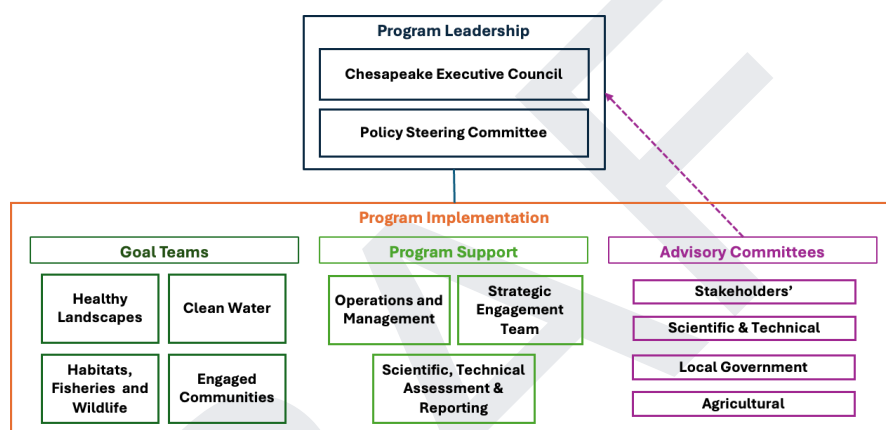


Chesapeake Bay Program Structure Recommendation

Approved for the Chesapeake Executive Council
by the Principals' Staff Committee on November 6, 2025

To fulfill the 2024 Executive Council Charge to strengthen and streamline the partnership, the Principals' Staff Committee has identified two primary structural areas of focus: **Program Leadership** and **Program Implementation**. Restructuring these areas will enhance the efficiency, coordination, and effectiveness necessary to implement the 2025 Chesapeake Bay Watershed Agreement. By **June 2026**, the Principals' Staff Committee will finalize the membership, leadership, responsibilities, and decision-making protocols associated with these two structural components of the partnership. However, to align with the Watershed Agreement revisions and ensure timely delivery of management strategies, the partnership will prepare and transition to the new Goal Team structure after the December 2, 2025 Executive Council meeting. These structural components will reflect the partnership's governance recommendations to ensure that both efforts are aligned to create a more effective and streamlined governance and structure.



A team led by the Management Board Chair will implement the structure and governance revision and report progress to the PSC for final approval. Each signatory may, at their discretion, appoint a Management Board representative (or designee) to the implementation team. This team will determine roles and responsibilities, leadership and membership, duration of membership, and operations for the structural components below, consulting with the existing Principals' Staff Committee, Goal Implementation Teams, Advisory Committees, and Program Support teams as appropriate.

Program Leadership will consist of the **Executive Council** – whose oversight of key functions and responsibilities, as well as leadership and membership, remain the same under this proposal – and the **Policy Steering Committee** – composed of high-level jurisdictional and federal leaders who set priorities and strategic direction for Program Implementation groups, and represent and speak for their Signatory principal in Program discussions and decisions.

Program Implementation¹ consists of the coordination across **Goal Teams** that focus and drive implementation to achieve very explicit progress and results within the scope of their goal area; **Program Support** functions, including Science, Technical Analysis and Reporting, the Strategic Engagement Team, and Operations and Management, and **Advisory Committees** that provide EC and the PSC independent perspectives from critical stakeholder groups and strengthen the natural and social science basis for Bay protection and restoration activities.

¹ Consistent with Section 117 of the Clean Water Act, the EPA Chesapeake Bay Program Office is responsible for coordinating, supporting, and, when appropriate, chairing teams within Program Implementation, and supporting Program Leadership to ensure decisional items are prepared and disseminated in a timely manner for the PSC's consideration.