

CEPF FINAL PROJECT COMPLETION REPORT

I. BASIC DATA

Organization Legal Name: Professional and Entrepreneurial Orientation Union

Project Title (as stated in the grant agreement): Wetland Management Training Course for the Staff of Sevan National Park (Armenia) and Kolkheti National Park (Georgia)

Implementation Partners for this Project:

in Armenia –

Ministry of Nature Protection,
Sevan National Park,
Dilijan National Park,
WWF Armenian program office,
fish-breeding JSC 'Miavar';

in Georgia –

Ministry of Environment Protection and Natural Resources,
Kolkheti National Park,
Kobuleti Nature Reserve,
WWF Caucasus program office,
NGO 'Tchaobi'.

Project Dates (as stated in the grant agreement): 1 October 2006 – 31 December 2007

Date of Report (month/year): December 2007

II. OPENING REMARKS

Provide any opening remarks that may assist in the review of this report.

The idea that wetland courses should be organized in Armenia was born already 10 year ago during the closing session of IV International Course on Wetland Management (Lelystad, The Netherlands, 1997) where Dr. Karen Jenderedjian, the then First Deputy Director of Sevan National Park participated.

On the next year, Dr. Susanna Hakobyan (Senior Researcher, Institute of Hydroecology and Ichthyology, National Academy of Sciences of Armenia) also participated on RIZA's V International Course on Wetland Management. By receiving funds from different organizations, the *Orientation Union* has conducted four wetland courses in 1999-2002 and current is the fifth one (please, see below).

- 2007, September 24 – October 5. Wetland Management Training Course for the Staff of Sevan (Armenia) and Kolkheti (Georgia) national parks, *funded by the CEPF [24 participants from Armenia (15) and Georgia (9)].*
- 2002, October 27 - November 3. Training Course on Wetland Management and Poverty Reduction in Mountain Regions Difficult of Access, *funded by the World Bank Small [14 participants from Shirak Marz (6), Aragatsotn Marz (6) and Republic of Nagorno-Kharabagh (2)].*
- 2001, September 9-23. *Regional Training Course on Wetland Management for Technical Staff of Wetland Conservation and Management Institutions in the New Independent States of the European Region*, funded by the Ramsar Convention's Small Grants Fund with additional support from the Office of the Agricultural Counsellor at the Royal Netherlands Embassy in Kyiv [19 participants from Armenia (6), Belarus (1), Georgia (3), Moldova (1), Russian Federation (2) and Ukraine (6)].
- 2000, October 9-21. *National Training Course on Wetland Management*, funded by the Swiss Development and Cooperation Agency (2000, closed) [12 participants from the Gegharquniq Marzpetaran Administration (2), Sevan National Park (8), scientific institutions (2)].

1999, October 11-23. *National Training Course on Wetland Management*, funded by the Ramsar Convention's "Evian Programme" [12 participants from the Ministry of Nature Protection (3), Ministry of Agriculture (2), Sevan National Park (3), scientific institutions (4)].

That the Armenian and Georgian environmentalists should cooperate as much close as possible is as evident, as evident is centuries-old co-existence of these brotherly nations in the unique region called Caucasus. The organizers consider this training of wetland managers as one in a long list of different successful trainings in the field of nature protection and sustainable use. However, the organizers, as well as trainers, lecturers and participants consider that this event was very important step towards each other and perfect basis for further cooperation.

III. ACHIEVEMENT OF PROJECT PURPOSE

Project Purpose: Enter project purpose from the Logical Framework worksheet of the approved project proposal.

Planned vs. Actual Performance

Indicator	Actual at Completion
<p>Purpose-level: Management of Sevan National Park (Armenia) and Kolkheti National Park (Georgia) is improved through increased knowledge and skills of the staffs.</p>	<p>Management of Sevan National Park and Dilijan National Park (Armenia) and Kolkheti National Park and Kobuleti Nature Reserve (Georgia) is expected to be improved through increased knowledge and skills of the direct staff members, policy makers (representatives of the ministries) and other stakeholders.</p>
<p>1. <i>The knowledge and skills of 24 protected area managers (12 from Armenia and 12 from Georgia) are increased tremendously by July 2007. In particular they know how to:</i></p> <ul style="list-style-type: none"> - <i>apply selected monitoring techniques;</i> - <i>estimate the values and problems of 'own' wetland protected area</i> - <i>value and estimate the role of given species, site and corridor in 'own' wetland protected area;</i> - <i>analyze the relationship between wetland protected areas, adjacent lands, and communities;</i> - <i>develop problem solving and decision making skills related to all stakeholders;</i> - <i>assess management objectives and translate them into practical measures,</i> - <i>prepare management plan for 'own' wetland protected area.</i> 	<p>The knowledge and skills of 24 participants (15 from Armenia and 9 from Georgia) – of them 13 protected area managers, 5 ministerial officers, 1 provincial administration officer, 3 representatives of NGOs, 2 business sector and 1 from scientific institution have increased tremendously by October 2007. In particular, they know how to:</p> <ul style="list-style-type: none"> - apply selected monitoring techniques; - estimate the values and problems of 'own' wetland protected area; - value and estimate the role of given species, site and corridor in 'own' wetland protected area; - analyze the relationship between wetland protected areas, adjacent lands, and communities; - develop problem solving and decision making skills related to all stakeholders; - assess management objectives and translate them into practical measures; - prepare management plan for 'own' wetland protected area; - know what is the bird flu and highly pathogenic virus H5N1 and what to do in the field by detecting dead bird.
<p>2. <i>Management plans for 4 wetland areas (2 in Sevan and 2 in Kolkheti National Parks) are prepared and printed by August 2007 for further submission to appropriate administrative authorities and stakeholders.</i></p>	<p>Management plans for 4 wetland areas - 2 in Armenia in Sevan National Park (Gull Islets and Lake Lichk) and 2 in Georgia in Kolkheti National Park (Lake Paleostomi) and in Kobuleti Nature Reserve (Hispani 2 Mire) are prepared by October 2007 and submitted to administrations of Sevan National Park, Dilijan National Park, Kolkheti National Park, Kobuleti Nature Reserve and NGO 'Tchaobi'.</p>
<p>3. <i>The cooperation between wetland protected area managers and</i></p>	<p>Armenian and Georgian trainers, mentors, and participants worked and lived together during 12 days in very friendly atmosphere and</p>

<i>researchers from Armenia and Georgia is improved.</i>	comfortable conditions. The clear evidence that the cooperation between wetland managers and researchers from Armenia and Georgia is improved of is current negotiations of administrations of Sevan National Park and Kolkheti National Park for study tours exchanges in the spring-summer 2008.
<i>4. Participants on optional basis improved their computer skills (Microsoft Office products; Internet).</i>	Eight participants (2 from Armenia and 6 from Georgia) on optional basis received basic skills on how to use Internet, 'doc' and 'excel' programs and ACDSee 8 Photo Manager, as well as to use scanners, printers, CD-readers.
<i>5. The management of natural and semi-natural habitats for wetland flora and fauna species in Sevan National Park (Armenia) and Kolkheti National Park (Georgia) is improved after completion of the Training Course due to achieving Purpose Indicators 1-4.</i>	During post-course opinion survey all participants expressed their willingness to implement in place in practice knowledge and skills obtained during the training. Expected study tours exchanges in 2008 should reflect positively on this purpose indicator.

Describe the success of the project in terms of achieving its intended impact objective and performance indicators.

1. Participants know how to:

- apply selected monitoring techniques, such as use of aquatic invertebrates as indicators of the water quality;
- estimate direct use values (fish, crayfish, waterfowl, game animals, vegetation for food, medicine, grazing, etc.), indirect use values (nutrient retention, flood control, groundwater recharge, external ecosystem support, micro-climatic stabilization, shoreline stabilization, etc), option values (potential future direct and indirect uses), non-use values (biodiversity, cultural, bequest values) and problems (water loss, water balance disturbance, soil deterioration, soil erosion, sedimentation, mudflows, waterlogging, pollution, over-exploitation, factor of disturbance, deforestation, invasive species, health problems) of 'own' wetland protected area;
- value and estimate the role of given species, site and corridor in 'own' wetland protected area;
- analyze the relationship between wetland protected areas, adjacent lands, and communities;
- stakeholder analysis in order to solve problems and make decisions acceptable to all stakeholders;
- assess management objectives and translate them into practical measures in wetland management planning;
- what to do in the field to prevent the spread of highly pathogenic virus H5N1.

2. Four draft management plans were prepared (Gull Islets, Hispani 2 Mire, Lake Lichk, Lake Paleostomi) and submitted to administrations of Sevan National Park, Dilijan National Park, Kolkheti National Park, Kobuleti Nature Reserve and NGO 'Tchaobi'.

3. There is an informal agreement in place between Sevan and Kolkheti national parks on study tours exchanges in 2008. The *Orientation Union* is happy to cover travel costs for 2 persons from Armenia and 2 persons from Georgia. Local costs will be covered by hosts. On request of organizers the Director of Kolkheti National Park Mr. Jibladze will visit Armenia in spring 2008 in order to meet with administration of Sevan National Park, to discuss the details.

4. After completion of the project 8 participants (2 from Armenia and 6 from Georgia) that had never work on computer, can now use Internet, 'doc' and 'excel' programs and ACDSee 8 Photo Manager, as well as scanners, printers, CD-readers.

