023	05-04-2023
		Wasson, Carol	04-08-2023 04-22-2023 05-04-2023	04-08-2023 04-22-2023 05-04-2023
	Total			
	Traveling Exhibitor			
Total				
Trail Tales	Skagit Marine Volunteers Advisory			
Total				
Grand total				

Service Assignment	Hours
Rosario Beach Naturalist	5:00
Rosario Beach Naturalist	5:00
Rosario Beach Naturalist	5:00
	<b>30:30</b>
Rosario Beach Naturalist	2:30
Rosario Beach Naturalist	2:30
Rosario Beach Naturalist	2:30
Rosario Beach Naturalist	3:00
Rosario Beach Naturalist	5:00
Rosario Beach Naturalist	5:00
Rosario Beach Naturalist	5:00
Rosario Beach Naturalist	5:00
	<b>30:30</b>
Skagit Land Trust	2:20
	<b>2:20</b>
Samish/Swinomish Clam surveys	4:30
	<b>4:30</b>
Skagit Fisheries Enhancement Group	4:00
Skagit Land Trust	4:00
	<b>8:00</b>
Washington Native Plant Society - Salal Chapter	3:00
Washington Native Plant Society - Salal Chapter	2:00
Transition Fidalgo Support	1:00
Transition Fidalgo Support	1:00
Transition Fidalgo Support	1:00
Transition Fidalgo Support	2:00
Transition Fidalgo Support	2:00
Transition Fidalgo Support	2:00
Transition Fidalgo Support	1:00
Transition Fidalgo Support	2:30
Washington Native Plant Society - Salal Chapter	3:00
Transition Fidalgo Support	2:00
	<b>22:30</b>
Friends of the Anacortes Community Forest Lands	2:00
Friends of the Anacortes Community Forest Lands	3:00
Friends of the Anacortes Community Forest Lands	2:00
Skagit Land Trust	3:00
	<b>10:00</b>
	<b>130:35</b>
Padilla Bay Aquarium Docent	1:30
	<b>1:30</b>
Padilla Bay Aquarium Docent	2:30
Padilla Bay Garden	3:45
Padilla Bay Aquarium Docent	2:45
	<b>9:00</b>
	<b>10:30</b>
	<b>0</b>
	<b>223:55</b>
	<b>0</b>
	<b>0</b>
	<b>223:55</b>

# Volunteer Service Details

July 2023 to September 2023

Site	Place	Volunteer	Service From Date	Service To Date	Service Assignment	Hours
Skagit Marine Volunteers	MRC	Alexander, Glen	08-16-2023	08-16-2023	Invasive Green Crab Monitoring	7:00
			09-13-2023	09-13-2023	Invasive Green Crab Monitoring	8:00
			09-27-2023	09-27-2023	Invasive Green Crab Monitoring	6:00
						<b>21:00</b>
		Apple, Chris	07-08-2023	07-08-2023	Forage Fish Sampling	2:00
			08-11-2023	08-11-2023	Forage Fish Sampling	2:00
						<b>4:00</b>
		Bradshaw, Dorothy	07-12-2023	07-12-2023	Invasive Green Crab Monitoring	3:00
			07-13-2023	07-13-2023	Invasive Green Crab Monitoring	2:30
			07-14-2023	07-14-2023	Forage Fish Sampling	1:00
			08-09-2023	08-09-2023	Invasive Green Crab Monitoring	3:00
			08-10-2023	08-10-2023	Invasive Green Crab Monitoring	2:00
			08-29-2023	08-29-2023	Forage Fish Sampling	1:00
			09-14-2023	09-14-2023	Invasive Green Crab Monitoring	2:30
						<b>15:00</b>
		Cohen, Morty	07-18-2023	07-18-2023	Fidalgo Bay Day	2:00
						<b>2:00</b>
		Conte, Ron	08-11-2023	08-11-2023	Forage Fish Sampling	1:30
						<b>1:30</b>
		Diamond, Angela	09-22-2023	09-22-2023	Bowman Bay Restoration Stewards	2:00
						<b>2:00</b>
		Dinnel, Paul	07-12-2023	07-12-2023	MRC Event/Workshop/Meeting Support	1:00
