



CALL FOR APPLICATIONS YMCAs OF QUÉBEC – 2026

Open Director Positions on the YMCAs of Québec’s Board of Directors

In compliance with Article 6.05 of the association’s by-laws, the Board of Directors of the YMCAs of Québec is putting out a call for applications to fill several open board positions for a two-year term, renewable up to four times for a maximum of ten years. The new board members would take office at the next Annual General Meeting on March 25, 2026.

These positions are vacant mainly due to an apparent conflict of interest, as well as the departure of certain directors who have completed the maximum number of terms allowed.

The Board of Directors is looking for individuals who reflect the values of the organization—respect, boldness, performance, solidarity, inclusion, and caring—to play a role in the governance of the YMCAs of Québec.

❖ *Please note that the meetings of the Board of Directors and its committees take place in hybrid format, alternating between in-person and virtual meetings.*

Number of openings in 2026

The Board of Directors of the YMCAs of Québec is currently made up of 13 board members.

Four board members will continue the second year of their two-year term, while four other members will be up for re-election for another two-year term.

Skills sought for this process

Note: Candidates are not required to possess all of the priority skills and assets listed. However, we invite you to highlight at least one priority skill and one asset that you have mastered in your cover letter.

In the context of:

- The YMCAs of Québec growing role as a key social development player in Québec
- The organization’s focus on social impact and the community
- The work on the next strategic plan,



1. Priority skills (priority profiles sought)

We are specifically looking for candidates with one or more of the following profiles:

- **Finance, risk management, and compliance:** member of the Ordre des comptables professionnels agréés du Québec or experience in financial governance, auditing, or organizational risk management.
- **Social investment, social economy, or innovative business models:** ability to balance social impact and economic viability.
- **Public relations, crisis management, or government affairs:** awareness of media, reputational, and political issues.
- **Customer relationship development or sales:** ability to understand the realities of the field as well as user, partner, and stakeholder needs.
- **Professional experience in the community sector:** good understanding of local social realities and the unique challenges of the communities served.
- **Governance:** experience on a board of directors and mastery of governance principles, specifically fiduciary roles, ethics, loyalty, and diligence.

2. Skills considered an asset

- Strategic planning
- Business and partnership development
- Knowledge of or specific interest in the YMCA's activities
- Information technologies and cybersecurity
- Governance training or accreditation (e.g., Collège des administrateurs de sociétés [CAS], Institute of Corporate Directors [ICD], Institute for Governance of Private and Public Organizations [IGOPP])
- Influential leadership and management experience: ability to engage decision-makers and lead teams or projects in large-scale or complex organizations.

3. Availability

The committee emphasizes the importance of being available for and attending board and committee meetings.

4. Representation, diversity, and inclusion



The Board of Directors aims to maintain:

- Genuine cultural diversity
- Broad geographical representation (not just Montréal)
- A plurality of perspectives, including linguistic diversity

The YMCAs of Québec is an inclusive organization that promotes diversity, equity, and inclusion in all its activities.

To apply:

Any interested and motivated individuals who want to get involved and have the aptitudes required to contribute to the development of the YMCAs of Québec are asked to apply to the position as follows:

1. **Fill in the attached application form** and get the support from **two of the organization's voting partner members** (volunteers or donors, in compliance with Article 4.02 of the by-laws) or from **two other references confirming your professional experience or your engagement in governance**.
2. Submit a curriculum vitae.
3. Submit a cover letter.

The application file (duly filled in form + CV + cover letter) must be submitted by email to Ms. Badra Makour at secretaire@ymcaquebec.org **before 5:00 p.m. on Monday, January 12, 2026**. A photo of the filled-in form is acceptable.



Application for a Seat on the YMCAs of Québec's Board of Directors

APPLICATION FORM

I, the undersigned (first name, last name), hereby confirm that I am applying to a seat on the YMCAs of Québec's Board of Directors.

Address: _____

Email address: _____

Telephone number:

• Home: _____

• Work: _____

• Mobile: _____

Are you a YMCA member or do you participate in a YMCA program?

- Yes
- No

If you answered yes, in which centre?

Name of two voting partner members of the association or two other references that support your application.

1. _____

Signature: _____

2. _____

Signature: _____

Please attach your CV and cover letter

Signature: _____

Date: _____