

Summary of Public Comments on January 29, 2014 Draft Watershed Agreement and Chesapeake Bay Program Response

The following is a summary, arranged by topic area, of comments received and CBP's subsequent decisions related to each topic. It reflects only topics that received public comment and does not reflect the entire Agreement. All public comments submitted between January 29 and March 17, 2013 were reviewed and considered by the partners in the development of the final Chesapeake Watershed Agreement. The red text is deleted language, and green text is new or revised language in the final draft. All names of organizations and individuals that commented during this time are listed at the end of this document. For a complete set of all comments received during this comment period, click here [\(add link\)](#).

Topics addressed include:

1. Participation of partners & stakeholder involvement in management strategies
2. Environmental Justice
3. Decision-making related to goals and outcomes
4. Oysters
5. Fresh Water Fisheries
6. Menhaden
7. Specific Sources of Pollution
8. Water Quality Standards Attainment
9. Toxic Contaminants
10. Healthy Watersheds
11. Citizen Stewardship
12. Diversity of Representation
13. Land Use, Impervious Surfaces
14. Public Access
15. Environmental Literacy
16. Climate Change, Resiliency
17. Conowingo Dam / Dam Sediment Pollution
18. Hydraulic Fracking
19. Trash
20. Facilitating Adaptive Management
21. Defining Metrics, Baselines, Dates, and Terms
22. Funding, Financing, and Affordability

Agreement Topic	Comment Summary	Final Agreement Language showing edits from public draft where applicable	Decision / Rationale of How Comment Addressed
1. Participation	<p>Signatories' Participation</p> <ul style="list-style-type: none"> Do not allow for jurisdictions to “opt in or out” of the various goals and outcomes in the new Bay Agreement. The “opt in, opt out,” including the statements, “each signatory may exercise its discretion to participate in the development and implementation of individual outcomes’ management strategies...” and “Signatories may decide to adjust their level of participation in the implementation of strategies as circumstances warrant,” convey a weak commitment of the partners to the restoration effort. As the draft Agreement stands, it lacks accountability, relieves signatories of the responsibility of committing to do the work, creates the potential for goals or outcomes for which no jurisdiction elects to implement a management strategy, and seems that none of the signatories commit to implement all or substantially all of the Agreement. The Agreement should specify roles and responsibilities of partners, and indicate whether each signatory intends to implement a management strategy. Management strategies should be drafted prior to signing the Agreement. <p>Stakeholders' Participation</p> <ul style="list-style-type: none"> We would appreciate more information on how non-signatory partners can become engaged in the development and implementation of management strategies. Locally-focused organizations throughout the watershed that are involved in management strategies related to healthy watersheds, public access, environmental literacy, could have a tremendous 	<p>Removed from page 4, paragraph 3: Except for those outcomes required by law and related to the implementation of the Chesapeake Bay Total Maximum Daily Load (TMDL) under the water quality goal, each signatory may exercise its discretion to participate in the development and implementation of individual outcomes’ management strategies depending upon relevance, resources, priorities, or other factors. Partnerships with other agencies, organizations, and stakeholders will be identified as appropriate. Signatories may decide to adjust their level of participation in the implementation of strategies as circumstances warrant.</p> <p>Management Strategies, page 12, paragraph 2: Participation in management strategies or participating in the achievement of outcomes is expected to vary by signatory, based on differing priorities across the watershed. This participation may include sharing knowledge, data or information; educating citizens or members; working on future legislation; and developing or implementing programs or practices. Management strategies, which are aimed at implementing outcomes, will identify participating jurisdictions and other stakeholders, including local governments and nonprofit organizations, will be implemented in two-year periods. The signatories and other partners shall thereafter update and/or modify such commitments every two years. Specific management strategies will be developed in consultation with stakeholders, organizations and other agencies, and will include a period for public comment and review prior to final adoption. The Principals’ Staff Committee will report on adoption of management strategies at the next Executive Council meeting and report on implementation of management strategies every two years.</p>	<ul style="list-style-type: none"> The Signatory Discretionary statement was removed. A paragraph was added to explain that signatories will participate at varying levels as resources and priorities allow. This follows how the program has successfully operated historically, with the notable addition of management strategies. These management strategies will provide greater transparency and accountability by giving the public specific information as to which jurisdiction is working toward which outcomes. This information was never explicitly released on a regular basis prior to this agreement. As such, the management strategies are an important addition to this agreement.

	<p>impact on our collective progress. (Susquehanna Greenway)</p> <ul style="list-style-type: none"> We also hope that you and your team will engage members of our DMV Metro EJ Coalition and the University of Maryland School of Public Health in future discussions to help shape the implementation of the proposed elements of the Chesapeake Bay Agreement in a way that will address the concerns of low income, communities of color that are impacted by the Bay. (Sacoby Wilson, WE ACT) COG's members need to be involved with the designated Goal Implementation Team on any discussions regarding watersheds that have local implications - given the direct role and responsibility our local governments have in addressing local water quality. (M Wash COG) 	<p>Affirmation, page 13, paragraph 2: As Chesapeake Bay Program partners, we acknowledge that this agreement is voluntary and subject to the availability of appropriated funds. This agreement is not a contract or an assistance agreement. We also understand that this agreement does not pre-empt, supersede or override any other law or regulation applicable to each signatory.</p> <p>Preamble, page 4, paragraph 2: This work will require effort from many, including all levels of government, academic institutions, non-governmental organizations, watershed groups, businesses and individual citizens.</p>	<ul style="list-style-type: none"> A statement was added to the affirmation section to articulate that the agreement is voluntary, and it is not a contract or an assistance agreement. There will be an outreach initiative to involve stakeholder groups in developing and participating in the management strategies. The management strategies will be issued for public comment prior to final adoption. Signatories and other stakeholders will indicate their level of participation in the strategies when the drafts are issued for public review. (*will be revised before final)
2. Environmental Justice	<ul style="list-style-type: none"> Address urban blight as related to environmental justice issues. Address funding issues for minority areas and promote engagement with diverse community leaders. Commit to restoring waters within and outside of metropolitan areas equally. 	<p>Principles, page 4: Promote environmental justice through the meaningful involvement and fair treatment of all people regardless of race, color, national origin, or income in the implementation of this agreement.</p>	<ul style="list-style-type: none"> The Chesapeake Bay Program partners take environmental justice seriously, and feel that it should not be confined to one commitment, but rather a principle under which we work. A new principle for environmental justice was added on page 4.
3. Decision Making Related to Goals and Outcomes	<ul style="list-style-type: none"> The Executive Council should be the designated body empowered to approve of any changes to the goals and outcomes of the agreement. Previous Chesapeake Bay Agreements have not allowed the Principals' Staff Committee to make changes to the outcomes without approval by the Executive Council, and it is unclear what this change is solving. 	<p>Goals and Outcomes, page 5, paragraph 1: Any changes or additions to goals are approved by the Executive Council. Changes or additions to outcomes are approved by the Principals' Staff Committee, although significant changes or additions will be raised to the Executive Council for approval. Proposed changes to goals and outcomes or the addition of new goals or outcomes are open for public input before being finalized. Final changes or additions are publicly posted to the Bay Program website.</p>	<ul style="list-style-type: none"> Changes to the overarching goals must be approved by the Executive Council. In an effort to adaptively manage, the Principals' Staff Committee will be empowered to make changes or additions to outcomes, rather than only the Executive Council which only meets annually. Significant changes to outcomes will be sent to the Executive Council.
4. Oysters	<ul style="list-style-type: none"> Increase the number of tributaries from 10 to 20 to match the Executive Order. Focus on protecting existing reefs, and large oyster sanctuaries rather than small dispersed reefs. 	<p>Oyster Outcome: Continually increase finfish and shellfish habitat and water quality benefits from restored oyster populations. Restore native oyster habitat and populations in 10 tributaries by 2025 and ensure their protection to</p>	<ul style="list-style-type: none"> Outcome expanded to include protection. In setting a target for 2025, jurisdictions considered the resources needed for restoration, and experience implementing restoration projects. This outcome is not

