



2024 Annual Report:
A RESILIENT FUTURE

TAKING ON UNFINISHED BUSINESS

When we think about the Chesapeake Bay, many of us recall childhood days spent playing in creeks near home, eating crabs with family and friends, or hours lost happily exploring forests and shorelines. Others remember visiting idyllic destinations like Smith Island, where erosion and rising sea levels now threaten a way of life.

For many of us with deep connections to these places and memories, our goal is to pass the same opportunities down to our children and grandchildren. This is where we find motivation. But we can't do it alone.

Thanks to you, our supporters, we are restoring more than the Bay and its waterways; we are restoring hope for the next generation. And it's working.

Places in the Bay once written off as dead are coming back to life. The world's largest oyster-reef restoration effort, now nearly complete in 11 of the Bay's tidal rivers, is just one example. But we aren't stopping there.

We are also fiercely protecting the gains we've made while taking on unfinished business. That means closing regulatory loopholes, creating targeted plans to revive streams impaired for decades, and challenging stormwater permits that fail to acknowledge additional polluted runoff driven by more frequent and intense storms.

Science has made clear that a changing climate—along with continued population growth, development, and intensifying agriculture—is making our challenge greater. We are at a crossroads and facing new obstacles every day. We are also more motivated than ever.

Standing on the shoulders of those before us, working closely with partners, and bolstered by your support, we are leading the way to reinvigorate the federal/state Chesapeake Bay partnership and refresh the Chesapeake Bay Agreement that sets common goals and provides accountability. The next agreement must not only meet existing goals—including those for water quality—but also more fully address the needs of people and existential threat of climate change.

There is still a tremendous amount to do and many challenges to face. This work has never been easy, but it is vital—and only possible with you: the heart of the Bay movement.

Together, we are building a future of clean streams to play in, family crab feasts to enjoy, and vibrant communities to live in.

Thank you.



A handwritten signature in blue ink that reads "Otis S. Jones".

Otis S. Jones
Board Chair



A handwritten signature in blue ink that reads "Hilary Harp Falk".

Hilary Harp Falk
President and CEO

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RESTORATION THAT LASTS

There is a saying when someone falls in love with the soft, watery landscape of the Chesapeake Bay's tidal saltmarshes: They've got the mud between their toes. It's a recognition that a place so cherished has a way of seeping into every corner of your being—leaving its trace on you as clearly as you leave footprints upon it.

That's true no matter where you connect to this watershed. Whether it's mud, or sand, or stream gravel between your toes, somehow, someday, the Chesapeake has gotten into each of us and stuck.

That's why we're working so hard for restoration that sticks, too. There are no quick fixes, but your incredible support makes possible the foundational changes that will build a healthy watershed for generations.

