

Anonymous Survey for the Stakeholders' Advisory Committee Leadership Succession Planning

20 responses

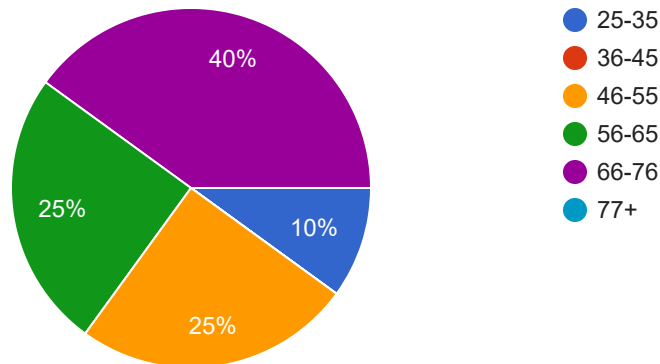
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General Questions:

What is your age?

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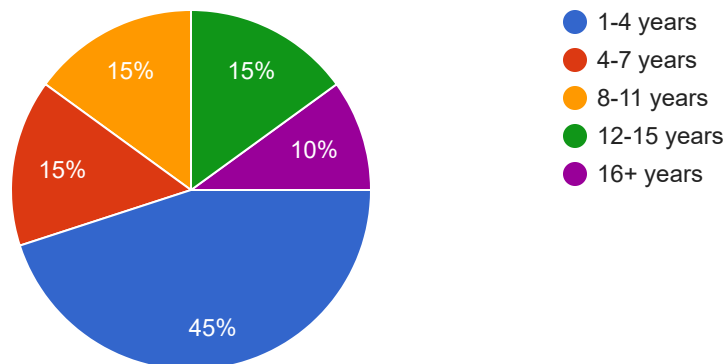
20 responses



How long have you been a member of the Stakeholders' Advisory Committee

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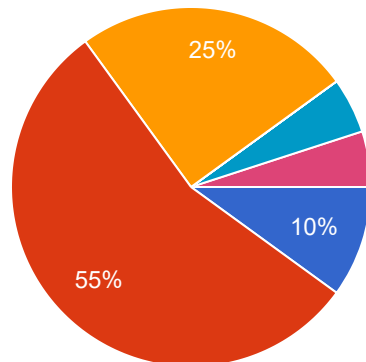
20 responses



What is your **primary** reason for participating on the Stakeholders' Advisory Committee?

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20 responses

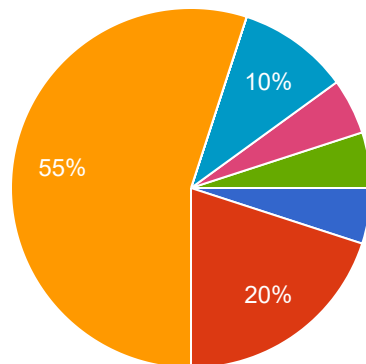


- I was asked to serve, so I am.
- I want to influence the outcomes and success of the...
- I represent an important stakeholder voice.
- I like networking.
- I find the meeting topics interesting.
- The information I learn helps...
- All of the above

What is your **secondary** reason for participating on the Stakeholders' Advisory Committee?

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20 responses

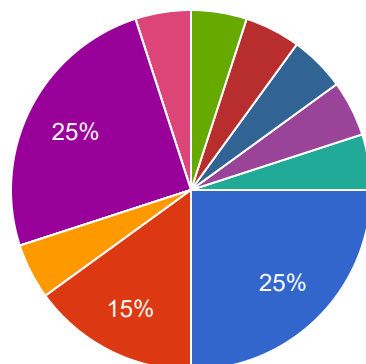


- I was asked to serve, so I am.
- I want to influence the outcomes and success of the...
- I represent an important stakeholder voice.
- I like networking.
- I find the meeting topics inter...
- The information I learn helps...
- All of the above
- I want to improve the water q...

What is your **third** reason for participating on the Stakeholders' Advisory Committee?

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20 responses



- I was asked to serve, so I am.
- I want to influence the outcom...
- I represent an important stake...
- I like networking.
- I find the meeting topics inter...
- The information I learn helps...
- Keep my stakeholder group in...
- I find the meeting stimulating...

 1/2 

Membership



If you are not able to regularly participate in quarterly meetings either in-person or remotely, what might make it more of a priority for you?

20 responses

NA - I am pleased to participate as much as possible

I miss meetings only when I have day-job conflict

4 quarterly meetings

I am able to participate

Agenda topics and meeting location

I have participated in all the meetings so far and plan to continue doing so in the future

Weekend committee meetings, virtual attendance, and flexibility with time.

N/A

Understandable if people need to miss meetings on occasion. However, there are many people who understand the priority of the issues and they should be the ones given the opportunity to serve.

They are a priority. Only when CBF hosts a mandatory meeting do I bow out. I schedule around these.

I have been making it a priority.

Have meetings throughout the entire Bay Watershed and ask members to host meetings and watershed tours of projects as a part of the meetings. I'd offer to host a meeting at our conference room facility.

I find the remote options help me to regularly participate

I have and continue to participate regularly in nearly all meetings in person or remotely.

NA

Committed to the time required

I do regularly participate.



I make it a priority to participate

I am generally able to participate in meetings and I make them a priority.

n/a

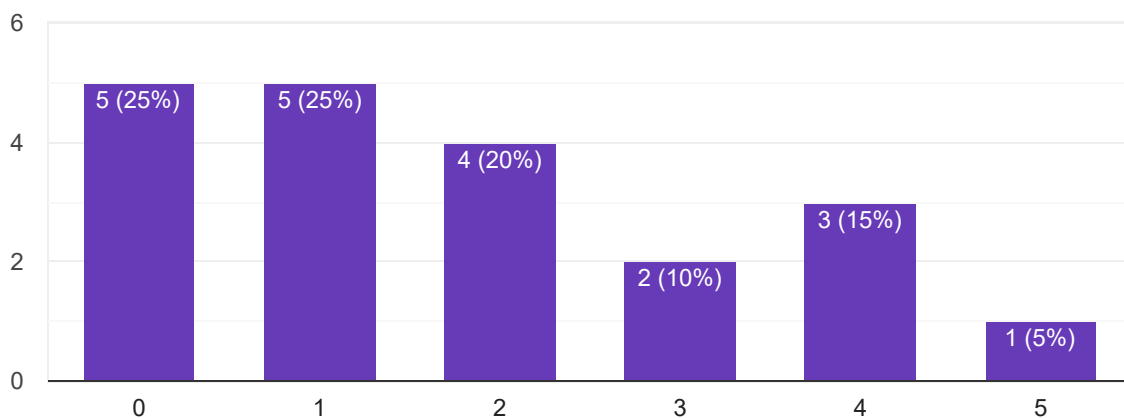
Subcommittee Chair

Please rank each potential reason below on how relevant it is why you may not want to serve as **Subcommittee Chair**.

Time commitment- I struggle to find time to attend quarterly meetings either in-person or remotely.

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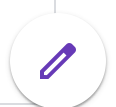
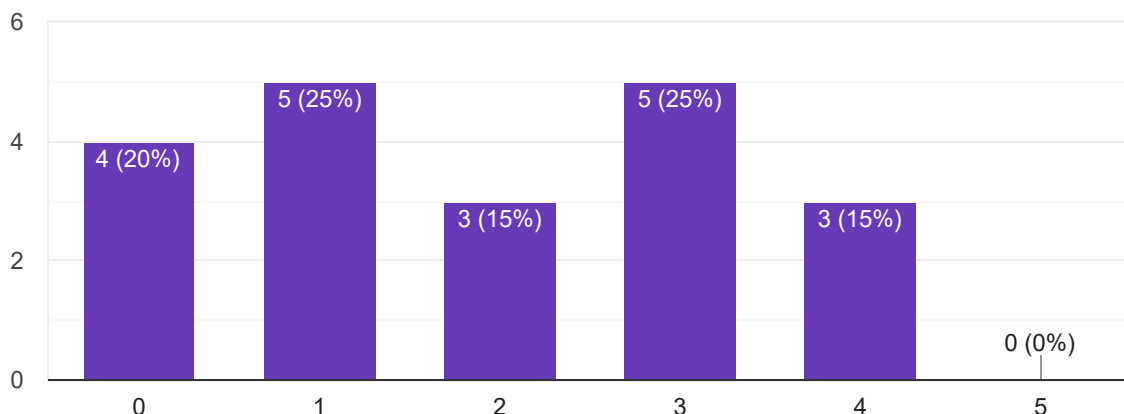
20 responses



Time commitment- unable to attend subcommittee meetings

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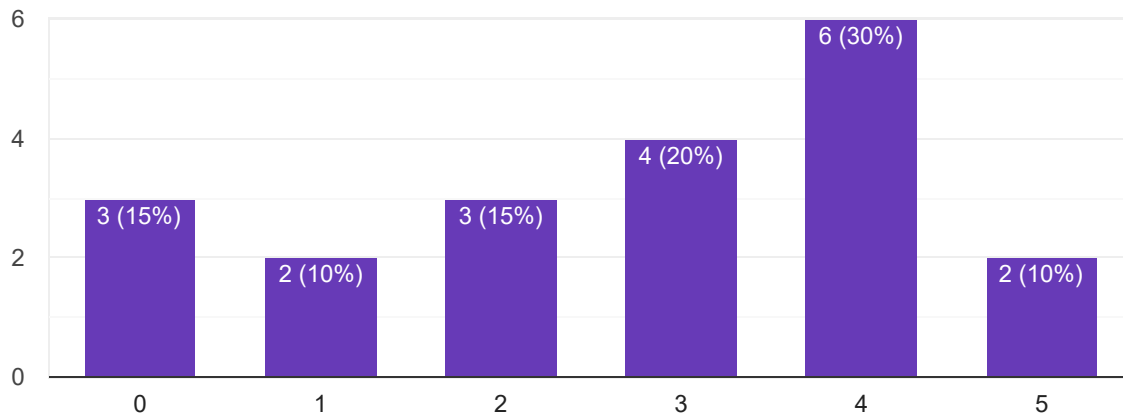
20 responses



