



JCA Board Candidate Orientation Info Sessions

March 2023

The Hub of Community Engagement



Vision, Mission & Values

Vision

- ▶ The Jamaican, Caribbean & African-Canadian communities will be a socially and economically equitable group that is represented and contributes at all levels to a strong diverse Canada..

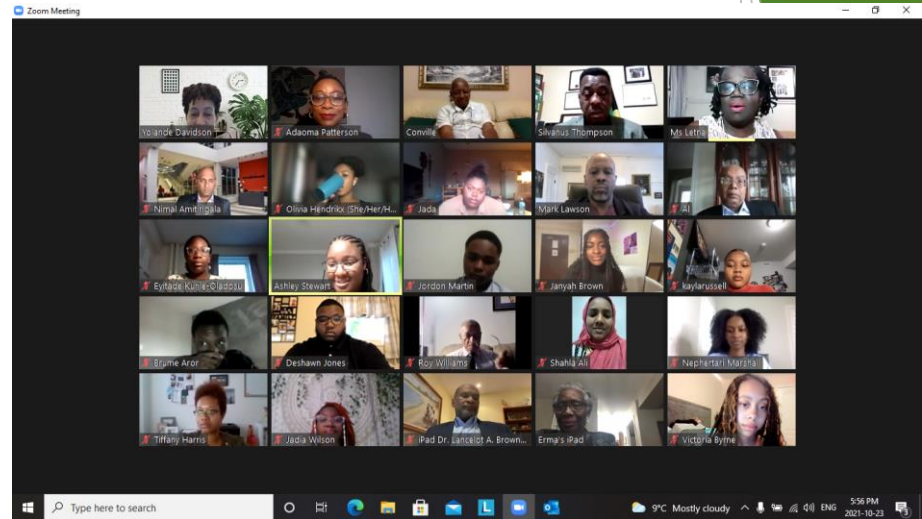
Mission

- ▶ The Jamaican Canadian Association (JCA) is to deliver programs and services, provides a physical hub, and to advocate to improve the well-being and equity of Jamaican, Caribbean & African-Canadian communities within the Greater Toronto Area.

Values

- ▶ **Respect & Dignity** - Staff, volunteers, and community members who participate in JCA activities and use its services will treat each other with respect and dignity.
- ▶ **Diversity** - We value and respect the diversity of our staff, the people who make up our membership, and of those who use our services regardless of their racial and cultural backgrounds, religion, age, sex, sexual orientation, and visible/invisible challenges.
- ▶ **Integrity** - We employ honesty and ethical decision-making practices in all that we do.
- ▶ **Advocacy** - We recognize the need to increase resources to contribute to the well-being of the communities we serve. We support this position by working with individuals, organizations, and others in an effort to influence the policy decisions that impact these communities.
- ▶ **Excellence** - We are committed to ensuring that clients and customers receive high quality services from well-informed and well-qualified staff.