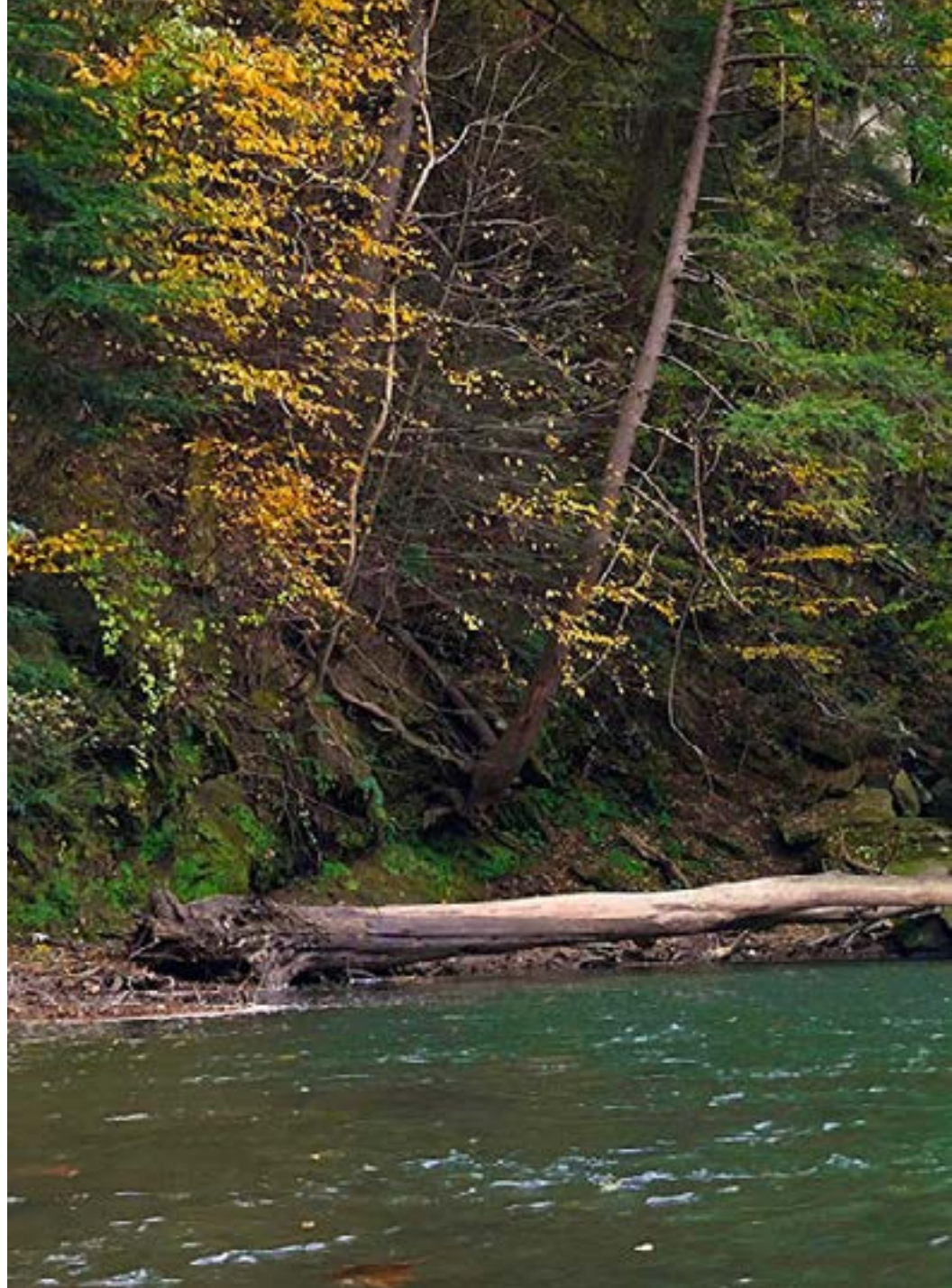
In the past year, your support has led to the reconstruction of living shorelines that will revive habitats, as well as make communities more resilient to sea-level rise. It secured new laws that will help stem harmful pollution from industrial agriculture and allowed local towns to protect their forests from development. Your support made targeted restoration possible in headwater streams and rivers. And it expanded access to experiential environmental education, creating opportunities for the next generation to get the mud between their toes, too.

Actions like these protect the progress we've made and lay the foundation for a resilient future. Thank you for creating a legacy that will be as lasting as the Bay's impression on each of us.



RENEWAL IN THE HEADWATERS

The Halfmoon and Pequea Creek Watersheds Renewal Projects, which kicked off last fall, are the latest evolution of CBF's work to return Pennsylvania's rivers and streams to health. These watersheds may be small, but their revitalization is making an outsized impact.



The creeks flow through mostly agricultural land, including highly productive Lancaster County. The state lists both as impaired due to sediment and nutrient pollution that make the waters unsuitable for native brook trout and other sensitive wildlife. CBF aims to change that.

CBF renewal projects like these, funded by the Richard King Mellon Foundation, will accelerate the implementation of key conservation practices. Initially funded by Congress through USDA Natural Resources Conservation Service (NRCS),

this work complements the extensive efforts of local partners and will provide technical assistance to reduce pollution on individual farms. It also includes initiatives to expand interest in farm conservation and overcome barriers. One example: establishing a local rental program for conservation farm equipment, explains Izzy Snee, CBF's Pequea Conservation Coordinator.

