



Aspect	Board of Directors - Governance	Employees - Operations
PRIMARY FOCUS	Strategic direction and oversight	Day-to-day management and implementation
RESPONSIBILITY	Ensuring mission alignment, upholding governance policies, maintaining accountability to the Board or Directors, staff, members, and the broader community	Delivering programs, managing resources, executing plans
DECISION-MAKERS	Board of Directors	General Manager, Managers, Directors, and Staff
TIME HORIZON	Long-term vision and organizational sustainability	Short to medium term <i>goals and tasks</i>
KEY ACTIVITIES	Approving budgets, setting policy, managing the employment of the General Manager	Running programs, managing staff, reporting to the General Manager ( <i>who reports the information to the Board of Directors</i> )
ACCOUNTABILITY	To stakeholders and public (in non-profits)	To General Manager, and <i>by extension</i> , the Board of Directors to whom the General Manager reports
QUESTIONS THEY SHOULD ASK	“Are we doing the right things?”	“Are we doing things right?”
AUTHORITY OVER	The General Manager <i>only</i>	Staff, operations, and programs