

**Winona Tsev Neeg YMCA   
Tswv Cuab Phoo Ntawv Qha**

PEB TSEEM MUAJ NTAU TSHAAJ LUB CHAW QOJ TEJ QOJ TAW LAWM HAB. Peb yog ib lub zej zog kws cog lug ua kuam lub cev, lub hlwb, saab ntsuj plig, hab lub zej zog kuam muaj zug. Pib thaum 1886, lub zog Winona Tsev neeg YMCA tau cog lug paab kuam muaj kev noj qaab nyob zoo, tso sab, swb paub hab tswm kuam muaj kev kaam sab rua cov menyuas, cov laug, tsev tuab neeg hab lub zej zog. Peb yog ib lub koom hum loom kws cog tub heev nyob rua huv lub zej zog. Txhua txhua nub tej yam kws peb ua peb kuj ua tau rua tuab neeg xais tau kev noj qaab haus huv zoo, thaum tug neeg saib xyuas cov menyuas ua tau rua puab muaj kev qaab hab thaum lub zej zog lug koom ua ke los rua tej yaam zoo. Ntawm lub ntsab lug huv YMCA nyob rua qhov fwj chim lug hloov—rua koj hab lub nplajteb kws nyob swb puag ncig koj.

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**1. Lub Y Hom Phaj**Lug muab txuj Kev Ntseeg tej txheej txheem lug siv ua kuam noj qaab hauv zoo rua saab ntsuj plig, kev xaav, hab lub ce taag nrho.

**2. Lub Y Zem Muag**Sib txuas hab sib koom teg lug ntawm paab kev noj haus huv hab kuam zej zog luj hlub.

**3. Tej Yam kws Xaam Pum Txug**

**Cov Hluas Kev Luj Hlub: Kev paab hab txhawb nqaa txhua tug menyuas hab hluas**Peb ntseeg tas txhua tug menyuas yuav tsum muaj feem lug pum txug has tas puab yog leej twg hab puab yuav ua tau dlaabtsw. Yog vim le ntawd, lug ntawm Y, laab pua tug cov hluas taamswm nuav muaj kev lug tswm khu tej yaam kws muaj nuj nqes, kev txawj hab kev phooj ywg kws yuav coj tau tug cwj pwm zoo, noj qaab nyob zoo hab kev kawm kuam tau.

**Noj Qaab Nyob Zoo: Paab tau lub teb chaw noj qaab haus huv hab kuam nyob zoo**Nyob rua huv tej lub zej zog huv lub teb chaw, lub Y yog lub suab kws has ntau tshaaj txug kev noj qaab haus huv hab nyob zoo. Nug rua lub hom phaj kws ua kuam txhua yaam swb luag, lub Y coj tsev neeg lug nyob swb ze ua ke, txhawb kuam muaj kevnoj qaab nyob zoo hab ua kuam kev txuas nrug rua kev qoj tej taw, kis las, muaj kev lom zem hab sib qha txug kev nyam. Qhov tswm swm, laab tug tub hluas/ntxhais hluas, cov laug, hab tsev neeg tau txais kev paab, saib xyuas hab tej ntaub ntawv kws toob kaas kws lug ua tau kev noj qaab haus huv zoo heev tuaj hab nyob zoo rua saab ntsuj plig, kev xaav hab lub cev.

**Tej Yaam Kws Yuav Tsum Tau Ua: Muab tsov qaab hab muaj kev txhawb nqaa rua cov neeg nyob sib puag ncig**Lub Y noog hab teb peb lub zej zog rua tej yaam kws peb toob kaas. Txawm tas yog kev kawm kuam txawj lossws muaj kev noj qaab haus huv lug ntawm kev kawm hab cob qha, tog txais hab ncaav kuam cuag txhua haiv neeg lug ntawm qhov chaw paab txhua haiv neeg, lossws tiv thaiv kuam tsws txhob muaj mob luj hab tu hab saib taug txhua yaam kev toob kaas hab xaav tau. Lug ntawm lub Y, muaj phaav tug neeg lug koom teg paab dlawb, pub nyaj dlawb, thawj coj, hab sib koom teg thoob plawg lub teb chaws txhawb nqaa laab tug tuab neeg nyob rua teb chaw Mekas hab thoob nplajteb kuam noj qaab nyob zoo, kaaj sab, swb paub, hab kaaj huv.