The hyper-focused, collaborative approach in priority areas like these is a model that scientists say can

accelerate restoration across the watershed.

"It can be daunting to work across such a large land base like the Chesapeake Bay watershed," says Caitlin Glagola, Pennsylvania Senior Watershed Planner at CBF. "Working in these smaller watersheds can seem like you're just doing a little part, but by focusing your efforts, you can make great strides improving water quality."

The projects also create other long-term benefits locally and downstream. Those



benefits include clean drinking water and air, the reduction of floodwaters and climate-warming carbon, and connections between communities and their waterways, says Harry Campbell, CBF's Director of Science, Policy, and Advocacy.

"All of those things not only help improve rivers and streams, but also the quality of life and our wellbeing and economy throughout the state of Pennsylvania," he says.

"Our county has seen success when groups decide to celebrate differences rather than let them become barriers, while uniting around common goals of supporting farmers and achieving clean and clear water."

— JEB MUSSER, VICE PRESIDENT OF
LAND PROTECTION,
LANCASTER FARMLAND TRUST

CBF is grateful for the donors below who support our restoration work in Pennsylvania:

Arbor Day Foundation

The Keith Campbell Foundation for the Environment, Inc.

Freeman Family Foundation

The Kinsley Foundation

Catharine E. & David W. Maxey

Richard King Mellon Foundation

One Tree Planted

Robert F. Schumann Foundation

Susie & Peter Wilmerding

OPENING DOORS

Tashna Morris-Daley remembers well the day that her students visited CBF's Clagett Farm in Upper Marlboro, Maryland.

The trip was part of a partnership between Prince George's County Public Schools (PGCPS) and CBF's Environmental Education Program. Together, we're expanding access to outdoor learning for a more diverse group of watershed students, while also advancing the school district's ambitious climate- and environmental-literacy goals.

"It was amazing just having them out there doing the different water tests, putting on those big boots, and just becoming scientists," says the biology teacher.

Our partnership has grown exponentially, driven by the enthusiasm of administrators and teachers like Morris-Daley, says Lejae Woolcock, Baltimore and D.C. Education Outreach Coordinator for CBF.

"It was just undeniable how much they wanted these opportunities for their students," she says.

Woolcock and school administrators worked together to create immersive, professional development courses for PGCPS teachers over the past two summers. They explored the Potomac River and local streams with CBF



educators, developed curriculum, and connected with local environmental groups to learn about additional resources for outdoor education. Those experiences sparked teachers across the district to bring 309 classes of students on CBF field education programs last school year.

Morris-Daley says she's seen firsthand how outdoor learning can rekindle students' love of learning. She hopes the experiences will open new doors in the future.

"I would love to see this generation, especially our Black and brown girls and boys—because we're so few in the room—take up a career in climate action and environmental justice," Morris-Daley says. "A lot of times, students in inner cities are affected by air quality, they're affected by water pollution, but they don't get access to the careers that can fix those issues. And when we don't have representation at the table for environmental change, we're just missing out on so much."

KRIS BELEIS/CBF STAFF



“Escaping to the prescription of nature
is what my students needed.”

– TASHNA MORRIS-DALEY, BIOLOGY TEACHER AT
NON-TRADITIONAL PROGRAM NORTH,
PRINCE GEORGE’S COUNTY PUBLIC SCHOOLS

CBF is grateful for
the donors below
who support our
education work across
the watershed:

**The D.N. Batten
Foundation**

The Bunting Family

The Coca-Cola Company

The Hershey Company

**Sheldon & Audrey Katz
Foundation, Inc.**

**Northrop Grumman
Corporation**

**The Mary Morton
Parsons Foundation**

**The Anne & Gene
Worrell Foundation**

LIVING SHORELINES

The school of puppy drum—young red drum fish that can grow up to 90 pounds—sat in the shallows of the Lafayette River in Norfolk, Virginia. They waited to snatch smaller fish that darted out of the oyster shells and marsh plants along the restored shoreline.

