

Types of Boards

Collectives	Working/Administrative Boards
<ul style="list-style-type: none"> • Provide a group of like-minded people with opportunity to work towards specific goals • Contain individuals with highly developed feeling of responsibility and commitment to achieving the goals • The people of the collective are the board • Share responsibility for policy, management and operational functions between board and staff (no management hierarchy) • have equal decision making power • May develop cliques or informal hierarchies • Need clear terms of reference to prevent re-inventing the wheel and to ensure that essential functions are carried out. • Are highly value driven 	<ul style="list-style-type: none"> • Provide policy and general direction • Board members form committees which do work, e.g. organizing events, drafting documents or helping with problems that arise • Are typically in a small organization • Have board members who often volunteer in the work of the organization • Usually have no coordinator/executive director • Experience a heavier workload for board members • If there is staff, may experience some role confusion between board and staff
Policy Boards	Policy Governance Boards *TBAVS model
<ul style="list-style-type: none"> • set policies and ensure procedures are in place to carry them out • hire, supervise, evaluate and fire ED • have staff which implement policies and procedures and run programs • have a number of committees which include people who are not board members • ED or other staff support committees • Communicate primarily through the President or ED • Address program issues, e.g. planning cycle funding, monitoring, evaluation • Manage finances, including fundraising • Responsible for advocacy and public relations • Need to have clear definitions of responsibilities and authority for staff and committees • Need to think strategically (see the big picture) 	<ul style="list-style-type: none"> • set policies almost exclusively (for both the means and the ends) • hire, supervise, evaluate and fire CEO • CEO attends to all operations • Are unlikely to have committees because the staff commonly performs that work • Have few officers for same reason • Emphasis on unity on the board diminishes the possibility of a diverse, culturally representative • Must closely monitor CEO to ensure s/he is moving the organization in the direction the board wishes to go.

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