Time commitment- unable to attend related CBP workgroup meetings (varied, estimated 12 hrs/yr)

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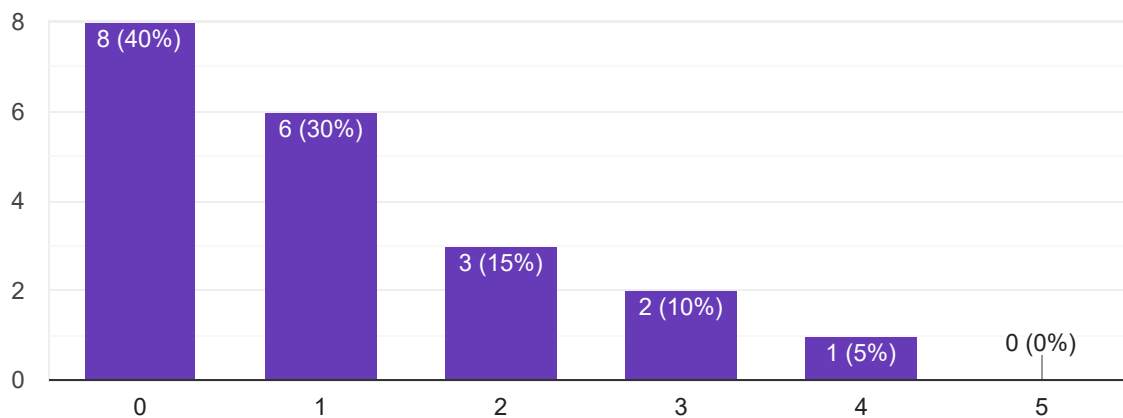
20 responses



I don't feel like I have enough knowledge on the topics

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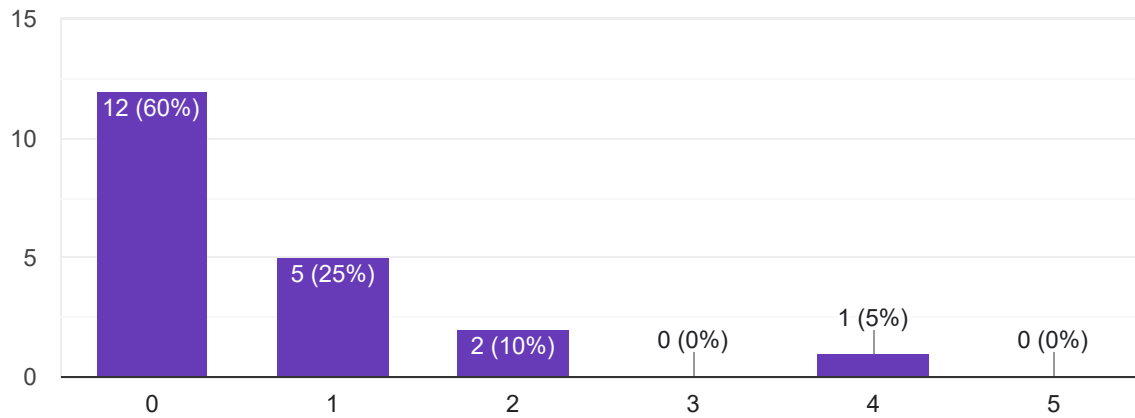
20 responses



I can't follow the conversation very well because there are too many acronyms or the topics are too technical.



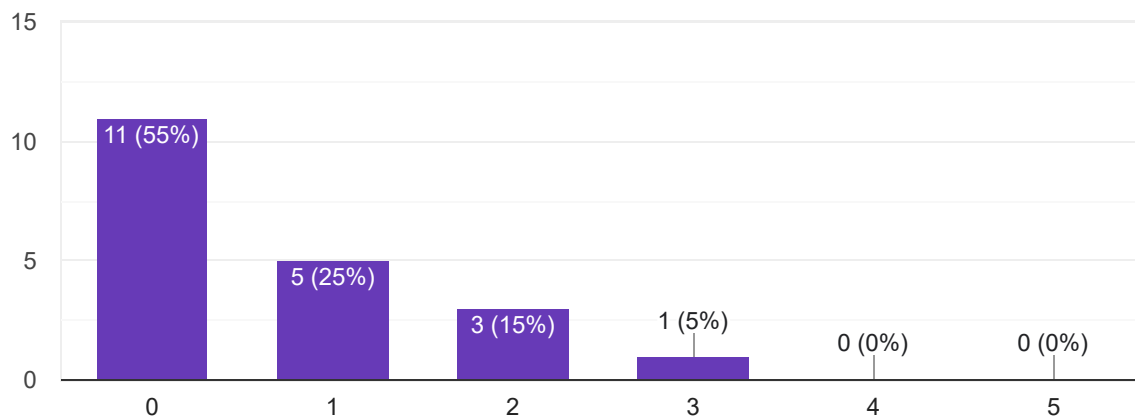
20 responses



I don't know enough about how the Stakeholders' Advisory Committee operates.



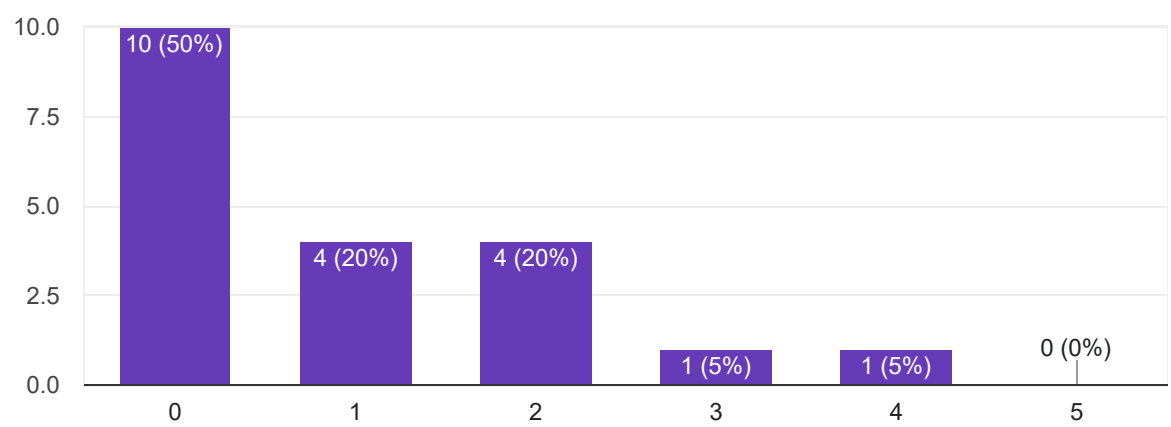
20 responses



I am uncomfortable leading meetings

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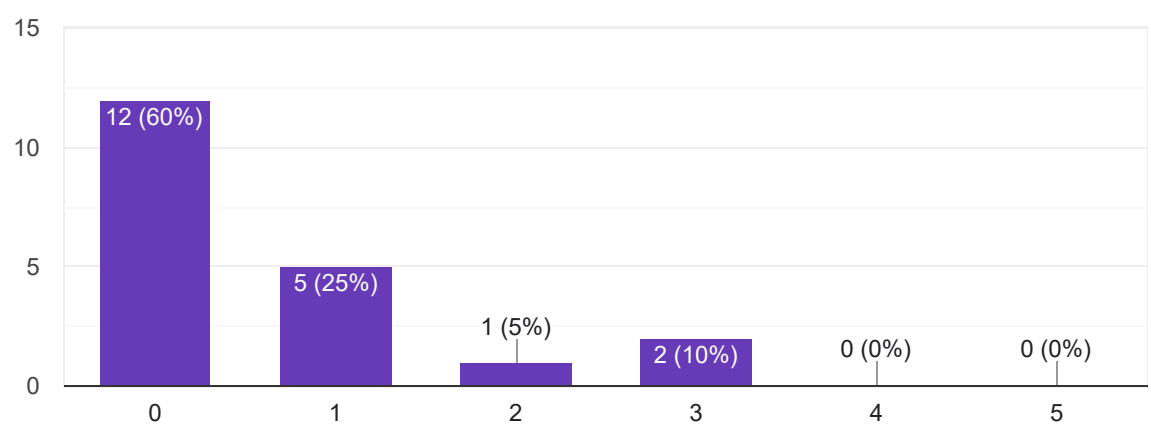
20 responses



I am uncomfortable building consensus.

