

# ទិស្សនាវាដឹកនាំសម្រាប់វិស័យ ជំនួញ



**CMAA COMMEMORATIVE BOOK**

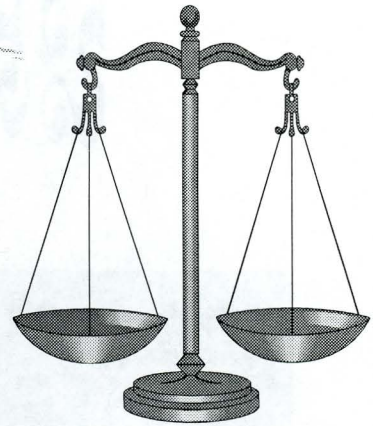
**1999**

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Attorney at Law

# ការិយាល័យយេធាវី

## មេធាវី ចំរើន ស្តីពីវិស័យច្បាប់



ការិយាល័យច្បាប់យើងខ្ញុំមានបទដ៏នាព្យជួយលោកអ្នក ដូចតទៅ៖

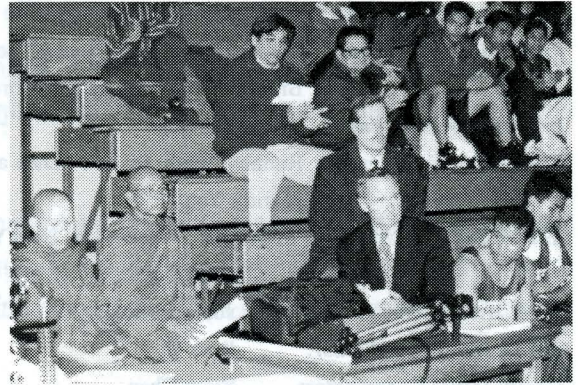
- ▶ ផ្នែកពន្ធដារ
- ▶ បង់ខាតមុខរបរ
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Tem Chea (center) attending youth basketball tournament, 1993



CMAA's Friendship Dance Troupe, performing Umbrella Dance during Cambodian New Year, April 1999



Southeast Asian Water Festival, 1997

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នាបច្ចុប្បន្ននេះ សមាគមខ្មែរគឺមានបុគ្គលិកជាង៣០នាក់ មានថវិការប្រចាំឆ្នាំជាងពីរលានដុល្លារ និងមានអគារបុរាណមួយដែលមានទំហំ ៩០,០០០ហ្វីតក្រឡា។ នៅពេលសព្វថ្ងៃគឺយើងកំពុងតែអភិវឌ្ឍន៍អគារនេះឲ្យក្លាយទៅជាមជ្ឈមណ្ឌលមួយដែលអាចផ្តល់នូវសេវាកម្មគ្រប់ប្រភេទ និងជាទ្រព្យដ៏សំខាន់សំរាប់សហគមន៍ខ្មែរយើងទាំងមូលនៅ ក្នុងក្រុងឡឺដេលនេះ។ ការចាប់ផ្តើមការិយាល័យនៅផ្លូវ ហៃ (High) រហូតមកដល់អគារដ៏ធំមួយដែលស្ថិតនៅផ្លូវ ចាកសិន (Jackson) គឺបានចំណាយពេលវេលាយ៉ាងយូរ និងបានឆ្លងកាត់ឧបសគ្គជាច្រើនទើបអាច បានឈានមកដល់ស្ថានភាពសព្វថ្ងៃនេះ។

យើងជំពាក់គុណមនុស្សជាច្រើន ដែលបានខិតខំធ្វើការយ៉ាងសកម្មជាយូរអង្វែងណាស់មកហើយដើម្បីដឹកនាំយើងឲ្យឈានមកដល់សភាពដ៏ល្អដូចសព្វថ្ងៃនេះ។ ក្រុមនេះគឺមានរួមទាំងសមាជិកគណៈកម្មាធិការនាយករបស់សមាគមខ្មែរជាច្រើននាក់ដែលបានស្ម័គ្រចិត្តបំរើសមាគមយើងដោយគ្មានគិតគូរនូវកម្រៃស្នើសោះឡើយ។ រួមជាមួយគ្នានេះដែរ គឺមានបុគ្គលិកជាច្រើននៃសមាគមខ្មែរដែលបានធ្វើការបំរើប្រជាពលរដ្ឋខ្មែរយ៉ាងយកចិត្តទុកដាក់ជាទីបំផុត។ បន្ថែមពីលើនេះទៅទៀត គឺមានក្រសួងផ្តល់ថវិការ, មន្ត្រីរដ្ឋការ, និងអ្នកផ្សេងៗទៀតទាំងខ្មែរនិងអាមេរិកាំងបានរួមសហការណ៍គ្នាដើម្បីបំពេញភារៈកិច្ចនេះផងដែរ។

យើងបានជួយកែប្រែជីវភាពនៃសមាជិកនៅក្នុងសហគមន៍យើងយ៉ាងច្រើន។ មានប្រជាជនមួយចំនួនធំគឺមានការងារតាមរយៈ **កម្មវិធីជំនួយការងារ** របស់សមាគមយើង។ យើងបានជួយដោះស្រាយយុវជន-យុវនារីជាច្រើនអំពីបញ្ហាជីវិតដែលគ្មានសង្ឃឹម និងចូលរួមខាងភាពពាលារបស់គេនោះឲ្យក្លាយទៅជាជីវិតមួយដែលពោរពេញទៅដោយសកម្មភាពដែលមានផលប្រយោជន៍និងសុខភាពល្អ។ មនុស្សចាស់ជរាសំរាប់សហគមន៍យើង ក៏យើងបានជួយថែរក្សាយ៉ាងយកចិត្តទុកដាក់តាមរយៈ **កម្មវិធីជំនួយមនុស្សចាស់** ។ យើងបានជួយប្រជាជនឲ្យបានចូលសញ្ជាតិ និងទទួលសញ្ញាប័ត្រមធ្យមសិក្សា (GED) ដើម្បីធ្វើឲ្យជីវិតរបស់ពួកគេបានប្រសើរឡើង។ ប្រជាជនខ្មែររាប់ពាន់នាក់នៅក្នុងក្រុងឡឺដេលអាចនិយាយថា ជីវិតរបស់ពួកគេបានគ្រាន់បើដោយសារមានសមាគមខ្មែរជួយសំរួល។

នៅពេលដែលយើងមានមោទនភាពយ៉ាងធំធេងនេះ យើងក៏មានភារៈកិច្ចជាច្រើនទៀតដែរដែលត្រូវបំពេញ។ មានប្រជាជនខ្មែរជាច្រើននៅតែមានជីវភាពលំបាកនៅតែមានយុវវ័យខ្មែរជាច្រើនចូលរួមក្នុងក្រុមខូចនិងនៅតែមានប្រជាជនខ្មែរជាច្រើនទៀតដែលពុំទាន់បានចូលសញ្ជាតិនៅឡើយ ហើយគ្មានសិទ្ធិបញ្ចេញយោបល់នៅក្នុងជួនហេតុបាប។ នៅក្នុងកំឡុងឆ្នាំនេះ គណៈកម្មាធិការនាយកនិងបុគ្គលិករបស់សមាគមបានចំណាយពេលវេលានិងខិតខំយ៉ាងសកម្មដើម្បីធ្វើផែនការណ៍មួយសំរាប់ជាផ្លូវដឹកនាំពួកយើងនៅក្នុងរយៈពេលប្រាំឆ្នាំខាងមុខ។ តាមរយៈគំរោងនេះ ពួកយើងនឹងស្ថាបនាសមាគមឲ្យមានភាពកាន់តែខ្លាំង និងមានប្រសិទ្ធិភាពប្រសើរឡើងទៀត ហើយពួកយើងនឹងខិតខំធ្វើឲ្យជីវិតរបស់ប្រជាជនកាន់តែមានភាពប្លែកល្អឡើងៗដែរ។ យើងមានគំរោងស្ថាបនាផ្នែកនានាដូចជា សាមគ្គីភាព, ឯករាជ្យភាពម្ចាស់ការ, ភាពប្រសើរនៃសេដ្ឋកិច្ច, និងទាំងផ្នែកអប់រំ-ជួយជំរុញសហគមន៍ខ្មែរ-អាមេរិកាំងដែលមានទំនៀមទំលាប់វប្បធម៌ល្អប្រពៃ និងមានតម្លៃខ្ពស់នោះឲ្យបានរឹតតែប្រសើរឡើងទៀត នៅព្រមពេលជាមួយគ្នាដែរយើងកាន់យកនូវទំនៀមទំលាប់អាមេរិកាំងនោះឲ្យបានច្បាស់ណាស់ផងដែរ។

ជ័យជំនះនេះគឺជាជោគជ័យមួយដែលមិនមែនសំរាប់តែមនុស្សមួយក្រុមដ៏តូចនោះទេ ប៉ុន្តែវាគឺជារបស់សហគមន៍ទាំងមូល។ **សមាគមខ្មែរ** គឺជាសមាគមដ៏ពិតៗដែលយើងទាំងអស់ចេះជួយគ្នាទៅវិញទៅមក។ សមាជិក-សមាជិកនៃសហគមន៍ខ្មែរនៅទីក្រុងឡឺដេលនេះ គឺទទួលបានកិត្តិយសចំពោះកិច្ចការនេះគ្រប់ៗគ្នា។ យើងទាំងអស់បានឈានមកដល់ជោគជ័យនេះជាមួយគ្នា។ ខ្ញុំសង្ឃឹមថា យើងទាំងអស់នឹងបន្តធ្វើការរួមគ្នា ដើម្បីនឹងបានទៅដល់ទីដៅដែលយើងបានគ្រោងទុកសំរាប់ខ្លួនយើងគ្រប់ៗគ្នាណា នោះជាមិនខាន។

ដោយសេចក្តីគោរពដ៏ជ្រាលជ្រៅពិខ្ញុំបាទ  
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# ការិយាល័យច្បាប់

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ក្នុងរដ្ឋម៉ាសាឈូសេត ដែលមានមេធាវី ជាជនជាតិ  
ខ្មែរមានការប៉ុនប្រសប់ និងវ័យឆ្លាតក្នុងការកាត់ក្តី។  
លោកអ្នកអាចទទួលបានការពន្យល់ណែនាំនូវបញ្ហាច្បាប់ផ្សេងៗ  
យ៉ាងស្មាត់ជំនាញជាភាសាខ្មែរដោយផ្ទាល់។

# វិវឌ្ឍន៍នាយកប្រតិបត្តិ

សូមជរាបសួរ លោក-លោកស្រី និងប្រិយមិត្តទាំងអស់ជាទីមេត្រី.