5. Participants expressed strong willingness to implement in place in practice knowledge and skills obtained during the training. As practical follow-up of the training course, the administration of Sevan National Park has approved in the 2008 management plan monthly water quality monitoring of 8 tributaries of Lake Sevan (rivers Dzknaget, Gavaraget, Tsakqar, Martuni, Vardenik, Masrik, Karchaknbyur and Masrik) by means of bioindication using aquatic bottom invertebrates (benthos) in parallel with traditional chemical analysis. For this purpose the *Orientation Union* has made special laminated table in Armenian (please, see attached file <CEPF-PEOU-WQI-English.doc>) which is easy to use in the field by personnel without special professional background. On request of the Director of Kolkheti National Park Mr. Jibladze, and with the help of Dr. Tsiklauri the table is translated in Georgian and submitted to Kolkheti National Park

Were there any unexpected impacts (positive or negative)?

We consider in some extent as unexpected positive impact very active interest and involvement of the 'Miavar' JSC in the process of preparation and execution of the training course. Participants, especially from Georgia were very happy to learn about fish-breeding activities in Armenia from lecture («Fishes and pisciculture» given by Dr Haykaz Rubenyan, Thursday, 27 October 2007) and during the excursion in Ararat Valley (visiting fish-breeding enterprise «Miavar», Saturday, 29 October 2007).

Besides, organizers and participants are thankful to the owner of the «Miavar», Mr. Armen Mkrtychyan for the wonderful lunch offered during the visit. By unanimous decision of the course trainers and participants Mr. Mkrtychyan is rewarded with the «Certificate of Honour» for his significant input in the International Course on Wetland Management.

We do not met any unexpected negative impact in terms of achievement of project purpose.

IV. PROJECT OUTPUTS

Indicator	Actual at Completion
Output 1: The project is secured with human and technical resources.	The project was secured with human and technical resources during the whole implementation period.
<i>1.1 The key project staff (Director, Administrator, Accountant and Project Leader) established by June 2006 with clearly defined Terms of References, and the Labor Contracts are signed.</i>	The key project staff was established in October 2006: Director - Karen Jenderedjian, Administrator - Gagik Kirakossian, Accountant – Avag Sargsyan, and Project Leader - Susanna Hakobyan. Terms of References were clearly defined. Besides, separate contracts were signed with all lecturers, mentors, trainers.
<i>1.2 The equipment is purchased by June 2006.</i>	Digital photo-camera Kodak-P712 (7.1 mega-pixels, x12 optical zoom) was purchased in December 2006 in order to prepare demonstrative materials as well as to shoot the training course preparation and execution.
Output 2: Trainers are selected and main topics of lectures are defined.	Trainers were selected and main topics of lectures were defined well in advance.
<i>2.1 The team of trainers from Armenian side is completed by July 2006.</i>	Experts were defined and instructed to prepare appropriate presentations according to course outline at the early stages of the project launch: Baloyan Samvel, Professor, Doctor of Biological Sciences, Head of the Component, PIU “Environmental Management and Poverty Reduction” – Lecturer; Hakobyan Susanna, Candidate of Biological Sciences, Senior Researcher, Institute of Hydroecology and Ichthyology of the National Academy of Sciences – Chief Training Officer, Lecturer, Mentor (Facilitator); Jenderedjian Arpine, Miss, Intern, Secretariat of the Convention on Wild Migratory Animals – Training Officer, Mentor (Facilitator), Responsible for Logistic, Participant Jenderedjian Karen, Candidate of Biological Sciences, Head of the Department of Animal Resources Management, Agency of Biological Resources Management, Ministry of Nature Protection – Lecturer, Mentor (Facilitator); Muradyan Siranush, Miss, Head of the Department of Dendroparks Management, Agency of Biological Resources Management, Ministry of Nature Protection –

	<p>Lecturer; Rubenyan Haykaz, Candidate of Biological Sciences., Senior Researcher, Institute of Hydroecology and Ichthyology of the National Academy of Sciences – Lecturer; Voskanov Mikhayil, Candidate of Biological Sciences, Deputy Head of the Department of Animal Resources Management, Agency of Biological Resources Management, Ministry of Nature Protection – Lecturer.</p>
<p>2.2 <i>The team of trainers from Georgian side is completed by September 2006.</i></p>	<p>Experts were defined and instructed to prepare appropriate presentations according to course outline: Tsiklauri Khatuna, Candidate of Biological Sciences, Senior Specialist, Department of Protected Areas, Ministry of Environment and Natural Resources – Lecturer; Tsiklauri Ivane, Candidate of Chemical Sciences, Freshwater Officer, WWF Caucasus – Training Officer, Lecturer, Mentor (Facilitator).</p>
<p>2.3 <i>West European experience and recent achievements on wetland and protected area management are taken into account by October 2006.</i></p>	<p>During the visit to Holland (December 2006) the Training Officer (Miss Anna Jenderedjian) had intensive meetings and consultations with various wetland trainers, wetland and protected area managers in Wetland Advisory and Training Center – RIZA, Lelystadnatuurpark, Oostvaardersplassen, Wageningen University, Wetlands International. In order to stay acquainted with the most recent experience and achievements on wetland and protected area management, member of NGO “Orientation Union” Ms. Armine Hayrapetyan has attended Wetlands Biodiversity Conservation Training Course (Belarus, 11-25 June 2207) organized by the Earthwatch Institute (Europe). Ms. Hayrapetyan participation was fully supported by organizers of Belarusian training course. Besides, due to generous offer of Dr. Richard Hidson (Field Studies Council, United Kingdom), participants had a chance to get acquainted with important deductive materials in form of identification keys for determining some wetland (and not wetland) plant and animal species.</p>
<p>2.4 <i>Main topics of lectures are defined and distributed among identified trainers by November 2006.</i></p>	<p>The topics of lectures cover following topics: - wetland ecology, - wetland biodiversity, - functions and values of wetlands, - factors that limit wetland sustainability, - wetland inventory and monitoring, - environmental international agreements, - definition and analysis of stakeholders, - specially protected natural areas, - environmental legislation, - wetland management, and - avian influenza. Topics of lectures were distributed among identified trainers in 3.1.</p>
<p>2.5 <i>The training program, as well as the Terms of Reference for trainers is ready by December 2006.</i></p>	<p>The training program, as well as the Terms of Reference for trainers was fully ready by July 2007.</p>
<p>Output 3: Course content and scenario is designed and completed.</p>	<p>Course content and scenario was designed and completed by taking into account most recent achievements in this field on national and international levels, by involvement of most experienced and recognized experts in appropriate fields.</p>
<p>3.1 <i>Contents of lectures are designed by March 2007.</i></p>	<p>Contents of lectures are designed. During the preparation Dutch, British, Czech and the US (in case of wetland restoration) experiences in wetland and protected area management were taken into account above all. Lectures and relevant deductive materials were ready and people responsible were appointed as following:</p>

	<p>Prof. Samvel Baloyan - Lectures “Long-term Goals of Wetland Management Planning”, “Short-term Goals of Wetland Management Planning”;</p> <p>Dr. Susanna Hakobyan - Lectures “Ramsar Convention and other global international treaties”, “Basic Ecology: Biotic Factors”, “Wetland Vegetation”, “Aquatic Invertebrates as indicators of the quality of environment”, “Conflicts between Ecological and Socio-economical Values of Wetlands”, “Involvement of Stakeholders in Wetland Management”</p> <p>Dr. Karen Jenderedjian - Lectures “Introduction of Wetlands”, “Basic Ecology: Anthropogenic Factors”, “Ecological Types of Wetland Vegetation”, “Wetland Inventory and Monitoring”, “Ecological Values of Wetlands”, “Socio-economical Values of Wetlands”, “Limiting Factors”, “Practical Objectives of Wetland Management Planning”, “Current Issues of Wetlands Protection in the South Caucasus Region: Armenia”, “Wetland Restoration”, “Specially Protected Natural Areas in Armenia”</p> <p>Miss Siranush Muradyan - Lecture “Environmental Legislation in Armenia”</p> <p>Dr. Haykaz Rubenyan - Lecture “Fishes and pisciculture”</p> <p>Dr. Khatuna Tsiklauri - Lectures “Environmental Legislation in Georgia”, “Specially Protected Natural Areas in Georgia”</p> <p>Dr. Ivane Tsiklauri - Lectures “Basic Ecology: Abiotic Factors”, “Current Issues of Wetlands Protection in the South Caucasus Region: Georgia”</p> <p>Dr. Mikhayil Voskanov – Lectures “Wetland vertebrates (Amphibians, Reptiles, Mammals”, “Waterfowl”, “Wetlands, Bird Flu and Highly Pathogenic Virus H5N1”</p> <p>Of total 27 lectures 19 were in form of PowerPoint presentations, 8 oral, of them 3 were accompanied by relevant video films. Moreover, deductive materials in form of maps, tables and species identification keys were widely used during the seminars and field trips.</p>
<p><i>3.2 Field trips, excursions and cultural events are identified by March 2007.</i></p>	<p>As practical step trip around Lake Sevan was undertaken in October 2006 to identify objects of interest and timeframe.</p> <p>Field trips, excursions and cultural events were planned and executed as below.</p> <p>Fieldwork:</p> <p>Wednesday, 26 September - Lake Lichk (Purpose: Case study ‘Wetland Inventory’; duration: 4 hours; responsible person: K. Jenderedjian);</p> <p>Thursday, 27 September - Gull Islets (Purpose: Factors limiting wetland sustainability; duration: 4 hours; responsible person: S. Hakobyan);</p> <p>Saturday, 29 September - Khor Virap Marsh (Purpose: Case Study ‘Values and Functions of Semi-natural Wetland’; duration: 2 hours; responsible person: K. Jenderedjian);</p> <p>Saturday, 29 September – Miavar Fishponds (Purpose: Case Study ‘Values and Functions of Artificial Wetland’; duration: 2 hours; responsible person: H. Rubenyan);</p> <p>Wednesday, 3 October - Lake Parz (Purpose: Case study ‘Importance of Stakeholders Involvement in Wetland Management Planning; duration: 4 hours; responsible person: S. Hakobyan).</p> <p>Cultural:</p> <p>Visiting Echmiadzin Cathedral and Khor Virap Monasteries (Purpose: introduction of the history of Armenia, Armenian people and Armenian Apostolic Church; duration: 1 hour each; responsible person: A. Jenderedjian);</p> <p>Visiting Metsamor museum (Purpose: Bronze Age in Armenia – interrelations of people and wetlands at early stage of human history; duration: 2 hours; responsible person: K. Jenderedjian);</p> <p>Visiting Sevan National Park museum (Purpose: introduction of the biodiversity of the region, Lake Sevan and the ‘problem of Lake Sevan’; duration: 2 hours; responsible person: N. Simonyan);</p> <p>Visiting Underground Electric Hydro Power Station ‘Sevan’ (Purpose: introduction to Energy and water in the country, examination unique technique of 1930’s; duration: 1 hour; responsible person: N. Simonyan);</p>

