



Chesapeake Bay Program
Science. Restoration. Partnership.

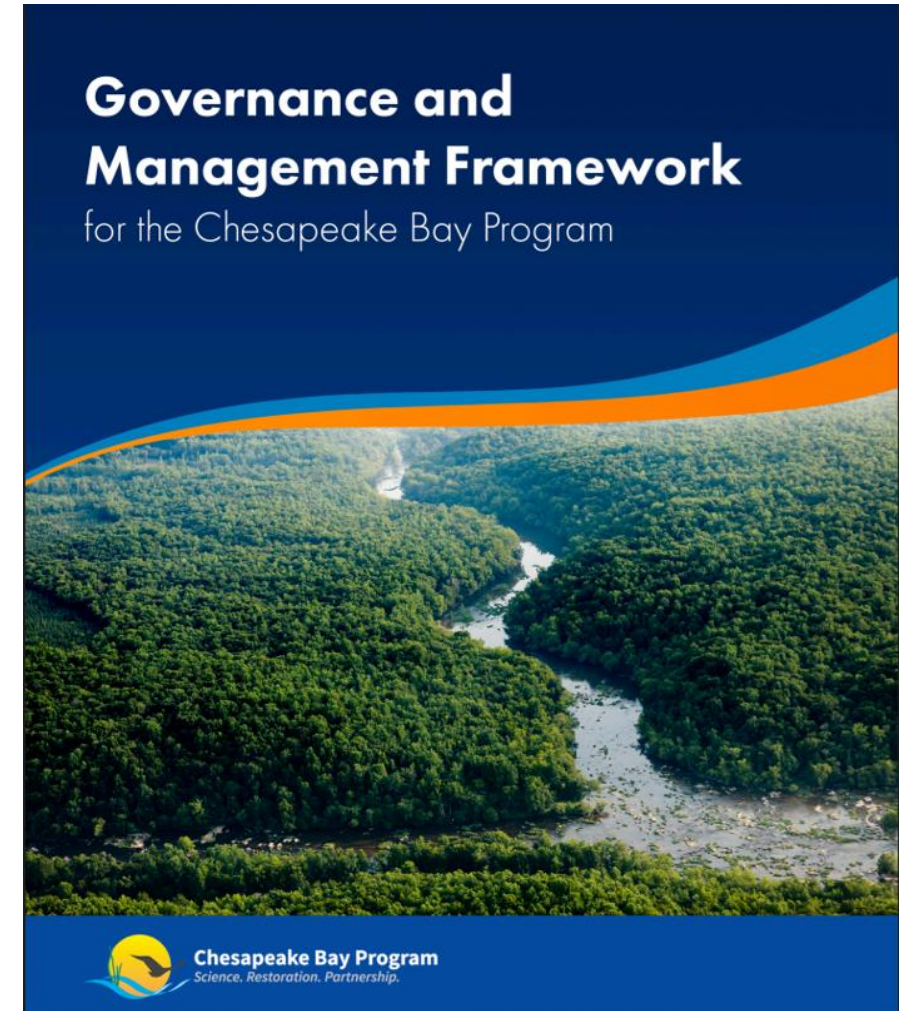
Governance & Management Framework (GMF)

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Today's Objectives

- Provide an overview of the updated organizational structure
- Review the key elements of the revised Governance and Management Framework. Focusing on issues most relevant to Goal Teams, Workgroups and Action Teams.
 - Leadership
 - Membership
 - Reaching Consent
 - Voting
- Answer Questions



Three Things Up Front

1. At their June 30th meeting, **the Policy Steering Committee (PSC) achieved consent to accept the revised Governance and Management Framework (GMF) and updated partnership structure .**
2. The revised GMF and supplemental materials represents **six months of robust partnership collaboration, teamwork, and coordination.**
3. The GMF will be **reviewed annually** by the GO team to **ensure policies and procedures continuously meet our intention for an effective, efficient, and inclusive approach** to achieving the goals and outcomes of the *Watershed Agreement*.