**4. Lub Y Kev Muaj Nqes**Peb qhov kev pum tau coj tau peb lug koom ua ke muaj ib qhov kev xaav tau. Nwg yog txujkev ntseeg hab tej yaam kws muaj kws qha peb coj peb tug cwj pwm, peb sib txuas lug nrug rua peb ib tug twg hab yuav txav txim le caag.   
  
**Txhaawj Txug:** Qha kev txhawj txug lwm tug  
**Ncaaj Nceeg:** Ua qhov tseeb rua tej koj has hab ua  
**Saib Taug:** Lawv qaab txuj cai kub   
**Yuav Tsum Ua:** Yuav tsum tau ua le koj has tseg hab cog lug

**5. Phaab Ntawv Txais Tog hab Txujcai Tsws Xaiv Ntsej Muag**Lub Winona Tsev Neeg YMCA yog ib lub koom hum kws qheb rua suavdlawg. Peb caw txhua haiv tuab neeg tsws has txug puab kev xiam oos qhab, laug le caag, puab yog haiv neeg twg, yog nqaj tawv dlaabtsw, kev ntseeg, txiv neej lossws quas puj, neeg dlaabtsw, kev xaav, tau nyiaj le caag, lossws txiv neej quas puj. Peb ntseeg tas nyob rua huv lub nplajteb kws muaj ntau haiv neeg txawv, nwg yuav ua rua peb muaj zug dlua yog thaum peb lug koom ua kev, thaum peb qheb peb lub qhov tsooj rua txhua tug neeg hab yog thaum txhua tug muaj txuj kev kawm kuam luj hub hab moog taug.

Nyob rua huv YMCA txuj kev cai li choj kws yuav tsum cia txhua tug neeg ua tswv cuab txawm tas puab yog lwm haiv neeg, lwm yaam neeg, ntseeg lwm yaam, txiv neej quas puj, laug lossws hluas, muaj quas puj muaj quas yawg, txiv neej quas puj, haiv neeg dlaabtsw lossws kev qha, neeg dlaabtsw, xiam tej taw, lossws tsws muaj nyiaj tsws pub muaj kev xaiv ntsej muag.

**6. Tswv Cuab Muaj Peev Xwm hab Ua Tau Npaum Twg**Ua Tswv Cuab Moog: Tswv Cuab tes ca le tos moog le lawm xwb yog has tas tsws muaj ib dlaim ntawv sau tawm ua ntej (7) nub kws dlaim npaas xis taag lossws tshu dlaim npaas xis (15) nub ua ntej kws puab ua dlua tshab. Thov tiv tauj qhov chaw ua Tswv Cuab lub tsooj ntawm info@winonaymca.org lossws moog saib [https://www.winonaymca.org/forms-documents](https://www.winonaymca.org/forms--documents) rua cov ntaub ntawv. Koj muaj feem muab koj dlaim ntawv tswv cuab tshem tawm txhua xyoo yog koj xaav kuam nwg ca le tshu koj tawm thaum taag xyoo. Cov tswv cuab kws tau txais kev paab yuav tau tso tau xaam phaaj dluab tsaws le puab kev muaj.

Tuav: Puab muaj feem tuav ib tug tswv cuab moog txug 6 lub hli kws yog le $10 ib hli.

Kaw Npav Tsws Ua Tswv Cuab: Dlaim ntawv kws tsws ua YMCA tswv cuab lawm yuav tau muab sau hab muab (15) nub ua ntej kws puab ua dlaim npaas xis tshab. Moog muab tau cov ntaub ntawv ntawm qhov chaw ua Tswv Cuab lossws moog saib tau [https://www.winonaymca.org/forms-documents](https://www.winonaymca.org/forms--documents).

Tswv Cuab Thoob Teb Chaws: Lub Winona Tsev Neeg YMCA koom nrug kev ua tswv cuab thoob teb chaws. Nuav txhais tau has tas koj siv tau koj dlaim npav tswv cuab rua txhau qhov chaw Y nyob rua huv lub teb chaws nuav, qha tas koj siv qhov chaw Y kws nyob huv koj lub zog ntau zag. Nwg yuav muaj ib dlaim ntawv rua koj sau ntxiv yog koj siv qhov nuav. Thov hu rua qhov chaw Y kws koj yuav moog siv seb puab puas yuav kaam txais koj dlaim npav tswv cuab yog has tas puab kaam lawm ces koj tau sau dalim ntawv nuav.