	<p>Visiting Sevan Botanical Garden (Purpose: examination of botanical and forestry achievements in Armenia; duration: 1 hour; responsible person: N. Simonyan); Full day in Yerevan (Purpose: introduction of the capital of Armenia, purchase of souvenirs, etc; duration: 8 hours; responsible person: A. Jenderedjian).</p> <p>Receptions: Tuesday, 25 September - Opening Reception (Purpose: introduction of trainers and participants, creation of warm and friendly atmosphere; duration: 2 hours; responsible person: A. Jenderedjian); Thursday, 4 October - Closing Reception (Purpose: delivery of certificates of attendance, farewell party, strengthening warm and friendly relationships; duration: 4 hours; responsible person: A. Jenderedjian);</p>
<p><i>3.3 Training course scenario is designed and approved by April 2007.</i></p>	<p>Training course scenario is agreed by Armenian and Georgian team during the meetings in Tbilisi, Poti and Kobuleti and further development via Internet and telephone communications. Own and international experience is reviewing to design training course scenario. Impressive team of trainers, lecturers, and mentors was completed by September 2007 consisting of: Prof. Samvel Baloyan, Head of the Component, PIU “Environmental Management and Poverty Reduction”; Dr. Susanna Hakobyan, Senior Researcher, Institute of Hydroecology and Ichthyology of the National Academy of Sciences; Miss Arpine Jenderedjian, Intern, Secretariat of the Convention on Wild Migratory Animals; Dr. Karen Jenderedjian, Head of the Department of Animal Resources Management, Agency of Biological Resources Management, Ministry of Nature Protection; Miss Siranush Muradyan, Head of the Department of Dendroparks Management, Agency of Biological Resources Management, Ministry of Nature Protection; Dr. Haykaz Rubenyan, Senior Researcher, Institute of Hydroecology and Ichthyology of the National Academy of Sciences; Dr. Mikhayil Voskanov – Deputy Head of the Department of Animal Resources Management, Agency of Biological Resources Management, Ministry of Nature Protection; Dr. Ivane Tsiklauri, Freshwater Officer, WWF Caucasus; Miss Khatuna Tsiklauri, Senior Specialist, Department of Protected Areas, Ministry of Environment and Natural Resources.</p>
<p><i>3.4 File-folders for trainers are completed by May 2007.</i></p>	<p>File-folders for trainers were distributed among them one week before the beginning of the Course and contain:</p> <ul style="list-style-type: none"> - course schedule, - list of the participants, - list of the trainers, lecturers, mentors, other responsible persons, - ‘Draft Management Plan for Lake Arpi’ (Hakobyan, S., 1998. RIZA: 26 pp.), - ‘Draft Management Plan for Lake Sevan’ (Jenderedjian, K., 1997. RIZA: 26 pp.), - Ramsar Handbooks for Wise Use of Wetlands (3rd edition), the Ramsar Convention Manual (4th edition), - identification keys for determining some wetland plant and animal species (FSC, UK).
<p><i>3.5 File-folders for participants are completed by June 2007.</i></p>	<p>File-folders for participants were distributed during the registration to the Course and contain:</p> <ul style="list-style-type: none"> - course schedule, - list of the participants, - illustrated brochures ‘About Wetlands, and around Wetlands in Armenia’ (Jenderedjian, K., A. Jenderedjian, T. Salathe, S. Hakobyan, 2004. Yerevan: 64 pp.), - ‘Как разработать план управления для водно-болотного угодья’ (Wetlands International Russian Programme, 2000; 24 pp.; in Russian), - ‘О свойствах водно-болотных угодий’ (Wetlands International Russian

	<p>Programme, 2000; 64 pp.; in Russian),</p> <ul style="list-style-type: none"> - 'Как составить план управления водно-болотным угодьем. Краткое полевое руководство' (Минаева, Т.Ю., 2006; 28 pp.; in Russian), - 'Hydroecological monitoring guide' (Hakobyan, S., D. Sahakyan, E. Ghukasyan, B. Gabrieljan, 2006; Yerevan, 68 pp.; in Armenian, English and Russian), - 'Functions and Values of Armenian Wetlands' (Jenderedjian, K., S. Muradyan, 2002; Yerevan, 16 pp.; in Armenian).
Output 4: Course participants are selected, and basic data necessary for management plan design are collected.	Course participants were selected, and basic data necessary for management plan design were collected prior to the launch of the course.
<i>4.1 Leaflet announcing Training Course and Application Form are designed, printed and distributed among relevant organizations by January 2007.</i>	<p>Illustrated A4 format Leaflet <i>announcing Training Course</i> contains information about wetlands, wetland diversity and wetlands biodiversity, wetland values and functions, importance of wetland management planning, announcement of the training course, scope of potential participants, venue and dates, as well as information about organizers.</p> <p>Training Course Announcement and Application Form were sent to the relevant ministries and authorities responsible for in place management of wetlands in late July 2007. Selected participants from NGOs and business sector were invited personally.</p>
<i>4.2 Applications from potential participants are received to closing date by March 31.</i>	<p>One of the outputs of the Armenian-Georgian wetland expert meetings was decision on 'quotation' participants by countries and organizations.</p> <p>Armenia - 12 participants from Ministry of Nature Protection (2 persons), Sevan NP (6 persons), administration of Gegharquniq Marz (1 person), National Academy of Sciences (2 persons), NGOs (1 person).</p> <p>Georgia - 12 participants from Ministry of Environment and Natural Resources (3 persons), Kolkheti National Park (6 persons), Kobuleti Nature Reserve (1 person) and NGOs (1 persons).</p> <p>12 potential participants from each country were approved for training and notified. Few rejected applicants were notified as well. However, on the later stage 3 potential participants from Georgia sent apologies and were replaced by Armenians.</p>
<i>4.3 Course participants are selected on competitive basis by selection committee during meeting held in April 2007.</i>	<p>Two days before the start of the Training Course the organizers received apologies from 3 Georgian participants: Genrieta Lolua (Leading Specialist, Department of Protected Areas, Ministry of Environment and Natural Resources), Temur Katamadze (Head of Inspection, Kobuleti Nature Reserve) and Izolda Machutadze (President, NGO 'Tchaobi). They were replaced by 3 participants from Armenia: Haykaz Rubenyan, Martin Badeyan and Hasmik Ghalachyan.</p> <p>Actual list of participants is the following (in alphabetical order):</p> <ol style="list-style-type: none"> 1. Badalyan Norair, Ichthyologist, Department of Science, Sevan National Park, Armenia 2. Badeyan Martin, Establisher NGO "Regional Development and Research Center", Armenia 3. Badeyan Satik, President, NGO "Regional Development and Research Center", Armenia 4. Charchkhalia Giorgi, Inspector, Kolkheti National Park 5. Chikovani Manana, Resource Management Specialist, Kolkheti National Park 6. Ghalachyan Hasmik, Head, Department of Plant Resources Management, Agency of Bioresources Management, Ministry of Nature Protection, Armenia 7. Gulyan Vahe, Ecologist, Department of Science, Sevan National Park, Armenia 8. Hambartsumyan Hambartsum, Head, Department of Environmental Protection, administration of Gegharquniq Marz, Armenia 9. Ivanyan Marina, Scientific Researcher, Institute of Hydroecology and Ichthyology, National Academy of Sciences, Armenia

