CBP Structure post-2025

Background for discussion

Water Quality Goal Implementation Team

October 27, 2025

Recent timeline

- Sep 30 Oct 2 Management Board retreat: First strawman shared
- Oct 9 Management Board: Agreement to table discussion of structure below the Goal level, focus on Goal level structure and above for now
- Oct 22: Two more strawmen shared ahead of the PSC
 - new version from CBC for PSC discussion, new EPA-proposed version + original
- (Today) Oct 27 WQGIT meeting
- Oct 28 PSC: Discussion of interim structure
- **Nov 6 PSC**: Decision on interim structure expected (Goal Team level and above)
- Dec 2 EC: Approval of recommended amendments to Agreement and interim structure and governance revisions

For today, let's...

- Ignore the higher level (MB/PSC level) structure
- Focus on Clean Water Goal and Outcomes as they stand
- Think about current Goal Team and workgroup structure, with an emphasis on what we think is important to translate into a future structure, i.e., what works well and what we most value
- For purposes of today's discussion...
 - Workgroups = standing groups
 - Action Teams = temporary groups, defined purpose

Quick overview of feedback so far

- Things are moving fast and we compiled what was shared with us to aid our discussion
 - Given the timing, many workgroups/GITs have been unable to collect feedback
- Leadership from USWG, AgWG and Habitat GIT have shared their reactions and feedback (posted for today)
 - Cross-group or cross-partnership collaboration
 - Workgroup/GIT representation
- Strong support for sector workgroups and expertise at workgroup level

Some ground rules for discussion

- We cannot be articulate all the time, it's okay. Be courageous, speak up, & give grace.
- No one knows everything, but together we know a lot; let's make space for everyone's voice.
- Be aware of who is and who is not at the table. Be mindful of how power, privilege and positionality affect content & decision-making.
- Foster the assets and possibilities, leave the deficit thinking behind.
- Celebrate this opportunity to work together to achieve common goals.

Some discussion questions

- What do you most value about time spent with the WQGIT or its workgroups?
- What does the balance of outcomes look like at the Clean Water Goal level?
- What does "streamline" mean to you for Clean Water goal/outcomes in the revised agreement?
- Thoughts on ... Management Strategies; Cross-partnership collaboration; workgroup/action team composition?

Related: Management strategies/schedule

CBWA Time Horizon

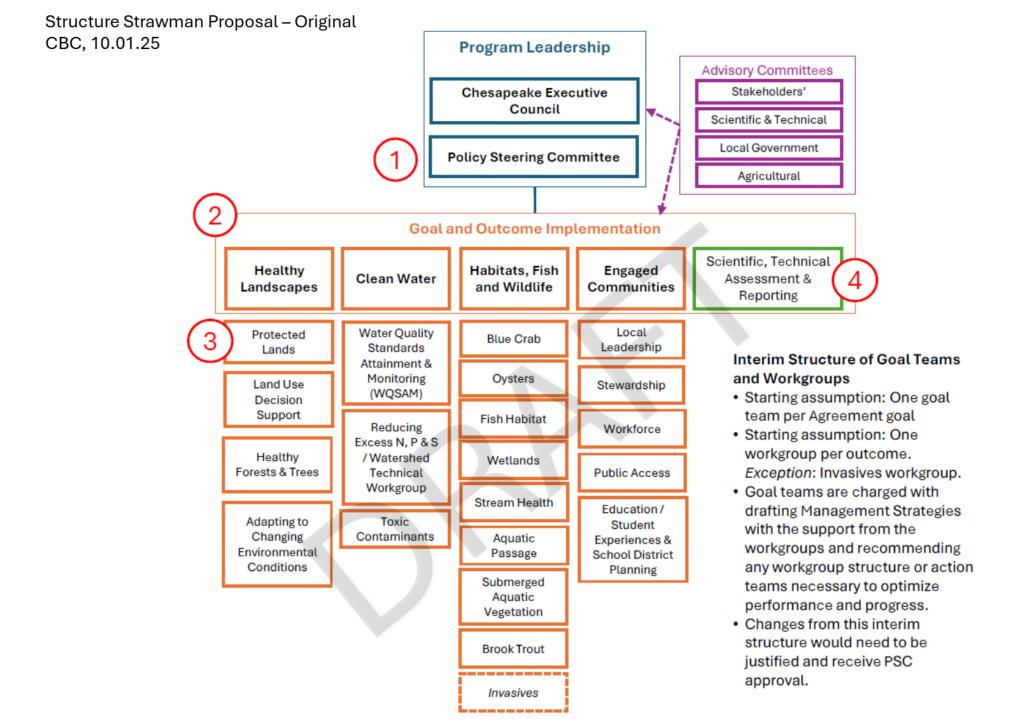
The MB agreed via consensus to adopt a six-year cycle for Management Strategy implementation.

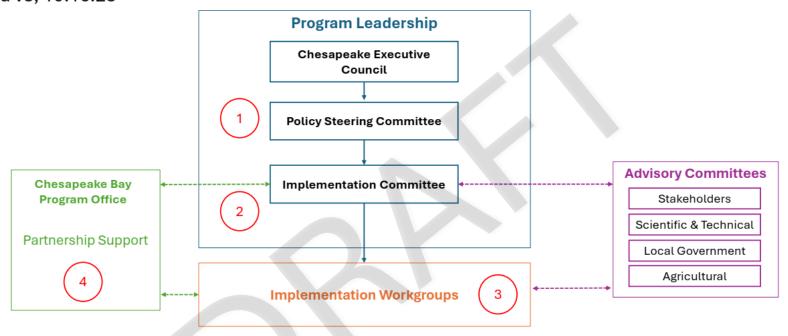


The Program will report progress to the public and update work plans on a shorter-term basis for each Outcome in accordance with adaptive management.