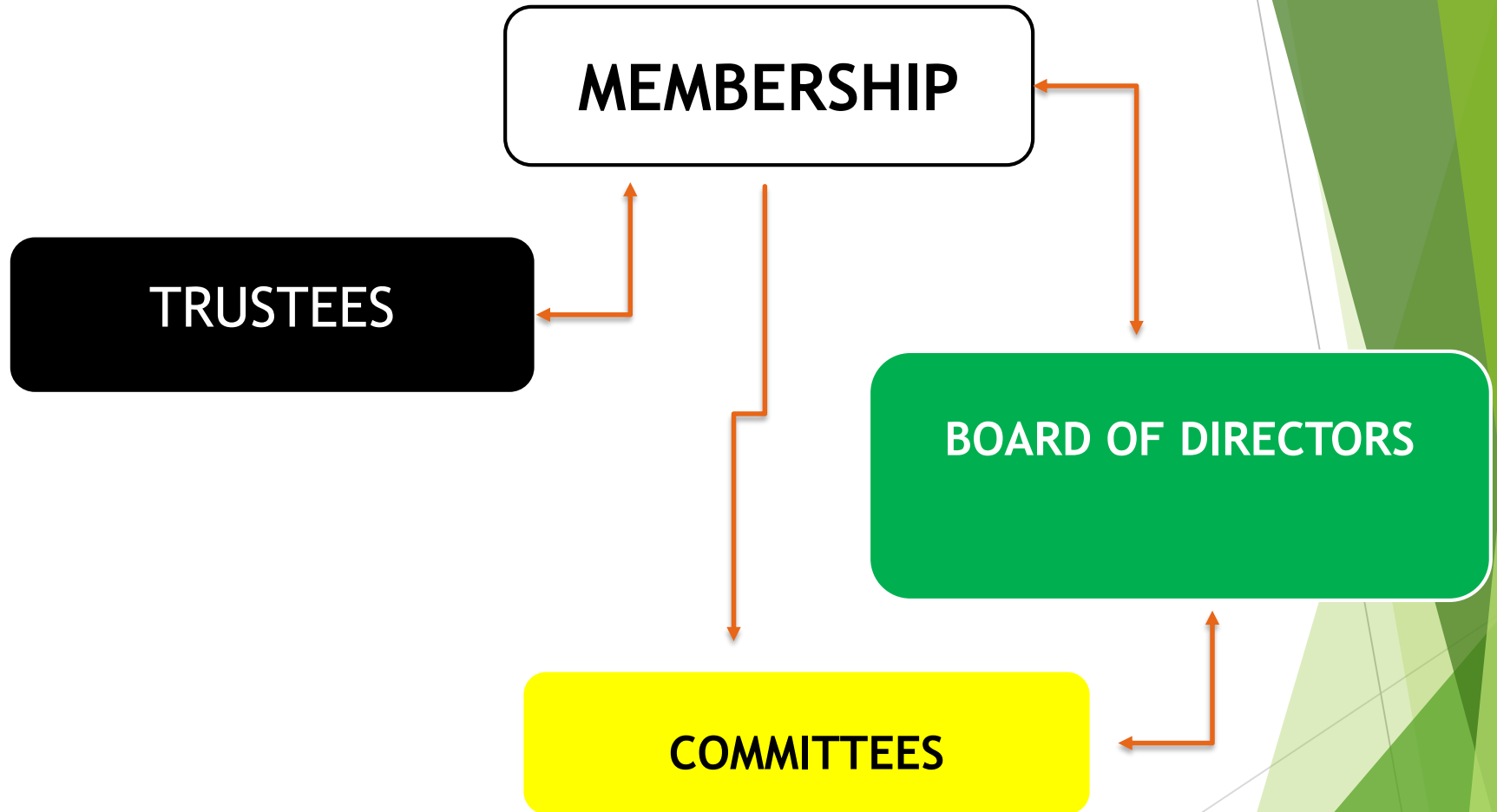
The Virtual World & Supporting the Community



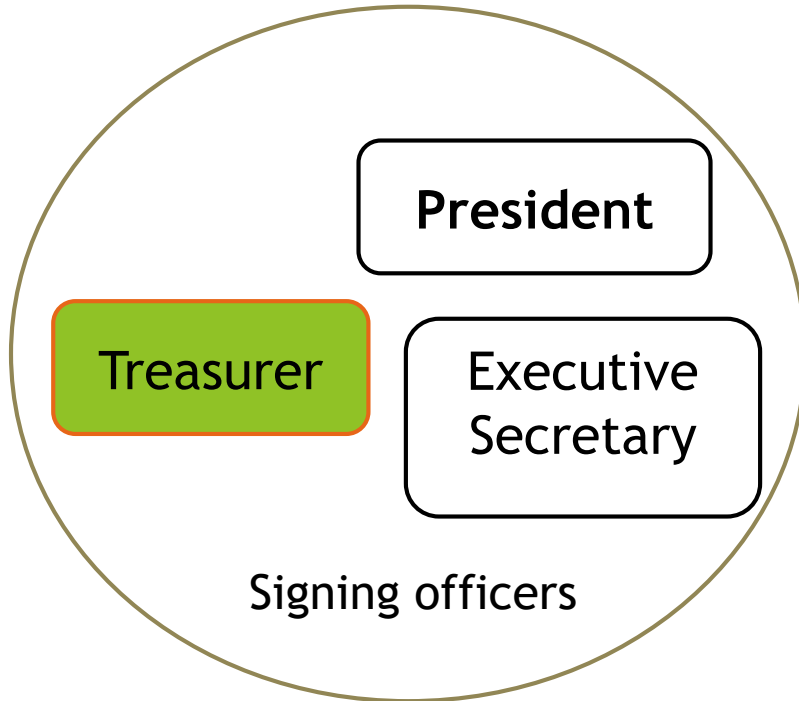
Signature Initiatives - more than 17 events per year!