	<ol style="list-style-type: none"> 10. Jalagonia Teimurazi, Inspector, Kolkheti National Park 11. Kukava David, Head of District, Kolkheti National Park 12. Malkhasyan Karen, Deputy Director for Protection, Sevan National Park, Armenia 13. Margaryan Martin, Head, Department of Environmental Economy, Ministry of Nature Navasardyan Gohar, Dendrologist, Department of Science, Sevan National Park, Armenia 14. Mkrtchyan Armen, Director, "Miavar" JSC, Armenia 15. Pertenava Shorena, Senior Specialist, Department of Water Resources Protection, Ministry of Environment and Natural Resources, Georgia 16. Petrosyan Gayane, Ornithologist, Department of Science, Sevan National Park, Armenia 17. Poghosyan Gayane, Leading Specialist, Division of Conventions, Department of International Cooperation, Ministry of Nature Protection, Armenia 18. Rubenyan Haykaz, Pisciculturist, "Miavar" JSC, Armenia 19. Simonyan Nikolay, Head, Department of Science, Sevan National Park, Armenia 20. Tkhilaishvili Sophio, Resource Management Specialist, Kobuleti Nature Reserve 21. Tsiklauri Ivane, Freshwater Officer, WWF Caucasus Program Office 22. Tsiklauri Khatuna, Senior Specialist, Department of Protected Areas, Ministry of Environment and Natural Resources, Georgia 23. Tsutsunava Jemal, Inspector, Kolkheti National Park 24. Voskanov Mikhayil, Deputy Head, Department of Animal Resources Management, Agency of Bioresources Management, Ministry of Nature Protection, Armenia Protection, Armenia
<p><i>4.4 In April 2007 selected participants are invited to collect data on 'own' wetlands.</i></p>	<p>As it has been agreed in June 2007, Deputy Directors for Science of Sevan and Kolkheti National Parks took responsibilities to provide participants with all data available on their protected areas and 'own' wetlands ('Gull Islets', 'Lake Lichk', Lake Paleostomi) in particular. In addition, Mrs. Izolda Machutadze kindly provided with data on 'Hispani 2 Mire'.</p> <p>Participants also have been invited to collect data on 'own' wetland and brought some interesting materials.</p>
<p><i>4.5 Data on 'own' wetlands are received from Course participants by July 2007.</i></p>	<p>Participants brought data on 'own' wetlands - Gull Islets and Lake Lichk (Sevan National Park, Armenia), Lake Paleostomi and Hispani 2 Mire (Kolkheti National Park and Kobuleti Nature Reserve, Georgia) – in accordance with Ramsar guidelines for wetland data collection.</p>
<p>Output 5: 24 participants (12 from Armenia and 12 from Georgia) have tremendously grown knowledge on wetland management planning, in particular in protected areas.</p>	<p>24 participants (15 from Armenia and 9 from Georgia) have tremendously grown knowledge on wetland management planning, in particular in protected areas.</p>
<p><i>5.1 24 participants (12 from Armenia and 12 from Georgia) by July 2007 know basics how to manage</i></p>	<p>On the last day the participants filled in an evaluation form in which they were asked their opinion on the contents of the course. They indicated that they had come to understand better about wetlands in general, wetland ecology, limiting factors including legislation, management objectives and management measures, and especially about the values of wetlands and the importance to analyze and involve stakeholders.</p>

<i>wetlands in sustainable way, understand importance of planning and working together.</i>	As far as the objectives of the course are concerned, all participants felt that they had come to know and understand each other better, all participants indicated that now they know why management planning is important and how to make a management plan, 8 participants felt they had increased their computer skills.
<i>5.2 24 participants (12 from Armenia and 12 from Georgia) by July 2007 have received Course file-folder, certificate of attendance, as well as memorable personal album of pictures and film shoot during the Training Course.</i>	All 24 participants (15 from Armenia and 9 from Georgia) received certificates of attendance equipped with the logos of the CEPF and PEOU, as well as CD with pictures and short film shoots. List of participants and trainers/lecturers with full contact details was distributed as well.
<i>5.3 Four management plans for 'own' wetlands are prepared by participants under guidance of mentors by July 2007.</i>	All draft management plans are designed in standard way and consist of: Preamble 1. Description: 1.1. General information ; 1.2. Environmental information 2. Evaluation: 2.1. Ecological evaluation; 2.2. Socio-economic evaluation; 2.3. Confrontation of values and interests. 3. Management Objectives: 3.1. Long term management objectives; 3.2. Factors influencing achievements of long term objectives; 3.3. Identification of operational objectives; 3.4. Implementation of operational objectives. Standard design allows to compare them and to evaluate which helps to conduct training process in lively and productive atmosphere.
<i>5.4 Participants improved significantly their computer skills by July 2007.</i>	One third of participants has expressed willingness and regularly attended not-obligatory computer lessons organized by Arpine Jenderedjian during 5 evenings. They received basic skills on how to use Internet, 'doc' and 'excel" programs and ACDSee 8 Photo Manager, as well as how to use scanners, printers, CD-readers.
Output 6: Total 4 management plans for protected wetlands are designed in draft form for farther distribution among appropriate administrative authorities and stakeholders.	Draft management plans for Gull Islets and Lake Lichk (Sevan National Park, Armenia), Lake Paleostomi and Hispani 2 Mire (Kolkheti National Park and Kobuleti Nature Reserve, Georgia) were designed and distributed to Sevan National Park, Dilijan National Park, Kolkheti National Park, Kobuleti Nature Reserve and NGO 'Tchaobi'.
<i>6.1 Management plans contain important information on management</i>	All 4 draft management plans on 'own' wetland contain important information on management objectives (landscape and biodiversity protection), planned activities (actions to secure protection), expected outputs (conservation and improvement of environmental conditions) and monitoring indicators (for example, water level, occurrence of selected species, etc.).

<i>objectives, planned activities, expected outputs and monitoring indicators.</i>	
<i>6.2 Management plans are distributed among appropriate administrative authorities and stakeholders by August 2007.</i>	Draft management plans are submitted to relevant Ministries in Armenia and Georgia, administrations of Sevan National Park, Dilijan National Park, Kolkheti National Park, Kobuleti Nature Reserve and NGO ‘Tchaobi’.
Output 7: The project is successfully closed.	The project is successfully closed (subject for further approval).
<i>7.1 The financial and technical quarterly reports (total 4) are composed and submitted to the CEPF in September and December 2006, and March and June 2007.</i>	Five financial and three technical reports were composed and submitted in time.
<i>7.2 The final report is composed and submitted to the CEPF by September 2007, and further approved by the CEPF.</i>	The final report is composed and submitted to the CEPF by December 2007, and waiting for approval

Describe the success of the project in terms of delivering the intended outputs.

PREPARATION OF THE COURSE

In order to achieve project objectives several seminars were held in Armenia and Georgia, a number of heads of different agencies, departments and divisions in the Ministry of Nature Protection, Armenia (Dr. Aram Gabrielyan, Head of Environmental Protection Department; Dr. Tatyana Danielyan - Head of Biodiversity and Water Protection Division; Ms. Ruzan Davtyan, Head of International Cooperation Department; Dr. Margarita Korkhmazyan, Head of International Agreements and Policy Division; Mr. Ashot Harutyunyan, Head of Division of Nature Protection and Environmental Economics; Mr. Alfred Nersisyan, Head of Water Resources Management Agency; Mr. Volodya Narimanyan, Deputy Head of Water Resources Management Agency; Dr. Edgar Pirumyan, Head of Water Resources Policy and Analysis Division; Prof. Artashes Ziroyan, Deputy Head Bioresources Management Agency; Mr. Harutyun Galoyan, Deputy Head Bioresources Management Agency; Dr. Ashot Vardevanyan, Deputy Head Bioresources Management Agency; Dr. Hasmik Ghalachyan, Head of Flora Resources Management Division; Dr. Aram Aghasyan, Head of Special Protected Areas Management Division; Mrs. Siranush Muradyan, Head of Dendro-Parks Management Division), and Ministry of Environment and Natural Resources, Georgia (Ms. Sofiko Akhobadze, Deputy Minister, Mr. Lasha Moistparishvili, Vice-chairman of Department of Protected Areas Ms. Ann Rukhadze, Head of Biodiversity Protection Service), Sevan (Mr. Tigran Grigoryan, Director; Mr. Karen Malkhasyan, Deputy Director for Protection; Mr. Gagik Martirosyan, Deputy Director for Recreation) and Dilijan (Mr. Ashot Davtyan, Director) national parks (Armenia), Kolkheti National Park (Mr. Zura Jibladze, Director) and Kobuleti Nature Reserve (Mr. Revaz, Director) (Georgia), WWF Armenia (Dr. Karen Manvelyan, WWF Armenia PO Director), WWF Caucasus (Dr. Nukzar Zazanashvili, WWF Caucasus PO

Conservation Director), perspective participants and trainers, representatives of scientific institutions, business sector, NGO's, other stakeholders were interviewed.

Besides, during her visit to The Netherlands (December 2006) the Training Officer had intensive meetings and consultations with various wetland trainers, wetland and protected area managers in Wetland Advisory and Training Center – RIZA, Lelystadnatuurpark, Oostvaardersplassen (Lelystad, Flevoland), Wageningen University, Wetlands International (Wageningen).

In addition, hotels and proposed case sites along the shoreline of Lake Sevan, as well as Ararat Valley wetlands were visited. After long trench-raids an excellent location was found, hotel "Miami" close to Sevan Peninsula: separate rooms with a magnificent view on Lake Sevan and Sevan Peninsula, equipped with electricity, television, heating, cold and warm water for the whole day, and a spacey classroom. Because of the time of the year this could be bargained for a price that was feasible with the budget.

After long discussions, the course set-up was drafted based on own and most recent international experience and farther recommendations of experts interviewed.

EXECUTION OF THE COURSE

Opening session included a boat tour over Lake Sevan, welcome dinner, in total 48 people participated. Outside the participants and the course staff among those who participated were:

Mr. Gevorg Malkhasyan, Major of City Sevan;

Prof. Artashes Ziroyan, Head of Bioresources Management Agency;

Mr. Alfred Nersisyan, Head of Water Resources Management Agency;

Mr. Harutyun Galoyan, Deputy Head of Bioresources Management Agency;

Dr. Ashot Vardevanyan, Deputy Head Bioresources Management Agency;

Ms. Ruzan Davtyan, Head of International Cooperation Department;

Dr. Aram Gabrielyan, Head of Environmental Protection Department;

Dr. Aram Aghasyan, Head of Special Protected Areas Management Division;

Dr. Tatyana Danielyan - Head of Biodiversity and Water Protection Division;

Dr. Margarita Korkhmazyan, Head of International Agreements and Policy Division;

Mr. Ashot Harutyunyan, Head of Division of Nature Protection and Environmental Economics;

Mr. Tigran Grigoryan, Director of Dilijan National Park;

Mr. Ashot Davtyan, Director of Sevan National Park;

Mr. Simon Mnatsakanyan, Director of the Sevan Botanical Garden;

representatives of NGO's;
mass media.