នៅថ្ងៃទី ២៧-៣០ ខែតុលា ឆ្នាំ ១៩៩៧ ខាងមុខនេះ គឺជាថ្ងៃដើមហោរាទ្រព្យសម្រាប់សមាគមខ្មែរប្រចាំក្រុងឡូរ៉ែល ជាពិសេស គឺសម្រាប់សហគមន៍ខ្មែរប្រចាំក្រុងឡូរ៉ែលយើងទាំងមូល ព្រោះថាថ្ងៃនោះគឺជាថ្ងៃបុណ្យខួបកំណើតឆ្នាំទី១៥ នៃសមាគមខ្មែរ។ នេះគឺជាលើក ទីមួយហើយនៅក្នុងប្រវត្តិសាស្ត្រនៃសមាគមខ្មែរ ដែលគណៈកម្មាធិការនាយកនិងបុគ្គលិកព្រមទាំង អ្នកស្ម័គ្រចិត្តបម្រើសហគមន៍ខ្មែរយើងទាំងអស់ គ្នាបានព្រមព្រៀងរៀបចំពិធីបុណ្យខួបនេះឲ្យកើតមានឡើង។ គោលបំណងនៃការបង្កើតបរិយាកាសនេះ គឺដើម្បីសម្រេចបាននូវសេចក្តីស៊ីងគុណដល់រៀមច្បង, សប្បុរសជន, អង្គការមូលនិធិ, ក្រសួងរដ្ឋាភិបាល, ក្រុមអ្នកស្ម័គ្រចិត្ត, ឥស្សរជន និងមន្ត្រីតូចធំទាំងឡាយដែល បានញ៉ាំងព្រមព្រៀងការរីកចម្រើនដល់សមាគមខ្មែរ តាំងតែពីពេលកែប្រែ-កែឆ្នាំ រហូតមកដល់សព្វថ្ងៃនេះ ពោលគឺចាប់តាំងពីមានតែការិយាល័យ តូចមួយនៅវិទ្យាស្ថានអន្តរជាតិ ដែលមានអាសយដ្ឋានផ្លូវលេខ 79 High Street រហូតមកដល់មានអាគារខ្ពស់ដ៏ធំធេងដែលមានអាសយដ្ឋានផ្លូវ លេខ 165 Jackson Street ទីក្រុងឡូរ៉ែល។ មិនត្រឹមតែប៉ុណ្ណោះសោត សមាគមខ្មែរ ក៏បានជួយលើកកម្ពស់ខាងផ្នែកបុរេសិទ្ធិសិទ្ធិរដ្ឋបាលយើងព្រមទាំង ការទទួលស្គាល់ដ៏ច្រើនក្រៃលែងពីសំណាក់ប្រជាជនខ្មែរយើង ព្រមទាំងពីសំណាក់ជនបរទេសដែលរស់នៅទូទាំងតំបន់ ញូវអ៊ីងគ្លែន និងសហរដ្ឋអាមេរិកទាំងមូលនេះផងដែរ ជាពិសេសគឺតាមរយៈពិធីបុណ្យអុំទូក ដែលសមាគមខ្មែរយើងបានរៀបចំឲ្យកើតមានឡើង អស់រយៈពេលបីឆ្នាំកន្លងមកនេះ។ បន្ថែមពីលើនេះទៅទៀត ឥទ្ធិពលនៃបុណ្យអុំទូកនេះ បានញ៉ាំងឲ្យទីក្រុងឡូរ៉ែលយើង បានទទួល នូវកិត្តិយសដ៏ខ្ពង់ខ្ពស់មួយ ដែលហៅថា "All-America City" ពីអង្គការ National Civic League កាលពីចុងខែមិថុនា ឆ្នាំ ១៩៩៧ កន្លងមកនេះ។

អត្ថបទចំណងជើងសំរាប់ពិធីបុណ្យខួបដែលស្តីថា "សូមជួយសញ្ជឹងគិតពីវឌ្ឍនភាព ព្រមទាំងជួយទទួលបានអបអរសាទរនូវជោគជ័យរបស់ សមាគមខ្មែរយើងក្នុង រយៈពេលជាង ១៥ ឆ្នាំកន្លងមក ហើយជាមួយគ្នានេះ ក៏សូមប្រមូលសាមគ្គីភ័ក្ត្រ ដើម្បីជួយរៀបចំសហគមន៍ខ្មែរ យើងឲ្យរីកចម្រើនបានប្រសើរឡើងថែមទៀតទៅអនាគត" (*Reflecting And Celebrating Our 15 Years Of Success & Preparing Our Community For A Better Future*) គឺមានគោលបំណងចង់បញ្ជាក់ពីវឌ្ឍនភាព ហើយដែលមានអត្ថន័យសមស្របទៅនឹងទង្វើនិងសកម្មភាពជាក់ស្តែងរបស់សមាគម ខ្មែរយើង។ ទន្ទឹមនឹងអត្ថន័យនេះផងដែរ យើងក៏បានប្រណិបត្តិសច្ចាភ័ក្ត្រដើម្បីបន្តនូវការខិតខំរៀបចំបំរើដល់សហគមន៍ខ្មែរយើងឲ្យរីក តែមានការរីកចម្រើនលូតលាស់គ្រប់ វិស័យទៅមុខទៀតផងដែរ។

អាស្រ័យហេតុនេះ យើងខ្ញុំទាំងអស់ដែលជាបុគ្គលិកនិងគណៈកម្មាធិការនាយកនៃសមាគមខ្មែរ សូមគោរពអញ្ជើញលោក-លោកស្រី និងប្រិយមិត្តជិតឆ្ងាយទាំងអស់ មកចូលរួមទទួលបានអបអរសាទរក្នុងពិធីបុណ្យខួបដ៏ឧទ្ធរិកនេះ ឲ្យច្រើនកុះករ ហើយក៏សូមអញ្ជើញចូលរួម ចងចំណងមិត្តភាពថ្មីរវាងប្រជាជនខ្មែរនិងខ្មែរ ហើយនិងសហគមន៍ខ្មែរជាមួយនិងជនបរទេសទាំងឡាយណាដែលមានសន្តានចិត្តល្អ ក្នុងករណីយើងជួយបំរើដល់ផលប្រយោជន៍រួមដល់សង្គមខ្មែរ ក្នុងខណៈដែលយើងទាំងអស់គ្នាកំពុងបោះជំហាន ឆ្ពោះទៅកាន់សតវត្សថ្មី នៅពេលដ៏ខ្លាំងមុខនេះ។

ជាទីអរសាទរនៃកូនលិខិតនេះ យើងខ្ញុំទាំងអស់សូមលើកដៃប្រណិបត្តិដើម្បីសម្រេចបាននូវសេចក្តីស៊ីងគុណដល់ឧបការីជន និង បុព្វជនរៀមច្បងទាំងអស់ដែលបានខិតខំបង្កើតឲ្យមានសមាគមខ្មែរ ហើយនិងបានខិតខំស្វ័យជួយជ្រោមជ្រែងដល់សមាគមខ្មែរឲ្យ មានជីវិតរស់រានមកដល់សព្វថ្ងៃ ព្រមទាំងជួយញ៉ាំងឲ្យមានលទ្ធភាពអាចជួយបំរើដល់ជនក្រីក្រខ្មែរយើងជាច្រើនរាប់រយពាន់នាក់ផងដែរ។ សូមអស់លោក-លោកស្រីបានប្រកបដោយពុទ្ធពរទាំងប្រាំបួន គឺ អាយុ វណ្ណៈ សុខៈ ពល្យោគ វិសេស វិជ្ជា វិស័យ វិស័យ។

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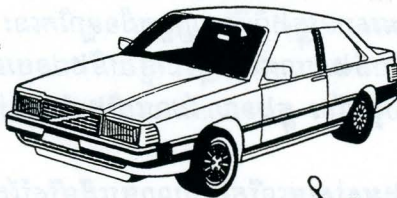
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# CMAA Strategic Plan

## 1999 to 2004

### VISION STATEMENT

The CMAA envisions a unified, self-sufficient, economically strong, educated and empowered Cambodian-American community, which cherishes Southeast Asian culture and values while embracing American mainstream cultures. The CMAA also envisions itself as a resource center for Cambodian-Americans and other ethnic minorities throughout the United States for generations to come.

### MISSION STATEMENT

The CMAA is dedicated to improving the quality of life of the Cambodian-American community of Greater Lowell and other ethnic minorities through educational, cultural, social, community and economic development efforts.

### HISTORY AND FUTURE PLANS

In late 1979, the first Cambodian families arrived in Lowell, resettling in a city where there is affordable housing and plentiful manufacturing jobs. Lowell promised a new life to these refugees fleeing the horrors and deprivations of war in Southeast Asia. In 1984, a group of Cambodian community leaders formed the Cambodian Mutual Assistance Association (CMAA) to ensure that Lowell's growing population of Cambodian refugees were assisted with housing, English classes, social and cultural adjustment, and employment training and placement. As the community changed and grew to include Laotians and Vietnamese, and the needs of the community evolved, CMAA evolved to serve those needs, today providing over a dozen of educational, employment, health, environmental, economic development, citizenship and naturalization, family support, and cultural enrichment programs. CMAA offers the only comprehensive social services to linguistic minorities in Greater Lowell area, serving not only Cambodian, Southeast Asians, but also Latinos and others. The earlier CMAA mission is to help individuals and families to achieve self-sufficiency in their new country, while at the same time trying to promote their rich tradition and cultural aware-



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(continue to pg. 15)

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## ចេម ជ្រាហ្គិន James Dragon

ការិយាល័យយើងខ្ញុំ ធ្លាប់បានបំរើសហគមន៍ខ្មែរច្រើនឆ្នាំ  
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## *A Message from the Executive Director*

Dear Friends and Fellow Cambodians:

**October 29-30, 1999 will be memorable days for the Cambodian Mutual Assistance Association of Greater Lowell, Inc. (CMAA) as we the board, staff, as well as community members celebrate our fifteen years of existence as providers of social services for the population of Lowell, Massachusetts.**

The theme "*Reflecting and celebrating our past 15 years of success and preparing our community for a better future*" is perfectly suitable for such a special occasion for the agency in its fifteen years of service to Lowell's Cambodian-American community. The CMAA has sponsored numerous special events throughout the years including the Cambodian New Year celebrations, which take place in mid-April. The CMAA initiated and hosted the first and second annual Southeast Asian Water Festival, an event that helped the city of Lowell to win the "All-America City" designation from the National Civic League in late June 1999.

This special event will commemorate and honor the accomplishments of many Cambodian community leaders, board and staff members, community members, mainstream officials, representatives of funding agencies, foundations, and corporations who have significantly contributed to the CMAA's growth and progress thus far. For the CMAA to survive these 15 years of challenges and to be able to attest to the joy of serving the many hundreds and thousands of members, it is indeed a great time for us all to celebrate this occasion.

Yes, this is the moment we all have been waiting for. Like the Noble Peace Prize winner Elie Wiesel said: "Life is not a compilation of years upon years, but rather a collection of moments upon moments." For those of us who have been planning this 15<sup>th</sup> Anniversary Celebration and who want so much to make it go perfectly, this event will present a threefold effect. There is the moment to look forward to, the moment to enjoy and, thereafter, the chance to reflect glowingly on moments past.

Therefore, and on behalf of the CMAA's Board of Directors and staff members, we would like to extend our invitation to you, friends and community members, to join us at our 15<sup>th</sup> Anniversary.

Once again, we would like to thank you very much for your continued effort in helping the CMAA grow over the past fifteen years. We look forward to working together to further improve the quality of life of the Cambodian-American community of Greater Lowell, as well as the Lowell's community as a whole. We could not have possibly accomplished our tasks without your help!

