



Principals' Staff Committee Meeting  
January 22, 2026

# Governance and Structure



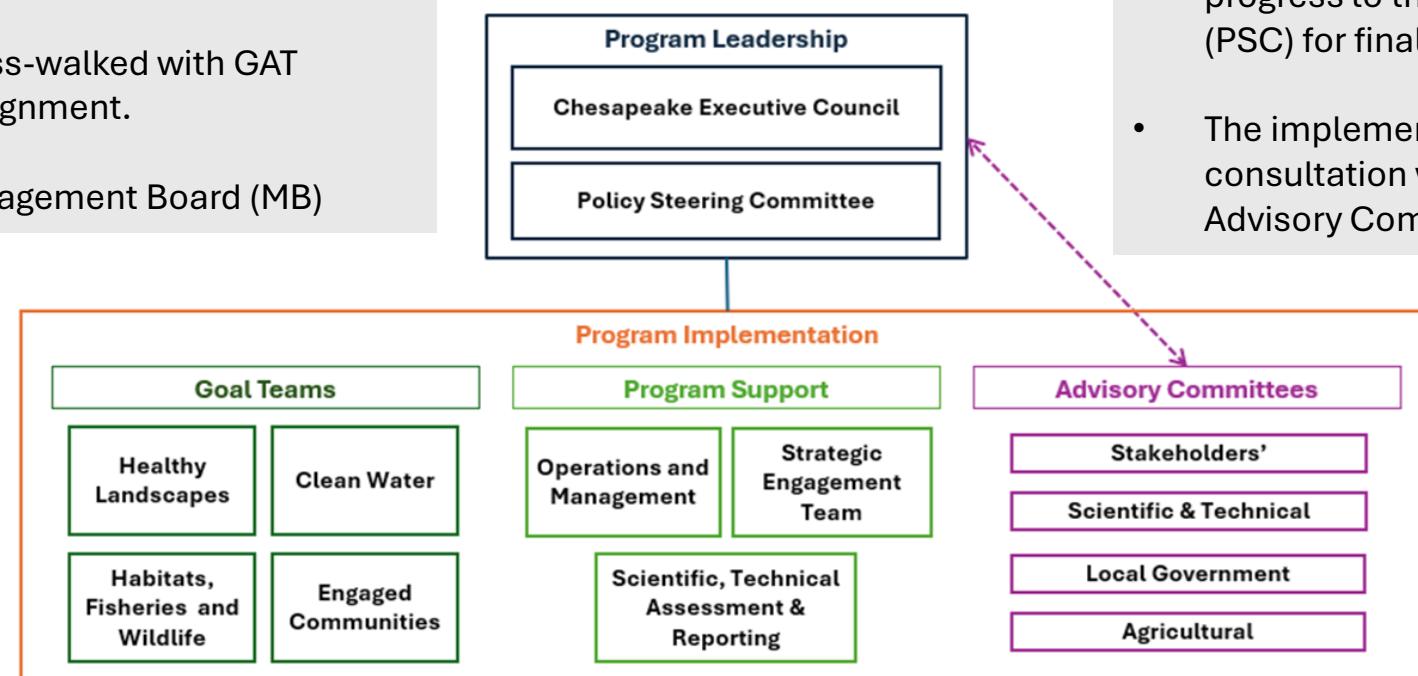
## Bottom Line Up Front

1. The timeline for implementing structure and governance revisions is greatly compressed.
2. The implementation team has laid out a pathway that identifies scopes of action, roles, and a detailed schedule for deliberation and engagement.
3. The PSC will receive a complete draft of the proposed revisions on March 24<sup>th</sup> for discussion at the April 7<sup>th</sup> PSC meeting. The PSC will finalize revisions on June 30<sup>th</sup>.

# Key Concepts and Actions from Structure Recommendation to Executive Council

- Identified two primary structural elements:
  - Leadership:** Set strategic direction & priorities
  - Implementation:** Inform, coordinate, & drive
- Structure one-pager cross-walked with GAT recommendations for alignment.
- Framework sunsets Management Board (MB)

- A team of Signatory representatives (MB members or designees) will implement the structure and governance revisions and report progress to the Principals' Staff Committee (PSC) for final approval by July 1, 2026.
- The implementation process requires consultation with the existing PSC, Goal Team, Advisory Committees, and Program Support.



- Transition to a new four-Goal Team structure to ensure timely delivery of Management Strategies.
- Goal Team and Program Support elements are subject to revision – not predetermined.

# Proposed Framework for Structure and Governance Implementation

1. Specify consultations with “Program Implementation” groups for each element in the Governance and Management Framework (GMF) before initiating. Ensure Implementation elements can explicitly point to their participation in the revision process.
2. The team is co-chaired with the current MB Chair and a designee assigned by the PSC Chair. Co-chairs oversee coordination of revisions and mobilize staff resources towards development (“content leads”) and editorial responsibilities.
3. Content leads coordinate and document consultation feedback before materials are briefed to the Signatory team. Feedback is shared at Management Board meetings.
4. Management Board meetings serve as an opportunity for collective partnership feedback and communicate progress with any interested party.

