



Annual Report

2010 年 年 报

Year 2010 Annual Report

Qomolangma National Nature Preserve Pendeba Society
珠穆朗玛峰国家级自然保护区潘得巴协会



年 报

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Join Us:
QNNP Pendeba Society

www.pendeba.org

Message from the Executive Director:

Dear friends and colleagues,

I am pleased to share the Pendeba Society's 2010 Annual Report.

During the year of 2010, our organization has matured and established itself as a training and support organization for the Pendebas throughout the Qomolangma (Mt. Everest) National Nature Preserve. The Pendeba Society was also able to forge an energetic team of volunteers, part-time employees, and full-time associates. Additionally, despite limited fundraising channels, the Pendeba Society achieved great progress in project implementation. We are appreciative of the support from Future Generations, the Management Bureau of the Qomolangma National Nature Preserve, Foreign Affairs Office of the Shigatse Prefecture, Future Generations China. In particular, I would like to extend my sincere gratitude to my Canadian friend Mr. Nicolas Pope, who has helped me design and write the project proposals. Thanks also go to Dr. Kavin Starr who has been actively supporting the Pendeba program since 1997, which as a result enabled the Pendeba Society to carry out numerous activities that brought about positive and continuous impacts at regional and community levels in the Mt. Everest region. These activities included many successful training programs for the Pendebas and local people in nature conservation, hospitality, and ecotourism.

We thank all the individuals and institutions that have witnessed our growth and efforts, including concerned government departments, board members of the Pendeba Society, donors, partners, volunteers, and more importantly, local communities. Your attention, support, and participation have conspicuously helped us clarify our goals, maintain the faith, and ensure a better future. With an acute sense of mission, humanity, and sacrifice through mutual collaborations, we fulfilled the Pendebas' wishes. Through solid teamwork, we devised integrated project plans, followed standard implementation procedures, and generated lasting outcomes.

The momentum of Pendebas to live up to a greater mission particularly touches me and provides great encouragement. As one Pendeba said following a training program: "It means a lot to me for my future life and may the Pendeba Society hold more of these trainings to benefit our communities!" and certainly we will.

With cordial gratefulness and Tashi Delek!

Tsering Norbu

Executive Director



来自执行主任的感言

各位关心潘得巴项目的领导、朋友们、以及关心环境保护事业的各界人士：

2010年是潘得巴协会注册成立之后的第二个年头。在这成立的一年半的时间里，协会经历了不平凡的发展历程：从无到有，从志愿者到兼职，从兼职到专职，逐步形成了一个专业化团队。另外，协会在资金筹措渠道狭窄、人才相对匮乏的情况下，快速进入了项目的实施工作，并在理事会、业务主管单位、日喀则地区行政公署外事办公室、富群环境研究院、北京林业大学自然保护区学院等有关部门的大力支持和关心下，开展了资金筹措、潘得巴培训、生态旅游服务等一系列技能培训工作，取得了可喜的成果。

我们真诚地感谢所有与我们一同走过的个人和机构，包括上级业务主管部门、当地政府、协会理事会、捐赠者、合作伙伴、志愿者和各社区群众。我尤其为广大潘得巴积极参与的热情所触动，同时也感到了肩头上更重的使命和责任。正是大家热忱的关注、积极的支持和广泛的参与让我们更加明确目标、坚定信念；是大家在合作中体现出来的强烈的使命感、宽厚博大的爱心和无私的奉献精神，成就了潘得巴的愿望；同时也是大家同潘得巴协会的团队协作，促使我们实现了缜密的项目设计、规范的操作流程和可持续的项目成果。你们的行动和努力使我们拥有了令人瞩目的今天，而明天的潘得巴协会更加需要你们的支持和关心。让我们每一个人用实际行动起来，去珍惜、去创造、去推动和保护我们的赖以生存的环境而不懈努力。谢谢！

致以我们诚挚的敬意！扎西德勒！

次仁罗布

协会执行主任

推动珠穆朗玛峰国家级自然保护区的可持续发展

Our Project area:

The Qomolangma (Mt. Everest) Nature Preserve was established on March 18, 1988 by the government of the Tibet Autonomous Region (TAR) as a provincial level nature preserve. In 1994, the State Council, in an effort to preserve one of the world's most significant national treasures, promoted the area to a national level nature preserve known as QNNP. QNNP applies a "three-way partnership" management approach that consists of local governments, communities, and outside experts collaboratively implementing conservation work in the region. QNNP also attaches importance to training of Pendebas as stewards to promote conservation throughout the protected area. Currently over 300 Pendebas are trained stewards of the preserve, who lead local communities to promote sustainable development in QNNP, making QNNP one of the world's largest nature preserves without wardens.

QNNP is famous for its alpine ecosystem, highland landscapes and rich biodiversity as well as numerous historic relics and colorful Tibetan cultural heritages. The preserve protects a land of 34,000 square kilometers and is home to approximately 89,000 people (95% are ethnic Tibetans). The QNNP possesses spectacular mountains, glaciers, and valleys and contains five of the world highest peaks that are over 8,000 meters high as listed below. These five peaks are juxtaposed along the preserve's south border, composing resplendent mountain ranges known as the "Third Pole of the Earth".

The highest peak – Mt. Everest (8,844m)

The 4th highest peak – Mt. Lotse (8,516m)

The 5th highest peak – Mt. Makalu (8,463m)

The 6th highest peak – Mt. Cho Oyo (8,201m)

The 14th highest peak – Mt. Shisha Pangma (8,012m)

QNNP is Administratively managed by the Shigatse Prefecture and belongs to four counties including Tingri, Nyalam, Tingkey, and Keyrong Counties.

项目区域简介

珠峰自然保护区于1988年11月经西藏自治区人民政府批准建立，1994年经国务院批准升格为国家级自然保护区。该保护区是采用“三方合作”新型管理模式，即由政府领导、专家指导和群众参与来实行保护区的管理与发展。保护区历来注重培养乡村潘得巴来提高保护区前线的管护能力。目前保护内已培养了300多名社区潘得巴，他们都是保护区的守护者，他们带领当地群众共同推动保护区的可持续发展，使保护区成为世界上最和谐的保护区之一。

保护区是以保护罕见的高山生态系统、高原自然景观以及区内丰富而独特的生物多样性和具有重大科学价值的历史遗迹和藏族历史文化遗产为主的综合性自然保护区。保护区总面积达33,910平方公里，居民89000人，其中95%以上为藏族。行政上属日喀则行政公署，为定日、吉隆、聂拉木、定结四县所辖。保护区内高山峡谷和冰川雪峰极为壮观，拥有全世界超过8000米的14座高峰中的5座，即：

世界第一高峰——珠穆朗玛峰（8844米）

世界第四高峰——洛子峰（8516米）

世界第五高峰——马卡鲁峰（8463米）

世界第六高峰——卓奥友峰（8201米）

世界第十四高峰——希夏邦马峰（8012米）

五大高峰并列于本区南部，构建出世界上最雄伟壮观的极高山群，被被誉为地球第三极。

Introduction to the QNNP Pendeba Society

"Pendeba" is a Tibetan word for volunteer community-service workers. The Pendeba Society is the local adaptation of a program begun in 1994 by the Tibet Forestry Department and Future Generations. The first Pendeba Program was developed in response to the growing need for local people to protect the Qomolangma (Mt. Everest) National Nature Preserve (QNNP). The program was part of a new approach to protected area management in which local people of the new protection zone were trained to be preserve's wardens. It was also established as a means to help local people benefit from nature conservation. Early training programs responded to the community demand for improved health, so Pendebas also learned skills in basic primary health, hygiene, and nutrition.

In 1998 this training model was deemed one of the "50 Most Effective Development Programs for Poor People in the World" by the United Nations. Promoted by the Tibet Science and Technology Department in 2002, this program extended to the Four Great Rivers region in the southeastern Tibet Autonomous Region and became a long-term program for integrated community development with active local participation.

The Pendeba Society was founded in 2009 to continue training, supporting, and expanding benefits to Pendebas and their communities in the QNNP. The Pendeba Society trains and supports Pendebas as they help their own communities create sustainable livelihoods, improve health, and protect the environment.

