Sustainable Fisheries GIT Meeting
Summary Report
Holiday Inn Solomons Conference Center and Marina
Solomons, MD
June 29-30, 2010

Background

The Sustainable Fisheries Goal Implementation Team (GIT), a product of the recent reorganization of the Chesapeake Bay Program, is focused on facilitating fisheries management that encourages sustainable Chesapeake Bay fish populations, supports viable recreational and commercial fisheries, and promotes natural ecosystem function. The Fisheries GIT provides the forum to discuss fishery management issues that cross state and other jurisdictional boundaries. The Fisheries GIT is also working to better connect science to management decisions and create a framework/mechanism for implementing ecosystem-based approaches to fisheries management. The first official meeting for the Sustainable Fisheries Goal Implementation Team was held on June 29-30, 2010.

Facilitator: Dan Farrow

List of Attendees:

Sustainable Fisheries Goal Implementation Team Members

Peyton Robertson	Suzan Bulbukaya
Tom O'Connell	Patrick Campfield
Jack Travelstead	Mike Fritz
Bryan King	Bill Goldsborough
A.C. Carpenter	Mark Bryer
Tom Powers	Trent Zivkovich
Ken Smith	Mark Mansfield
Ron Lukens	Bill Eichbaum

Fisheries Ecosystem Workgroup (FEW)

Ed Houde
Tom Miller
Troy Tuckey
Howard Townsend
Lynn Fegley
Jonathan Kramer
Shannon Green
Alesia Read

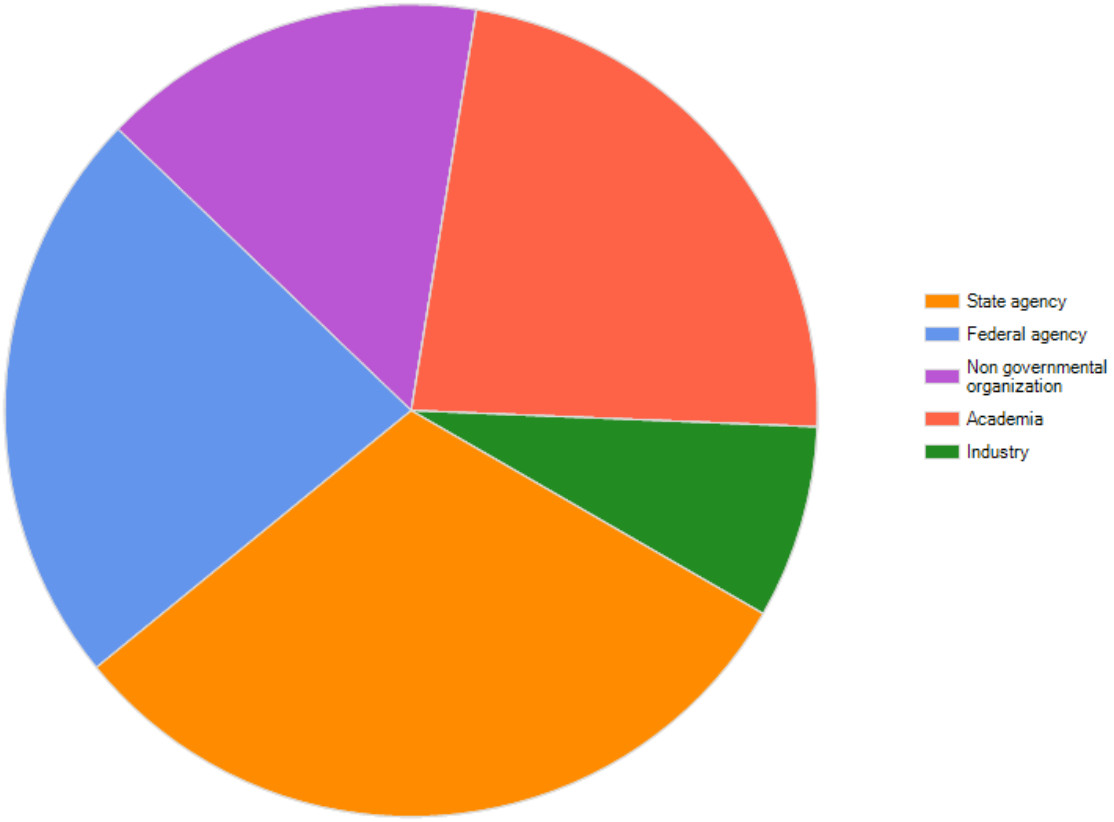
GIT Staff and Support

Bruce Vogt
Shannon Simpson
Adam Davis

Participants

Romuald Lipcius
Dave Secor
Tom Ihde
Ned Lundvall
Derek Orner

Relative Breakout of Attendees*:*



Meeting Purpose, Objectives, and Outcomes:

Objective 1. Sustainable Fisheries Goal Team Orientation – Introduced members to each other and their roles as members.

Outcomes:

- GIT members identified the broad range of expertise and disciplines with direct and indirect implications for the health of Chesapeake Bay fisheries.

Objective 2. Goals and Objectives – Reviewed draft goals, objectives, structure and function of the Sustainable Fisheries GIT.

Outcomes:

- GIT members clearly understood and agreed to the purpose, goals, and objectives of the Fisheries Goal Team.
- GIT members reviewed and established the structure and function of the Fisheries Goal Team.
- GIT members reviewed and established the operating principles of the Fisheries Goal Team.