# Timeline Snapshot

Month	Focus and Milestone
December	Review & Discuss Plans
January	Confirm / Initiate Plans
February	Drafting and Consultations
March	Drafting and Consultations
April	PSC Review; Revisions
May	Revisions
June	PSC Approval

## Implementation Team

Signatory	Representative
Adv. Comm. Liaison	Marty Qually (LGAC)
CBC	Anna Killius
Co-Chair (CBPO)	Dan Coogan (EPA)
Co-Chair (PSC)	Jill Whitcomb (PA)
DC	Steve Saari
DE	Holly Walker
Federal	Kevin Schabow (NOAA)
MD	Leila Duman
NY	Cassie Davis
PA	Natahnee Miller
VA	Kevin McLean
WV	Callie Sams

Slide 11-13 provides a detailed conceptual timeline for Governance and Structure and Management Strategies

DEC

JANUARY

FEBRUARY

MARCH

APRIL

MAY

JUNE

**Review and Discuss Writing Plan** ➔ Identify key tasks to appropriately represent scope of revisions

- a) Six major elements of revisions identified
  - i. Update “Introduction” and Ethical Behavior sections
  - ii. Revise Leadership Components, Implementation Components, and Process for Decision Making
  - iii. Develop an Annual Operations and Multi-Year Procedure section
- b) 10 major and 10 minor tasks identified

**Governance and Management Framework  
for the  
Chesapeake Bay Program**

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**Governance and Structure – Writing Plan**

Revise Implementation Components (Section V(C-H))

- a) Tasks
  - i. Review and transfer roles and responsibilities of the Management Board section V(C) to either the PSC or Goal Implementation Team sections.
  - ii. Revise the Goal Implementation and Action Team sections V(D-E) and determine the appropriate leadership, membership, and coordination framework of Goal Teams, and their associated workgroups and actions teams.

**CLICK HERE FOR COMPLETE PLAN**

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**Confirm and Initiate Plan →** Determine roles across Implementation Team and appropriate engagement across CBP

Element	Task-specific
1 - Introduction	
2 - Ethics	
3 - Leadership	Partnership (i)
	Federal (ii)
4 - Implementation	MB Transfer (i)
	Goal Teams (ii)
	Support Teams (iii)
	Advisory (iv)
5 - Public Meeting Procedures	Decision Making (i)
	Participation (ii)
6 - Operations & Accountability	Priority Setting (i)
	Mgmt Strategies (ii)

### **Implementation Team**

- Identify Task-specific Content Leads
- Balance focus of members across tasks

### **Engagement Coordination**

- Identify Task-specific engagement
  - PSC, Advisory, Goal, Workgroup, Support Teams, Staffers, External Stakeholders

[CLICK HERE FOR TABLE OF DRAFTING ROLES](#)

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MAY

JUNE

## Meetings

PSC
Management Board
[Sig] Implementation Team
Federal Office Directors
Federal Holiday

**CLICK HERE  
FOR CALENDAR**

### February '26

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

### March '26

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

### April '26

S	M	T	W	T	F	S
				1	2	3
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

- Drafting and Engagement
- MB Meeting (2/12): Collective partnership feedback

- Initial drafting period closing
- MB Meeting (3/12): Review before PSC check-in

- PSC Meeting (4/7): Report out on progress
- Revision period commences

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JUNE

## Meetings

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Federal Office Directors
Federal Holiday

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FOR CALENDAR

May '26						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June '26						
S	M	T	W	T	F	S
		1	2	3	4	5
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

- Increase coordination meetings to work through final issues.
- MB Meeting (5/14): Review revisions and final collective feedback

- MB Meeting (6/11): Attempt consensus.
- PSC Meeting (06/30): Seek approval of final revisions.

# Summary

1. The Implementation Team will deliver a revised Governance and Management Framework by June 16 for acceptance at the June 30<sup>th</sup> PSC Meeting. Supermajority voting will take place if consensus is not achieved.
2. The MB will seek consensus on the revised Governance and Management Framework at their June 12<sup>th</sup> meeting. Supermajority voting will take place if consensus is not achieved.
3. The Implementation Team will brief the PSC on draft revisions to the Governance and Management Framework at the April 7<sup>th</sup> PSC Meeting.
4. A writing plan has been drafted to identify the specific components of the Governance and Management Framework that require updates, revisions, or reorganizing. Drafting leads have been identified by the Implementation Team Co-Chairs.
5. Initial engagement needs have been identified across program implementation elements. Management Board meetings will serve as an opportunity for collective partnership feedback and communicate progress with any interested party.