

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

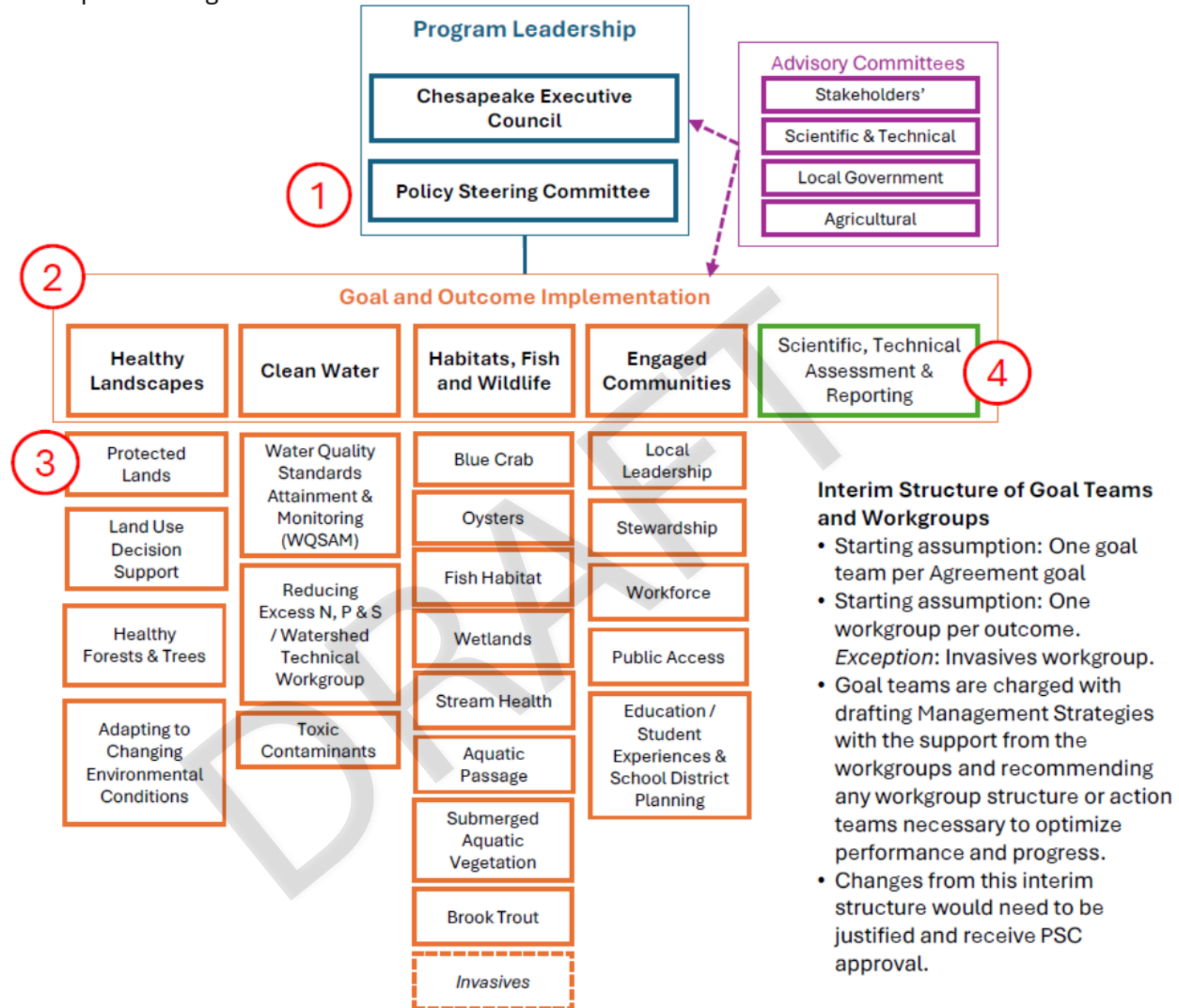
The MB agreed via consensus to adopt a six-year cycle for Management Strategy implementation.