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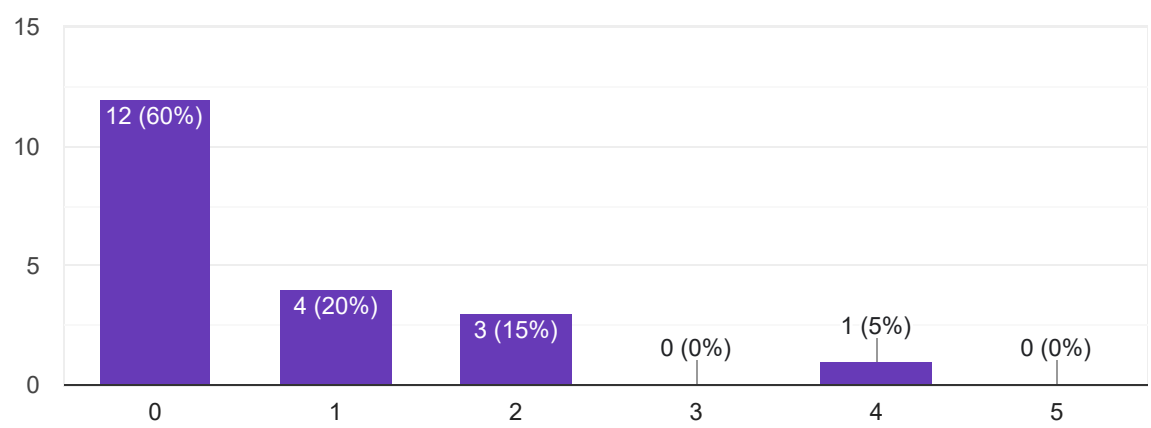
20 responses



I feel like I'm not being heard

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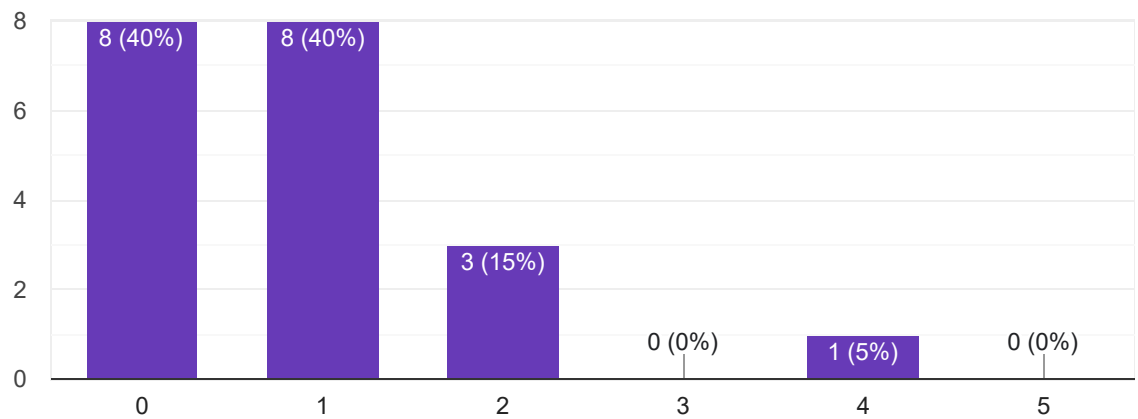
20 responses



I feel like I might say the wrong thing

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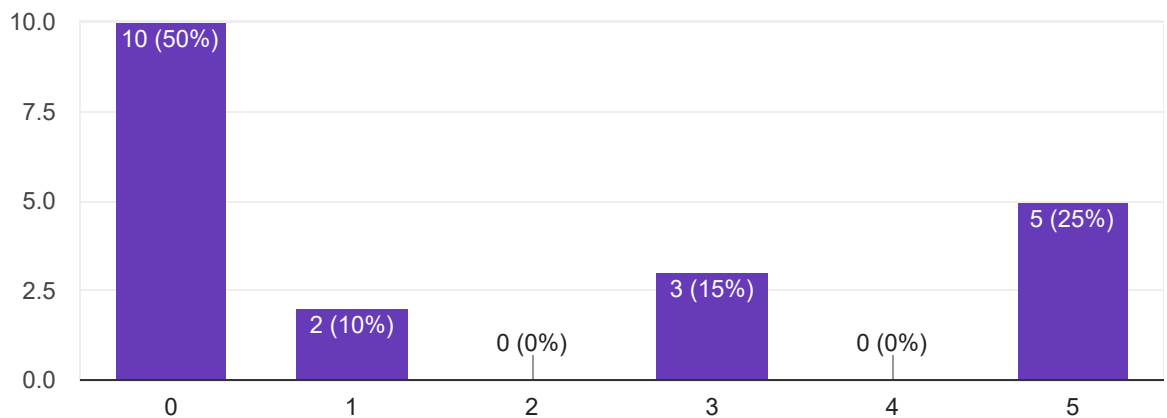
20 responses



I have already served as Subcommittee Chair in the past and want to give others a chance

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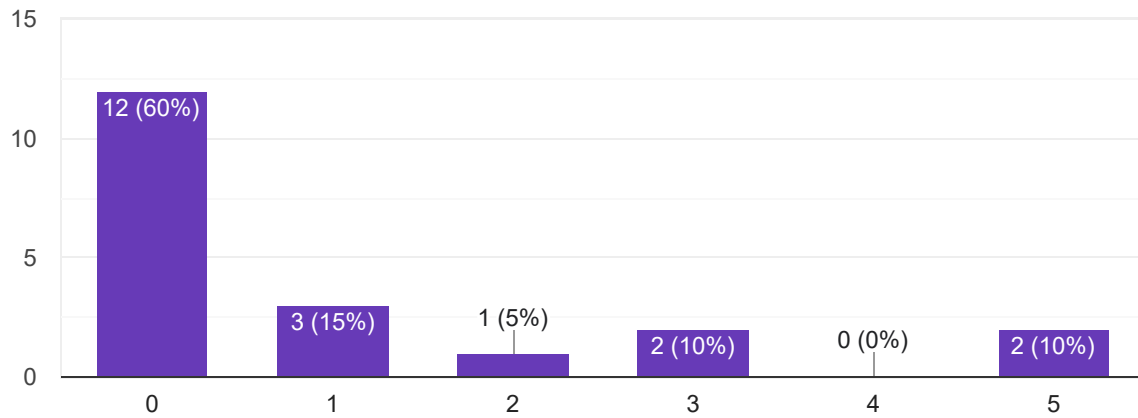
20 responses



I have already served as Subcommittee Chair in the past and don't want to do it again

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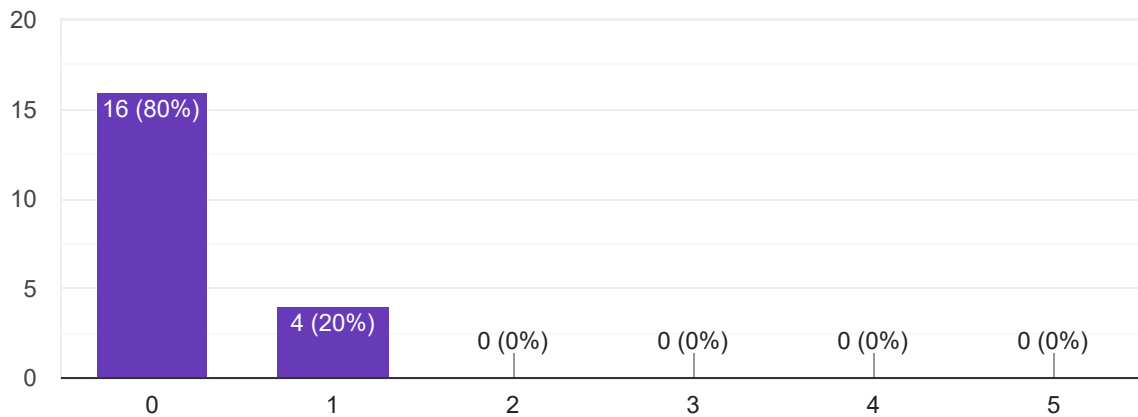
20 responses



I'm not very interested in the subcommittee topics (water quality, stewardship & engagement, conservation & land use)

 Copy

20 responses



Please describe another relevant reason that was not listed:

8 responses

N/A

I Feel like opportunity should be provided to the younger generations to hone their leadership skills

I struggle with how useful our input is when measured against the time that goes into it.

My background and expertise is not fully being utilized based on topics many of the discussions are focused on.

I served as both a chair and subcommittee chair and believe we need to give other members the opportunity to serve in these positions.

Joining the committee is a commitment! Members may have to "struggle" to find time and do things that make them feel less than fully comfortable. It is what it is. That said, once we've made the commitment, we should be willing to make time and do what needs to be done in order for the committee to do its job.

Each of the reasons are not an issue but when combined the commitment and responsibility are a lot. I often feel there are people more equipped than I am to serve in leadership positions.

The 'weight' involved in leading certain subcommittees feels overwhelming when there are others who will not step aside to provide space for new voices to lead or co-lead.

Committee Vice-Chair

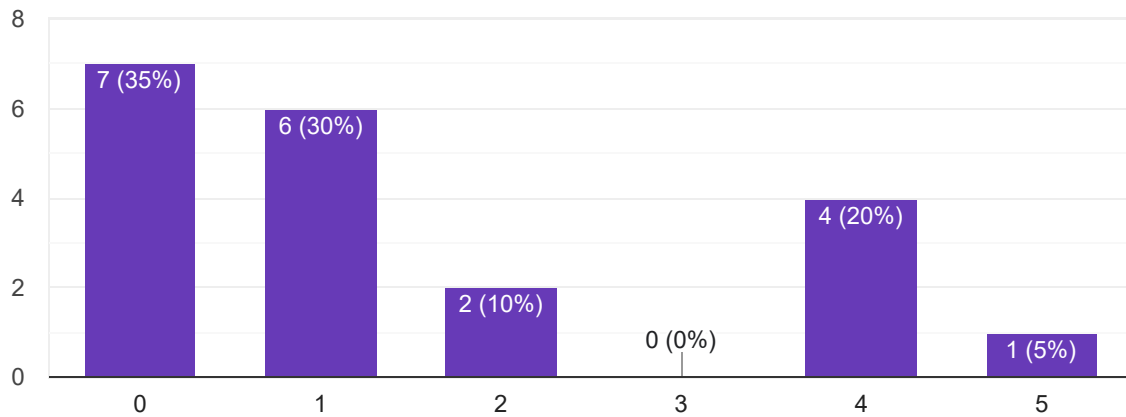
Please rank each potential reason below on how relevant it is why you may not want to serve as **Committee Vice-Chair**.