The Pendeba Society was the first non-profit organization in the Tibet Autonomous Region of China to be registered in Shigatse Prefecture and the second organization to ever be registered outside of Lhasa. Legal status was obtained through the Civil Affairs Bureau of the Shigatse Prefecture Government with support from the Management Bureau of the QNNP. Mr. Gongbu Duoji, an eminent mountaineer and former Deputy Director of Tibet Sports Commission, became the Pendeba Society's board chair. Dr. Guangchun Lei was named as co-chair. Dr. Lei is the Deputy Director of the National Wetlands Commission, Dean of the School of Nature Conservation School at Beijing Forestry University, and Country Director of Future Generations China. With support from the QNNP Management Bureau as the organization's competent authority, the Pendeba Society is smoothly administering its work in the QNNP.

The Pendeba Society aims to reinforce the QNNP's management and conservation capacity by training more Pendebas and to enhance local communities' capacity in self-development, self-evaluation, and overall progress. We adhere to a scientific concept of development, by training Pendebas as "green seeds" for spreading conservation concepts and contributing comprehensive sustainable development in the QNNP.

珠穆朗玛峰国家级自然保护区潘得巴协会简介

“潘得巴”是由三个藏文字母所组成，其意为“为民谋福利的人”。潘得巴项目是于1994年由西藏自治区林业厅与新一代基金会在当地居民的要求之下在珠穆朗玛峰国家级自然保护区（QNNP）联合实施的社区可持续发展项目，后于1998年被联合国评为“全球50个最成功的可持续发展项目之一”，2002年应西藏自治区科技厅的要求，该项目延伸到西藏三江流域自然保护区，是引导当地人参与社区整体发展的一项长远发展行动。该项目通过对村民实施环境保护、初级卫生保健和家庭创收技能的培训，让社区寻找可承受的发展模式以应对环境、健康与经济方面的挑战。

为了不断地实现潘得巴项目的预期目标，更好地继承和发展潘得巴项目的理念及精神，于2009年6月26日，由珠穆朗玛峰国家级自然保护区管理里局党组领导的大力支持和关心下，经西藏日喀则地区行政公署民政局，正式批准成立了具有独立法人资格的会员制公益性民间环保组织。由中国著名登山家、原西藏自治区体委副主任、中国登山协会副主席、自治区政协常委贡布多吉先生担任该协会理事长；由国家湿地科技委员会副主任、富群环境研究院院长、北京林业大学自然保护区学院院长、教授、博士生导师雷光春先生为副理事长；由珠穆朗玛峰国家级自然保护区管理局作为业务主管部门，开展各项业务工作。

协会致力于通过培养潘得巴队伍来推动珠穆朗玛峰国家级自然保护区管护能力的全面提高，旨在提高社区居民的自我发展、自我评估、全面进步的能力。协会以科学发展观为理念，以社区潘得巴为保护区前线的绿色种子，通过播种这些绿色种子力争为珠穆朗玛峰国家级自然保护区的综合发展做出更大的贡献。

**Our philosophy:**

To coordinate protection and development and balance intersections between nature and human beings.

Our Mission:

To train a large network of Pendebas, enhance the community's capacity to participate in nature preserve management, and promote sustainable development within these communities.

Our Vision:

To promote harmonious development in the QNNP by training local people as the foremost protectors of nature.

Our Strategies:

(Three-way Partnership) Top-down, bottom-up, and outside-in.

Our Approaches:

We cultivate an environment that nurtures the development of the Pendebas, because we believe people are the key change agents. Pendebas facilitate action by planting the seed at the local level for desired change to take root. The Pendebas promote harmonious development in the QNNP by raising community awareness of environmental conservation, income generation and public health care.

我们的理念:

促进保护与发展的协调，人与自然的和谐，实现“天人和一”。

我们的使命:

通过潘得巴培训，培养更多为社区谋福利的人，提高社区参与保护区管理能力，促进社区的可持续发展。

我们的愿景:

以当地群众为保护区的守护者，推动保护区的和谐发展。

我们的工作策略:

三方合作，即：政府领导、专家指导、群众参与。

我们的工作方法:

我们致力于培育社区潘得巴，因为我们相信人是改变的关键，来自当地社区潘得巴是改变过程中的最重要的绿色种子，提高他们的环保、创收和公共卫生意识来推动珠峰保护区的和谐发展。

1. Capacity Building of the Pendeba Society

1. Team Building

The Pendeba Society always looks for new talents to join our team. We are fortunate to have Mr. LIU Rongkun, a recent master's graduate from American University in Washington, D.C. and graduate from Peking University, to join us as Program Manager, as well as other recent graduates from local colleges. Since the Pendeba Society places high value on staffs' integrity and skills to ensure professionalism and efficiency, we regularly strengthen our staff capacity building. We have already sent one of our staffers to receive professional training on English and financial management at the Eastern Tibet Training Institute in Shangrila, Yunnan Province.

2. Building the Pendeba Society website

In order to better develop and promote the Pendeba program and attract more attention, the Pendeba Society website is of key importance (www.pendeba.org). With support from Future Generations/USA, the Pendeba Society launched its website allowing the Pendeba Society to interactively show its work in environmental conservation, public health, and eco-tourism, and household income generation.



培训中心的文化展区
Cultural exhibition section at the Training Center

一、协会能力建设:

1、团队建设

我们协会一直期待应聘精明能干的协会职员，但是大部分刚毕业的大学生和未就业的大学生不愿意在企业或不稳定的机构工作，因为他们认为这样的工作薪资比较低，不稳定甚至没有安全感，而且不是很体面，他们更愿意参加公务员考试，这给我们协会应聘人才工作方面带来了诸多的困难和不便。不过，很幸运的是北大毕业后今年刚从美国留学回来的刘蓉昆加入了我们的组织，还有今年有一些本地大学毕业生加入了潘得巴协会队伍，现他们正处于试用期阶段中，使逐步形成了一个团队。另外，因员工的综合素质直接关系到协会的专业水平和工作效率，协会一直把员工的能力建设放在一项重要内容来抓，为此，协会在资金运作紧张的情况下派出了一名员工到云南香格里拉藏东培训中心进行接受专业知识培训。

2、协会网站建设

为了更好地发展和推动潘得巴项目的宣传工作，而且吸引更多社会各界人士的关注和参与，这个网站对潘得巴协会来说意义深远，这对宣传该项目对社区的生存环境、妇幼卫生保健、环境保护及家庭创收等领域的工作都非常重要，这是传送信息的最好媒体工具。为此，由富群环境研究院力所能及的资助和技术等方面的支持下，我们的网站已经顺利开通运行，实现了网上宣传潘得巴项目的梦想。



充满微笑的珠峰保护区潘得巴 Smiling pendebas of QNNP

3. Work Conditions

With support from the QNNP Management Bureau, the Pendeba Society was granted a five-year lease for the management of the QNNP Visitor Information and Training Center located in Tingri County. This facility, established with earlier support from Future Generations, provides us with an ideal space to carry out our work and trainings. We have been working hard to upgrade and maintain the facility and succeeded this year in improving the Exhibition Room at the training center to make the best use of the available resources and to show tourists and local communities the overall development and achievements of the QNNP.

3、办公场所

由于刚成立不久的潘得巴协会，没有办公及培训场所，为此，在地区珠峰管理局领导的大力支持和协调下，协会与定日县珠峰管理分局达成为期5年的房屋租赁协议并把珠峰服务中心转交给潘得巴协会，从而解决了无办公场所的问题，目前办公设备基本齐全，并在现有宣教室的基础上将进一步更新设备及基础设施，充分利用现有的资源，大力为游客和当地居民宣传珠峰自然保护区的综合发展及成就。



珠峰保护区潘得巴培训及游客中心。

Pendeba Training Center



次仁罗布在培训中心的沙盘前给潘得巴介绍珠峰自然保护区的概况以及社区共管模式。

Mr. Tsering Norbu introducing QNNP and community involvement to Pendebas in front of a QNNP Sand Model.



潘得巴在培训中心了解当地文化遗产保护的重要性

Pendebas are learning the importance of preserving local cultural heritage at the Training Center

4. Management and Operations of the Training Center

The QNNP Training Center, which is also a guesthouse, was out of proper maintenance before the Pendeba Society moved in. This affected the center's capacity to receive guests and tourists. We have begun to upgrade the center with better management and new equipment, such as solar water heaters and solar electricity. This equipment, to be functioning by the summer of 2011, will allow us to better serve future guests and increase our potential for tourism revenue. We also regularly organize our staff to beautify the center's surroundings and maintain the building.

