



Chesapeake Bay Program
Science. Restoration. Partnership.

December 11, 2025
MB Meeting

Partnership Progress: October - November 2025

TIMELINE: RECENT PROGRESS

Dates	Lead	Deliverable(s)
July 1 – Sept 1	Public	60-day public feedback period on amended Agreement
September 11	MB	Begin to review, organize, and address public feedback; update on interim structure and governance recommendations
Sept 30 – Oct 2	MB	Retreat to discuss Agreement amendments and interim structure and governance recommendations
October 9	MB	Finalize Agreement amendments and interim structure and governance recommendations for PSC review
October 28	PSC	Finalize Agreement amendments; discuss governance and structure recommendations
November 6	PSC/MB	Finalize materials for December 2 EC meeting (e.g., finalize interim structure and governance recommendations)
December 2	EC	Approve recommended amendments to the Agreement and interim structure and governance revisions

MB Retreat Review

Day 1

- Vision, Principles, Preamble
 - Time Horizon
 - Thriving Habitat, Fisheries, and Wildlife Outcomes
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Day 2

- Clean Water Outcomes
- Healthy Landscapes Outcomes
- Engaged Communities Outcomes
- Return to unresolved issues

Day 3

- Time Horizon
- Management Strategies
- Governance recommendations
- Structure straw man discussion



Recap of Policy Decisions from the October 9 Management Board Meeting



CBWA Time Horizon

The MB supermajority votes resulted in adoption of a 2040-time horizon for the Watershed Agreement with a 2033 checkpoint.

Do you support a ____ time horizon?	2035	2040
Chesapeake Bay Commission	Nay	Yea
Commonwealth of Pennsylvania	Nay	Yea
Commonwealth of Virginia	Yea	Nay
District of Columbia	Nay	Yea
State of Delaware	Nay	Yea
State of Maryland	Yea	Nay
State of New York	Nay	Yea
State of West Virginia	Nay	Yea
U.S. Environmental Protection Agency	Stand Aside	Stand Aside

CBWA Time Horizon

The MB agreed via consensus to adopt a six-year cycle for Management Strategy implementation.



The Program will report progress to the public and update work plans on a shorter-term basis for each Outcome in accordance with adaptive management.

Reducing Excess Nitrogen, Phosphorus and Sediment (RENPS) Target #1

**Virginia Proposal Accepted by Management Board Through
Supermajority Vote:**

“Through 2030, signatories will continue to accelerate completion of all interim water quality planning targets through implementation of Chesapeake Bay Watershed Implementation Plans, two-year milestone commitments and other innovative strategies to achieve and maintain reduced levels of nitrogen, phosphorus and sediment.”

Reducing Excess Nitrogen, Phosphorus and Sediment (RENPS) Target #1

Do you support the inclusion of _____ in the Chesapeake Bay Watershed Agreement?	Maryland's proposed RENPS Target 1 language	Virginia's proposed RENPS Target 1 language
Chesapeake Bay Commission	Nay	Yea
Commonwealth of Pennsylvania	Nay	Yea
Commonwealth of Virginia	Nay	Yea
District of Columbia	Nay	Yea
State of Delaware	Nay	Yea
State of Maryland	Yea	Nay
State of New York	Nay	Yea
State of West Virginia	Nay	Yea
U.S. Environmental Protection Agency	Nay	Yea

□ ***Maryland's proposed language on Target #1:*** "By 2035, achieve all interim planning targets by implementing the existing Chesapeake Bay Watershed Implementation Plans, two-year milestone commitments and other innovative strategies."

Waterbirds

Should waterbirds be included in the Chesapeake Bay Watershed Agreement?	Waterbirds
Chesapeake Bay Commission	Yea
Commonwealth of Pennsylvania	Yea
Commonwealth of Virginia	Nay
District of Columbia	Yea
State of Delaware	Nay*
State of Maryland	Yea
State of New York	Yea
State of West Virginia	Nay
U.S. Environmental Protection Agency	Nay

Waterbirds

The MB is recommending to the PSC that waterbirds remain in the Agreement under the Tidal Wetlands Target and the Nontidal Wetlands Target, per Maryland's **proposal**.

- “**Tidal:** Restore or create at least 3,000 acres and enhance 15,000 acres of tidal wetlands by 2040, **focusing on habitats that support populations of waterbirds and represent healthy wetlands across the watershed.**”
- “**Nontidal:** Restore or create at least 3,000 acres and enhance 15,000 acres of nontidal wetlands by 2040, **focusing on habitats that support populations of waterbirds and represent healthy wetlands across the watershed.**”

Governance & Structure

Governance and Accountability Initial Recommendations

prepared by the Governance and Accountability Team; October 3, 2025

In response to the 2024 Executive Council Change to strengthen and streamline the Partnership, the Joint Governance and Accountability Team (GAT) recommends the following to the Management Board (MB) to address its top two identified challenges, "Priority Setting and Decision Making," and "Roles and Responsibilities." The GAT has also developed initial considerations for four additional challenges: "Complexity and Structure," "Transparency," "Accountability and Adaptive Management" and "Communication and Coordination," but these recommendations are still in a deliberative stage and thus not presented in this document.