Objective 3. Current Status and Next Steps – Envisioned how the Sustainable Fisheries Goal Team will advance fisheries management in the Chesapeake Bay

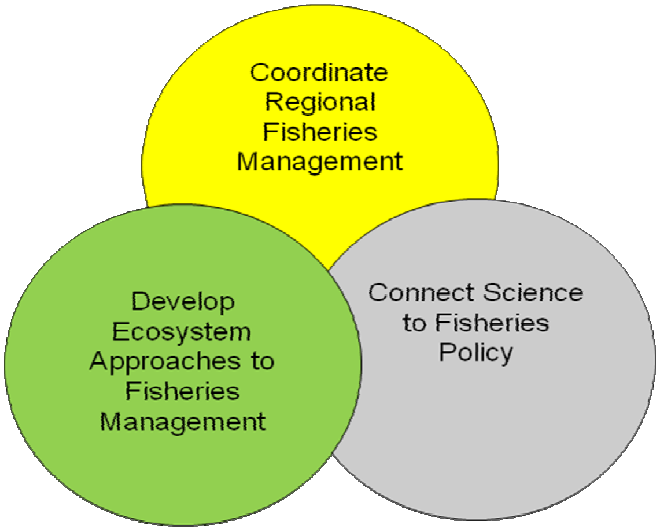
Outcomes:

- Developed a common understanding among members of the principles of ecosystem-based fisheries management.
- Began to build a blueprint of how habitat and ecosystem-based concepts can be implemented into regional fisheries management

All Objectives and outcomes were met and next steps were identified.

Fisheries GIT Meeting Themes:

The Fisheries Goal Team agreed that their role will encompass three focal areas that each have relationships to one another. Those focal areas are represented in the diagram below.



In order to ensure these focal areas are addressed and their interrelationships are strengthened, the Fisheries GIT will serve as the coordinating body to identify specific actions to advance each focal area and draw on expertise and connections outside of the Fisheries GIT when required.

Maintaining a close relationship with both the Water Quality GIT and Habitat GIT is necessary for the Fisheries GIT to promote healthy ecosystems that support beneficial Chesapeake Bay fish populations. This also requires full involvement from entire Fisheries GIT membership in framing our vision and developing an action plan for the future. To affect change the GIT must incorporate a diverse group of stakeholders, managers, and policymakers.

The Fisheries GIT must focus on issues that are ACTIONABLE and can affect change. Three examples were referred to throughout the meeting:

- Oysters, nature's filtration system, are a necessary organism to bringing the Chesapeake Bay back to a healthy state. The current state of oysters and the number of oysters need to restore habitat and allow for self sustaining populations in the Chesapeake Bay is mostly unknown. Increased research (i.e. stock assessments), clear and measurable restoration goals, and improved coordination to meet these goals are required to guide management efforts to effectively restore oyster populations throughout the Bay. The Fisheries GIT will serve as a coordinating body to develop and implement a baywide oyster restoration plan consistent with existing goals and objectives.
- Blue Catfish is an emerging issue which deserves attention. There are no management plans in place for blue catfish and there still remain several scientific gaps related to their habitat use, impacts on bay ecology, and population dynamics. The Fisheries GIT could demonstrate coordinated, interjurisdictional fisheries management with this species by identifying research needs to inform policy recommendations and management actions.
- Blue Crab interjurisdictional management is a success story but the work to rebuild the stock in a coordinated way has not been formally agreed to by the parties involved. Managing a recovered stock brings new challenges which the Fisheries GIT could address. Also Blue crabs are a good candidate for developing ecological reference points in the relative near term.

Meeting Summary:

Day 1

Welcome and Setting the Stage (Robertson)

- Meeting Goals and Objectives
    - Orientation
    - Established/Reviewed rationale for creating the Sustainable Fisheries Goal Team
- Overview of the Sustainable Fisheries Goal Team
    - Who are we and what are we trying to do?
        - Goals and Objectives
        - Structure and Function
        - Role of Goal Team Members
        - Draft Charter

Status of Chesapeake Bay Fisheries

- Current Status of Chesapeake Bay Fisheries (Orner – 30 min)
    - Presentation supplied background information on the five key Chesapeake Bay species (Striped Bass, Menhaden, Alosines, Blue Crab, and Oysters) the GIT will be working to promote towards sustainability. Their ecological range extends from Newfoundland to Florida, and each of these species is important for both their ecological as well as economic values. Suggestions for the GIT include: coordinating science to management, open dialogue, idea exchange, explore new approaches, CBEIIS (Ecosystem Integrated Information System)
- Emerging Issues – Chesapeake Bay Case Study - Blue Catfish (Tuckey – 15 min)
    - Described the current state of invasion in the Chesapeake Bay region by the Blue Catfish. Blue Catfish have shown salinity tolerance by expanding their populations throughout many major river systems (i.e. James, York, Rappahannock, Potomac, and the Patuxent). This species is interesting in that they live long, grow fast, *and* reach a very large size. Unfortunately, they acquire high levels of contaminants and those over 32 inches are of concern with regards to human consumption.
    - Science needs include: what roles do estuaries play in blue catfish ecology and population dynamics? Where are their critical habitats? And are abundance trends consistent among sampling domains?
    - Policy implications/questions: Blue Catfish are not currently managed. What are the management options? Should there be a coordinated bay wide management effort to promote the commercial fishery and/or eradicate the species as an invasive? What are the tradeoffs-benefit to industry/market vs. bay health and ecology?

Breaking Barriers: Moving Toward Cross-Jurisdictional Fisheries Management
(Perspectives from the Executive Committee – 5 minutes each followed by group discussion)

- What does cross-jurisdictional fisheries management mean?
- What role can the Fisheries Goal Team play?
    - Tom O'Connell (Maryland)
        - Wants to preserve the environment for future generations. Concerned with the economics behind fisheries management, and wants to get the right people involved to affect change in the Chesapeake Bay. The Fisheries GIT can be the forum to bring these people together including land use planners and other

whose decisions ultimately have an impact on fisheries health and production.