5. Fundraising

Consistent fundraising has been critical for the overall and long-term development of our organization. We greatly appreciate the help of our board members and other former officers and friends of the Pendeba Program, in particular, Dr. Daniel Taylor and Dr. Guangchun Lei. We are fortunate to reconnect with the Pendeba Program's donors and sponsors. Supported by the Canadian Embassy to China, we were able to assure our budget for the previous year and gain valuable experiences in fundraising. We are confident that we can make the Pendeba Society a successful organization.



协会一直把培训中心的
管理及维修放在一项重
要的工作日程，平时定
期不定期地组织员工在
中心的周围清理垃圾和
维修工作。

The Pendeba Society's
staff are maintaining the
Training Center's facilities

4、中心的管理与运行

协会自接手珠峰培训及服务中心以来，由于该中心的房屋和设施老化等因素严重影响了游客接待能力，所以，目前住店客人少之又少，几乎没有。尽管如此，为了尽快恢复中心的利用价值，协会一直把培训中心的房屋管理和设施更新放在重中之重。在协会运作经费中节约了一些资金来购置了太阳能热水器和光伏供电设施，并有望今年夏季投入使用。在房屋管理方面，协会平时定期不定期地组织员工在中心的周围开展清理垃圾和房屋养护等活动。

5、资金筹措情况

资金筹集直接关系到协会今后生存和发展的重要问题，为了解决当前的燃眉之急，在理事会成员和以前潘得巴项目老前辈的到处奔波和不懈努力下，已经与原潘得巴项目的新老赞助方取得了联系，尤其是富群环境研究院院长雷光春教授的鼎力支持和关心下，以及加拿大驻华大使馆的慷慨资助下，确保了今年的预算，并为今后的资金筹措积累了经验和基础。我们有信心把潘得巴协会筹资工作和后续发展工作做得更好更完美。



潘得巴协会后勤员工在维修培训中心的屋顶

The Pendeba Society's staff are maintaining the Training Center's facilities

2. Project Implementation

1. The Pendeba Training

The 2010 Pendeba Training began in May with 26 Tibetan women from across Tingri County. Mr. Tsering Norbu, Director of the Pendeba Society, hosted the opening ceremony and Ms. Micang, Deputy Director of the QNNP Dingri County Branch, also attended. By introducing participants to the Exhibition Room, Mr. Norbu presented the goals for the training. He emphasized the importance of balancing development and conservation of natural resources and discussed achievements in protecting wild animals inhabiting the QNNP. By using topographical sand models, participants gained ideas about local environmental settings and skills in community development. The Pendeba Society invited



次仁罗布在给潘得巴介绍当地的植物种子
Tsering Norbu is introducing local plant seeds to pendebas



潘得巴培训现场 A look at the pendeba trainings

二、项目实施阶段：

1、第一期常规潘得巴培训

2010年潘得巴培训于5月6日在珠峰培训中心正式开班，参加此次潘得巴培训的学员共26人，年龄最大的次仁拉姆来自定日县扎果乡查嘎村，是查嘎村妇女主任；年龄最小的白马曲吉来自定日县协格尔镇杰罗村，是杰罗村妇女主任。此次潘得巴培训是珠穆朗玛峰自然保护区潘得巴协会成立以来的首次培训，培训中有12人曾经参加过前几期的潘得巴培训。培训开班仪式由潘得巴协会主任次仁罗布先生主持，珠峰自然保护区定日分局副局长米仓女士出席并一同参加了培训。次仁罗布主任形象生动地讲解了举办此次培训的目的及珠峰自然保护区的概况，强调了自然资源的保护与开发同步发展的重要性和必要性，同时通报了保护区内保护野生动物方面所取得的成果，并通过宣教室的沙盘让学员们了解到珠峰自然保护区的地理概况和行政区划，讲述了珠峰保护区的核心区、缓冲区和经济开发区的划分以及它们的功能，以及讲述了社区共管的重要性等内容。为了能够达到培训的预期目标，协会在地方政府各部门的积极配合下，邀请了专业人士担任培训老师。



潘得巴在电脑上看珠峰保护区的电子地图
Pendebas are looking at electronic maps of QNNP

2. The 1st Hospitality Training

On October 5th, the Pendeba Society launched its first hospitality training program for 15 local villagers. Mr. Norbu facilitated the opening ceremony. Many trainees had experience working in restaurants and guesthouses along the 318 National Road in Baiba Village. A well-known and qualified Tibetan cook, Mr. Mima Tsering from Shigatse, who used to cook for the Tenth Panchen Lama, led the cook training.

This training was coordinated by the Pendeba Society and Tourism Bureau of Tingri County. At the opening session, Mr. Norbu introduced the training schedule and plans. Mr. Sonam, the Deputy Director of the Tingri County Tourism Bureau, also attended the opening ceremony and encouraged participants to bring back acquired skills to their respective communities to benefit more people. He also highlighted the importance of such trainings in contributing to tourism development in QNNP and in helping the local government promote economic development and environmental conservation. This comprehensive training in hospitality began with an orientation on the local environment and cultural settings. The hospitality training gave participants the skills to manage kitchens and cook Tibetan, Chinese, and Western style foods, and to be professionals in the tourism industry.



充满微笑的厨师培训班的学员 Smiling participants of the hospitality training

2、第一届厨师培训班

2010年10月5日，为期10天的珠穆朗玛峰国家级自然保护区第一届厨师培训班在保护区培训中心顺利开班。整个开班仪式简短而朴实，定日县白坝村等6个村社的公路沿线旅馆的15名成员被选为本次培训的学员。开班仪式由珠峰保护区潘得巴协会执行主任次仁罗布先生主持。为了确保培训的效果，潘得巴协会还在地区旅游局的推荐之下从日喀则邀请了曾为十世班禅大师服务过的米玛次仁先生担当培训师。

本期厨师培训班由定日县旅游局和潘得巴协会联合举办，是2010-2011年潘得巴培训的其中一项主要内容。开班仪式上，次仁罗布先生为学员介绍了培训日程安排及注意事项，定日县旅游局索朗副局长出席并一同参加了上午的培训。索朗先生还嘱咐学员珍惜这次学习的机会，培训期间要认真听课，回到村社后把所学到的厨艺和技能教授给身边更多的人，这样可以让更多的村民受益，并将对整个保护区的旅游服务行业的发展做出贡献，从而帮助当地政府推动“富民”“强县”和保护区人与自然相互依存的战略目标。

因考虑到珠峰自然保护区是以保护罕见的高山生态系统、高原自然景观以及区内丰富而独特的生物多样性和具有重大科研价值的历史遗迹和藏族历史文化遗产为主的综合性自然保护区。为了结合此次培训地域，有针对性的丰富培训内容，提高培训厨师的综合素质，协会在培训前期增加了部分培训内容，提高了培训的趣味性和实用性。

厨师培训班的学员在炒烹饪菜肴

Trainees of the hospitality training are cooking dishes



强调学员从理论和经验出发， 支持学员在参与中自主学习。

Learning By Doing, And Sharing Knowledge Together



次仁罗布通过宣教室的沙盘向学员们介绍珠峰自然保护区的地理概况和行政区划，讲述了珠峰保护区的核心区，缓冲区和经济开发区的划分以及它们的功能。让珠峰儿女从宏观的地理层面更加了解自己脚下的这块方土。并且他举例阐述了 we 今日可能所作的错误决定和选择对保护区未来生物多样性带来的威胁，例如：滥砍滥伐；过度放牧、挖掘草皮用做薪柴、采集灌木和其他植物（用做薪柴、香料和药用）、会导致森林退化及野生动物栖息地的丧失等。因此，他给学员强调社区共管和资源合理开发的重要性。



Mr. Tsering Norbu gave a vivid introduction of QNNP's geographical settings and administrative divisions to all the trainees in the exhibition hall of the Pendeba Society Training Center. By observing topographical sand modes, Norbu explained to the trainees where were QNNP's core, buffer and economic development zones and how their respective functions worked, so that these children of Mt. Qomolangma could better understand the land and soil beneath their feet. Additionally, Norbu also elaborated on what future threats could have been brought about to the QNNP's biodiversity if wrong decisions were made today such as excessive deforestation, overgrazing, collecting firewoods massively from grassland and shrubs, and over plucking economic and medicinal plants. These actions will irretrievably render forest degradation and loss of wild animal refuges, and this is why Norbu also emphasized the importance of community co-management and exploiting resources in a reasonable and sound way.



