

Summary of Public Comments on January 29, 2014 Draft Watershed Agreement and Chesapeake Bay Program Response

The following is a summary, arranged by topic area, of comments received and CBP's subsequent decisions related to each topic. It reflects only topics that received public comment and does not reflect the entire Agreement. All public comments submitted between January 29 and March 17, 2013 were reviewed and considered by the partners in the development of the final Chesapeake Watershed Agreement. All names of organizations and individuals that commented during this time are listed at the end of this document.

Agreement Topic	Comment Summary	Final Agreement Language showing edits from public draft where applicable	Decision Rationale If Comment Request Not Included
1. Participation	<ul style="list-style-type: none"> • Do not allow for jurisdictions to “opt in or out” of the various goals and outcomes in the new Bay Agreement. • The “opt in, opt out,” including the statements, “each signatory may exercise its discretion to participate in the development and implementation of individual outcomes’ management strategies...” and “Signatories may decide to adjust their level of participation in the implementation of strategies as circumstances warrant,” convey a weak commitment of the partners to the restoration effort. • As the draft Agreement stands, it lacks accountability, relieves signatories of the responsibility of committing to do the work, creates the potential for goals or outcomes for which no jurisdiction elects to implement a management strategy, and seems that none of the signatories commit to implement all or substantially all of the Agreement. • The Agreement should specify roles and responsibilities of partners, and indicate whether each signatory intends to implement a management strategy. Management strategies should be drafted prior to signing the Agreement. 	<p>Removed from page 4, paragraph 3: Except for those outcomes required by law and related to the implementation of the Chesapeake Bay Total Maximum Daily Load (TMDL) under the water quality goal, each signatory may exercise its discretion to participate in the development and implementation of individual outcomes’ management strategies depending upon relevance, resources, priorities, or other factors. Partnerships with other agencies, organizations, and stakeholders will be identified as appropriate. Signatories may decide to adjust their level of participation in the implementation of strategies as circumstances warrant.</p> <p>Management Strategies, page 12, paragraph 2: Participation in management strategies or participating in the achievement of outcomes is expected to vary by signatory, based on differing priorities across the watershed. This participation may include sharing knowledge, data or information; educating citizens or members; working on future legislation; and developing or implementing programs or practices...</p> <p>Management Strategies, page 13, paragraph 2: As Chesapeake Bay Program partners, we acknowledge that this agreement is voluntary and subject to the availability of appropriated funds. This agreement is not a contract or an</p>	

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<p>2. Environmental Justice</p>	<ul style="list-style-type: none"> Address urban blight as related to environmental justice issues. Address funding issues for minority areas and promote engagement with diverse community leaders. Commit to restoring waters within and outside of metropolitan areas equally. 	<p>Principle, page 4: Promote environmental justice through the meaningful involvement and fair treatment of all people regardless of race, color, national origin, or income in the implementation of this agreement.</p>	
<p>3. Oysters</p>	<ul style="list-style-type: none"> Increase the number of tributaries from 10 to 20 to match the Executive Order. 	<p>Oyster Outcome: Continually increase finfish and shellfish habitat and water quality benefits from restored oyster</p>	

	<ul style="list-style-type: none"> • Focus on protecting existing reefs, and large oyster sanctuaries rather than small dispersed reefs. • Define the conditions when habitat and populations have been restored. • The outcome is unobtainable – oysters cannot be fully restored in the Bay to what they once were due to navigation limitations. 	<p>populations. Restore native oyster habitat and populations in 10 tributaries by 2025 and ensure their protection to recover the benefits of fish habitat and water quality improvements that healthy oyster reefs provide.</p>	
<p>4. Fresh Water Fisheries</p>	<ul style="list-style-type: none"> • Freshwater tributary fisheries require a commitment to improve declining recreational fish populations. • Dedicate needed resources to find the causes of the disease and declines in freshwater species in Chesapeake tributaries, including the recreationally valuable smallmouth bass. 	<p>Goal: Protect, restore, and enhance finfish, shellfish and other living resources, their habitats and ecological relationships to sustain all fisheries and provide for a balanced ecosystem in the watershed and Bay.</p> <p>Fish Habitat Outcome: Continually improve effectiveness of fish habitat conservation and restoration efforts by identifying and characterizing critical spawning, nursery and forage areas within the Bay and tributaries for important fish and shellfish and use existing and new tools to integrate information and conduct assessments to inform restoration and conservation efforts.</p>	
<p>5. Menhaden</p>	<ul style="list-style-type: none"> • Menhaden restoration is critical to provide a forage base for all game and food fish species, and for the reduction of single cell algae by these once abundant filter feeders that feed on phyto and zoo plankton. • The wholesale destruction of menhaden is something that needs more action. It is a valuable part of the bay food chain. • The Menhaden catch that is permitted is a travesty that Bay states should not condone by action or silence. • It will be important to establish criteria by which species are included as forage, and such criteria must go beyond the highly abundant schooling species like menhaden and anchovy. 	<p>Forage Fish Outcome: Continually improve the capacity to understand the role of forage fish populations in the Chesapeake Bay. By 2016, develop a strategy for assessing the forage fish base available as food for predatory species in the Chesapeake Bay.</p>	
<p>6. Specific Sources of Pollution</p>	<ul style="list-style-type: none"> • Each source sector should take responsibility for its pollution; otherwise the burden is shifted to taxpayers. • Provide technological assistance to help farmers control pollution, and provide advice and monitoring for 	<p>Water Quality Introduction Paragraph: Excess amounts of nitrogen, phosphorus and sediment in the Bay and its tributaries have resulted in many portions of the Bay being listed as “impaired” under the Clean Water Act. The</p>	