- Jack Travelstead (Virginia)
  - Chief concern is of careful, thoughtful, and strategic operation of the GIT. Glad to have this group capable of a single-dialogue with people from a variety of disciplines. Emphasis on picking the right issues to affect change (Blue Catfish is a major issue). VMRC has the opportunity for state managers to have the GIT as a resource and sounding board for communication with stakeholders.
- A.C. Carpenter (Potomac River)
  - Wants to stress that this is not the first group to try to implement interjurisdictional fisheries management in the Chesapeake Bay. Improvements in management need to be made as well as getting a say in development and land-based activities. The most important determining factor in success of EBFM is having an effective say on what goes into the water (nutrient control).
- Bryan King (District of Columbia)
  - The current single-species approaches provide a more tangible solution; however, the potential for EBFM advancements is much more significant in the long run.
- Patrick Campfield representing Bob Beal (Atlantic States Marine Fisheries Commission-ASMFC)
  - ASMFC foresees their role with the GIT as a two way interaction with similar issues/concerns (both deal with multiple jurisdictions and political groups). ASFMC is looking at multi-species implementation plans and to coordinate with the councils on EBFM. Wants to use the GIT as an example of how to implement EBFM in the Atlantic region as well as coastwide. Plans to use the GIT outcomes/activities where relevant in ASMFC meetings.
- Peyton Robertson (NOAA Chesapeake Bay Office)
  - The GIT needs to share ideas, listen to others, and broaden its perspective. This group has to opportunity to improve regional governance by setting new precedents in the Chesapeake Bay. Wants to stress the difference between short-term and long-term goals. The GIT can be a collective group to capitalize on everyone's expertise. As members of the GIT, think about what influence you can have on various players. Use the GIT as a tool to translate fisheries information to others. What are the

implications of the information and data, as well a policy and economic information?

Moving Toward Ecosystem Based Fisheries Management (Jonathan Kramer Moderates)

- What is Ecosystem-Based Fisheries Management? (Miller)
  - EBFM takes in to account habitat considerations as well as water quality, whereas previous single-species approaches do not. This provides enormous challenges to create indices and measurable parameters to incorporate these data into statistical multi-species models.
  - Challenges:
    - What comes first, goals or stakeholders?
      - Set goals then invite stakeholders or invite stakeholders and they set goals?
    - Cannot set trade-offs between species alone
    - Need multiple indicators and they must be compatible
    - Signal to noise ratio must be high with indicators
    - Indicators must be responsive to ecosystem management and conditions
- Introduction to Maryland Sea Grant Ecosystem-Based Fisheries Management Project (Kramer)
  - MD Sea Grant has started working out the science and technical aspects behind implementing EBFM in the Chesapeake Bay. Sees the GIT as playing a role of receiving information and supplying feedback supporting the development of EBFM. Major challenge will be getting to the point where there are quantitative reference points for models and management decisions. The Quantitative Ecosystem Teams (QETs) are in charge of develops reference points to inform management actions and the Fisheries Ecosystem Workgroup (FEW) pulls everything together.
  - Three species briefs are already completed
    - Striped Bass:
      - http://www.mdsg.umd.edu/images/uploads/siteimages/Striped_Bass_Species_Team_Briefs.pdf
    - Menhaden:
      - http://www.mdsg.umd.edu/images/uploads/siteimages/Menhaden_Species_Team_Briefs.pdf
    - Blue Crab:
      - http://www.mdsg.umd.edu/images/uploads/siteimages/MDSG_EBFM_Blue_Crab_Briefs.pdf
  - Foundation for EBFM:
    - Organize problems and prioritize them
    - Recognize the complexity
    - Develop a strong scientific and technical understanding
    - Engage Stakeholders

        - Identify short, medium, and long term actions
    - *Next Steps*:
        - Move into quantitative context
            - Habitat, Foodweb, Stock Assessment, Socio-Economic
        - Define vision for Chesapeake Bay fisheries
            - Line between science and management will fluctuate over time
- Developing the Index of Ecosystem-Based Fisheries Management (IEBFM): From single-species to an ecosystem approach (Green)
    - Presented the Indices for EBFM (IEBFM). The IEBFM is comprised of information synthesized from the Single Species (SS) teams and QETs into a useful tool for managers. "Dashboards," a snapshot of fisheries health and management, will serve as public communication pieces and can be made public on the internet (the draft Blue Crab Dashboard was used as an example). This will be a useful tool for tracking progress towards management. Identified stressors for all species are compiled and merged into a single list (eliminating redundancy) representing the major indicators that will be used for management decisions.
    - *Next Steps*:
        - FEW will work with QETs to develop reference points
        - Complete Issue Briefs for oysters and Alosines
        - Complete Dashboards

Implementing Executive Order 13508 – Strategy for protecting and Restoring the Chesapeake Bay (Robertson)

- The primary goal is to sustain healthy populations of fish and wildlife which contribute to a resilient ecosystem and vibrant economy. The desirable aspect is measurable environmental goals identifying specific improvements across a wide range of parameters. The Executive Order provides the Fisheries GIT with an opportunity to coordinate and weigh in on critical Bay restoration efforts within the Bay Program. It offers a way to better highlight fisheries issues and link fisheries health with water quality and habitat restoration. Specifically the Fisheries GIT will need to focus on the following outcomes and actions in the Executive Order (http://executiveorder.chesapeakebay.net/):.
    - **Restore historical fish migratory routes by opening 1,000 additional stream miles by 2025, with restoration success indicated by the presence of River herring, American shad and/or American eel.** (Current condition: Approximately 1,924 stream miles in the Chesapeake Bay watershed have been opened and are accessible for fish migration. Projects are currently being ranked and prioritized through a collaborative federal and state process designed to strategically target priority projects.) Fisheries GIT will coordinate with Habitat GIT.
    - **Restore native oyster habitat and populations in 20 tributaries out of 35 to 40 candidate tributaries by 2025.** (Current condition: 0 tributaries