Cuv Npe Rua Tej Qho Qhoos Kaas: Cov tswv cuab muaj feem txais tau ntau qhov qhoos kaas dlua lwm tug, nrug rua tug nqe. Tswv Cuab ntawm lub YMCA tshwj le cov Tswv Cuab huv Winona YMCA nwg zoo le tej neeg saab nrau swv xwb.

Kev Paab Tuab Neeg Xiam Oos Qhab: Lub Y paab tej tuab neeg kws txawj txhua yaam. Peb ntshav txhua txuj kev paab txhua tug neeg kuam puab koom tau peb cov qhoos kaas hab kev paab. Thov hu peb yog muaj tej yaam kws koj xaav tau kev paab.

Koom Dlawb: Txhua tug tswv cuab muaj feem koom dlawb. Yog has tas muaj ib tug tswv muab nwg dlaim npav ncua tseg tsws ua tswv cuab lawm, puab muab le peb caug nub (30) tso lug ua tswv cuab ua ntej puas tau them nyiaj lug ua tswv cuab ntxiv. Cov nyiaj koom ua tswv cuab nuav yuav muaj zaam rua cov neeg ua Thaab Haam, Qub Thaab Haam, hab cov neeg kws tau nyiaj xoom qhaub.

**Npav Tswv Cuab Tshem Tawm Tsws Ua Le Has**Vim Tsws Them Nyiaj: Yog has tas tej qho qhoos kaas tsws pub nyiaj them moog rua lossws tsws them nyiaj ua tswv cuab lossws tsws qha has tas yuav them le caag ua ntej (90) nub tes qhov qhoos kaas yuav muaj rua nwg lawm.

Ua Txhum Txujcai Tswj Fwm Tug Kheej: Cov tswv cuab nyob rau huv lub Winona Tsev Neeg Y muaj feem yuav poob puab dlaim npav yog has tas puab ua txhum txuj kevcai tes puab yuav tsaug tshu tawm lug ntawm tug CEO lossws Cov Tswj Tsooj. Ntaub ntawv qha txug kevcai tswj fwm hab cov cai ua txhum has ntxiv.

**7. Tej Yaam Zoo Rua Qoj Teg Taw hab Kev Ua Tswv Cuab**

**Tug Kheej Npaaj Tau**Ua ntej pib tau tej kev qoj teg taw, cov tswv cuab yuav tau moog kuaj ntawm puab tug kwv tshuaj.

**Ib Theem Ntawm Kev Qoj Teg Taw**Lub Winona Tsev Neeg YMCA muaj qhov theem ib ntawm Kev Qoj Teg Taw pub dlawb rua txhua tug neeg. Peb muaj ib tug neeg tau ntaub ntawv qha tuab neeg yuav ntsib neeg lwm qhov chaw, ib-tau-ib saib seb qhov kev twg yuav zoo tshaaj rua koj hab yuav ca koj qoj teg taw seb koj nyob rua theem twg lawm.

**8. Txujcai kws Tug Kheej Yuav Tau Ua**Lub Winona Tsev Neeg YMCA cog lug paab kuam mauj kev kaaj sab, nyob zoo hab tog txais txhua tug tuab neeg hab peb xaav kuam txhua tug tuab neeg coj cwj pwm kuam zoo, tug qauv zoo hab saib taug hab nav thwm lwm tug neeg txhua lub sijhawm thaum nyob rua huv peb lub tsev, nyob rua peb dlaim aav lossws koom nrug rua peb qhov qhoos kaas. Peb qhov kevcai cwj pwm kws yuav tswm tau ua qha rua saab huv qaab qha txug tej yaam kws yuav tsum tsws txhob ua. Qhov qha nuav tsws tau has tas yog taag nrho hab YMCA muaj txujcai yuav tsws kaam, muab tuav tseg lossws tsws kaam ua tswv cuab lossws tso cai rua ib tug neeg ua dlaabtsi yog tas, YMCA muaj txujcai tsws kaam, tso cai lossws tsws tso cai rua ib tug neeg kws yuav muaj teeb meem rua kev noj qaab nyob zoo, kaaj huv lossws kaaj sab ntawm cov neeg ua haujlwm, cov paab dlawb, tswv cuab lossws coj tuaj koom. Cov ntawm nuav txwv tsws pub muaj nyob rua tsheeb tsaam ntawm qhov chaw YMCA, nyob rua huv YMCA cov tsheb lossws tej qhov chaw kws YMCA cav:

* Suavdlawg koom ib dlaim npav, muab dlaim ntawv cuav, lossws ua phem lossws ua tsws tsaws le YMCA txuj kevcai
* Siv luam yeeb, haus luam yeeb, siv lossws muaj cawv lossws yeeb nyob rua tsheeb tsaam YMCA, nyob rua huv YMCA cov tsheb lossws cov tsev lossws YMCA tej qhoos kaas kws txwv tsws pub muaj
* Nqaa lossws zais tej tsag phom kws tsws pub muaj
* Saib tsws taug lwm tug, has lug phem rua lwm tug neeg lossws siv lug ua kuam lwm tug ntshai, siv teg ua phem, siv tej lug phem, lossws tej yaam cwj pwm tsws zooment
* Thaab lwm tug neeg lug ntawm kev npau tawg, sab ceev lossws hawv
* Siv kev ua dlev ua npua has lug qhov dlev lossws kov lwm tug qhov chaw mog
* Tub saab tub nyag lossws ua tug cwj pwm tsws zoo kws ua rua tej khoom puag lossws khoom pluj
* Muab tej khib nyiab pov tseg rua huv tsev lossws saab nrau zoov lub YMCA
* Siv xuv tooj ntawm teg nyob rua huv hoob xauv khaub dluag lossws tsev vive
* Hnaav khaub dluag sau tsws zoo (i.e., has lug phem lossws tej yaam yeeb tshuaj), tej dluab laab qaab nyob rua tej khaub dluag
* Siv tej yaam nyob rua sau xuv tooj cua kws tsws zoo rua YMCA lub homphaj, tsws zoo rua lub zej zog, lossws phiv txuj kevcai
* Tej yaam ntxwv lossws tej yaam kev ua tsws tsaws le txujcai

Yog has tas ib tug tswv cuab ua txhum (yuav kev) lub Y tej kevcai lij choj, lossws rua lwm yaam kev tsws zoo hab/lossws tug cwj pwm phem, puab yuav tau tsaug txim. Lub Y yuav yog tug kws yuav tsau txim rua tug neeg ua txhum hab yuav saib seb lub txim twg yuav hu rua qhov kev txhum ntawd. Tej zag qhov kev txhum ntawd yuav tau tsaug has kuam tsws txhob ua ntxiv lawm, tau muaj sau ntawv tseg lossws tug nai yuav ua tug has zag kawg, yuav tau muab tsau txiv nub puav, lossws yog tas tswm nyog tes yuav tau muaj tshu kev ua tswv cuab.

**Kev Phiv Winona Tsev Neeg YMCA Txujcai**  
Zag 1st – Lug ceeb toom (hu nam/txiv yog cov hluas)  
Zag 2nd – Tsws pub tuaj huv lub tsev ib hli (Nam/txiv tau sau dlaim ntawv paub txug)  
Zag 3rd – Tsws pub tuaj huv lub tsev tsau lub hli (Nam/txiv tau sau dlaim ntawv paub txug)  
Zag 4th – Tsws pub tuaj huav lub tsev 12 lub hli (Nam/txiv tau sau dlaim ntawv paub txug)

Ntxiv moog, Lub YMCA muaj txujcai tsws kaam ib tug neeg ua tswv cuab yog has tas nwg yog ib tug neeg kws puab tau sau nwg lub npe tas nwg yog ib tug kws mos ib tug quas puj twg, maag nteg lossws tsaug txim lug ntawm kev muaj tsag phom, ua phem, dleev lwm tug tsws tso cai lossws muag tshuaj, muaj yeeb hab/lossws thauj yeeb. Thov has qha rua ib tug neeg ua haujlwm rua YMCA saib le saib tau yog muaj teeb meem, tsaug mob, ib yaam txawv txawv lossws koj ntseeg tau tas muaj kev tshem tshuam qhov kevcai Tswj Fwm Tug Kheej tsws yog lawm Kev ncua tseg lossws tsws pub ua tswv cuab rua tom YMCA lawm vim yog lug ntawm kev ua txhum Kev TSwj Fwm Tug Kheej. Thaum kws tseem kuaj seb tug tswv cuab puas tau ua txhum txuj kevcai lij choj nwg yuav tsum tau tog saib seb puab yuav pum tau le caag.