Sincerely yours,

Samkhann Khoeun  
Executive Director



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ចំពោះសេចក្តីបំរើដល់សហគមន៍

ក្នុងរយៈពេល១៥ឆ្នាំ។

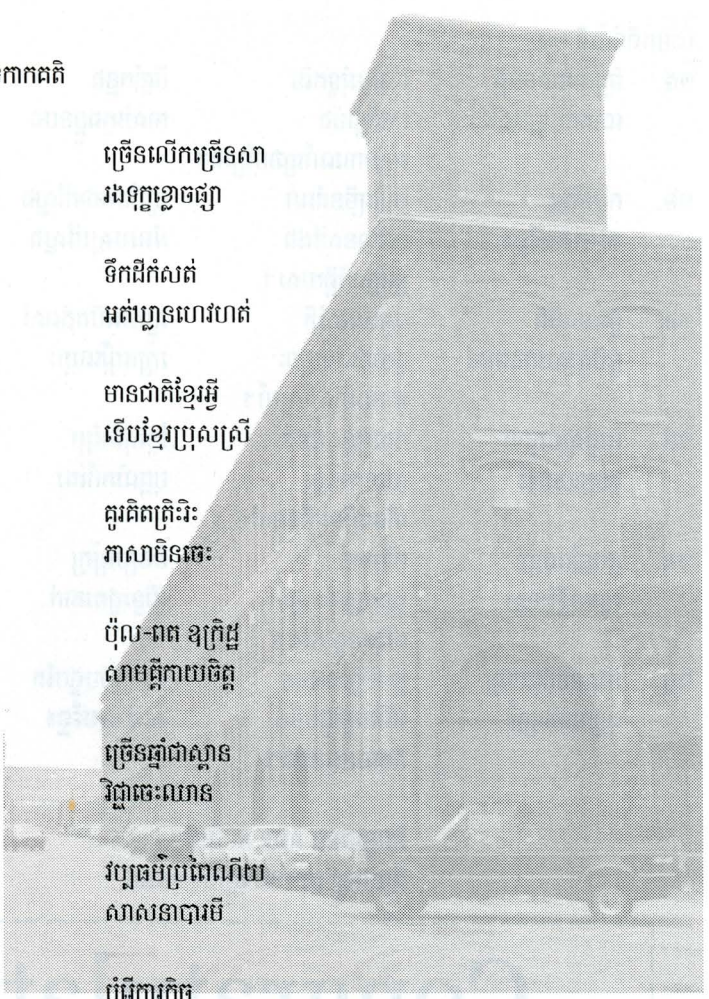
# ជោគជ័យនៃសមាគមខ្មែរក្រុងឡឆែល

បទពាក្យគតិ

- ១. ដោយសារសង្គ្រាមធ្វើឲ្យប្រទេស រុករានគំរាមជនជាតិខេមរានិរាសប្រាសច្រាត់។
- ២. ប្លាតស្រុកកំណើតលាទាំងស្រណោះ បែកកេរ្តិ៍ល្អឆឺតនាំកូនចៅរត់ឆ្លងដែនទ្វិបថ្មី។
- ៣. អាមេរិកឡដែលប៉េតមួយប៉េតពីរ ប៉េតសិបមិនដែលរហូតប៉េតបីបដិសន្ធិ។
- ៤. ប៉េតបួនប៉េតប្រាំខ្មែរជនភាគតិច ប្រវត្តិចារចាំខ្សត់ខ្សោយចំណេះពីងលើបណ្ឌិត។
- ៥. អ្នកប្រាជ្ញសល់ពីជីវិតលោកផ្ទៃ ផ្តួចផ្តើមយោងយឺតបង្កើតឲ្យមាន។
- ៦. **សមាគមខ្មែរ** ចម្លងជនជាតិ រស់រានច្រើនខែខ្មែរឲ្យសូត្ររៀនចូលសង្គមថ្មី។
- ៧. **សមាគមខ្មែរ** ទំនៀមទំលាប់ ស្រលាញ់ហើយថែភាសាទ្រឹស្តីក៏មិនបំភ្លេច។
- ៨. មិនតែប៉ុណ្ណោះ បាស់ថ្មីក្មេងបាស់ បុគ្គលិកស្រី-ប្រុសខិតខំរកល្បិចបង្កើតវិធី។
- ៩. ទាំងបរទេសខ្មែរគ្រប់អស់នាយក សមាគមស្នេហ៍ប្រតិបត្តិទានិរងរាល់ខុបស័ក្ត។
- ១០. ច្រើនវគ្គជំនាន់ និងក្រុងរដ្ឋផ្សេង ខ្មែរក្នុងតំបន់តែងជាប់ជំពាក់បំរើសមាគម។
- ១១. មានគណៈកម្មការជាសរសរទ្រូង ផ្តួចទ្រូងសារនៃសមាគមក្រិក្សក្រមវិន័យ។
- ១២. គួរកត់សម្គាល់សមាគមខ្មែរ កម្លាំងឥទ្ធិពលកិត្តិទានល្អាញល្បីក្នុងសង្គមខ្មែរ។
- ១៣. វិសេសវិសាលជាងទសវត្សហើយ ដែលញាំងបណ្តាលមិនដែលមានទេលើទឹកដីថ្មី។
- ១៤. សមាគមខ្មែរ រួមលោកនាយក តស៊ូពូកែសំខាន់ ឆ្លាតវៃផ្តន្ទិញព្រះសង្ឃ។

- ច្រើនលើកច្រើនសារងទុក្ខខ្លោចផ្សា
- ទឹកដីកំសត់អត់ឃ្លានហេវហត់
- មានជាតិខ្មែរអ្វីទើបខ្មែរប្រុសស្រី
- គួរគិតត្រិះរិះ ភាសាមិនឆេះ
- ប៉ុល-ពត ឧក្រិដ្ឋសាមគ្គីកាយចិត្ត
- ច្រើនផ្តាំជាស្មានវិជ្ជាឆេះណាន
- វប្បធម៌ប្រពៃណីយសាសនាបារមី
- បំរើការកិច្ចសុំប្រាក់ច្រើនតិច

- ដោយចិត្តពលីស្វាហាប់ស័ក្តិ
- ទឹកដីមែរមែខស្រឡាញ់ចូលស្ម័គ្រ
- ខាក្នុងសង្គមយឺតយោងឲ្យសម
- មង្គលជោគជ័យគ្បិតលោកប្រុស-ស្រី
- រន្ធិប្តីទ្រូងបុណ្យអុំទូកខ្មែរ
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(តទៅទំព័រទី ១៤)

(តមកពីទំព័រទី ១៣)

- |   |  |                                    |
|---|--|------------------------------------|
| ១៥. ចិត្តកាយសាមគ្គី<br>ជោគជ័យប្រសើរ     | បុណ្យអុំទូកពីរ<br>ដូចចិត្តប៉ង<br>សហការណ៍ជ្រោមជ្រែង។  | បីឆ្នាំកន្លង<br>ចាស់ក្មេងបួនបង     |
| ១៦. កម្មវិធីល្អ<br>សមាគមខ្មែរ           | មានច្រើនគំណ<br>លំទោនសំដែង<br>ថ្លាថ្លែងកិត្តិយស។      | ហូរហែរជាក់ស្តែង<br>អំណរសូបស្តែង    |
| ១៧. គ្រប់កម្មវិធី<br>ស្រីប្រុសក្មេងចាស់ | បុគ្គលិកសំរឹត<br>ជួយជនរងគ្រោះ<br>ខេមរាសាស្ត្រហ៍។     | ស្តុយលើកកំពស់<br>រក្សាកេរ្តិ៍ឈ្មោះ |
| ១៨. បុព្វស្តាប់ស្ងាត់<br>តូចក្លាយជាធំ   | បច្ចុប្បន្នសង្កាត់<br>សមាគមខ្មែរ<br>កើនឡើងច្រើននាក់។ | ខ្មែរជុំកែប្រែ<br>បុគ្គលិកកំដែរ    |
| ១៩. ខ្ទប់ផ្លាស់ប្តូរ<br>សូមខន្តីទោស     | ករិចងចាំ<br>ហ្វាយហ្វាយសង្វាក់<br>បើខុសជួយកែ។         | មិនប្រក្សក្ស<br>បើខ្វះជួយដាក់      |
| ២០. អរសាទរកំណាព្យ<br>ពុទ្ធពរទាំងប្រាំ   | ប្រសិទ្ធិពរលាភ<br>ហើយផ្គាំជួយថែ<br>ទិតផែរយូរលង់។     | សូមជ្រាបជួបតែ<br>សមាគមខ្មែរ        |

និពន្ធដោយ សាទ អ. ប៊ុនរិទ្ធ  
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(continued from pg. 9)

# CMAA Strategic Plan

ness within the multi-cultural society—America!

Today, Lowell is home to the second largest population of Cambodians in the United States. The largest one is in Long Beach, California. According to the 1990 U.S. Census, over 23,500 Southeast Asians reside in Lowell: 18,500 Cambodians; 3,500 Laotians; and 1,500 Vietnamese. However, the real numbers of are estimated to be from 30,000 to 35,000, representing one-third of the entire City of Lowell's population.

**CMAA's Board of Directors**, comprised of community representatives and professionals, provides the organization with an awareness of needs, problems, and changes faced by Cambodian and Southeast Asian refugees and immigrants. In addition, the multi-cultural staff would use their knowledge and experiences to develop flexible and responsive programs. Because of this, CMAA is able to assist hundreds of Cambodians and Southeast Asians refugees and immigrants to reach their full societal and economic potential. CMAA currently manages an annual budget of over three millions dollars and employs some 35 staff members to provide programs and services which serve about 2,500 people annually.

**Building Development:** The CMAA is also working on its building development project, called "The Lowell Trade Center"—a multiuse facility serving Southeast Asian businesses, culture, and community. The Lowell Trade Center will enhance the thriving South Business District and culminate the achievements of Lowell's Southeast Asian residents, which comprise about 30 percent of the City's population. Now finalizing development plans, the CMAA is forging a partnership between private and public interests to carry out this economic development project. This development project is guided by a simple philosophy: The CMAA considers itself to be the caretaker of a gift given to the entire Cambodian community. With due regard for the trust which has been placed in us by the Courier Corp. and by the Cambodian community to use this gift wisely and for the benefit of the entire community, the CMAA will develop the building into a center for the Cambodian community, with tenants selected not only on the basis of profitability, but also based on their contribution to the education, health, well-being and empowerment of the Cambodian community of Lowell. At the end of the building development, 165 Jackson Street should be fully occupied by tenants who offer a range of services needed by the community. The CMAA should derive enough rental income from the project to ensure that it can implement or sustain socially desirable programs for which no private or government funding is available.

(continue to pg. 38)



Our elders

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សមាគមខ្មែរគឺជាស្ថាប័នរបស់ខ្មែរមួយដែលប្រជាពលរដ្ឋខ្មែរទូទៅបានសំគាល់ទុកក្នុងចិត្ត និងចាត់ទុកថាជាគោល ឬជាគ្រឹះសំរាប់ តំណាងឲ្យខ្មែរទូទៅដែលរស់នៅក្នុងទីក្រុងឡឺវែលយើងនេះ។ នេះគឺមកពីសមាគមខ្មែររបស់យើងមានកិច្ចបម្រើជាច្រើនផ្នែកដើម្បីជួយសំរួល និង បំពេញសេចក្តីត្រូវការរបស់ខ្មែរយើង។ ទោះបីជាសមាគមខ្មែរមានការទទួលស្គាល់ពីសំណាក់ស្ថាប័នរដ្ឋ, អង្គការរដ្ឋ, អង្គការឯកជន, និងជាពិសេស ពីសំណាក់ប្រជាពលរដ្ឋខ្មែរក៏ដោយ ក៏ប្រវត្តិនៃការកកើតរបស់សមាគមខ្មែរនេះហាក់ដូចជាមានភាពស្រពិចស្រពិលនៅឡើយក្នុងចំណោមប្រជាពលរដ្ឋ ខ្មែរភាគច្រើន។ ដើម្បីជាការជួយបំភ្លឺឲ្យបានជ្រាបពីមូលហេតុ និងពីប្រវត្តិរបស់សមាគមខ្មែរ ខាងក្រោមនេះគឺជាអត្ថបទដកស្រង់នៃការធ្វើសម្ភាសន៍ ជាមួយលោក **Michael Ben Ho** និងលោក **William Tith** ដែលមានឈ្មោះដើមថា **Savooun Tith**៖

មកទល់ឆ្នាំ ១៩៧២... នៅទីក្រុងឡឺវែលយើងទាំងមូលនេះមានប្រជាពលរដ្ឋខ្មែររស់នៅមិនលើសពីដប់គ្រួសារឡើយ។ ហើយមកទល់នឹងឆ្នាំ ១៩៨៤ ចំនួនគ្រួសារខ្មែរបានកើនឡើងរហូតដល់ប្រហែលជា ១០០ គ្រួសារ។ ក្នុងភាពជាជនភៀសខ្លួនថ្មីថ្មោង ដែលមករស់នៅលើទឹកដីថ្មី គឺថ្មីទាំងធាតុអាកាស ថ្មីទាំងម្ហូបអាហារ ថ្មីទាំងសម្ភារៈប្រើប្រាស់ ថ្មីទាំង ការទាក់ទង ថ្មីទាំងភាសា ហើយគឺភាពថ្មីទាំងគ្រប់អន្លើនេះហើយ ដែលធ្វើឲ្យ ប្រជាពលរដ្ឋ ជាជនភៀសខ្លួនជួបប្រទះ និងបញ្ហាគ្រប់ជំពូក។ នៅពេលដែលមានបញ្ហាច្រើនប្រឈមមុខនឹងការរស់នៅ ការពឹងពាក់គ្នាភ្នែកកាន់តែមានច្រើន ហើយការជួយគ្នា ការរឹតតែជិតស្និទ្ធនិងស្រឡាញ់រាប់អានគ្នា យល់ចិត្តធ្វើមគ្គុកកាន់តែស្អិតរមួតខ្លាំងឡើងដែរ។

