



Chesapeake Bay Program
Science. Restoration. Partnership.

Chesapeake Bay Program

B25 Next Steps

December 16, 2025

TIMELINE: RECENT PROGRESS

Dates	Lead	Deliverable(s)
July 1 – Sept 1	Public	60-day public feedback period on amended Agreement
September 11	MB	Begin to review, organize, and address public feedback; update on interim structure and governance recommendations
Sept 30 – Oct 2	MB	Retreat to discuss Agreement amendments and interim structure and governance recommendations
October 9	MB	Finalize Agreement amendments and interim structure and governance recommendations for PSC review
October 28	PSC	Finalize Agreement amendments; discuss governance and structure recommendations
November 6	PSC/MB	Finalize materials for December 2 EC meeting (e.g., finalize interim structure and governance recommendations)
December 2	EC	Approve recommended amendments to the Agreement and interim structure and governance revisions



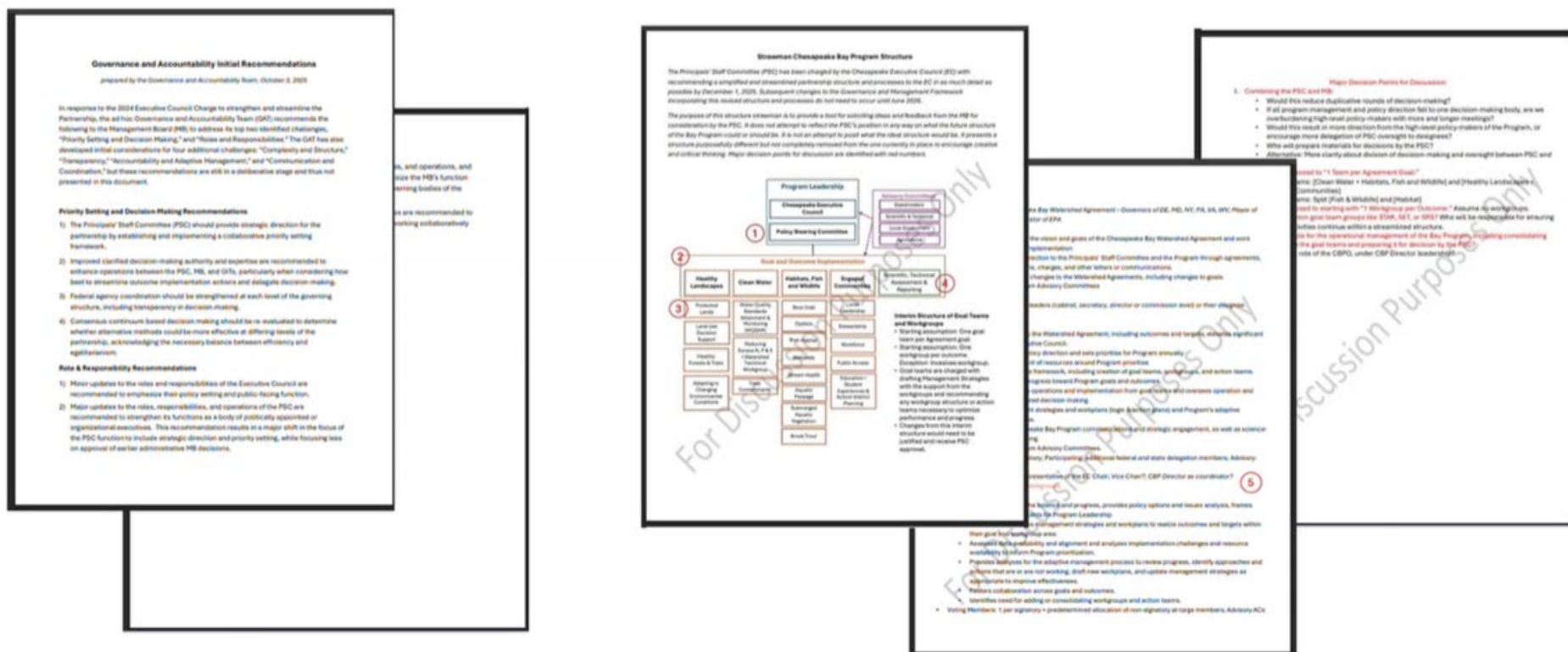
Waterbirds

The MB is recommending to the PSC that waterbirds remain in the Agreement under the Tidal Wetlands Target and the Nontidal Wetlands Target, per Maryland's **proposal**.

- **“Tidal:** Restore or create at least 3,000 acres and enhance 15,000 acres of tidal wetlands by 2040, **focusing on habitats that support populations of waterbirds and represent healthy wetlands across the watershed.”**
- **“Nontidal:** Restore or create at least 3,000 acres and enhance 15,000 acres of nontidal wetlands by 2040, **focusing on habitats that support populations of waterbirds and represent healthy wetlands across the watershed.”**

PSC Discussed Key Concepts from Recommendations

Governance & Structure



- Some MB responsibilities will need to move up and down. Still discussing.