**9. Kev Naav Khaub Dluag**Tswm kuam muaj kev txais tog, kuam zoo hab saib taug txhua tug tuab neeg, peb kev naav khaub rua peb txhua tug tswv cuab, cov tuab koom peb tej qhoos kaas hab cov qhua kws tuaj rua huv peb cov tsev ua sw hab tuaj koom kev ua sw, on rua saab huv lossws saab nrau.

Yuav tsum naav khaub dluag thaum tuaj rua huv tsev (tshwj tom paag dlej hab huv hoob tsau khaub dluag):

* Ib lub tsho npug lub cev lossws tsws muaj ncej npaab
* Tswg luv lossws tswg
* Khau plab, khau qhwv (tshwj le kws nyob tom paag dlej, Tsev Neeg Qhov Chaw Lom Zem Ua Sw, hab tej hoob kws puab tsws tsau khau, qoj dluav, lossws xyaab teg taw, hab Kev Kawm Teg Taw)

Yog rua peb Qhov Chaw Kaaj Huv hab Qoj Teg Tawn:

* Thov nqa ib nkawm khau hloov es thaj le tsws muaj aav ntau ntau, dlej, te, lwm yaam. Tsws pub muaj khau khiab lossws khau plab.
* Tsws pub muaj tswg tawv twm vim nwg muaj qhov khawm, zawm hab swb kws muaj feem yuav ua rua tej khoom puag.

Lub Paag Dlaa Dlej, Lub Tsaus Dlej, Lub Ua Kuam Suv Suv, Lub Hoob Paa Suv:

* Hnaav khaub dluag dlaa dlej kuam zoo

Tsws pub hnaav tej khaub dluag kws sau lug phem lossws muaj dluab phem rua ntawm tej khaub dluag. Lub YMCA muaj txujcai has tau tas qhov khaub dluag twg tsws zoo.

**10. Txug Caij Them Nyiaj Ua Tswv Cuab**Lub Winona Tsev Neeg Y tau cog lug paab rau cov neeg kws tsws muaj nyaj them tug nqe ua tswv cuab. Ua tsaug rua txuj kev paab lug ntawm tej tug lossws tej lub koom hum kev paab cuam, lub Y muaj feem txu tau kuam tug nqe them kuam qeg yog has tas ib tug neeg twg tsws muaj nyiaj txaus ua tswv cuab, tsaws le tej nyiaj kws nwg tau, tsaws le nwg tsev neeg hab tej nyiaj tau. Qhov kws yuav ua mas yooj yim hab tsws pub leej twg paub. Moog luam dlaim ntawv xaam phaaj ntawm <https://www.winonaymca.org/join-us> lossws moog nqaa dlaim ntawv xaav phaaj ntawm lub tsooj ntawv hab muaj xaav moog rua qhov chaw Ua Tswv Cuab.

Tug nqe ua tswv cuab mas yuav tsum tau kev tso cai lug ntawm Lub Tsooj Tsaav Xwm. Puab yog cov kws yuav lug soj nruam tug nqe nyob rua ib xyoo ib xyoo. Yuav tau sau ntawv rua cov tswv cuab peb caug nub ua ntej tug nqe maam hloov.

**11. Txujcai Them Nqe**Them nqe ua tswv cuab hab tej qhoos kaas mas yuav tsum tau ua thaum lug sau dlaim ntawv ua tswv cuab.Txhua qhov nqe kws yuav them mas yuav tau nrug tug Accounting Coordinator swb thaam.

Tom qaab kws puab ua nqe tuaj them es yog tsws them lawm ces 90 nub puab yuav muab kev ua tswv cuab tshu tawm ruab lub sijhawm kws puab nqaa tsws tau nyiaj yog has tas ib tug neeg tsws tau them taag nrho nwg tug nqe lossws tsws tau has tas nwg yauv them le caag, hab tsws yog le tes cov nub nqes yuav tau xaa moog rua qhov chaw kws kev nyiaj txag. Puab yuav tsub le kws $5 txhua hli txug rua peb lub hlis kws tsws tau them lossws qhov qhoos kaas tug nqe.

Thaum puab moog tshu tsws tau nyiam ntawm ib tug tswv cuab lawm nwg yuav tau them $5 rua nqe tsub rua nwg qhov nuj nqes. Thaum dlhau cuaj caum nuab (90) nub lawm yog tsws them ce puab yuav muaj nwg kev ua tswv cuab tshem lawm.