			07-17-2023	07-17-2023	Invasive Green Crab Monitoring	2:30
			07-18-2023	07-18-2023	Invasive Green Crab Monitoring	2:15
			07-21-2023	07-21-2023	Native Oyster Restoration	1:00
			08-02-2023	08-02-2023	Native Oyster Restoration	4:45
			08-03-2023	08-03-2023	Native Oyster Restoration	3:30
			08-06-2023	08-06-2023	Pinto Abalone Restoration	1:00
			08-10-2023	08-10-2023	MRC Event/Workshop/Meeting Support	1:45
			08-11-2023	08-11-2023	Invasive Green Crab Monitoring	0:30
			08-12-2023	08-12-2023	Invasive Green Crab Monitoring	1:00
			08-18-2023	08-18-2023	Fidalgo Bay Day	1:30
			09-22-2023	09-22-2023	Bowman Bay Restoration Stewards	2:15
			09-23-2023	09-23-2023	Pinto Abalone Restoration	1:15
			09-25-2023	09-25-2023	Invasive Green Crab Monitoring	1:45
			09-26-2023	09-26-2023	Invasive Green Crab Monitoring	1:30
			09-26-2023	09-26-2023	Native Oyster Restoration	0:30
			09-27-2023	09-27-2023	MRC Event/Workshop/Meeting Support	0:30
						<b>28:30</b>
		Drozda, Elizabeth	07-20-2023	07-20-2023	Forage Fish Sampling	0:30
			08-04-2023	08-04-2023	Bull Kelp Kayak Surveys	2:00
						<b>2:30</b>
		Haase, Pete	07-06-2023	07-06-2023	MRC Event/Workshop/Meeting Support	1:00
			07-08-2023	07-08-2023	Forage Fish Sampling	2:00
			07-14-2023	07-14-2023	Forage Fish Sampling	2:00
			07-20-2023	07-20-2023	Forage Fish Sampling	2:00
			07-26-2023	07-26-2023	Forage Fish Sampling	1:00
			07-26-2023	07-26-2023	MRC Event/Workshop/Meeting Support	1:00
			07-27-2023	07-27-2023	MRC Event/Workshop/Meeting Support	1:00
			08-02-2023	08-02-2023	MRC Event/Workshop/Meeting Support	1:00
			08-07-2023	08-07-2023	MRC Event/Workshop/Meeting Support	1:00
			08-11-2023	08-11-2023	Forage Fish Sampling	2:00
			08-18-2023	08-18-2023	MRC Event/Workshop/Meeting Support	1:00
			08-24-2023	08-24-2023	Forage Fish Sampling	2:00
			08-26-2023	08-26-2023	Fidalgo Bay Day	2:00
			08-28-2023	08-28-2023	Forage Fish Sampling	2:00
			09-13-2023	09-13-2023	MRC Event/Workshop/Meeting Support	2:00
			09-17-2023	09-17-2023	Forage Fish Sampling	2:00
			09-22-2023	09-22-2023	Forage Fish Sampling	2:00
			09-25-2023	09-25-2023	Forage Fish Sampling	2:00
			09-25-2023	09-25-2023	Kids on the Beach	1:00
						<b>30:00</b>
		Hoh, Shirley	07-08-2023	07-08-2023	Forage Fish Sampling	1:30
			07-14-2023	07-14-2023	Forage Fish Sampling	1:15
			07-20-2023	07-20-2023	Forage Fish Sampling	1:00

Site	Place	Volunteer	Service From Date	Service To Date	Service Assignment	Hours
			08-11-2023 08-24-2023 08-28-2023 09-17-2023 09-22-2023 09-25-2023	08-11-2023 08-24-2023 08-28-2023 09-17-2023 09-22-2023 09-25-2023	Forage Fish Sampling Forage Fish Sampling Forage Fish Sampling Forage Fish Sampling Forage Fish Sampling Forage Fish Sampling	1:30 1:00 1:30 1:15 0:50 1:20 <b>11:10</b>