	<p>nutrient management plans.</p> <ul style="list-style-type: none"> • Hold farmers responsible for properly disposing of manure. • The agreement should include an outcome related to reducing polluted runoff either within the “Water Quality” or “Land Conservation” goals. • Install clean-out catch systems on storm water drains. • There is no mention of atmospheric (air) deposition within this agreement. Since this is a large source of pollutants to the Bay, why is there no mention here or a stated goal? • Commit to greater regulation of wastewater treatment facilities, which disproportionately release pollution into urban and minority areas. 	<p>Chesapeake Bay Total Maximum Daily Load (TMDL) is driving nutrient and sediment reductions as described in the Watershed Implementation Plans (WIPs) adopted by the states and the District of Columbia and establishes the foundation for water quality improvements embodied in this Agreement. These plans set nutrient and sediment reduction targets for various sources -- stormwater, agriculture, air deposition, wastewater and septic systems. Restoring these waters is critical to overall Bay watershed restoration because clean water is the foundation for healthy fisheries, habitats and communities across the region.</p>	
<p>7. Water Quality Standards Attainment</p>	<ul style="list-style-type: none"> • Include more definition either to the date that the outcomes are to be reached, or include the percent attainment of the goal – something that puts teeth into the percentage attainment. 	<p>Water Quality Standards Attainment and Monitoring Outcome: Continually improve the capacity to monitor and assess the effects of management actions being undertaken to implement the Bay TMDL and improve water quality. Use the monitoring results to report annually to the public on progress made in attaining established Bay water-quality standards and trends in reducing nutrients and sediment in the watershed.</p>	
<p>8. Toxic Contaminants</p>	<ul style="list-style-type: none"> • Include a goal and outcomes to reduce loads of toxic chemicals, including PCBs, PAHs, and pesticides, and to study the effects of new and emerging contaminants, including endocrine disruptors. • Re-instate the Toxic Contaminants Research Outcome and the Reduction Outcome. • Address chemical contamination in some way, including pesticides and other synthetic agricultural and turf chemicals, and ice and snow road treatment chemicals. • Not enough is known about toxic contaminants to include a reductions outcome at this time. Each state’s local governments should handle toxics, but it should be omitted from the watershed agreement. 	<p>Introduction: Toxic contaminants harm fish and wildlife in the Bay and its watershed, and create risks to human health that limit the amount of fish that people can eat. Reducing the impacts of toxic contaminants is critical to improve the health of fish and wildlife, thereby improving their recreational value for citizens.</p> <p>Goal: Ensure that the Bay and its rivers are free of effects of toxic contaminants on living resources and human health.</p> <p>Toxic Contaminants Research Outcome: Continually increase our understanding of the impacts and mitigation options for toxic contaminants. Develop a research agenda and further characterize the</p>	

		<p>occurrence, concentrations, sources and effects of mercury, PCBs and other contaminants of emerging and widespread concern. In addition, identify which BMPs might provide multiple benefits of reducing nutrient and sediment pollution as well as toxic contaminants in waterways.</p> <p>Toxic Contaminants Policy and Prevention Outcome: Continually improve practices and controls that reduce and prevent the effects of toxic contaminants below levels that harm aquatic systems and humans. Build from existing programs to reduce the amount, and effects, of PCBs in the Bay and watershed. Use research findings to evaluate the implementation of additional policies, programs, practices for other contaminants that need to be further reduced or eliminated.</p>	
9. Healthy Watersheds	<ul style="list-style-type: none"> • Include the protection of “good” quality waters in addition to “exceptional” quality waters. 	<p>Goal: Sustain state-identified healthy waters and watersheds, recognized for their exceptional high quality and/or high ecological value.</p> <p>Outcome: By 2025, 100% of state-identified currently healthy water and watersheds remain healthy.</p>	
10. Citizen Stewardship	<ul style="list-style-type: none"> • Work with Chesapeake Bay Program partners and other academic, local government and citizen organizations to develop a metric for evaluating progress in citizen stewardship. • Promote and support initiatives that increase the number and diversity of local stewards who support and carry out the conservation and restoration activities necessary to achieve the goals and commitments of the agreement. • Develop a behavior change index to regionally measure changes in the number of individuals engaged in stewardship behaviors. 	<p>Principles, page 4: Engage our citizens to increase the number and diversity of people who support and carry out the conservation and restoration activities necessary to achieve the goals and outcomes of the Agreement.</p> <p>Introduction: The long-term future success of the Chesapeake Bay restoration effort will depend on local leadership; local action that depends primarily on a strong citizen stewardship Building a larger, broader, and more diverse constituency of stewards for watershed restoration is needed to achieve the many other goals and outcomes</p>	

		<p>outlined in this Agreement. Stewards bring the action element for implementing the rest of the Agreement. There are over 600 local conservation and watershed organizations in our region that are educating and empowering citizens to restore and protect their local streams and rivers. There are tens of thousands of local citizen volunteers who donate their time and talent to our shared goals.</p> <p>Goal: Increase the number and diversity of local citizen stewards and local governments that actively support and carry out the conservation and restoration activities that achieve healthy local streams and a vibrant Chesapeake Bay.</p> <p>Citizen Stewardship Outcome: Increase the number and diversity of trained and mobilized citizen volunteers with the knowledge and skills needed to enhance the health of their local watersheds.</p>	
<p>11. Diversity of Representation</p>	<ul style="list-style-type: none"> Expand efforts to recruit qualified minority owned non-profits and businesses, and local civic leaders for decision making agencies and boards. The decision making involved in environmental policy and pollution-source-siting decisions continues to lack substantive input from diverse minority and low-income communities. Significant voluntary improvements in these communities are difficult to realize when these populations are not engaged. Increase outreach and funding for education programs in under-represented communities There needs to be an effort to get adults and people from all races, economic status, and backgrounds working on the Bay restoration. 	<p>Diversity Outcome: Identify minority stakeholder groups who are not currently represented in the leadership, decision making and implementation of the current conservation and restoration activities and create meaningful opportunities and programs to recruit and engage them in the partnership.</p>	
<p>12. Land Conservation, Impervious Surfaces</p>	<ul style="list-style-type: none"> Add a goal that addresses land use and development in the urban and suburban areas of the watershed - conservation will not work if we make poor choices in developing land that is not under conservation. A full evaluation of the impacts of increased and 	<p>Introduction: The landscapes around the Bay and its tributaries are ecologically, culturally, historically and recreationally valuable to the people and communities of the region. Stimulating, renewing and expanding commitments to conserve priority lands for use and</p>	