**12. Kev Cai Thim Nyiaj Tso Qaab**

Cov nyiaj thim tso qaab yog rau lub sijhawm kws ib tug has moog xwb, tsws yog lub sijhawm kws nwg ua tswv cuab. Qhov has thim nyiaj tso qaab nwg moog has tau, has huv xuv tooj, lossws xaa email moog. Yog has tas leej twg muaj kev teeb meem kev cov nyom es xaav tau cov nyiaj ua tswv cuab tso qaab peb yuav muaj feem muaj tau tso qaab rau nwg. Yuav tau siv ib dlaim ntawv sau thim nyiaj tso qaab ua ntev le maam thim tau cov nyiaj tso qaab. Cov nyiaj thim tso qaab ma yuav siv le 30 nub.

Qhov nyiaj kws yuav thim hlo tso qaab yog rua lub sijhawm thaum:

* Lub Y muab cov qhoos kaas tshem tawm lawm
* Yog has tas nwg tsws ua tswv cuab ua ntev kws pib qhov qhoos kaas

Yuav thim ib qhov nyiaj tso qaab:

* Thaum ib tug neeg tsws moog rau ib qhov chaw kws tsws muaj lub Y lawm
* Vim nwg muaj mob muaj nkeeg

Tsws thim nyiaj tso qaab lawm:

* Yog has tas koj tsws siv koj dlaim npav tswv cuab lossws tsws tuaj koom kev saab laaj/qoj teg taw/qhoos kaas
* Thaum kws qhov qhoos kaas twb pib lawm
* Thaum dlhau nub ib kws pib lawm / ib zag qhoos kaas (Ex. Tej Qho Qhoos Kaas Tseem Ceeb)
* Them nqe ua dlaim npav lig hab tso nyiaj lig
* Kawm Rua Tug Kheej

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**Tej yaam kws yuav thim tau tso qaab:**

* Qhab Nees (nyiaj) – qhab nees (nyiaj) yuav muab thim tso qaab rua huv puab qhov chaw tswv cuab kws nyob rua tom lub YMCA. Cov nyiaj yuav tsum tau muab siv kuam taag rua ib xyoo ntawd.
* Tso moog rua dlaim npav – Yog has tas koj siv dlaim npav nyiaj them nuj nqes yog tas puab thim nyiaj tso lug puab yuav muab xaa moog rua huv koj dlaim npav. Yog has tas koj muab koj dlaim npav hloov lawm koj yuav tau qha rua lub YMCA paub.
* Tshev thim – Yog has tas koj has lawm, tej zag ib dlaim tshev yuav thim rua koj. Cov tshev yuav siv le 30 nub.

**13. Siv Lub Tsev Ua Sw/Qooj Teg Taw**

**Siv Hoob Tsau Khaub Dluag:** Koj yuav tsum muaj 18 xyoo lossws laug tshaaj qhov ntawd kws koj yuav moog siv tau Txiv Neeg Lub Hoob lossws Quas Puj Lub Hoob. Lub Hoob Kws yog Rua Suavdlawg txhua tug yeej siv tau rua txhua lub nub yug, txiv neeg quas puj, hab neeg xiam oos qhab los yeej siv tau. Nwg muaj ib chaav nyob rua huv hoob kws yog rua suavdlawg nwg muaj ib qho chaw rua cov nam kws xaav pum mig rua nwg tug menyuas.

**Siv Qhov Chaw Noj Qaab Haus Huv:** Qhov Chaw Noj Qaab Haus Huv qheb rua txhua tug kws muaj 16 xyoo hab laug tshaaj ntawd kws tsws yuav ib tug laug saib xyuas. Tsws txug yuav ib tug laug saib xyuas lawm yog has tas thaum ib tug nwg dlhau qhov kev kawm ntawm lub Chaw Nqaa Kaab. Thov tiv tauj tug saib xyuas qhov Chaw Nqaa Kaab hab Noj Qaab Nyob Zoo lug teem sijhawm rua koj qhov kev kawm.