Revised Organizational Structure

Chesapeake Bay Program Organizational Structure

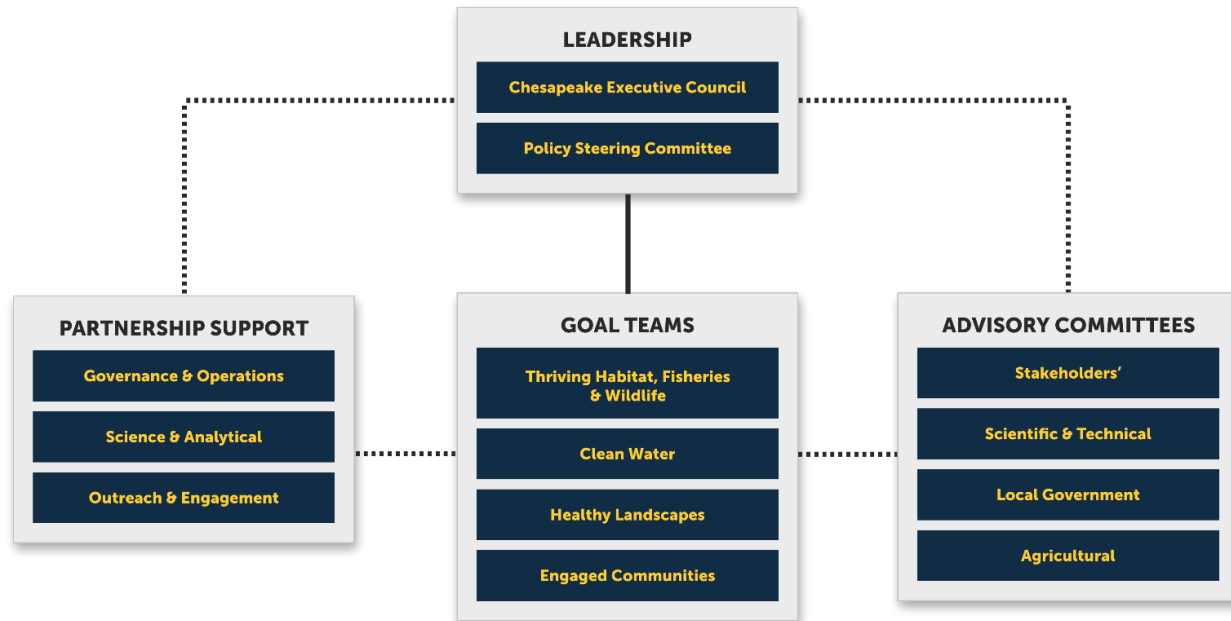
*“A **simplified** and **streamlined STRUCTURE** and process for the partnership that supports all partners as they work toward achieving their commitments in an **effective, efficient,** and **inclusive manner.**” – Executive Council Charge (12.04.24)*

Eliminated the Management Board

- Decreased decision-making redundancy and processing time
- Enhanced Goal Team authority

Substructure aligned with the revised Agreement

- Assessed existing Workgroups and Action Teams
- Reduced from six to four Goal Teams
- Net reduction of four Workgroups
- Reshaped Partnership Support



Support Teams

Three additional teams have been created with leadership, membership, and operational responsibilities tailored to who they are meant to support and how. (pp. 21-24)

To support Goal Teams and Workgroups:

- ✓ **Science & Analytical Support Team**
- ✓ **Outreach & Engagement Support Team**

To support the EC and PSC:

- ✓ **Governance & Operations Team**

Leadership and Membership

Goal Teams: (pp. 15-19)



- **Leadership:** 2 co-chairs
 - nominated by the Goal Teams
 - approved by the PSC
- **Voting Members:** Up to 15
 - 9 appointed by PSC signatories
 - Up to 6 at-large confirmed by Goal Teams
- **Non-voting Members:**
 - 4 Advisory Committee reps
 - Workgroup chairs
 - Additional state & fed reps approved by Goal Teams