	<ul style="list-style-type: none"> Define the conditions when habitat and populations have been restored. The outcome is unobtainable – oysters cannot be fully restored in the Bay to what they once were due to navigation limitations. 	<p>recover the benefits of fish habitat and water quality improvements that healthy oyster reefs provide.</p>	<p>the end of oyster restoration, but a target for the next 10 years.</p> <ul style="list-style-type: none"> Tributaries considered for oyster restoration are carefully chosen, taking many factors into consideration, including the availability bottom that is suitable to support the growth and long-term success of oyster reefs. The designation of oyster sanctuaries and protection measures are at the discretion of each Bay jurisdiction. The science-driven process of selecting tributaries does, however, target tributaries with large areas suitable for oyster restoration rather than small, dispersed areas. Criteria established in the Oyster Metrics will determine restoration "success". This information will be included in the management strategies.
5. Fresh Water Fisheries	<ul style="list-style-type: none"> Freshwater tributary fisheries require a commitment to improve declining recreational fish populations. Dedicate needed resources to find the causes of the disease and declines in freshwater species in Chesapeake tributaries, including the recreationally valuable smallmouth bass. 	<p>Goal: Protect, restore, and enhance 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.</p> <p>Fish Habitat Outcome: Continually improve effectiveness of fish habitat conservation and restoration efforts by identifying and characterizing critical spawning, nursery and forage areas within the Bay and tributaries for important fish and shellfish and use existing and new tools to integrate information and conduct assessments to inform restoration and conservation efforts.</p>	<ul style="list-style-type: none"> Given the breadth of the Sustainable Fisheries goal and Fish Habitat outcome, freshwater fisheries are included and recognized as an important and valuable aspect of sustainable fisheries in the Bay. The Sustainable Fisheries goal and Fish Habitat outcome refer to the entire Bay watershed and its tributaries in addition to the tidal portion of the Bay.
6. Menhaden	<ul style="list-style-type: none"> Menhaden restoration is critical to provide a forage base for all game and food fish species, and for the reduction of single cell algae by these once abundant filter feeders that feed on phyto- and zoo-plankton. The wholesale destruction of menhaden is something that needs more action. It is a valuable part of the bay food chain. The Menhaden catch that is permitted is a travesty that Bay states should not condone by action or silence. 	<p>Forage Fish Outcome: Continually improve the capacity to understand the role of forage fish populations in the Chesapeake Bay. By 2016, develop a strategy for assessing the forage fish base available as food for predatory species in the Chesapeake Bay.</p>	<ul style="list-style-type: none"> The Fisheries GIT recognizes the important role forage species, including menhaden, bay anchovy, silversides, gizzard shad, etc., as food for important predator species. The forage fish outcome aims to better understand these predator-prey relationships in the Bay and the availability of these forage species as food.

	<ul style="list-style-type: none"> It will be important to establish criteria by which species are included as forage, and such criteria must go beyond the highly abundant schooling species like menhaden and anchovy. 		
7. Specific Sources of Pollution	<ul style="list-style-type: none"> Each source sector should take responsibility for its pollution; otherwise the burden is shifted to taxpayers. Provide technological assistance to help farmers control pollution, and provide advice and monitoring for nutrient management plans. Hold farmers responsible for properly disposing of manure. The agreement should include an outcome related to reducing polluted runoff either within the “Water Quality” or “Land Conservation” goals. Install clean-out catch systems on storm water drains. There is no mention of atmospheric (air) deposition within this agreement. Since this is a large source of pollutants to the Bay, why is there no mention here or a stated goal? Commit to greater regulation of wastewater treatment facilities, which disproportionately release pollution into urban and minority areas. 	<p>Water Quality Introduction Paragraph: Excess amounts of nitrogen, phosphorus and sediment in the Bay and its tributaries have resulted in many portions of the Bay being listed as “impaired” under the Clean Water Act. The Chesapeake Bay Total Maximum Daily Load (TMDL) is driving nutrient and sediment reductions as described in the Watershed Implementation Plans (WIPs) adopted by the states and the District of Columbia and establishes the foundation for water quality improvements embodied in this Agreement. These plans set nutrient and sediment reduction targets for various sources -- stormwater, agriculture, air deposition, wastewater and septic systems. Restoring these waters is critical to overall Bay watershed restoration because clean water is the foundation for healthy fisheries, habitats and communities across the region.</p>	<ul style="list-style-type: none"> The Jurisdictions’ Watershed Implementation Plans, as part of the 2017 and 2025 outcomes, specifically address the practices and management actions being taken to reduce nutrient and sediment pollution from each source sector. Air deposition is currently being accounted for under the Bay TMDL with EPA as the lead regulatory agency.
8. Water Quality Standards Attainment	<ul style="list-style-type: none"> Include more definition either to the date that the outcomes are to be reached, or include the percent attainment of the goal – something that puts teeth into the percentage attainment. 	<p>Water Quality Standards Attainment and Monitoring Outcome: Continually improve the capacity to monitor and assess the effects of management actions being undertaken to implement the Bay TMDL and improve water quality. Use the monitoring results to report annually to the public on progress made in attaining established Bay water-quality standards and trends in reducing nutrients and sediment in the watershed.</p>	<ul style="list-style-type: none"> The time that it will take for water quality standards attainment is dependent on things other than the management actions we take, including groundwater, lag times, weather, and other factors. Scientists continue to get better at predicting these lags and weather impacts, but at this point the percentage of attainment expected for any given year is not well predicted. However, it is important to track progress in the non-tidal rivers and streams as well as in the tidal waters. Therefore, a new Water Quality Standards Attainment Outcome was added on page 7.
9. Toxic Contaminants	<ul style="list-style-type: none"> Include a goal and outcomes to reduce loads of toxic chemicals, including PCBs, PAHs, and pesticides, and to 	<p>Introduction: Toxic contaminants harm fish and wildlife in the Bay and its watershed, and create risks to human health that limit the amount of fish that people can eat. Reducing</p>	<ul style="list-style-type: none"> A new Toxic Contaminants Goal with two outcomes was added to focus on reducing the impacts of toxic contaminants on the health of fish and wildlife (page 8)

	<p>study the effects of new and emerging contaminants, including endocrine disruptors.</p> <ul style="list-style-type: none"> • Re-instate the Toxic Contaminants Research Outcome and the Reduction Outcome. • Address chemical contamination in some way, including pesticides and other synthetic agricultural and turf chemicals, and ice and snow road treatment chemicals. • Not enough is known about toxic contaminants to include a reductions outcome at this time. Each state's local governments should handle toxics, but it should be omitted from the watershed agreement. 	<p>the impacts of toxic contaminants is critical to improve the health of fish and wildlife, thereby improving their recreational value for citizens.</p> <p>Goal: Ensure that the Bay and its rivers are free of effects of toxic contaminants on living resources and human health.</p> <p>Toxic Contaminants Research Outcome: Continually increase our understanding of the impacts and mitigation options for toxic contaminants. Develop a research agenda and further characterize the occurrence, concentrations, sources and effects of mercury, PCBs and other contaminants of emerging and widespread concern. In addition, identify which BMPs might provide multiple benefits of reducing nutrient and sediment pollution as well as toxic contaminants in waterways.</p> <p>Toxic Contaminants Policy and Prevention Outcome: Continually improve practices and controls that reduce and prevent the effects of toxic contaminants below levels that harm aquatic systems and humans. Build from existing programs to reduce the amount, and effects, of PCBs in the Bay and watershed. Use research findings to evaluate the implementation of additional policies, programs, practices for other contaminants that need to be further reduced or eliminated.</p>	<p>because the issues are persisting and it is believed that increased coordination and collaboration among the partners could improve conditions in the Bay and watershed.</p> <ul style="list-style-type: none"> • The research outcome focuses on learning more about the impacts and potential mitigation of certain toxic contaminants in the Bay and watershed. • The Policy and Prevention Outcome calls for us to take this new information, and continue to improve practices and controls to reduce and prevent the effects of these contaminants. The latter outcome calls on the partners to build from toxic reduction programs ongoing in the jurisdictions to address the goal.
10. Healthy Watersheds	<ul style="list-style-type: none"> • Include the protection of “good” quality waters in addition to “exceptional” quality waters. 	<p>Goal: Sustain state-identified healthy waters and watersheds, recognized for their exceptional high quality and/or high ecological value.</p> <p>Outcome: By 2025, 100% of state-identified currently healthy water and watersheds remain healthy.</p>	<ul style="list-style-type: none"> • Some of the State-identified healthy waters and watersheds include places that are considered to be in “good” condition, so use of the term “high” is more appropriate than “exceptional.” • Each state's definition of healthy waters and watersheds will be clarified as management strategies are developed.

