Chesapeake Research Consortium

Annual Report 2025

CRC

Photo credit: Chesapeake Bay Program

From The Interim Executive Director

"When we are no longer able to change a situation, we are challenged to change ourselves." – Viktor Frankl

For the last several years, CRC's annual reports have centered around a theme that encapsulates the collective organizational experiences of that year. In 2023, we honored our commitment to a sustainable and regenerative Chesapeake Bay ecosystem for the health and well-being of all stakeholders. In 2024, we focused on movement which described how our collective focus on a shared purpose drove progress and created change. As I thought about what our theme for 2025 could be, survival was my first instinct. But we didn't just survive 2025. We fought. We pivoted. We reinvented programs. We reimagined how we conduct business. We leaned into our strengths. We continued to value people (all people) and partnerships. We persisted. And I realized I needed a better word than survival to represent 2025.

Resilience is defined as the ability to withstand, adapt to, and recover from adversity, challenges, or change. THIS! Exactly this. Resilience is our theme for 2025. As you read through our year in review presented in the following pages, you will see the resilience of the CRC Staff and our programs. You will see how STAC adapted its business model to be more strategic and focused. You will see how the Staffers held strong and continued to push forward, even as the ground they stood on felt unstable. You will see how we creatively evolved our internship program to continue offering impactful and inclusive experiences for students. You will see how we leaned into the power of convening through the Chesapeake Community Modeling Program and our Roundtable webinar series.

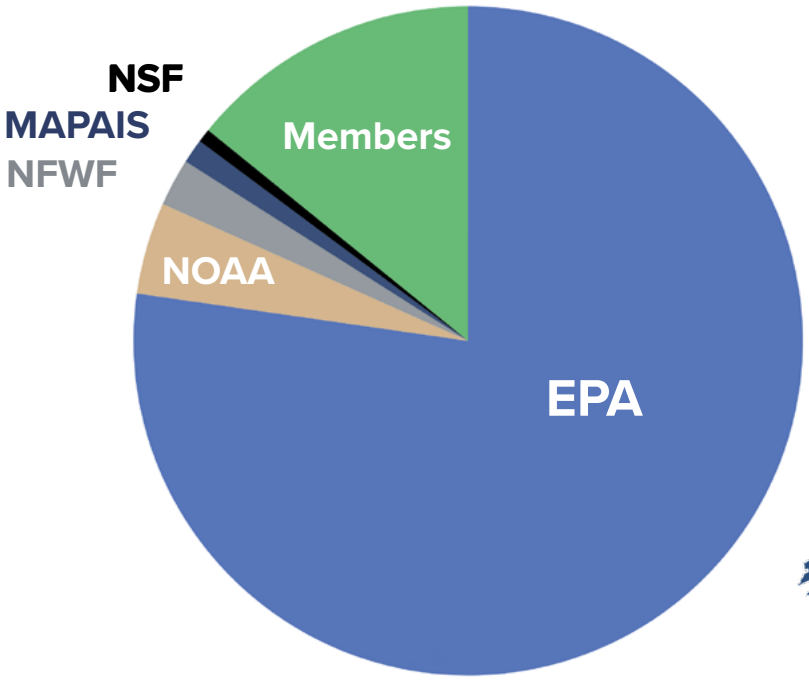
One of the most significant changes we faced in 2025 was the retirement of our beloved Executive Director, Denice Wardrop. Denice's time with CRC began in 2020, just before the pandemic began (speaking of resilience!). During her time at the helm she defined CRC's roles as connector and convener within the larger Bay community, created the CRC Roundtable webinar series as a place for shared learning and contribution, and shepherded STAC through its Comprehensive Evaluation of System Response (CESR) that identified opportunities for improved effectiveness in reaching Chesapeake Bay goals beyond 2025. I could go on, but will stop there and send Denice many thanks for her tremendous contributions to the CRC and the Bay and wish her well as she continues to enjoy her retirement adventures.