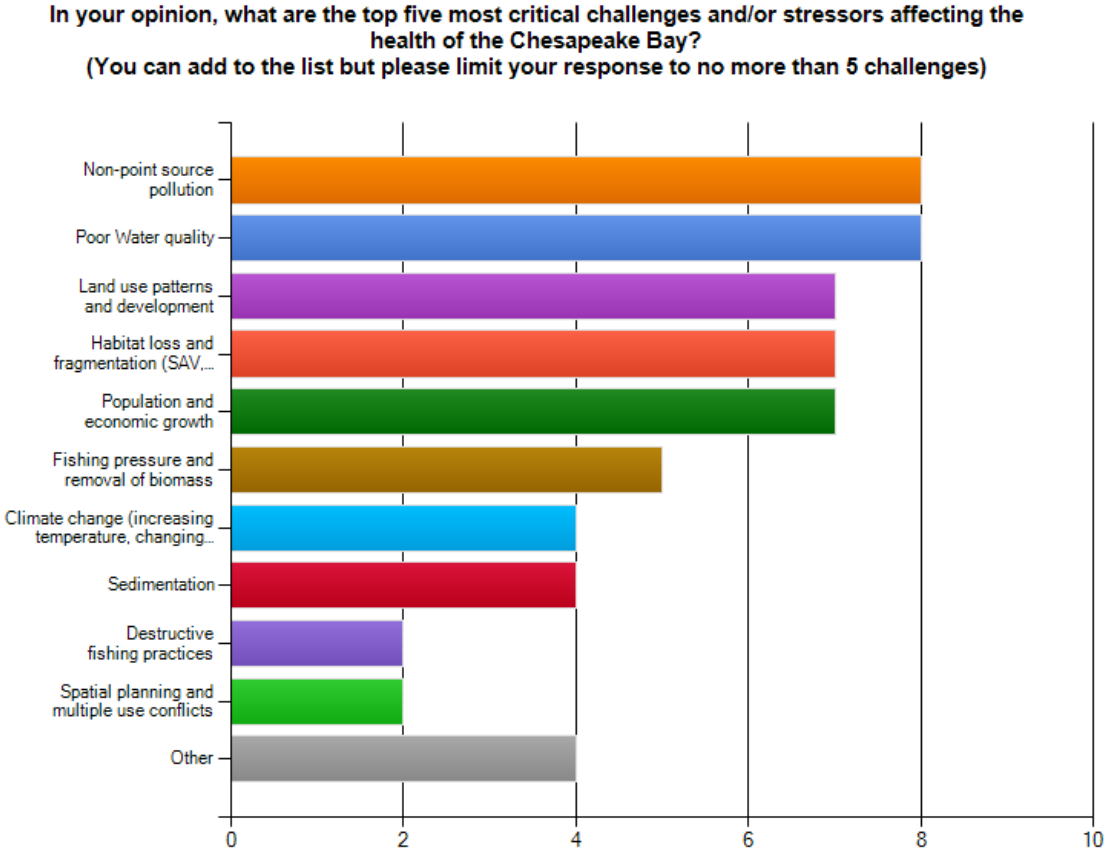
with fully restored oyster populations; several tributaries with successful living oyster reef habitat.)

- Launch a Bay-wide oyster strategy using scientific support for decision making.
- Restore priority tributaries and support enforcement.
- Expand commercial aquaculture

- **Maintain sustainable blue crab interim rebuilding target of 200 million adults (1+ years old) in 2011 and develop a new population target for 2012 through 2025.** (Current condition: 2007-2008: 131 million; 2008-2009: 223 million; 2009-2010: 315 million.)
  - Support continued interjurisdictional blue crab management.
  - Revise blue crab population rebuilding target.
- **Facilitate interjurisdictional, ecosystem based fisheries management.** In order to restore the Bay fisheries, partners need to develop management approaches and plans that incorporate the structure and function of the Chesapeake Bay ecosystem, including species interactions, habitat use and suitability, climate, water quality, land-use, and other factors. NOAA will work with FWS, other federal agencies, the states, the District of Columbia, PRFC and the Atlantic States Marine Fisheries Commission to strengthen interjurisdictional fishery management strategies by energizing discussion and coordination within the current management structure, including the Chesapeake Bay Program's Sustainable Fisheries Goal Implementation Team.

Identifying Issues and Challenges Facing Fisheries

Results from the pre-meeting survey were shared with the participants (shown below).



Following survey results, participants broke into small groups to identify significant challenges facing fisheries and prioritize what issues the GIT should address in the near term. Groups came back together to report on their discussions

- What are the most significant challenges affecting the health of Chesapeake Bay Fisheries?
    - Consistent with the survey results water quality was a primary issue of concern and raised questions such as Can we affect fisheries management for water quality reasons? What about affecting water quality for fisheries reasons?
        - Need to establish a relationship with the Water Quality GIT in order to collaborate on ideas on how to achieve success with EBFM.
        - The Fisheries GIT should get involved with developing the Watershed Implementation Plans to ensure fisheries issues and challenges are part of the planning discussions.

- What are the near term issues/challenges facing the Goal Team?
    - Funding and research and monitoring
    - Identifying "Actionable" Outcomes the GIT can target
    - Developing Quantitative Reference Points for bay species
    - Developing a coordinated Baywide Plan for Oyster restoration
    - Gaining political support in developing a broader reach for fisheries management

Day 2

Collective Strength: Roles and Contributions of Goal Team Members (Perspectives from All Members)

- GIT can serve a coordinating/collaborating mechanism for stakeholder involvement by developing outreach materials. Need to focus on things that are "actionable" actions. The GIT can perform annual science synthesis and review of the state of fisheries in the Chesapeake Bay. Need to raise the profile of fisheries issues in order to affect change
- *Next Steps*:
    - Oyster Restoration → Need to develop stock assessment and baywide restoration plan
    - Blue Catfish → Define management options within one year
    - Blue Crab → Successful single-species management
        - GIT needs to ensure all three jurisdictions come to consensus on management direction
        - Develop ecological reference points for blue crab

Establishing Goal Team Goals, Objectives, Structure, Function, and Role

- Given the challenges identified on Day 1, do we have the right goals and objectives?
- Are we organized for success; can we be effective in addressing the challenges?
- Do we have the right membership?
    - Must consider a broad range of stakeholders most importantly water quality and land use experts.
    - Need to develop a network or way of communicating fisheries issues to non-fisheries decision makers.
- Do we agree on the charter?
    - Edits to the draft charter were made during the meeting via discussion with all participants. *See revised Draft Charter Attached*
    - <u>GIT Structure</u>:
        - Full GIT will include expanded stakeholder involvement
        - GIT needs to determine specific roles/membership of FEW and CBSAC

- Executive Committee
    - Fisheries managers who make decisions based on advice from the GIT
- Scientific and Technical Advisory Committee (STAC)
    - Establish Liaison to GIT and possibly integrate with the FEW
- Scientific, Technical Analysis and Reporting (STAR)
    - Establish Liaison to FEW
- Fisheries Ecosystem Workgroup (FEW)
    - MDSG liaison to Executive Committee/GIT
- Chesapeake Bay Stock Assessment Committee (CBSAC)
    - Advisory adhoc research group to the GIT
- The Fisheries GIT will have close ties with the rest of the GITs
    - Especially the Water Quality, Habitat, and Watersheds GITs in order to promote healthy ecosystems capable of carrying sustainable fisheries

Envisioning How the Sustainable Fisheries Goal Team Will Advance Fisheries Management in the Chesapeake Bay

- Identify near term actions and next steps
    - **See Section on Action Items**
- Begin to build a blueprint for coordinated, regional fisheries management
    - The participants agreed to develop an action plan for the Fisheries GIT. Action Items identified at the meeting will be prioritized by the GIT Executive Committee and used to draft an action plan for the next year that includes deadlines for actions, deliverables, and assigns actions to specific GIT entities or members.