- ▶ Saturday Morning Tutorial Program
 - ▶ STEM
 - ▶ Life Skills
 - ▶ Financial Literacy
 - ▶ Parent workshops
 - ▶ Summer program
- ▶ Adult Literacy Program - in development
- ▶ International Students Initiative focused on supporting Caribbean students - launched 2019
- ▶ Caribbean Canadian Seniors Club
- ▶ Boonoonoonos BHM Celebration/Brunch
- ▶ Black History Month Celebrations
- ▶ Annual Walk Good Walkathon
- ▶ Jamaica Independence Gala
- ▶ Scholarship Awards
- ▶ International Women's Day Celebration/Brunch
- ▶ Membership socials

Organization Structure



Board Structure



Vice-President

Fundraising

Communications

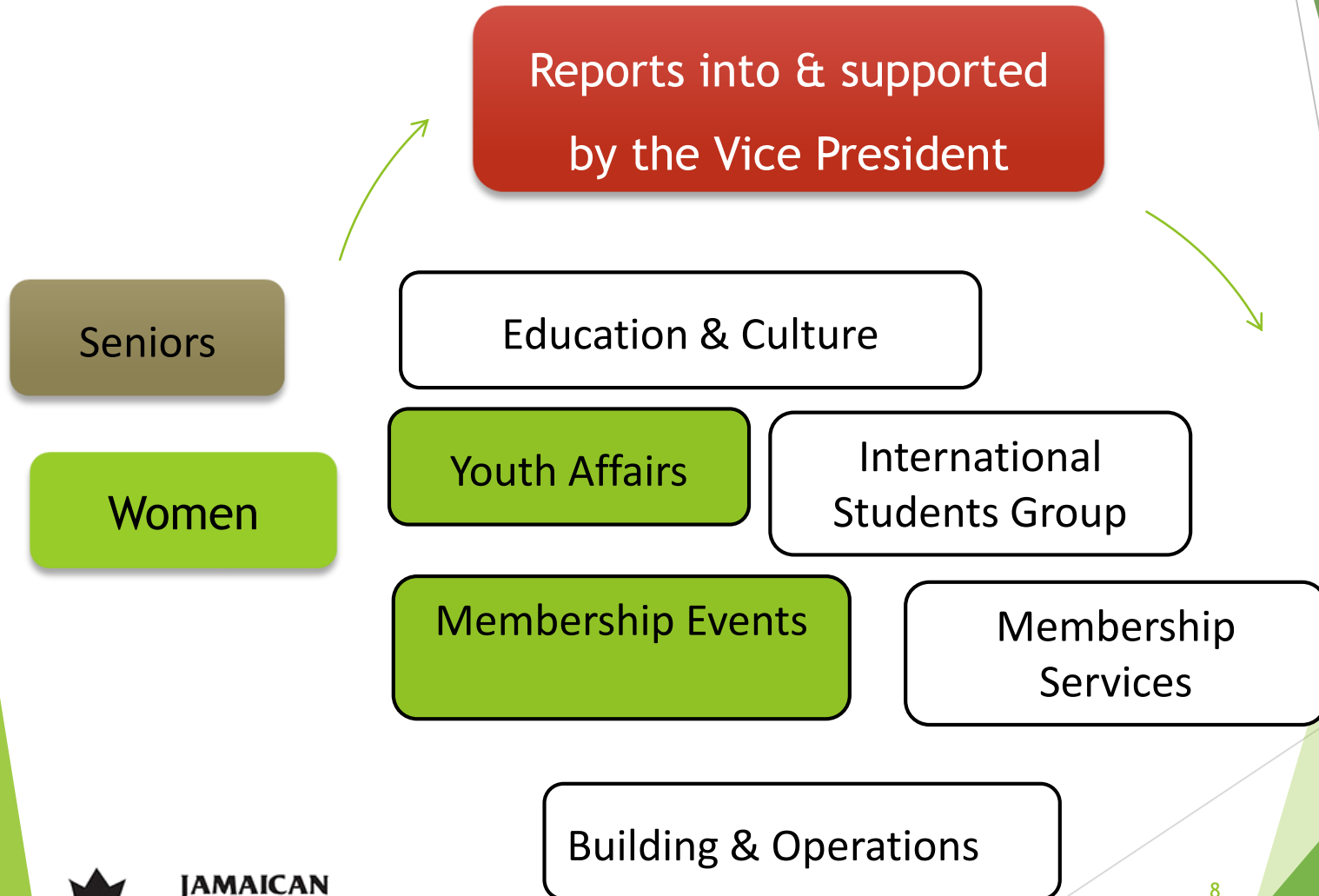
Director 1

Director 2

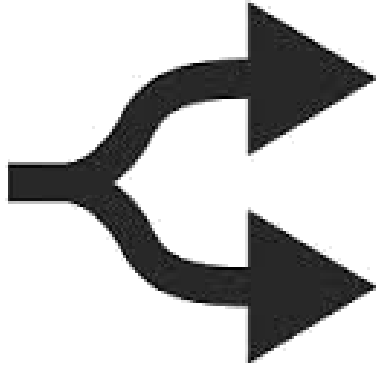
Director 3

Staff

Standing Committee Structure



JCA Organizational Footprint

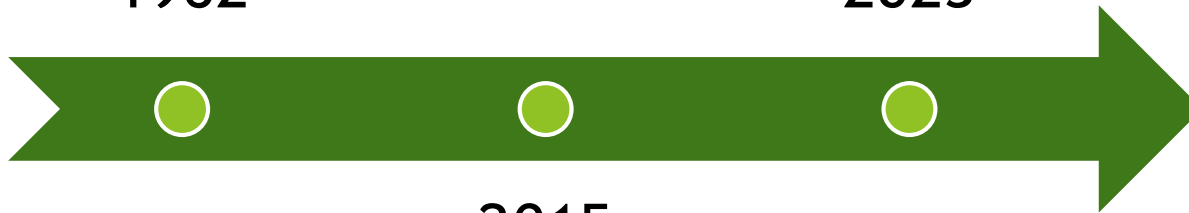


Jamaican**Canadian**Association



1962

2023



2015

Renewed focus (5 key areas)	Education Focus: skill development financial Technology, retirement, citizenship	Culture Definition: preserving and promoting Jamaican, Caribbean, culture	Advocacy Focus: addressing issues that impact the Jamaican, Caribbean, African communities	Community Hub Focus: creating a space for community events socials, political gatherings, educational	Youth Focus: mentorship, tutoring, skills building, promoting education
Examples of Programs/Initiatives/ Actions	International Women's Day, CPR training, health fair	Jamaican cooking classes, Jamaican independence day activities, heritage classes, traditional dance classes	Pre-election debates, policy/position papers, partnerships with other organizations/ networks on policy issues	Senior's club, private events, fundraising events Jamaica Consul General/ Jamaican Government events, senior's brunch, domino club, networking events	Scholarships, Saturday Morning Tutorial Program, mentoring initiatives, summer employment/ training, physical activity classes, children's Christmas party, volunteer placements
Demographic/ Target Audience	Working age adults, seniors	Youth, working age adults, seniors	Wider community, political/ community leaders	community	Children & youth
Revenue Generation	Membership fees, fee for service (user pay), free	Membership fees, fee for service (user pay), free	None	Hall rental	Combination of fee for service (user pay) & free

JCA Footprint

Four strategic pillars

These pillars identify the organization's role and contribution to building and strengthening the community.

Build capacity	Redefine leadership	Embrace collaboration	Support innovation