Priority Setting and Decision-Making Recommendations

- 1) The Principals' Staff Committee (PSC) should provide strategic direction for the partnership by establishing and implementing a collaborative priority setting framework.
- 2) Improved clarified decision-making authority and expertise are recommended to enhance operations between the PSC, MB, and GATs, particularly when considering how best to streamline outcome implementation actions and delegate decision-making.
- 3) Federal agency coordination should be strengthened at each level of the governing structure, including transparency in decision-making.
- 4) Consensus-continuum based decision making should be re-evaluated to determine whether alternative methods could be more effective at differing levels of the partnership, acknowledging the necessary balance between efficiency and egalitarianism.

Role & Responsibility Recommendations

- 1) Minor updates to the roles and responsibilities of the Executive Council are recommended to emphasize their policy setting and public-facing function.
- 2) Major updates to the roles, responsibilities, and operations of the PSC are recommended to strengthen its functions as a body of politically appointed or organizational executives. This recommendation results in a major shift in the focus of the PSC function to include strategic direction and priority setting, while focusing less on approval of earlier administrative MB decisions.

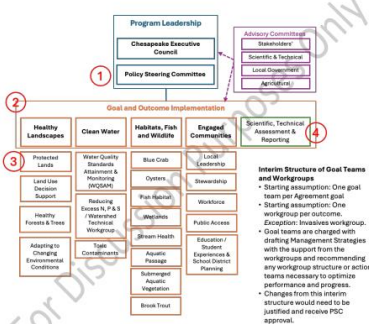
ns, and operations, and size the MB's function serving bodies of the

ns are recommended to working collaboratively

Strawman Chesapeake Bay Program Structure

The Principals' Staff Committee (PSC) has been charged by the Chesapeake Executive Council (EC) with recommending a simplified and streamlined partnership structure and processes to the EC in as much detail as possible by December 1, 2025. Subsequent changes to the Governance and Management Framework incorporating this revised structure and processes do not need to occur until June 2026.

The purpose of this structure strawman is to provide a tool for soliciting ideas and feedback from the MB for consideration by the PSC. It does not attempt to reflect the PSC's position in any way on what the future structure of the Bay Program could or should be. It is not an attempt to posit what the ideal structure would be. It presents a structure purposefully different but not completely removed from the one currently in place to encourage creative and critical thinking. Major decision points for discussion are identified with red numbers.



the vision and goals of the Chesapeake Bay Watershed Agreement and work implementation

section to the Principals' Staff Committee and the Program through agreements, changes to the Watershed Agreements, including changes to goals, in Advisory Committees

leaders (cabinet, secretary, director or commission level) or their designees

the Watershed Agreement, including outcomes and targets, elevate significant

Policy direction and set priorities for Program annually

of resources around Program priorities

framework, including creation of goal teams, workgroups, and action teams.

progress toward Program goals and outcomes.

operations and implementation from goal teams and oversees operation and decision making

of strategies and workplans (logic action plans) and Program's adaptive

make Bay Program comprehensive and strategic engagement, as well as science-

in Advisory Committees.

atory, Participating, 2 Regional federal and state delegation members; Advisory

representative of the EC Chair; Vice Chair; CBP Director as coordinator? (marked with a red 5)

the scientific and progress, provides policy options and issues analysis, frames

for the Program Leadership

management strategies and workplans to realize outcomes and targets within

Major Decision Points for Discussion:

1. Combining the PSC and MB:
 - Would this reduce duplicative rounds of decision-making?
 - If all program management and policy direction fall to one decision-making body, are we overburdening high-level policy-makers with more and longer meetings?
 - Would this result in more direction from the high-level policy-makers of the Program, or encourage more delegation of PSC oversight to designees?
 - Who will prepare materials for decisions by the PSC?
 - Alternative: More clarity about division of decision-making and oversight between PSC and MB

used to "1 Team per Agreement Goal:"

tems: [Clean Water + Habitats, Fish and Wildlife] and [Healthy Landscapes + Communities]

tems: Split [Fish & Wildlife] and [Habitat]

Need to start with "1 Workgroup per Outcome" Assume rip workgroups

non-goal team groups like STAR, SET, or SPS? Who will be responsible for ensuring

entities continue within a streamlined structure.

for the operational management of the Bay Program, including consolidating

the goal teams and preparing it for decision by the PSC?

role of the CBPO, under CBP Director leadership?

