

Job Posting (En)

— Board Chair

Succession Planning

Volunteer Position

Join our board of directors and help shape the future of Fondation Massimadi!

Fondation Massimadi is seeking a committed and visionary board member who is interested in taking on the role of Board Chair in the future. This is an exceptional opportunity for an experienced leader who believes in the power of community and wishes to support the governance and growth of a non-profit organization.

About Fondation Massimadi

Fondation Massimadi promotes the culture and arts of Afro-descendant LGBTQ+ communities. To address our underrepresentation in mainstream cultural spaces, we provide a platform for sharing the artistic works of our communities and implement artistic incubation programs to support the professionalization of young artists from our communities. Through cultural mediation, we raise awareness about discrimination against Afro-descendant LGBTQ+ people and fight against homophobia, transphobia, and racism, while fostering healing and social progress.

Role - Board Chair (Succession Planning)

The future Board Chair will play a key role in defining the strategic direction of Fondation Massimadi and strengthening its governance. In collaboration with the current Chair, the Executive Director, and other board members, this person will develop a deep understanding of the organization, with the goal of assuming the Chair role.

Key Responsibilities

- Actively participate in board meetings and support collaborative governance.
- Provide strategic guidance to the Executive Director and ensure rigorous oversight.
- Foster strong relationships among board members, staff, and community partners.
- Support succession planning, board recruitment, and evaluation.
- Contribute to the development and implementation of the strategic plan.
- Promote the values of equity, inclusion, transparency, and accountability.
- Represent Fondation Massimadi within the community and at public events.

Qualifications

- Demonstrated experience in governance, board leadership, or non-profit management.
- Strategic mindset and excellent communication and facilitation skills.
- Experience in human resources, fundraising, or organizational leadership is strongly desired.
- Collaborative, diplomatic, and motivating leadership style.

- Good understanding of fiduciary responsibilities and accountability.
- Passion for community engagement and the mission of Fondation Massimadi.
- Close ties with the LGBTQIA2S+ community are an asset.

Board Commitment

- Term: Two years (renewable).
- Expected progression: Assume the role of Board Chair within approximately 12 months.
- Estimated time commitment: 75 to 100 hours per year, including monthly board meetings (2 hours online), participation in organizational activities, and additional time for succession planning and board mentoring.

Application Process

Interested candidates are invited to send their cover letter and CV to Laurent Maurice Lafontant at lm Lafontant@massimadi.ca. Applications will be reviewed on a rolling basis until the position is filled. Shortlisted candidates will meet with current board members to discuss expectations, the transition timeline, and opportunities to take on responsibilities within the organization. They may be invited to attend a board meeting as a guest prior to their official appointment at the next Annual General Meeting (AGM).

We look forward to meeting you!

Fondation Massimadi

www.massimadi.ca