កាលនោះ ប្រជាពលរដ្ឋច្រើនតែទៅពឹងពាក់បងប្អូនញាតិមិត្តដែលខ្លួនស្គាល់នូវក្នុងការទៅមន្ទីរពេទ្យឬទៅក្រសួងផ្សេងៗ។ ជាមួយគ្នានេះដែរ ប្រជាពលរដ្ឋខ្មែរយើងជំនាន់នោះ ភាគច្រើនគឺអញ្ជើញទៅទិញស្លាកកម្មការអង្គការមួយដែលមានឈ្មោះថា **"Indochina Project"**។ អង្គការដែលស្ថិត នៅក្រោមការគ្រប់គ្រងរបស់លោកបណ្ឌិត **Pho** (មានកំណើតដើមជាជនជាតិវៀតណាម) នេះមានតួនាទីសំរាប់ជួយបម្រើសេចក្តីត្រូវការ របស់ប្រជាពលរដ្ឋភៀសខ្លួនដែលជាជនជាតិខ្មែរ, វៀតណាម, និងលាវ។

កិច្ចការបម្រើប្រជាពលរដ្ឋខ្មែរដែលស្ថិតនៅក្រោម **"Indochina Project"** នេះមានភាពពិបាកស្មុគស្មាញដែលធ្វើឲ្យបុគ្គលិកខ្មែរមាន ការពិបាកទាំងផ្លូវកាយនិងផ្លូវចិត្ត ព្រោះថាហេតុអ្វីក៏ខ្មែរធ្លាក់ក្នុងអន្លង់ឥណ្ឌូចិនដូច្នោះទៀតនោះ? គឺដោយសារគំនិតនេះហើយ ទើបបានជាខ្មែរយើងទាំង គ្នាពិគ្រោះគ្នារវាងលោកតា លោកយាយ ចាស់ព្រឹទ្ធាចារ្យ ហើយក៏សំរេចចាំនាំគ្នាសុំបង្កើតឲ្យមានជាសមាគមខ្មែរមួយ ដែលនៅឯករាជ្យដាច់ផុតពីការ គ្រប់គ្រងរបស់លោកបណ្ឌិត **Pho** និង ផុតពីអង្គការ **Indochina Project**។

ការទាមទារសុំបង្កើតឲ្យមានជាសមាគមខ្មែរនេះ គឺត្រូវប្រើពេលអស់ប្រហែលមួយឆ្នាំទើបបានសំរេច។ មុននឹងបានទទួលការអនុញ្ញាតឲ្យរៀបចំ បង្កើតជាសមាគមនេះឡើង រដ្ឋម៉ាសាឈូសេតបានតម្រូវឲ្យបុគ្គលិកខ្មែរចំនួនបួនរូប ទៅចូលរៀននៅទីក្រុង **Boston** អំពីរបៀបគ្រប់គ្រងនិងចាត់ចែង ឲ្យមានដំណើរការ។ បន្ទាប់ពីបានបញ្ចប់នូវការសិក្សានេះមក បុគ្គលិកខ្មែរទាំងបួនរូបនេះបានទទួលប្រាក់ពីរដប់ប្រាំបួនប្រហែល ៤៥០០ដុល្លារ។ ការពិតទីក្រុងនេះគឺផ្តល់ឲ្យអ្នកទាំងបួនដើម្បីជាការលើកទឹកចិត្តក្នុងការប្រឹងប្រែងរៀនសូត្រតែប៉ុណ្ណោះ។ ប៉ុន្តែដោយមានស្មារតី និងទឹកចិត្តគិតគូរពីការ បម្រើប្រជាពលរដ្ឋខ្មែរដោយស្មោះនោះ ទីក្រុងនេះត្រូវបានយកទៅប្រើដើម្បីរៀបចំបង្កើតជាសមាគម និងជួលបុគ្គលិកម្នាក់ដើម្បីបំពេញការងារទៅវិញ។

នៅពេលដែលសមាគមខ្មែរបានបង្កើតឲ្យមានជារូបរាងដំបូងនេះ គឺសមាគមខ្មែរបានរៀបចំអោយមានជាទីស្នាក់ការបណ្តោះអាសន្នមួយ ដោយជួលបន្ទប់មួយនៅជាន់ទីពីរនៅក្នុងអគាររបស់ **"Indochina Project"** ដែលមានអាសយដ្ឋាន លេខ ៧៩ High Street។ ការដែលសមាគមខ្មែរសំរេចជួលយកបន្ទប់របស់អគារនោះ គឺថានៅអគារនោះមានកន្លែងធំទូលាយសំរាប់ខ្មែរយើងប្រារព្ធធ្វើបុណ្យទាននិង បុណ្យប្រពៃណីជាតិផ្សេងៗដូចជាបុណ្យចូលឆ្នាំឬភ្នំបិណ្ឌ ជាដើម។ នេះគឺមកពីខ្មែរពិការលនោះ យើងពុំទាន់បានរៀបចំឲ្យមានជារត្តអារាមត្រឹម ត្រូវសំរាប់ប្រជាពលរដ្ឋខ្មែរជាពន្ធសាសនិកជនធ្វើបុណ្យទាន ឬទៅសមាទានសីលនៅឡើយទេ។ កាលនោះសមាគមខ្មែរបានសំរេចជួលទាំងកញ្ចា **Carol Keirstead** ឲ្យបំពេញនាទីជំនួយការប្រតិបត្តិ។ សូមជំរាបថា នាពេលនោះសមាគមខ្មែរក៏បានរៀបចំឲ្យមានជាច្បាប់ទំលាប់របស់សមាគមសំរាប់អនុវត្ត ដែលមានគណៈកម្មាធិការនាយកជាអ្នកជួយពិនិត្យគ្រប់គ្រងនូវគ្រប់កិច្ចការរបស់បុគ្គលិកប្រតិបត្តិ។ គណៈកម្មាធិការនាយកពេលនោះមានឈ្មោះថា **Charter Members** មិនមែន **Board of Directors** ដូចសព្វថ្ងៃនេះទេ។

បើនិយាយពីកិច្ចបម្រើ និងទំនាក់ទំនងជាមួយក្រសួងដទៃទៀតនេះ គឺសមាគមខ្មែរមានភាពមមាញឹកក្នុងកិច្ចបម្រើយ៉ាងសកម្ម។ ដូចគ្នានេះដែរ ការទាក់ទងរវាងសមាគមខ្មែរ និងក្រសួងដទៃទៀតនៅក្នុងទីក្រុងឡឺវែលនេះ គឺមានភាពជិតស្និទ្ធនិងពឹងពាក់គ្នាជានិច្ចជាកាល។

នៅក្នុងកិច្ចបម្រើ សមាគមខ្មែរបានជួយសំរួលនិងដោះស្រាយតាំងពីបញ្ហាផ្ទាល់ខ្លួនរបស់ប្រជាពលរដ្ឋរហូតដល់បញ្ហាសង្គមខ្មែរជាអាទិ៍ ដូចជាការប្រឹងប្រែងសុំទាមទារឲ្យមានជាកម្មវិធីទ្វេភាសានៅតាមសាលារៀន ការស្នើសុំឲ្យមានជាបុគ្គលិកខ្មែរដូចជាគ្រូបង្រៀន ភ្នាក់ងារប៉ូលីស ឬនៅ តាមក្រសួងមន្ទីរផ្សេងៗទៀតដែលមានកិច្ចបម្រើដល់ប្រជាពលរដ្ឋខ្មែរយើង។ ការជួយយឺតយ៉ាវ ការខិតខំដុតដៃដុតជើងនេះហើយដែលធ្វើឲ្យការទាម ទាររបស់ខ្មែរយើងនៅពេលនោះបានសំរេច ដើម្បីសំរួលដល់ការប្រាស្រ័យទាក់ទងគ្នា សំរួលកិច្ចបម្រើ ហើយក៏ធ្វើឲ្យប្រជាពលរដ្ឋខ្មែរមានភាពកក់ក្តៅ ក្នុងការស្វែងរក ជំនួយគ្រប់ប្រភេទ ដែលប្រជាពលរដ្ឋម្នាក់ៗត្រូវការសំរាប់ការរស់នៅរបស់ខ្លួន។ ទាំងអស់នេះហើយគឺជាគ្រឹះយ៉ាងសំខាន់ របស់សមាគមខ្មែរ






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ដោយសមាគមខ្មែរបានពង្រីកនូវកិច្ចបម្រើរបស់ខ្លួនកាន់តែមានទំហំធំឡើងៗនោះ  
ហើយនិងដើម្បីឱ្យទិស្នាក់ការរបស់ខ្លួនកាន់តែមានភាពប្រសើរ ធំទូលាយសំរាប់ការប្រើប្រាស់នោះ  
សមាគមខ្មែរបានសំរេចផ្លាស់ប្តូរទិស្នាក់ការរបស់ខ្លួនពី ៧៩ High Street ទៅជួល  
អគារមួយនៅអាសយដ្ឋានលេខ ១២៥ Perry Street នៅក្នុងឆ្នាំ១៩៨៥។  
ទាំងគណៈកម្មាធិការនាយក ទាំងបុគ្គលិករបស់សមាគមបានខិតខំអស់ពីកម្លាំងកាយ  
កម្លាំងចិត្តដើម្បីបំពេញភារកិច្ចរបស់ខ្លួន និងដើម្បីបម្រើប្រជាពលរដ្ឋឱ្យអស់ពីសមត្ថភាព  
ដែលខ្លួនមាន។ រួមផ្សំដោយជំនួយឧបត្ថម្ភពីអង្គការផ្សេងៗរបស់រដ្ឋនិងឯកជនផង សមាគមខ្មែរមានដំណើរការយ៉ាងល្អប្រពៃ ហើយបានពង្រីក  
នូវកិច្ចបម្រើរបស់ខ្លួនតាមរយៈកម្មវិធីជាច្រើន ដើម្បីសំរេចទៅតាមសេចក្តីត្រូវការរបស់សង្គមខ្មែរ។

សមាគមខ្មែរបានជួលអគារនៅផ្លូវ Perry នេះរហូតដល់ឆ្នាំ ១៩៩៨ ទើបបានផ្លាស់មកនៅអគារលេខ 165 JACKSON STREET ដែលជា  
អាសយដ្ឋានបច្ចុប្បន្ន និងជាទិស្នាក់ការអចិន្ត្រៃយ៍របស់សមាគមខ្មែរ។ ដូចគ្នានិងគណៈកម្មា ធិការនាយក និងបុគ្គលិកគ្រប់ជំនាន់របស់សមាគម ខ្មែរដែរ  
គឺទាំងគណៈកម្មាធិការនាយក នាយកប្រតិបត្តិ និងបុគ្គលិក របស់សមាគមសព្វថ្ងៃបានខិតខំរួបរួមគ្នាដើម្បីបន្តនូវតួនាទីរបស់ខ្លួនដោយជួយលើកស្ទួយ  
និងជ្រោងស្ថាប័នខ្មែរនេះឱ្យមានលក្ខណៈកាន់តែប្រសើរឡើងៗ។ សមាគមខ្មែរបានប្រឹងប្រែងពង្រីកនូវកម្មវិធីឱ្យមានចំនួនកាន់តែកើនឡើង  
រៀបចំជួសជុលនិងកែលំអអគាររបស់ខ្លួន ពង្រឹងនូវសមត្ថភាពជាមួយអាជ្ញាធរក្រុង-រដ្ឋ អង្គការរដ្ឋនិងឯកជន ព្រមទាំងផ្សារភ្ជាប់ឱ្យបានរឹងមាំនូវ  
ចំណងសាមគ្គីភាពរវាងបងប្អូនប្រជាពលរដ្ឋខ្មែរគ្រប់រូបផងដែរ។