of the Jamaican, Caribbean, Black, African-Canadian communities – focus on individual and collective economic development, education, immediate needs, advocacy, policy & root causes	using a 21 st century definition of leadership that is a more inclusive definition that is about teaching, sharing and working together	build relationships with new partners, work together for the collective good; share knowledge	test new ideas, initiatives, ways of working, take risks

Strategic Priorities 2019 - 2022 - approved by Board & Membership

1. Increased supports for the community - **education**

- ▶ Creation of Adult literacy classes
- ▶ Expanded JCA Scholarship Program
- ▶ Expanded and updated Marcus Garvey Resource Centre

2. Increased engagement of individuals under 35 years - **youth**

- ▶ Creation of an International Students Initiative
- ▶ Strengthened (redesigned) Saturday Morning Tutorial Program

3. Increased partnerships - **advocacy & culture**

4. Increased number of new/renewed members and active volunteers - **hub & culture**

- ▶ Implementation of a cultural program

5. Improved accountability & sustainability - **hub**

- ▶ Increased investments in the JCA Centre

David Betty - President

Michelle McKenzie-Dolly - Vice
President

Dorrett Mellis-Thompson - Treasurer

Audrey Miller-Raybould - Executive
Secretary

Kashane Denton - Director of
Communications

Michelle Davis - Director of
Fundraising

Charles Gordon - Director at Large

Benito Palomino - Director at Large

Horace Wright - Director at Large

Current Board of Directors

Position Descriptions

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Recruitment and Election Process

- ▶ Key dates:
- ▶ Information Sessions - March 16th & 18th
- ▶ Application Deadline - April 7th
- ▶ Interviews & reference check
- ▶ Election - May 28th

JCA Reality

- ▶ All elected leaders have a legal and fiduciary responsibility to the organization.
 - ▶ The JCA holds a Liquor Licence which allows it to operate a bar on and off the premise.
 - ▶ Board members may be asked to provide or verify their personal information to/with the Alcohol and Gaming Commission of Ontario and various funding bodies.
- ▶ Board responsibilities and workload - an operational board - significant time commitment
- ▶ 95% of work done by volunteers
- ▶ Staff: 1 full-time equivalent & 1 full-time funded
- ▶ Revenue and cash flow - always a challenge
- ▶ Currently a big focus on revenue generation, community partnerships and membership recruitment
- ▶ All general meetings and some events are held on Sundays
- ▶ Mandatory board training to take place in June 2023

Questions



Thank You