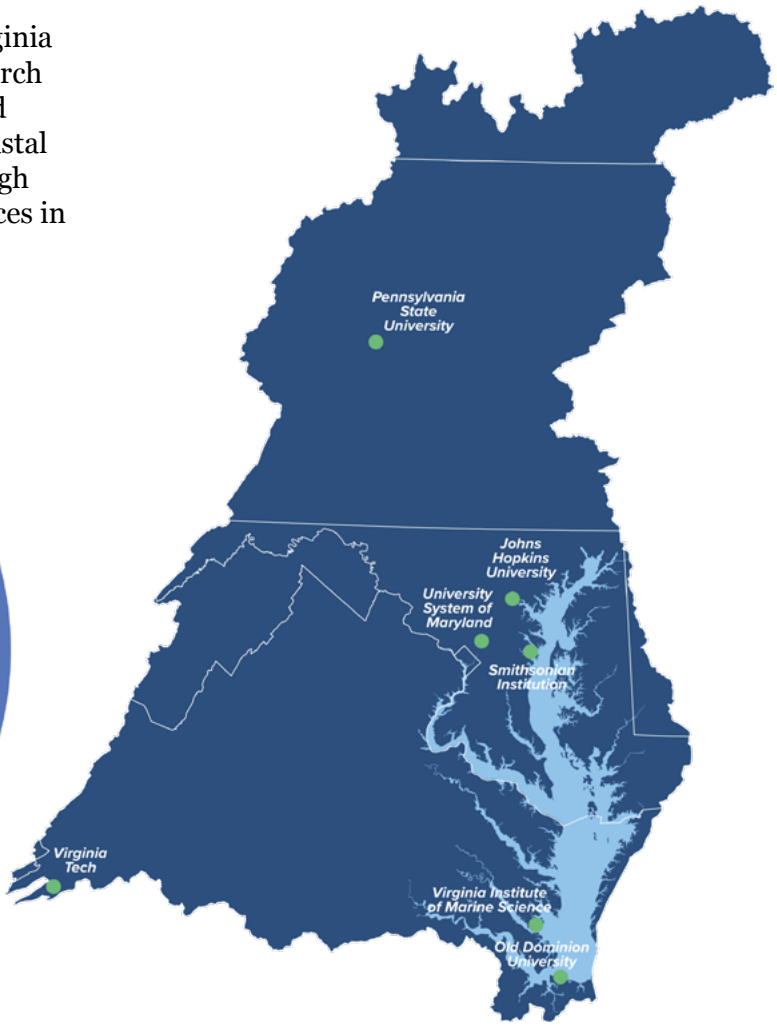
It has been my honor to serve in this interim role since Denice's retirement in July of 2025 and I look forward to working with you, our trusted partners, in 2026. As always, thank you for your engagement and passion in common cause. Onward together!

Melissa Fagan
Interim Executive Director, Chesapeake Research Consortium

Institutions & Funding

Established in 1972, the CRC represents Old Dominion University, Smithsonian Institution, The Johns Hopkins University, University System of Maryland, Penn State University, Virginia Institute of Marine Science and Virginia Tech. As an association of some of the most active research centers in the U.S., a primary goal is to ensure continued long-term support for basic and applied research for coastal issues, from land-based watershed considerations through rigorous investigation of water quality and living resources in its aquatic ecosystems.





Thank you to our 2025 funders: The Environmental Protection Agency (EPA), CRC Members, The National Oceanic and Atmospheric Administration (NOAA), The National Fish and Wildlife Foundation (NFWF), The US Fish and Wildlife Service Mid-Atlantic Panel on Aquatic Invasive Species (MAPAIS), and The National Science Foundation (NSF).

Board of Trustees

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Our Vision

A sustainable and regenerative Chesapeake Bay ecosystem that plays a vital role in the health and well-being of all stakeholders.

Our Mission

The Chesapeake Research Consortium (CRC) fully enables its member institutions and the broader scientific community in the region to inspire and implement solutions to the understanding and management of the Chesapeake Bay and its watershed, by defining, coordinating, and disseminating the research and education needed for its science-based management.