It was just the kind of thing the McFadden family, who own the adjacent property, and CBF Restoration Coordinator Kati Grigsby hoped to see. By advocating for living shorelines and other green infrastructure, it's also what CBF aims to replicate throughout the watershed.

Living shorelines are created from natural materials like marsh grasses, sand, and oyster shell, as opposed to hard bulkheads or riprap. They provide invaluable habitat for fish and wildlife and are resilient to the pressures of climate change. They can buffer wave energy, soak up storm surges, and naturally grow to keep up with rising water levels.

“Bulkheads and hardened structures disconnect the marsh from the upland and the sea, and that interaction is crucial for the natural process that



protect against climate change and control erosion,” says Grigsby.

Grigsby is working with homeowners, partners, and CBF’s oyster restoration team to create a mosaic of living projects. The goal is to revive connected habitats, from subtidal oyster reefs to intertidal marshes to upland forests. Together with previous projects in the Hampton Roads area, including tree plantings and rain gardens, this natural infrastructure will help protect the city’s communities, waterways, and wildlife.

“There are so many co-benefits, not only for property owners but also for habitats and reducing stormwater runoff,” Grigsby says.

CBF is fighting for those critical upland habitats statewide, too. In 2024, advocacy efforts with our partners resulted in the passage of the Virginia Forest Conservation Act. The act will identify opportunities to increase the health of forests and stem their loss across the Commonwealth, as well as protect and expand tree canopy in towns and cities.



SUE MANGAN

CBF is grateful for the donors below who support our restoration work across the watershed:

Apex Clean Energy, Inc.

Audi Environmental Foundation

Audi of America

Deborah Loeb Brice Foundation

The Cabell Foundation

Michael & Elizabeth Chiamonte

CMA CGM

The Harrison Foundation

Hewlett-Packard Company

The Owens & Minor Foundation

Top Family Foundation

The G. Unger Vetlesen Foundation

Virginia Environmental Endowment

Stephen M. Wolf

“I think people are excited that this is something they can accomplish in their own backyard. This is something that’s doable. It’s not out of reach. It’s a tangible kind of thing.”

— KATI GRIGSBY, CBF RESTORATION SPECIALIST

STOPPING POLLUTION

In Talbot County on Maryland’s Eastern Shore—and many places around the state—residents have long complained of an overpowering, foul stench that permeates the air. They’ve recounted health concerns stemming from this odor that range from headaches to dizziness, and even instances of children becoming sick while waiting for the school bus.

The culprit? Industrial sludge—the leftovers that remain after protein and other organic materials are processed in poultry, seafood, or livestock rendering plants. Improper handling and application of this nitrogen- and phosphorus-rich material causes it to spill and run off directly into local waterways, and ultimately into the Chesapeake Bay.

Maryland’s Eastern Shore and other rural parts of the state became a regional dumping ground for industrial sludge in recent years, thanks to lax regulations compared to neighboring states. But this year, CBF and other environmental groups worked with legislative and community partners to close the loophole through