- Assess each opportunity and alignment and analyzes implementation challenges and resource availability to inform Program prioritization.
- Provides analyses for the adaptive management process to review progress, identify approaches and actions that are or are not working, draft new workplans, and update management strategies as appropriate to improve effectiveness.
- Fosters collaboration across goals and outcomes.
- Identifies need for adding or consolidating workgroups and action teams.
- Voting Members: 1 per signatory + predetermined allocation of non-signatory at large members; Advisory ACs

Near-Term Milestone schedule

- The MB agreed via consensus to the Near-Term Milestone schedule of two-years and forwarded to the PSC for their consideration and approval.



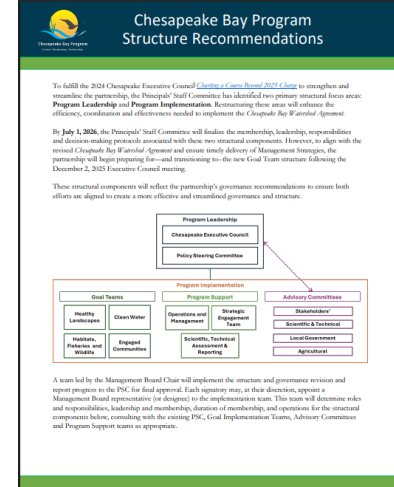
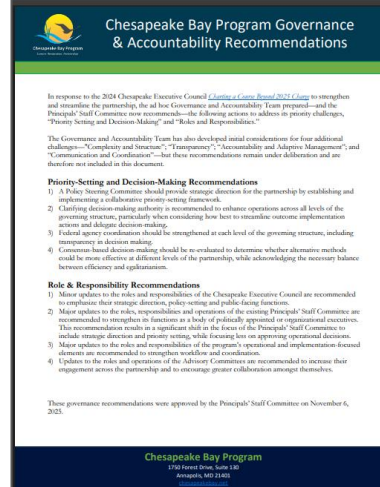
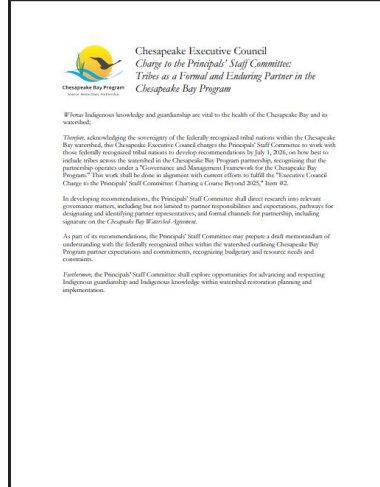
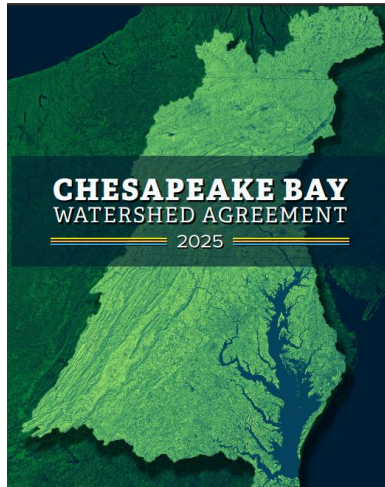
Recap of Actions and Decisions from the October 28th PSC Meeting

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- **Agreement:** approved revisions for EC :)
 - **S&G Recommendations:** discussed
 - **EC Meeting Agenda:** approved
 - **Tribal Charge:** discussed
 - **Milestones:** approved near-term schedule



Recap of Actions and Decisions from the November 6 PSC Meeting

- **Agreement:** technical edits approved
- **Tribal Charge:** revised charge approved
- **S&G Recommendations:** 1-pagers approved



examples of how decisions at this process—and the related parties. The information groups and the Program documents

progress and results

creating the Strategic and Principals' Staff

disruption the natural

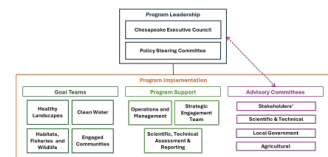
the on November 6,

the Bay Program Office

and, including Program

the Bay Program Office

and, including Program



A team led by the Management Board Chair will implement the structure and governance revision and report progress to the PSC for final approval. Each signatory may, at their discretion, appoint a Management Board representative (or designee) to the implementation team. This team will determine roles and responsibilities, leadership and membership, duration of membership, and operations for the structural components below, consulting with the existing PSC, Goal Implementation Teams, Advisory Committees and Program Support teams as appropriate.

TIMELINE: RECENT PROGRESS

Dates	Lead	Deliverable(s)
July 1 – Sept 1		
September 11		update on interim
Sept 30 – Oct 2		structure and governance
October 9		governance
October 28		structure
November 6		finalize interim structure
December 2	EC	Approve recommended amendments to the Agreement and interim structure and governance revisions