定日县旅游局旺堆副局长带领厨师培训学员参观珠峰宾馆

Participants, led by Mr. Wangdui, Deputy Director of Tingri Tourism Bureau, are visiting the Qomolangma Hotel



珠峰宾馆总台负责人给学员做介绍

A manager from the Qomolangma Hotel is giving an introduction of her hotel to the participants



珠峰宾馆餐饮部负责人在给学员讲解餐桌布置 A manager from the Hotel's catering service is introducing the participants how to make the table

3. Study Tour in Yunnan

In November 2010, the Pendeba Society organized a study tour for both local government officials and nine villagers to the Shangri-La area in Yunnan Province and other parts of inland China. This study tour taught concerned participants locally-based knowledge and best practices of ecological tourism development and management, and how to raise local income through eco-tourism activities.

During the tour, the participants engaged in very productive and informative conversations with government officials from Shangri-La County and the County Tourism Bureau as well as local villagers who have been actively involved in community-based eco-tourism development and management activities. The group also visited numerous examples of sustainable tourism. With active support from both local governments and communities, the study tour was a success.



与香格里拉县政府领导会面，探讨关于双边旅游业的发展，社区和民间组织在其过程中的角色，以及如何通过发展旅游业来提升当地群众和社区的生活水平。

Met with local counterpart officials from Shangri-La County and discussed mutual issues concerning community-based tourism development, the role of community and civil society organizations, and how tourism benefits local people and communities.

3、云南考察学习

珠穆朗玛峰国家级自然保护区潘得巴协会为当地政府官员和村民提供了赴云南香格里拉进行学习调研的机会。此次考察旨在通过参加相关活动，让考察人员根据其亲身经历认识并学习优良的地方性生态旅游发展，管理和提高当地生活水平的方法。参加此次考察活动共有9人，由来自定日县政府次仁战堆副县长等政府代表及几位农牧民代表，此次考察学习由潘得巴协会执行主任次仁罗布带领。

在学习考查过程中，考察人员与香格里拉政府领导和旅游局官员，以及一些有经验的当地村民在生态旅游发展和管理方面进行了富有成效的交流。同时考察团也对不同的地方和项目点进行了实地考察，并生态旅游发展方面的作了调查取经。整个考察行程都得到了当地政府以及民间组织领导和村民的大力支持和协调。



参观访问了藏东培训中心，并学习其培训方法和经验。藏东培训中心也很愿意通过潘得巴协会来支持珠峰保护区的人才培养方面的工作。

Visited the Eastern Tibetan Training Institution (ETTI) and learned from their training models and experiences. ETTI also expressed their willingness to support the Pendeba Society in training local talents in QNNP.



在当地自然向导索朗格勒的带领下在香格里拉附近的山区体验了生态徒步旅游，学习借鉴了香格里拉自然向导是如何带领游客去体验大自然的魅力，并参观了当地手工艺培训作坊；同时在丽江新拓生态旅游公司经理的陪同下参观了该公司在拉市海的生态旅游项目点。这些活动旨在展现自然向导的角色和如何开展以社区为主的生态旅游项目，也是我们的自然导游培训所期望的效果。从这些经历和实例中我们学到了很多，也会将这些知识运用到我们的社区发展当中去。

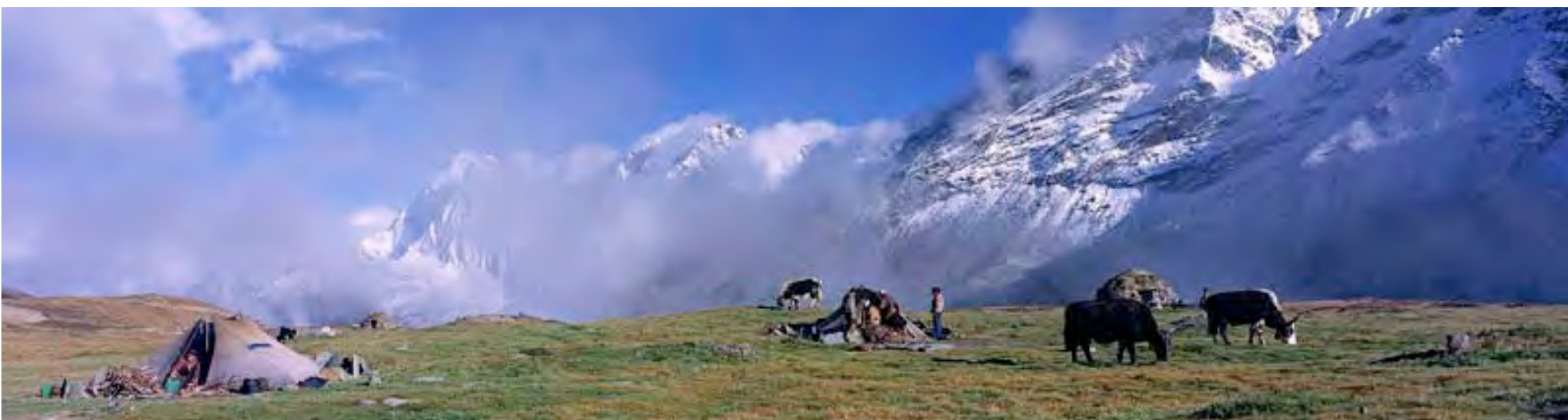
Participated in a nature walk led by an experienced local guide, Sonam Gelek. Visited local craft training workshops and toured Lashi Hai escorted by, Zhang Li, manager of a local eco-tourism company. These tours demonstrated the role of a nature guide and how to run a tour in an ecologically friendly way. The Pendeba Society will take such lessons and incorporate them into its Nature Tour Guide Training Program, which helps increase employment opportunities for trainees. We learned greatly from these experiences and examples and will apply this knowledge in our future community development work.



在当地政府领导的陪同下参观香格里拉普塔措国家公园 Visiting the Pudacuo National Park in Shangri-La Country, Yunnan with local government officials



定日县次仁战堆副县长在听取当地政府领导的介绍 Mr. Tsering Zhandui, Deputy Governor of Tingri County, is listening to local counterpart officials from Shangri-La County



在当地导游的陪同下参观乐山大佛旅游景区

Participants are visiting Leshan Giant Buddha with a local tour guide



定日银匠巴桑等农牧民代表参观云南普塔措国家公园
Basang, a silver craftsman from Tingri, is visiting Pudacuo National Park as a pendeba representative

香在格里拉参观卓潘林民族手工艺开发公司

Visiting the Dropanlin Handicrafts in Shangri-La



云南拉市海生态旅游景区，并体验当地的文化
Visiting Lashi Lake and experiencing local culture in Yunnan

4. Maintenance of Rongbuk Monastery

Ms. SU Chun-Wuei, the first Director of Future Generations China Program, and a person who was keenly devoted to nature conservation and people's well-being in the Tibet Autonomous Region, did considerable work to establish the QNNP and original Pendeba Program. Through her hard work and efforts, the Pendeba Program was implemented in Shigatse, Nyingchi, Qamdo and Naqu Prefectures, and a large group of Pendebas received pertinent trainings to provide community service. Ms. SU was always concerned with local people and familiarized herself with local conditions on her own. By providing Pendeba trainings, helping build schools and other measures, local living conditions and the environment were noticeably improved. Because of her work, she was admired by the local communities. She obtained the support of Mr. HU Jintao, then Party Secretary of TAR, and laid out the cornerstone for the future development of the Pendeba Program.

Before Ms. Su passed away, she had built a close friendship with the nuns in Rongbuk Monastery. She frequented the monastery to better understand what the nuns needed most and helped improve the monastery's facilities and living conditions. Ngawang Duoga, Director of the monastery once said, "Ms. SU has been very helpful to the monastery. She hopes that while helping local people, we can also help protect the environment, prevent people from hunting wild animals and destroying vegetation and other things that would do harm to the local environment." To actualize Ms. Su's wishes, Mr. Norbu, accompanied by Prof. Lei Guangchun and other staffs from Future Generations China, visited Rongbuk Monastery and donated more than 40,000 yuan from the Su Chun-Wuei Memorial Fund for its maintenance.

The Rongbuk Monastery, the world's highest temple, is the key stop for people going to the Mt. Everest Base Camp. The director of the monastery, who was one of the first Pendeba trainees, along with his fellow clergy and local people, continues to promote sustainable development and environmental conservation in the QNNP.



1989年3月，富群环境研究院中国项目首任主任苏君玮女士受到胡锦涛同志接见，社区群众参与自然保护区管理的理念得到胡锦涛同志的充分肯定，这成为潘得巴项目的发展基石。

In March 1989, Ms. SU Junwei, the first Director of Future Generations China Program, was received by Mr. HU Jintao, then Party Secretary of TAR, and obtained his full support on the ideas of community participation in nature reserve management, which laid out the cornerstone for the future development of the Pendeba Program.

