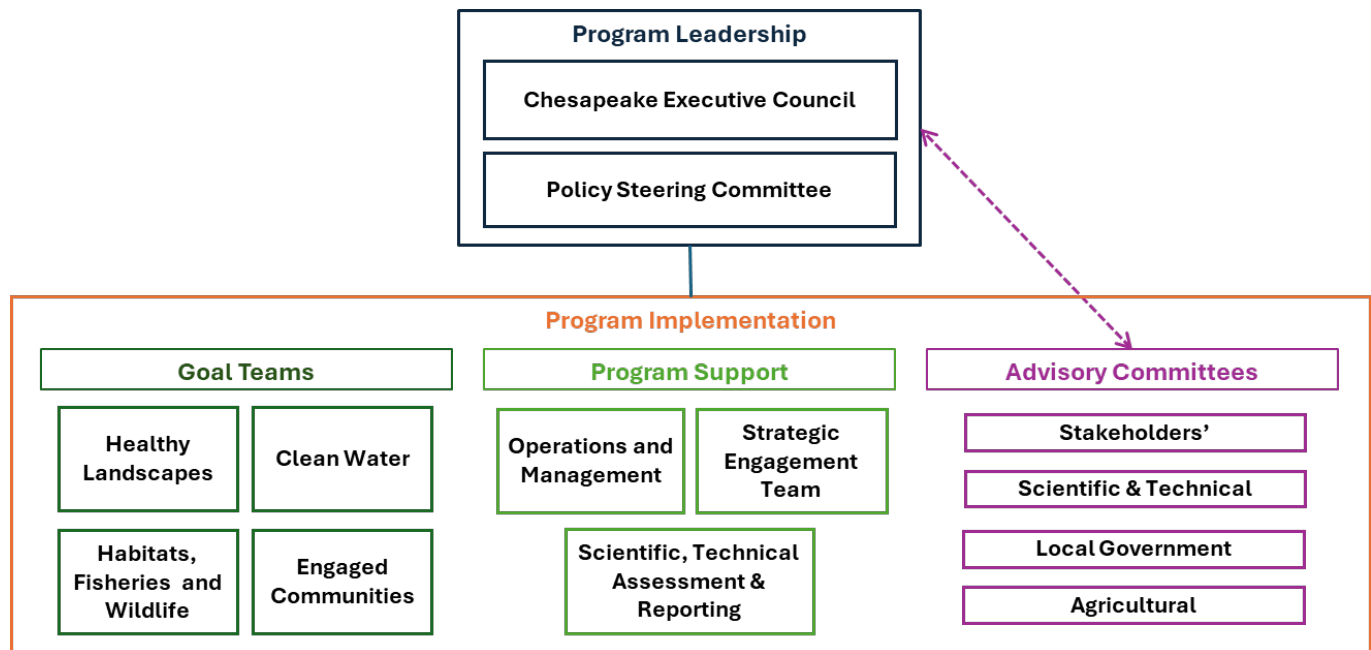


Chesapeake Bay Program Structure Recommendations

To fulfill the 2024 Chesapeake Executive Council [Charting a Course Beyond 2025 Charge](#) to strengthen and streamline the partnership, the Principals' Staff Committee has identified two primary structural focus areas: **Program Leadership** and **Program Implementation**. Restructuring these areas will enhance the efficiency, coordination and effectiveness needed to implement the *Chesapeake Bay Watershed Agreement*.

By **July 1, 2026**, the Principals' Staff Committee will finalize the membership, leadership, responsibilities and decision-making protocols associated with these two structural components. However, to align with the revised *Chesapeake Bay Watershed Agreement* and ensure timely delivery of Management Strategies, the partnership will begin preparing for—and transitioning to--the new Goal Team structure following the December 2, 2025 Executive Council meeting.

These structural components will reflect the partnership's governance recommendations to ensure both efforts are aligned to create a more effective and streamlined governance and structure.



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

Program Leadership will include the **Chesapeake Executive Council**—whose oversight of key functions and responsibilities, as well as leadership and membership, remain unchanged under this proposal—and the **Policy Steering Committee**—which is composed of high-level jurisdictional and federal leaders. The Policy Steering Committee will set priorities and strategic direction for Program Implementation groups and will represent and speak on behalf of their signatory principal during Chesapeake Bay Program discussions and decisions.

Program Implementation will consist of:

- **Goal Teams**, which coordinate and drive implementation to achieve clear progress and results within the scope of their respective goal area;
- **Program Support functions**, including Science, Technical Analysis and Reporting, the Strategic Engagement Team, and Operations and Management; and
- **Advisory Committees**, which provide the Chesapeake Executive Council and Principals' Staff Committee with independent perspectives from key stakeholder groups and strengthen the natural and social science foundations for Bay protection and restoration activities.

These Structure Recommendations were approved by the Principals' Staff Committee on November 6, 2025.

Note: Consistent with Section 117 of the Clean Water Act, the Environmental Protection Agency Chesapeake Bay Program Office is responsible for coordinating, supporting and, when appropriate, chairing teams within Program Implementation, and supporting Program Leadership to ensure decisional items are prepared and disseminated in a timely manner for the consideration of the Principals' Staff Committee.

Chesapeake Bay Program

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