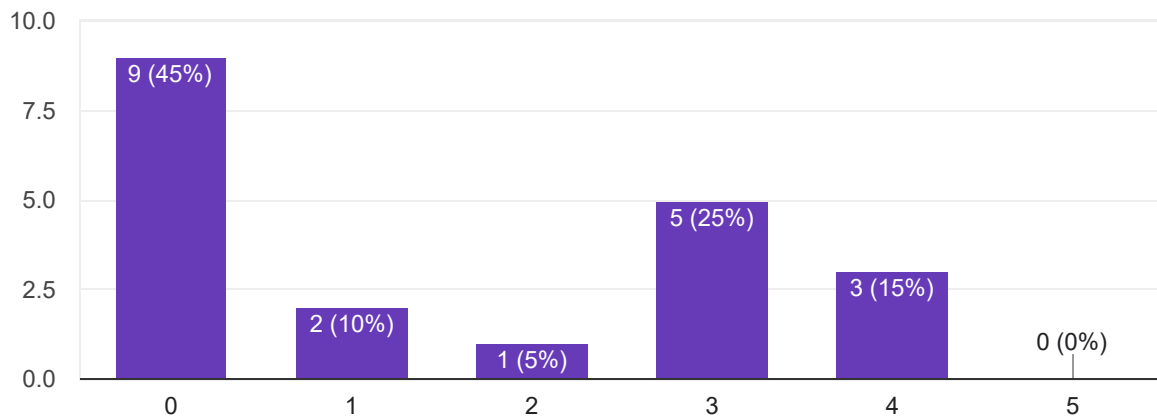
Time commitment- I struggle to find time to regularly attend quarterly meetings in-person

20 responses



Time commitment- unable to attend Executive Committee meetings

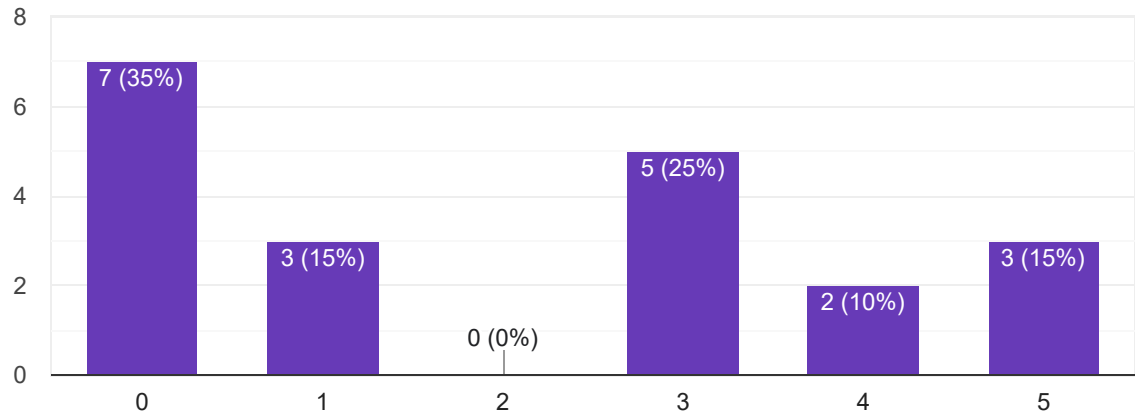
20 responses



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It seems there is an expectation that the Vice-Chair will move into the Chair position and I don't want to be Chair.

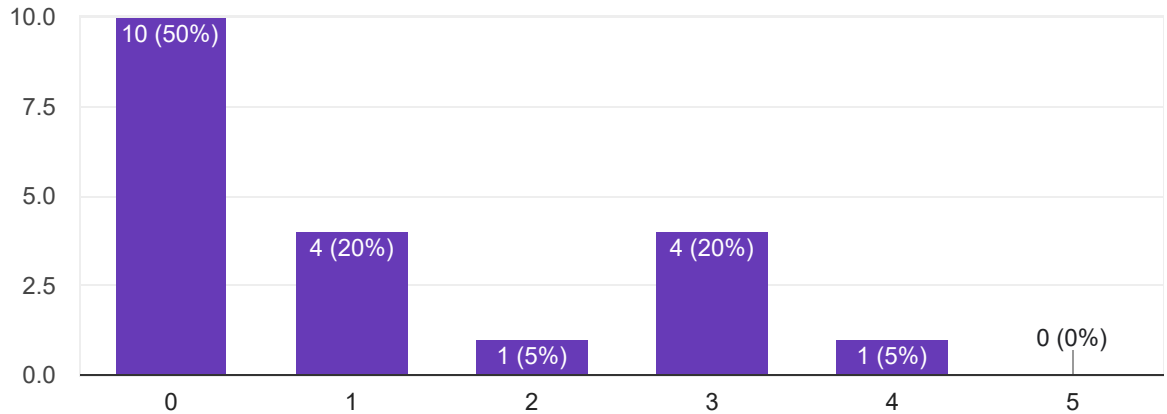
20 responses



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I don't feel like I have enough knowledge on the topics

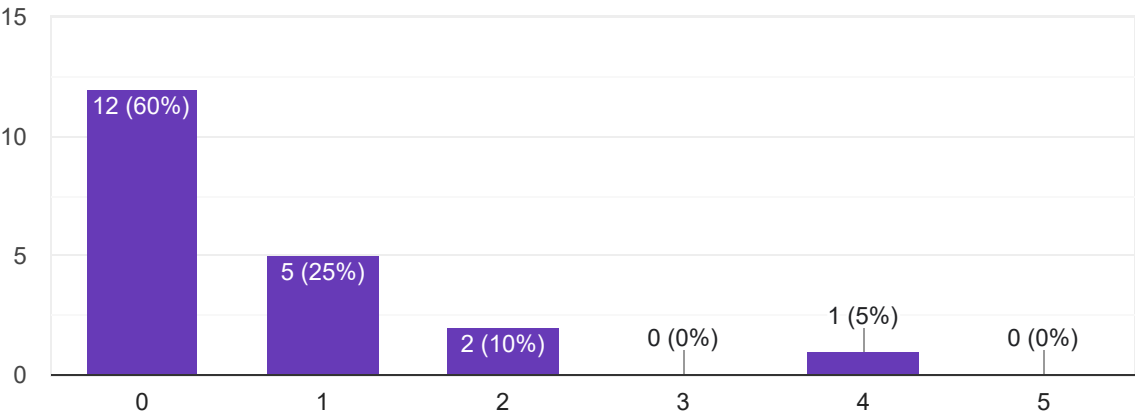
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I can't follow the conversation very well because there are too many acronyms or the topics are too technical.

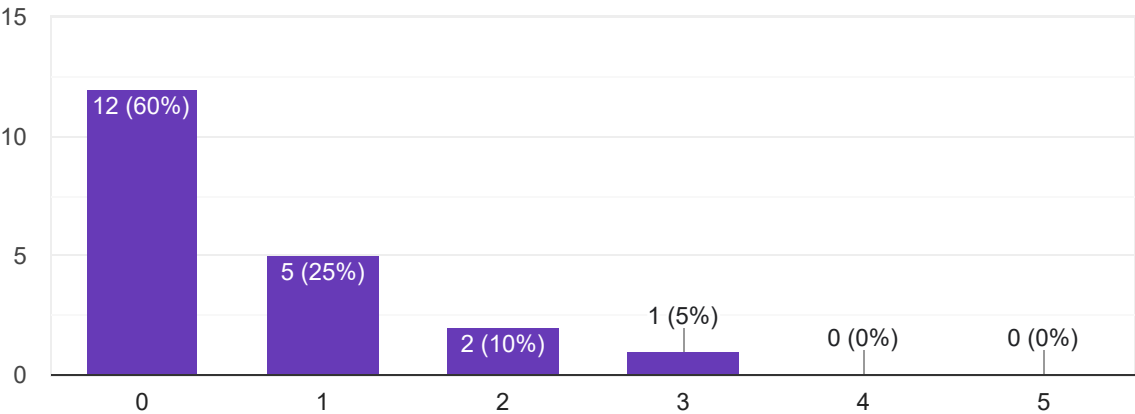
20 responses



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I don't know enough about how the Committee operates