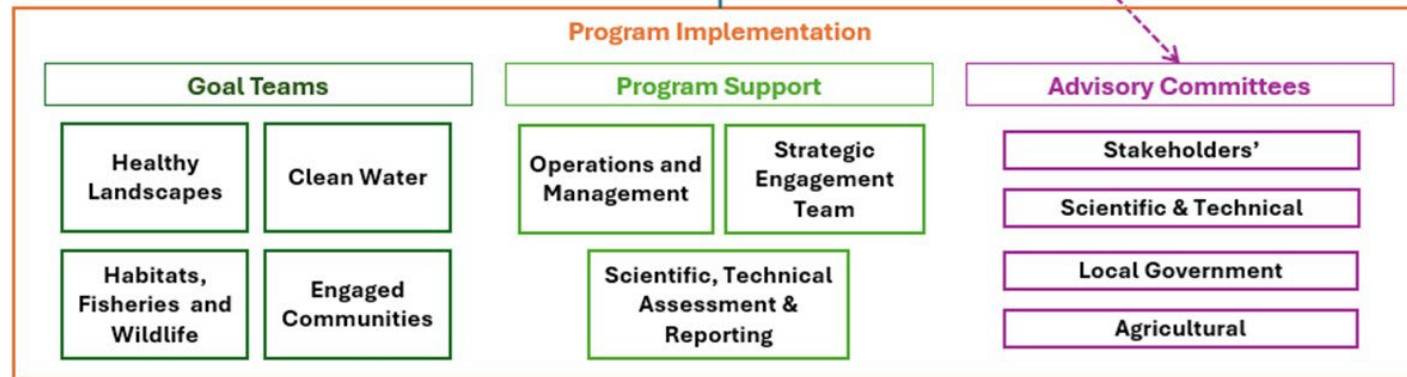
Key Concepts and Actions from Structure Recommendation

- 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



- 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.

Governance and Structure Timeline

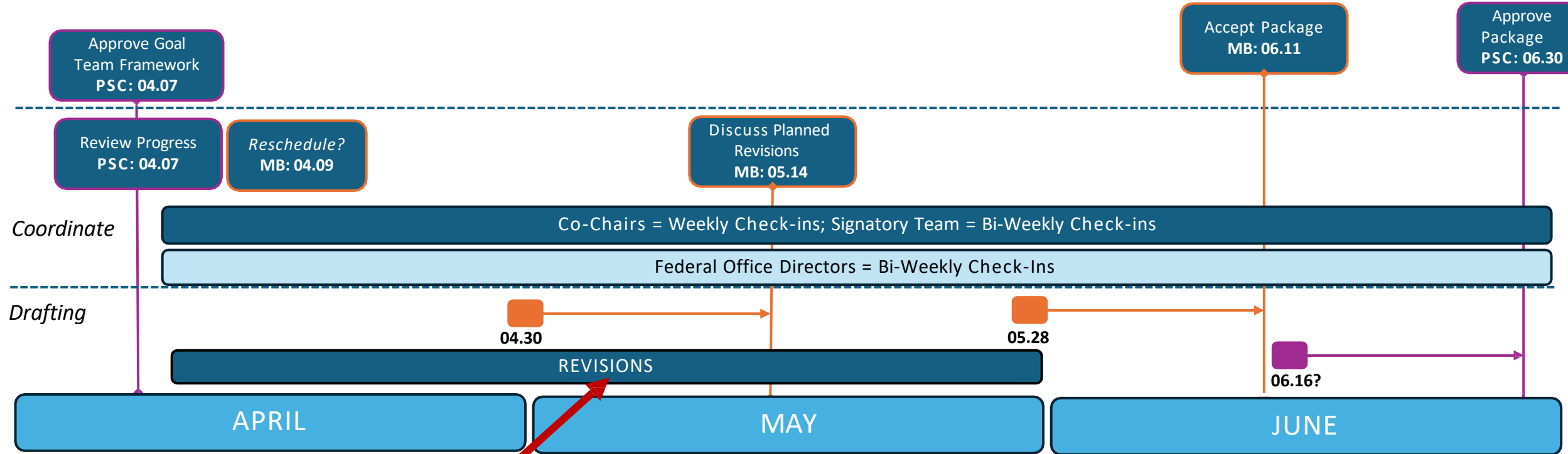
Boxes = Pre-Meeting
Dissemination Dates



Principals' Staff Committee

Management Board

Decisions Items



1. Revisions would occur between April PSC through end of May.
2. Due dates for meeting materials included to consider MB timing between April and June.

How is the MB spending the next six months?