To transition from this mission to strategic action, we translate "to fully enable" into four "enabling" roles: convening managers and provisioners of science, filling the pipeline of environmental professionals, building the big stage for dissemination of solutions, and supporting member institutions in the research and education efforts that are relevant to the Chesapeake Bay partnership efforts. This framework of enabling roles allows us to plot a course forward in our daily work, resulting in the portfolio of programs and efforts highlighted below.

Convening

Convening brings together a diverse team with different areas of expertise to tackle a shared problem, taking advantage of collective intelligence. It requires a clear purpose that participants can work towards in a collaborative effort. In the case of the CRC, restoration of the Bay and watershed provides this clear purpose, albeit at a large scale. Currently, coordination of STAC, the biennial conference, and the CRC Roundtable are examples.

Creating Pathways

CRC aims to evolve and strengthen leadership pathways that attract and retain a diverse community so that the necessary perspectives are applied to the protection and restoration of complex human-impacted ecosystems. We do this at two professional levels; the Environmental Management Career Development Program is notably recognized as having high value for emerging professionals, and the Chesapeake Bay Internship Program provides impactful summer experiences to undergraduate students. These are examples of programs that cannot be provided at the scale of individual institutions, and are effectively delivered by the CRC.

Building the Big Stage

Exchange of information must happen at a large scale within the restoration effort, both between scientists and managers, as well as among scientists with Bay-related expertise. The CRC Streamline newsletter, CRC Roundtable webinar series, and accompanying social media efforts serve to provide platforms for targeted, inclusive, and informed conversations that match scientific advances and management needs, as well as provide topical areas around which networks of scientists can form. Both are necessary elements to move us collectively toward decision-making for effective and sustainable management of the Chesapeake Bay, its watershed, and its living resources.

Member Support

The seven member institutions of the CRC collectively represent an astounding portfolio of research and educational resources, across a large geographic area. The CRC aims to bring this collective expertise to bear on the restoration effort through the facilitation of collaborative and multi-institutional efforts of both higher education and interdisciplinary research. The three roles above (convening, filling the pipeline, building the big stage) all interweave to serve this purpose, as well as additional tools such as the Chesapeake Bay Expertise Database and the participation in multi-institutional research proposals.

2025 Accomplishments

Chesapeake Bay Program's Scientific and Technical Advisory Committee (STAC)

Prepared by Meg Cole

Steady Work Amid an Unsteady Year

In 2025, the Chesapeake Bay Program's (CBP) Scientific and Technical Advisory Committee (STAC), staffed by the Chesapeake Research Consortium (CRC), brought resolve to a year marked by changing circumstances, and kept delivering science support when the partnership needed it. The federal shutdown, stop-and-start travel approvals, and a funding lapse added friction at every turn. Yet STAC stayed active and visible, produced new work, supported CBP conversations in real time, and made major changes to how the committee meets so it can stay useful when decisions move fast.

As mentioned, STAC adopted a new meeting structure in June 2025, replacing the traditional quarterly cadence with an annual in-person Strategic Planning Retreat, a hybrid workshop meeting, and virtual topical meetings. The first retreat (June 16–18 at the National Conservation Training Center (NCTC) in Shepherdstown, WV) set STAC's science agenda for 2026, reflected on CESR (Comprehensive Evaluation of System Response), and created space for workgroup planning. The new format also included a hybrid workshop meeting (September 16 at CBPO in Annapolis, MD) and a virtual topical meeting (November 18).

The November topical meeting, planned by the Inform Governance and Accountability Ad Hoc Workgroup, came at a moment when CBP is actively sorting out how decisions get made and how responsibility for results is tracked under the revised Watershed Agreement. The goal wasn't a theoretical conversation, but a practical one: what needs to be true for accountability and follow-through to work, and for adaptive management to stay real when timelines are long and pressures are high. CBPO Director Dan Coogan (EPA) joined for a candid discussion early in his tenure, and an outside panel brought perspective from other large restoration efforts (the Sacramento–San Joaquin Delta and Long Island Sound). In breakouts, participants focused on where accountability lives, how consensus holds over time, and what it takes to keep learning and course-correction meaningful (including ideas like "sandboxing" approaches). A meeting synthesis, including summary recommendations to the partnership, was co-developed by STAC and attendees following the discussion.

