



# “Mondulkiri Indigenous People’s Association for Development” (MIPAD)

E-mail: [mipad.info@gmail.com](mailto:mipad.info@gmail.com)

## 1. Introduction

Mondulkiri Indigenous People’s Association for Development (MIPAD) is a local organisation developed by Nomad Recherche et Soutien International (Nomad RSI) since 2010. MIPAD operates throughout Mondulkiri in 5 districts in (Kao Seima, O Raing, Pichreada, Koh Niek and Senmonorm). The project has been supported by Nomad Recherche et Soutien International.

In the two years MIPAD has implemented successfully its founding project “Better Lives; Livelihoods and Choices for Indigenous Communities” in partnership with the Nomad RSI under the grants supported by the MDG-F: CISP via International Labour Organisation (ILO). It has also played a key role in the Community Malaria Education project, funded by Pro-Victims Fund (PVF) and other donors. These accomplishments have encouraged the line departments, local authorities, MIPAD and Community Based Organisation (CBO) partners to encourage adoption of this new local organization with its unique culture of development in order to promote the interests of Mondulkiri Indigenous People and other vulnerable groups in the long run.

This Charter and Bye-laws has been formulated by the first active community groups in the villages of Putang; BuSra; Putru; Andong Kralong; Pundreng, Pucha, and Chi Klop for and on behalf of others that wish to join freely as and when they wish and are able.

## 2. Vision, Mission, Aims and Values

### Vision:

To accomplish permanent improvements in remote mainly Bunong Indigenous communities: for better lives and livelihoods to be sustained; acceptable and appropriate public services to operate efficiently and for community solidarity/ownership to be invigorated through raised capacity to uphold cultural identity and manage native natural resources.

### Mission:

To promote confidence; skills; knowledge and means within indigenous communities, of women; men, and children, to effectively and equitably participate in decision making to choose their own futures, especially to ensure that they have access to education, information and opportunities to improve their basic health and livelihoods.

### Aims

1. To promote the general health; education and well-being of poor indigenous communities, through better lives and livelihoods, especially the most vulnerable and at-risk citizens.

2. To pioneer, test and prove effective and culturally-appropriate solutions to most manifest problems with creative learning techniques and messages that convey concepts within the spoken-only language; belief systems and contexts of indigenous communities.
3. To restore traditional self-reliance by establishing self-help group and community working to adapt to loss of land, so as to provide alternative or supplementary incomes based on marketable traditional arts and crafts and non-timber forestry products that can be still accessed or cultivated.
4. To promote and facilitate the preservation and protection of indigenous culture through building the capacity of communities – elders; leaders, teachers and revered members as well as ordinary men, women and children – to operate their own federated civil society organizations the “Mondulkiri Indigenous People’s Association for Development” (MIPAD) and the “Mondulkiri Resources and Documentation Centre” (MRDC) the first and only official centre dedicated just to Conservation of Bunong Culture.

### **Core Values and Principles**

- MIPAD works through traditional leadership structures while setting standards (quality and quantity) for equality of participation in all committees and activities by women and vulnerable people.
- MIPAD emphasizes a participatory approach, in which the communities are enabled to choose the direction of development that is appropriate for them.
- Nomad MIPAD supports community members to speak for their rights, while creating the space for them to do so.
- The use of indigenous languages is encouraged and facilitated. Indigenous staff including females are encouraged and supported to work for the organisation to facilitate community organization using the local language.
- Respect for traditional authority, beliefs, values, ideas, property, language and rights of indigenous community both men and women are promoted.
- MIPAD seeks to actively link its activities with different government agencies and develop partnerships with other NGOs/IOs.
- MIPAD staff are accountable to the beneficiaries, donors and Nomad RSI organisation.

### **3. Management**

MIPAD will be governed by an Annual General Meeting (AGM) consisting of two members from all participating villages, as nominated by each village. The AGM will elect members to serve on the Board of Directors and approve the appointments of President, Secretary, and Treasurer.

The AGM sets overall policies but day-to-day management is delegated to the Board of Directors who in turn allow the Director and senior staff to operate within approved policies and procedures.

The Board of Directors will appoint the Director and other officers.

