

**CHANGE**  
is hard at first,  
messy in the middle  
and gorgeous at  
the end. —Robin Sharma

Week of April 4

**Today's JCA – an update on the changes taking place**

### **What does JCA mean to you?**

In 2011 and 2012, you the members told us what JCA means to you:

- JCA is a membership organization and a family
- JCA paved the way for many individuals and organizations
- JCA is there for people during good times and bad
- JCA stands up and speaks out against injustices
- JCA rallies when the community is in crisis – hurricane relief, fundraising for Ms. Opal Austin are just two examples
- JCA is a leader – we are one of the only Jamaican organizations in Canada that is changing to stay relevant

### **Why change now?**

Members will recall that in 2008, we worked with consultants to change the JCA structure. At that time, we voted to keep social services and membership together. For various reasons, there were still challenges and pressure to adapt. In 2011, the membership asked the board to convene a special meeting to decide if membership should separate from social services. This led to the full review and 2013 unanimous decision.

- Social Services funders were not happy with the board composition and JCA's structure
- We were having trouble finding people to run for the various board positions
- Members were concerned about young people not getting involved in JCA
- Many of the core members said they were tired and could no longer take on the key roles

Thank you for your continued commitment to JCA. The Transition Team is honoured to have led the charge for change.

Questions or concerns? Tell us – by calling Adaoma at [Adaoma.patterson@gmail.com](mailto:Adaoma.patterson@gmail.com) or 647-765-5304.

Your Transition Team