STAC also moved through a leadership transition with continuity and steady hands. Bill Dennison (UMCES) served as Chair, with Erin Letavic (HRG) as Vice Chair. The STAC Executive Board met regularly to guide

The Chesapeake Executive Council Meeting was held at the National Aquarium in Baltimore on Dec. 2, 2025. The focus of the meeting was the revised 2014 Chesapeake Bay Watershed Agreement, which outlines goals and outcomes renewed for the year 2040. STAC Chair, Bill Dennison, is pictured to the left of Governor Wes Moore. (Photo credit: Will Parson/Chesapeake Bay Program)

meeting agendas, review and approve committee products, and keep momentum during a year when "normal" was hard to come by.

Even with a lot in motion, STAC continued to publish and keep its work easy to find. Six STAC reports were released in 2025 and are posted on the STAC Publications page. These products span Bay science, management tools, and crosscutting issues that partners are actively working through.

- Zhang, Q., M. Baker, I. Bertani, B. Dennison, L. Linker, K. Maloney, R. Sabo, C. Shen, G. Shenk, K. Van Meter, and M. Cole. (2025). Leveraging Artificial Intelligence and Machine Learning to Advance Chesapeake Bay Research and Management: A Review of Status, Challenges, and Opportunities. Download.
- Kennedy, C., B. Beal, I. Braun-Ricks, P. Campfield, L. Fegley, P. Geer, C. Garvey, M. Monaco, K. Rose, D. Ryan, T. Tuckey, B. Vogt, and M. Cole. (2025). Striped Bass Survey Assessment and Habitat Connections Download.
- Stephenson, K., D. Wardrop, L. Shabman, K. Rose, W. Dennison, J. Testa, R. Batiuk, and Z. Easton. (2025) Tiered Implementation of the Chesapeake Bay TMDL: A STAC Prospectus. Download.
- Hayes, B., W. Zhu, R.J. Dawes, C.A. Cravotta, R. Hughes, G. Moyer, T. Tasker, J. Shallenberger, M.A. Hewitt, and J. Dawes. (2025). Nutrient Reductions as Co-Benefit of Acid Mine Drainage (AMD) Treatment: Quantifying Nutrient Load Reductions for Restored Stream Segments in AMD-impacted Watersheds Download.
- Kazyak, D.C., S. White, M. Bartron, E. Hallerman, A. Welsh, M. Sell, S. Reeser, B. Lubinski, and R. Johnson. (2025). Understanding Genetics for Successful Conservation and Restoration of Resilient Chesapeake Bay Brook Trout Populations. Download.
- Shenk, G., M. Bennett, Z. Easton, M. Friedrichs, R. Hood, J. Keisman, L. Linker, R. Najjar, R. Sabo, and C. Stock. (2025). A Path Forward in Considering Future Environmental Scenarios in Chesapeake Bay Restoration Efforts. Download.

A steady theme beneath all of this was people showing up because they care about the Bay and about getting decisions right. For the year, the non-federal volunteer expertise valuation used toward CRC's cost share requirement was $188,901.07, and the total volunteer expertise valuation (federal plus non-federal) was $206,238.70. That reflects the work that rarely makes headlines: reviewing drafts, mentoring newer members, joining workgroups, and bringing technical judgment into CBP conversations when it matters.

Indigenous Conservation Council Board members and the Chesapeake Executive Council participated in an exchange of traditional gifts at the start of the 2025 Chesapeake Executive Council meeting at the National Aquarium in Baltimore, Maryland. (Photo credit: Will Parson/ Chesapeake Bay Program)

STAC heads into 2026 with an active workshop pipeline and a meeting structure that gives the committee more ways to stay connected to CBP priorities. The next workshop on deck is Healthy Forests: Proactive Strategies for Managing Threats and Promoting Conservation (Feb 24–25, 2026 in Frederick, MD). Two additional FY25 workshops are in development: CHANS (Coupled Human and Natural Systems) (Mar 26–27, 2026) and Salinity Risks in the Bay (May 26–27, 2026). At the same time, CRC and STAC are navigating expected changes to the cooperative agreement that supports STAC. One example is the FY25 STAC synthesis project with Old Dominion University (ODU) on natural and nature-based solutions (NNBS), which was paused during the funding lapse and recently resumed work under a shortened timeline and reduced budget.