11. Citizen Stewardship	<ul style="list-style-type: none">• Work with Chesapeake Bay Program partners and other academic, local government and citizen organizations to develop a metric for evaluating progress in citizen stewardship.• Promote and support initiatives that increase the number and diversity of local stewards who support and carry out the conservation and restoration activities necessary to achieve the goals and commitments of the agreement.• Develop a behavior change index to regionally measure changes in the number of individuals engaged in stewardship behaviors.	<p>Principles, page 4: Engage our citizens to increase the number and diversity of people who support and carry out the conservation and restoration activities necessary to achieve the goals and outcomes of the Agreement.</p> <p>Introduction: The long-term future success of the Chesapeake Bay restoration effort will depend on local leadership; local action that depends primarily on a strong citizen stewardship Building a larger, broader, and more diverse constituency of stewards for watershed restoration is needed to achieve the many other goals and outcomes outlined in this Agreement. Stewards bring the action element for implementing the rest of the Agreement. There are over 600 local conservation and watershed organizations in our region that are educating and empowering citizens to restore and protect their local streams and rivers. There are tens of thousands of local citizen volunteers who donate their time and talent to our shared goals.</p> <p>Goal: Increase the number and diversity of local citizen stewards and local governments that actively support and carry out the conservation and restoration activities that achieve healthy local streams and a vibrant Chesapeake Bay.</p> <p>Citizen Stewardship Outcome: Increase the number and diversity of trained and mobilized citizen volunteers with the knowledge and skills needed to enhance the health of their local watersheds.</p> <p>Local Leadership Outcome: Continually increase the knowledge and capacity of local officials on issues related to water resources and in the implementation of economic and policy incentives that will support local conservation actions.</p>	<ul style="list-style-type: none">• Citizen engagement language was already included in the agreement draft for public review in the Principles section on page 4.• A Citizen Stewardship Goal with three outcomes and an introduction was added on page 9 that includes a focus on increasing citizen numbers, as well as diversity.• Management strategies will include methods to measure outcome success, such as a behavior change index, which would be considered during management strategy development for the outcomes.• A local leadership outcome was also included based on stakeholder input on the importance of better engaging local leaders.• Each of the management strategies developed for the outcomes in the Agreement will describe, where applicable, how locals will be engaged, where actions, tools or technical support are needed and
--------------------------------	---	--	---

			<p>what steps should be taken to facilitate greater local participation.</p> <ul style="list-style-type: none"> This local leadership outcome, however, is specifically focused on increasing the knowledge of local officials.
12. Diversity of Representation	<ul style="list-style-type: none"> Expand efforts to recruit qualified minority owned non-profits and businesses, and local civic leaders for decision making agencies and boards. The decision making involved in environmental policy and pollution source siting decisions continues to lack substantive input from diverse minority and low-income communities. Significant voluntary improvements in these communities are difficult to realize when these populations are not engaged. Increase outreach and funding for education programs in under-represented communities There needs to be an effort to get adults and people from all races, economic status, and backgrounds working on the Bay restoration. 	<p>Diversity Outcome: Identify minority stakeholder groups who are not currently represented in the leadership, decision making and implementation of the current conservation and restoration activities and create meaningful opportunities and programs to recruit and engage them in the partnership.</p>	<ul style="list-style-type: none"> Increasing diversity in the restoration and protection efforts is critically important to the success of our Program in an increasingly diverse watershed. More emphasis is needed to define and improve the diversity in the Program. Therefore, a Diversity Outcome was added under the Citizen Stewardship Goal on page 9.
13. Land Use, Impervious Surfaces	<ul style="list-style-type: none"> Add a goal that addresses land use and development in the urban and suburban areas of the watershed - conservation will not work if we make poor choices in developing land that is not under conservation. A full evaluation of the impacts of increased and sprawling human growth and development needs to be addressed with a strong plan to address impacts. Implement policy options and potential incentive programs to support minimizing new impervious surfaces. Increase the goal for protected acres to 2.5 million from 2010 to match or exceed the Executive Order. Reduce the average farm and forest land conversion rate to 40% by 2025. The preservation of forest land and farm land is more cost-effective than retrofitting impervious surfaces in the future. 	<p>Introduction: The landscapes around the Bay and its tributaries are ecologically, culturally, historically and recreationally valuable to the people and communities of the region. Stimulating, renewing and expanding commitments to conserve priority lands for use and enjoyment is an integral part of furthering the watershed's identity and spirit.</p> <p>Goal: Conserve landscapes treasured by citizens in order to maintain water quality and habitat; sustain working forests, farms and maritime communities; and conserve lands of cultural, indigenous and community value.</p> <p>Protected Lands Outcome: By 2025, protect an additional two million acres of lands throughout the watershed currently identified as high-conservation priorities at the federal, state or local level, including</p>	<ul style="list-style-type: none"> Land use change is a local issue with regional consequences. Land use can affect restoration and protection efforts if not understood, mitigated, or otherwise planned for. Two areas of focus for land use have been added to this agreement 1) to ensure that there are appropriate methods for understanding and tracking land use changes, and 2) to provide tools and support to local

	<ul style="list-style-type: none"> Both outcomes should be redrafted to ensure states and localities get beyond the first step in addressing the role of land protection. Land Conservation outcomes must do more to increase the rate of restoring impervious land or replacing natural function of existing impervious surfaces through restoration of impervious or disturbed land cover and retrofitting land uses that impact water quality. 	<p>225,000 acres of wetlands and 695,000 acres of forest land of highest value for maintaining water quality. (2010 baseline year)</p> <p>Land Use Methods and Metrics Development Outcome: Continually improve the knowledge of land conversion and the associated impacts throughout the watershed. By 2016, develop a Chesapeake Bay watershed-wide methodology and local-level metrics for characterizing the rate of farmland, forest, and wetland conversion, measuring the extent and rate of change in impervious surface coverage and quantifying the potential impacts of land conversion to water quality, healthy watersheds, and communities. Launch a public awareness campaign to share this information with local governments, elected officials, and stakeholders.</p> <p>Land Use Options Evaluation Outcome: By the end of 2017, with the direct involvement of local governments or their representatives, evaluate policy options, incentives, and planning tools that could assist local governments in their efforts to continually improve their capacity to the reduce the rate of conversion of agricultural lands, forests and wetlands as well as the rate of changing landscapes from more natural lands that soak up pollutants to those that are paved over, hardscaped or otherwise impervious. Strategies should be developed for supporting local governments' and other efforts in reducing these rates by 2025 and beyond.</p>	<p>governments to ensure the capacity to plan for and mitigate land use change impacts.</p> <ul style="list-style-type: none"> The Methods and Metrics Development Outcome was revised to focus on the development of a methodology for characterizing the rate and impacts of land conversion. The Options and Evaluation Outcome was revised to focus on supporting local government efforts to reduce conversion of high-conservation priority lands.
14. Public Access	<ul style="list-style-type: none"> Access to recreational opportunities is determined by county and town authorities, and divisions within state government. This results in a system of uncoordinated fees, rules, hours and resources that leaves users confused and frustrated. 	<p>Introduction: Physical access to the Bay and its tributaries is very limited with real consequences for quality of life, local economies, and long-term conservation. Increasing public access to local waterways for fishing, swimming, boating, and other</p>	<ul style="list-style-type: none"> No changes were made to the goal or outcome. Concerns raised in public comments can be addressed through management strategy development.