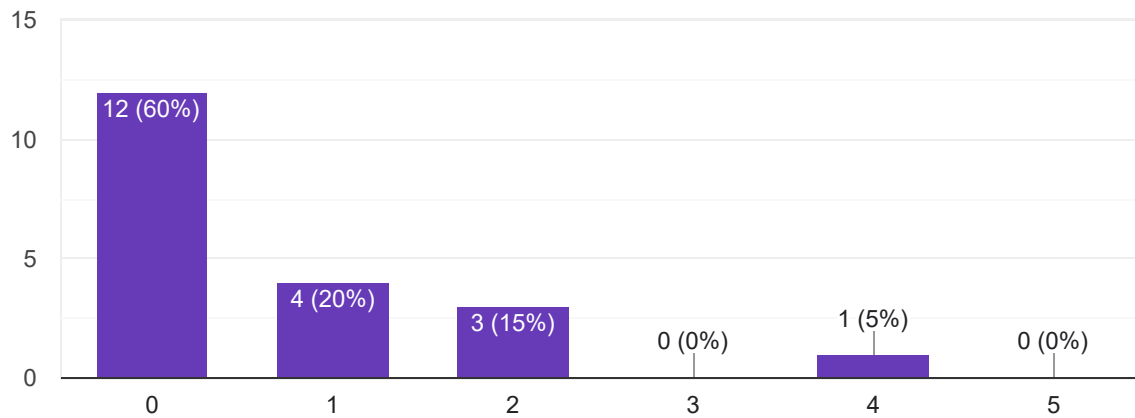
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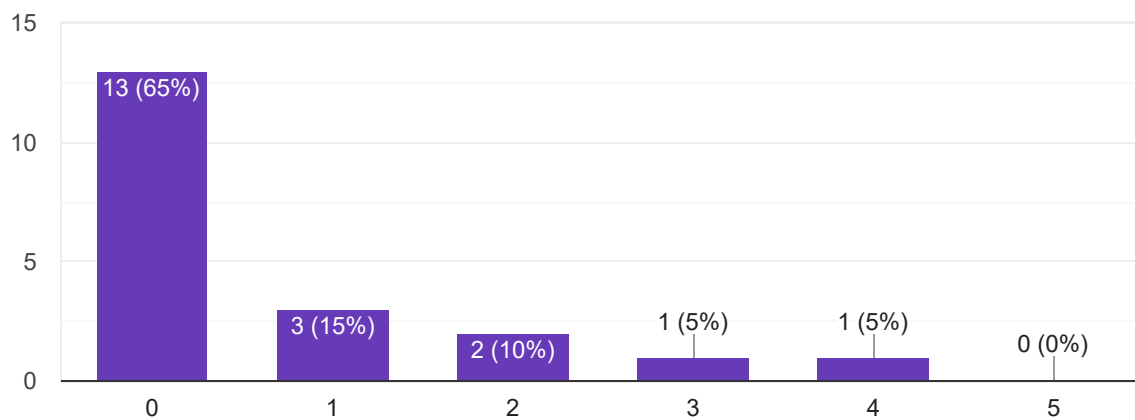
I don't know enough about the Chesapeake Bay Program that we advise

20 responses



I'm not sure about the different roles between Vice-Chair & Chair.

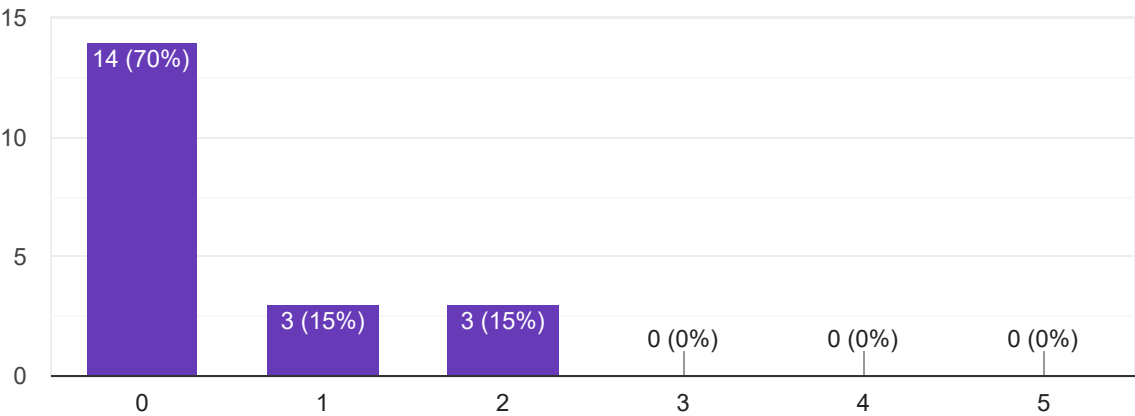
20 responses



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I am uncomfortable building consensus

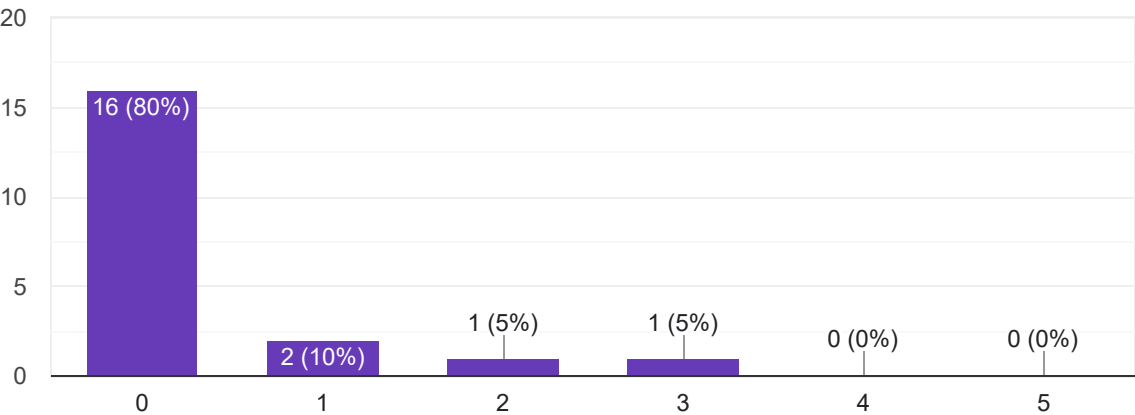
20 responses



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I feel like I'm not being heard

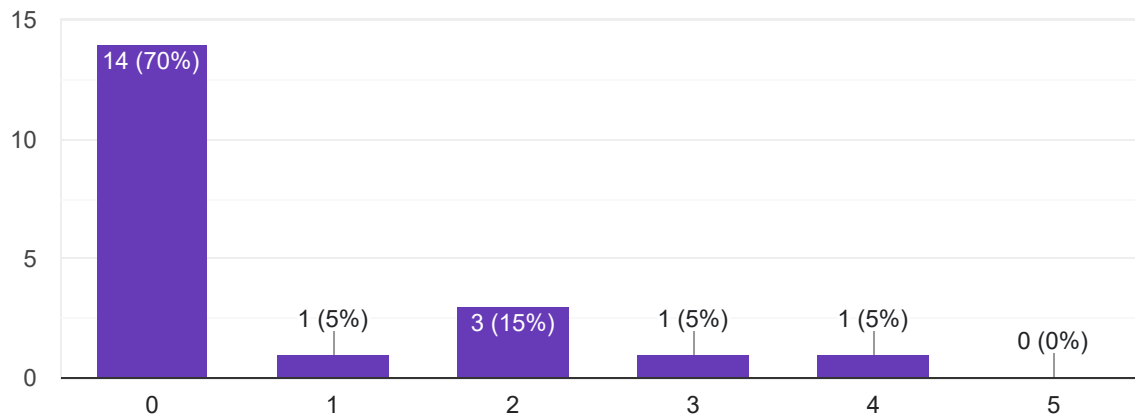
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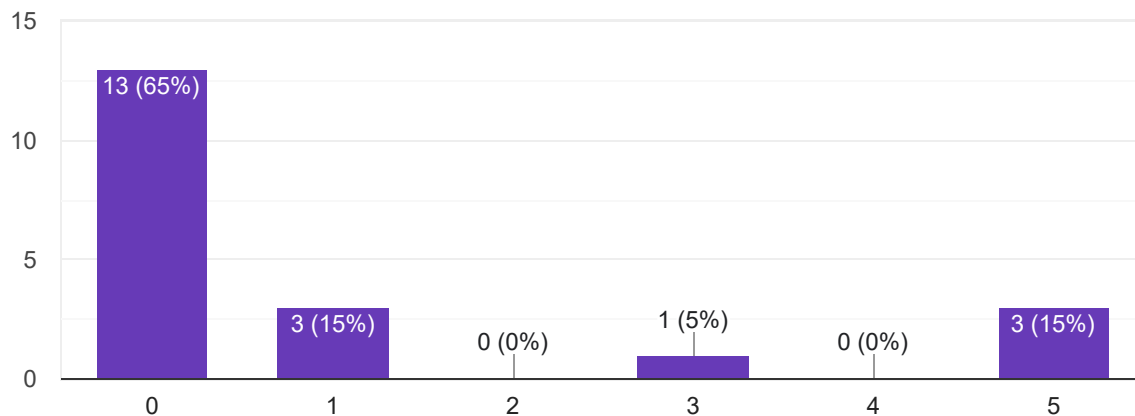
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I have already served as Vice-Chair in the past and want to give others a chance

