



Call for Applications | Board of Directors

Published on October 7, 2024

Context and introduction

In the midst of an organizational transformation, Fondation Béati is seeking to enrich its board of directors by adding 4 new members. We are looking for individuals whose values align with those that are important to us: solidarity, social justice, and collaboration. This ongoing transformation aims to strengthen our commitment to trust-based philanthropy, while continuing to build on our historical mission. This renewal of our board comes at a pivotal moment as the foundation reassesses its priorities to adapt to contemporary challenges. Although the new strategic directions, including the updated mission and vision, will be unveiled shortly, our commitment to fighting inequities, inequalities, and injustices remains central to our actions.

The board of directors, composed of 9 members in total, stands out for the complementary skills and interdisciplinary expertise of its members, making it a vital component of our foundation.

Mission and vision of the organization

Fondation Béati, an active grant-making foundation in Quebec for over thirty years, is committed to reducing inequities and contributing to social innovation and societal change. As we are currently revising our strategic plan, the foundation will soon unveil a new mission and vision to reflect these commitments, while remaining firmly anchored in the fight against inequality, social justice, and equity.

The foundation's traditional areas of intervention are also undergoing transformation to adopt a more transversal approach. However, the core values of the foundation remain unchanged: a strong commitment to social finance, a trust-based philanthropic model, and a proactive role in advocating against inequalities. Our dedication to inclusive and solidarity-based philanthropic practices remains a priority, as does our desire to form alliances with organizations that share these concerns.

Commitment requirements

- Voluntary term of two years, renewable twice
- Documentation provided in French, meetings also conducted in French
- Commitment to participate in: four annual board meetings, each lasting three hours, as well as the annual general meeting and any extraordinary meetings as needed
- Active contribution to at least one permanent or temporary committee, and participation in committee meetings (four to six meetings per year, depending on the committee's level of activity)

- One or two structured co-working days per year with the board members and the foundation team, focused on specific themes

Required competencies (4 open positions)

In addition to aligning with the foundation's values and having a passion for contributing to poverty reduction by fostering innovation and social change, we are looking for individuals demonstrating several of the following skills:

- **Knowledge of foundations' operations:** a clear understanding of the dynamics and specific needs of foundations
- **Strategic planning:** experience in nonprofit management and a strong aptitude to contribute to the foundation's strategic plan
- **Finance and risk management:** expertise in finance, ideally with a focus on socially responsible investing and/or investment management
- **Accounting and financial oversight:** skills in accounting, budgeting, and auditing are necessary to potentially hold the treasurer position
- **Law and regulation:** knowledge of legal matters, particularly in the areas of regulation affecting foundations and community groups
- **Jedi (justice, equity, diversity, and inclusion):** a commitment to the principles of justice, equity, diversity, and inclusion
- **Ethics:** a strong sensitivity to ethical issues and an ability to navigate complex situations with integrity

Additional skills considered an asset

- **Change management:** competence in leading or supporting organizational changes
- **Information systems management and cybersecurity:** an understanding of issues related to it and data security
- **Previous experience:** prior experience as a board member within an organization

Application process

- Please submit a cover letter outlining your skills and your interest in joining us, along with your cv, to info@fondationbeati.org by November 04.
- Selected candidates will be invited to an interview with a sub-committee made up of two members of the current governance committee.
- For more information, please contact the executive director: Nadia Duguay, nduguay@fondationbeati.org

True to its mission and commitments, Fondation Béati aims to compose a board of directors that faithfully reflects a diversity of experiences and perspectives. Therefore, we strongly encourage applications from individuals from rural territories or from equity-seeking groups. This includes (but is not limited to) black, indigenous, and racialized people, individuals from lgbtq2e+ communities, and individuals living with disabilities.



Accessibility notes : *Meetings of the Board of Directors of Fondation BÉATI are primarily held virtually, with the exception of two annual in-person meetings, for which travel expenses are covered. Meetings of the board of directors of fondation Béati held in person are organized in wheelchair-accessible spaces. The environment is primarily french-speaking, work-family reconciliation measures can be considered, and options for remote participation are also available to accommodate all board members.*