**Siv Lub Paag Dlaa Dlej:**   
Cov menyuas kws muaj 7 xyoo hab qeg tshaaj ntawd yuav tsum muaj ib tug laug nyob nrug puab thaum puab nyob huv lub paag dlaa dlej txhua lub sijhawm kws dleb le ib tshwm rua lub sijhawm kws tsws muaj kev kawm lawm  
Cov menyuas kws yog 8-10 xyoo muaj feem nyob huv paag dej puab tug kheej yog has tas puas xeem dlhau kev ua luam dlej lawm hab muaj ib tug neeg laug saib puab nyob saab nrau lub paag dlej   
Txhua tug kws dlhau 11 xyoo lawm muaj feem nyob huv paag dlej nwg ib leeg tamsws yuav tsws nyob qhov kws dlej ndlav ndlav xwb yog has tas puab xeem tsws dlhau puab qhov kev ua luam dlej

**Tsev Neeg Qhov Chaw Ua Kev Lom Zem:** cov menyuas kws muaj 10 xyoo tsov huv yuav tsum muaj ib tug laug saib xyuas nwg txhua lub sijhawm.

**Hoob Ua Sw:** Nub Yug 10+. Cov hluas tshaaj ntawm yuav tsum muaj ib tug laug saib xyuas nwg txhua lub sijhawm.

**Cov Hoob Rua Neeg Qoj Teg Qoj Taw:** Nub Yug 10+ nrug ib tug laug lossws nyob ntawm tug cob qha kev pum zoo.

**Cov menyuas kws yau tshaaj le ntawm 10 xyoo mas tsws pub nam txiv thauj tuaj tso rua tom lub Y ib leeg. Nwg yuav tsum muaj ib tug kws muaj 18 xyoo lossws laug tshaaj saib xyuas nwg. Cov menyuas kws tsws muaj dlaim ntawv kws has tas Puab Laav Puab Tug Kheej ces puab yuav tsws tau kev tso cai moog rua huv.**

**14. Lub Sijhawm Su hab Kaw**   
Lub Winona Tsev Neeg YMCA yuav kaw, hab muaj sijhawm 24/7 rua cov tswv cuab moog xwb, rua cov sijhawm su le nraag nuav:  
Labor Day, Thanksgiving, Christmas Day, New Year's Day, Easter Sunday, Independence Day and Memorial Day.\*

\*Lub Y kaw thaum 3 tsaus ntuj rua Thanksgiving Eve, Christmas Eve and New Year's Eve.

**15. Cov Pib Rua Cov Qhua**

**Cov Pib Rua Cov Qhua:** dlaim npav qhua muaj rua ib nub rua tug kws yog tswv cuab zoo le nraag nuav:  
Tug Laug – tau 5 dlaim npav rua cov qhua ib xyoo ib zag  
Tug Laug kws Hluas – tau 5 dlaim npav rua cov qhua ib xyoo ib zag  
Tsev Neeg 1 Tug Laug – tau 5 dlaim npav rua cov qhua ib xyoo ib zag  
Tsev Neeg 2 Tug Laug – tau 10 dlaim npav rua cov qhua ib xyoo ib zag

**Rau yog ib tug/ob tug laug thaj le muaj feem xiv tau cov pib rua cov qhua xwb.** Yog has tas koj xaav siv cov pib rua koj cov menyuas hab puab cov phooj ywg thov hu rua ntawm peb lub Tsooj Hauv peg ntej ntawm [info@winonaymca.org](mailto:info@winonaymca.org) lossws 507-454-1520 qha rua peb tug neeg saib xyuas cov Tswv Cuab.

Txhua tug cov qhuav yuav tsum ua tsaws le txujcai tej kev cai lij choj kws nyob rua huv lub Winona Tsev Neeg Y.

**16. Tswv Cuab Sib Thaam Lug**

Kev sau ntawv hab website yog ib txuj kev kws peb sib tham tau nrug peb cov tswv cuab. Nwg yog ib teg dlej nub kws cov tswv cuab tau has qha rua lub Y yog thaum puab qhov chaw sau ntaub ntawv hloov lawm.

**17. Kev Cai Tso Cai Thaij Dluab**

Lub Winona Tsev Neeg YMCA muaj txuj cai siv tej dluab thaij/tsoj maab kws tau thaij nyob rua hlub lub chaw YMCA hab kev ua sw huv YMCA lug qhauj xas nas hab kev ntshav nyiaj.

**18. Tswv Cuab Kev Xaav**

Peb xaav nov koj le kev xaav lug tswm khu lub Y. Thov ca peb cov neeg ua haujlwm nov koj qhov kev xaav, lossws sau dlaim ntawv nyob rua ntawm <https://www.winonaymca.org/feedback>

*Pum Zoo lug ntawm Winona Tsev Neeg YMCA Lub Tsooj Tsaav Xwm – Kaum Ib Hli 11, 2020*