ទោះបីជាស្ថិតនៅក្នុងស្ថានភាពបែបណាក៏ដោយ ក៏សមាគមខ្មែរនៅតែខំបម្រើនាពេល ពង្រឹងនូវជំហររបស់ខ្លួនក្នុង ភាពជាអព្យាក្រឹត្យ  
បម្រើប្រជាពលរដ្ឋខ្មែរ បំរើផលប្រយោជន៍រួម ដើម្បីឱ្យសក្តិសមជាស្ថាប័នខ្មែរមួយដែលជានិមិត្តរូបឱ្យប្រជាពលរដ្ឋខ្មែរទូទៅនៅក្នុងក្រុងឡូវែលយើងនេះ។  
បំរើ កសាង លើកស្ទួយជីវភាពរបស់សង្គមខ្មែរគឺជា  
ទិសដៅដ៏ចម្បងនិងតែមួយគត់របស់សមាគមតាំងពី  
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## How the CMAA Changed My Life

By Kamsort Mao

Worker for the Youth Services Program at the CMAA

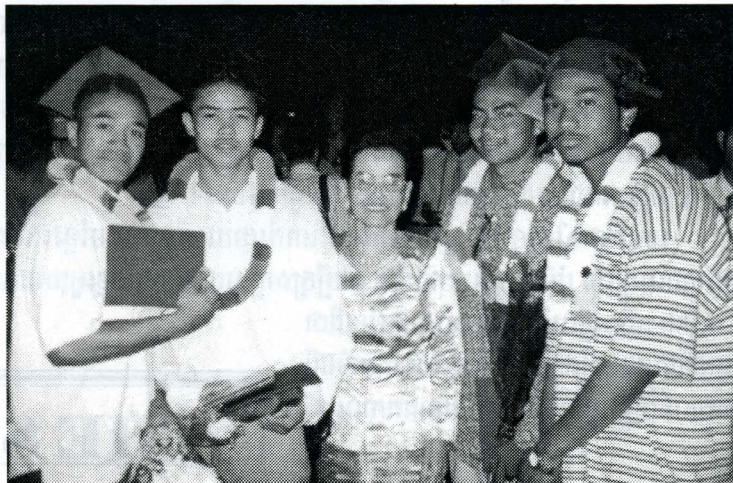
I lived in the Highlands between 1990-1992. I've always been a "little punk". I didn't listen to anyone. My parents never had enough money to buy me my favorite sneakers that cost \$100 dollars. So, I got involved with "hangin" with the older guys. They are gang members who I thought were cool because they had money, girls, and respect. They jumped me into the gang. They taught me how to smoke weed, drink 40's, and snatch necklaces from people for money. Everyday, I wore new clothes.

In school (the Daley,) the only class that I had problems with was English, because I hated to read. The other classes I managed to pass because they were easy. Until one day when the English teacher suspended me because I swore at him. He said that I smiled at him when he was yelling at the class. While I was suspended I started to do more violent activities. I would walk to school just to beat someone up. I can remember when my dad and my enemies would whip me.

One night I got handcuffed by the cops, but was never turned in. Instead, I was put face down on the ground. I was kicked and harassed. I didn't like it when the officer used profanity and tried to search me. My mom lectured me about how she brought me up, and how she fled the killing fields.

When I was born, everyone thought that I had died, because I was laying in a refugee hospital for about a week. My mom cried for me to have a second chance. I have two scars on my neck to prove it. The reason I was in a coma was because during the escape my mom had to put wine on my tongue for me to go to sleep, so that the Khmer Rouge wouldn't catch her in the jungle.

In 1994, I was in 8<sup>th</sup> grade; I was looking for a change. All my boys went to the CMAA when it was located on Perry Street. There was a van that picked us up to go play basketball. I talked a lot to guest speakers that had been gang members and had been locked up. I was willing to throw away my bad habits and get involved with school and sports. I had a dream that there was going to be a Cambodian NBA player. Even when I'm doing positive things, I still have doubts about safety. My old "Klick" and enemies are still looking for me.



So my family moved to Pawtucketville where white people live. I wouldn't go to Lowell High because I was too scared. But this time, all the people that hated me were all locked up. Most of them didn't go to school. Some got married and worked under the table. After I graduated from Lowell High I looked at

the CMAA. It's at a new place; there are more youth and more activities. I looked at this and it reminded me, that's how I was when I was 13 yrs old. Lost, and wondering what was going to happen to me now, I succeeded by doing what I did everyday. I see kids now; they're all hard headed just like I was before. I want to tell them that they would be like my old friends if they kept that attitude.

My work here at the CMAA in youth services really plays a big change in communication. I have an advantage in talking to the youth. My age is not too far from theirs. I can relate to them some of the experiences that they are going through. I can't be accepted as a role model because I haven't achieved any goals yet. I'm still going to school (college) trying to get a degree in health. I'm hoping one day I'll be a health teacher, or a

coach. But the thing that motivated me the most was when I looked at the world on the television, in books, and magazines. I asked the world where the Cambodian minority, representing out culture, sports, politics and entertainment were. I am very happy now that the CMAA has programs like these. They weren't available before. I am very honored to have people like Samkhann, Lorraine, Arn-Chron Pond, Sayon and Rithy Uong to service the Cambodian Community. When I came to visit the CMAA, I became interested in working with the youth. I have a brother who is a client here (Vorn Kimsan Mao.) I got involved with the Future Star Summer Camp Program that served more than 100 kids. The program used sports to help prevent young potential from being recruited in to gangs.

There are people out there in the world that love to have the opportunity that our youth have. When I was caught up in gang activities no one was there to pull me away before it happened. I think kids should focus on school more and get involved more with sports activities, and join a program that helps them go to college. I have people coming up to me and telling me that they don't know what to do with their lives. That's why I'm here at the CMAA serving the youth.



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## The C.M.A.A: ON THE MOVE

Over the past two years, the Cambodian Mutual Assistance Association of Greater Lowell, Inc. has grown phenomenally. The Courier Corporation generously donated its former headquarters building, located at 165 Jackson Street, Lowell, Massachusetts to the CMAA. This building, with over 90,000 square feet of floor space on three floors, is valued at close to one million dollars. We have a vision of developing this historic mill building into a "one stop" center for Lowell's Cambodian community, offering social services, professional offices, retail shops, a restaurant and a function hall. The CMAA has made great strides towards making this vision a reality.

With the recent addition of the Community Service Employment Program and the Refugee Self-Sufficiency Program, the CMAA has more than doubled its annual budget to over two million dollars.

### ORGANIZATIONAL PROFILE OF THE C.M.A.A.

The Cambodian Mutual Assistance Association of Greater Lowell, Inc. is a nonprofit social service agency dedicated to the design and implementation of programs to improve the quality of life for the Cambodian-American community of Greater Lowell, which numbers approximately 30,000 people.

A fifteen member Board of Directors governs the CMAA. All of the members of the Board of Directors are elected directly by members of the Cambodian community at the CMAA's annual meeting. The "owners" of the CMAA are the Cambodian community itself. All persons who register as members of the CMAA are entitled to vote. Membership in the CMAA is open to anyone interested in the welfare of the Cambodian community of Greater Lowell. There are no dues or membership fees of any kind for members, so that all members of the community can participate in the affairs of the Association.



ESL clients, with teacher

(Continue to pg 27)

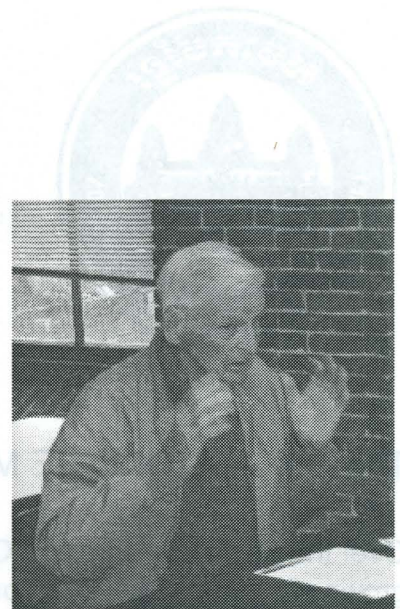
Dear Award Recipients:

Congratulations!

On behalf of the board and staff members of the Cambodian Mutual Assistance Association of Greater Lowell, Inc. (CMAA), I am writing to inform you that you will be presented with an award at the CMAA's 15<sup>th</sup> Anniversary Celebration. This memorable occasion is scheduled for Saturday, October 30, 1999 at the American Textile History Museum located on 491 Dutton Street in Lowell. Your roles as active community leaders and your continuous support, involvement, and generosity towards the Cambodian Mutual Assistance Association and the Cambodian American community have distinguished you recipients of the various awards given out for the 15<sup>th</sup> Anniversary celebration.



Elizabeth Borden



Less Chisolm

Again, congratulations on your nomination. I look forward to continue working with you to further improve the quality of life of the Cambodian-American community, as well as the community as a whole, in this coming millennium.

Sincerely yours,

Samkhann C. Khoeun  
Executive Director



CMAA Board of Directors Election, October 16, 1999



(l-r) Mayor Eileen Donoghue; Christopher T. Gates, President of National Civic League; Samkhann Khoeun, Arn Chorn-Pond of CMAA.

# AWARD RECIPIENTS

## CMAA'S PRESIDENTS

1. Sunly Sokh
2. Narin Sao
3. Savoeun William Tith
4. Boran Reth
5. Chanrithy Uong
6. Sambath Chey Fennell
7. Vyada Tith
8. Nick Mann
9. Seng Ty

## TERMS

- 1984-85, 1985-86
- 1986-87
- 1987-88
- 1988-89, 1989-90
- 1990-91, 1991-92, 1996-97, 1998-99
- 1992-93
- 1993-94, 1994-95
- 1995-96
- 1997-98

## CMAA'S CHARTER MEMBERS

1. Sunly Sokh
2. Chitravuth Michael Hul
3. Socheat Van
4. Hom Gary Hun
5. Narong Hul

## CMAA'S VOLUNTEERS

Mr. Less Chisolm, ESL Tutor/Teacher for more than 10 years.

Ms. Elizabeth Borden, Founder, Director and Teacher of Komar Day Care Center.

Ms. Rany Him, Khmer Cultural Dance Instructor for 7 years.

## CMAA'S FUNDERS

Mr. Newell Flather, *President of the Theodore Edson Parker Foundation*

Mr. Stuart Grossman, Esq., *President of the Red Auerbach Youth Foundation*

Mr. Thomas E. Coury, *Executive Director of the Gardiner Howland Shaw Foundation*

Mr. James F. Conway, III, *Chairman & CEO of the Courier Corporation*

## THOSE IN PUBLIC SERVICE WHO HAVE SIGNIFICANTLY CONTRIBUTED TO THE GROWTH OF THE CMAA

Honorable Martin T. Meehan, *U.S. Congressman, 5th District, Massachusetts*

Honorable Eileen M. Donoghue, *Mayor of the City of Lowell*

Honorable Mark L. Wolf, *U.S. District Judge*



**STAFF / បុគ្គលិក**

**ADMINISTRATION**

Samkhann C.Khoeun, *Executive Director*  
Sothea Chiemruom, *Deputy Director*  
Thirith Hut, *Fiscal Manager*  
Joseph Sexton, *Development Director*  
Sophy Theam, *Executive Secretary*  
Ronnie Mouth, *Administrative Assistant*  
Hoeun K. Tang, *Receptionist*

**VOLUNTEERS**

Holy Khut  
Les Chisolm

**YOUTH SERVICES PROGRAM**

Lorraine Cordeiro, *Program Director*  
Arn Chorn-Pond, *Coordinator of Arts & Culture*  
Sayon Soeun, *Criminal Justice & Peer Leadership Coord.*  
Sak Seang, *Khmer & Peer Leadership Instructor*  
Rany Him, *Traditional Dance Instructor*  
Phan Bin, *Traditional Music Instructor*  
Kamsort Mao, *Youth Advisors*  
Tony Roun, *Youth Advisors*

**EMPLOYMENT SERVICES PROGRAM**

Margaret Lavyn Tham, *Program Director*  
Vincent Bona Un, *Job Developer/Case Manager*  
Debra Pov Ye, *Job Developer/Case Manager*