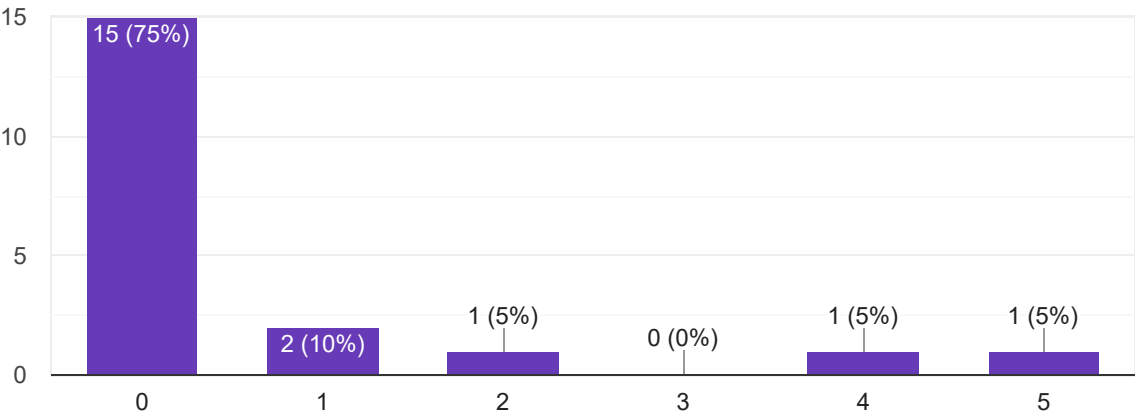
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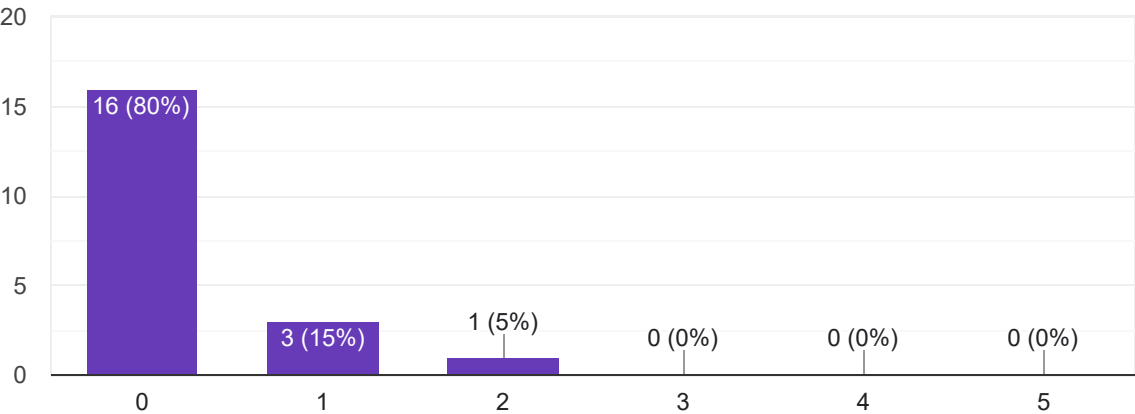
20 responses



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I'm not very interested in the topics we talk about

20 responses



Please describe another relevant reason that was not listed:

5 responses

N/A

I feel like younger generations and members of various backgrounds should be encouraged to serve as vice chair developing their leadership skills in the environmental field

In-person meetings require travel, overnight accommodations, parking, meal planning, and planning work schedules

I'm getting old and fussy. If you make the commitment to join the committee, you have in so doing made a commitment to be a viable member of the committee... So you should take it upon yourself to learn CBP structure, look up and learn acronyms, learn the issues.

I don't want to let the committee down

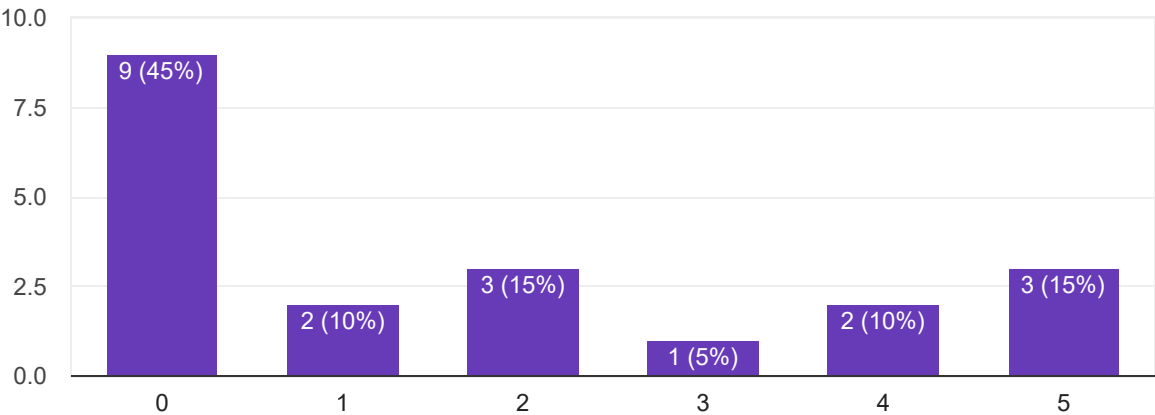
Committee Chair

Please rank each potential reason below on how relevant it is why you may not want to serve as **Committee Chair**.

Time commitment- I struggle to find time to regularly attend quarterly meetings in-person

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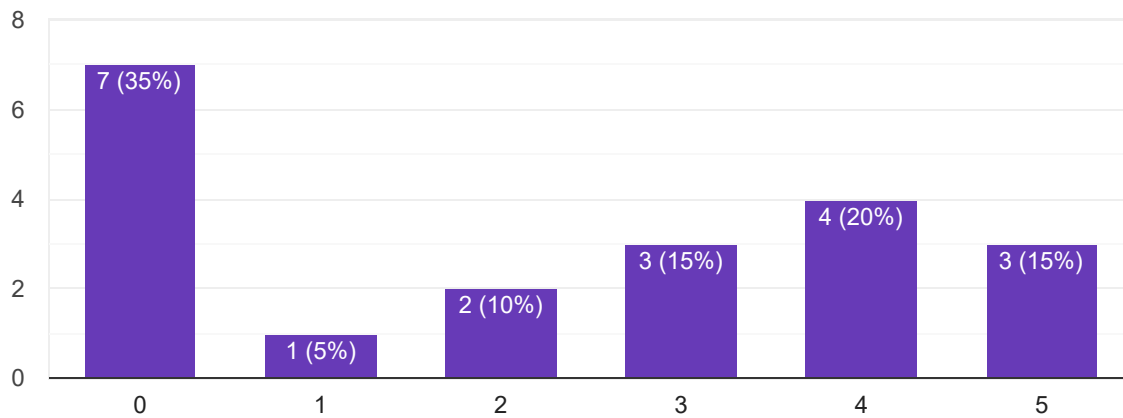
20 responses





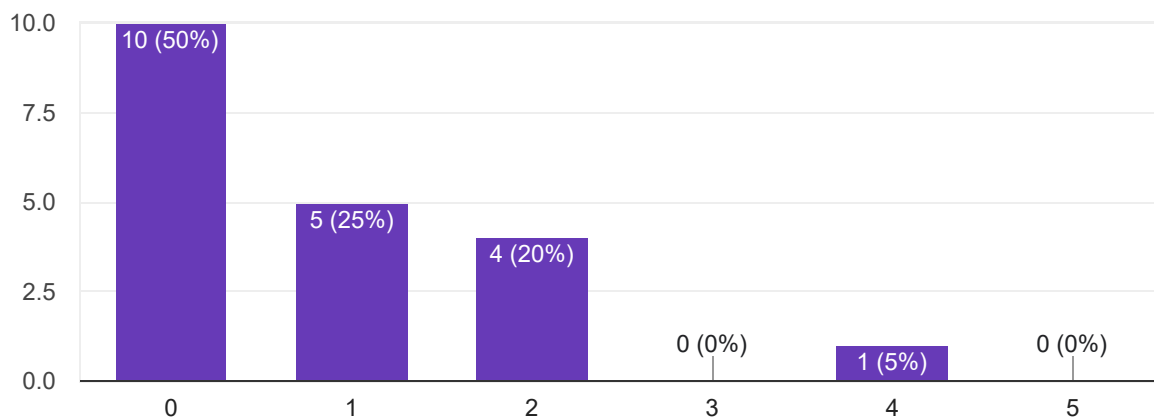
Time commitment- unable to attend related CBP meetings

