

In this new issue of Entraide Mémoire, we take you behind the scenes at Baluchon, with a closer look at our Board of Directors, our recruitment process, and more.

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BALUCHON BOARD OF DIRECTORS

Discover who our dedicated directors are, along with their roles and expertise:

Baluchon is fortunate to have an exceptional Board of Directors. Composed of volunteers who generously contribute their time and valuable skills, this Board plays a pivotal role. Through its strategic guidance, leadership, and sound advice, it ensures the organization's robust health. Thanks to their support, we are able to achieve our goals while safeguarding our teams and the individuals we serve.



Isabelle Le Bourhis

President, Caregiver, and Financial Planning Team Manager (RBC)

Isabelle combines personal experience as a caregiver with a distinguished professional career in finance. Her unique expertise enriches Baluchon's governance, strategic vision, and financial sustainability. She supports senior management in key decisions. Whatever the situation, we can always count on her.



Isabelle Fournier

Treasurer, Vice President, Finance (RCL - Reitmans Canada Ltd/Ltée)

A Certified Professional Accountant (CPA), Isabelle helps plan budgets, financial reports, and audits. An outstanding treasurer, her oversight is a tremendous asset to our financial management. Isabelle continually impresses us with her keen analytical skills and her clear grasp of Baluchon's financial realities.



Marlène Iradukunda

Secretary, Labour Law Attorney (Laroche Avocats CNESST)

A lawyer and CNESST professional, Marlène is uniquely qualified to advise us on labour law. As a specialist in this field, Marlène provides valuable guidance on employee rights and applicable regulations. Consistently available and supportive, she helps enhance the well-being of our teams every day.



Christine Grou

Administrator, President of the Ordre des psychologues du Québec

With a Ph.D. in psychology and a specialization in neuropsychology, Dr. Grou has worked in the field of mental health for over 30 years. Her extensive knowledge of mental health and cognitive issues, along with her expertise in clinical ethics, helps the Board of Directors better understand the impact of caregiving on families. She also provides valuable insight into emotional and relational dynamics—whether for care recipients, caregivers, or the Baluchon team. Her knowledge is truly indispensable.

Dr. Grou also holds a certification in corporate governance.



Natacha Joncas-Boudreau

Administrator, Senior Manager (TACT intelligence conseil)

Natacha skillfully guides Baluchon in its government relations and communication strategies. A public affairs specialist, she has extensive knowledge of the health and social services sectors. Her advice on our advocacy work and communication strategy is invaluable, and it greatly contributes to strengthening the reputation of Baluchon Long-term Respite Care in Quebec and beyond.



Julie Langlois

Administrator, Vice President, Talent and Culture, (Peace+ Maintenance Inc.)

With extensive experience in large corporations, Julie brings valuable expertise in human resources and project management to the Board of Directors. Her background is particularly helpful in our recruitment process, especially when it comes to compensation. A versatile and resourceful director, she truly has more than one string to her bow.



Ghislaine Larocque

Vice President of Baluchon Long-term Respite Care and former member of the Foundation (administrator), Senior Management Coach

Ghislaine has served on the boards of both Baluchon and the Foundation. She has built a distinguished career as a psychologist, as a senior executive within major Quebec organizations, and as a coach for managers. Her personal experience and commitment to the caregiver cause are invaluable assets for Baluchon.



Jean-Simon Lamarre

Director, Lawyer and Partner (Blake, Cassels & Graydon LLP)

A talented lawyer and legal advisor, Jean-Simon supports the Board of Directors on legal matters and helps strengthen our legal framework. His thorough analyses of legal issues and contracts are invaluable to Baluchon's governance. Patient and consistently available, Jean-Simon is a true asset to the Board. He is also a member of the Ordre des administrateurs agréés.



Chloé Paquette

Administrator, Senior Manager FP&A, (Sonder Inc.)

A CPA by training, Chloé has a strong ability to analyze financial performance and model budget scenarios. These skills allow the Baluchon team to face its challenges with clarity and confidence. A trusted administrator, she consistently offers relevant and thoughtful insights.

How the Board of Directors Supports the Organization

Expertise

The Board brings together specialists in finance, law, psychology, human resources, and strategy, enabling the organization to navigate challenges with clarity and confidence.

Guidance

It acts as a guiding force for senior management and ensures the organization's overall health—financially, operationally, and in the delivery of services.

Connection to the reality of caregiving

Several members have personal experience as caregivers, giving them a concrete understanding of the needs, challenges, and emotional aspects involved.

In our next publication, we will introduce you to the members of the Foundation's Board of Directors.

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BECOMING A BALUCHONNEUSE

The steps of our selection process

As you know, at Baluchon we are committed to providing high-quality service. This is why we pay particular attention to recruiting our team of respite care workers. They are the ones who work directly with families. It's a unique and rewarding experience, but one that also carries significant responsibility.

To find the right people for this role, we have developed a rigorous recruitment process. Selected candidates go through several steps, including situational judgment tests and personality assessments. Multiple interviews with members of the management team round out this process, which is uncommon for a non-profit organization like Baluchon.

Why do we invest so much in this process?