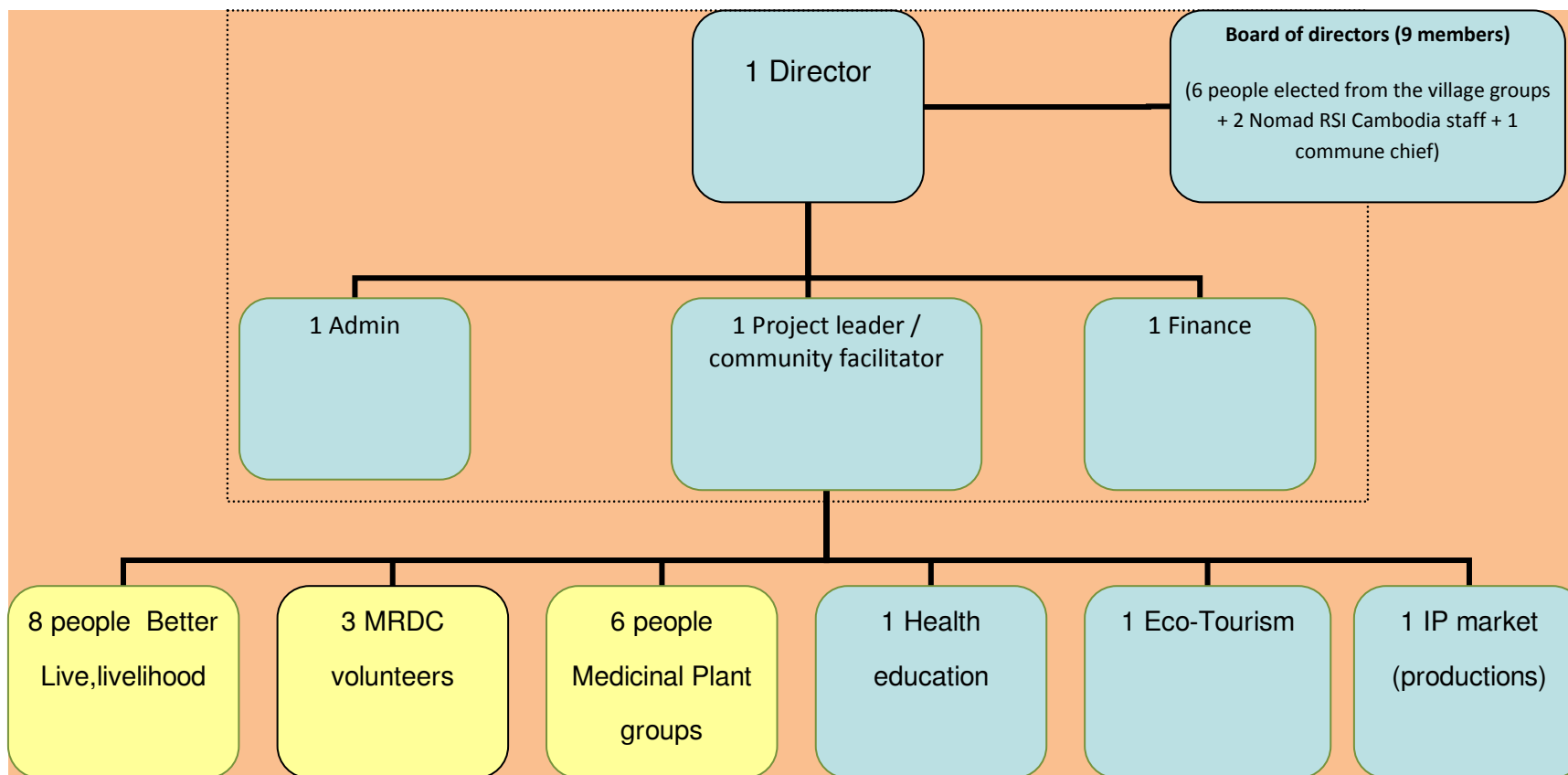
In addition:

The following has been promulgated to comply with Cambodian law:

- 1 MIPAD is registered at Doh Kromom village, Sokhadom commune, Sen Monorom municipality, and the approval of the Sokhadom Commune Chief, Sen Monorom municipality chief and Mondulkiri provincial governor is appended (1) to this Charter and Bye-Laws.
- 2 The appointments of the serving President and current Director as appended (2 and 3).
- 3 The profiles of the founding members, being the elected presidents of the 7 groups, plus the Director-designate, are also appended (4).
- 4 Logo and design of official stamp.
- 5 Rules for removing the President and Director – as listed below:  
The President is subject to re-election, as with other Directors, at the AGM and will automatically be removed from office if he or she is not nominated to represent his or her village group at the AGM; or the AGM votes for a new President. A serving President can only be removed from office or replaced between AGMs, by an Extra-Ordinary General Meeting that can be convened if a simple majority (50%+1) freely sign a petition for one.  
  
The Director may be suspended or removed by a specially constituted disciplinary panel of three members of the Board of Directors; then only after due process of law and observation of disciplinary/capability procedures whereby the reasons for the suspension or removal are put to him or her, rights to legal representation are given, and a fair hearing is conducted. A final internal right of appeal may be lodged to the full Board of Directors excluding the three panel members. Nomad RSI will appoint a representative to advise on such matters. These internal provisions do not exclude the exercise of rights under the Labour Laws of Cambodia.
- 6 Rules for changing the Bye-Laws, Name of Organization; Logo, etc- these can only be changed by a two-thirds plus majority at the Annual General Meeting.
- 7 Sources of Resources and Properties – MIPAD maintains an official inventory appended to this Charter (5) that lists all assets including source and donor.
- 8 The Rules of Resource and Property Management are based on and comply with the MIPAD Policy Document (appended 6) and are subject to periodic for which due notifications to all concerned will take place. For example this will occur when MIPAD and/or its village group members raise or receive own direct funding.
- 9 The Rules for Dissolution of Resources – Following a two-thirds majority vote of the AGM or an EGM to dissolve the Association, a panel appointed by the AGM or EGM, will determine the condition and value of all assets. The panel will then consult original donors who will have first choice to take them back. Where they opt not to do this, the guiding principle to follow is such assets should be allocated wherever possible to stay in the service of the original intended beneficiaries.

# Organisation chart of Mondulkiri Indigenous People's Association for Development

"The constituency for the election of community representatives are the duly recorded memberships of all participating villages.



Groups already active: 4 SHGs on livelihood (Puntang, BuSra, Putru and Andong Kralong); 3 MPGs (Pundreng, Pucha, Chi Klop) and the MRDC volunteer groups