	<ul style="list-style-type: none">Recognize and encourage partnerships that include the private sector, other institutions, and governmental agencies.Increase access sites for kayakers, anglers and swimmers in particular.New or expanded facilities create more pollution, and the cost to control it is an inevitable consequence.	<p>activities fosters a shared sense of responsibility and increased stewardship that supports Bay watershed restoration goals.</p> <p>Goal: Expand public access to the Bay and its tributaries through existing and new local, state and federal parks, refuges, reserves, trails and partner sites.</p> <p>Public Access Site Development Outcome: By 2025, add 300 new public-access sites, with a strong emphasis on providing opportunities for boating, swimming and fishing, where feasible. (2010 baseline year)</p>	
15. Environmental Literacy	<ul style="list-style-type: none">Incorporate a clear, distinct sustainable schools outcome to align with the Mid-Atlantic Elementary and Secondary Environmental Literacy Strategy.State and local school systems should take a systemic approach to environmental education to ensure programs and opportunities ultimately reach every student and teacher in the watershed.Expand the goal and outcomes to include measurable metrics.	<p>Introduction: The future well-being of the Chesapeake Bay watershed will soon rest in the hands of its youngest citizens—more than three million students in kindergarten through 12th grade. Establishing strong, targeted environmental education programs now, provides a vital foundation for these future watershed stewards.</p> <p>Goal: Enable every students in the region to graduate with the knowledge and skills to use scientific evidence and citizenship skills to act responsibly to protect and restore their local watershed.</p> <p>Meaningful Watershed Educational Experience Student Outcome: Continually increase the number of students' age appropriate understanding of the watershed through participation in participating in teacher-supported meaningful watershed educational experiences and rigorous inquiry instruction with a target of at least one meaningful watershed educational experience in elementary, middle and high school depending on available resources.</p>	<ul style="list-style-type: none">The Environmental Literacy Outcomes were revised to reflect the need to continually increase student environmental literacy and provide flexibility to jurisdictions in how they achieve these outcomes.

		<p>School and School System Model Development Sustainable Schools Outcome: Support and highlight models of sustainable schools and local education agencies that use system-wide approaches for environmental education. Continually increase the number of schools in the region that reduce the watershed, environmental and human health impact of their buildings and grounds through best practices, including student-led protection and restoration projects.</p> <p>Environmental Literacy Planning Outcome: Each participating Bay jurisdiction should develop a comprehensive and systemic approach to environmental literacy for all students in the region that includes policies, practices and voluntary metrics that support the environmental literacy goal and outcomes of this agreement.</p> <p>Environmental Literacy Metrics Outcome: By 2014, develop baseline metrics to establish and measure outcomes related to student participation in teacher-supported meaningful watershed educational experiences and related activities.</p>	<ul style="list-style-type: none"> The Metrics Outcome was deleted as a stand-alone outcome, but metrics are addressed in the Planning Outcome.
16. Climate Change, Resiliency	<ul style="list-style-type: none"> Revise the term “changing environmental conditions” to be “climate change.” Commit to researching climate resiliency and adaptation, and evaluating the impacts and risks of climate change and sea level rise as related to the achievement of the other goals and outcomes. Commit to creating climate resiliency and adaptation strategies. The science available regarding climate change is not strong enough. Do not include it in the agreement. 	<p>Introduction: Changing climatic and sea level conditions may alter the Bay ecosystem and human activities, requiring adjustment to policies, programs and projects to successfully achieve our restoration and protection goals for the Chesapeake Bay and its watershed. This challenge requires careful monitoring and assessment of these impacts and application of this knowledge to policies, programs and projects.</p> <p>Goal: Increase the resiliency of the Chesapeake Bay watershed including its living resources, habitats, public infrastructure and human communities to withstand adverse</p>	<ul style="list-style-type: none"> Changing climatic conditions and sea level conditions influence the restoration and protection efforts in many ways. Being agile in our management of these efforts to ensure that the watershed and the Bay are resilient to these changes will be important to achieving and maintaining the goals of this agreement. It is important to consider these changing conditions in each management strategy developed, and to ensure that we are monitoring and assessing the trends and impacts, and continue to adapt to those changes as they occur. Therefore, a new climate Resiliency Goal was added with an introduction and two outcomes focused on monitoring, assessment, and adaptation.

		<p>impacts from changing environmental and climate conditions.</p> <p>Monitoring and Assessment Outcome: Continually monitor and assess the trends and likely impacts of changing climatic and sea level conditions on the Chesapeake Bay ecosystem, including the effectiveness of restoration and protection policies, programs and projects.</p> <p>Adaptation Outcome: Continually pursue, design, and construct restoration and protection projects to enhance the resiliency of bay and aquatic ecosystems from the impacts of coastal erosion, coastal flooding, more intense and more frequent storms and sea level rise.</p>	
17. Conowingo Dam, Dam Sediment Pollution	<ul style="list-style-type: none"> The system of dams and reservoirs are silted in and no longer capturing sediment and pollution like they had when the dams were constructed. Focus on maintenance to increase dam sediment trapping capabilities. Require plans for addressing sediment that has built up behind dams in excess of ten feet high, and plans to minimize impacts on downstream areas. Add an appropriate outcome to identify a process and timeline for development of a plan and its implementation. 	Not included in agreement.	<ul style="list-style-type: none"> The Chesapeake Bay Program felt that this issue is being adequately addressed through other means including the Army Corps of Engineers' Lower Susquehanna River Watershed Assessment study to be released later in 2014, the Federal Energy Regulatory Commission Conowingo Dam relicensing effort, enhanced lower Susquehanna River monitoring, research and modeling, and the Chesapeake Bay TMDL 2017 Midpoint Assessment.
18. Hydraulic Fracturing	<ul style="list-style-type: none"> Not addressing this growing source of nutrient and sediment pollution in the watershed is a glaring omission. Each jurisdiction should put a policy in place for offsetting the impacts of land use change associated with the shale gas industry. Conduct comprehensive environmental impact analyses for the fracking industry, including well-pads, roads, and pipeline impacts related to any increase in erosion and stormwater runoff of nutrients and sediment from 	Not included in agreement	<ul style="list-style-type: none"> The Chesapeake Bay Program felt that the individual jurisdictions are addressing this issue through their own regulations and policies as appropriate. The impacts of fracking on land use are being considered through Land Use Change Assessments as part of the 2017 TMDL Mid-Point Assessment.