	<p>sprawling human growth and development needs to be addressed with a strong plan to address impacts.</p> <ul style="list-style-type: none"> • Implement policy options and potential incentive programs to support minimizing new impervious surfaces. • Increase the goal for protected acres to 2.5 million from 2010 to match or exceed the Executive Order. • Reduce the average farm and forest land conversion rate to 40% by 2025. The preservation of forest land and farm land is more cost-effective than retrofitting impervious surfaces in the future. • Both outcomes should be redrafted to ensure states and localities get beyond the first step in addressing the role of land protection. • Land Conservation outcomes must do more to increase the rate of restoring impervious land or replacing natural function of existing impervious surfaces through restoration of impervious or disturbed land cover and retrofitting land uses that impact water quality. 	<p>enjoyment is an integral part of furthering the watershed’s identity and spirit.</p> <p>Goal: Conserve landscapes treasured by citizens in order to maintain water quality and habitat; sustain working forests, farms and maritime communities; and conserve lands of cultural, indigenous and community value.</p> <p>Protected Lands Outcome: By 2025, protect an additional two million acres of lands throughout the watershed currently identified as high-conservation priorities at the federal, state or local level, including 225,000 acres of wetlands and 695,000 acres of forest land of highest value for maintaining water quality. (2010 baseline year)</p> <p>Land Use Methods and Metrics Development Outcome: Continually improve the knowledge of land conversion and the associated impacts throughout the watershed. By 2016, develop a Chesapeake Bay watershed-wide methodology and local-level metrics for characterizing the rate of farmland, forest, and wetland conversion, measuring the extent and rate of change in impervious surface coverage and quantifying the potential impacts of land conversion to water quality, healthy watersheds, and communities. Launch a public awareness campaign to share this information with local governments, elected officials, and stakeholders.</p> <p>Land Use Options Evaluation Outcome: By the end of 2017, with the direct involvement of local governments or their representatives, evaluate policy options, incentives, and planning tools that</p>	
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		<p>could assist local governments in their efforts to continually improve their capacity to the reduce the rate of conversion of agricultural lands, forests and wetlands as well as the rate of changing landscapes from more natural lands that soak up pollutants to those that are paved over, hardscaped or otherwise impervious. Strategies should be developed for supporting local governments’ and other efforts in reducing these rates by 2025 and beyond.</p>	
<p>13. Public Access</p>	<ul style="list-style-type: none"> • Access to recreational opportunities is determined by county and town authorities, and divisions within state government. This results in a system of uncoordinated fees, rules, hours and resources that leaves users confused and frustrated. • Recognize and encourage partnerships that include the private sector, other institutions, and governmental agencies. • Increase access sites for kayakers, anglers and swimmers in particular. • New or expanded facilities create more pollution, and the cost to control it is an inevitable consequence. 	<p>Introduction: Physical access to the Bay and its tributaries is very limited with real consequences for quality of life, local economies, and long-term conservation. Increasing public access to local waterways for fishing, swimming, boating, and other activities fosters a shared sense of responsibility and increased stewardship that supports Bay watershed restoration goals.</p> <p>Goal: Expand public access to the Bay and its tributaries through existing and new local, state and federal parks, refuges, reserves, trails and partner sites.</p> <p>Public Access Site Development Outcome: By 2025, add 300 new public-access sites, with a strong emphasis on providing opportunities for boating, swimming and fishing, where feasible. (2010 baseline year)</p>	
<p>14. Environmental Literacy</p>	<ul style="list-style-type: none"> • Incorporate a clear, distinct sustainable schools outcome to align with the Mid-Atlantic Elementary and Secondary Environmental Literacy Strategy. • State and local school systems should take a systemic approach to environmental education to ensure programs and opportunities ultimately reach every student and teacher in the watershed. • Expand the goal and outcomes to include measurable 	<p>Introduction: The future well-being of the Chesapeake Bay watershed will soon rest in the hands of its youngest citizens—more than three million students in kindergarten through 12th grade. Establishing strong, targeted environmental education programs now, provides a vital foundation for these future watershed stewards.</p>	

	<p>metrics.</p>	<p>Goal: Enable every students in the region to graduate with the knowledge and skills to use scientific evidence and citizenship skills to act responsibly to protect and restore their local watershed.</p> <p><i>Meaningful Watershed Educational Experience Student Outcome:</i> Continually increase the number of students' age appropriate understanding of the watershed through participation in participating in teacher-supported meaningful watershed educational experiences and rigorous inquiry instruction with a target of at least one meaningful watershed educational experience in elementary, middle and high school depending on available resources.</p> <p><i>School and School System Model Development Sustainable Schools Outcome:</i> Support and highlight models of sustainable schools and local education agencies that use system-wide approaches for environmental education. Continually increase the number of schools in the region that reduce the watershed, environmental and human health impact of their buildings and grounds through best practices, including student-let protection and restoration projects.</p> <p>Environmental Literacy Planning Outcome: Each participating Bay jurisdiction will develop a comprehensive and systemic approach to environmental literacy for all graduates in the region that should include policies, practices and voluntary metrics that measure the outcomes and goal of this agreement</p>	
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<p>15. Climate Change</p>	<ul style="list-style-type: none"> • Revise the term “changing environmental conditions” to be “climate change.” • Commit to researching climate resiliency and adaptation, and evaluating the impacts and risks of climate change and sea level rise as related to the achievement of the other goals and outcomes. Commit to creating climate resiliency and adaptation strategies. • The science available regarding climate change is not strong enough. Do not include it in the agreement. 	<p>Introduction: Changing climatic and sea level conditions may alter the Bay ecosystem and human activities, requiring adjustment to policies, programs and projects to successfully achieve our restoration and protection goals for the Chesapeake Bay and its watershed. This challenge requires careful monitoring and assessment of these impacts and application of this knowledge to policies, programs and projects.</p> <p>Goal: Increase the resiliency of the Chesapeake Bay watershed including its living resources, habitats, public infrastructure and human communities to withstand adverse impacts from changing environmental and climate conditions.</p> <p>Monitoring and Assessment Outcome: Continually monitor and assess the trends and likely impacts of changing climatic and sea level conditions on the Chesapeake Bay ecosystem, including the effectiveness of restoration and protection policies, programs and projects</p> <p>Adaptation Outcome: Continually pursue, design, and construct restoration and protection projects to enhance the resiliency of bay and aquatic ecosystems from the impacts of coastal erosion, coastal flooding, more intense and more frequent storms and sea level rise.</p>	
<p>16. Conowingo Dam, Dam Sediment</p>	<ul style="list-style-type: none"> • The system of dams and reservoirs are silted in and no longer capturing sediment and pollution like they had when the dams were constructed. Focus on 	<p>Not included in agreement.</p>	