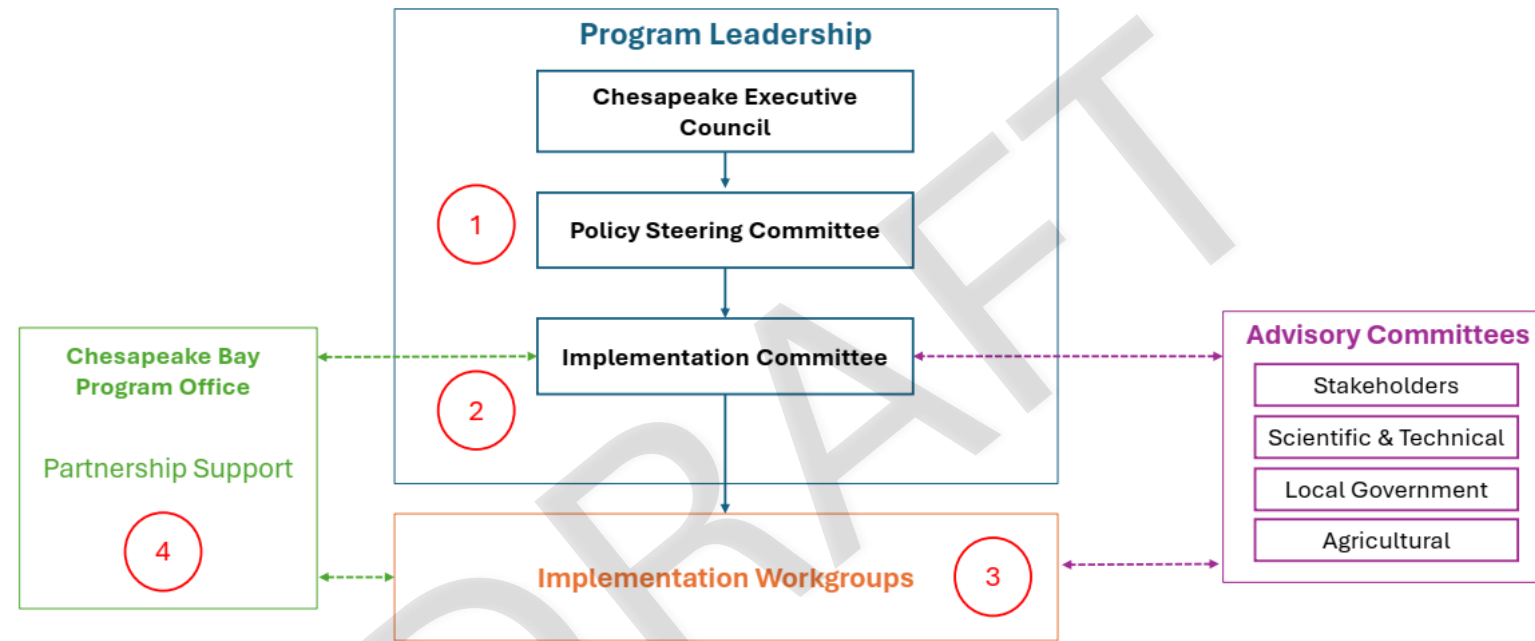
MS Develop. (up to 18 months)		Management Strategy (6 yrs)						Management Strategy (6 yrs)						Agreement Revision	
		Program Evaluation & Strategy Updates													
2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	