	drilling operations. Include projections of how the impacts will increase based on projected growth of the industry. Based on the assessment, develop guidance to ensure relevant states scientifically address options to reduce loadings and comply with obligations under the Chesapeake Bay TMDL.		
19. Trash	<ul style="list-style-type: none"> Gross pollutants are missing from the water quality section. These include cigarette butts, plastic bottles, candy wrappers, leaves, Styrofoam cups, plates, clamshells etc. Prevent floating trash and leaf litter from reaching the watershed in storm water runoff. Address program to reduce litter in the agreement. Talking about trash pollution, and the solutions to preventing and removing it, can engage residents watershed-wide, preparing them to become more engaged in other facets of the restoration plan. Even citizens disconnected from local water bodies recognize the blight caused by litter blowing down the street, or stuck in trees. In the water, it is the most visible pollutant. 	Not included in agreement.	<ul style="list-style-type: none"> The Chesapeake Bay Program determined that this issue should be considered as part of the management strategy for the Citizen Stewardship Goal and/or its outcomes. Maryland has two of the nation's three trash TMDLs. The Anacostia and its tributaries were listed as impaired by trash in 2006 and its TMDL went into place in 2010. Baltimore Harbor was listed as impaired since 2008 and its TMDL is now being finalized.
20. Facilitating Adaptive Management	<ul style="list-style-type: none"> Every outcome should reflect the change that is desired in the system, the continual nature of work on the goals and outcomes. 	See revised outcomes: Oyster, Forage Fish, Fish Habitat, Wetlands, Black Duck, Stream Health, Fish Passage, SAV, Forest Buffer, Tree Canopy, Water Quality Standards Attainment, Toxic Contaminants Research, Toxic Contaminants Policy and Prevention, Local Leadership, Land Use Methods and Metrics, Land Use Options Evaluation, Student, Sustainable Schools, Climate Monitoring and Assessment, Climate Adaptation.	<ul style="list-style-type: none"> Outcomes have been edited to incorporate such changes where feasible. Management strategies will be designed to facilitate adaptive management, and it continues to be a principle of the Chesapeake Bay Program partnership.
21. Defining Metrics, Baselines, Dates, and Terms	<ul style="list-style-type: none"> Define: restore, protect, support, highlight, "meaningful watershed experience," Explain all baselines. Provide reasoning for all outcome target numbers. 	Refer to the 1-page outcome sheets, linked to each outcome web page. Each outcome can be found on a specific goal web page, such as the Sustainable Fisheries page: (link)	<ul style="list-style-type: none"> Separate sheets (link) have been released in tandem with the final agreement in response to the request for definitions and baselines. To access these, visit the agreement page (link), click on the desired goal and outcome, and choose the "for more information" link to open a 1-page sheet for that specific

			outcome. For example, the Blue Crab Abundance Outcome sheet is here: (link)
22. Funding, Financing, and Affordability	<ul style="list-style-type: none">• Provide and facilitate more financial assistance at the local level.• Address concepts of affordability within the agreement.• Create a Financial Advisory Committee to provide recommendations on funding decisions for increased financial efficiency.	<p>Preamble, page 3, paragraph 2: “This Agreement acknowledges that the Partnership cannot address every issue at once and that progress must be made in a strategic manner, focusing on efforts that will achieve the most cost-effective results.”</p> <p>Local Leadership Outcome: Continually increase the knowledge and capacity of local officials on issues related to water resources and in the implementation of economic and policy incentives that will support local conservation actions.</p>	<ul style="list-style-type: none">• Local governments will be engaged in management strategy development and implementation to facilitate addressing local financial concerns.• The concept of a Financial Advisory Committee will be brought to the Chesapeake Bay Program’s Management Board at a future meeting.

This summary reflects comments received from:

Organizations

Allegheny Highlands Alliance
Alliance for the Chesapeake Bay
American Rivers
Anacostia Watershed Citizens Advisory Committee
Anacostia Watershed Society
Ann’s Backyard Forest
Audubon Maryland-DC
Beyond Pesticides
Binghamton-Johnson City Join Sewage Board
Cecil Land Use Association
Center for Progressive Reform
Chesapeake Bay Foundation
Chesapeake Bay Trust
Chesapeake Conservancy
Choose Clean Water Coalition
City of Chesapeake, Virginia

Clean Chesapeake Coalition
Clean Water Action
Coalition for Smarter Growth
Coastal Conservation Association, Maryland
Conservation Pennsylvania
Eastern Shore Land Conservancy
Elizabeth River Project
Environmental Finance Center, UMD
Friends of the Rappahannock
HRSD
James River Association
Lower Susquehanna Riverkeeper
MAMWA
Maryland Conservation Council
Maryland Environmental Health Network
Maryland Pesticide Network

Maryland State Builders Association
Metropolitan Washington Council of Governments
Midshore Riverkeeper Conservancy
National Parks Conservation Association
National Water Quality Trading Alliance
National Wildlife Federation
Natural Resources Defense Council
Otsego County Soil and Water Conservation District
Penn Future
PennAg
Pennsylvania Campaign for Clean Water
Pennsylvania Farm Bureau
Potomac Conservancy
Potomac Riverkeeper
Rock Creek Conservancy
Sierra Club

Sierra Club, Pennsylvania Chapter
 Southern Environmental Law Center
 State Water Quality Advisory Committee
 Stewards of the Lower Susquehanna, Inc.
 Stormwater Workgroup, Choose Clean Water Coalition
 Susquehanna Greenway Partnership
 The Nature Conservancy

Trash Free Maryland Alliance
 Trout Unlimited
 Upper Susquehanna Coalition
 VAMWA
 Virginia Agribusiness Council
 Virginia Association of Soil & Water Conservation Districts
 Virginia Conservation Network

Virginia Grain Producers Association
 Virginia League of Conservation Voters
 We Act
 West Virginia Rivers Coalition
 Wetlands Watch

Individuals

Gerald W. Winegrad
 Wayne T. Gilchrest
 Joseph D. Tydings
 Tom Horton
 Gerrit-Jan Knaap
 Robert. A. Bachman
 Barbara Samorajczyk
 Diana L. Muller
 Ellen Moyer
 Fred Kelly
 Frederick Tutman
 Kurt Riegel
 Kathy Phillips
 Ray Sullivan
 Michael R Helfrich
 Timothy D. Junkin
 Robert Gallagher
 Josh Tulkin
 Suzanne Pogell
 Russell B. Stevenson

Delegate C. Richard
 D'Amato
 Jeff Kelble
 Joanna Diamond
 Brian Oates
 Greg Kolarik
 Sandra Martin
 Bonita Mochan
 Shari Glenn
 Colleen Calimer
 Cathy Zumbrun
 David Hawxhurst
 Nadine Feiler
 Macon Chandler
 James Donoghue
 Alex Hirtle
 Terry Gunther
 Jonathan Freedlander
 Robin Broder
 Jeanne McCann

Matt Logan
 Lee Sudduth
 Nichole Lewis
 Ralph Heimlich
 Alyce Ortuzar
 Paul Slunt
 David E. Cadell
 Jeffrey Dawson
 Marcello DelVecchio
 Timothy Bodison
 Tatiana Marquez
 Irv Sheffey
 Richard Slagle
 Meredith Dash
 Ridgway Hall
 Rupert Rossetti
 John P. Sarbanes
 Catherine Adams
 Eleanor M. Amidon
 Nils Bahringer

Duane Benton
 John Blandin
 Sam Bleicher
 Jim Boomer
 Henry Broaddus
 R. Brown
 Steven Bruckner
 Jeffrey Bussells
 Steven Carter-Lovejoy
 Lorelee Clark
 Virginia Cowles
 Mary Crutchfield
 Natalie DeBoer
 Paul DiMarco
 Karen Fedorov
 Lareta Finger
 Frederick Fisher
 Catherine Fleischman
 Emily Francis
 Megan Gallagher

Joseph Glombiak
 Amy Gould
 Laura Greenleaf
 Kathy Harris
 Theresa Hebron
 Diana Henderson
 William Hosp
 Tom Hurt
 James Jeffrey
 Gene Karpinski
 Joyce T. Kerns
 Fred Lavy
 David Leithauser
 Gwynn Litchfield
 Lois Lommel
 Selma Lynch
 Ann Mallek
 Donna Malvin
 Marjorie Merkey
 Derek Meyer

Allen Muchnick
 Joel Mulder
 Bernard Nagelvoort
 George Paine
 Kristin Peckman
 Michelle Powell
 Gray Puryear
 Peter Richardson
 Sue Ridd
 Edward Savage
 Ken Seely
 Judith Shematek
 Debbie Slack
 Raymond Smith
 Sheryl Smith
 Maya White Sparks
 Marilyn South
 Judith Steel
 Michael Testerman
 Stephen Vandivere

Patricia VonOhlen
Evelyn Waring
Christa Watters
Sandra Wilson
Deborah Wooten
Melinda Allanson
Donna Almquist
Sholey Argani
Katherine Babiak
Kristopher Baptiste
Dave Bard
Ellen E. Barfield
Kathleen Bartolomeo
Cathy Barton
Kathleen Bentley
Ruth Berlin
Bonnie Bick
Judy Billage
Catherine Bisnett
Ryan Bradley
Charlotte Brewer
Robin Broder
Alan Bromborsky
Kirsten Burger
John Cabala
Vicki Carter
Beverly Chemai
Angela Christman
Bruce Collette, Ph.D.
Mimi Cooper
G. Countryman-Mills
Rockville, MD