**KOMAR DAY CARE CENTER**

Montha Oum, *Director/Teacher*  
Neda Nou, *Assistant Teacher*

**AQUACULTURE PROJECT:** Danny Div

**BUILDING DEVELOPMENT MANAGER:**  
Daniel Bumegin

**BOARD OF DIRECTORS / គណៈកម្មាធិការនាយក**

Chanrithy Uong, *President*  
Bunrith Lach, *1st Vice President*  
Michael Vann, *2nd Vice President*  
William Tith, *1st Treasurer*  
Sokhary Chau, *2nd Treasurer*  
Thomas Stylianos, Jr., *Secretary*  
  
Chantha Bin, *Social Worker*  
Thysan Sam, *Community Organizer*  
Bophany Pheng-Beiferman, *Juvenile Probation Officer*  
Sidney Leang, *Paralegal*  
Chuck Sart, *Social Worker*  
Mark E. Goldman, *Public Policy Researcher*  
Alex Keenan-Gallagher, *Student Affairs*  
Samuth S. Koam, *Health Educator*  
Michael Ortiz, *Asst. District Attorney - Middlesex County*

**ELDER SERVICES PROGRAM**

Thy Erika Chey, *Program Coordinator*

**CITIZENSHIP ASSISTANCE PROGRAM**

Samuel Sok, *Program Coordinator*  
Instructors: Ang Pheng, Chhorvy Chhay,  
Hong Net, Timothy Mouth

**COMMUNITY SERVICE EMPLOYMENT**

George Clark, *Program Director*  
Paul Yin, *Assistant Program Director/Job Developer*  
Bora Yi, *Case Manager/Outreach Worker*

**MONOROM FAMILY SUPPORT PROGRAM**

Brian B. Chen, *Program Director*  
Maridy You, *Case Worker*  
Samnang Mam, *Case Worker*

**YOUNG PARENT PROGRAM**

Alison Gervais, *Program Director/Teacher*  
Lillian Pelletier, *Program Assistant*  
Terry Troutt, *GED Instructor*

**ENGLISH FOR EMPLOYMENT PROGRAM**

Danny D. Div, *Program Coordinator/Teacher*



**"Reflecting and celebrating our past 15 years of success and preparing our community for a better future"**

# 15<sup>th</sup> Anniversary Celebration & Dinner

## Program

*Saturday, October 30<sup>th</sup>, 1999*

*American Textile History Museum  
Lowell, Massachusetts*

- 6:00 p.m. Cocktail - Cash bar
- 7:00 p.m. Welcoming Remarks by  
Mr. Chanrithy Uong, *President of the Board of Directors*
- 7:05 p.m. Guest Speaker  
Mayor Eileen Donoghue, *City of Lowell*
- 7:10 p.m. Dinner
- 7:20 p.m. Remarks by  
Congressman Martin T. Meehan  
*5th District, Massachusetts*  
Traditional dance and music performances
- 8:10 p.m. Remarks by  
Mr. Tem Chea, MSW  
*Advisor and Community Leader*
- 8:40 p.m. Community Achievement Award presentation
- 9:30 p.m. Closing Remarks by  
Mr. Newell Flather  
*President of the Theodore Edson Parker Foundation*
- 9:40 p.m. Dancing with live band *Reaksmey Chantrea*
- 11:30 p.m. Program concludes

# ស្រុកស្រាគម



# Cambodian Network Council

មជ្ឈមណ្ឌលបណ្តាញសហគមន៍កម្ពុជា

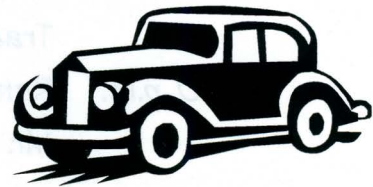
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៧:០០ព្រឹក ដល់ ១២:០០ ថ្ងៃត្រង់។ នៅពេលដែលលោកអ្នកទិញការធានារ៉ាប់រង លោក-អ្នក  
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(Continued from pg. 21)

## FUNDING AND FINANCES

CMAA's revenues are a mixture of grants and contracts from the United States, Massachusetts and local government and private foundations. In the past year, funding has come from the Massachusetts Cultural Council, the Massachusetts Office for Refugees and Immigrants, the Massachusetts Department of Social Services, the Massachusetts Department of Mental Health, the Massachusetts Department of Mental Retardation, the Department of Education, the Department of Transitional Assistance, the U.S. Office of Refugee Resettlement, The City of Lowell, the Greater Lowell Regional Employment Board, Elder Services of the Merrimack Valley, Inc., the Theodore Edson Parker Foundation and the Gardiner Howland Shaw Foundation, as well as the generosity of many private individuals.

## PROGRAMS

The CMAA offers services to the Cambodian refugee community of Greater Lowell through a number of programs, including:

**Komar Day Care** which provides a supervised play and learning environment for children from the ages of 2 years 9 months up to 6 years old. The children have fun, learn self-control and develop their social skills. Specialized supportive care is provided through the Massachusetts Department of Social Services.

**Youth Services Program** for at-risk and gang-involved youth provides a safe environment for young people. Activities include traditional Cambodian dance and music classes, kick-boxing classes, the Tribal Souls House Dance Troupe, poetry classes, Khmer language instruction, and a homework club. The program staff offers counseling and crisis intervention services.

**The Monorom Program** assists families with developmentally disabled children by providing case management, respite care, counseling, and recreational and educational opportunities.

**English as a Second Language** teaching spoken English and reading and writing skills. Students are also provided with support services and a supportive environment to help them attain self-sufficiency. **Young Parent's Program**, both for Welfare to Work clients and young parents.

**Citizenship Classes and Assistance** providing clients eligible for citizenship with education on American history and government, as well as assistance with preparing and filing the necessary forms to apply for U.S. Citizenship.

**Southeast Asian Environmental Justice Program** offers young people training in environmental issues which they share with the community. The Environmental Justice program recently sponsored a successful regional conference on lead paint poisoning treatment and prevention.

**Khmer language and culture classes** provide an opportunity to preserve traditional Cambodian culture, as a legacy for future generations of Cambodian-Americans.

**Community Service Employment Program** provides subsidized employment opportunities, which benefit employer and employee alike by allowing employers to hire a worker while being reimbursed for the worker's first year's salary or wages. Workers receive training and job skills, and employment which continues after the one year subsidy, while employers reduce their labor costs.

**Employment services**, (refugee self-sufficiency) including job-readiness training and resume writing and job search assistance, and placement services.

**Elderly Outreach** offers older Cambodian Americans transportation, translation, exercise classes and recreational programs.

Through these programs, the CMAA serves over 2,500 clients annually.

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បើសិនលោកអ្នកត្រូវការជំនួយផ្នែកធានារ៉ាប់រងសុខភាពនិងការព្យាបាលរោគទូទៅ សូមអញ្ជើញទាក់ទងមកមណ្ឌលសុខភាពសហគមន៍ក្រុងឡូវែល។ យើងមានបុគ្គលិកខ្មែរជាច្រើននាក់ រងចាំជួយបំរើលោកអ្នកដោយមេត្រី និងដោយមិនគិតពីស្ថានភាពប្រាក់ចំណូលនៃក្រុមគ្រួសារអ្នកឡើយ...

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- ▲ ព្យាបាលសុខភាពមនុស្សចាស់និងក្មេង ▲ កម្មវិធីសំរាប់ស្ត្រីមានផ្ទៃពោះ
- ▲ កម្មវិធីជួយដាក់ពាក្យសុំប័ណ្ណ MassHealth, Medicaid ▲ កម្មវិធីផ្តល់ឱវាទ
- ▲ ពិនិត្យនិងព្យាបាលជម្ងឺរយៈក្នុងនិងរោគទឹកនោមផ្អែម ▲ កម្មវិធីបំប៉នម្ហូបអាហារ
- ▲ កម្មវិធីព្យាបាលអ្នកញៀនសុរា និងគ្រឿងញៀនផ្សេងៗ ▲ កម្មវិធីផែនការណ៍គ្រួសារ
- ▲ ពិនិត្យនិងព្យាបាលជម្ងឺកាមរោគ ▲ ពិនិត្យឈាមនិងព្យាបាលរោគ HIV/AIDS
- ▲ កម្មវិធីផ្តួចផ្តើមជម្ងឺមហារីកដោះនិងស្បូន ▲ កម្មវិធីជំនួយយុវវ័យក្រុងឡូវែល
- ▲ កម្មវិធីទប់ទល់នឹងជំនួយផ្តាច់បារី និងផ្តល់នូវការសិក្សាអប់រំផ្នែកសុខភាពទូទៅ...

### មណ្ឌលសុខភាពសហគមន៍ក្រុងឡូវែល

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- មន្ទីរមនុស្សចាស់៖** ថ្ងៃច័ន្ទដល់ថ្ងៃសុក្រ ពីម៉ោង ៩:០០ព្រឹក-៥:០០ល្ងាច  
ល្ងាចថ្ងៃអង្គារនិងថ្ងៃព្រហស្បតិ៍ ពីម៉ោង៥:០០ល្ងាច-៨:០០យប់
- មន្ទីរកូនក្មេង៖** ថ្ងៃច័ន្ទ អង្គារ, ព្រហស្បតិ៍ និងថ្ងៃសុក្រ ពីម៉ោង៨:៣០ព្រឹក-៥:០០ល្ងាច  
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- ម៉ោងបើកថ្មី៖** បើកពិនិត្យជម្ងឺមនុស្សចាស់និងកូនក្មេងរៀងរាល់ថ្ងៃសៅរ៍ពីម៉ោង៨:៣០ព្រឹក ដល់ម៉ោង១២:៣០ថ្ងៃត្រង់ ដោយមិនចាំបាច់មានការណាត់ជួបជាមុនឡើយ!



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*From the Editor,  
May all Khmer Lowell Magazine readers, supporters, and all communities in Lowell have a happy life as always!!!*



Michael Vann with Monorom children during Halloween Party



**សិល្បៈខ្មែរ KHMER ARTS**

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# a Message from the President

Fifteen years ago, many Cambodian refugees including Mr. Sunly Sokh, Mr. Socheath Van, Mr. Chitravuth Hul and Mr. Hom Hun, formed the Cambodian Mutual Assistance Association of Greater Lowell, Inc., to help their fellow Cambodians adjust to life in America. They had no money, one office in the International Institute's offices, and many people who needed their help. Today, the CMAA has a staff of over 30 people, an annual budget well over two million dollars, and a historic 90,000 square foot building which is being developed into a one stop center that will be an asset for the whole Cambodian community of Lowell. The road from the office on High Street to the building on Jackson Street has been a long one, and we have overcome many obstacles to get where we are today. We owe a great debt to the many people who have worked long and hard to get us where we are today. This group includes the many community members who have served on the CMAA's Board of Directors, who worked long hours with no pay to give the organization direction. It includes staff members who worked long hours to serve their clients. It includes many funders, public officials, and others, both Cambodian and American, who came forward to help us with our work.

We have made a real difference in the lives of many members of our community. Many people are working at jobs they found with the help of the CMAA's employment programs. Many young people have been helped to reject a life of hopelessness and gang involvement, and to choose a life of productive and healthy activities. Many of our older community members have been taken care of by the Elderly Outreach program. We have helped people become citizens, to get their GED diploma, to better their lives. Thousands of Cambodian people in Lowell can say that their lives are better because the CMAA was there.

While we have much to be proud of, there is still much to do. There are still many Cambodians living in poverty. There are still Cambodian youth in gangs. There are still many who have not become citizens, who are shut out of the political process. During this year, the Board of Directors and the staff of the CMAA have devoted a great deal of time and effort to producing a strategic plan to guide us through the next five years. Through this plan, we will build the CMAA into a stronger, more effective organization. We will make a difference in many more lives. We will make our vision of a unified, self-sufficient, economically strong, educated and empowered Cambodian-American community which cherishes our traditional culture and values while embracing American cultures a reality.

This success will be a success not of a small group, but of an entire community. The CMAA is truly a mutual assistance association, in which we all help each other. All members of Lowell's Cambodian community have a share of the credit for this work. We have all achieved this success together. I hope that we will all continue to work together, to achieve the goals we have set for ourselves.