Since its creation in December 1984, the Chesapeake Bay Program's (CBP) Scientific and Technical Advisory Committee (STAC) has worked to enhance scientific communication and outreach throughout the Chesapeake Bay watershed and beyond. STAC provides independent scientific and technical advice through all activities. STAC serves as a liaison between the region's scientific community and the CBP. Through professional and academic contacts and organizational networks of its members, STAC ensures close cooperation among and between the various research institutions and management agencies represented in the Bay watershed.

Environmental Management Career Development Program (EMCDP)

Prepared by Melissa Fagan

"In times of change, learners inherit the earth, while the learned find themselves beautifully equipped for a world that no longer exists." – Eric Hoffer

In 2025, the CRC Staffers within the Environmental Management Career Development Program faced a year full of change and challenge. They navigated uncertainty while strengthening and learning new skills in adaptability and resilience. These lessons not only prepared them for future challenges but also helped them reinforce the missions of the CRC and the Chesapeake Bay Program with creativity, dedication, and steady progress.

2025 was a pivotal year for the Chesapeake Bay Program as the partnership revised its Watershed Agreement that provides strategic direction and goals to achieve. The CRC Staffers helped bring their teams together to evaluate existing goals and discuss updates to align goals with progress made and current needs. Bringing together data and perspectives from partners across the watershed during the revision process required diligent planning, careful communication, and a whole lot of meetings and emails. While the Staffers remained coordination and facilitation powerhouses, they also supported the revision process by serving as points of contact for their teams and engaged public, analyzing data, researching case studies, identifying new partners, developing and maintaining critical program tools and resources, and more.

In December, CRC Staffers helped support the Chesapeake Bay Program's 2025 annual Executive Council meeting in Baltimore, MD.

Supporting the agreement revision process would be a huge lift under normal circumstances, but 2025 proved to be anything but a typical year. Staffers were faced with reductions in program Staff that left them with more tasks on their already full plates. A government shutdown required Staffers and other key partners to step up and fill gaps to ensure key program activities moved forward effectively and on schedule until federal partners were able to return. CRC experienced funding delays that could have resulted in Staffers being furloughed. Thankfully, we were spared the furlough but the stress from that possibility loomed large. Through all the challenges 2025 brought, Staffers remained focused, enthusiastic, and ready to work. Their commitment not only showed their resilient nature, but proved that the future of the Chesapeake Bay, its watershed, and its people are in good hands.

CRC's Environmental Management Career Development Program (EMCDP) gives early career environmental managers and scientists an entry point into the Chesapeake Bay's restoration community in a way that not only provides critical professional experience but that also advances individual growth so that future leaders are prepared to continue the restoration and management of the Chesapeake Bay and its watershed. Funding for CRC's Environmental Management Career Development Program is generously provided through a cooperative agreement with the US EPA Chesapeake Bay Program.

Chesapeake-Student Recruitment, Early Advisement, and Mentoring (C-StREAM)

Prepared by Gabriella Giordano

Swimming up C-StREAM: Evolution of C-StREAM to the Chesapeake Bay Internship Program (CBIP)

CRC's Chesapeake Student Recruitment, Early Advisement, and Mentoring (C-StREAM) Program successfully supported young professionals since its first cohort in 2018. The focus of C-StREAM has been on recruiting, advising, and mentoring college students from populations who have been historically excluded from the environmental field and are therefore currently underrepresented in environmental research and management professions. The strength of the program was evident in its growth, with applications increasing from ten in 2018 to approximately 150 in 2025, and in the expansion of the cohort size, which grew from eight students to as many as 15. As a result of changing federal priorities which resulted in a loss of funding to support the program, we turned towards creative solutions that ultimately expanded the reach of the program and led to the development of the Chesapeake Bay Internship Program (CBIP).