Catherine Cummings
Michael C. Davie
Daren Davis
Randy Davis
Lawrie Deering
Daniel Dewberry
Helena Doerr
Russell Donnelly
Patti Doyen
Deborah Duley
Wayne Dusa
Elizabeth Elkins
Ross Feldner
Vicki Ferguson
Harvey Fernbach
Stuart Fields
Mary Aloyse Firestone
Barb France
Timothy Furst
Margaret Gallagher
Robert Gammon
Bob Garber
Lorne Garrettson
Kellie Gofus
Jonathan Goller
Tierney Grinavic
Deborah Grossman
Tatiana Hamboyan Harrison
Molly Hauck
Michael Helfrich
Zohara Hieronimus
Matthew Humphrey

Michael Ichniowski
A. John Janos Jr.
Rheta Johnson
Stephanie Joyner
Patricia Kessler
Jennifer Kirschnick
Brad Klipner
Jeff Komisarof
Elizabeth Koopman
George Kramer
Elinore Krell
Lisa Kuder
Tony Langbehn
M. Langelan
Cheryl Lee
John Martin
Jeanne McCann
Mary McCoy
Kitty Mcilroy
Douglas McNeill
Julia Miller
Carol Montgomery
Cary Moy
Dixie Mullineaux
Robert K. Musil
Christopher Nelson
Jean Newcomb
Pam Orr
Alice Parks
Heather Phipps
Bobbi Ponce-Barger
Steven Porter

Rebecca Poston
Heidi Pringle
Cynthia Privitera
Bonnie Raindrop
Jacob R. Raitt
Carol Reinsberg
Gail Rice
Ira Rifkim
Erin Riggan
Rebecca Ruggles
Patti Ruocco
John Sackett
Carol Schreter
Christopher Schutz
Kurt Schwarz
Martha Scott
Rita Sellers
Benna Sherman
Rusty Simpson
Claudia Smith
Clive Smith
Kate Campbell Stevenson
Dawn Stoltzfus
Julie Taddeo
Lawrence Tagrin
Danielle Tarr
Dorothy L. Tartaglia
Michael Uhl
Jennifer Vaccaro
Donald Watson
J.B. Van Wely
Rob White

Frank Wilsey
Virginia Woolridge
David Yanosik
Mark Alexander
Joseph Alfano
Lisa Allarde
Shannon Angarita
Maryanne Appel
Aimee Arceo
Sholey Argani
Daniel Aunkst
Frank Ayers
Kenneth Babineau
Sidne Baglini
Gerritt and Elizabeth Baker-Smith
Anne Bastian
David Bauer
Henry Berkowitz
Janice Bernard
Silvia Bertano
Neil Bixler
Carol Blum
Priscilla Borchardt
Judith Brown
Marney Bruce
Paul Burke
Leslie Calambro
Denise Cameron
Benita Campbell
Edward Carey
Beth Carr

Draft Version 2.7; June 9, 2014
Martin Cervantez
Cindy Chuplis
Joan Clement
Edith Coleman
Laura Costas
Vanessa Cullen
Priscilla Delaney
Barbar D'Emilio
Harold Denenberg
Jeanene Denlinger
Erica Denner
Mike Dobles
Helena Doerr
Carl Doll
Judith Dove
Wayne Dusa
William DuSold
Toril Oien Eller
Diane Elliot
Donna Farrington
Jim Fary
James Felizola
Vicki Ferguson
Brian Fink
Doris Fiorentino
Bobbie Flowers
Beverly Foster
Ellen Frieder
Jeffrey Freilich
Kimberly Frey
Barbara Gabrielsen
Cheryl Gale

Margaret Gallagher
Valerie Gilbert
Art Glick
Sonia Goldstein
Mary Graf
Robert Gunther
Molly Hauck
Jill Herbers
Catherine Higgins-Bisnett
Grace Holden
Leon Holzman
Debra Hoven
Lucy Howard
Kim Hutchinson
Sharon Intilli
Irena Jankunas
Genevieve Jacobs
Stephanie Joyner
Mary Keane
Ellen Kent
Justine King
Carl Klein
Stan Kotala
Bruce Krug
Ruth Labelle
Judith Layman
Cheryl Lee
Lena Lewis
Edna Litten
Elaine Livingston
Ronald and Mary Lockwood
Catherine Lowry

Jeff Lowry
Lyn Lowry
Kathleen Luisa
K. M.
Keef M.
Brian Madison
Cinzia Mattiace
Robin Mayerat
James McBride
Sally McDermott
Mary Ann McFarland
Rebecca Meador
Bill Meng
Susan Messerschmitt
Emily Metz
Jude Misurelli
Charity Moschopoulos
Elizabeth Mostov
Debra Myers
Jamie Munera
Karen Murphy
Jean Naples
Maurizio Nascimben
Chris Negus
Dianora Niccolini
Shelley Ottenbrite
R. Palermo
John Papandera
Don Patterson
Austin Paulnack
Elsa Peterson
Eric Plaisance

Nicholas Prychodko
Linda Reens
Wanda Remington
Nidia Rocha
Abi Rome
Patricia Rossi
Joe Sanders
Vin Santaiti
Rosemarie Sawdon
Lois Sayers
Vivian Schatz
Ian Schlakman
E.S. Schloss
JoAnn Schneider
Judy Scriptunas
Kimberly Seger
Andrew Serafin
Richard Shannahan
Charles Shelton
Debbie Slack
Tyler Smart
Andrea Steegmayer
Lorenz Steininger
Sandra Stephon
David L. Stermer, Sr.
Shirley Strang
Claudine Strazza
Jane Sunshine
James Sylver
Wayne Teel
Autumn Thomas
Elizabeth Tobier

Patricia Toolan
Richard Tregidgo
Cassandra Treppeda
Ellen Van Horn
Betty J. Van Wicklen
Eva-Maria von Bronk
Louise Wallace
Julie Warren
Nicole Weber
Linda Weinberg
Eleanor Weisman
Mike Weyand
Barbara White
Kimberly Wiley
Corinne Williamson
Barbara Yoffee
Rosalind Zitner
Kenn pattison
Mary Boehm
Joe Davis
Steven Smith
Courtney
Brenda Carroll
Joel Becker
Tom Coleman
Matt Shultz
Dave Schulte
Sara Painter
K
James Blair
David Graybill
Tim Elder

Jerry O'Connor
Monty Hawkins
Rita Varley
Michael Keene
Melissa Bailey
Gregory Moser
A. Jay Peikin
Chris Taneyhill
Dennis S.
Justin Weiser
Margie Taneyhill
Icetrout
Carolyn Kulesza
Samuel Owings
David Conlon
Severn Savage
Allen Straughan
Jim
Robert Cox
Marc Miller
Jim Crable
Jeff Minnick
Wendelyn Duke
Del
Kristin G. Cook
Outi Denny
George Alderson
Frances Alderson
Gene Mazzilli
John Mathwin
Philip Anderson
John Schofield

Draft Version 2.7; June 9, 2014
Ron Lukens
Bubby Powley
Bill Ferris
Laura
Mary Picardi
Lee Meadows
Gina Navarro
Bob Parkinson
Rebecca Kolberg
Stuart Stainman
Claire Sargo
Dave Briglio
Tyler Wakefield
Chris Walker
John B. Reeves
Patrick Torborg
Joseph Valentine
Frank DiGialleonardo
Harry L. Hoch
Hans de Bruijin
Leslie Wilcox
Tom Benzing
Cathy Beise
Kathryn Bowlin
Laurie Long
Bicky Redman
WR Kraus
D Doyle
Mike Lofton
Douglas Backmann
Wilmer Stoneman
Bernice O'Brien