Pollution	<p>maintenance to increase dam sediment trapping capabilities.</p> <ul style="list-style-type: none"> Require plans for addressing sediment that has built up behind dams in excess of ten feet high, and plans to minimize impacts on downstream areas. Add an appropriate outcome to identify a process and timeline for development of a plan and its implementation. 		
17. Hydraulic Fracturing	<ul style="list-style-type: none"> Not addressing this growing source of nutrient and sediment pollution in the watershed is a glaring omission. Each jurisdiction should put a policy in place for offsetting the impacts of land use change associated with the shale gas industry. Conduct comprehensive environmental impact analyses for the fracking industry, including well-pads, roads, and pipeline impacts related to any increase in erosion and stormwater runoff of nutrients and sediment from drilling operations. Include projections of how the impacts will increase based on projected growth of the industry. Based on the assessment, develop guidance to ensure relevant states scientifically address options to reduce loadings and comply with obligations under the Chesapeake Bay TMDL. 	Not included in agreement	
18. Facilitating Adaptive Management	<ul style="list-style-type: none"> Every outcome should reflect the change that is desired in the system, the continual nature of work on the goals and outcomes. 	<p>See revised outcomes: Oyster, Forage Fish, Fish Habitat, Wetlands, Black Duck, Stream Health, Fish Passage, SAV, Forest Buffer, Tree Canopy, Water Quality Standards Attainment, Toxic Contaminants Research, Toxic Contaminants Policy and Prevention, Local Leadership, Land Use Methods and Metrics, Land Use Options Evaluation, Student, Sustainable Schools, Climate Monitoring and Assessment, Climate Adaptation.</p>	
19. Defining Metrics,	<ul style="list-style-type: none"> Define: restore, protect, support, highlight, “meaningful watershed experience,” 	Refer to “_____” (with link)	

Baselines, Dates, and Terms	<ul style="list-style-type: none"> • Explain all baselines. • Provide reasoning for all outcome target numbers. 		
20. Funding, Financing, and Affordability	<ul style="list-style-type: none"> • Provide and facilitate more financial assistance at the local level. • Address concepts of affordability within the agreement. • Create a Financial Advisory Committee to provide recommendations on funding decisions for increased financial efficiency. 	<p>Preamble, page 3, paragraph 2: “This Agreement acknowledges that the Partnership cannot address every issue at once and that progress must be made in a strategic manner, focusing on efforts that will achieve the most cost-effective results.”</p> <p>Local Leadership Outcome: Continually increase the knowledge and capacity of local officials on issues related to water resources and in the implementation of economic and policy incentives that will support local conservation actions.</p>	
21. Decision-Making	<ul style="list-style-type: none"> • The Executive Council should be the designated body empowered to approve of any changes to the goals and outcomes of the agreement. • Previous Chesapeake Bay Agreements have not allowed the PSC to make changes to the outcomes without approval by the Executive Council, and it is unclear what this change is solving. 	<p>Goals and Outcomes, page 5, paragraph 1: “Any changes or additions to goals are approved by the Executive Council. Changes or additions to outcomes are approved by the Principals’ Staff Committee, although significant changes or additions will be raised to the Executive Council for approval. Proposed changes to goals and outcomes or the addition of new goals or outcomes are open for public input before being finalized. Final changes or additions are publicly posted to the Bay Program website.”</p>	

This summary reflects comments received from:

Organizations

Allegheny Highlands Alliance
Alliance for the Chesapeake Bay
American Rivers
Anacostia Watershed Citizens Advisory Committee
Anacostia Watershed Society
Ann's Backyard Forest
Audubon Maryland-DC
Beyond Pesticides
Binghamton-Johnson City Joint Sewage Board
Cecil Land Use Association
Center for Progressive Reform
Chesapeake Bay Foundation
Chesapeake Bay Trust
Chesapeake Conservancy
Choose Clean Water Coalition
City of Chesapeake, Virginia
Clean Chesapeake Coalition
Clean Water Action
Coalition for Smarter Growth
Coastal Conservation Association, Maryland
Conservation Pennsylvania
Eastern Shore Land Conservancy
Elizabeth River Project

Environmental Finance Center, UMD
Friends of the Rappahannock
HRSD
James River Association
Lower Susquehanna Riverkeeper
MAMWA
Maryland Conservation Council
Maryland Environmental Health Network
Maryland Pesticide Network
Maryland State Builders Association
Metropolitan Washington Council of Governments
Midshore Riverkeeper Conservancy
National Parks Conservation Association
National Water Quality Trading Alliance
National Wildlife Federation
Natural Resources Defense Council
Otsego County Soil and Water Conservation District
Penn Future
PennAg
Pennsylvania Campaign for Clean Water
Pennsylvania Farm Bureau
Potomac Conservancy
Potomac Riverkeeper

Rock Creek Conservancy
Sierra Club
Sierra Club, Pennsylvania Chapter
Southern Environmental Law Center
State Water Quality Advisory Committee
Stewards of the Lower Susquehanna, Inc.
Stormwater Workgroup, Choose Clean Water Coalition
Susquehanna Greenway Partnership
The Nature Conservancy
Trash Free Maryland Alliance
Trout Unlimited
Upper Susquehanna Coalition
VAMWA
Virginia Agribusiness Council
Virginia Association of Soil & Water Conservation Districts
Virginia Conservation Network
Virginia Grain Producers Association
Virginia League of Conservation Voters
We Act
West Virginia Rivers Coalition
Wetlands Watch