Mr. Hrant Madatyan, Member of Parliament, also accept invitation but due to his direct duties had an opportunity to arrive only on the next day.

The duration of the Course was 69 hours, plus 8 hours for optional computer lessons (see **Table 1**). Course program was drafted according to the course set-up and taking into account location, distances between the case areas, transport possibilities and facilities available. The Course program as it has been finally executed is given in **Table 2**.

Apart from the project staff and trainers, some of the participants were, based on their specialises, at the same time teachers: Dr. Rubenyan Haykaz (Lecture "Fishes and pisciculture"), Dr. Tsiklauri Ivane (Lectures "Basic Ecology: Abiotic Factors", "Current Issues of Wetlands Protection in the South Caucasus Region: Georgia"), Dr. Tsiklauri Khatuna ("Environmental Legislation in Georgia", "Specially Protected Natural Areas in Georgia") and Dr. Voskanov Mikhail (Lectures "Wetland vertebrates (Amphibians, Reptiles, Mammals)", "Waterfowl", "Wetlands, Bird Flu and Highly Pathogenic Virus H5N1"). Actually, most participants took more or less place in the teaching process.

In total there were 4 field visits. In addition to own van "Sobol" for 11 passengers; a van "Gazel" for 15 passengers was rented during the execution of the Course for field tours.

"Lake Lichk – Argichi" strict reserve zone was taken as a common case, for which the participants had to work out several assignments related to wetland diversity and wetland biodiversity..

As a fieldpractical case "Noradus" strict reserve zone with Gull Islets inside were visited with different purposes, such as valuation, monitoring and bioindication.

A whole day trip along the Ararat Valley wetlands was undertaken to the end of the first week (Saturday, September 29). Khor Virap wetland complex (3rd Armenian Ramsar site) and fishponds of "Miavar" JSC were used as a case for ecological and economical valuation of wetlands. During this trip not only wetlands, but Echmiadzin Cathedral, Metsamor museum and Khor Virap Monastery on the border with Turkey were visited as a cultural part of the study.

Visit in Dilijan National Park had a purpose to discuss different management approaches of wetlands in different protective zones (Lake Parz, River Pambak, mineral springs).

In the second week, the participants were split up in four groups consisting of representatives of both countries. Each group worked on different wetlands: first group on Gull Islets, the second on Lake Lichk, the third one on Lake Paleostomi, and the fourth one on Hispani 2 Mire. For these wetlands the groups developed draft management plans, based on own data and the summary descriptions they were provided with by the trainers. They especially spent time in formulating long-term and operational objectives and measures for these wetlands. This took place during lively discussions.

Participation in the computer lessons was planned on the voluntary basis. Eight participants expressed desire for attendance. Computer course set-up was aimed on learners without or almost without any experience of work on computer. Before the execution of the course 11 of 24 participants mentioned that they do not know computer. Planned lessons have been carried out during the evenings (20.00-22.00), but participants had an opportunity to work on computer during all free time. It is obvious that the participants set up the draft management plans on computers.

On Thursday, October 4, the four groups presented their draft management plans. This was done by posters, which listed the objectives and actions and showed a nicely drawn sketch maps and some pictures.

The posters were explained by one participant per group: Lake Lichk - Mr. *Badalyan Norair*, Gull Islets – Ms. *Petrosyan Gayane*, Hispani 2 Mire – Mrs. *Tkhilaishvili Sophio*, and Lake Paleostomi – Mr. *Tsutsunava Jemal*. After each presentation other participants could make "interventions": going to the front and give additional information, opinion on the presentation, or opinion on the group work. After each of the four presentations, several participants, both from the same group and from the other group, used this opportunity. This made the presentations really a group work activity. To everybody were given opportunity to ask questions and everybody were invited to give feedback as well.

At the closing ceremony, the following invited persons were present:

Mr. Gevorg Malkhasyan, Major of City Sevan;
Prof. Artashes Ziroyan, Head of Bioresources Management Agency;
Dr. Ashot Vardevanyan, Deputy Head Bioresources Management Agency;
Ms. Ruzan Davtyan, Head of International Cooperation Department;
Dr. Tatyana Danielyan - Head of Biodiversity and Water Protection Division;
Dr. Margarita Korkhmazyan, Head of International Agreements and Policy Division;
Mr. Tigran Grigoryan, Director of Dilijan National Park;
Mr. Ashot Davtyan, Director of Sevan National Park;
Mr. Soghomon Soghomonyan, Director of "GOS' Fish Breeding Factory" JSC;
Mr. Kolya Hayrapetyan, Director of "Sevan Fish Breeding Factory" JSC;
Mr. Lavrentiy Hakobyan, Director of "Arevanist' Fish Breeding Factory JSC;
Mr. Simon Mnatsakanyan, Director of the Sevan Botanical Garden;
representatives of NGO's;
mass media.

At the closing ceremony Prof. Gagik Kirakossian, the President of "Orientation Union" has being invited to hand out the certificates to the participants, who also received a set of pictures on CD and booklet about Lake Sevan. Afterwards the Head of Bioresources Management Agency had a speech, but most of the speeches were given during the dinner afterward. As one can expect, the dinner was going on in a very friendly and lively atmosphere. The speeches were not just polite or nice speeches. Some discussion also took place during these speeches that quickly followed after each other, for instance on whether this training is practical enough. However, there were no doubts that already established contacts between Armenian and Georgian wetland and protected area managers should have continuation.

The Certificate of Attendance has 2 logos:

"Professional and Entrepreneurial Orientation Union" for implementation;

"Critical Environment Protection Fund" for financial support;

The Certificate of Attendance is signed by the President of "Orientation", Project Leader and Course Co-leaders.

An example of the Certificate of Attendance is given in separate file.

EVALUATION OF THE COURSE

Opinion of the participants

On the last day the participants filled in an evaluation form in which they were asked their opinion on the contents of the course (total 31 questions: YES or NO) and the different organizational aspects (total 22 questions graduated: 1 very bad; 2 bad; 3 satisfactorily; 4 good; 5 excellent).

Concerning the opinion on the contents negative answers of the participants varied from 0% to 13% with average 4%.

As far as the contents are concerned, they indicated that they had come to understand about wetlands in general, wetland ecology, limiting factors including legislation, management objectives and management measures, and especially about the values of wetlands and the importance to analyze and involve stakeholders.

As far as the objectives of the course are concerned, all participants felt that they had come to know and understand each other better, 8 felt they had increased their computer skills, and 22 indicated that they now know how to make a management plan.

As far as the set up of the course is concerned, they felt that the choice of participants was good. Also the choice of subjects was good, but 5 felt that the course should be from one to two week longer.

The Ramsar format for the management plan was very much appreciated.

Concerning the opinion on the organizational aspects the total individual rate of the participants varied from 3.91 to 5.00 with average 4.64.

The relationships among themselves and with the course staff were considered very good, as was the input of the course staff, including that of the Georgian Course Co-leader.

The location was considered very good, the facilities good, the organisation of the course excellent.

The excursions were very much appreciated.

Several participants want more of these courses. Others propose to organise this kind of course for field inspectors and line staff as well.

Opinion of the course staff

The overall goal of the Course - Management of Sevan National Park (Armenia) and Kolkheti National Park (Georgia) is improved through increased knowledge and skills of the staffs - seems to be fully achieved.

The organizers are very positive about the quality of four resulting draft management plans. The participants had been given a skeleton text of the first chapters, prepared by Course Leader, but they had thoroughly read, discussed, corrected and elaborated them. The parts of the management plans on objectives and measures were completely newly made by the participants. As the high point the organizers considered the part on objectives and the way the groups had been working together: everybody really had a contribution.

As far as the objectives of the course, the organizers are also quite positive:

- the participants had definitely come to understand better the importance of inventory and monitoring, and even practiced some techniques;
- the greatest achievement is in the determination of the values and problems of wetlands;
- the participants have also tremendously grown in the understanding of the importance of stakeholder analysis and involvement;
- the participants showed some improved skill in distinguishing between different stakeholders during the course;
- the participants have made a very good step forward in the assessing of management objectives and translating these into practical management measures: the objectives and measures they identified are realistic and logical steps;
- the preparation of the management plans is beyond expectation. It is very clear that the teams could make good management plans;
- the course gives a good base to improve the cooperation among the different countries and different institutions, i. e. administrative, scientific, business;
- the objective to provide the participants with basic computer skills is very much achieved; moreover, without computer skills (and good cooperation) there would not have been such good draft management plans.

CONCLUSIONS

1. The quality of participants was high. Many of the participants acted as teachers in several subjects. For future groups, the different subjects will probably take more time. This are: basic ecology, wetland valuation, and especially monitoring technique. So, to reach the desired objectives, two weeks will not be enough, and more half or one week would have been nice.

2. The course is a good perspective for future regional training support. Such support was already had been given by the Ramsar Convention's Small Grants Fund for the project Regional Training Course on Wetland Management for Technical Staff of Wetland Conservation and Management Institutions in the New Independent States of the European Region (2001).

3. The course was very effective for US\$ 30,000 but lots of efforts and economizing were taken place to resist inflation against local currency Armenian Dram.

4. The work of Dr. Vano Tsiklauri, invited trainer from Georgia, was extremely useful and efficient. Would be good to form an international team of trainers who are available for similar training courses, especially aimed for Russian speaking audience.