4. 绒布寺维修善款捐赠

在珠峰保护区刚成立时有一位女性环保专家在西藏的各个保护区家喻户晓，她是富群环境研究院（原新一代基金会）首任中国项目主任——苏君玮女士，她是一位热心的环保人士，她去世之前在西藏地区开展了大量的工作。在她的带领和辛勤工作下，潘得巴项目在日喀则、林芝、昌都及那曲地区广泛开展起来，并培养了一大批又一批的社区潘得巴基层工作队伍。苏女士总是主动深入群众，关心群众疾苦，切实了解当地的情况，通过培训潘得巴，捐建设学校等各种途径帮助当地改善生活条件和生存环境，受到了当地群众的广泛爱戴。1989年3月份，苏女士受到了胡锦涛同志接见，社区群众参与自然保护区管理的理念得到了充分肯定，这成为潘得巴项目发展的基石。

苏女士去世之前与珠峰脚下绒布寺的尼姑们结下了紧密的友谊，她曾今多次来到该寺，了解情况并跟寺庙共同探讨他们最急迫的需求，先后给该寺的尼姑住处进行了维修改善了该寺的设施及条件。绒布寺民管会主任阿旺多嘎谈到：“苏女士生前对绒布寺有非常大的帮助，苏女士不仅希望我们能行善，更希望我们能在帮助当地群众的同时保护当地的生态环境，阻止群众去做伤害野生动物，破坏植被等破坏当地环境的事情”。为了进一步实现苏女士的愿望，带着苏女士的遗愿，协会负责人陪同富群环境研究院雷光春教授一行来到了珠峰脚下的绒布寺，并代表苏女士向该寺庙捐赠了4万多人民币用于维修寺庙，这是苏女士遗嘱中的一部分。绒布寺作为去往珠峰大本营的必经之地，是目前海拔最高的寺庙，为生活在高寒地带的群众带去了大量的帮助，该寺的



民管会主任作为第一届潘得巴学员，带领身边的僧人和群众为当地的可持续发展及环境保护方面做了很多工作。

潘得巴协会理事会副理事长雷光春教授向绒布寺民管会主任阿旺多嘎捐赠

Prof. LEI Guangchun, Deputy Board Chair of The Pendeba Society, is presenting the donation to the Rongbuk Monastery

5. Ecotourism English Training Program

On December 16, the Pendeba Society launched its three-month intensive Ecotourism English Training Program for local villagers in the QNNP. Mr. Tsering Zhandui, Deputy Governor of Tingri County, Mr. Gama, Director of Tingri County Tourism Bureau, Mr. Badun, Director of Tingri County Labor Bureau attended the opening ceremony. Mr. Norbu hosted the opening session and introduced the program to both government officials and 28 participants. 14 of the trainees were from remote Qudang Village in southern Tingri County, home to the world famous Gama Valley. Mr. Tsering, on behalf of the Pendeba Society, expressed his gratitude to the Canada Fund for Local Initiatives for their support to make this program happen. The purpose of the program aims to enhance local villagers' knowledge in the English language with a focus on ecotourism and hospitality activities, resulting in increased employment opportunities for trainees so that they may benefit from the booming tourism industry in the QNNP. Eco-tourism opportunities will add to family income, supplementing traditional livelihoods of animal husbandry and cropping.

Mr. Tsering Zhandui expressed his support, remarking that Tingri County is "One Mountain (Mt. Everest), One Spring (Qomolangma Mineral Water) and One Culture (Lopshe Dance)." He emphasized the importance for local people to be involved with tourism development in Tingri County, he also highlighted that the tourism development of the Tingri County depends on local human resources and conservation endeavor also depends on local people's participation. Both Mr. Gama and Mr. Badun encouraged participants to enhance their English knowledge and skills in order to profit from tourism.

The program enabled participants to acquire pertinent knowledge and English to better understand local scenic areas and the importance of balancing development and conservation in tourism. The training educated Pendebas as prospective tour guides for the Karma Valley. The Pendeba Society anticipates this program will generate positive outcomes and participants will fully explore their potential to be an active part of the sustainable tourism development in the region.

5、生态旅游英语培训

2010年12月16日，珠穆朗玛自然保护区潘得巴协会正式启动了旨在提高当地村民生态旅游英语水平的培训项目。定日县委副书记次仁占堆先生，县旅游局嘎玛局长，县劳动和社会保障局巴顿局长参加了培训的开班仪式。

潘得巴协会执行会长次仁罗布先生主持了此次开班仪式。来自保护区旅游前线的28名学员参加了此次英语培训，其中一半的学员是来自定日县南部的曲当乡。曲当乡属于保护区重要旅游景区之一，也是世界著名的嘎玛沟景区所在地。次罗先生首先代表潘得巴协会感谢加拿大基金对该项目的慷慨资助，然后向参与者介绍了此次培训的目标和培训期间的相关注意事项。通过此次培训，我们希望能够提高当地村民的英语表达能力，尤其是在生态旅游和礼宾服务方面的知识，扩大其就业机遇，从而更好地参与到珠峰地区蓬勃发展的旅游事业当中来。

次战副县长同样表示了他对该项目的支持，做出了重要的讲话。指出：定日县旅游业发展的战略有“三个一”，即“一山（珠穆朗玛峰）一水（珠峰冰川矿泉水）一文化（定日洛谐）”它的发展靠当地人才的有力保障，它的保护也要靠当地居民的积极而广泛参与，并鼓励学员们珍惜此次来之不易的学习机会，为家乡的旅游业发展做出应有的贡献。巴顿局长和嘎玛局长也分别强调了在珠峰地区大力开展旅游业的重要性，通过提高自己英语表达能力来更好地利用他们周边的旅游资源。

此次英语培训从12月中旬开始一直持续到2011年3月份，共利用了3个月的时间。在培训期间协会专业人员给学员们不仅介绍了珠峰保护区的各个旅游景点景区，还讲解了资源开发与保护同步发展重要性和紧迫性。为今后嘎玛沟旅游景区的开发奠定了人才的基础及保障。我们坚信协会所培养的学员一定能够参与到保护区的旅游服务中去。



定日县政府次仁战堆副县长，县劳动和社会保障局巴顿局长，旅游局长嘎玛以及协会负责人参加了珠峰保护区生态旅游向导服务培训班开班仪式
Local government officials are attending the opening ceremony of the Ecotourism English Training Program



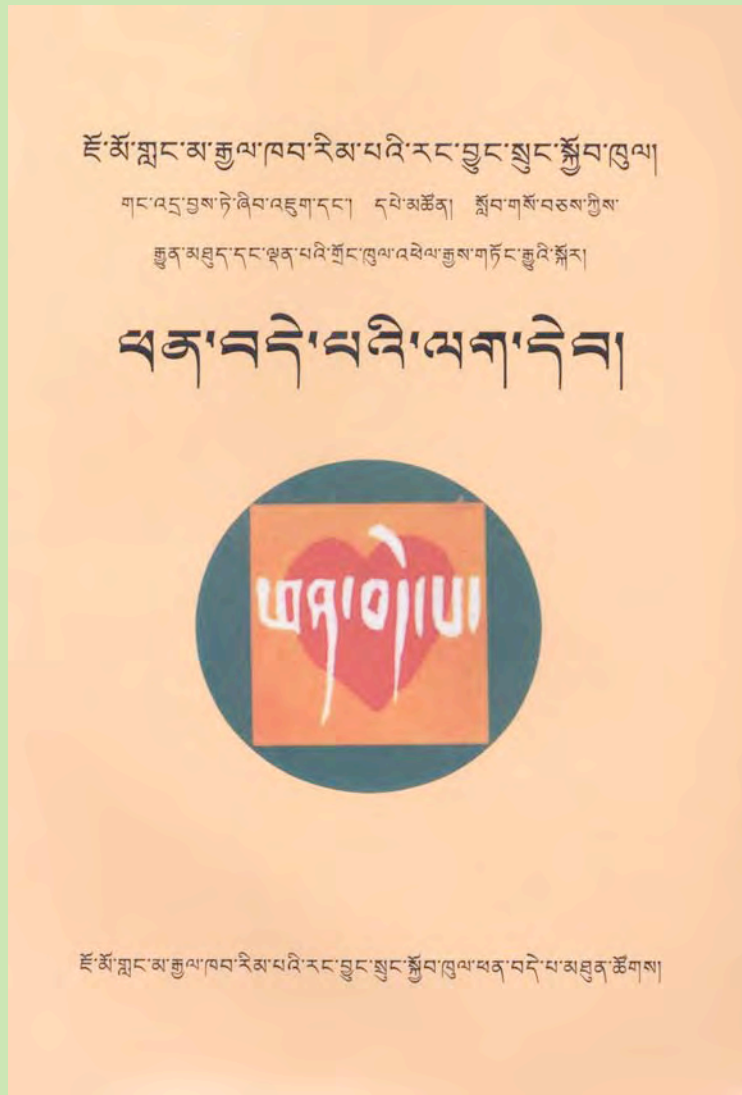
潘得巴协会项目经理兼向导培训班的英语老师刘蓉昆在给学员上英语课
Mr. LIU Rongkun, Program Manager and English Trainer of The Pendeba Society, is teaching participants English