Individuals

Gerald W. Winegrad	Colleen Calimer	Eleanor M. Amidon	Tom Hurt	Marilyn South	Vicki Carter
Wayne T. Gilchrest	Cathy Zumbrun	Nils Bahringer	James Jeffrey	Judith Steel	Beverly Chemai
Joseph D. Tydings	David Hawxhurst	Duane Benton	Gene Karpinski	Michael Testerman	Angela Christman
Tom Horton	Nadine Feiler	John Blandin	Joyce T. Kerns	Stephen Vandivere	Bruce Collette, Ph.D.
Gerrit-Jan Knaap	Macon Chandler	Sam Bleicher	Fred Lavy	Patricia VonOhlen	Mimi Cooper
Robert. A. Bachman	James Donoghue	Jim Boomer	David Leithauser	Evelyn Waring	G. Countryman-Mills
Barbara Samorajczyk	Alex Hirtle	Henry Broaddus	Gwynn Litchfield	Christa Watters	Rockville, MD
Diana L. Muller	Terry Gunther	R. Brown	Lois Lommel	Sandra Wilson	Catherine Cummings
Ellen Moyer	Jonathan Freedlander	Steven Bruckner	Selma Lynch	Deborah Wooten	Michael C. Davie
Fred Kelly	Robin Broder	Jeffrey Bussells	Ann Mallek	Melinda Allanson	Daren Davis
Frederick Tutman	Jeanne McCann	Steven Carter-Lovejoy	Donna Malvin	Donna Almquist	Randy Davis
Kurt Riegel	Matt Logan	Loralee Clark	Marjorie Merkey	Sholey Argani	Lawrie Deering
Kathy Phillips	Lee Sudduth	Virginia Cowles	Derek Meyer	Katherine Babiak	Daniel Dewberry
Ray Sullivan	Nichole Lewis	Mary Crutchfield	Allen Muchnick	Kristopher Baptiste	Helena Doerr
Michael R Helfrich	Ralph Heimlich	Natalie DeBoer	Joel Mulder	Dave Bard	Russell Donnelly
Timothy D. Junkin	Alyce Ortuzar	Paul DiMarco	Bernard Nagelvoort	Ellen E. Barfield	Patti Doyen
Robert Gallagher	Paul Slunt	Karen Fedorov	George Paine	Kathleen Bartolomeo	Deborah Duley
Josh Tulkin	David E. Cadell	Lareta Finger	Kristin Peckman	Cathy Barton	Wayne Dusa
Suzanne Pogell	Jeffrey Dawson	Frederick Fisher	Michelle Powell	Kathleen Bentley	Elizabeth Elkins
Russell B. Stevenson	Marcello DelVecchio	Catherine Fleischman	Gray Puryear	Ruth Berlin	Ross Feldner
Delegate C. Richard	Timothy Bodison	Emily Francis	Peter Richardson	Bonnie Bick	Vicki Ferguson
D'Amato	Tatiana Marquez	Megan Gallagher	Sue Ridd	Judy Billage	Harvey Fernbach
Jeff Kelble	Irv Sheffey	Joseph Glombiak	Edward Savage	Catherine Bisnett	Stuart Fields
Joanna Diamond	Richard Slagle	Amy Gould	Ken Seely	Ryan Bradley	Mary Aloyse Firestone
Brian Oates	Meredith Dash	Laura Greenleaf	Judith Shematek	Charlotte Brewer	Barb France
Greg Kolarik	Ridgway Hall	Kathy Harris	Debbie Slack	Robin Broder	Timothy Furst
Sandra Martin	Rupert Rossetti	Theresa Hebron	Raymond Smith	Alan Bromborsky	Margaret Gallagher
Bonita Mochan	John P. Sarbanes	Diana Henderson	Sheryl Smith	Kirsten Burger	Robert Gammon
Shari Glenn	Catherine Adams	William Hosp	Maya White Sparks	John Cabala	Bob Garber

Lorne Garrettson	Cary Moy	Dawn Stoltzfus	Carol Blum	Vicki Ferguson	Stan Kotala
Kellie Gofus	Dixie Mullineaux	Julie Taddeo	Priscilla Borchardt	Brian Fink	Bruce Krug
Jonathan Goller	Robert K. Musil	Lawrence Tagrin	Judith Brown	Doris Fiorentino	Ruth Labelle
Tierney Grinavic	Christopher Nelson	Danielle Tarr	Marney Bruce	Bobbie Flowers	Judith Layman
Deborah Grossman	Jean Newcomb	Dorothy L. Tartaglia	Paul Burke	Beverly Foster	Cheryl Lee
Tatiana Hamboyan Harrison	Pam Orr	Michael Uhl	Leslie Calambro	Ellen Frieder	Lena Lewis
Molly Hauck	Alice Parks	Jennifer Vaccaro	Denise Cameron	Jeffrey Freilich	Edna Litten
Michael Helfrich	Heather Phipps	Donald Watson	Benita Campbell	Kimberly Frey	Elaine Livingston
Zohara Hieronimus	Bobbi Ponce-Barger	J.B. Van Wely	Edward Carey	Barbara Gabrielsen	Ronald and Mary Lockwood
Matthew Humphrey	Steven Porter	Rob White	Beth Carr	Cheryl Gale	Catherine Lowry
Michael Ichniowski	Rebecca Poston	Frank Wilsey	Martin Cervantez	Margaret Gallagher	Jeff Lowry
A. John Janos Jr.	Heidi Pringle	Virginia Woolridge	Cindy Chuplis	Valerie Gilbert	Lyn Lowry
Rheta Johnson	Cynthia Privitera	David Yanosik	Joan Clement	Art Glick	Kathleen Luisa
Stephanie Joyner	Bonnie Raindrop	Mark Alexander	Edith Coleman	Sonia Goldstein	K. M.
Patricia Kessler	Jacob R. Raitt	Joseph Alfano	Laura Costas	Mary Graf	Keef M.
Jennifer Kirschnick	Carol Reinsberg	Lisa Allarde	Vanessa Cullen	Robert Gunther	Brian Madison
Brad Klipner	Gail Rice	Shannon Angarita	Priscilla Delaney	Molly Hauck	Cinzia Mattiace
Jeff Komisarof	Ira Rifkim	Maryanne Appel	Barbar D'Emilio	Jill Herbers	Robin Mayerat
Elizabeth Koopman	Erin Riggin	Aimee Arceo	Harold Denenberg	Catherine Higgins-Bisnett	James McBride
George Kramer	Rebecca Ruggles	Sholey Argani	Jeanene Denlinger	Grace Holden	Sally McDermott
Elinore Krell	Patti Ruocco	Daniel Aunkst	Erica Denner	Leon Holzman	Mary Ann McFarland
Lisa Kuder	John Sackett	Frank Ayers	Mike Dobles	Debra Hoven	Rebecca Meador
Tony Langbehn	Carol Schreter	Kenneth Babineau	Helena Doerr	Lucy Howard	Bill Meng
M. Langelan	Christopher Schutz	Sidne Baglini	Carl Doll	Kim Hutchinson	Susan Messerschmitt
Cheryl Lee	Kurt Schwarz	Gerritt and Elizabeth Baker-Smith	Judith Dove	Sharon Intilli	Emily Metz
John Martin	Martha Scott	Anne Bastian	Wayne Dusa	Irena Jankunas	Jude Misurelli
Jeanne McCann	Rita Sellers	David Bauer	William DuSold	Genevieve Jacobs	Charity Moschopoulos
Mary McCoy	Benna Sherman	Henry Berkowitz	Toril Oien Eller	Stephanie Joyner	Elizabeth Mostov
Kitty Mcilroy	Rusty Simpson	Janice Bernard	Diane Elliot	Mary Keane	Debra Myers
Douglas McNeill	Claudia Smith	Silvia Bertano	Donna Farrington	Ellen Kent	Jamie Munera
Julia Miller	Clive Smith	Neil Bixler	Jim Fary	Justine King	Karen Murphy
Carol Montgomery	Kate Campbell Stevenson		James Felizola	Carl Klein	Jean Naples