Workgroups: (pp. 19-20)



- **Leadership:** at least 1 chair, approved by Goal Teams
- **Members:** recruited, self-nominated, or recommended; approved by WG chairs in consultation with Goal Team co-chairs
 - **Voting Members:** Up to 15
 - Up to 9 PSC signatory appointees
 - Remainder: at-large members
 - Confirmed by Goal Team
 - **Non-voting Members:**
 - Number, source, and approval at discretion of WG chairs in consultation with Goal Team co-chairs

Action Teams: (pp. 20-21)



- **Leadership:** determined by establishing entity
- **Membership:** determined by Action Team leadership, in consultation with establishing entity
- Action Team Operations default to Workgroup procedures
- Action Teams dissolve upon completion of mission

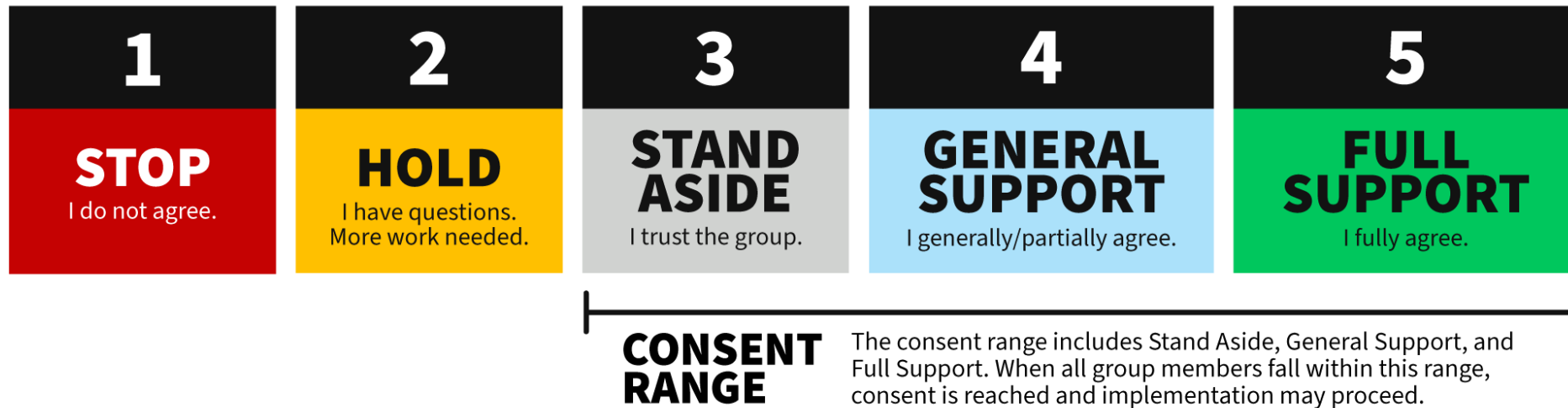
Meeting Best Practices

- Will be modified to reflect GMF revisions
- Developed to create effective, consistent meetings
- Meant as guidance
 - Set expectations
 - Communicate deviations

Chesapeake Bay Program Decision Making

Decision Making

Chesapeake Bay Program Decision-Making Continuum



While **consensus** (defined in the GMF as unanimous full support) is the partnership's goal, the partnership employs a **consent-based decision-making** approach. Should a decision-making body fall short of unanimous consent, the voting members may use a vote to proceed.

Consent-based Decision-Making Process

Before meeting:

1. Identify a decision is needed

- *Group leaders, with input of members, make the determination and include the topic on the meeting agenda.*
- *Agenda and supplemental materials are posted with adequate advanced notice, if required.*

At meeting:

2. Check for quorum of voting members

3. Discussion with all members

4. Form and present a decision proposal

5. Call for consent by all members*

- *If unanimous consent is reached (no member expresses dissenting views by taking a position of “1” or “2” on the decision-making continuum), the decision has been approved.*
- *If unanimous consent is not reached, dissenting members should articulate their concerns.*

6. Identify and address concerns

7. Modify proposal and call for consent by all members*

**For the PSC, only voting members participate in calls for consent.*

If Consent Cannot Be Reached...

