



## The Nature Conservancy of Idaho Trustee Fellowship

Designed to bring diverse perspectives and voices to The Nature Conservancy's leadership and strategic direction while helping prepare the next generation of leaders, the trustee fellowship is open to postgraduate, soon-to-graduate or recently graduated students or young professionals in Idaho studying or working in a field relevant to the Conservancy's body of work. Serving for a one-year term (renewable up to three years), the trustee fellow will engage as a full member of The Nature Conservancy in Idaho board including formal voting authority. The philanthropic expectation for board members is waived in the case of a trustee fellow, and expenses incurred for travel and accommodations to and from board meetings will be covered by the chapter.

For the trustee fellow, this is an opportunity to work with a global environmental organization, develop leadership skills and networking, apply skills developed as an undergraduate or graduate student in a real-world, real-time setting, and gain invaluable experience for those considering graduate school or non-profit management.

The trustee fellow is expected to meet the same standards and requirements for participation in volunteer leadership as other trustees including participation in board meetings and serving on at least one committee (See Idaho Trustee Role Description below). Fellows may be asked to complete a short independent project on the scale of what would be asked of a typical board member of the organization.

The Nature Conservancy will provide:

1. *Assign a trustee mentor:* The trustee mentor serves as the go-to resource for the trustee fellow, including providing context on key board issues or discussions, ensuring the fellow gains access to relevant committees, holding quick check-in meetings on the fellow's progress towards objectives, and providing logistical support for the fellow's involvement.
2. *Provide Trustee Orientation:* As one of the primary objectives for the fellowship is meaningful participation on the board, the orientation will help the trustee fellow hit the ground running early on in their term of service and agree on a clear plan for how he or she will contribute.
3. *Be engaged and responsive to the fellow's work:* We expect fellows to invest significantly in our organization and to participate in analysis, research, or recommendations relative to their area of study or work. Likewise, we will engage with the fellow, providing access to key resources needed to complete their work and a chance to present findings in oral or written form to a committee or the board at large.

**Idaho Trustee Role Description**  
"ROLES AND EXPECTATIONS OF VOLUNTEER LEADERSHIP"

As defined in The Nature Conservancy's Chapter Operating Principles, a Trustee fulfills four distinct roles:

- **Ambassador.** Promotes the Conservancy's mission, goals and achievements to a broad audience of local, national, and international leaders and policy makers. Helps establish effective relationships with leaders and institutions in the government, philanthropic, non-profit, corporate, science, education and other sectors, as well as with the public at large.
- **Conservationist.** Works with chapter staff to establish and implement the Conservancy's mission and goals at the chapter level. Provides guidance to chapter staff and the Conservancy's Board of Directors on land acquisitions, conservation initiatives, land management, and science. Supporting the goal of operating as "One Conservancy," Trustees help establish partnerships with other Conservancy chapters on regional and global projects and initiatives.
- **Fundraiser.** Sets an example for others by making the Conservancy one of his or her top charitable giving priorities. Assists in securing public and private funds for the Conservancy and helps to identify, cultivate, solicit, and acknowledge major donors for the organization.
- **Advisor.** Assists the Board of Directors to fulfill its governance and fiduciary responsibilities by providing oversight of chapter activities. Within the chapter, Trustees advise upon and recommend for approval annual and multi-year plans and budgets. Through consultation between the Board of Trustees Chair and the director's supervisor, Trustees help evaluate the performance of the state director. Chapter Trustees also monitor the chapter's adherence to Conservancy policies, values, and ethical standards and its avoidance of conflicts of interest.

The expectations for the Idaho Chapter Board of Trustees; The Idaho Chapter Board will:

- Operate according to a set of Operating Principles set forth by the World Office and adopted by the Idaho Chapter (updated June 2018- a copy is available on Connect).
- Help develop and adopt the chapter's strategic plan. Ensure that the plan is consistent with the Conservancy's established goals and global framework and monitor the chapter's performance against its plan. Conservancy experience has shown that joint staff and Trustee "ownership" of the strategic plan is critical to achieving its goals.
- Review and support major conservation projects and activities, working with chapter staff to ensure projects are consistent with the chapter's strategic plan and financially feasible within the chapter's budget, financial resources, and outstanding obligations.
- Assure the public and private funds to carry out the chapter's strategic plan are secured and the chapter is managed in a financially sound manner.
- Help develop and support the chapter's government relations agenda.
- Provide an orientation program for new Trustees that provides a thorough grounding in the local regional and global work of the organization and the Trustee's role within it. Assure every trustee participates in compliance training and understands and signs the conflict of interest policy.
- Evaluate the performance of the chapter board and its Trustees on a biennial basis.

The expectations for each individual Trustee are:

- Attend board meetings assuring a minimum of 66% attendance. Read board materials in advance and come prepared for discussion.
- Help the Conservancy assess risks and opportunities, develop innovative solutions to challenges, and provide access and influence to donors, elected officials, and other individuals and organizations essential to achieving our mission locally, regionally and globally.
- Serve on one or more chapter committees actively attending and participating in the meetings.
- Understand and support the Conservancy's mission, values and programs. Actively engage in at least one initiative of the chapter each board term.
- Help ensure the Conservancy has the financial resources it needs to be successful via public and private fund raising and by making the Conservancy a top priority for personal giving, commensurate with personal ability.
- Maintain confidentiality on all sensitive information gained as a result of interactions with The Nature Conservancy. Confidentiality is important to ensure a robust and respectful discussion at the board meeting with the goal of everyone speaking with one voice outside the board room and supporting board decisions.
- Identify conflicts of interest involving the Conservancy and related parties, as well as situations that may give rise to an appearance of a conflict of interest. Work with staff to disclose and address conflicts in a manner that will fully protect the integrity and reputation of The Nature Conservancy as well as related parties. Annually review and meet all Conservancy compliance requirements.
- Act as an ambassador for the Chapter and Conservancy, promoting its programs and mission to the community; attend at least one regional or global Conservancy meeting during their term as a Trustee.