CMAA Lowell All-American delegation, June 1999

# Reflecting on the CMAA's Work: Its Existence and Services...

By Samkhann Khoeun, Executive Director

**Vision:** The CMAA envisions a unified, self-sufficient, economically strong, educated and empowered Cambodian-American community which cherishes our traditional culture and values while embracing American cultures. The CMAA also envisions itself as a resource center for Cambodian-Americans and other ethnic minorities throughout the United States for generations to come.

**Mission:** The CMAA is dedicated to improving the quality of life of the Cambodian-American community of Greater Lowell and other ethnic minorities through educational, cultural, social, community and economic development efforts.

July 20, 1999 marks the 15<sup>th</sup> Anniversary for the Cambodian Mutual Assistance Association (CMAA) of Greater Lowell, Incorporation in Massachusetts. At the same time, it also marks the 19<sup>th</sup> year that the Cambodian American community has lived in Lowell. Most Cambodians who came to Lowell escaped from the world's worst genocide, the Khmer Rouge regime (April 17, 1975- 1979) and the Vietnamese invasion of Cambodia in early 1979.

“There is no other refugee who came to America with the fewest possessions like the Cambodians,” according to the studies of the Federal Office of Refugee Resettlement. During draconian Khmer Rouge regime, the Cambodian population were entirely stripped of their cultural milieu: intellect, religion, education, and family values. They were forced to witness senseless killings of their family members from starvation, diseases, forced labor, massive destruction of their cultural, educational center and marketplaces. Followed by lengthy stays in overcrowded refugee camps, the Cambodian refugees often received the cruelest treatment. This included beatings, shootings, rapes, and robberies by the drunken Thai soldiers who were hired by the UNHCR (United Nations High Commission to Refugees) to protect them. The endless endurance of war-torn activities, extreme hardships, and the lack of familiarity with the American culture when they first settled further exacerbated the syndrome known as Post Traumatic Stress Disorder (PTSD). There has not been any program established to address these issues nearly twenty years after their resettlement in Lowell, Massachusetts. Yet, the Cambodians refuse to give up their dreams and hopes of rebuilding a new life again here in America.

In the early 1980's, many of them came together to build their first cultural institution called Watt Khmer, or Khmer temple. Later on, and with much support from non-Cambodian individuals and organizations alike, they came together again in 1984 to establish the CMAA. Cambodian refugees came to Lowell because there were plenty of manufacturing jobs—jobs that required little English skills, affordable housing, and of course, Lowell has always been a gateway city for immigrants. The federal office of Refugee Resettlement's philosophy of “Mutual Assistance Association” (MAA) places emphasis on resettling large refugee families together in American urban and industrial cities so that they can also establish some sort of support mechanism to help one another. Today, a lot of other ethnic

(continue to the next page)





Children preparing food for Khmer New Year



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refugee groups have formed their ethnic mutual assistance associations across America. These groups are also referred to as Community Based Organization (CBO), because they have integrated slowly into communities and take part in many community actions with many mainstream service agencies such as the YWCA, YMCA, religious congregations, community action agencies, and community development agencies, just to name a few.

In the early years, the CMAA focussed on immediate needs such as helping people with housing, enrolling children in public school, providing English as a Second Language (ESL) classes, employment services, translation, cultural and social adjustment to their new community. Today, the CMAA provides comprehensive programs and services serving not only Cambodians, but also Laotian, Vietnamese, Latinos as well as other minority groups in the Greater Lowell area. More than 2,500 people are served annually by the CMAA.

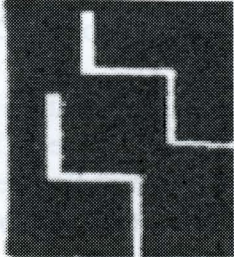
The CMAA has come a long way, from its first small office at the National Institute of Lowell on 79 High Street, financial assistance of \$5,000 from the Massachusetts Office for Refugees and Immigrants, to its former offices located at 125 Perry Street in Lowell. With funding coming from federal, state, municipal foundations and corporations, the CMAA today has an annual budget of nearly three million dollars and over 30 staff members.

Today, there is so much to be proud of. Over the past two years, the CMAA has grown phenomenally. The Courier Corporation generously donated its former headquarters building, located at 165 Jackson Street, Lowell, Massachusetts to the CMAA. This building, with over 90,000 square feet of floor space on three floors, is valued at close to one million dollars. The CMAA envisions the development of this historic mill building into a "one stop" center for Lowell's Cambodian community, offering social services, professional offices, retail shops, a restaurant and a function hall. The CMAA has made great strides towards making this vision a reality.

**“With our Compliments  
and Best Wishes”**

**Nancy & Richard Donahue**

Best wishes to the  
Cambodian Mutual Assistance Association  
on your 15th Anniversary Celebration!!

**CROSS  POINT**

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# បេក្ខជន វិទ្យា វិទ្យុ

នៅក្នុងនាមជាបេក្ខជនទីប្រឹក្សាប្រចាំក្រុង លោកវិទ្យាមានសមត្ថភាពដ៏ពិសេសមួយ  
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 សូមមេត្តាជួយបោះឆ្នោតជូនលោកវិទ្យានៅថ្ងៃទី២ ខែតុលានេះកុំខានឲ្យសោះ។  
 ពិតមែនតែលោកជាប់លេខចុងក្រោយគេបង្អស់នៅលើសន្លឹកឆ្នោតក៏ដោយ  
 ក៏លោកគឺជាដើមឯកនៅក្នុងផ្នែកផ្សេងៗទៀតជាច្រើន។

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# Lowell's Cambodian-American Community

Lowell experienced a 117% increase in its foreign-born populations between 1980 and 1990. Much of this increase was due to the large numbers of Southeast Asian and Latino families who were attracted to resettling in a multi-ethnic city with a promise of economic opportunity.

Today, Lowell, Massachusetts is home to the second largest population of Cambodian refugees in the United States. According to the 1990 U.S. Census, the Southeast Asian population of Lowell totals 23,500, broken down as: 18,500 Cambodians, 3,500 Laotians and 1,500 Vietnamese. It is believed that these groups were under-counted due to linguistic and cultural barriers. It is also believed that those figures have increased significantly in the past 9 years. The CMAA currently estimates that there are approximately 30,000 Cambodian refugees living in Lowell and its immediate suburbs.

The census information shows that the Southeast Asian population of Lowell faces severe economic difficulties. Twenty-six (26%) percent of Cambodian families in Lowell are headed by a single female. The average size of Cambodian families in Lowell is 5.03 persons. Only 46% of Cambodian males and 22.6% of Cambodian females over age 25 have completed high school. The average per capita income for Lowell's Cambodian population is \$6,250.00, and 42.6% of Lowell's Cambodian population lives below the established poverty level. Only 46% of Lowell's Cambodian people are in the workforce, in contrast to the national average of 65%. Nationwide, the 1990 census showed 247,400 Cambodians in the United States, including 140,000 children or adolescents. Further, 72,000 Cambodian refugee adults have had less than an elementary school education, and are able to communicate only marginally in English.

These economic difficulties are compounded by the trauma that the Cambodian refugees have suffered. Lowell's Cambodian refugees are survivors of a series of traumatic events, beginning with a civil war that lasted from 1970 to 1975. A communist victory in the civil war resulted in the murderous Khmer Rouge regime of 1975 to 1979, during which approximately two million Cambodians were killed outright or died from forced labor, starvation and untreated disease. This period of intense suffering ended with the invasion of Cambodia by Vietnam in 1979, and the ravages of another war. Those fortunate enough to escape Cambodia when the Vietnamese invaded then endured years of life in overcrowded refugee camps, before coming to the United States. Lowell's Cambodian Americans are still feeling the cumulative effects of this series of traumatic events today. Khmer Health Advocates, based in Hartford Connecticut, estimate that 60% of Cambodian Americans suffer from post-traumatic stress disorder. A doctoral candidate at the Harvard School of Public Health studied the rate of severe depression among Cambodian Americans living in Lynn, Massachusetts. The depression rate for Cambodians was ten times the national average.

**CONGRATULATIONS to CMAA**  
**from Lowell Festival Foundation**



Cambodian Boy playing khim (dulcimer)



Boy and girl in traditional costume

# Lowell Community Public Charter School

## Our Mission

Lowell Community Public Charter School prepares children for high academic achievement by providing a supportive, challenging, multicultural environment that integrates the strengths of Lowell's diverse communities and cultures.



## Distinctive Features:

- ✓ An extended school day (starting in year 2000) and a 200-day school year (starting in year 2001)
- ✓ Full-day Kindergarten
- ✓ Small class size, team teaching, and teachers stay with students for more than one year.
- ✓ Early reading intervention and in-school tutoring available to all students
- ✓ 8 week assessments of student progress and MCAS test preparation
- ✓ Computers in every classroom
- ✓ Emphasis on learning or maintaining a 2nd language
- ✓ Emphasis on the history of immigrants in America and on the cultural knowledge of Lowell's diverse communities
- ✓ Counseling and special needs services
- ✓ Close working relationships between families and the community

**P.O.Box 1773  
Lowell, MA 01853-1773  
978.323.0800**

## KICK-OFF EVENT

**Saturday, November 13<sup>th</sup>, 1999  
2 - 6 p.m.**

**Eliot Church Meeting Hall  
273 Summer Street**

*Congratulations CMAA on your 15th Anniversary*

**Department of Social Services**

33 E. Merrimack St., Lowell, MA

978.275.6800

Open your home  
and take a child to heart



**Become a foster or adoptive parent**

# CMAA Strategic Plan

(continued from pg. 15)

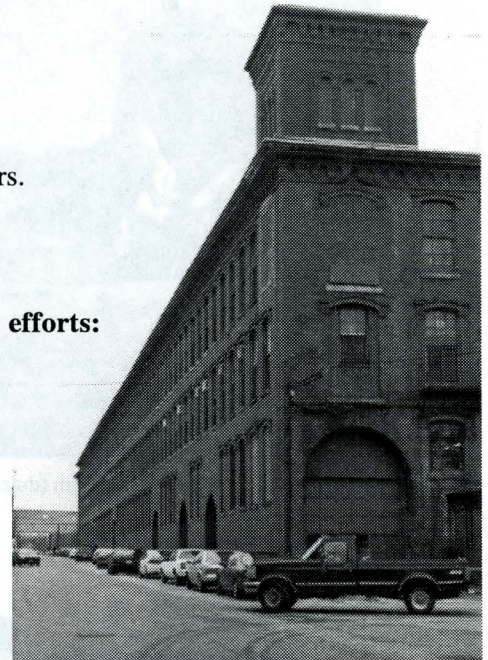
## GOALS AND STRATEGIES

CMAA will pursue the following goals and strategies over the next five years.

### Program Goals and Strategies:

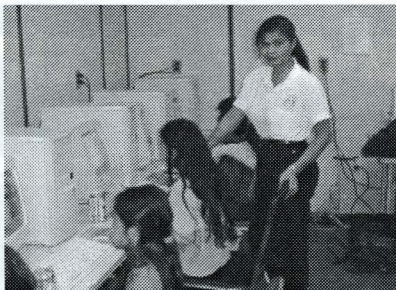
#### Continue its social services, educational and economic development efforts:

- Preschool Education—Komar Day Care center
- Monorom Family Support Services
- Youth Services Program
- Young Parents Program
- Community Services Program
- Employment Services Program
- Cultural Enrichment & Development Program
- Citizenship Education & Assistance Program
- Work-base English program
- ESL/Adult Basic Education Program
- Community Computer Lab and Training
- Urban Initiative Project—Fish Farming



#### Continue the commercial revitalization of the Courier Building into a “One-Stop” Center for business, cultural, social, educational and community Center:

- Access additional sources for building development projects
- Pursue the development of Lowell Community Charter School
- Pursue the development of West-Meets-East Center
- Pursue the development of the S.E. Asian Restaurant
- Pursue the development of the multipurpose function hall
- Pursue the development of the Youth & Family Center
- Pursue the restoration of the historic facades of the building
- Engage the City of Lowell government to improve the infrastructure, such as side-walk, Street light, tree, and parking arrangement.