Fisheries Goal Team June 2010 Meeting Action Items

1. Finalize Goal Team Charter by September
    - Revise goals and objectives with the ExComm and circulate to full GIT for review by August.
    - Clarify operating principles with ExComm
2. Formalize Goal Team Structure by September
    - Clarify roles and responsibilities – ExComm, full Goal Team, FEW (Single species team and QETs), CBSAC.
    - Produce a "terms of reference"
    - ExComm will revisit and establish Goal Team membership – Identify expertise of Goal Team members, reach out to those members not in attendance, ensure land use and water quality expertise in included, add

academic leadership (VIMS Director, UMCES, consider STAC and STAR representation.

3. Map out routine/annual functions of Goal Team
    - State of the Fisheries report card/status – briefings to key audiences
    - Annual science review (or every 2 years?)
    - Track and report on progress of Goal Team toward established goals and objectives
    - Prepare for ASMFC meetings
4. Determine fisheries priorities for the Goal Team, issues for them to address in near (6mos-1 year) and longer term
    - ExComm will define Management Priorities
      Draft List from meeting
        - Oyster Restoration
        - Blue Catfish
        - Ecosystem Impacts for Blue Crab – managing recovered stock
        - Note the FEW volunteered to develop scoping papers on these issues but the ExComm needs to provide guidance on what they want from these papers.
    - Science Priorities (ExComm with GIT input will develop a list of priorities as to what scientific information they need in the near-term (6mos to a year)
        - Set up a meeting between ExComm and FEW to discuss the priorities
        - Identify research and funding (NCBO, State, Sea Grant opportunities and coordination)
        - Control rules (ExComm identify priority species)
        - Quantitative reference points (ExComm identify priority species)
5. Develop a one year action plan based GIT focal areas
    - Cross jurisdictional coordination
    - Science to Management (two way connection)
    - Ecosystem-based Management
6. Improve Communications
    - Establish a communication pathway between land-use managers, regulatory agencies, and fisheries managers. What are the tools they need to make these connections and to consider fisheries issues?
    - Develop communications Pathways/Network analysis

- Determine outreach products ("state of fisheries" report)
- Process for involving stakeholders beyond the GIT membership
- Determine status of other Goal Teams and determine mechanism for coordination and information sharing across Goal Teams – assess benefit and feasibility of a future meeting of all 6 Goal Teams
- Finalize website for Fisheries Goal Team

7. Conduct an assessment of what we are currently doing as a collective. What is currently being done regarding fisheries in the CB?
8. Set up next meeting of full Goal Team membership
9. Deliver Summary Report of recent meeting to members within 2-3 weeks

DRAFT OPERATIONS CHARTER
for the
SUSTAINABLE FISHERIES GOAL IMPLEMENTATION TEAM
Chair: Peyton Robertson, NOAA Chesapeake Bay Office
Vice Chair: Tom O'Connell, Maryland Department of Natural Resources

Summary
The Sustainable Fisheries Goal Implementation Team (Fisheries Goal Team) is focused on facilitating fisheries management that encourages sustainable Chesapeake Bay fish populations, supports viable recreational and commercial fisheries, and promotes natural ecosystem function. The Fisheries Goal Team provides the forum to discuss fishery management issues that cross state and other jurisdictional boundaries. The Fisheries Goal Team also works to better connect science to management decisions and create a framework/mechanism for implementing ecosystem-based approaches to fisheries management. The Fisheries Goal Team will foster the use of and rely upon multiple tools, including cooperative research, monitoring, modeling, assessments and management actions to restore, enhance, and protect the finfish, shellfish and other living resources in the Bay.

Fisheries Management Authority
The Fisheries Goal Team's function is not a regulatory body and is not intended to usurp or impinge on any existing federal or state authority. Instead, it will work closely with existing fisheries management bodies to support interjurisdictional fisheries management in the Bay. Both federal and state agencies have responsibility for managing fisheries for species that occur within the Chesapeake Bay. The regional management Councils, specifically the Mid-Atlantic Fishery Management Council for the Chesapeake Bay region, have management authority under the Magnuson-Stevens Reauthorization Act of 2006, over fisheries within the Exclusive Economic Zone (EEZ) from 3-200 miles offshore. The Atlantic States Marine Fisheries Commission (ASMFC) coordinates management of fisheries for species that migrate into and through Atlantic Coastal state waters, out to 3-miles offshore, under the Atlantic Coastal Fisheries Cooperative Management Act. The National Marine Fisheries Service (NMFS) participates in the ASMFC management process and has authority to close state fisheries if the ASMFC finds the state out of compliance with ASMFC management requirements. States have individual jurisdiction over fish stocks that reside solely in their state waters, including Chesapeake Bay. Chesapeake Bay fishery management plans (FMPs) are prepared under the direction or the Chesapeake Bay program and serve as a framework or guide for the Bay States in conserving certain fish stocks that occur throughout Chesapeake Bay.

Mission: Restore, enhance, and protect the finfish, shellfish, and other living resources, their habitats and ecological relationships to sustain all fisheries and provide for a balanced ecosystem in the watershed and Bay.

Purpose

The Fisheries Goal Team provides the forum through which the appropriate managers with jurisdiction and standing can work together to coordinate management actions in a regional context and efficiently prioritize and receive technical guidance to drive decision-making.