8. Voting members will vote.

- *For a decision to be approved, a group must meet the **quorum requirements and decision threshold** for that group.*
- *Group chairs will call for each voting member to take a position: **support, oppose, or stand aside**.*
- *The decision threshold is based on the total number of designated voting members, not the number of voting members who are present.*

For goal teams and workgroups, the quorum requirement is two thirds and the decision threshold is two thirds. If there are 15 voting members, a decision is approved if at least 10 of voting members take a position of support or stand aside. If between 10 and 15 voting members are present, decision approval still requires 10 to register support or stand aside.

For the PSC, quorum requires 7 of the 9 voting members and the decision threshold is 7 of 9. A decision is approved if at least 7 voting members support or stand aside.

Review the additional decision-making guidance on...

Decision Making by Email

After discussing, forming, and modifying a proposal: Decision positions may be collected via email if members need additional time to obtain their organization's position. (p. 30)

Before the meeting at which the proposal will be discussed: The GMF does not provide guidance.

- Consider who will be responsible for collecting and communicating these votes.
- Consider the impact of modifications made during the meeting.

Review the additional decision-making guidance on...

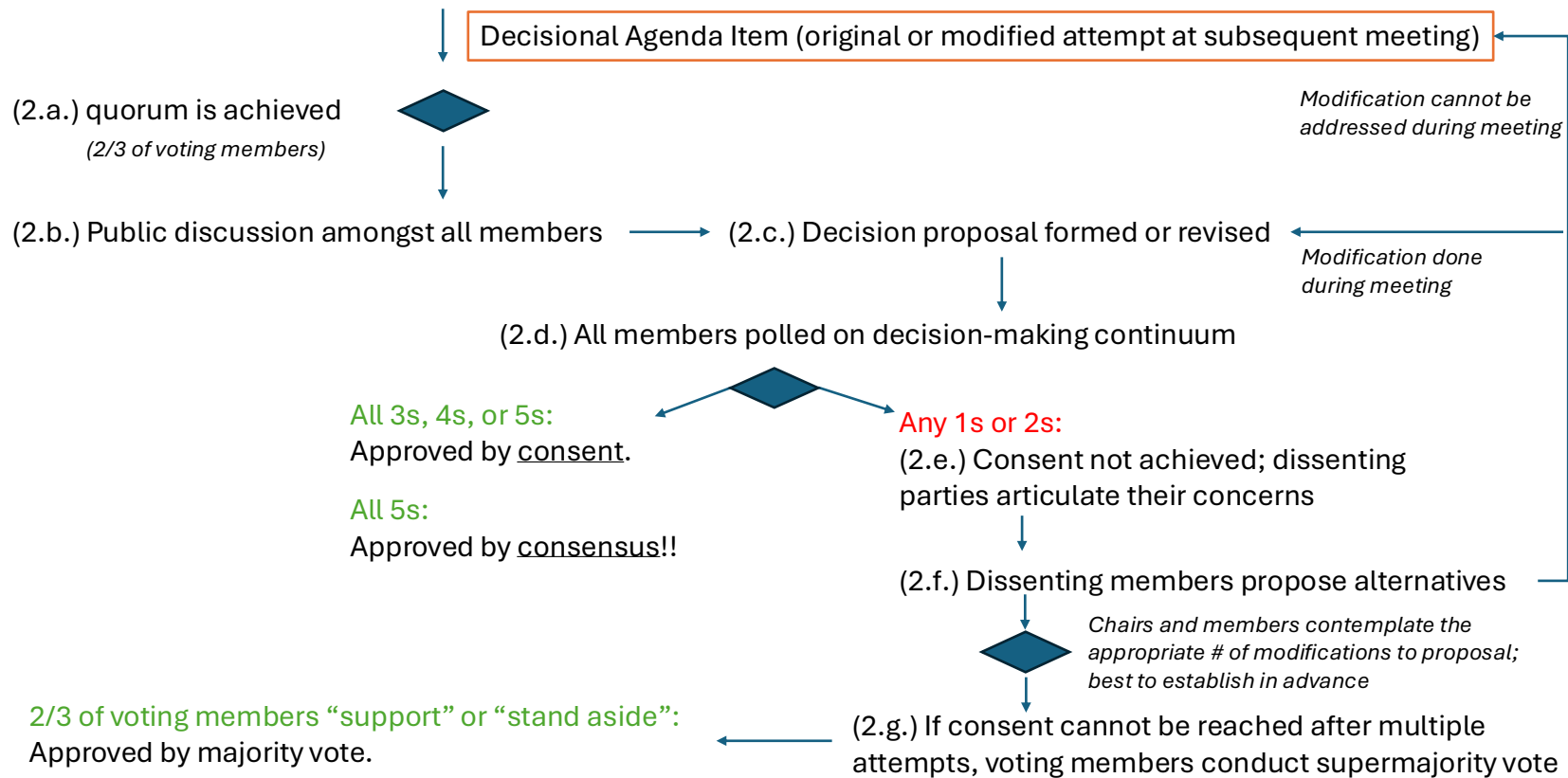
Elevating Decisions: Some decisions or unsuccessful attempts to reach a decision may need to be elevated to the next highest organizational group for review and/or further action. (p. 30)