20 responses



I don't feel like I have enough knowledge on the topics

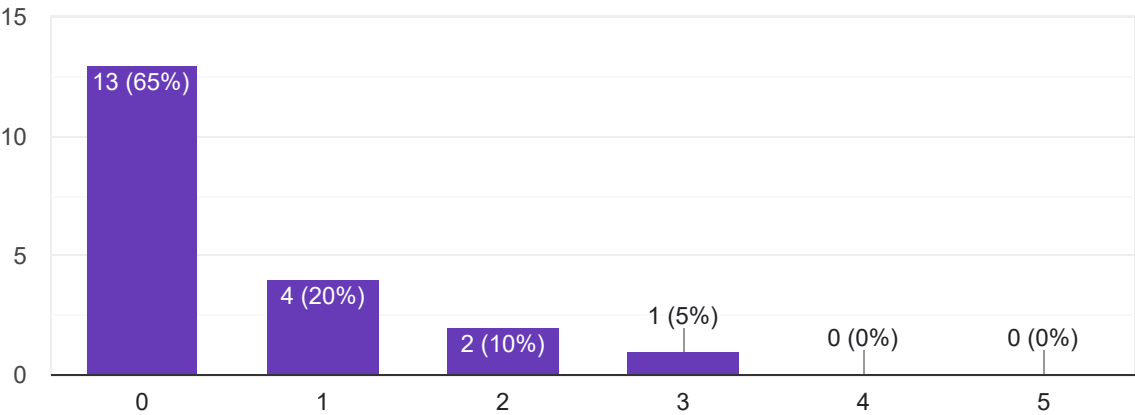
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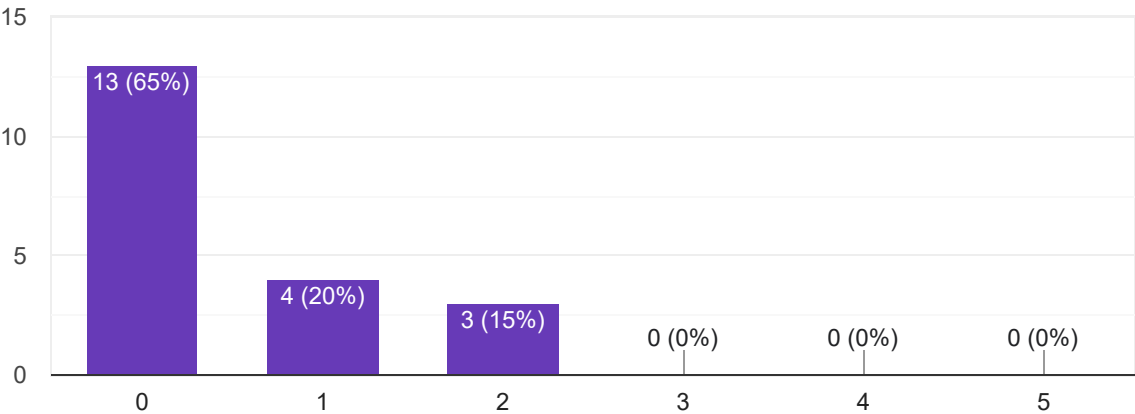
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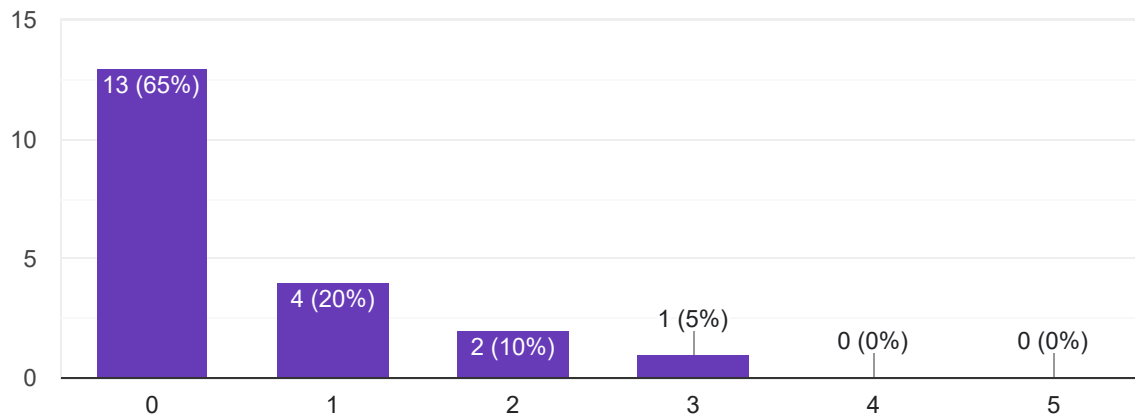
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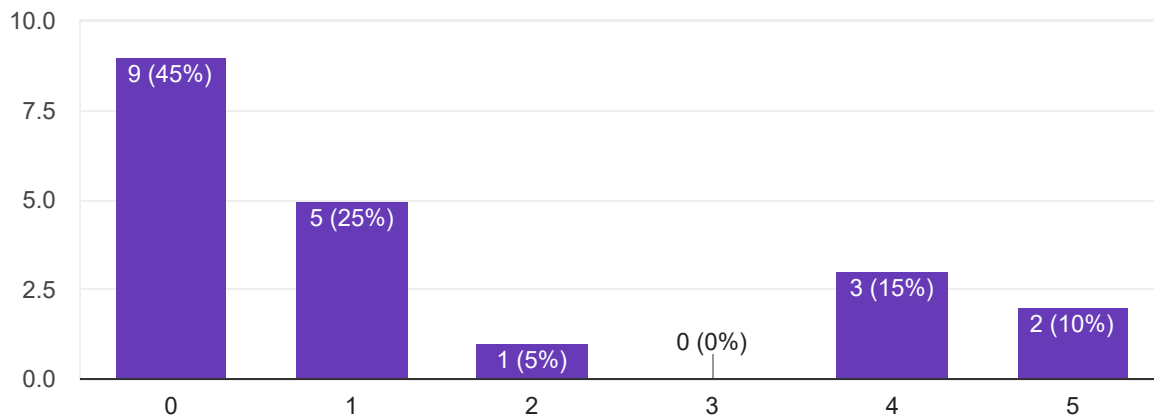
I don't know enough about the Chesapeake Bay Program that we advise

20 responses



I don't have a sense of how much the Advisory Committees influence the Chesapeake Bay Program

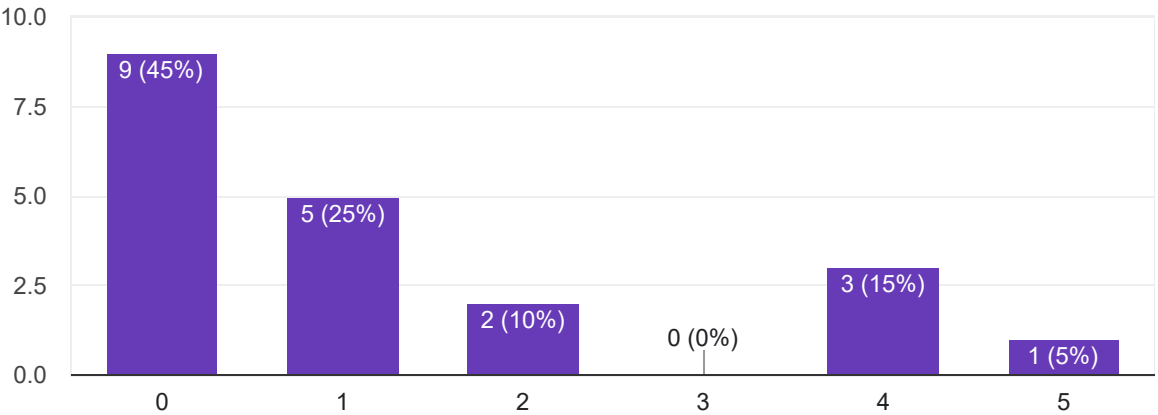
20 responses



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I'm uncertain about how the Chesapeake Bay Program, a voluntary state-federal partnership, drives implementation.

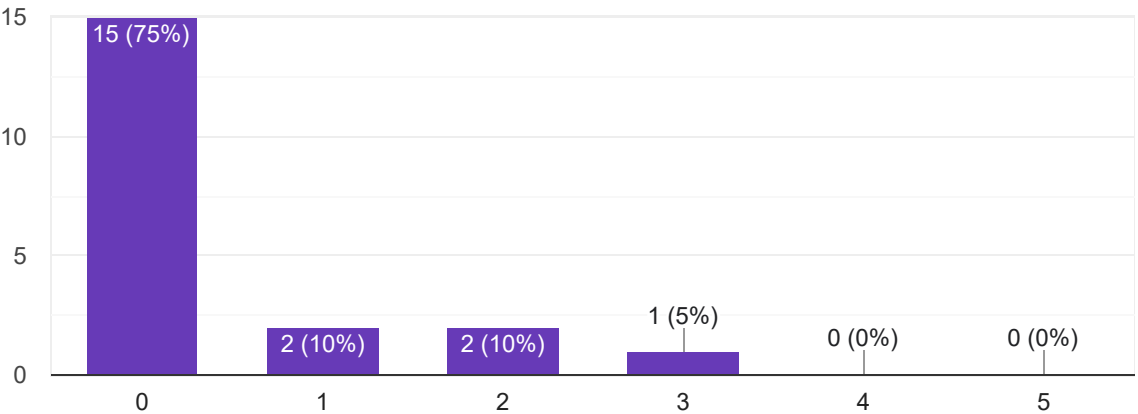
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I am uncomfortable leading meetings