Goals

1. Improve interjurisdictional management of fisheries resources that move across political and administrative jurisdictions.
2. Improve the connection between science and management to ensure decision making leads to productive and sustainable fisheries.
3. To apply (implement) ecosystem approaches, improve coordination of fisheries issues with other goal teams, management and regulatory agencies (including landuse, water quality, and habitat conservation focused agencies) to better address tradeoffs associated with management actions.
4. Track and report progress to achieve Goal Team mission.

Objectives

- Formalize coordinated, interjurisdictional fisheries management in the Chesapeake Bay through an ongoing forum for regional communication and decision making, including discussion of emerging fisheries management issues, long term science and information needs, and identify possible solutions to key challenges.

- Promote coalition building, information sharing, and where appropriate coordination of management decisions that can feed into broader fisheries commissions and councils (e.g. Atlantic States Marine Fisheries Commission (ASMFC) and the Mid Atlantic Fishery Management Council (MAFMC).

- Provide information on the structure and function of the Chesapeake Bay ecosystem and establish a structure and sustainable process for developing and implementing ecosystem-based approaches to fisheries management for the Chesapeake Bay.

- Expand existing Baywide science-based cooperative fisheries program in Chesapeake Bay to assess fishery resources, improve fishery statistics, and develop monitoring programs for key fishery resources.

- Provide adaptive management and policy recommendations regarding the Bay watershed's priority habitats for key fisheries to the Chesapeake Bay Program's Management Board and coordinate and guide fisheries activities of the Chesapeake Bay Program.

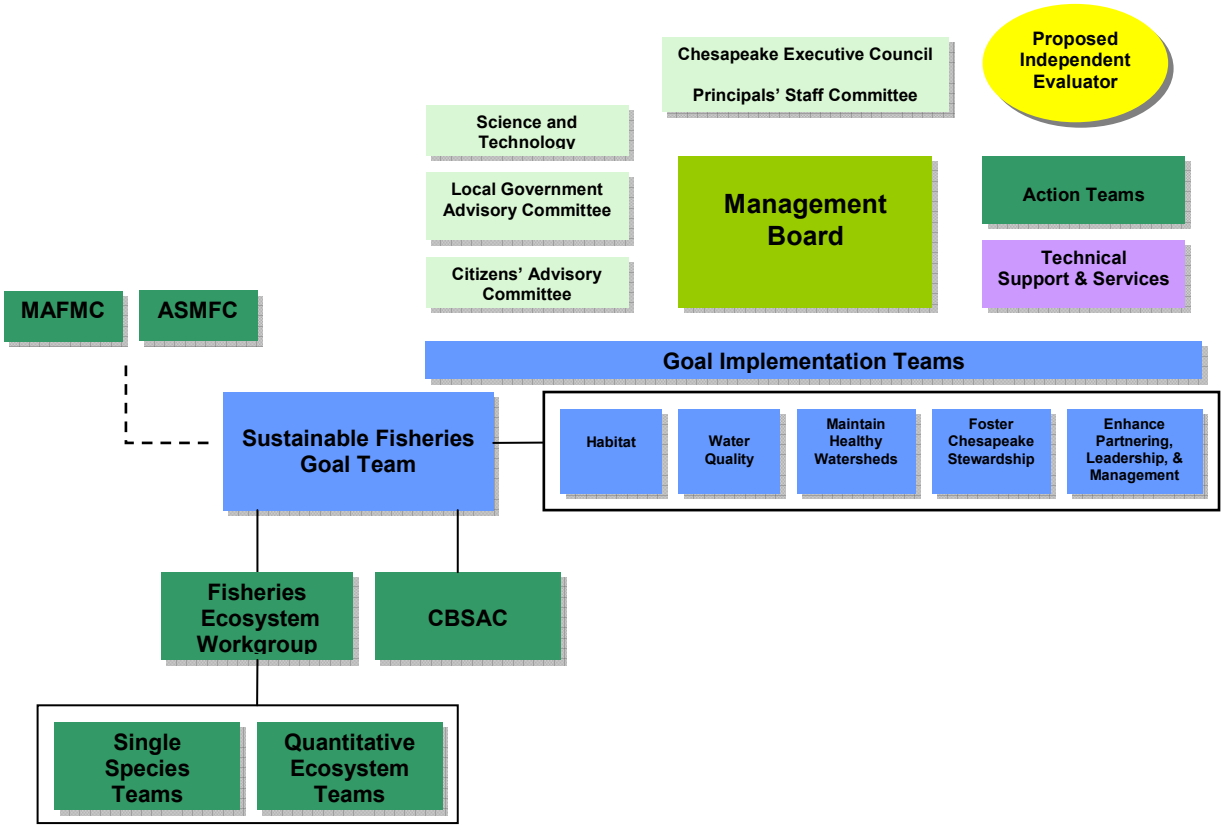
- Establish and maintain communication pathways with state and local land planners and regulatory agencies to identify priority fishery resource habitat areas and explain potential impacts of their decisions.

- Develop an annual action plan.

- Identify current cooperative programs and their activities.

The Fisheries GIT will revisit and revise these objectives over time as required.

Proposed Structure



NOTE: The Goal Team reserves the right to create additional workgroups as necessary.

Organization and Key Functions and Responsibilities of GIT Personnel

Position	Functional description
Chair	The Chair is responsible for managing the overall strategies and performance of the Goal Team. Includes responsibilities for facilitating meetings, planning work activities, development of dashboard performance metrics, aligning partner resources with program priorities, representing the Goal Team in various forums, and continually improving performance through an adaptive management approach. Chair's serve a two year term unless circumstances require an extension.
Vice-chair	The Vice-Chair provides assistance to the chair and serves as chair in the chair's absence. The Vice-Chair rotates into the chair position at the end of the chair's term unless otherwise decided by the Management Board.
Member (Executive Committee or General Membership)	Actively participates in the operations of the Goal Team. Members are responsible for using subject matter expertise and their home-agency authority to advance the effectiveness of the group and to accelerate the accomplishment of restoration activities.
Coordinator	Provides direct support to the Chair and Vice-Chair with regard to planning and facilitating unit activities, tracking performance, coordinating with other Goal Teams, and other duties related to conducting the day-to-day business.
Staff Support	Provides direct support to the Chair, Vice-Chair, and Coordinator including program support, research and synthesis support, activity tracking, meeting organization, member coordination and communication, and other projects and administrative duties as assigned.
Secretariat	Includes Chair, Coordinator, Staff, and Ecosystem Based Fisheries Management Coordinator.