Maurizio Nascimben	Lorenz Steininger	Brenda Carroll	Wendelyn Duke	Cathy Beise	Jean Newcomb
Chris Negus	Sandra Stephon	Joel Becker	Del	Kathryn Bowlin	Gerrit Crouse
Dianora Niccolini	David L. Stermer, Sr.	Tom Coleman	Kristin G. Cook	Laurie Long	Elizabeth Johns
Shelley Ottenbrite	Shirley Strang	Matt Shultz	Outi Denny	Bicky Redman	Deirdre Payne
R. Palermo	Claudine Strazza	Dave Schulte	George Alderson	WR Kraus	Deverell Pedersen
John Papandera	Jane Sunshine	Sara Painter	Frances Alderson	D Doyle	Bonnie Dixon
Don Patterson	James Sylver	K	Gene Mazzilli	Mike Lofton	Abigail Adelman
Austin Paulnack	Wayne Teel	James Blair	John Mathwin	Douglas Backmann	Nitin Agarwal
Elsa Peterson	Autumn Thomas	David Graybill	Philip Anderson	Wilmer Stoneman	R. Agarwal
Eric Plaisance	Elizabeth Tobier	Tim Elder	John Schofield	Bernice O'Brien	Ravindra Agarwal
Nicholas Prychodko	Patricia Toolan	Jerry O'Connor	Ron Lukens	Jim Baird	Mary Aist
Linda Reens	Richard Tregidgo	Monty Hawkins	Bubby Powley	David L. Konick	Asadullah Akhund
Wanda Remington	Cassandra Treppeda	Rita Varley	Bill Ferris	Hal Hunter	John Akwei
Nidia Rocha	Ellen Van Horn	Michael Keene	Laura	Anthony Lavato	Charles Alexander
Abi Rome	Betty J. Van Wicklen	Melissa Bailey	Mary Picardi	Sandra S. Cartwright-Brown	Nancy Allgaier
Patricia Rossi	Eva-Maria von Bronk	Gregory Moser	Lee Meadows	Nic H.	Kathy Allison
Joe Sanders	Louise Wallace	A. Jay Peikin	Gina Navarro	Theresa M Winter	Anne Ambler
Vin Santaiti	Julie Warren	Chris Taneyhill	Bob Parkinson	Holly Glenn	Melora Anderson
Rosemarie Sawdon	Nicole Weber	Dennis S.	Rebecca Kolberg	Carmen Skarlupka	Steve Anderson
Lois Sayers	Linda Weinberg	Justin Weiser	Stuart Stainman	K Christie	Diance Andrulonis
Vivian Schatz	Eleanor Weisman	Margie Taneyhill	Claire Sargo	Rick Kohler	Andres Antuna
Ian Schlakman	Mike Weyand	Icetrout	Dave Briglio	Chad	Sholey Argani
E.S. Schloss	Barbara White	Carolyn Kulesza	Tyler Wakefield	Hank McComas	Fredrick Ateto
JoAnn Schneider	Kimberly Wiley	Samuel Owings	Chris Walker	Jack Chesson	Dominic Austin
Judy Scriptunas	Corinne Williamson	David Conlon	John B. Reeves	Terri Freeborn	Gillian Austin
Kimberly Seger	Barbara Yoffee	Severn Savage	Patrick Torborg	Laura Booth	Elizabeth Awuah
Andrew Serafin	Rosalind Zitner	Allen Straughan	Joseph Valentine	Joy Lorien	John Bahen
Richard Shannahan	Kenn pattison	Jim	Frank DiGialleonardo	Sacoby Wilson	Badia Baker
Charles Shelton	Mary Boehm	Robert Cox	Harry L. Hoch	Lisa Arrasmith	Katherine Baker
Debbie Slack	Joe Davis	Marc Miller	Hans de Bruijin	Wesley Foltz	Marilyn Baker
Tyler Smart	Steven Smith	Jim Crable	Leslie Wilcox	Wayne Eubanks	JR Ball
Andrea Steegmayer	Courtney	Jeff Minnick	Tom Benzing	Christine Robinson	William Ballweber