5. It might be a good idea to organise exchange of experience, for instance in the form of joint study tours for Armenian/Georgian wetland and protected area managers.

Table 1. Set-up of the Wetland Course (Sevan, Armenia, September 24 – October 5, 2007)

Subjects	Objectives: participants...	Activities (duration)
1. Introduction to wetlands (6.75 hours)	1.1. are familiar with the diversity of wetlands 1.2. understand the differences between them 1.3. know about Ramsar & other international conventions 1.4. understand how the Ramsar classification system works 1.5. understand how certain Armenian and Georgian wetlands are classified	<ul style="list-style-type: none"> • Лекция “Введение в водно-болотные угодья” (1 hour) • Лекция “Международные природоохранные соглашения” (0.75 hours) • Лекция “Рамсарская Конвенция” (0.5 hours) • Представление Национального парка “Колхети” (Грузия) (0.25 hours) • Представление Национального парка “Севан” (Армения) (0.25 hours) • Экскурсия по озеру Севан (2 hours) • Полевой практикум “Водно-болотные экосистемы” (2 hours)
2. Basic ecology (3.25 hours)	2.6. understand how different abiotic factors influence flora and fauna, in particular (hydrology temperature and other aspects) and vice versa; 2.7. understand the concepts “ecosystem” and ‘habitat’ 2.8. understand “succession” and other ecological processes 2.9. understand most important aspects from population dynamics: “minimum viable population”, “maximum harvestable population”, “carrying capacity” 2.10. understand concepts “key process”, “key species”	<ul style="list-style-type: none"> • Лекция “Основы экологии: абиотические факторы” (0.75 hours) • Лекция “Основы экологии: биотические факторы” (0.75 hours) • Лекция “Основы экологии: антропогенные факторы” (1 hour) • Лекция “Экологические типы водно-болотной растительности” (0.75 hours)
3. Inventory and monitoring (9.5 hours)	3.11. are familiar with wetland flora and fauna 3.12. can recognise the most important flora and fauna species 3.13. understand the importance of systematic inventory and monitoring 3.14. can apply some selected inventory & monitoring techniques	<ul style="list-style-type: none"> • Лекция “Растительность водно-болотных угодий” (1 hour) • Лекция “Рыбы и прудоразведение” (0.75 hours) • Лекция “Птицы водно-болотных угодий” (0.5 hours) • Лекция “Земноводные, пресмыкающиеся и млекопитающие водно-болотных угодий” (0.5 hours) • Лекция “Водные беспозвоночные животные как индикаторы качества среды” (1 hour) • Полевой практикум “Инвентаризация и мониторинг” (3 hours) • Представление исходных данных водно-болотных угодий, предназначенных для разработки планов управления (1.75 hours) • Посещение Севанского филиала Ботанического сада (1 hour)
4. Values (10.5)	4.15. understand the ecological values of wetlands,	<ul style="list-style-type: none"> • Лекция “Экологические ценности водно-болотных угодий” (1.75 hours)

hours)	<p>4.16. understand the socio-economic values of wetlands</p> <p>4.17. understand where and why these values conflict</p>	<ul style="list-style-type: none"> • Лекция “Социально-экономические ценности водно-болотных угодий” (1.75 hours) • Лекция “Конфликты между экологическими и социально-экономическими ценностями водно-болотных угодий” (0.75 hours) • Интерактивный семинар “Представление конфликтов между экологическими и социально-экономическими ценностями в собственных водно-болотных угодьях” (2.75 hours) • Полевой практикум “Экологические ценности водно-болотных угодий” (2.5 hours) • Посещение подземного зала Севанской ГЭС (1 hour)
5. Stakeholders involvement (4.5 hours)	<p>5.18. understand the importance of stakeholder analysis & involvement</p> <p>5.19. can make a correct stakeholder analysis and know ways to involve different stakeholders</p> <p>5.20. understand the importance of international cooperation</p>	<ul style="list-style-type: none"> • Лекция “Вовлечение заинтересованных сторон в управление водно-болотными угодьями” (0.75 hours) • Семинар “Вовлечение заинтересованных сторон в управление водно-болотными угодьями” (1 hour) • Посещение музея Мецамор (1 hour) • Обсуждение направлений регионального сотрудничества в области управления водно-болотными угодьями (1.75 hours)
6. Limiting factors (3.25 hours)	<p>6.21. broadly understand the legal environment in which wetland management operates</p> <p>6.22. can identify legal limitations and opportunities to management of specific sites</p> <p>6.23. understand other limiting factors, like bird flu</p>	<ul style="list-style-type: none"> • Лекции “Природоохранное законодательство Армении” и “Природоохранное законодательство Грузии” (0.75 hours) • Лекции “Особо охраняемые природные территории Армении” и “Особо охраняемые природные территории Грузии” (1 hour) • Лекция “Лимитирующие факторы водно-болотных угодий” (0.75 hours) • Лекция “Водно-болотные угодья, птичий грипп и высокопатогенный вирус H5N1” (0.75 hours)
7. Objectives (3.75 hours)	<p>7.24. understand the importance of formulating objectives for wetland management, and in protected areas in particular</p> <p>7.25. can formulate relevant ideal (long term) objectives</p> <p>7.26. can translate these ideal objectives into “SMART” operational objectives</p>	<ul style="list-style-type: none"> • Лекция “Долгосрочные цели управления ООПТ на водно-болотных угодьях” (1 hour) • Лекция “Практические цели управления ООПТ на водно-болотных угодьях” (1 hour) • Лекция “Задачи управления водно-болотными угодьями” (1.75 hours)
8. Management measures (10 hours)	<p>8.27. know the main problems of wetland conservation in the region</p> <p>8.28. know the different types of available management measures</p> <p>8.29. can make a rough planning</p> <p>8.30. can choose relevant realistic measures for a specific site</p>	<ul style="list-style-type: none"> • Лекция “Проблемы охраны водно-болотных угодий в регионе Южного Кавказа” (1.75 hours) • Интерактивный семинар “Как разработать план управления водно-болотными угодьями” (1.75 hours) • Лекция “Восстановление водно-болотных угодий” (0.75 hours) • Интерактивный семинар “Перспективы восстановления водно-болотных угодий” (1 hour) • Экскурсия в Национальный парк “Дилижан” (3

		hours) <ul style="list-style-type: none"> Интерактивный семинар “Разграничение целей и задач управления ООПТ на водно-болотными угодьями” (1.75 hours)
9. Cultural (12.75 hours)	9.31 know and understand each other better than before 9.32 know Armenian history 9.33 know Armenian culture	<ul style="list-style-type: none"> Торжественный ужин по случаю открытия курсов (2 hours) Посещение кафедрального собора Св. Эчмиадзин (1 hour) Посещение монастыря Хор Вирап (0.5 hours) Свободный день в столице Армении (6 hours) Экскурсия по озеру Севан (гонки на скутерах) (1.25 hours) Прощальный ужин (2 hours)
10. General (4.75 hours + 8 hours optional)	10.34. can make a clear presentation 10.35. be familiar with computer technique	<ul style="list-style-type: none"> Торжественное открытие курсов (0.5 hours) Представление программы (0.75 hours) Подготовка к представлению планов управления водно-болотными угодьями (1.75 hours) Представление планов управления водно-болотными угодьями (1.75 hours) Торжественное закрытие - вручение сертификатов посещения курсов по управлению водно-болотными угодьям (0.5 hours) Computer lessons (8 hours, optional)

Table 2. Program of the Wetland Course (Sevan, Armenia, September 24 – October 5, 2007)

Время	Активность
Понедельник, 24 сентября	
Слушатели из Грузии	
07.00-13.00	Выезд из Поти и прибытие в Тбилиси
13.00-14.00	Обед в Тбилиси
14.00-18.00	Выезд из Тбилиси и прибытие в Севан
Слушатели из Армении	
17.30-19.00	Выезд из Еревана и прибытие в Севан
Слушатели из Армении и Грузии	
19.00-20.00	Размещение
20.00-22.00	Совместный ужин, знакомство друг с другом
Вторник, 25 сентября	
09.00-10.00	Завтрак
10.00-13.00	Прогулка по полуострову Севан
13.00-14.00.	Обед
14.00-15.00	Регистрация слушателей и приглашенных лиц из Армении и Грузии; чай/кофе
15.00-15.30	Торжественное открытие курсов: <ul style="list-style-type: none"> - Министерство охраны природы Армении - Министерство охраны окружающей среды и природных ресурсов Грузии - Гегаркуникский марзпетаран - WWF Армянский оффис - Национальный парк “Севан” - Национальный парк “Колхети” - НПО “Союз профессиональной и предпринимательской ориентации”
15.30-15.45	Представление программы - <i>Карен Джендереджян, Иване Циклаури</i>
15.45-16.15	Представление Национального парка “Севан” (Армения) - <i>Николай Симонян</i>