Scientific and Technical Support

Key Functions and Descriptions of Ecosystem-Based Fisheries Management (EBFM) Personnel and Teams

Position	Functional description
Ecosystem Based Fisheries Management Coordinator (EBFM Coordinator)	The Ecosystem Based Fisheries Management Coordinator manages the Species Teams, Quantitative Ecosystem Teams and the Fisheries Ecosystem Workgroup by coordinating and facilitating meetings in conjunction with the Chairs of these teams. The Coordinator is responsible for facilitating the development of scientific products related to the EBFM efforts including background and issue briefs, ecosystem-based reference points, research proposals, ecosystem indicators, indices of EBFM, and other reports as appropriate. This individual acts as the liaison between the EBFM project the Chesapeake Bay Program Goal Implementation Teams. The Fisheries Ecosystem Coordinator reports to the Director of Maryland Sea Grant College.
Graduate Research Assistant	The Assistant provides direct support to the Director of Maryland Sea Grant and the EBFM Coordinator including facilitation and coordination of EBFM teams, research and synthesis, and other projects and administrative duties as assigned by the Director and Coordinator.
Fisheries Ecosystem Workgroup	The Fisheries Ecosystem Workgroup (FEW) is comprised of the chairs of each of the Species Teams and Quantitative Ecosystem Teams (QETs). The FEW collaborates to prioritize and link the research activities of the QETs and communicate research activities and resulting products to the Fisheries Goal Team.
Single Species and Quantitative Ecosystem Teams	These teams are the scientific foundation for Maryland Sea Grant's EBFM project. The Species Teams identify and articulate the critical ecosystem issues for the key species while the QETs are charged with developing the necessary ecosystem-based reference points to address the issues identified by the Species Teams in a management context. Team members represent a wide range of expertise relevant to the EBFM effort from both within and beyond the Chesapeake Bay region. To date there are over 80 specialists working on a volunteer basis on these teams.
Chesapeake Bay Stock Assessment Committee (CBSAC)	CBSAC is a previously established committee with representatives that include numerous Bay Agreement signatories, key Chesapeake Bay Program committees and other related fisheries organizations. CBSAC will help meet the Goal Team's research and technical needs as required.

Operating Procedures

Executive Committee Agrees to:

Meet monthly or as required during the first year and then reassess frequency to:

- Align annual work plan with priorities established by the Management Board;
- Collaborate on implementation of on-the-ground habitat activities;
- Track and report performance toward [two-year milestones identified in the Chesapeake Action Plan annual progress report] or [Executive Order 13508 Strategy for Protecting and Restoring the Chesapeake Bay Watershed] depending on final implementation decisions yet to be made;
- Advise Management Board on barriers to progress and recommend policy and administration changes to overcome such barriers
- Discuss emerging issues, recent findings, and management issues currently facing fisheries managers brought forward either by the FEW or Fisheries Goal Team members and invite presentations or request research on these issues when relevant.
- Identify gaps, assistance, and capacity needs such as products, tools and other solutions for management issues and determine a lead agency for addressing these needs.

The Executive Committee will adhere to the following operating principles:

- Communications will be clear about items for decision, discussion or informational.
- An agenda and decision documents are circulated at least 14 days before each meeting.
- The Chair and Vice Chair along with the Secretariat will set the agenda for each meeting based on input from the Executive Committee, Fisheries Goal Team members, the EBFM teams, and any matters of business regarding the Chesapeake Bay Program.
- Agenda should spell out specific goals for meeting with time limits for each item.
- Chair runs the meeting, is responsible for maintaining the schedule and tables discussions that are not on the agenda.
- The Chair must make a commitment to set ground rules and take an active role in guiding the discussions.
- The end of the meeting will be spent on brainstorming items for the next meeting agenda and reviewing date, time and location for the next meeting. Tabled discussions can be discussed as possible agenda items for future meetings.
- Before adjourning, a summary of action items will be reviewed identifying who's responsible for each item.
- To ensure broad participation, the Chair will make an effort to be aware of the need for meeting processes that encourages all to express opinions and ideas.
- Minutes will be recorded and circulated to members for comment within 15 days of meetings.

- Minutes will be considered for acceptance as final at the subsequent meeting.
- Chair persons should conduct evaluations periodically to make sure meetings are productive and make a good use of participants' time.
- Each Executive Committee meeting will include 3 parts, "Housekeeping" or administrative business, discussion of timely management issues, and a science and technical discussion/presentation.
- Decisions and official statements of the Goal Team Executive Committee will be developed based on consensus of all 6 Executive Committee members. If consensus cannot be reached a decision will be reached by majority vote.
- Executive Committee meetings during the month before an ASMFC meeting will be held at least 2 weeks in advance of the ASMFC meeting.

<u>General Membership Agrees to</u>:

- Meet twice a year to discuss a minimum of the top two issues facing Chesapeake Bay Fisheries and the implementation of ecosystem-based fisheries management and to review the major policy decisions before the Executive Committee.
  - Location of meeting will alternate between north and south ends of the region.
  - Meeting will last 1-2 days depending on material to be discussed.
  - A meeting summary will be provided to members following the meeting.
- Use their positions and expertise to positively influence actions within their organization that either directly or indirectly impact Chesapeake Bay fisheries to help meet Fisheries Goal Team goals and objectives.
- Engage with the Executive Committee as requested or as necessary on important policy or management decisions throughout the year.

Decision making process:
The Fisheries Goal Team will operate under a consensus decision-making process led by the Chair. A consensus decision making process is a group decision making process that not only seeks the agreement of most participants, but also the resolution or mitigation of minority objections.

The Goal Team consensus decision-making will aim to be:

- **Inclusive:** As many stakeholders as possible should be involved in the consensus decision-making process.
- **Participatory:** The consensus process should actively solicit the input and participation of all decision-makers.
- **Cooperative:** Participants in an effective consensus process should strive to reach the best possible decision for the group and all of its members, rather than opt to pursue a majority opinion, potentially to the detriment of a minority.