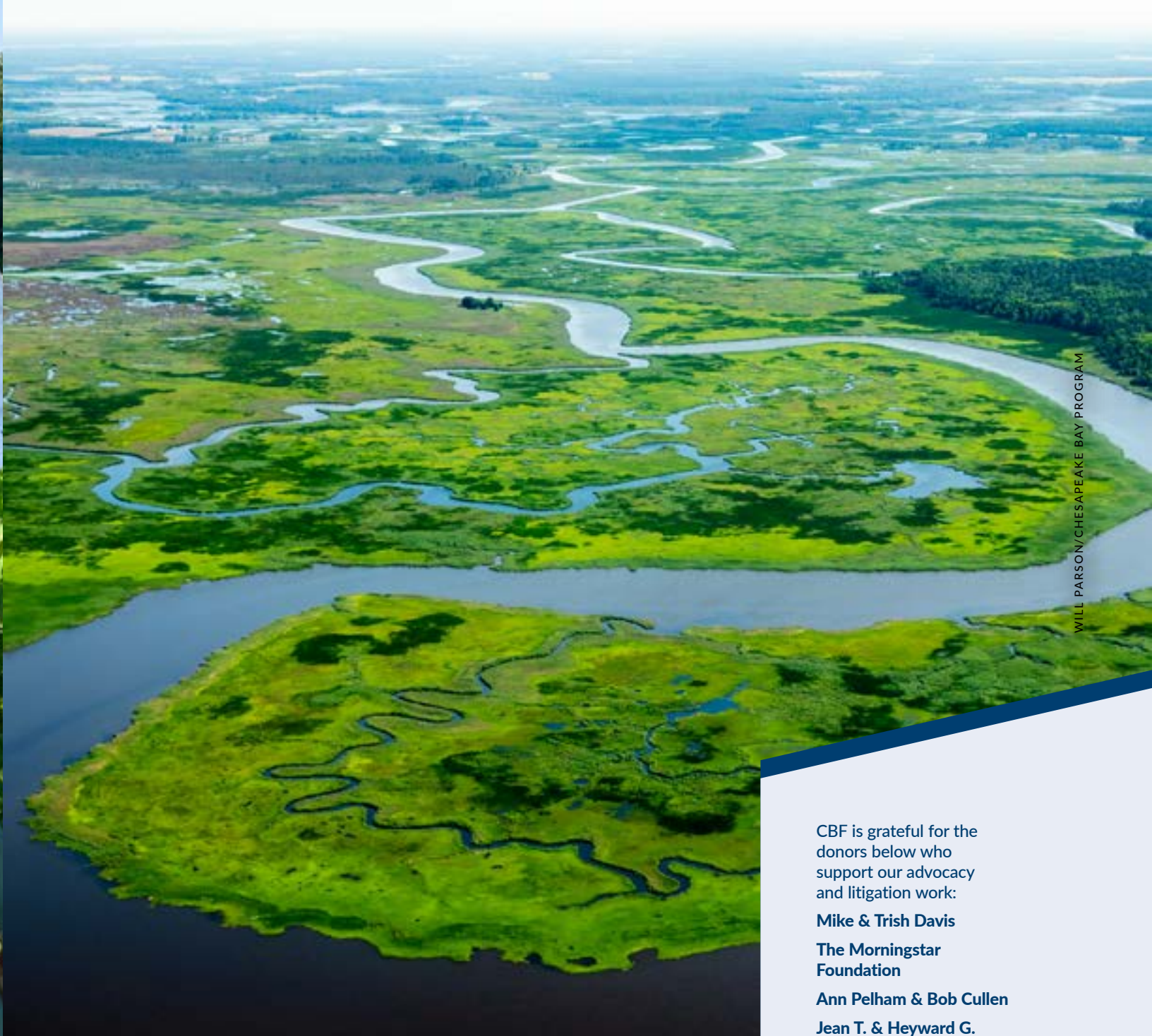


new bipartisan legislation. It creates a new permit program for the use, storage, and hauling of industrial sludge. It also gives regulators additional tools to crack down on bad actors.

“The new permitting system will now hold entities that handle food processing residuals accountable so that threats to communities and local waters are minimized,” says Alan Girard, CBF’s Maryland Director of Advocacy.

In addition, CBF continues to protect Eastern Shore waterways from pollution by ensuring stronger permits for industrial facilities. Last November, our litigation team argued against a new permit that would allow the Valley Proteins poultry rendering plant to triple its wastewater discharge into the Transquaking River without adequately reducing the amount of pollution in the discharge.

With this challenge, we aim to build on prior victories. In 2022, CBF and



WILL PARSON/CHEESAPEAKE BAY PROGRAM

partners secured a settlement over violations of the plant's previous permit. That settlement resulted in \$540,000 in civil penalties paid to the state as well as continuous water-quality monitoring and facility upgrades.