16.15-16.45	Представление Национального парка “Колхети” (Грузия) - <i>Джемал Цуцунава</i>
16.45-18.00	Экскурсия по озеру Севан (на катере)
18.00-20.00	<i>Торжественный ужин по случаю открытия курсов</i>
20.00	<i>Отъезд приглашенных лиц из Армении</i>
Среда, 26 сентября	
08.00-09.00	<i>Завтрак</i>
09.00-10.00	Лекция “Место Рамсарской Конвенции среди международных природоохранных соглашений” - <i>Сусанна Акопян</i>
10.00-10.45	Лекция “Введение в водно-болотные угодья” – <i>Карен Джендереджян</i> Лекция “ ” - <i>Карен Джендереджян</i>
10.45-11.15	<i>Перерыв (кофе, чай)</i>
11.15-11.45	Лекция “Основы экологии: абиотические факторы” – <i>Иване Циклаури</i>
11.45-12.15	Лекция “Основы экологии: биотические факторы” – <i>Сусанна Акопян</i>
12.15-13.00	Лекция “Основы экологии: антропогенные факторы” – <i>Карен Джендереджян</i>
13.00-14.00.	<i>Обед</i>
14.00-15.30	<i>Выезд из Севана и прибытие в заповедник “Личк-Аргичи”</i>
15.30-17.30	Полевой практикум “Водно-болотные экосистемы” - <i>Карен Джендереджян</i>
17.30-19.00	<i>Выезд из заповедника “Личк-Аргичи” и прибытие в Севан</i>
19.00-20.00	<i>Ужин</i>
Четверг, 27 сентября	
08.00-09.00	<i>Завтрак</i>
09.00-10.00	Лекция “Растительность водно-болотных угодий” - <i>Самвел Балоян</i>
10.00-10.45	Лекция “Экологические типы водно-болотной растительности” - <i>Самвел Балоян, Карен Джендереджян</i>
10.45-11.15	<i>Перерыв (кофе, чай)</i>
11.15-12.00	Лекция “Рыбы и прудоразведение” - <i>Айказ Рубенян</i>
12.00-13.00	Лекции “Птицы водно-болотных угодий”, “Земноводные, пресмыкающиеся и млекопитающие водно-болотных угодий” - <i>Михаил Восканов</i>
13.00-14.00	<i>Обед</i>
14.00-15.00	Лекция “Водные беспозвоночные животные как индикаторы качества среды” - <i>Сусанна Акопян</i>
15.00-15.30	<i>Выезд из Севана и прибытие в заказник “Норадуз”</i>
15.30-18.30	Полевой практикум “Инвентаризация и мониторинг” - <i>Карен Джендереджян</i>
18.30-19.00	<i>Выезд из заказника “Норадуз” и прибытие в Севан</i>
19.00-20.00	<i>Ужин</i>
Пятница, 28 сентября	
08.00-09.00	<i>Завтрак</i>
09.00-10.45	Лекция “Экологические ценности водно-болотных угодий” - <i>Карен Джендереджян</i>
10.45-11.15	<i>Перерыв (кофе, чай)</i>
11.15-13.00	Лекция “Социально-экономические ценности водно-болотных угодий” - <i>Карен Джендереджян</i>
13.00-14.00	<i>Обед</i>
14.00-14.45	Лекция “Конфликты между экологическими и социально-экономическими ценностями водно-болотных угодий” - <i>Сусанна Акопян</i>
14.45-15.45	Интерактивный семинар “Представление конфликтов между экологическими и социально-экономическими ценностями в собственных водно-болотных угодьях” - <i>фасилитаторы Иване Циклаури, Николай Симонян, Карен Джендереджян, Сусанна Акопян</i>
15.45-16.15	<i>Перерыв (кофе, чай)</i>
16.15-18.00	Интерактивный семинар “Представление конфликтов между экологическими и социально-экономическими ценностями в ‘собственных’ водно-болотных угодьях”: Озеро Личк и реки Личк и Аргичи - <i>фасилитаторы Иване Циклаури, Карен Джендереджян</i> ; Лчашенская бухта, Остров Чаек и Норашенские озера - <i>Николай Симонян, Сусанна Акопян</i>

19.00-20.00	Ужин
Суббота, 29 сентября Экскурсия по Араратской долине	
08.00-09.00	Завтрак
09.00-10.30	Выезд из Севана и прибытие в Эчмиадзин
10.30-11.30	Посещение кафедрального собора Св. Эчмиадзин
11.30-12.00	Выезд из Эчмиадзина и прибытие в Мецамор
12.00-13.00	Посещение музея Мецамор
13.00-14.00	Обед
14.00-15.30	Посещение рыбоводных прудов и хозяйств; полевой практикум “Экономические ценности водно-болотных угодий” - Айказ Рубенян
15.30-17.00	Посещение монастыря Хор Вирап и одноименного болотного комплекса; полевой практикум “Экологические ценности водно-болотных угодий” - Карен Джендереджян
17.00-19.00	Выезд из Хор Вирапа и прибытие в Севан
19.00-20.00	Ужин
Воскресенье, 30 сентября Свободный день в Ереване	
09.00-10.00	Завтрак
10.00-11.30	Выезд из Севана и прибытие в Ереван
11.30-17.30	Свободный день в столице Армении
17.30-19.00	Выезд из Еревана и прибытие в Севан
19.00-20.00	Ужин
Понедельник, 1 октября	
08.00-09.00	Завтрак
09.00-09.45	Лекция “Водно-болотные угодья, птичий грипп и высокопатогенный вирус H5N1” – Михаил Восканов
09.45-10.45	Лекция “Долгосрочные цели управления ООПТ на водно-болотных угодьях” - Самвел Балоян
10.45-11.15	Перерыв (кофе, чай)
11.15-12.00	Лекция “Лимитирующие факторы водно-болотных угодий” – Карен Джендереджян
12.00-13.00	Лекция “Практические цели управления ООПТ на водно-болотных угодьях” – Самвел Балоян
13.00-14.00	Обед
14.00-15.45	Лекция “Задачи управления водно-болотными угодьями” – Карен Джендереджян
15.45-16.15	Перерыв (кофе, чай)
16.15-18.00	Интерактивный семинар “Разграничение целей и задач управления ООПТ на водно-болотными угодьями” – фасилитаторы Карен Джендереджян, Самвел Балоян, Иване Циклаури, Николай Симонян
19.00-20.00	Ужин
Вторник, 2 октября	
08.00-09.00	Завтрак
09.00-10.45	Представление исходных данных водно-болотных угодий, предназначенных для разработки планов управления - Озеро Личк и реки Личк и Аргичи - Иване Циклаури; Лчашенская бухта, Остров Чаек и Норашенские озера - Николай Симонян
10.45-11.15	Перерыв (кофе, чай)
11.15-13.00	Лекция “Проблемы охраны водно-болотных угодий в регионе Южного Кавказа” - Иване Циклаури, Карен Джендереджян
13.00-14.00	Обед
14.00-15.45	Обсуждение направлений регионального сотрудничества в области управления водно-болотными угодьями - фасилитатор Иване Циклаури
15.45-16.15	Перерыв (кофе, чай)
16.15-18.00	Интерактивный семинар “Как разработать план управления водно-болотными угодьями” - фасилитаторы Карен Джендереджян, Сусанна Акопян, Николай Симонян, Иване Циклаури
19.00-20.00	Ужин
Среда, 3 октября	

08.00-09.00	<i>Завтрак</i>
09.00-09.45	Лекция “Вовлечение заинтересованных сторон в управление водно-болотными угодьями” - <i>Сусанна Акопян</i>
09.45-10.45	Семинар “Вовлечение заинтересованных сторон в управление водно-болотными угодьями” - <i>Сусанна Акопян, Иване Циклаури</i>
10.45-11.15	<i>Перерыв (кофе, чай)</i>
11.15-12.00	Лекция “Восстановление водно-болотных угодий” - <i>Карен Джендереджян</i>
12.00-13.00	Интерактивный семинар “Перспективы восстановления водно-болотных угодий” - <i>Карен Джендереджян, Николай Симонян</i>
13.00-14.00	<i>Обед</i>
14.00-15.00	Посещение Севанского филиала Ботанического сада - <i>Николай Симонян</i>
15.00-16.00	Посещение подземного зала Севанской ГЭС - <i>Николай Симонян</i>
16.00-19.00	Экскурсия в Национальный парк “Дилижан” с посещением лесного озера Парз - <i>Николай Симонян</i>
19.00-20.00	<i>Ужин</i>
Четверг, 4 октября	
08.00-09.00	<i>Завтрак</i>
09.00-09.45	Лекции “Природоохранное законодательство Армении” и “Природоохранное законодательство Грузии” – <i>представители соответствующих министерств</i>
09.45-10.45	Лекции “Особо охраняемые природные территории Армении” и “Особо охраняемые природные территории Грузии” – <i>представители соответствующих министерств</i>
10.45-11.15	<i>Перерыв (кофе, чай)</i>
11.15-13.00	Подготовка к представлению планов управления водно-болотными угодьями – <i>фасилитаторы Карен Джендереджян, Сусанна Акопян</i>
13.00-14.00	<i>Обед</i>
14.00-15.45	Представление планов управления водно-болотными угодьями – <i>Норайр Бадалян, Гаяне Петросян, Софио Тхилашвили, Джемал Цуцунава</i>
15.45-16.15	<i>Перерыв (кофе, чай)</i>
16.15-16.45	Вручение сертификатов посещения курсов по управлению водно-болотными угодьями
16.45-18.00	Экскурсия по озеру Севан (гонки на скутерах)
18.00-20.00	<i>Прощальный ужин</i>
20.00-21.30	<i>От’езд армянских участников из Севана и прибытие в Ереван</i>
Пятница, 5 октября	
07.00-08.00	<i>Завтрак</i>
08.00-13.00	<i>От’езд грузинских участников из Севана и приезд в Тбилиси</i>
13.00-14.00	<i>Обед в Тбилиси</i>
13.00-18.00	<i>От’езд грузинских участников из Тбилиси и приезд в Поту</i>

Were any outputs unrealized? If so, how has this affected the overall impact of the project?

No, probably with exception of equal participation of the representatives of both countries. Instead of initially planned 12 participants from each country, 15 persons from Armenia and 9 from Georgia participated.