Because being a respite care worker (baluchonneuse) is emotionally, physically, and professionally demanding. We do not want to place just anyone in a difficult situation. That is why we take the time to recruit individuals who are adaptable, proactive, and emotionally stable. New recruits then receive several theoretical and practical training sessions relevant to the responsibilities of a respite worker.

Exceptional job
=
Exceptional employees!

Are you interested in the position?

Send your resume and cover letter to rh@baluchonrepit.com

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PORTRAIT OF A BALUCHONNEUSE

Meeting with Susan Benoit



Coming from a military family, I was born in Manitoba and moved to Quebec at the age of five. I continued my studies while working until I was 28, when I finally settled into a veterinary clinic that some friends were opening. Needless to say, as the only employee supporting two veterinarians, I had to wear many hats: customer service, administration, assisting in surgery and care, and the list goes on.

When the clinic was sold, after I had given it my all for 32 years, I decided to leave because it no longer aligned with my needs. It was a heartbreaking decision. I walked the Camino de Santiago to clear my mind. When I returned, I knew I wanted to work in counselling with adults. I needed a flexible job that still allowed me to feel fulfilled. I didn't go looking for anything; I just waited for a miracle... and it happened. I met a passionate respite worker and immediately knew this was the second career I had been searching for. The very next day, I sent in my application, was hired, and joined the cohort that was just beginning its training.

At first, each visit felt harder than the one before, until the day I finally felt like I belonged. Now, I'm able to turn challenges into meaningful, positive experiences. I love adapting to each family I visit. The cultural exchanges I get to experience across our beautiful province are truly enriching to me as a person. In the end, I truly believe I receive just as much as the caregivers I support.

Susan has quite a personality. Her empathy and gentleness, paired with her strength and remarkable perseverance, make her a born caregiver who is deeply appreciated by families. We are very lucky to have you with us, Susan. The whole team warmly thanks you for your commitment to caregivers!

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ANOTHER WAY TO SUPPORT BALUCHON

Testimony from François Gauvin, also a member of the Foundation's Board of Directors



Can you introduce yourself in a few words (profession, connection to the NPO)?

My name is François Gauvin.

I am a CPA with experience in taxation and private investments.

I'm a member of the Board of Directors of the Baluchon Foundation



What motivated you to make a donation, and more specifically a share donation?

Baluchon is an extraordinary organization that offers respite services to caregivers, an essential support for many people in Quebec. With demographic changes on the horizon, the need for such services will only continue to grow.

Donating shares is a simple process and can often be more tax-efficient for the donor, especially when the shares have a lower cost base than their fair market value at the time of the donation.



Were you familiar with the concept of donating shares before you made your own donation?

Yes, it's a concept that has been around for a long time.



How did you find out how to make this type of donation, and did you have any assistance (accountant, financial advisor, our team) in doing so?

No professional assistance was required. All you have to do is contact your broker, who will send you a form authorizing the transfer of shares from your brokerage account to the organization's account. Of course, you must first obtain the organization's brokerage account details. Once the form is submitted to your broker, the transfer is generally completed within two to four business days.



What role do you think share donations can play in the mission of the nonprofit?

Share donations play exactly the same role as cash donations. Once the organization has sold the shares on the public market, it can use the proceeds from the sale just as it would a cash donation.



What would you say to someone who is hesitant to donate shares?

There's no reason to hesitate, especially if the shares in question have a tax cost basis that is lower than their fair market value (FMV).



Do you have a message to share with potential donors?

Baluchon is a wonderful organization! No matter how you choose to donate, Baluchon will use your contribution to provide much-needed respite for caregivers!



HELP US OFFER RESPITE EVERYWHERE AND FOR EVERYONE!



I WISH TO MAKE A DONATION:

Monthly donation:

\$10/month ☐ \$20/month ☐ \$50/month ☐ Other ☐

One-time donation:

\$25 ☐ \$50 ☐ \$100 ☐ Other ☐

Name:	First Name:	Telephone:
<input type="text"/>		
Email:	Address:	
<input type="text"/>		
City:	Province:	Postal Code:
<input type="text"/>	<input type="text"/>	<input type="text"/>

I wish for my donation to remain anonymous Yes ☐ No ☐

I would like to receive L'Entraide by email Yes ☐ No ☐

I WISH TO BECOME A MEMBER:

☐ (\$20 membership fee)

Payment method

Cheque ☐ Visa ☐ Mastercard ☐

Cardholder name:

Card no.: **** *

Exp. date: Security code (3 digits):

Please send your donation to Fondation Baluchon Répit long terme at 10138, rue Lajeunesse, bureau 200, Montréal (Québec) H3L 2E2

A tax receipt will be issued for donations of \$20 or more. Charity registration number: 854604758 RR0001

FONDATION
BALUCHON
Répit long terme à domicile

Thanks to each and every one of you for continuing to give life to Baluchon Répit long terme and, by extension, to the families we have been supporting for 24 years!

The real cost of one **day of baluchonnage** (respite service) amounts to **several hundred dollars** and it is mainly **thanks to your donations** that we can **maintain such a quality of service** and **offer families respite** for the **modest sum of \$15/day**.