		Hutchins, Pattie	07-16-2023 07-17-2023 08-11-2023 08-12-2023 08-25-2023 08-26-2023 09-09-2023 09-10-2023	07-16-2023 07-17-2023 08-11-2023 08-12-2023 08-25-2023 08-26-2023 09-09-2023 09-10-2023	Invasive Green Crab Monitoring Invasive Green Crab Monitoring Invasive Green Crab Monitoring Invasive Green Crab Monitoring Fidalgo Bay Day Fidalgo Bay Day Invasive Green Crab Monitoring Invasive Green Crab Monitoring	2:30 4:30 3:00 2:00 3:30 5:00 2:30 2:30 <b>25:30</b>
		Insley, Andrea	07-06-2023 07-07-2023 08-01-2023 08-02-2023 09-12-2023 09-13-2023	07-06-2023 07-07-2023 08-01-2023 08-02-2023 09-12-2023 09-13-2023	Invasive Green Crab Monitoring Invasive Green Crab Monitoring Invasive Green Crab Monitoring Invasive Green Crab Monitoring Invasive Green Crab Monitoring Invasive Green Crab Monitoring	2:00 2:00 2:00 2:00 2:00 2:00 <b>12:00</b>
		Johnson, L J	08-17-2023 08-24-2023 08-26-2023 08-31-2023 09-07-2023	08-17-2023 08-24-2023 08-26-2023 08-31-2023 09-07-2023	Bowman Bay Restoration Stewards Bowman Bay Restoration Stewards Fidalgo Bay Day Bowman Bay Restoration Stewards Bowman Bay Restoration Stewards	2:00 2:00 5:00 2:00 2:00 <b>13:00</b>
		Kaluna, Noelle	07-14-2023 08-26-2023 09-22-2023 09-22-2023	07-14-2023 08-26-2023 09-22-2023 09-22-2023	Forage Fish Sampling Fidalgo Bay Day Bowman Bay Restoration Stewards Forage Fish Sampling	2:00 5:00 1:00 2:00 <b>10:00</b>
		Knowles, Liz	08-26-2023	08-26-2023	Fidalgo Bay Day	4:00 <b>4:00</b>
		Lee, Hal	07-08-2023 07-14-2023 08-11-2023 08-24-2023 08-26-2023 08-28-2023 09-22-2023 09-25-2023	07-08-2023 07-14-2023 08-11-2023 08-24-2023 08-26-2023 08-28-2023 09-22-2023 09-25-2023	Forage Fish Sampling Forage Fish Sampling Forage Fish Sampling Forage Fish Sampling Fidalgo Bay Day Forage Fish Sampling Forage Fish Sampling Forage Fish Sampling	3:00 2:30 2:30 2:00 3:00 2:30 2:30 2:30 <b>20:30</b>
		Lloyd, Denby and	07-01-2023 07-13-2023 08-13-2023	07-01-2023 07-13-2023 08-13-2023	Bull Kelp Kayak Surveys Bull Kelp Kayak Surveys Bull Kelp Kayak Surveys	3:30 2:00 2:00 <b>7:30</b>
		Mielke, Ryan	08-25-2023 08-26-2023	08-25-2023 08-26-2023	Fidalgo Bay Day Fidalgo Bay Day	2:00 6:30 <b>8:30</b>
		ROTNER, BARRY	07-17-2023 08-11-2023 09-25-2023	07-17-2023 08-11-2023 09-25-2023	Invasive Green Crab Monitoring Invasive Green Crab Monitoring Invasive Green Crab Monitoring	1:15 1:15 1:15 <b>3:45</b>
		Rotner, Laurie	07-17-2023 08-11-2023	07-17-2023 08-11-2023	Invasive Green Crab Monitoring Invasive Green Crab Monitoring	1:30 1:30 <b>3:00</b>
		Smith, Darla Gay	07-11-2023 07-11-2023 07-11-2023 07-12-2023 07-13-2023 07-17-2023 07-18-2023 07-24-2023 08-03-2023 08-09-2023	07-11-2023 07-11-2023 07-11-2023 07-12-2023 07-13-2023 07-17-2023 07-18-2023 07-24-2023 08-03-2023 08-09-2023	Fidalgo Bay Day Fidalgo Bay Day MRC Event/Workshop/Meeting Support Fidalgo Bay Day MRC Event/Workshop/Meeting Support Fidalgo Bay Day Fidalgo Bay Day Fidalgo Bay Day Fidalgo Bay Day Fidalgo Bay Day	1:00 3:00 1:00 1:00 2:00 3:00 6:00 3:00 4:00 3:00

Site	Place	Volunteer	Service From Date	Service To Date	Service Assignment	Hours		