For our summer 2025 session, CRC was able to support three students in impactful internship positions with University of Maryland Center for Environmental Science (UMCES), Center for Ecosystem Recovery (CER), and George Mason University Potomac Environmental Research and Education Center (PEREC). A pillar of the C-StREAM program has been the emphasis on building a community of peers that can help create a sense of community and provide a near-peer mentor network. In the face of a smaller funded cohort, CRC leveraged its strong network of partners across the Chesapeake Bay Watershed.

Summer interns touring the native plant nursery at Underwood & Associates Severn Chapel farm where plants are grown for their restoration sites. (Photo credit: Nita Settina/Center for Ecosystem Recovery)

CRC invited the interns of peer organizations to join the C-StREAM cohort, allowing them to benefit from the C-StREAM program's community-building and professional development opportunities. Interns from the Chesapeake Bay Foundation, Alliance for the Chesapeake Bay, George Mason University PEREC, UMCES, and Underwood and Associates joined our three C-StREAM interns, forming a cohort of twelve emerging environmental leaders. This blended model allowed CRC to extend programmatic support to interns who otherwise would not have had access to this level of cohort-based programming at their host organizations.

With a strong cohort of inspiring future scientists, communicators, educators, and policymakers, the 2025 C-StREAM interns gathered for a two-day, in-person orientation at the Smithsonian Environmental Research Center (SERC) to kick off the summer 2025 program. The orientation brought interns together for internship success strategies, an overview of the Chesapeake Bay scientific landscape, and an introduction to CRC's history and core competencies from guest speakers including CRC's former Executive Director, Denice Wardrop, and former Associate Director of the Chesapeake Bay Program Office, Carin Bisland. Program alumni also joined a panel to share insights and advice. Following orientation, interns departed equipped with new networking skills and individualized professional development plans to guide their work with mentors as they began their internship projects.

Throughout the summer, CRC hosted topical "Lunch & Learn" sessions featuring professionals from across the field, including: *Networking and Informational Interviews* with Dr. Emily Nocito, *Creating Your Brand* with Dr. Raven Baxter, and *Science Communication* with Dave Jasinski of Green Fin Studio. Additional sessions included a Career Panel and a Resume/CV/Job Application Workshop hosted by Virginia Tech's Director of Employer Relations and Career Services in the College of Natural Resources and Environment. Informal "Lunch Bunch" sessions were offered allowing students to explore topics of interest and further strengthen cohort connections. After several weather-related cancellations, a small group of interns was able to get out onto the water at SERC and kayak along the Rhode River, which flows directly into the Chesapeake Bay as a cohort bonding activity.

Summer interns prepare to kayak along the Rhode River.

The summer concluded with a public Symposium where all interns presented their work to an audience of peers, mentors, and professionals across the Bay restoration community. Summer 2025 and past Symposium abstracts and presentations are available on the CRC website. The event drew over 50 attendees, both in person at SERC and virtually from organizations across the watershed. The Symposium highlighted not only the impact of the interns' work, but also the value of a cohort model, bringing together interns from different organizations and disciplines to learn from one another, reflect on their experiences, and refine their career goals.

Building on the success of this blended cohort model, CRC began charting a path forward for 2026 by formally sunsetting the C-StREAM program to make way for CBIP. In developing this new program, CRC drew on lessons learned from years of internship programming, the strength of its partnerships, and the values that have grounded the organization's work. CBIP is designed to cultivate the next generation of environmental leaders by connecting interns placed with organizations throughout the Chesapeake Bay watershed into a single, collaborative cohort. The vision for this program is to bring together isolated interns across the watershed who are collectively working towards a common goal of career development and environmental stewardship to build a strong network and equip these future leaders with the competencies necessary to solve complex problems.

For summer 2026, CRC is partnering with Jug Bay Wetland Sanctuary, the Chesapeake Bay Foundation, and the Choose Clean Water Coalition. Each partner hosts meaningful internship opportunities, and for the first time, their interns will participate in shared professional development sessions, cohort-building activities, and near-peer networking across organizations.

Summer interns collecting field data at a beaver dam in a headwater stream in Anne Arundel County.