Jim Baird
David L. Konick
Hal Hunter
Anthony Lavato
Sandra S. Cartwright-Brown
Nic H.
Theresa M Winter
Holly Glenn
Carmen Skarlupka
K Christie
Rick Kohler
Chad
Hank McComas
Jack Chesson
Terri Freeborn
Laura Booth
Joy Lorien
Sacoby Wilson
Lisa Arrasmith
Wesley Foltz
Wayne Eubanks
Christine Robinson
Jean Newcomb
Gerrit Crouse
Elizabeth Johns
Deirdre Payne
Deverell Pedersen
Bonnie Dixon
Abigail Adelman
Nitin Agarwal
R. Agarwal
Ravindra Agarwal

Mary Aist
Asadullah Akhund
John Akwei
Charles Alexander
Nancy Allgaier
Kathy Allison
Anne Ambler
Melora Anderson
Steve Anderson
Diance Andrulonis
Andres Antuna
Sholey Argani
Fredrick Ateto
Dominic Austin
Gillian Austin
Elizabeth Awuah
John Bahen
Badia Baker
Katherine Baker
Marilyn Baker
JR Ball
William Ballweber
Richard Bank
Susan Bannister
Clifford Barr
James Barrett
Jeanette Bartelt
William Bartlett
Kathleen Bartolomeo
Cathy Bartin
Anne Bastian
Natalie Batovskey

Ivano Battistella
Craig Beach
Linda Beam
Willa Beam
Debra Bean
Froydis Beckerman
Gerald Beemer
Christel Bel
Agnieszka Beletsky
Jennie Bell
Michael Benedict
Rich Bianchi
Bonnie Bick
Barbara Bien
Catharine Billey
Michael Berla
Joseph Blair
Madeleine Blake
Erik Bloom
Susan Blount
Bryan Boeskin
Katherine Boeskin
Deborah Boggs
Margaret Boles
Marcia Bookoff
Leanah Bouvier
Zack Bowser
Sharon Bowyer
Megan Braganca
Thomas Bragg
Pamela Brandau
Patricia Brech

Timothy Breen
Ann Brennan-Zelenka
Richard Bewster
Gerald Brown
Marcia Brown
Nelson Brown
Morita Bruce
Janet Bruns
Michael Bucci
Judy Bucci
Carol Bullard-Bates
Brenda Bunting
Lilian Burch
Carol Burdick
Mary Burton
Donna Buscemi
Timothy Bushman
Donald Byrne
Glenn Byrne
Wes Cairns
C.Callaghan
Jennifer Campbell
Dominic Cappella
Krista Cappelletti
Jackie Carey
Lawrence Carmona
Roy Ann Carney
Ruth Carr
Carol Casey
Rebecca Ce
Giordanoa Checchi
Beverly Chemai

David Cherry
Carolyn Chester
Shirley Christie
Carolyn Clapp
Charles Clarke
Joan Clement
Jessica Coats
Eileen Coffee
Geraldine Cohen
George Compton
B. Connelley
F. Conlon
Georgia Conroy
Berry Considine
Paul Converse
Elaine Cook
Kristin Cook
Lillian Cooperman
Carol Corcoran
Linda Cornwell
Joan Coughlin
Sandrine Coulon
Ken Court
Mary Jean Coyne
James Crawford
Dane Crook
Ronald Crump
Ruth Crump
Denise Curry
Laura Cutler
Kim Cutler
Jaipal Dadlani

Draft Version 2.7; June 9, 2014
Nancy Ann da Kay
Arianne Dalton
Gale Dashiell
Barbara Davidson
Gail Davidson
Lynn Davidson
Allan Davis
Daren Davis
Nancy Davis
Sharon Davlin
Richard A. Day Jr.
Carol Dean
Theresa Delcimmuto
Alysa Delgado
Edward Demers
Kelley Dempsey
Sloan Denton
Hilde Depauw
Matt Dernoga
Wesley Derr
Angela Desmond
Schooner DeYoung
Dessie Diamond
Mary Jane Di Martino
Sylvia Diss
Prakaash Divecha
Helena Doerr
Beth Doherty
Russel Donnelly
Sigrid Dorf
Gloria Dosch
Kenneth Douglas

Judith Dove
Lucy Duff
William Duncan
Stephen Durkin
William Dusold
Madina Dzhikaeva
Betsy Eastham
Arthur Eaton
Carolyn Ebel
Franziska Eber
Christopher Ecker
Scott Eden
Margie Ehart
Norma Eagles
Julie Elfin
Linda Elliott
Rebecca Ellis
Susan El-Zaatari
Marcelle Empey
Norma Enstrom
Cynthia Erville
Geynell Eskite
Dagmar Fabian
Cheryl Fahlman
Cynthia Farringer
Carol Fegan
Elliott and Adele Fein
Suzanne Feldman
Daniel Fewster
Barbara Giligenzi
Molly Finch
Barbara Fink

Harry Fink
Stuart Fishelman
Hillary Fisher
Karen Fisher
Shalom Fisher
Judy Folus
Carol Fordonski
Calvin Foster Jr.
Vicky Foxworth
Barbara France
Ann Frankowski
Michael Freedman
Melissa Frequin
Emily Friedman
Jennifer Frock
Kevin Frohlich
Gabrielle Fry
Amanda Fuhrmann
Marsha Fuller
Dawn Galindo
Karen Gallagher
Robert Gammon
Donald Gangloff
Xavier Garcia
Sharon Garlena
Elizabeth Gelfeld
Moiria Gentry-Moore
Gaciela Gerber
Romola Ghulamali
K. Gibbs
Ariana Giles
Carol Gillingham

Sarah Glacken
Ruth Goldbloom
Robert Gole
David Gonzalet
Gustavo Gonzalez
Vanessa Gonzalez-Green
Jim Gordon
Jennie Gosche
Barbara Gottlieb
Naomi Gottlieb-Miller
Debbie Gousha
Paul Grabenstein
Dori Grasso
Joan Green
Anne Greene
Rebecca Gregory
Joan Gugerty
Kay Guinane
Ann Gumula
Gosha Gurvich
Diane Gutterman
Mary Haber
Carol Hagar
Elliott Haines III
Ellen Halbert
Adnan Hameed
Jinet Hamlin
Kevin Harper
Marietta Harris
Tatiana Hamboyan Harrison
Thomas Hasler
Molly Hauck

Mary Juanita Hayes
Jerry Hazelwood
Rachel Healy
Colin Hebert
Joanne Heckman
Phyllis Heffner
Raymond Heil
Gail Helinski
Michael Heller
Doris Henderson
Matthew Henry
Ronald L. Henry
William C. Henry
Frances Hickey
Alex Hicks
Catherine Higgins-Bisnett
Maria Hill
Kelvin Hobson
Sharon Hoot
Barbara Horne
Laurie Hortie
Donald Howard
Ken Howard
Tara Huber
John Hudson
Mary Humphrey
David Hurley
Carol Hutton
Victoria Iannantuono
L. Iannuzzi
Laurel Imlay
Linda Immler

Andrew Ireland
Yvonne Irvin
Edward Joell
Julia Jackson
Sheena Jacob
Maile Jacobson
Susan Jacobson
Anthony James
Edward Jarman
Maria Jaunakais
Rebecca Jessop
Patty Johnson
Spiros Johnson
Allison Jones
Gregory Jones
Dale Jordan
Stephanie Joyner
Lewis Junior
Jessica Justice
Ronald Kaltenbaugh
Robyn Kanter
Janet Karasinski
Sondra Katz
Doug Kelley
Karen Kerber
Susan Kern
John Kester
Geoffrey Kidd
Maurice Kindle
Beatrice Kingsbury
Gongsan Kim
Amanda Kistler