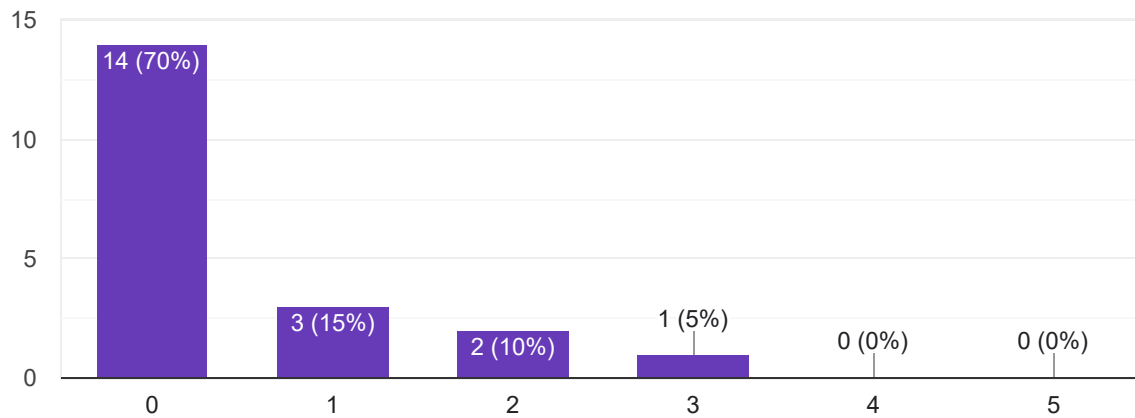
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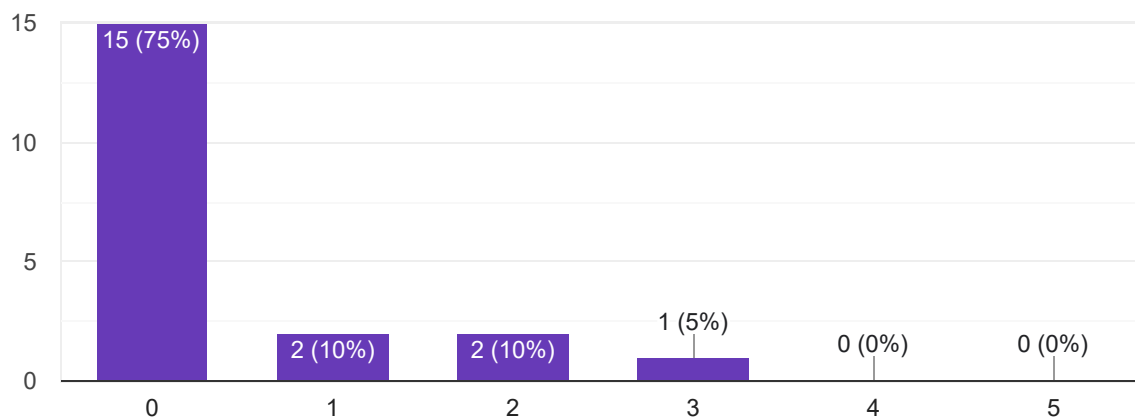
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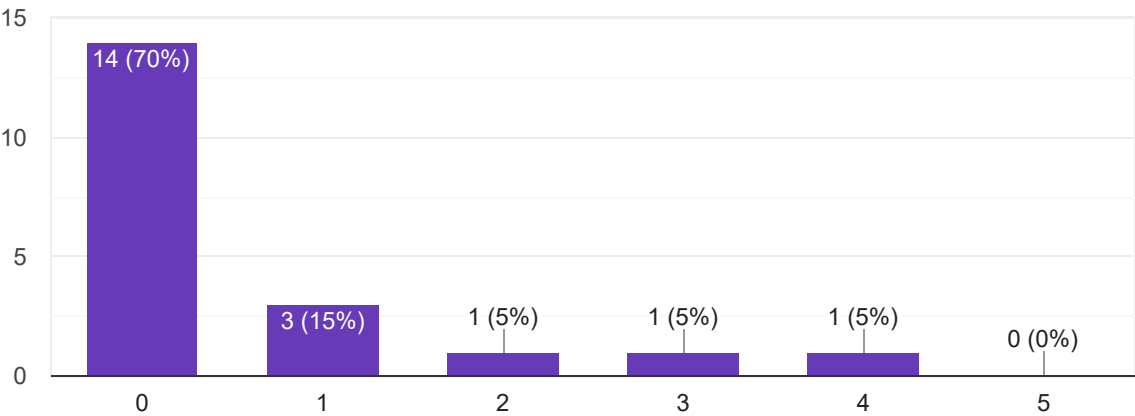
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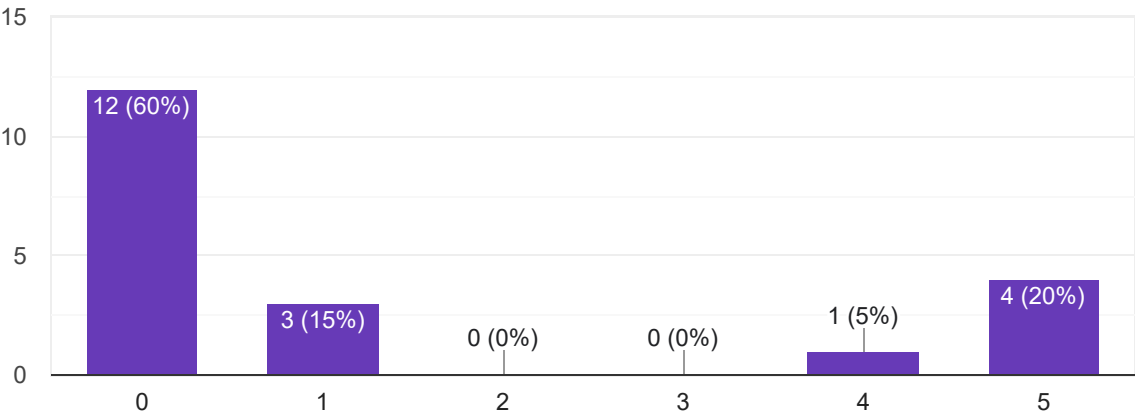
20 responses



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I have already served as Committee Chair in the past and want to give others a chance

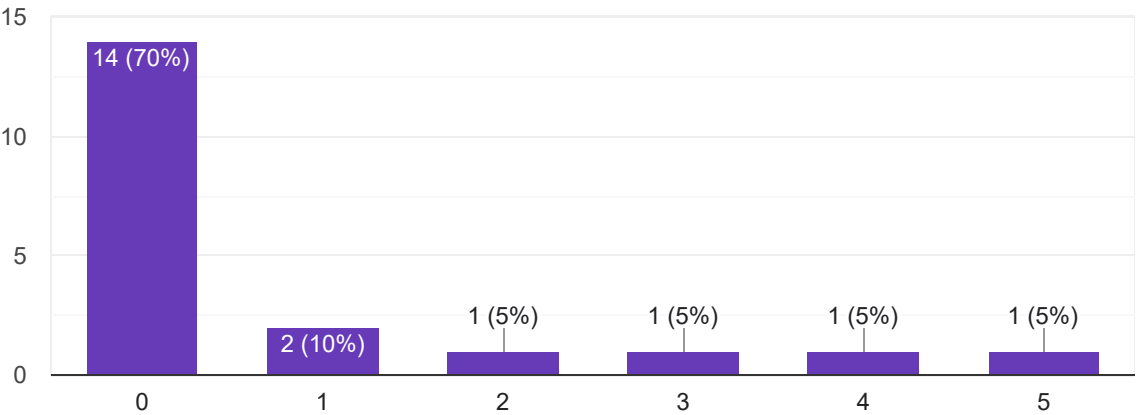
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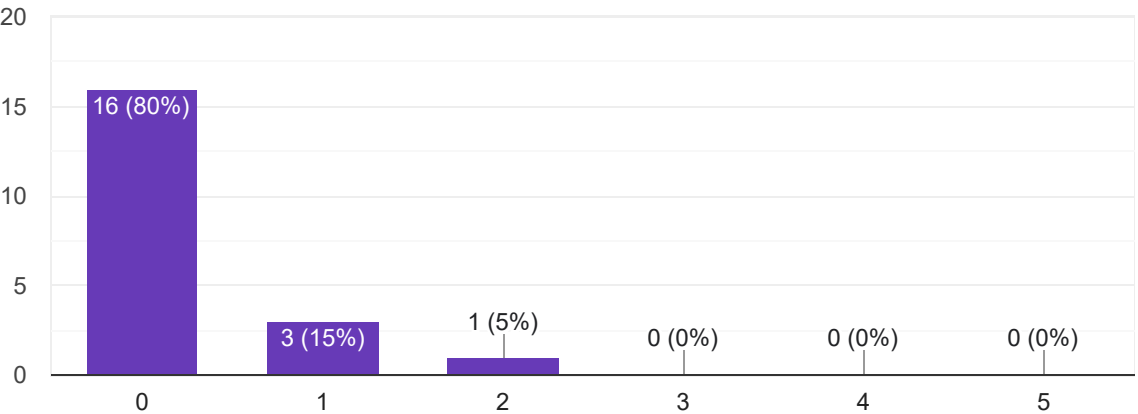
20 responses



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I'm not very interested in the topics we talk about

20 responses



Please describe another relevant reason that was not listed:

3 responses

Younger members and members of various backgrounds should be encouraged to serve as chair, after learning enough to feel confident in leading the committee. The chair position is a visible perch for member that strive to be future leaders in the CB restoration

Same basic sentiments as in answer to Vice Chair.

It's frustrating to see the recommendations made by SAC to CBP are somewhat dismissed at times.

Open Response



Based on your responses, please share what kind of support might help you want to be a Committee leader:

13 responses

I think perhaps some financial stipend and support for time, equity, and inclusion which the EPA Program rep seems to ignore after repeated pleadings.

Can you make me young again?

Time commitment is major obstacle along with attending the expected Bay Program meetings.

I am not interested in serving as the SAC chair.

Niche topics and specialized interests in built-eco-environmental infrastructure and policy within regional, large-scale development and urbanism- exceed the research, resources, technology, and technical capabilities we currently have access to and can do.

I honestly didn't know we had vice-chair positions for committees (shame on me; I'm sure Jess has told us this). I could be backup to the chair and ensure his/her thoughts/thoughts of the committee are fairly represented, but as chair I struggled with agenda setting for the quarterly meetings to ensure our topics were relevant/timely/actionable. Jess provides exemplary leadership; so this is not a ACB problem but a me problem.

It's a large watershed and it may make more sense to have tributary strategy leaders to focus on areas throughout the Bay for more hyperlocal involvement, input , and advice from a larger sample area around the Chesapeake Bay watershed to divide up the resources, people, and involvement.

The staff is a tremendous asset and very supportive and helpful to anyone serving in this position.

Hard to add hours to the day

Somewhat frustrating question. If we need to help to be a leader, we're kinda not stepping up to BE a leader. But that said, financial support might make a huge difference for some.

We are incredibly well supported by staff. The one request I would make of (some) members is that they remember we are serving as a unique group, not an advocacy agent for their use. Also - if you want to push ideas & activities, at some point you have to be willing to put in the time to serve in a leadership capacity.

Understanding roles and expectations but also more experienced people have been around for a long time and it can be intimidating.



n/a

Please share any other thoughts about serving as a member and/or in a leadership position:

9 responses

It's a good group of people who seem to listen to one another and really do try to understand each other's perspectives.

I feel the members with longer CBP experience should work with, encourage and support the younger and members with diverse background to serve in the leadership positions

Partnerships and collaborations with state government agencies.

I feel like I'm more of a topical expert in certain areas and those are the areas I would thrive in.

I think it is important to rotate the chairs of the committee on a regularly basis to allow for new blood, new ideas and help expand the number of environmental leaders.

Leadership on the SAC is super important. It is an honor to be invited through this door. It frustrates the beejesus out of me that we have to work so hard to facilitate it. Maybe this is just a comment about the state of our broader society. THANK YOU for working on this!

I think Jess & Alex do an outstanding job of supporting and facilitating those in leadership - I'm not sure what more we could ask. I think the SAC is more active than in the past, which is great, but that does increase time requirements.

Jess provides so much support without which it would be impossible. It's challenging to know whether our work makes a difference though.

n/a

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