学员在认真听课
The participants are taking the English class

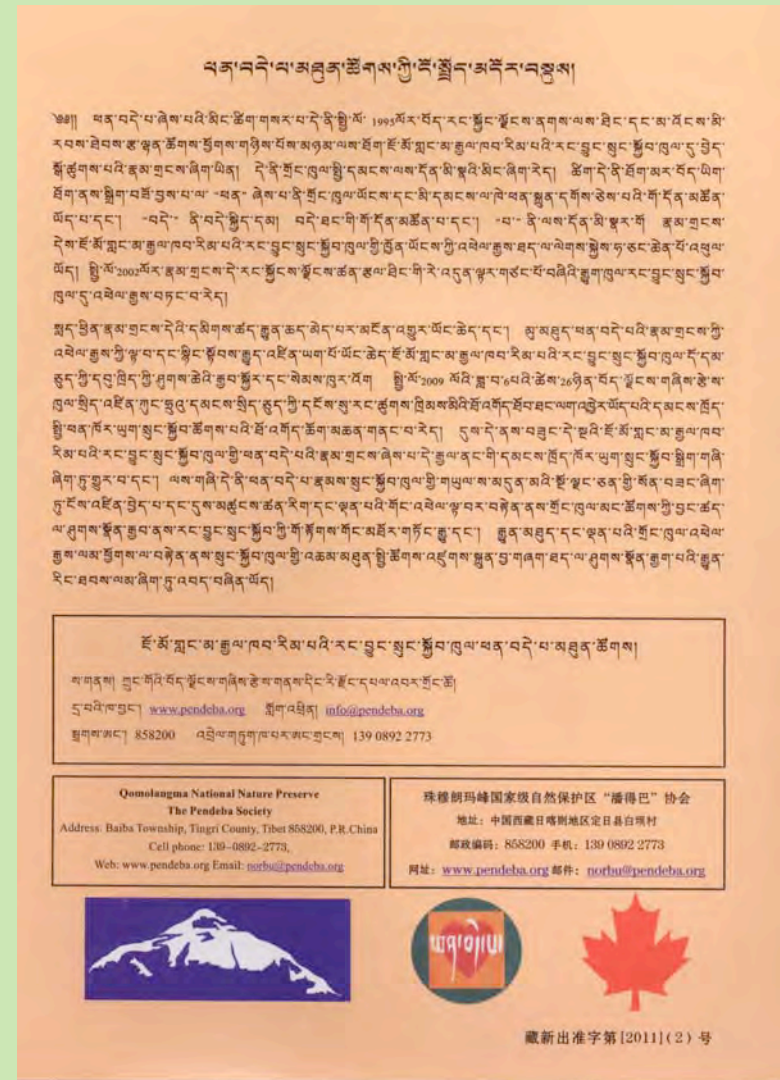
6. Translating and Publishing the Pendeba Manual

In order to ensure the impacts of the following trainings, improve the Pendebas' integrity and professionalism, and provide opportunities for them to continue learning, we translated the Pendeba Manual into Tibetan, which was originally compiled by former Pendeba training experts. This manual offers standard instruction for future Pendeba trainings in order to reach and surpass our training objectives. The manual is approved by the Tibet Press and Publication Bureau and officially published.



6、潘得巴手册翻译及出版：

为了确保今后培训的效果，更进一步提升广大潘得巴的综合素质，同时给广大潘得巴提供学习的便利，协会工作人员绞尽脑汁的翻译了原潘得巴培训专家编写的新的潘得巴手册，其目地在于今后潘得巴各种培训时学员们能够持潘得巴手册学习，更进一步了解培训知识并达到预期效果。经西藏自治区新闻出版局的批准下正式出版了潘得巴手册，为今后的培训不仅提供了方便还指明了方向和范围。



7. Local Study Tour to Gangga Town

To introduce local environment and sustainability issues, the Pendeba Society took 25 trainees (10 women) on a one-day study tour to the heartland of the Mt. Everest region, in Gangga Town, on January 2011.

Before the study tour began, Mr. Norbu introduced local geographical settings and environmental conservation to all the trainees in the exhibition hall of the Pendeba Society Training Center. By observing topographical sand models, the trainees gained aerial visual perspectives and knowledge of their spectacular surroundings.

In Gangga Town, we stopped at a viewpoint where Mt. Everest, Mt. Makalu, Mt. Lhotse, and Mt. Cho Oyo are visible with large wetland areas down in the basin. In front of the stone monument carved with former Chinese President Jiang Zemin's inscription of the "Qomolangma National Nature Preserve," Mr. Norbu elaborated on environmental conservation and how to carry out tourism in the QNNP in an ecologically friendly way. On this day, students applied what they learned from the English and environmental courses.

7、本地考察学习

为了更好地给生态旅游英语培训的学员介绍当地的自然环境和可持续发展概念，在2011年1月20日我协会为英语培训班组织了前往珠峰保护区腹地定日县岗嘎镇的实地考察活动。25位培训学员参加了这次考察活动，其中10名是来自当地的藏族女性。

在实地考察的前一天，潘得巴协会执行主任次仁罗布在协会培训中心的展览室给将要参加考察的学员进行了一次生动的关于本地区地理概况和环境保护工作的介绍。通过观察展览室里地形沙盘模型，学员们对他们的生活环境获得了一个比较直观的认识，也对第二天将要考察的地点有了一定的了解。

之后我们出发前往岗嘎镇的一个观景点，在那里我们可以清楚地看到4座海拔8000米以上的高峰，分别是珠穆朗玛峰，洛子峰，马卡鲁峰和卓奥友峰。在刻有中国前国家主席江泽民同志亲笔题词的“珠穆朗玛峰国家级自然保护区”纪念石碑前，协会负责人给学员们再次强调了党中央历来对西藏生态保护与环境保护方面的高度重视。更进一步地介绍了环境保护方面的知识，以及如何在珠峰地区开展生态旅游。

另外，我们的学员中有14名是来自定日县南部的曲当乡。曲当乡属于珠峰自然保护区的重要旅游景区之一，也是世界著名的嘎玛沟景区所在地。因而此次实地考察对于他们来是具有很现实的意义，使他们能够更好地了解他们的生活环境，并且认识到在他们的社区开展生态旅游，从而提高家庭收入的重要性。这也是潘得巴协会开展生态旅游英语培训的目的之一，即让我们的学员获得相当的英语技能，扩大其就业机会，从而更好地参与到珠峰地区蓬勃发展的旅游事业当中来。



珠峰保护区生态旅游向导服务培训班的全体学员参观江泽民同志亲笔题词的纪念碑

Participants of the ecotourism and hospitality trainings are visiting the QNNP monument carved with former Chinese President Jiang Zemin's inscription of the "Qomolangma National Nature Preserve"



学员在眺望珠穆朗玛峰的景观

A participant is observing Mt. Everest through a telescope

8. The 2nd Hospitality Training

On January 24, 2011, the Pendeba Society launched its second hospitality training for another cohort of 14 local villagers, mostly women, from across Tingri County. Mr. Badun, a 20 year culinary expert in China and the Chief Chef of the Mt. Everest Hotel in Tingri County, led as trainer of the program. He is a seasoned cook who specializes in both Tibetan and Chinese cuisines, as well as Western bakeries.

Over the span of 10 days, trainees were extensively exposed to various dimensions of cookery from knife skill basics to knowledge of raw materials. In addition to cooking skills, trainees also studied the trade of hospitality, learning skills in hotel and guest lodge management and service.

