

Executive Leadership Compensation

The TCHC Board of Directors approved an executive compensation framework in 2025, as directed by City Council motion EX6.1 2023. This framework is to be reviewed every four years.

The following table outlines senior executive compensation, as permitted by law, in 2025. Note that “senior executive” has been defined as all employees at the Vice-President level and above, and employees who report directly to the Board of Directors.

Name	Position	Earnings**	Taxable Benefits	Total Compensation
Baird, Sean	President & CEO	\$ 410,888.65	\$ 11,146.08	\$ 422,034.73
Chen, Qiuju	Chief Financial Officer	\$ 332,774.48	\$ 946.08	\$ 333,720.56
Cheung, Yui Ho*	Chief Development Officer	\$ 159,384.60	\$ 549.26	\$ 159,933.86
Gouveia, Nadia	Chief Operating Officer	\$ 310,142.26	\$ 1,946.08	\$ 312,088.34
Meagher, Darragh	General Counsel and Corporate Secretary	\$ 310,806.72	\$ 946.08	\$ 311,752.80
Shulman, Barbara	Chief Corporate Services Officer	\$ 336,089.39	\$ 1,708.20	\$ 337,797.59
Slater, Noah*	Vice President, Facilities Management	\$ 153,807.74	\$ 102.49	\$ 153,910.23

* The salary of these individuals was calculated based on their partial term/year in a senior executive role with Toronto Community Housing.

** 2025 included 27 pay periods rather than the typical 26 pay periods. Earnings are slightly over-stated relative to annual salary, as a result of this phenomenon that happens every five or six years with a bi-weekly pay cycle.