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





1

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

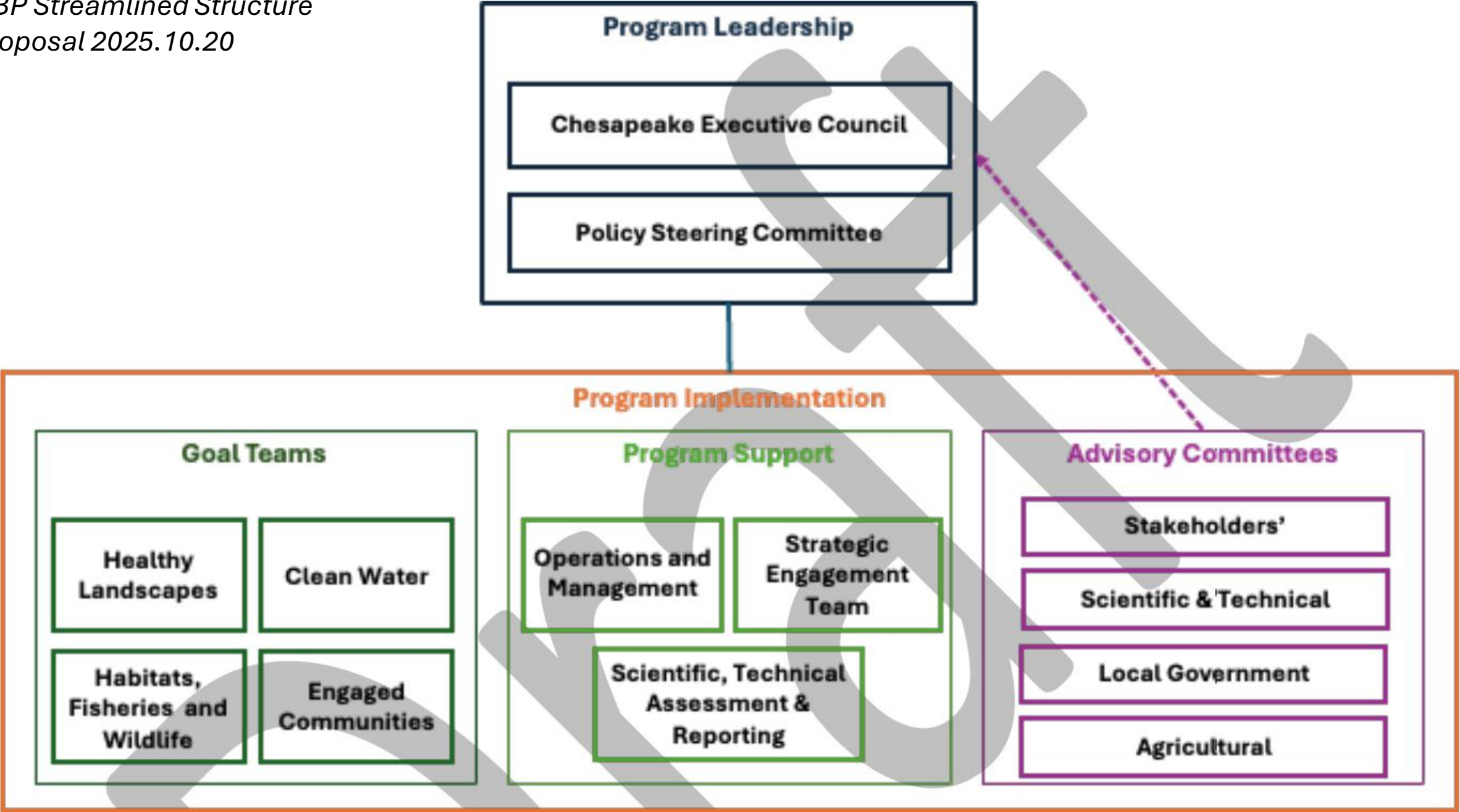
EPA believes the Implementation Committee should be chaired by the CBPO Director and consist of the 9 signatory partners and would oversee implementation workgroups.

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.