The Chesapeake Community Modeling Program (CCMP)

Prepared by Allison Burbach & Raleigh Hood

The CCMP welcomed two new steering committee members in 2025. Jimmy Webber is the United States Geological Survey (USGS) Chesapeake Bay Associate Coordinator and brings his expertise on water quality to the CCMP. Melissa Fagan is the Chesapeake Research Consortium's Interim Executive Director and Environmental Management Career Development Program Coordinator and brings strong mentorship and leadership skills to the CCMP. We are glad to have them on board!

The CCMP is grateful to Gary Shenk, former hydrologist with USGS, and Denice Wardrop, former Executive Director of CRC, for their service on the CCMP steering committee since 2006 and 2020, respectively.

Every other year since 2008, the CRC and CCMP have convened scientists, managers, and stakeholders for knowledge sharing, networking, and fellowship. As the only regional conference dedicated to Chesapeake Bay science and management, the Chesapeake Community Research Symposium (ChesCRS) plays a vital role in fostering collaboration and advancing our collective understanding of the Bay's complex systems.

This year, the CCMP has been actively planning and preparing to host the tenth biennial Chesapeake Community Research Symposium on June 1-3, 2026, in Annapolis, MD. The theme for the symposium, Chesapeake Bay Research and Restoration: Next Generation Tools for a Dynamic Future, reflects both the evolving challenges facing the Bay and the adaptive, innovative approaches needed to address them. As in the past, the symposium will feature invited speakers, panel discussions, and special sessions with oral and poster presentations.

Jimmy Webber

Melissa Fagan

The Chesapeake Community Modeling Program (CCMP) is a long-term collaborative effort between CRC, the University of Maryland Center for Environmental Science – Horn Point Laboratory (UMCES-HPL), and the NOAA Chesapeake Bay Office, that is dedicated to advancing the cause of accessible, open-source environmental models in support of research and management efforts.

Communications

Prepared by Abby Taylor

Our communications strategy is founded on a commitment to sharing knowledge as broadly and openly as possible, as well as providing the spaces necessary for the vetting of that knowledge and discussion of how to implement it in the ongoing work.

CRC Streamline

In 2025, CRC sent out a monthly newsletter called the CRC Streamline. Each Streamline was centered on the theme of the previous month's Roundtable webinar and included the link to the recorded discussion as well as additional resources related to that month's theme.

2025 CRC Streamline by the numbers:

CRC Social Media

CRC uses LinkedIn to support our mission and vision, along with Facebook. From job announcements to posts about upcoming events, social media is an important and growing part of CRC's virtual presence.

2025 CRC social media by the numbers:

CRC Roundtable

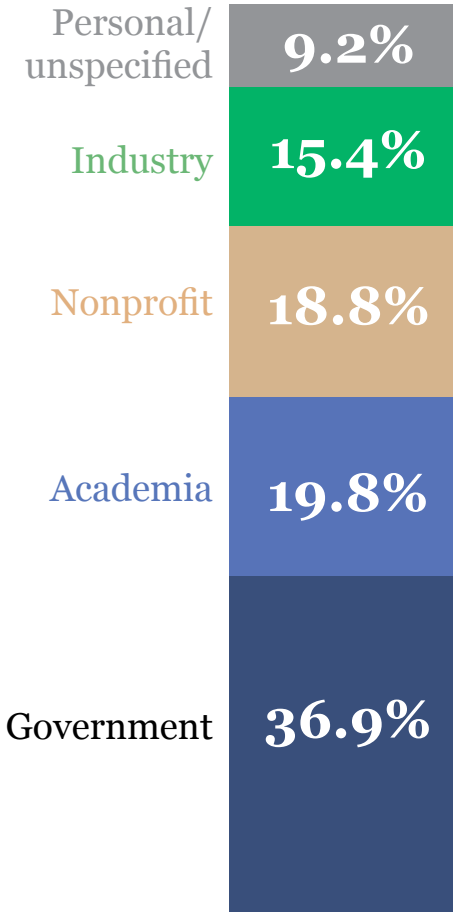
The CRC Roundtable is a monthly virtual seminar series that hosts targeted, inclusive, and informed conversations matching scientific advances and management needs related to the Chesapeake partnership. The seminars aim to build connectivity across organizations and identify ways to increase our collective decision-making competency. Each webinar invites a diverse range of speakers to set the stage, followed by facilitated discussion. We've built a gathering space for awkward questions and open dialogue. The webinars are also recorded and uploaded to the CRC YouTube channel as a resource for all.