A decision in the current case is still pending. "We're challenging the permit because the limits are not strong enough to protect local water quality," says Ariel Solaski, CBF Director of Litigation. CBF will keep fighting to set a better path forward.

"We are glad that our calls for much-needed regulation have been heard and supported by our delegation and CBF."

— JASON GREEN, A RESIDENT OF MAYBERRY, MARYLAND

CBF is grateful for the donors below who support our advocacy and litigation work:

Mike & Trish Davis

The Morningstar Foundation

Ann Pelham & Bob Cullen

Jean T. & Heyward G. Pelham Foundation

Richard T. Pelham

Simon & Nancy Sidamon-Eristoff

Wick & Magge Sollers

2024 HIGHLIGHTS

A LASTING IMPACT



EDUCATION

Over **23,600 STUDENTS, TEACHERS, AND ADULT LEARNERS** experienced the Bay watershed firsthand through CBF's immersive environmental education programs.

253 TEACHERS AND 52 SCHOOL LEADERS gained the skills to incorporate meaningful watershed experiences at their schools through CBF's professional learning programs.

Students at Anne Arundel County Public Schools piloted our **FIRST-EVER CLIMATE CHANGE-FOCUSED FIELD EXPERIENCE**, a milestone in efforts to develop an investigation-based curriculum that explores the intersections of climate and the watershed.

CBF supported the development of **87 NEXT-GENERATION ENVIRONMENTAL LEADERS** through our Student Leadership program. The program provided invaluable experiences like Rally Your Reps days, in which **21 STUDENTS** met with their state legislators and engaged in the legislative process in Maryland, Pennsylvania, and Virginia.

ADVOCACY

Pennsylvania invested **\$50 MILLION IN NEW ANNUAL FUNDING** that will help farmers adopt conservation practices and restore rivers and streams.

Maryland passed **THE WHOLE WATERSHED ACT**, a law that will create an innovative five-year pilot program targeting five watersheds for holistic, collaborative restoration designed to rapidly improve habitat and water quality.

Virginia passed **A NEW LAW BANNING THE SALE AND USE OF TOXIC PAVEMENT SEALANTS** that harm waterways, children, and wildlife.

CBF ADVOCATES TOOK 26,225 ACTIONS, including sending **1,298 LETTERS** to the Atlantic States Marine Fisheries Commission that resulted in increased protections for striped bass.

PHOTOS (L TO R): DAWN SAGERT; KENNY FLETCHER/CBF STAFF; CAROLINE PHILLIPS; CAROLINE PHILLIPS



RESTORATION

MORE THAN 2.2 MILLION OYSTERS—capable of filtering up to 110 million gallons of water per day—were added to sanctuary reefs in Maryland and Virginia waterways.

Nearly **\$1 MILLION IN GRANT FUNDING** was awarded to help farmers plant streamside trees and implement conservation practices that reduce pollution in the Shenandoah River and Upper Potomac watersheds.

Volunteers and partners worked with CBF to build and deploy **600 REEF BALLS** that will revitalize oyster habitat in the St. Mary's River in southern Maryland, one of **11 Bay tributaries** targeted for large-scale oyster restoration by 2025.

More than 4,300 volunteers across 200 sites in Virginia cleaned over 100,00 pounds of litter from Virginia's waterways as part of CBF's annual Clean the Bay Day.

Thanks to you, in 2024, there are fewer toxins in our water, more trees and oysters, greater protections for communities and wildlife, and expanded opportunities for students to learn outside. Your support made all of this and much more possible.

LITIGATION

CBF intervened with the Federal Energy Regulatory Commission to **PREVENT A 1,000-ACRE HYDROELECTRIC FACILITY** proposed for Cuffs Run, near the Susquehanna River, that would hurt local water quality, flood 580 acres of land, and displace 40 families in Pennsylvania's York County.

The U.S. Environmental Protection Agency agreed to investigate a civil rights complaint that CBF and partners **FILED ON BEHALF OF SOUTH BALTIMORE RESIDENTS** who are enduring air pollution from Maryland's largest trash incinerator. The pollution endangers their health and water quality.

