

EXECUTIVE DIRECTOR vs MANAGEMENT COMPANY— BUILDING BOARDS PROGRAM

The **Executive Director**:

- Responsible to the Board for implementing the strategic plan according to the mission/vision/values of the organization
- Responsible for overseeing staff of the organization, who fall under the HR policies set/approved by the Board
- The Board is supervising an employee, and responsible for obligations as an employer (such as Labour Relations Act)

The **Management Company**:

- Responsible to the Board for managing the property according to the standards/policies set by the Board
- Staff of the management company fall under the HR policies set by that company. If the non-profit has additional staff, the Board is responsible for managing them
- The management company may or may not support the Board in its governance role, depending on the contract and the company
- The Board is managing a contract

CONSIDERATIONS

- Does the organization have the resources to hire an ED with the experience/skills/capacity it needs?
- Does the Board have the engagement capacity to hire, train, and support the ED?
- Has there been high turnover or other issues with the ED model?
- Can you find a management company, in your area, that aligns with the values of the organization?
- Does the Strategic Plan identify organizational growth, program development, or unique housing models that may not fit into a standard property management model?
- Does the organization need to grow its property management capacity? For example, have there been issues with arrears, vacancies, or inconsistent property management procedures?