JAN	**The 50th CRC Roundtable: Thinking Across Boundaries** Paul Saffo, Technology Forecaster
FEB	**Prioritizing People and Participation in Chesapeake Bay Restoration** Rachel Felver, Director of Communications, Chesapeake Bay Program Rob Beach, Vice President for Communications, Chesapeake Bay Foundation
MAR	**The Future of the Bay: Impacts of Changes to Federal Priorities on the Chesapeake Watershed** Kristin Reilly, Director, Choose Clean Water Coalition Steve Kline, CEO and President, Eastern Shore Land Conservancy
APR	**The Value of Restoration: Selling the Economic and Ecological Benefits of Oysters** Bill Walton, Acuff Professor of Marine Science and Shellfish Aquaculture Program Coordinator, VIMS Matt Woodstock, Assistant Scientist, Cooperative Institute for Marine and Atmospheric Studies
MAY	**Investing in Clean Water: "Pay-for-Performance" Based Approaches to Watershed Restoration** Robert Boos, Deputy Executive Director, Pennsylvania Infrastructure Investment Authority David Goshorn, Deputy Secretary, Maryland Department of Natural Resources Jonathan Rak, Chief Policy Advisor, Virginia Department of Environmental Quality
JUN	**A River Runs Orange: Acid Mine Drainage in the Chesapeake Bay Watershed** Charles Cravotta, Research Hydrologist, USGS Pennsylvania Water Science Center Jamie Shallenberger, Manager of Monitoring and Protection, Susquehanna River Basin Commission Bobby Hughes, Executive Director, Eastern Pennsylvania Coalition for Abandoned Mine Reclamation
JUL	**Pavement and Paddleboards: Swimmable Urban Waterways** Allison Blood, Senior Manager of Environmental Projects and Advocacy, Waterfront Partnership of Baltimore Dean Naujoks, Potomac Riverkeeper
AUG	**A Foundation for Restoration: K-12 Environmental Literacy** Olivia Wisner, Watershed Education Specialist, Maryland Department of Natural Resources; Co-chair, Chesapeake Bay Program's Education Workgroup Marc Stern, Professor, Virginia Tech
SEP	**Eat Your Invasives: The Bay's Battle with Blue Catfish** Bruce Vogt, NOAA Mike Hutt, Virginia Marine Products Board
OCT	**A Tale of Two Species: The Connection Between Menhaden and Osprey** Greg Kearns, Park Naturalist, Maryland-National Capital Park and Planning Commission Will Poston, Forage Campaign Manager, Chesapeake Bay Foundation
NOV	**Sowing Seeds, Growing Relationships: Chesapeake Bay Restoration and Agriculture** Kristen Hughes Evans, Executive Director, Sustainable Chesapeake Jen Nelson, Coordinator, Chesapeake Bay Program's Agricultural Advisory Committee
DEC	**A Creative Spark: How Artists in Residence Ignite Bright Ideas** Matt Belzer, Director of Jazz Studies at University of Maryland, Baltimore County and CIRCA-IMET Artist-in-Residence Fellowship Artist Bethany Smith, Associate Director of Formal Education, Virginia Institute of Marine Science

2025 by the numbers:

- **80** Average attendees
- **5362** Views of recorded webinars
- **139** Total speakers
- **61** Webinars hosted since 2020

The CRC Roundtable attracted a diverse audience in 2025:



The CRC Roundtable is facilitated and supported by Green Fin Studio. These seminars could not happen without our generous speakers sharing their time and expertise with our audience. Thank you!

Connect With Us

ChesResearch

410.798.1283

www.chesapeake.org

Chesapeake Bay Expertise Database

CRC Streamline

www.linkedin.com/company/chesapeake-research-consortium

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Photo credit: Chesapeake Bay Program