Documenting Decisions: The Chesapeake Bay Program Office will maintain a publicly accessible database of the decision-making process and the final outcome, including dissenting views or reservations as appropriate. (pp. 30-31)

When to use formal decision-making: Determined by group leadership, with input from all voting members (p.29)

Decision-Making Flowchart

(1.) A decision point is identified via input from all members, formally identified on meeting agenda, and disseminated in advance of a public meeting with the required advance notice and supplemental materials.



		Goal Team	Workgroup	Action Teams
Leadership	Led by...	2 co-chairs	1 or more chairs	At the discretion of the establishing entity
	Nominated by...	Existing GT members	Not specified	
	Qualifications...	Generally, one state & one federal; manager-level	Flexible; holds significant authority or expertise on topic	
	Approved by...	PSC	GT	
	Term length...	2 years; renewable		
Voting Members	Number...	Up to 15 voting members	Up to 15 voting members approved by Workgroup Chairs in consultation with GT Chairs and confirmed by GT	At the discretion of the establishing entity
	Appointment...	9 appointed by PSC signatory members;	Up to 9 nominated by participating PSC signatory members	
		Up to 6 At-Large nominated and confirmed by GT	Remainder may be at-large members; approved by Workgroup Chairs in consultation with GT Chairs	
Non-Voting Members	Defined as...	One individual from each Adv. Comm;	Organizations with a stake in the associated outcome (e.g., contribute resources, provide data, conduct outreach); no overall max	
		Workgroup Chair(s);		
		Additional state or federal reps		
	Identified by...	PSC, GT, Adv. Comm, Self	Recruited by Workgroup Chairs and coordinators or nominated by self or other members	
Approved by...	Existing GT Members	WG Chairs in consultation with GT Co-Chairs		
Decision-Making	Approach...	Consent-based decision making; supermajority voting when consent cannot be reached		Follow Workgroup operating procedures
	Non-voting members...	Participate in consent-based decision making, but do not participate in voting		
	Quorum	Two-thirds of existing voting membership must be present for consent-based decision making and voting		
	Decision Rule	Two-thirds of existing voting membership must register a support or stand aside position for decision approval		



Questions?

If you need help interpreting the GMF's language or if you have found inconsistent or unclear language that may need to be addressed by the PSC, you can email the GO Team at governanceandoperations@chesapeakebay.net.