Total	Total		08-10-2023	08-10-2023	MRC Event/Workshop/Meeting Support	2:00		
			08-12-2023	08-12-2023	Fidalgo Bay Day	3:00		
			08-13-2023	08-13-2023	Fidalgo Bay Day	3:00		
			08-14-2023	08-14-2023	Fidalgo Bay Day	5:00		
			08-15-2023	08-15-2023	Fidalgo Bay Day	3:00		
			08-16-2023	08-16-2023	Fidalgo Bay Day	5:00		
			08-17-2023	08-17-2023	Fidalgo Bay Day	4:00		
			08-18-2023	08-18-2023	Fidalgo Bay Day	5:00		
			08-19-2023	08-19-2023	Fidalgo Bay Day	4:00		
			08-20-2023	08-20-2023	Fidalgo Bay Day	6:00		
			08-21-2023	08-21-2023	Fidalgo Bay Day	7:00		
			08-22-2023	08-22-2023	Fidalgo Bay Day	6:00		
			08-23-2023	08-23-2023	Fidalgo Bay Day	7:00		
			08-24-2023	08-24-2023	Fidalgo Bay Day	6:00		
			08-25-2023	08-25-2023	Fidalgo Bay Day	10:00		
			08-26-2023	08-26-2023	Fidalgo Bay Day	14:00		
			08-27-2023	08-27-2023	Fidalgo Bay Day	6:00		
			08-28-2023	08-28-2023	Fidalgo Bay Day	7:00		
			08-29-2023	08-29-2023	Fidalgo Bay Day	6:00		
			08-30-2023	08-30-2023	Fidalgo Bay Day	7:00		
			08-31-2023	08-31-2023	Fidalgo Bay Day	6:00		
			09-01-2023	09-01-2023	Fidalgo Bay Day	9:00		
			09-02-2023	09-02-2023	Fidalgo Bay Day	6:00		
			09-03-2023	09-03-2023	Fidalgo Bay Day	7:00		
			09-05-2023	09-05-2023	Fidalgo Bay Day	3:00		
			09-06-2023	09-06-2023	Fidalgo Bay Day	4:00		
			09-07-2023	09-07-2023	Fidalgo Bay Day	3:00		
			09-08-2023	09-08-2023	Fidalgo Bay Day	3:00		
			09-09-2023	09-09-2023	Fidalgo Bay Day	3:00		
			09-10-2023	09-10-2023	Fidalgo Bay Day	3:00		
			09-11-2023	09-11-2023	Fidalgo Bay Day	4:00		
			09-12-2023	09-12-2023	Fidalgo Bay Day	2:00		
			09-13-2023	09-13-2023	Fidalgo Bay Day	1:00		
			09-13-2023	09-13-2023	Fidalgo Bay Day	3:00		
			09-14-2023	09-14-2023	MRC Event/Workshop/Meeting Support	2:00		
			09-20-2023	09-20-2023	Fidalgo Bay Day	3:00		
			09-20-2023	09-20-2023	Fidalgo Bay Day	5:00		
			09-21-2023	09-21-2023	Fidalgo Bay Day	0:03		
			09-21-2023	09-21-2023	Fidalgo Bay Day	3:00		
			09-22-2023	09-22-2023	Fidalgo Bay Day	4:00		
			09-26-2023	09-26-2023	Fidalgo Bay Day	8:00		
			09-27-2023	09-27-2023	Fidalgo Bay Day	3:00		
			09-29-2023	09-29-2023	Fidalgo Bay Day	5:00		
				Taylor, Diana	08-28-2023	08-28-2023	Forage Fish Sampling	1:15
								1:15
				Tilles, Dean	08-17-2023	08-17-2023	Bowman Bay Restoration Stewards	2:00
					08-31-2023	08-31-2023	Bowman Bay Restoration Stewards	2:00
								4:00
				Vance, Paul	08-26-2023	08-26-2023	Fidalgo Bay Day	3:00
					09-26-2023	09-26-2023	Invasive Green Crab Monitoring	5:45
								8:45
				Weathers, Bob	07-19-2023	07-19-2023	Forage Fish Sampling	2:00
					07-20-2023	07-20-2023	Bull Kelp Kayak Surveys	2:00
								4:00
				Wenberg-Davidson, Lynne	07-01-2023	07-01-2023	Bull Kelp Kayak Surveys	3:00
					07-06-2023	07-06-2023	MRC Event/Workshop/Meeting Support	1:00
								4:00
				Wherry, Trina	08-26-2023	08-26-2023	Fidalgo Bay Day	6:30
								6:30
								486:58
Total						486:58		
Grand total						486:58		