



**Chesapeake Bay Program**  
*Science. Restoration. Partnership.*

August 20, 2025

# **Governance & Accountability Team**

## **PSC Check-In**

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## Purpose:

- Non-decisional brainstorming team (11 members)
- Jurisdictional signatory representatives, federal agencies, an NGO, and Advisory Committee representatives
- Approval at 6/12 MB and 6/27 PSC meetings.

## Deliverable:

- Provide recommendations for MB and PSC review, consideration, and approval
- High-level, one-pager format requested by MB
- 1<sup>st</sup> deliverable for Management Board Retreat (9/30 – 10/2)

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## Progress

- **June:** Coordination and pre-planning
- **July Homework:** Independent review of key Partnership materials before several deliberative in-person meetings.
- **July 31 Meeting:** Substantial discussion and general agreement on the following prioritized, fundamental challenges:
  - **Priority Setting, Decision Making, and Resources** [22]
  - **Role Definition and Logistics** [26]
  - **Complexity, Structure, Disconnect to Local Communities** [32]
  - **Transparency** [42]
  - **Accountability and Adaptive Management** [54]
  - **Communication** [55]

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## **1. Priority Setting, Decision Making, and Resources**

Clear methodology, minimize redundancy, align priorities & capacity

## **2. Role Definition and Logistics**

Explicitly define, improve collaboration and coordination framework

## **3. Complexity, Structure, Disconnect to Local Communities**

Streamline connection between implementation actors

## **4. Transparency**

Decisions, priorities, resources, actions, reporting

## **5. Accountability and Adaptive Management**

Clear guidelines for outcome attainment, decrease burden, enable innovation

## **6. Communication**

Ensure awareness and connection is robust where needed

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## What's Next

- **August Homework:** Integrate initial recommendations into one-pager templates for each fundamental challenge.
  
- **August 26-27 Meeting:**
  - Recommendation deliberation and refinement
  - Prioritizing issues relevant to EC / PSC / MB levels of the governance
  - Mindful of key governance considerations necessary for MB structure discussion
  
- **September 8:**
  - Final review before submitting one-pager(s) for the MB Retreat.

# Governance and Accountability Team

**Adrienne Kotula**, Chesapeake Bay Commission

**Doug Bell**, EPA Chesapeake Bay Program Office

**Eric Hughes**, EPA Chesapeake Bay Program Office

**Erin Letavic**, Herbert, Rowland & Grubic, Inc. [Science and Technical Advisory Committee]

**Julia Wakeling**, District of Columbia

**Keisha Sedlacek**, Chesapeake Bay Foundation

**Ken Hyer**, U.S. Geological Survey

**Kevin McLean**, Virginia DEQ

**Kevin Schabow**, National Oceanic and Atmospheric Administration

**Marty Qually**, County of Adams (PA) [Local Government Advisory Committee]

**Natahnee Miller**, Pennsylvania DEP

**Natalie Snider**, Maryland DNR

**Sara Ramotnik**, Choose Clean Water Coalition [Stakeholders' Advisory Committee]

**Sarah Brzezinski**, EPA Chesapeake Bay Program Office



**Chesapeake Bay Program**  
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August 14, 2025

# Structure

## PSC Check-In

# Structure Feedback



- 1. Align Around High-Level Priorities, Not Just Goals:** Shift focus from static goal teams to flexible structures organized around actionable priorities and targets. Convene/sunset teams based on task relevance rather than standing mandates.
  - 2. Evaluate and Restructure Workgroups and GITs:** Assess current workgroup effectiveness using a simplified evaluation process. Identify opportunities for consolidation, sunsetting, or restructuring to better align with program goals.
  - 3. Create Interim and Long-Term Structural Plans:** Develop a short-term structure based on current frameworks while actively soliciting partner input for long-term reforms, aiming for implementation in 2026.
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# Structure Feedback



- 4. Explore New Governance Models and Integration Approaches:** Research alternative structures (including from other geo programs), seek input from social scientists, and form a team to develop and propose structural improvements. Explore alternative partnership models to break down silos and enhance coordination (e.g., leverage STAR, SET, GIT 6, or hire collaboration-focused staff).
- 5. Create Body to Link Budget/Funding with Priorities/Strategy:** Identify a group and process to align funding decisions with program priorities. Use tools like SRS and workshops to guide investment in key initiatives.
- 6. Combine PSC and MB:** To streamline decision-making, the Bay Program should consider merging the Management Board and Principals' Staff Committee into a single, unified leadership body. A consolidated body would align strategic direction with operational oversight, reduce meeting fatigue, and enable more agile responses to emerging challenges.

## Interim and long-term structure:

**End of August:** considerations on an interim structure and other themes are submitted to the MB Chair.

**September 11:** interim structure options are presented and prepared for decision.

**Sept 30-Oct 2:** decision on interim structure, refinement of plan for developing long-term options.