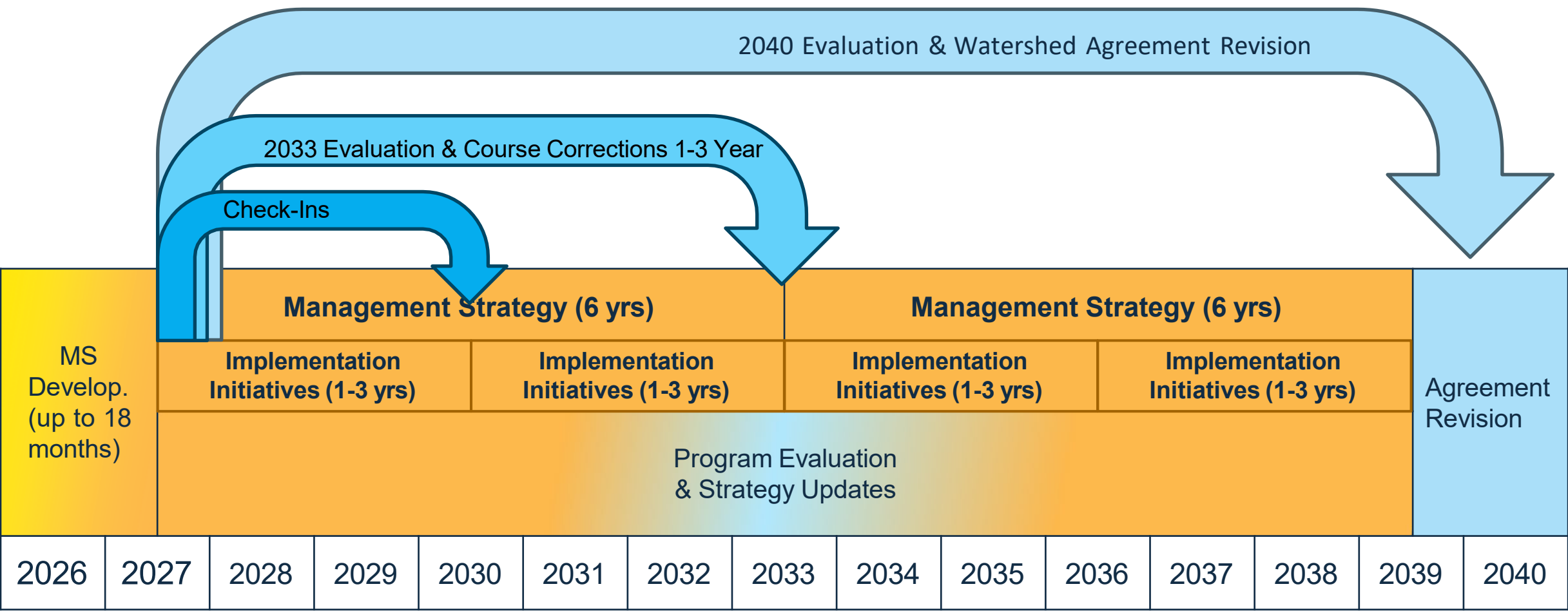
“Discuss, and reformulate as necessary, an approach on how best to execute each set of deliverables: (1) Structure and Governance; (2) Management Strategies.”

1. Signatory Team implement Governance and Structure revisions.
 - Consultations with “Program Implementation” groups
2. Division of labor likely necessary with timeline.
3. Goal Teams proposed to focus on Management Strategies
4. PSC holds ultimate decision-making authority but strive for MB consensus with final Governance and Structure revisions.

Priorities for M. Strategy Revisions

- A single MS with a chapter for each Goal and a sub-section for each Outcome or four MS with a chapter per outcome
- Assign GIT leadership to draft their Goal chapter and to delegate sub-section authorship
- Restructure and optimize elements of the old MS template that have worked well
 - Reconceive Action Plans as Implementation Initiatives captured in an appendix that can be updated every 1-3 years
- Document resources needed and committed to achieve Outcomes, as well as related signatory statutory authorities
- PSC approves whole package

Draft- Time Horizon & Adaptive Management



Timeline Snapshot

Month	Governance and Structure	Management Strategies
December	Review & Discuss Plans	Review & Discuss Plans
January 15	Confirm / Initiate Plans	Confirm / Initiate Plans
February	Drafting and Consultations	Refine Template
March	Drafting and Consultations	Coordinate Goal Teams
April	PSC Review; Revisions	PSC Approve MS Framework
May	Revisions	Drafting
June	PSC Approval	Drafting

Bottom Line on M. Strategies

1. Number of M. Strategies – January 2026

Management Board

- Decision:

- I. One MS with Goal chapters or
- II. 4 MS (one per Goal)

2. Finalizing MS Template

- March Management Board

We will wait for guidance before discussing or drafting.

