

Governance vs Management for Non-Profit Boards

MNPHA Board Toolkit 2020

Area of Work	Governance Role (Board)	Management Role (ED)
Development of value/mission/vision	Creates or modifies	Connects programming to the mission/vision/values
Strategic plan	Co-creates	Co-creates
Policy	Creates Board Policies and Organisational Policies Advises on HR Policies Approves Board, Organisational and HR Policies	Advises on Board Policies and Organisational Policies Creates HR Policies
Procedures	Ensures they are in place	Creates and uses to guide
Oversight	Board oversee Manager	Manager oversees staff
Budget	Approves	Develops
Funding	Monitors	Develops
Communication	With Manager and members	With Board, staff, members and stakeholders
Training	Board and Manager	Staff