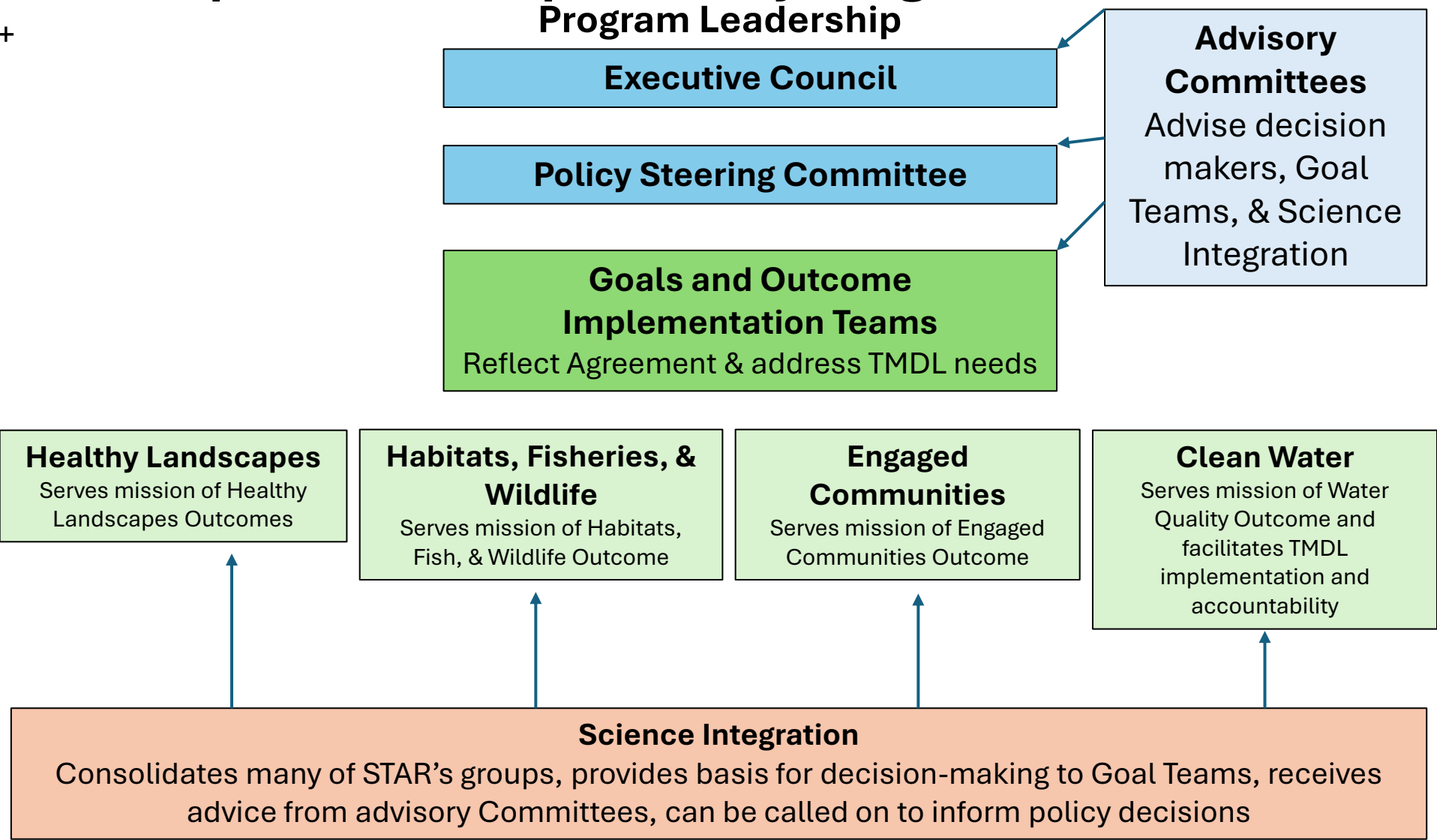
4

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



Proposed CBP
Framework
Flowchart (KC +
Norm)

Proposed Chesapeake Bay Program Structure



Proposed Chesapeake Bay Program Structure

*Proposed CBP
Framework
Flowchart (KC +
Norm)*