V. SAFEGUARD POLICY ASSESSMENTS

Provide a summary of the implementation of any required action toward the environmental and social safeguard policies within the project.

Invasion of the avian influenza and destabilization of the political situation in the Caucasus Region were considered as possible environmental and social threats to the implementation success of this project. As a precautionary measure, the lecture “Wetlands, Bird Flu and Highly Pathogenic Virus H5N1” given by Dr. Mikhayil Voskanov, member of the task force group «Prevention of the Invasion of the Bird Flu and Highly Pathogenic Virus H5N1 in Armenia», was included in the course schedule. It is obvious that the organizers of the course couldn't affect seriously (either positively or negatively) on the development of the political situation in the region.

VI. LESSONS LEARNED FROM THE PROJECT

Describe any lessons learned during the various phases of the project. Consider lessons both for future projects, as well as for CEPF's future performance.

PREPARATION OF THE COURSE

Based on previous experience, already at the earliest stage of the preparation of the course, the key project staff clearly defined the objectives of preparatory work:

A. Identification of the target groups, appropriate goals and subjects of the course;

Main target groups were defined already during preparation of the project proposal: the Staff of Sevan National Park (Armenia) and Kolkheti National Park (Georgia). However, together with Georgian colleagues was decided to include in the participants list representatives of the relevant ministries, scientific, business and non-governmental organizations. Such variety of participant's background made teaching process more effective, especially during the seminar due to lively discussions and disputes, since representatives of different organizations were trying to protect their 'own sectoral' interests. An interesting observation was that differences in opinions between, for example, Georgian field ranger and Georgian ministerial bureaucrat were much wider than between, for example, Georgian and Armenian field ranger or between Georgian and Armenian governmental officer.

Expecting such approach, maximum attention was given to stakeholder identification and analysis, in particular influence of different groups of stakeholder on decision making process and their dependence on wetlands (and/or protected areas).

Among participants were individuals both with higher education and even candidates of sciences (biological and chemical), as well as with unfinished secondary education. So far, a bit difficult was to hold out maximal equilibrium between the subjects (and especially the level of presentation) and educational background of participants. The organizers were successful to get over this difficulty by inclusion in the lectures examples from practical life (for example, "coypu" as invasive species, "water level" as abiotic factor, "mayfly" larvae as bioindicator, etc.). Very useful was involvement of participants in teaching processes (directly, as lecturer or mentor, and indirectly, during seminars and field practical). In most cases a couple of 'provoking' sentences were enough to rise the disputes.

B. Identification of the appropriate organization structure of the course;

Learning experience of worldwide recognized Wetland Advisory and Training Center – RIZA, as well as Lelystadnatuurpark, Oostvaardersplassen, Wageningen University, Wetlands International (The Netherlands) was of great use and probably, most cost effective way to define the best organizational structure of the course. Minor additions, such as lecture "Wetlands, Bird Flu and Highly Pathogenic Virus H5N1" were made according to recent trends in this field in the region. 4 hours), excursions and field practical works (13 hours), as well as cultural events (13 hours). On the latter more attention were paid than before. Among other things it was important to introduce to participants links between historical and environmental similarities of two nations.

C. Development of a suitable program of the course;

Following the RIZA approach, first, the course set-up was developed that should achieve expected outputs and objectives. The program of the course was developed based on the course set-up, background of participants, and field practical.

D. Identification of the suitable sites for field work and location of the course;

During the preparation to the course the organizers made in May-July 2007 in total 7 trips that cover Ararat, Armavir, Kotayq, Gegharquniq, Lori, Shirak and Tavush marzes (provinces) in order to identify suitable sites for field work, make appointments with appropriate stakeholders (site managers, provincial and local administrative authorities, representatives of business and NGOs).

Based on experience of previous years, the basin of Lake Sevan was identified as a location of the course. The hotel "Miami" was choose based on facilities, comfort, services and costs.

E. Planning of the practical organizational matters.

Already at the very early stage responsibilities were assignment between the project staff in form of table where practical organizational matters, date of completion and responsible person were mentioned. Such organization allows to take into account in due time everything down to such seeming trivial details, such are for example, white-board cleaner or in-time change of cartridge.

Such organization and division of responsibilities with constant checking of results allows to avoid any major obstacle and inconvenience in all phases of the project.

EXECUTION OF THE COURSE

The organizers were successful to create friendly and working atmosphere from the very beginning of the course. This became possible by thoughtful organization of the **opening session**, starting from the preparation of the list of invited persons, welcome speeches, and even distribution of the seats during the boat trip and welcome dinner. The **main body of the course** was developed on the basis of the course set-up (which in its case was based on the RIZA course set-up) by taking into account the logical order of the subjects.

During **excursions** the participants had to work out several assignments related to wetland values and monitoring, water quality bioindication and wetland management.

Preparation of four draft **management plans** was done in groups that were split up in the way that all groups had ministerial officer and person familiar with wetlands, and what is most important; all four groups were international, i. e. consisting from Armenians and Georgians. This was especially useful in formulating operational objectives and measures for wetland management – participants had found almost complete similarity of problems and threats.

EVALUATION OF THE COURSE

The organizers consider as an important part the evaluation of the course. The participants were asked to fill the questionnaire. The questionnaire is designed in such a way that allows the answering side to fill it in a few minutes but contains more than 50 questions regarding course content and organizational aspects. Answers reflect quite objectively all aspects starting with subjects (quality, duration) and finishing with food quality. Here should be mentioned also that each working day was critically evaluated by trainers; subjects for evaluation were both learning process and relationships between trainers and participants, as well as organizational matters. When important, several participants as well as hotel staff was involved in such discussion.

Taking into account mentioned above, CEPF's future performances should probably pay even more attention than today to initiatives that encourage international cooperation in different environmental aspects, including environmental training, education and public awareness.

Project Design Process: (aspects of the project design that contributed to its success/failure)

Aspects that contributed to its success

1. Meetings and seminars both in Armenia and Georgia that introduced project objectives to interested organizations.
2. Excellent cooperation between Armenian and Georgian environmentalists during all stages of Project Design Process (including those that directly were not involved in the project design process).
3. Detailed planning of proposed activities and clear and, where possible, countable indicators for each project purpose and output.
4. Correct choice of the subject and lecturers.

Aspects that contributed to its failure

Not available

Project Execution: (aspects of the project execution that contributed to its success/failure)

Aspects that contributed to its success

1. Excellent cooperation between Armenian and Georgian environmentalists during Project Execution.
2. Friendly and work environment; excellent understanding between participants and trainers.
3. Good learning and living facilities.
4. Feedback from participants and trainers during and after execution of the training course (daily and post evaluation).

Aspects that contributed to its failure

Not available

VII. ADDITIONAL FUNDING

Provide details of any additional donors who supported this project and any funding secured for the project as a result of the CEPF grant or success of the project.

Donor	Type of Funding*	Amount	Notes
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No additional funding			

***Additional funding should be reported using the following categories:**

- A** *Project co-financing (Other donors contribute to the direct costs of this CEPF project)*
- B** *Complementary funding (Other donors contribute to partner organizations that are working on a project linked with this CEPF project)*
- C** *Grantee and Partner leveraging (Other donors contribute to your organization or a partner organization as a direct result of successes with this CEPF project.)*
- D** *Regional/Portfolio leveraging (Other donors make large investments in a region because of CEPF investment or successes related to this project.)*

Provide details of whether this project will continue in the future and if so, how any additional funding already secured or fundraising plans will help ensure its sustainability.

“Wetland Management Training Course for the Staff of Sevan National Park (Armenia) and Kolkheti National Park (Georgia)” is the 5-th Wetland Training Course conducted by the NGO ‘Professional and Entrepreneurial Orientation Union’. Please, note that all trainings were funded by different donor organization. So far, organizers continue to stay enthusiastic and fundraising plans exist to develop farther appropriate trainings.

VIII. ADDITIONAL COMMENTS AND RECOMMENDATIONS

ACKNOWLEDGEMENTS

The organizers indebted to Dutch wetland trainers and researchers, wetland and protected area managers from Wetland Advisory and Training Center – RIZA (Dr. Bart Fokkens, Ir. BaukeOttow, Dr. Frank Alberts), Lelystadnatuurpark (Ir. Jakob van Olst), Oostvaardersplassen (Ir. Vincent Wigbels), Wageningen University (Dr. Ester Koopmanschaft), Wetlands International (Dr. Doug Taylor) for valuable help and advice during the preparation of the Course; to Ms. Ruzan Davtyan from the Ministry of Nature Protection for constant interest during the preparation and execution of the Course; to Mr. Karen Malkhasyan, Deputy Director of Sevan National Park for beautiful excursion on Lake Sevan; to the staff of the Hotel "Miami" for sincere hospitality; to participants for inspired work; to Dr. Ivane Tsiklauri for excellent work during the execution of the Course; to Dr. Larem Manvelyan, Director of WWF Program Office in Armenia and to Dr. Nukzar Zazanashvili, Conservation Director of the WWF Caucasus Program Office for valuable advice, and to “Critical Environment Protection Fund - CEPF” for financial support.

The organizers give special thanks to Dr. Susanna Hakobyan. Without her skilful preparation of the Course content, set-up and scenario, her presence in the heart of the whole preparation and execution process, the Course scarcely could be so successful.

VIII. INFORMATION SHARING

CEPF is committed to transparent operations and to helping civil society groups share experiences, lessons learned and results. One way we do this is by making programmatic project documents available on our Web site, www.cepf.net, and by marketing these in our newsletter and other communications.

These documents are accessed frequently by other CEPF grantees, potential partners, and the wider conservation community.

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