Debbie Kleinmann
Kim Klump
Brad Knopf
Harry Knox
Sue Mi Ko
Arlene Koby
Elizabeth Koopman
Jane Kostenko
Ildiko Kovach
Talia Kowitt
George Kramer
Terry Krebs
Kristin Kreit
Kevin Kriescher
Anu Krishnamoorthy
Joy Kroeger-Mappes
Hillary Kruh
Lisa Kuder
Krista Kurth
Gila Landman
E. Anthony Langbehn
Melissa Langrehr
David Larrabee
Dina Lassow
Francis Lattanzi
Kenneth Laureys
David LaVallee
Raymond Laverghetta
Marguerite Lavine
Meya Law
Harry Lelffmann
Valerie Leonard

Gary Lepore
Susan Levine
Ava Lewis
Beverly Lewis
Dudley Lindsley
Richard Lipman
Lynn Liptak
Taina Litwak
Pamela Livermore
James Llewellyn
Sandra Llewellyn
Mark Long
Ed Lough
John Lowe
Diane Lowe
Arvin Lubetkin
Nicole Lust
Janice Ma
Robert Macluskie
Simon Magaziner
Lynn Maher
John Mahoney
Dohne Malkin
Sophia Maravell
Catherine Marcoux
Mandy Marcuccilli-Strop
Albert J. Martin
John Martin
Rachel Martin
Jennifer Martucci
George Maslar
Edamire Mattei

Bernard Matus
William Maynard
John McCannon
Charles McCaslin
Claire McCullough
Tim McDougall
Daniel McDonald
Georgia McDonald
Christine McElroy
Edgar McFadden
Thomas McGonigle
Eric McKenzie
Anna McNaught
Douglas McNeill
Ellen McNeirney
Gayl Meier
Tatiana Mendez
Patricia Mensing
Nicholas Metheny
Nancy Meyer
Chris Miller
Jane I. Miller Fuller
Kathryn Miller
Laurie Miller
Maxine Miller
Hope Millington
Amanda Milster
Sunil Misra
Kenneth Mitchell
Jacqueline Mitchell
Corrinne Mohnasky
C. Albert Morey

Carla Morris
Maryellen Morris
Carlene Moscatt
J. Moss
Debby Mount
Kathy Mulhern
Meghan Mulkerin
Dixie Mullineaux
Ronald Mutchnik
Charles Myers
Jeffrey Myers
Rosalie Nabors
Hikari Nakamoto
Curtis Neiderer
E. Neiman
Christopher Nelson
Linda Nelson
Robert Nelson
Stephen Nelson
Eugenia Newberg
Chris Nicholson
Simone Nicholson
Mark Nigro
Maria Novitskaya
Frances Nyce
Marie P. O'Brien
Helen O'Connell
Paul O'Hearn
David O'Leary
Patricia O'Leary
Mary Olson
Bernadette Onyenaka

Heather O'Regan
Jacki O'Reilly
Alan Oresky
Nick Orrick
Jacek Orzechowski
Todd Osborn
Carlos Osorio
Louis Ostrach
Connie Otto
Julie Parcells
Stanton Paris
Kay Parnes
Sarah Parr
Christina Parry
Barbara Patalics
David Pearl
Lorraine Pearsall
Cass Peluso
Kathy Penn
Jessica Peraza
Ronald Perkins
Sarah Peters
Eugene Peterson
Roger Peterson
Michael Phelps
James Phillips
Lynne Phillips
Paula Phillips
Nancy Pirtle-Connelly
Marie Plante
Andrea Plautz
April Plummer

Sam Poikail
Eugene Pometto
Robert Posner
Dana Powers
Heather Whitney Price
Stephen Price
Catherine Pringle
Heidi Pringle
Carol Purcell
Tim Pyne
Gale Quist
Jennifer Range
Laura Rankin
Linda Redding
Jane Redmond
Sue Reeb
E. Ann Reindollar
Carol Reinsberg
Dave Renaud
Jessica Reynolds
Donna Rice
Bishopcephas Richardson
Carol Richardson
Ktr Richmond
Carolyn Ricketts
Barbara Risacher
David Riston
Edgar Rivas
Janet Rivas
Minerva Rivera
Therese Robbins
Joseph Roberts

Draft Version 2.7; June 9, 2014
Howard Robinson
Carolyn Roeder
Patricia Rodriguez
Gayle B. Rosenberry
Benjamin Roth
Rita Rotunno
M. Roxbury
Larry Rubinstein
Alan Rudan
Lisa Ruthman
Kathryn Ruud
Luisa Saffiotti
Linda Safley
Maxwell Sanborn
Felicidad Sanchez
Jessica Sanderson
Leigh Sands
Albert Sanguillen
Mark Santangelo
Ellen Scaruffi
Michael Scepaniak
Ke Schaffer
Virginia Schaible
Pamela Schaming
Nancy Scherer
Patricia Schermerhorn
Holly Schisler
Ronald Schlesinger
Martha Schley
Janet Schlosser
Ted Schmeckpeper
Christine Schmitthenner

Ron Schorb
Anna Schrad
Jody Schulman
Joette Schulman
Shana Schwartzberg
Brayton
Veron Ica Schweyen
Martha Scott
Douglas Sedon
Jim Seewagen
May Ruth Seidel
Lynne Sendejo
Wayne Shankel
Rhona Shanker
Richard Shannahan
Leo Shapiro
Alma Sharp
Carrie Shaw
Shannon Shea
Steve Sheffield
Mary Beth Sheridan
Omar Siddique
Jaime Sigaran
Thamnu Sihsobhon
Linda Silversmith

Michele Shipp
Mary Silva
Jane Skillman
Betsy Slack
Leigh Slater
Clive Smith
David Smith
Linda Smith
Ruth Smith
Sebastian Smoot
Joan Snyder
Michael Sodos
Phillip Sokolove
Lawrence Somer
David Somerville
Robert Sorey
Marian Soriano
Jeffrey Spendelow
Nancy Stafford
Merry Stinson
Renee Stockdale-Homic
Mark Stolorow
David Storm
Wayne Straight
Janice Strange

Patricia Strawbridge
Kathleen Stumpf
Anne Sturm
Sirina Sucklal
Clarence Sutton
Diane Swanson
Art Sweeny
Mark Sweeny
David Tagliente
Dorothy Tartaglia
Cynthia Taylor
Louise Taylor
Merideth Taylor
Stephen Taylor
Sallie Temple
Carla Tevelow
Elizabeth Tevelow
Algar Thagne
Tom Thayer
Gene Theroux
Nathan P. Thomas, Sr.
Crystal Thompson
Dana Thompson
Julie Thompson
Herbert Thomson

Alexander Thuronyi
Jessalyn Timson
Marta Tomic
Ferold Torchenot
Janis Totham-Davies
Teresa Trucksess
Christina Tseng
Dawn Turner
Morris Turner
Catherine Uruburo
Holly Utz
James Vance
Liz Vanden Heuvel
J. B. Van Wely
Patricia Vargas
Lisa Vaughan
Nicole Veltre
Daniel Vice
Irene Villapol
Bridgette Vitilio
Art Wagner
Brian Waidler
Beverly Waidler
Tracey Waite
Douglas Waldrop

Theresa Waldspurger
Susan Walker
Barbara Wall
Jacqueline Walsh
Helene Waranch
Sean Ward
Elke Wardlaw
William Watkins
Andy Watson
Jacqueline Wayland
Nancy Webb
Hal Weinstock
Stanley Weitzman
Marilyn Weitzman
Stephanie Welp
John Welton
Virginia Whalen
Gerald White
Katherine White
Robbie White
Jemima Wiafe
Darin Wight
Frank Wilsey
Molly Wilson
Steve Wilson

Draft Version 2.7; June 9, 2014
Leslie Winston
Kurt Wittstadt
Alan Wojtalik
Nikki Wojtalik
Jay Wolf Schlossberg-Cohen
Debbie Wolfe
Mary Wolfe
Stacey Wolfe
Kathleen Wolfrey
Robert Woods
Ellis Woodward
Glen Worrell
Theresa Worrell
Sydney Wright
Wynette Yao
Chris Yoder
Richard Young
Phil Young
William Young
Michael Younkins
Thad Zajdowicz
Miyako Zeng
Wayne Zink
Katherine Zywan