CBF and partner groups filed a Petition for Judicial Review in Queen Anne's County, Maryland, **CHALLENGING A DECISION TO GRANT A REZONING REQUEST** for a development entirely within the critical area on Kent Island. It would violate a key Maryland law meant to protect waterways.

FINANCIAL OVERVIEW

UNAUDITED FINANCIAL SUMMARY FOR FY24

CBF's management practices ensure that operating and capital campaign funds raised in the current year, as well as campaign funds pledged in previous years, are effectively put to use to support programs to save the Bay.

CBF STAFF

Support and Revenue

Membership Contributions.....	6,045,330
Grants & Gifts.....	23,254,108
Education Contracts & Tuition.....	1,291,235
Investment Distribution.....	4,011,578
Donated Goods & Services.....	255,847
Other.....	1,356,624
Revenue for the Current Year.....	36,214,723

Expenses

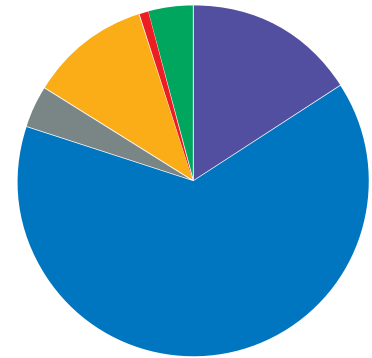
Program Services.....	28,519,046
Environmental Education.....	8,334,229
Environmental Protection & Restoration.....	16,909,909
Strategic Communications.....	3,274,907
Support Services.....	7,011,695
General & Administrative.....	2,495,104
Fundraising.....	4,516,590
Total Expenses.....	35,530,740
Change in Net Assets Before Capital Additions.....	683,982
Capital Additions.....	2,622,937
Change in Net Assets.....	3,306,919
Net Assets, Beginning of Year.....	121,835,377
Net Assets, End of Year.....	125,142,296

A copy of the audited financial statement & IRS Form 990 is available at cbf.org or by calling 888-SAVEBAY.

*((\$4,616,155) is related to Making History Campaign and future expenditures.

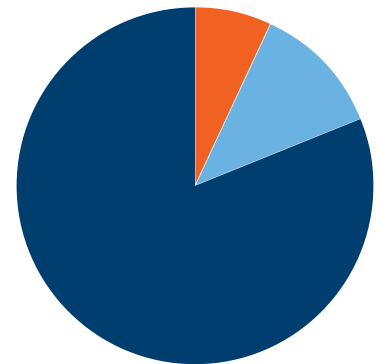


CBF meets all the BBB Wise Giving Alliance's Standards for Charity Accountability.



REVENUE

16%	Membership Contributions
64%	Grants & Gifts
4%	Education Contracts & Tuition
11%	Investment Distribution
1%	Donated Goods & Services
4%	Other



EXPENSES

80%	Program Services
7%	General & Administrative
13%	Fundraising



CHESAPEAKE BAY FOUNDATION

Saving a National Treasure

Maryland

Philip Merrill
Environmental Center
6 Herndon Avenue
Annapolis, MD 21403
410-268-8816

Eastern Shore
114 South Washington Street
Suite 103
Easton, MD 21601
410-543-1999

Clagett Farm and CSA
11904 Old Marlboro Pike
Upper Marlboro, MD 20772

Pennsylvania

100 Wildwood Way
Harrisburg, PA 17110
717-234-5550

Virginia

1108 East Main Street
Suite 1600
Richmond, VA 23219
804-780-1392

Brock Environmental Center
3663 Marlin Bay Drive
Virginia Beach, VA 23455
757-622-1964

Washington, D.C.

202-544-2232

COVER PHOTOS:
(CLOCKWISE FROM TOP LEFT):
CAROLINE PHILLIPS, KYLE LAFERRIERE,
SUE MANGAN, CAROLINE PHILLIPS

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OUR MISSION: Save the Bay™ and keep it saved, as defined by reaching a 70 on CBF's Health Index.