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To achieve the Conservancy's place-based mission, the Board of Directors has established chapters of The Nature Conservancy at the state and country level. Each state and country program is run by a director who manages the program's annual plan and budget in support of the Conservancy's mission and goals. State and country directors are managed through clear reporting channels back to the president and, through the president's office, to the Board of Directors. All U.S. state and several

country programs are advised and assisted by volunteer Boards of Trustees. The Boards of Trustees advise chapters on strategic issues, assist in setting goals and, importantly, subject the chapter's work to additional critical thinking.