Strawman proposals

These are also posted separately. They are copied here if needed for reference during discussion





- The Policy Steering Committee should be composed of politically appointed leadership that prioritizes and provides strategic direction to the Goal Teams. This direction would set the work to be undertaken by the Chesapeake Bay Program. The Committee members should not be career staff, unless there are significant capacity constraints that require delegation on an infrequent basis.
- 2 EPA believes the Implementation Committee should be chaired by the CBPO Director and consist of the 9 signatory partners and would oversee implementation workgroups.
- 3 EPA is seeking a significant reduction in overall CBP structural entities and is not ready to define the specific quantity of appropriate membership of implementation teams that would be overseen by the Implementation Committee.
- EPA does not believe technical support should sit within the same structural grouping as Goal / Outcome Implementation, but would be directed or steered by the CBPO Director, with strategic input by Program Leadership

CBP Streamlined Structure Proposal 2025.10.20

Healthy

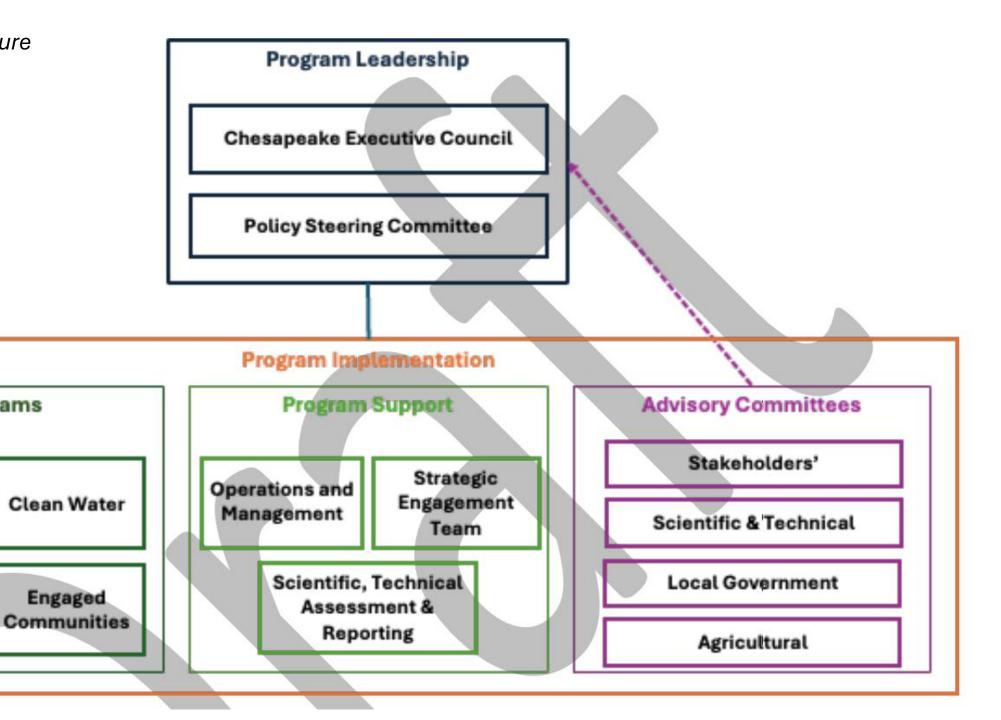
Landscapes

Habitats,

Fisheries and

Wildlife

Goal Teams



Proposed CBP Framework Flowchart (KC + Norm)

Proposed Chesapeake Bay Program Structure
Program Leadership

Executive Council Advisory

Committees

Policy Steering Committee

Goals and Outcome Implementation Teams

Reflect Agreement & address TMDL needs

Advise decision makers, Goal Teams, & Science Integration

Healthy Landscapes

Serves mission of Healthy Landscapes Outcomes

Habitats, Fisheries, & Wildlife

Serves mission of Habitats, Fish, & Wildlife Outcome

Engaged Communities

Serves mission of Engaged Communities Outcome

Clean Water

Serves mission of Water Quality Outcome and facilitates TMDL implementation and accountability

Science Integration

Consolidates many of STAR's groups, provides basis for decision-making to Goal Teams, receives advice from advisory Committees, can be called on to inform policy decisions

Proposed CBP Framework Flowchart (KC +

Norm)

Proposed Chesapeake Bay Program Structure

Program Leadership

Executive Council

Policy Steering Committee

Goals and Outcome Implementation Teams

Advisory Committees

(Stakeholders, Scientific & Technical, Local Government, Agriculture)

Healthy Landscapes

- Protected Lands WG
- · Forest & Trees WG
- Adapting to Changing Environmental Conditions WG
- Land Use Decision Support WG
- Toxic Contaminants WG

Habitats, Fisheries, & Wildlife

- Blue Crab
- Oysters
- Fish Habitat
- Wetlands
- Stream Health
- Aquatic Passage
- Submerged Aquatic Vegetation
- Brook Trout
- Invasives

Engaged Communities

- Local Leadership
- Stewardship
- Workforce
- Public Access
- Education

Clean Water

Modeling

- Modeling WG
 - Ag Modeling Team
 - Watershed Technical
 - Chesapeake Hypoxia Analysis & Modeling
 - Land Use/Land Cover Data Action Team

Sectors

- Agriculture WG
- · Urban Stormwater WG
- Wastewater Treatment WG

Restoration & Accountability

- Milestones WG
- Trading & Offsets WG

Science Integration

- Monitoring WG (Merged with Integrated Monitoring Networks WG & Nontidal Network Team)
- Data Integrity WG
- Trends WG (Merged with Status and Trends Workgroup I Integrated Trends Analysis Team)
- Criteria Assessment Protocol WG (Merged with Bay Oxygen Research Group & Hypoxia Collaborative Team)