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Susan Bannister	Margaret Boles	Krista Cappelletti	Mary Jean Coyne	Mary Jane Di Martino	Cheryl Fahlman
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James Barrett	Leanah Bouvier	Lawrence Carmona	Dane Crook	Prakaash Divecha	Carol Fegan
Jeanette Bartelt	Zack Bowser	Roy Ann Carney	Ronald Crump	Helena Doerr	Elliott and Adele Fein
William Bartlett	Sharon Bowyer	Ruth Carr	Ruth Crump	Beth Doherty	Suzanne Feldman
Kathleen Bartolomeo	Megan Braganca	Carol Casey	Denise Curry	Russel Donnelly	Daniel Fewster
Cathy Bartin	Thomas Bragg	Rebecca Ce	Laura Cutler	Sigrid Dorf	Barbara Giligenzi
Anne Bastian	Pamela Brandau	Giordanoa Checchi	Kim Cutler	Gloria Dosch	Molly Finch
Natalie Batovskey	Patricia Brech	Beverly Chemai	Jaipal Dadlani	Kenneth Douglas	Barbara Fink
Ivano Battistella	Timothy Breen	David Cherry	Nancy Ann da Kay	Judith Dove	Harry Fink
Craig Beach	Ann Brennan-Zelenka	Carolyn Chester	Arianne Dalton	Lucy Duff	Stuart Fishelman
Linda Beam	Richard Bewster	Shirley Christie	Gale Dashiell	William Duncan	Hillary Fisher
Willa Beam	Gerald Brown	Carolyn Clapp	Barbara Davidson	Stephen Durkin	Karen Fisher
Debra Bean	Marcia Brown	Charles Clarke	Gail Davidson	William Dusold	Shalom Fisher
Froydis Beckerman	Nelson Brown	Joan Clement	Lynn Davidson	Madina Dzhikaeva	Judy Folus
Gerald Beemer	Morita Bruce	Jessica Coats	Allan Davis	Betsy Eastham	Carol Fordonski
Christel Bel	Janet Bruns	Eileen Coffee	Daren Davis	Arthur Eaton	Calvin Foster Jr.
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Jennie Bell	Judy Bucci	George Compton	Sharon Davlin	Franziska Eber	Barbara France
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Bonnie Bick	Lilian Burch	Georgia Conroy	Theresa Delcimmuto	Margie Ehart	Melissa Frequin
Barbara Bien	Carol Burdick	Berry Considine	Alysa Delgado	Norma Eagles	Emily Friedman
Catharine Billey	Mary Burton	Paul Converse	Edward Demers	Julie Elfin	Jennifer Frock
Michael Berla	Donna Buscemi	Elaine Cook	Kelley Dempsey	Linda Elliott	Kevin Frohlich
Joseph Blair	Timothy Bushman	Kristin Cook	Sloan Denton	Rebecca Ellis	Gabrielle Fry
Madeleine Blake	Donald Byrne	Lillian Cooperman	Hilde Depauw	Susan El-Zaatari	Amanda Fuhrmann
Erik Bloom	Glenn Byrne	Carol Corcoran	Matt Dernoga	Marcelle Empey	Marsha Fuller
Susan Blount	Wes Cairns	Linda Cornwell	Wesley Derr	Norma Enstrom	Dawn Galindo
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Katherine Boeskin	Jennifer Campbell	Sandrine Coulon	Schooner DeYoung	Geynell Eskite	Robert Gammon

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Elizabeth Gelfeld	Adnan Hameed	Mary Humphrey	Susan Kern	Kenneth Laureys	Mandy Marcuccilli-Strop
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Ariana Giles	Thomas Hasler	Laurel Imlay	Gongsan Kim	Harry Lelffmann	George Maslar
Carol Gillingham	Molly Hauck	Linda Immler	Amanda Kistler	Valerie Leonard	Edamire Mattei
Sarah Glacken	Mary Juanita Hayes	Andrew Ireland	Debbie Kleinmann	Gary Lepore	Bernard Matus
Ruth Goldbloom	Jerry Hazelwood	Yvonne Irvin	Kim Klump	Susan Levine	William Maynard
Robert Gole	Rachel Healy	Edward Joell	Brad Knopf	Ava Lewis	John McCannon
David Gonzalet	Colin Hebert	Julia Jackson	Harry Knox	Beverly Lewis	Charles McCaslin
Gustavo Gonzalez	Joanne Heckman	Sheena Jacob	Sue Mi Ko	Dudley Lindsley	Claire McCullough
Vanessa Gonzalez-Green	Phyllis Heffner	Maile Jacobson	Arlene Koby	Richard Lipman	Tim McDougall
Jim Gordon	Raymond Heil	Susan Jacobson	Elizabeth Koopman	Lynn Liptak	Daniel McDonald
Jennie Gosche	Gail Helinski	Anthony James	Jane Kostenko	Taina Litwak	Georgia McDonald
Barbara Gottlieb	Michael Heller	Edward Jarman	Ildiko Kovach	Pamela Livermore	Christine McElroy
Naomi Gottlieb-Miller	Doris Henderson	Maria Jaunakais	Talia Kowitt	James Llewellyn	Edgar McFadden
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Dori Grasso	William C. Henry	Spiros Johnson	Kristin Kreit	Ed Lough	Anna McNaught
Joan Green	Frances Hickey	Allison Jones	Kevin Kriescher	John Lowe	Douglas McNeill
Anne Greene	Alex Hicks	Gregory Jones	Anu Krishnamoorthy	Diane Lowe	Ellen McNeirney
Rebecca Gregory	Catherine Higgins-Bisnett	Dale Jordan	Joy Kroeger-Mappes	Arvin Lubetkin	Gayl Meier
Joan Gugerty	Maria Hill	Stephanie Joyner	Hillary Kruh	Nicole Lust	Tatiana Mendez
Kay Guinane	Kelvin Hobson	Lewis Junior	Lisa Kuder	Janice Ma	Patricia Mensing
Ann Gumula	Sharon Hoot	Jessica Justice	Krista Kurth	Robert Macluskie	Nicholas Metheny
Gosha Gurvich	Barbara Horne	Ronald Kaltenbaugh	Gila Landman	Simon Magaziner	Nancy Meyer
Diane Gutterman	Laurie Hortie	Robyn Kanter	E. Anthony Langbehn	Lynn Maher	Chris Miller
Mary Haber	Donald Howard	Janet Karasinski	Melissa Langrehr	John Mahoney	Jane I. Miller Fuller