#### Develop new programs to serve unmet needs of the community.

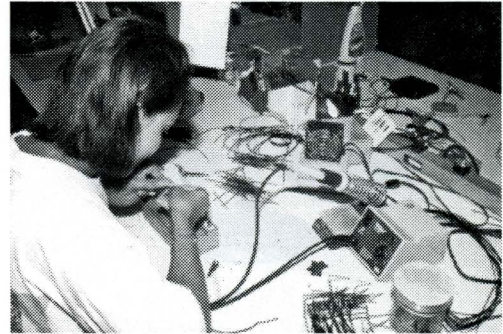
- Begin a housing advocacy initiative to aid the many community members now living in substandard housing;
- Offer family strengthening services to treat intergenerational conflict through a holistic, family centered approach;
- Move the aquaculture project forward from a demonstration project to a viable community food project providing jobs for workers with agricultural skills;

Offer services to prevent domestic violence and to aid victims of domestic violence in our community;  
 Provide assistance with routine immigration matters, such as applications for travel permits and replacement of lost alien registration cards;  
 Expand our existing center-based daycare to include a network of family based daycare providers;

**Supporting Goals and Strategies:**

**Strengthen CMAA's financial base**

- Development and implement annual fund-raising plans for operating and program support.
- Access additional financial sources for building development
- Development and implement capital campaign for Youth and Family Center
- Diversify organizational financial support for social, educational, economic development and building development project.
- Pursue historical tax credit eligibility



**Strengthen board and staff development**

- Implement board and staff training programs
- Clarify board committee roles and relationships between staff and board committee
- Review and update personnel policies and benefits program
- Implement annual staff appraisal
- Implement annual evaluation of board of directors
- Organize annual staff and board retreat

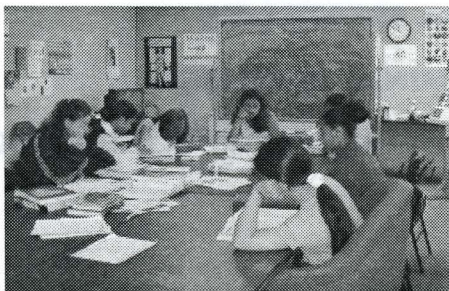


Chhay-yam (drum) players and Lady Chath

**5. Organizational Capacity Building**

- Develop and increase organizational capacity
- Create appropriate mechanisms for organizational growth
- Develop communication skills for public relations and media campaigns
- Increase organizational visibility
- Review the corporate Bylaws and make necessary changes to the composition and method of selecting members of the Board of Directors to strengthen the Board, and other changes needed to make the bylaws conform to the vision and mission statements of the organization

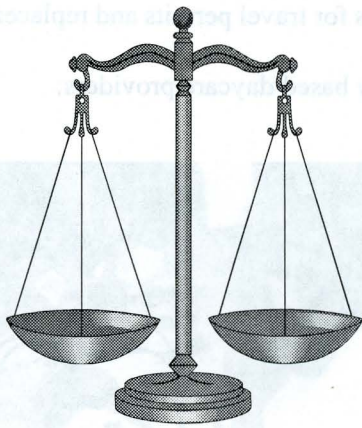
(continue to pg. 41)



YPP students studying



Monorom clients learning traditional music



# ការិយាល័យច្បាប់ យេដាវី ចន យីង

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**ការិយាល័យយេដាវី ចន យីង មានបទពិសោធន៍ដែលអាចជួយលោក-អ្នកដូចខាងក្រោមនេះ៖**

### ច្បាប់អន្តោប្រវេសន៍

### IMMIGRATION LAW

### គ្រប់គ្រោះថ្នាក់ផ្ទាល់ខ្លួនផ្សេងៗ

### ALL PERSONAL INJURIES

- ⊕ គ្រោះថ្នាក់ចរាចរណ៍
- ⊕ ផលិតផលមិនល្អ
- ⊕ គ្រោះថ្នាក់នៅកន្លែងធ្វើការ
- ⊕ គ្រោះថ្នាក់នៅកន្លែងផ្សេងៗ
- ⊕ ស្លាប់ដោយអយុត្តិធម៌
- ⊕ ប្រាក់ជំនួយពេលធ្វើការមិនកើត
- ⊕ មិនបង់ថ្លៃទាល់តែរឿងរ៉ាវនោះបានសម្រេច

- ⊕ AUTO ACCIDENTS
- ⊕ DEFECTIVE PRODUCTS
- ⊕ CONSTRUCTION ACCIDENTS
- ⊕ SLIP & FALL
- ⊕ WRONGFUL DEATH
- ⊕ WORKERS COMPENSATION
- ⊕ NO FEE UNLESS SUCCESSFUL

### ច្បាប់គ្រួសារ

### FAMILY LAW

- ⊕ ប្រាក់ចិញ្ចឹមកូន
- ⊕ ការលែងលះថ្មីប្រពន្ធ

- ⊕ CHILD SUPPORT
- ⊕ DIVORCE

### បង់ខាតមុខរបរឬប្រាក់កាស

### BANKRUPTCY

### ច្បាប់ទិញ/លក់ផ្ទះ

### REAL ESTATE LAW

### ការជួយស្បៀងផ្នែកក្រីក្រកម្ម

### CRIMINAL DEFENSE

ការិយាល័យយេដាវី ចន យីង មានបើកនៅចុងអាទិត្យ និងពេលល្ងាច, អាចទៅជួបនៅផ្ទះ និងនៅមន្ទីរពេទ្យ។

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LOWELL, MA 01850

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Home: (978) 640-2510



(continued from pg. 39)

*CMAA Strategic Plan***PROGRAM PRODUCTION**

	<i>Number of people to be served</i>				
	<b>1999-2000</b>	<b>2000-01</b>	<b>2001-02</b>	<b>2002-03</b>	<b>2003-04</b>
<b>Family &amp; Youth Services</b>					
Komar Day Care Center	50	70	75	80	90
Monorom Family Support	50	65	75	85	100
Youth Services Program	175	250	300	350	500
Total	275	385	450	515	690
<b>Education/Training Program</b>	<b>1999-2000</b>	<b>2000-01</b>	<b>2001-02</b>	<b>2002-03</b>	<b>2003-04</b>
Young Parents	45	50	55	65	75
ESL/Adult Education	50	65	75	85	100
Citizenship Education	200	235	350	265	275
Computer Training	45	65	75	90	100
Job skill training	45	75	90	130	145
Workplace English	75	90	110	135	150
Total	460	580	755	770	845
<b>Employment Services</b>	<b>1999-2000</b>	<b>2000-01</b>	<b>2001-02</b>	<b>2002-03</b>	<b>2003-04</b>
Self-sufficiency program	170	200	230	250	275
Comm. Services employment	42	110	150	175	200
Total	212	310	380	425	475
<b>Arts &amp; Cultural Program</b>	<b>1999-2000</b>	<b>2000-01</b>	<b>2001-02</b>	<b>2002-03</b>	<b>2003-04</b>
Khmer cultural dances	45	65	75	90	110
Khmer traditional music	15	20	30	40	50
Modern dances	35	50	75	80	100
Videography	10	15	20	25	30
Media arts	20	25	30	35	40
Native language education	35	45	55	65	75
Special events	1,200	1,500	1,750	2,500	3,500
Total	1,360	1,720	2,035	2,835	3,905
<b>Economic Development</b>	<b>1999-2000</b>	<b>2000-01</b>	<b>2001-02</b>	<b>2002-03</b>	<b>2003-04</b>
Urban Aquaculture	25	45	65	80	110
Multifunction hall	0	3,500	5,000	6,500	7,500
S.E. Asian Restaurant	0	25	30	35	40
Economic development training	0	30	50	60	70
Total	25	3,600	5,145	6,675	7,720
<b>Building Development</b>	<b>1999-2000</b>	<b>2000-01</b>	<b>2001-02</b>	<b>2002-03</b>	<b>2003-04</b>
Charter school	300	320	350	375	380
East-West Health Center	150	200	250	300	400
Family & Youth Center	0	150	200	250	300
Training center	50	75	100	150	175
Comm. Computer Lab	150	175	200	250	300
Elderly Center	100	120	150	175	190
Total	750	1,040	1,250	1,500	1,745

## កតវេទិកា – ACKNOWLEDGMENT

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**U.S. Office of Refugee Resettlement**  
**U.S. Dept. of Agriculture**

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**Massachusetts Cultural Council**  
**Office for Refugees and Immigrants**  
**Department of Social Services**  
**Department of Mental Health**  
**Department of Public Health**  
**Department of Mental Retardation**  
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**Tuft University**

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**Community Enterprise**  
**Lowell Cultural Council**  
**Lowell Community Health Center**  
**Lowell Public School**

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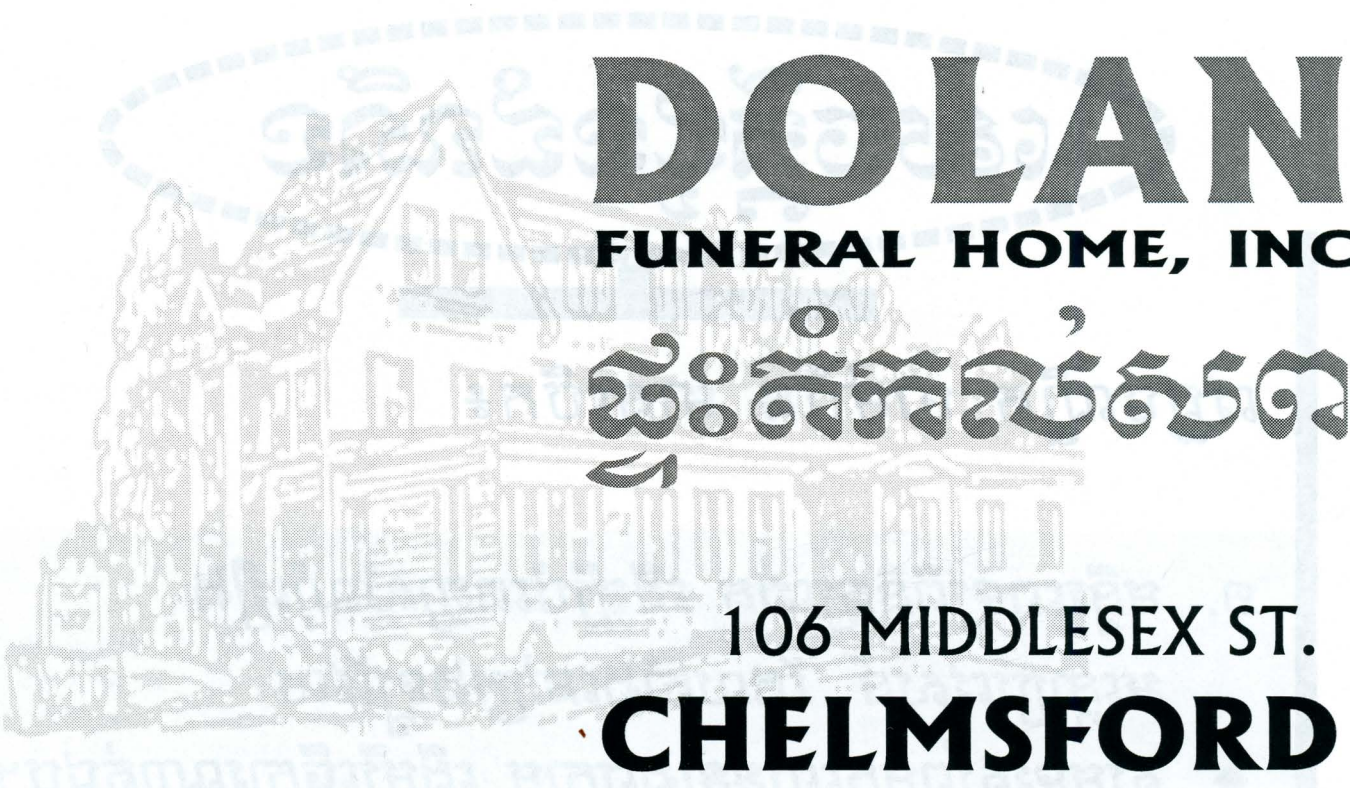


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១. មន្ទីរពេទ្យពិនិត្យរោគ ដើម្បីបំពេញសំណុំរឿង  
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