In addition to pragmatic vocational skills, the hospitality training incorporated lessons in environmental conservation and sustainability issues. The Pendeba Society continuously strives to promote the linkages between nature conservation and lasting livelihoods.

8、第二届厨师培训

2011年1月24日，潘得巴协会举办了第二次厨师培训。来自定日县的14位学员参加到了此次培训活动中来，其中12位为当地藏族女性。我们很荣幸能够邀请到定日县珠峰宾馆的主厨，巴顿先生，一位拥有超过20年烹饪经验的厨师来担任此次厨师培训的老师。巴顿先生不仅擅长中餐和藏餐，对西式糕点也相当精通。

在这为期10天的厨师培训过程中，在巴顿主厨的帮助下我们的学员将会学到有关烹饪的多个方面的知识和技能，包括烹饪基础的刀工和勺工技术，以及真正学做美味的菜肴。除了厨师培训，我们的学员也同样会获得有关酒店服务方面的技能培训。

作为一个关注环境保护和社区发展的民间组织，潘得巴协会在其培训活动的过程中把环境保护教育方面的知识和信息介绍给我们的培训学员，让他们除了职业技能培训之外也能接触了解到珠峰自然保护区所面临的环境与可持续性问题。这对于在珠峰地区创造一个可持续的生计环境具有重要的现实意义，而这也是潘得巴协会所努力追求的。



第二届厨师培训班师生合影
Participants of the 2nd hospitality training



生态旅游向导培训班学员在课程间隙品尝厨师培训班学员做的菜肴
Trainees of the ecotourism training are tasting dishes cooked by participants of the hospitality training 21

9. The 3rd Hospitality Training

On February 15, 2011, the Pendeba Society launched its third hospitality training. 12 participants (including eight local Tibetan women) from Tingri County participated. Once again guided by Mr. Badun, this 10-day hospitality training enabled trainees to learn basic knife skills, how to prepare different styles of foods, and other hospitality skills.

Before each training program ends, we seek trainee evaluation of the courses to assess participants' thoughts as well as knowledge and skills gained during the program. We use a participatory approach by sending out questionnaires to all participants.

One trainee noted, "Through this training, I have not only learned cooking skills, but also gained a lot of knowledge on environmental conservation. Before this training I had never heard of climate change and energy saving and this has been quite impressive for me." Another trainee mentioned, "I never thought of opening a restaurant myself, and through this training I understand that my life could be different by participating in tourism activities. I hope to open my restaurant soon." Many trainees expressed a keen interest in participating in such trainings again. One Pendeba declared, "It means a lot for my future life and may the Pendeba Society hold more of these trainings to benefit our communities!"

9、第三届厨师培训

2011年2月15日，潘得巴协会举办了第三次厨师培训。来自定日县的12位学员参加到了此次培训活动中来，其中8位为当地藏族女性。

我们很荣幸能够再次邀请到定日县珠峰宾馆的主厨，巴顿先生。在这为期10天的厨师培训过程中，在巴顿主厨的帮助下我们的学员将会学到有关烹饪的多个方面的知识和技能，包括烹饪基础的刀工和勺工技术，以及真正学做美味的菜肴。除了厨师培训，我们的学员也同样会获得有关酒店服务等多个方面的技能培训。

在每届培训活动收尾的时候，协会在学员中开展了培训的评估活动。活动采用参与式评估方法，给每个学员发放评估问卷，了解了学员的具体收获以及此次活动对他们的影响，协会也从学员那里广泛听取了对此次活动的意见和建议，为今后再次举办类似活动积累了经验，奠定了扎实的专业基础。

在最后的培训评估表中，有的学员写到“通过此次培训，我不仅学到了厨艺技能又学到了很多环境保护知识，尤其是知道了以前从来都没听说过的气候变暖和节能减排的知识，这对我来说印象实在可深了”。也有学员在评估中写到：“我以前从来没想到过开旅游餐馆，这次培训之后我才知道参与旅游服务可以改变自己的生活现状，希望以后自己能够开办一家餐馆”。还有不少学员在他的评估表中这样写到“以后我很愿意参加类似的技能培训班，因为这直接关系到自己的生存前途，希望潘得巴协会以后多举办这样的培训，让我们老百姓受益”。



厨师培训班的学员
阿旺益西在做笔记

Awang Yishi, a trainee of
hospitality training, is
taking notes

珠峰定日分局普布局
长在给学员献哈达



Mr. Pubu, Director of
QNNP Management Bureau
Tingri Branch, is presenting
Hada to participants

Participants are
encouraged to use
more clean and
renewable energy



鼓励学员使用清
洁和可再生能源

10. Local Study Tour To Lhasa and Shannan

On March 18, 2011, led by Mr. Tsering Norbu, 12 of outstanding trainees from the Pendeba Society's hospitality and eco-tourism English trainings officially set off for a 10-day study tour to Lhasa and Shannan, where they were exposed to various aspects of Tibetan culture and was able to practice their learnt knowledge during the tour. This tour is expected to bring the participants with inspiring perspectives towards their future and their roles in sustainable rural development in their respective communities, which is also what the Pendeba Society has been striving for: cultivating more Pendebas, i.e., volunteer community-service workers, to enhance the community's capacity to participate in nature reserve management, and promote sustainable development within these communities.

Key activities:

Visit places of interest in Lhasa that are symbols of Tibet such as the Potala Palace, Barkhor Street, and Jokhang Monastery, where participants were extensively exposed to their cultural heritage in a visual and vivid way. And their knowledge of their culture was conspicuously enriched since it was their first time to visit Lhasa for many of our participants.

Visit Lhalu Wetland National Nature Reserve

A manager from Lhalu Wetland National Nature Reserve gave a brief introduction of the Reserve and helped our participants better understand the importance of the wetland given it is known as the lung of the Lhasa city and home to many protected species such as Black-necked Crane and Lammergier. He also introduced their efforts in conserving and maintaining the biodiversity in the protected areas and how to practice environmental protection at an individual level. Our participants agreed and said they would bring this knowledge back to their own communities in QNNP and help their fellow friends and relatives to live up to a environmentally friendly living style and then better protect the surrounding environment in QNNP.

Visit Tibet Museum

Participants gained a historical idea of how their culture developed over the course of thousands years. By closely observing sacred utensils and other cultural relics from ancient times, our participants were amazed by the artistic talent of their forefathers and their respect for their own culture has been conspicuously enhanced.

10、拉萨及山南参观考察学习

2011年3月18日，由潘得巴协会执行会长次仁罗布先生带领，12名潘得巴协会厨师及生态旅游英语培训的优秀学员正式出发前往拉萨及山南进行为期10天的参观考察学习。在考察过程中学员们不仅接触到了藏文化的方方面面，还有机会实践他们在培训当中所学到的知识和技能。此次参观考察旨在让学员对自己将来的发展规划和他们在可持续农村发展过程中扮演的角色有一些新的想法。这也是潘得巴协会所努力的方向，即通过潘得巴培训，培养更多为社区谋福利的人，提高社区参与保护区管理的能力，促进保护区社区的可持续发展。

主要活动：

参观拉萨主要景点，比如布达拉宫，八廓街，大昭寺，西藏博物馆等。

通过参观这些璀璨的文化景观，我们的学员更进一步地接触和了解了他们的文化遗产。同时，他们对其传统文化的保护与旅游开发进一步地得到了增强，因为学员中的大部分都是第一次到拉萨参观。

参观拉鲁湿地国家级自然保护区

由西藏自治区环保厅央金女士的协调之下，拉鲁湿地保护区管理人员为我们的学员介绍了保护区的概况，帮助我们更好地了解湿地保护的重要性和作用。拉鲁湿地被誉为“拉萨之肺”，也是众多野生动物的栖息地，诸如国家一级保护野生动物黑颈鹤和胡秃鹫等。管理员也同样介绍了他们在保护湿地的生物多样性方面所做的努力，以及个人如何能够参与到保护生态环境的实践中来。我们的学员都虚心学习，并且一定会将这些知识带回他们在珠峰自然保护的社区中去，让他们的朋友和亲人都能够实践绿色生活方式，保护他们赖以生存的珠峰生态环境。

参观西藏博物馆

学员们有机会近距离地认识和了解具有几千年历史的藏文化。通过观察宗教神物以及其他古代文物，学员们对他们的祖先所创造出来的灿烂文化而感到惊奇，同时也增强了他们对自己文化的自豪感及保护文化的重要性。

Visit Shannan Prefecture

To better practice their religious pursuit of Tibetan Buddhism, we arranged a 4 day pilgrimage tour to Shannan Prefecture of Tibet, where cradled the origin of Tibetan culture and other magnificent religiously sacred places of Tibetan Buddhism such as Chayang Zong and Samye Monastery. Our participants were able to observe and feel in real what they have believed since childhood and bring back sacred touches of these holy relics to their communities when they returned home. They were also able to practice their learnt knowledge regarding tourism and could practice it during the field trip which involved some hiking activities along the pilgrimage routes.

