

CHAPTER 2: TU'S ORGANIZATIONAL STRUCTURE

CHAPTERS

The basic unit of TU is the chapter. The chapter is a group of members in a local area given a charter by TU's Board of Trustees in order to carry on the TU mission in their local area. Chapters range in geographic size from an entire state to a single watershed and in membership size from over 4,000 to under 20. Every new TU member is assigned by zip code to a chapter and gains the benefits of chapter membership including receiving the newsletter, attending meetings, and participating in events and projects. In 2005, TU launched a new initiative called the Chapter Focus Project to provide chapters with the tools and a process to increase their effectiveness. This initiative and other issues relating to chapters are described in more detail in Chapter Three.

COUNCILS

All the chapters in a state are organized into a state council (although occasionally a state council includes the chapters from two states). The state council serves as an "umbrella" organization for its chapters. The council officers come from volunteers from around the state who may have previously or are currently serving as officers or directors of a local chapter. Council officers are elected by chapter representatives. Councils are the key link between the national office of TU and local chapters. They play a critical role in advocating for trout and salmon at the state level. In accordance with the Chapter Focus project, councils also recommend to TU's Board of Trustees when to charter, recharter and decharter chapters within their state. Some state councils employ professional staff, usually called Executive Directors. Councils are described in more detail in Chapter Four.

NATIONAL LEADERSHIP COUNCIL

The National Leadership Council (NLC) is the volunteer body that sets the direction of TU and is made up of one representative elected from each state council. The NLC has three purposes:

- Establish the National Conservation Agenda (described further below)

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- Facilitate implementation of the National Conservation Agenda
- Build the organizational capacity of TU

The NLC accomplishes these three tasks by being a conduit between the state councils and TU National. NLC Representatives bring issues and concerns from their states to the national level and then bring decisions and initiatives from the national level back to their state councils. They also serve on workgroups that focus on specific conservation or organizational issues that span more than two states. The NLC meets annually in person at the Annual Meeting and via teleconferences throughout the year.

NLC WORKGROUPS

The NLC appoints workgroups as necessary to work on issues that are regional or organization-wide. Some of these workgroups work on conservation issues such as:

- Native Trout— coordinates volunteer contribution to TU's work on native trout conservation projects.
- Eastern Brook Trout Restoration
- Western Abandoned Mine Restoration

Other workgroups tackle organizational issues such as:

- New Initiatives—
 - ◆ receives and evaluates proposals for changes to the National Conservation Agenda
 - ◆ submits nominations for new members of the Board of Trustees, NLC officers and Embrace-A-Stream committee members.
- New Chapter Models— looks at ways of improving the effectiveness of TU chapters. One past project was updating this manual and also looking at new ways for urban chapters to succeed.
- Bylaws— reviews National, council and chapter bylaws to suggest modifications.

The composition and tasks of workgroups will change with time. To find out more about current NLC workgroups and their assigned members, log onto the Leaders Only section of www.tu.org or ask your state council's NLC Representative.

NATIONAL CONSERVATION AGENDA (NCA)

The mission of TU is to conserve, protect, and restore coldwater resources and the watersheds on which they depend. Each year TU's NLC meets at the annual convention to determine the National Conservation Agenda (NCA) for the entire organization. The purpose of the NCA is to chart the conservation course for all components of TU – national office staff, state councils, chapters and members – and to work together over the coming year to implement TU's mission.

The first NCA was established at the TU Annual Convention in 1993. Over the years, the NLC has reduced the TU conservation agenda down to four major categories:

1. Water quality
2. Instream flows
3. Pacific and Atlantic salmon
4. Wild salmonid conservation

Each of the four major categories are then further defined by several issues. For example, acid mine drainage and polluted runoff from agriculture are two of the major issues under the water quality category. The full National Conservation Agenda is included as Appendix Three.

As our funding sources and our work has been further refined over the years, we now have four major areas of funding and focus within the NCA. These programs are: watershed restoration, public lands, western water, and eastern conservation. National conservation programs are described further below in Chapter Seven.

NATIONAL STAFF

TU currently has approximately 85 staff members. Approximately 25 are in the home office in Arlington, Virginia, outside of Washington D.C. The remaining 60 staff are spread out in field offices around the country. TU has staff in Alaska, California, Colorado, Connecticut,

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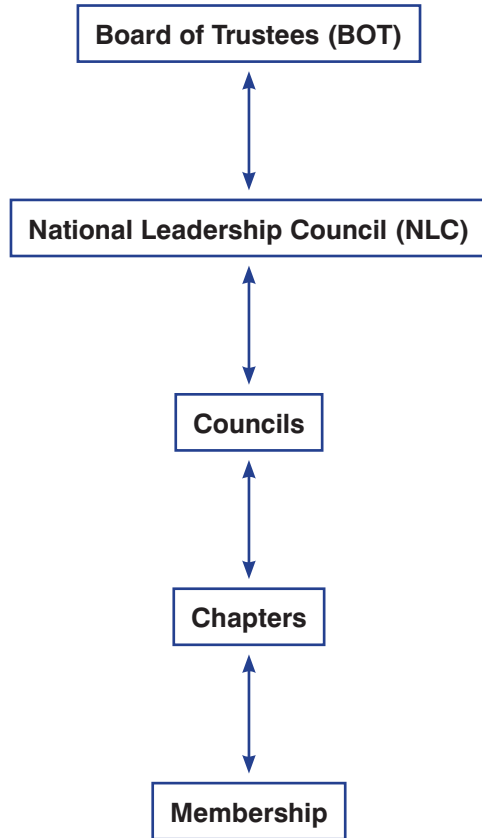


Idaho, Maine, Montana, New Hampshire, New York, Oregon, Pennsylvania, Utah, West Virginia, Wisconsin, and Wyoming. A full directory of TU staff, including contact information, is included as Appendix Two.

BOARD OF TRUSTEES

TU's Board of Trustees (BOT) guides the organization. The BOT, consisting of 32 individuals, meets in person three times a year to review and approve financial and organizational decisions. The Nominating Committee of the BOT nominates individuals to be the twenty-two "At-large" members of the BOT. The Chairman and Secretary of the National Leadership Council (NLC) fill two of the BOT positions. The remaining eight positions on the BOT are filled by "Grassroots Trustees" nominated by the NLC. All BOT members serve two-year terms and can serve up to three consecutive terms. TU's governance structure and the relationships between the different levels of the organization are spelled out in the TU National Bylaws found in Appendix Five.

TU VOLUNTEER ORGANIZATIONAL CHART



TU leaders agree that chapters are the key element for furthering the organization's excellence in conservation.

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