- **Egalitarian:** All members of a consensus decision-making body should be afforded, as much as possible, equal input into the process. All members have the opportunity to present, amend and veto or "block" proposals.
- **Solution-oriented:** An effective consensus decision-making body strives to emphasize common agreement over differences and reach effective decisions using compromise and other techniques to avoid or resolve mutually-exclusive positions within the group.

Appendix

Membership

The Sustainable Fisheries GIT is organized into an Executive Committee and General Membership. The Executive Committee is comprised of the lead fisheries managers responsible for the regional jurisdictions encompassing the largest populations centers around the Bay and the General Membership consists of broader representation of the Chesapeake Bay management, science, and stakeholder community.

Executive Committee: Takes the lead on developing, adopting, and implementing policy and management changes to improve the health of Chesapeake Bay Fisheries.

Name	Organization	Title
Peyton Robertson, Chair	NOAA Chesapeake Bay Office	Director
Tom O'Connell, Vice Chair	Maryland Department of Natural Resources	Director, DNR Fisheries Services
Robert Beal	Atlantic States Marine Fisheries Commission	Director, Interstate Fisheries Management Program
Jack Travelstead	Virginia Marine Resources Commission	Deputy Commissioner and Chief of Fisheries Management
Bryan King	District of Columbia Department of Environment	Assoc. Dir. Fisheries and Wildlife
A.C. Carpenter	Potomac River Fisheries Commission	Executive Secretary

General Membership: The full Fisheries GIT will have broad, multi-disciplinary representation as appropriate to assist the Executive Committee in devising solutions and implementing changes.

Name	Organization	Title
Steve Minkkinen	U.S. Fish and Wildlife Service	Project Leader, MD Fisheries Resource Office
Leo Miranda	U.S. Fish and Wildlife Service	Habitat GIT Chair
TBD (recently vacant)	NOAA/NMFS/ Office of Sustainable Fisheries	SFFD Division Chief
Mark Mansfield	U.S. Army Corps of Engineers (Norfolk)	Chief, Planning and Policy Branch
Charlie Poukish	Maryland Department of Environment	

Matt Fleming	Maryland Coastal Zone Management Program	Director, Chesapeake & Coastal Program
Ernie Bowden	Virginia Marine Resources Commission	
David Paylor	Virginia Department of Environmental Quality	
Mike Hendricks	PA Fish and Boat Commission	
Peter Freehafer	NY Department of Environmental Conservation	
Craig Shirey	DE Dept. of Natural Resources and Environmental Control – Div. of Fish and Wildlife	
Emily Green	Atlantic States Marine Fisheries Commission	
Chris Moore	Mid-Atlantic Fisheries Management Council	Executive Director
Jim Gracie	Maryland Sportfish	
Tom Powers	Virginia Crab Management Advisory Committee	
Jack Brooks	Maryland Tidal Fish Advisory Committee	Chair
Ron Lukens	Omega Protein Corporation	
Suzan Bulbukaya	Chesapeake Bay Commission	
Lynn Fegley	MD Dept. of Natural Resources Fisheries Service	
Rob O'Reilly	Virginia Marine Resources Commission	
Mike Fritz	Healthy Watersheds GIT	Coordinator
Bill Goldsborough	Chesapeake Bay Foundation	
Bill Eichbaum	World Wildlife Fund	Vice President, Marine Portfolio
Mark Bryer	The Nature Conservancy	
Trent Zivkovich	Coastal Conservation Association	

Fisheries GIT Secretariat: Staff support to the Fisheries Goal Implementation Team and its chairs.

Name	Organization	GIT Role
Shannon Simpson	NOAA Chesapeake Bay Office	Fisheries GIT Coordinator
Adam Davis	Chesapeake Research Consortium	Staff Support

Maryland Sea Grant Ecosystem-Based Fisheries Management Project Staff

Name	Organization	EBFM Role
Shannon Lyons Green	Maryland Sea Grant College	Fisheries Ecosystem Coordinator
Alesia Read	Maryland Sea Grant College	Graduate Research Assistant

Long-term Scientific and Technical Support of Ecosystem-Based Fisheries Management
Maryland Sea Grant's Ecosystem-Based Fisheries Management project will work closely with the Goal Team to meet the Goal Team's long term scientific and technical research needs. The science infrastructure of Maryland Sea Grant's Ecosystem-Based Fisheries Management project, has been operational for over two years identifying the critical ecosystem issues for the five key species and developing work plans which will result in the development of ecosystem-based reference points that allow the fisheries managers on the Goal Team to address these issues in a management context. The background and ecosystem issue briefs developed by the Species Teams provide the essential foundation for the development of performance measures and ecosystem-based reference points by the Quantitative Ecosystem Teams. These briefs are in the process of being analyzed by the four Quantitative Ecosystem Teams which specialize in the areas of habitat suitability, stock assessment, foodwebs, and socioeconomics. These teams engage a diverse group of fisheries and non-fisheries experts from within and beyond the Chesapeake Bay region to unite the best available science for each specialty. In addition to establishing the structure and process for adaptive ecosystem-based fisheries management for Chesapeake Bay, the EBFM project will yield five "Indices of Ecosystem-Based Fishery Management", one for each of the key species, based upon the recommendations of the Species Teams and the resulting ecosystem-based reference points from the Quantitative Ecosystem Teams. Fishery managers on the Goal Team may use each index as a management tool for assessing the health of each species within the Chesapeake Bay ecosystem.

Requirement Drivers

Chesapeake Bay Executive Order 13508
Chesapeake Bay Executive Order | About the Executive Order

Strategy for Protecting and Restoring the Chesapeake Bay
Chesapeake Bay Executive Order | Protection and Restoration

Chesapeake Bay Program Action Plan
Chesapeake Action Plan - Action Plan Details - Chesapeake Bay Program

Fisheries Ecosystem Planning for the Chesapeake Bay

Atlantic Coastal Fisheries Cooperative Management Act
Office of Sustainable Fisheries

Magnuson -Stevens Fisheries Conservation and Management Act