Kathryn Miller	Mark Nigro	Eugene Peterson	Carol Richardson	Virginia Schaible	Jaime Sigaran
Laurie Miller	Maria Novitskaya	Roger Peterson	Ktr Richmond	Pamela Schaming	Thamnu Sihsobhon
Maxine Miller	Frances Nyce	Michael Phelps	Carolyn Ricketts	Nancy Scherer	Linda Silversmith
Hope Millington	Marie P. O'Brien	James Phillips	Barbara Risacher	Patricia Schermerhorn	Michele Shipp
Amanda Milster	Helen O'Connell	Lynne Phillips	David Riston	Holly Schisler	Mary Silva
Sunil Misra	Paul O'Hearn	Paula Phillips	Edgar Rivas	Ronald Schlesinger	Jane Skillman
Kenneth Mitchell	David O'Leary	Nancy Pirtle-Connelly	Janet Rivas	Martha Schley	Betsy Slack
Jacqueline Mitchell	Patricia O'Leary	Marie Plante	Minerva Rivera	Janet Schlosser	Leigh Slater
Corrinne Mohnasky	Mary Olson	Andrea Plautz	Therese Robbins	Ted Schmeckpeper	Clive Smith
C. Albert Morey	Bernadette Onyenaka	April Plummer	Joseph Roberts	Christine Schmitthenner	David Smith
Carla Morris	Heather O'Regan	Sam Poikail	Howard Robinson	Ron Schorb	Linda Smith
Maryellen Morris	Jacki O'Reilly	Eugene Pometto	Carolyn Roeder	Anna Schrad	Ruth Smith
Carlene Moscatt	Alan Oresky	Robert Posner	Patricia Rodriguez	Jody Schulman	Sebastian Smoot
J. Moss	Nick Orrick	Dana Powers	Gayle B. Rosenberry	Joette Schulman	Joan Snyder
Debby Mount	Jacek Orzechowski	Heather Whitney Price	Benjamin Roth	Shana Schwartzberg	Michael Sodos
Kathy Mulhern	Todd Osborn	Stephen Price	Rita Rotunno	Brayton	Phillip Sokolove
Meghan Mulkerin	Carlos Osorio	Catherine Pringle	M. Roxbury	Veron Ica Schweyen	Lawrence Somer
Dixie Mullineaux	Louis Ostrach	Heidi Pringle	Larry Rubinstein	Martha Scott	David Somerville
Ronald Mutchnik	Connie Otto	Carol Purcell	Alan Rudan	Douglas Sedon	Robert Sorey
Charles Myers	Julie Parcels	Tim Pyne	Lisa Ruthman	Jim Seewagen	Marian Soriano
Jeffrey Myers	Stanton Paris	Gale Quist	Kathryn Ruud	May Ruth Seidel	Jeffrey Spendelow
Rosalie Nabors	Kay Parnes	Jennifer Range	Luisa Saffiotti	Lynne Sendejo	Nancy Stafford
Hikari Nakamoto	Sarah Parr	Laura Rankin	Linda Safley	Wayne Shankel	Merry Stinson
Curtis Neiderer	Christina Parry	Linda Redding	Maxwell Sanborn	Rhona Shanker	Renee Stockdale-Homic
E. Neiman	Barbara Patalics	Jane Redmond	Felicidad Sanchez	Richard Shannahan	Mark Stolorow
Christopher Nelson	David Pearl	Sue Reeb	Jessica Sanderson	Leo Shapiro	David Storm
Linda Nelson	Lorraine Pearsall	E. Ann Reindollar	Leigh Sands	Alma Sharp	Wayne Straight
Robert Nelson	Cass Peluso	Carol Reinsberg	Albert Sanguillen	Carrie Shaw	Janice Strange
Stephen Nelson	Kathy Penn	Dave Renaud	Mark Santangelo	Shannon Shea	Patricia Strawbridge
Eugenia Newberg	Jessica Peraza	Jessica Reynolds	Ellen Scaruffi	Steve Sheffield	Kathleen Stumpf
Chris Nicholson	Ronald Perkins	Donna Rice	Michael Scepaniak	Mary Beth Sheridan	Anne Sturm
Simone Nicholson	Sarah Peters	Bishopcephas Richardson	Ke Schaffer	Omar Siddique	Sirina Sucklall

Clarence Sutton
Diane Swanson
Art Sweeny
Mark Sweeny
David Tagliente
Dorothy Tartaglia
Cynthia Taylor
Louise Taylor
Merideth Taylor
Stephen Taylor
Sallie Temple
Carla Tevelow
Elizabeth Tevelow
Algar Thagne
Tom Thayer
Gene Theroux

Nathan P. Thomas, Sr.
Crystal Thompson
Dana Thompson
Julie Thompson
Herbert Thomson
Alexander Thuronyi
Jessalyn Timson
Marta Tomic
Ferold Torchenot
Janis Totham-Davies
Teresa Trucksess
Christina Tseng
Dawn Turner
Morris Turner
Catherine Uruburo
Holly Utz

James Vance
Liz Vanden Heuvel
J. B. Van Wely
Patricia Vargas
Lisa Vaughan
Nicole Veltre
Daniel Vice
Irene Villapol
Bridgette Vitilio
Art Wagner
Brian Waidler
Beverly Waidler
Tracey Waite
Douglas Waldrop
Theresa Waldspurger
Susan Walker

Barbara Wall
Jacqueline Walsh
Helene Waranch
Sean Ward
Elke Wardlaw
William Watkins
Andy Watson
Jacqueline Wayland
Nancy Webb
Hal Weinstock
Stanley Weitzman
Marilyn Weitzman
Stephanie Welp
John Welton
Virginia Whalen
Gerald White

Katherine White
Robbie White
Jemima Wiafe
Darin Wight
Frank Wilsey
Molly Wilson
Steve Wilson
Leslie Winston
Kurt Wittstadt
Alan Wojtalik
Nikki Wojtalik
Jay Wolf Schlossberg-Cohen
Debbie Wolfe
Mary Wolfe
Stacey Wolfe
Kathleen Wolfrey

Robert Woods
Ellis Woodward
Glen Worrell
Theresa Worrell
Sydney Wright
Wynette Yao
Chris Yoder
Richard Young
Phil Young
William Young
Michael Younkins
Thad Zajdowicz
Miyako Zeng
Wayne Zink
Katherine Zywan