Some of our participants expressed their warm appreciation of being able to join this training program. "Without the Pendeba Society, I can hardly image that I might be able to visit Lhasa and other places in Tibet this soon," said one participant. We are also very glad that we can help our Pendebas widen their knowledge, which in return they can bring what they have learnt back to their respective communities and benefit more people in the region.



参观布达拉宫广场，了解西藏经济社会建设的成就。Visiting Potala Palace, where participants gained a better understanding of today's Tibet in terms of economic and social development

参观山南地区

为了更好地认识藏文化和藏传佛教，我们组织学员前往山南地区进行了为期四天的参观。山南地区是藏文化的发源地，也是众多藏传佛教圣地所在地，比如扎央宗，桑耶寺和雍布拉康。通过参观，我们的学员有机会真实地接触和感受藏传文化，并能够将这些感悟带回社区，让他们的社区一起分享这份厚重的文化遗产。在考察的过程中，尤其是徒步旅游中，学员也积极地运用他们在潘得巴培训中学到的旅游服务知识和技能。

我们的很多学员都表达了能够参加潘得巴培训的感激之情。一位学员说到：“要是没有潘得巴协会的培训，我根本无法想象我能这么快到拉萨和西藏的其他地方参观。”我们也很高兴尽我们的微薄之力帮助潘得巴们拓宽他们的视野，让他们能够把学到的知识带回他们的社区，为珠峰地区的可持续发展做出更多贡献。



参观西藏博物馆，了解西藏的历史及文化的精髓

Visiting Tibet Museum, where participants learned about Tibet's history and cultural heritage



参观考察拉鲁湿地国家级自然保护区
Visiting Lhalu Wetland National Nature Reserve



珠峰保护区潘得巴在拉鲁湿地前合影
Pendebras of QNNP in front of the Lhalu Wetland National Nature Reserve



参观西藏博物馆，
了解西藏悠久的历史及璀璨的文化
Visiting Tibet
Museum, where
participants better
understood Tibet's
long history and
colorful cultural

参观拉萨火车站，
了解西藏交通现代化建设的成就
Visiting Lhasa
Railway Station,
where participants
observed the
achievement of
transportation
development in
Tibet



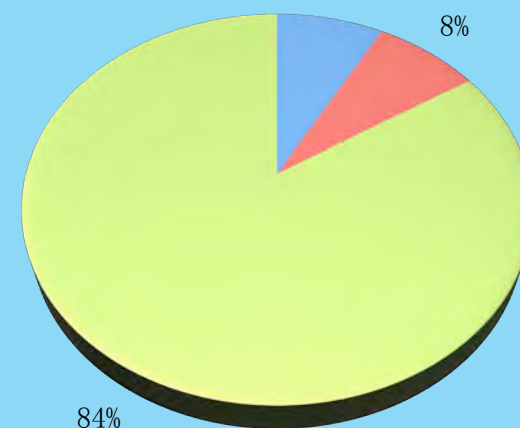
11. 财务报告

(2009年6月26日-2010年12月30日)

总收入收入:	748,697
协会运作费	56,700
办公设备投入	55,460
项目投入	594,560
总支出:	706,720
余额:	41,977

- 协会运作费
- 办公设备投入
- 项目投入

各项费用占总费用的比率



Dr. Lei, Vice Chairman of the Pendeba Society presenting certificate to new board members
潘得巴协会副理事长雷光春教授向新理事授予证书



Group Photo of Pendeba Society Second Phase Board Meeting
潘得巴协会第二届理事会理事合影

Training & Visitor Center of The Qomolangma National Nature Preserve Pendeba Society

珠穆朗玛峰国家级自然保护区潘得巴协会培训及游客中心



The QNNP Training and Service Center, located at an altitude of 4300 meters, is one of the largest Tibetan-style buildings in the Shigatse Prefecture. Not only does the Center serve as a standard hospitality facility, the Exhibition Hall at the Center also provides vivid images of QNNP to tourists by its exhibits such as QNNP topographical sand models, Tibetan costumes and ancient relics. The Center also offers trainings for Pendebas of QNNP and other volunteers who are interested in community development and environmental conservation in Tibet. We would like to express our sincere gratitude to the organizations and individuals who have been consistently supportive and concerned of environmental conservation in QNNP and we hope that you will continue to offer your generous support to our work.

We warmly welcome you to the QNNP Training and Service Center and we value your patronage and hope you will enjoy your stay with us.

Our service includes:

- *Lodging and foods/45 Tibetan-style beds
- *24-hour hot water/ A restaurants that can hold more than 40 guests
- *Bars, Teahouse, Business Center and an Exhibition Hall/Laundry
- *Commission sale of tickets to enter QNNP core zones
- *QNNP topographical sand model
- *Wireless Internet access/On-line booking
- * Logistic arrangement
- *Guide Service
- *Tibetan handicrafts and QNNP souvenirs
- *First aid to altitude sickness and anoxia

All the revenues from the operations of the Center will be contributed to the management of QNNP and local community development, and the Pendeba Society would like to cordially appreciate your support!

珠穆朗玛峰国家级自然保护区培训及游客中心海拔4300米左右，该中心是整个日喀则地区规模最大的藏式风格建筑之一，不仅具有较好的设施及条件，而且中心内的中心珠峰保护区沙、藏式服装及器具收藏等可以向游客形象展示珠峰自然保护的面貌，还为广大潘得巴和社区志愿工作者提供一条龙的培训服务。中心的所有收入用于保护区的管护事业和当地社区的发展。因此，我们恳切期望历年来关心和支持环境保护事业的国内外识之士，一如既往地关心和支持协会工作。

欢迎来珠峰旅游的游客下榻珠峰自然保护区培训及中心，同时祝你们这里度过一段愉快的时光。

我们的服务

- *住宿及餐饮 / 拥有45个藏式床位
- *提供24小时热水/可以同时接待40多人就餐的餐厅
- *洗熨服务 /酒吧，茶厅，商务中心
- *代售珠峰核心区的门票
- *珠峰模型沙盘
- *网上预定房间
- *后勤服务
- *向导服务
- *民族手工艺品和保护区纪念品
- *高山反应和缺氧急救服务

培训中心所有收入将用于保护区的管护事业和当地的社区发展，珠峰自然保护区潘得巴协会需要您的支持！



潘得巴在了解当地文化的重要性
Pendebas are learning of importance of preserving local culture



潘得巴们在热烈的听课
Pendebas are listening to lectures



潘得巴们珠峰模型沙盘前了解保护区的地形地貌
Pendebas are observing QNNP's geographical settings



老潘得巴在给新潘得巴授课
Senior pendeba is giving lectures to new pendebas

如何成为潘得巴协会会员

入会条件

- 拥护潘得巴协会的章程
- 自愿加入协会
- 在本协会的业务（行业，学科）领域内具有一定的影响；
- 自愿为协会做出贡献 的人

会员入会的程序

- 提交入会申请书
- 经两名协会会员推荐
- 经理事会讨论通过
- 由理事会发给会员证

潘得巴协会会员拥有的权利

- 本团体的选举权，被选举权和表决权
- 参加本协会组织的活动
- 获得本协会服务的优先权
- 对本协会工作的批评建议权和监督权
- 人会自愿，退会自由

潘得巴协会会员义务

- 执行本协会的决议
- 维护本协会合法权益
- 完成本协会交办的工作
- 按规定交纳会费；
- 向本协会反映情况，提供有关资料
- 推荐优秀人才与作品

联系人：次仁罗布

手机号码：139 0892 2773

电子邮箱：norbu@pendeba.org

Become a member of the Pendeba Society

Criteria

- Adhering to the Statute of this Organization
- Voluntarily making application
- Having relatively great influence in its field
- Willing to contribute to this Organization

The procedure for member admission

- Submitting application
- Recommendation from two Pendeba Society members
- Discussion and adoption by the Council
- Issuing member certificates by the Council

Member's Rights

- To elect, be elected and vote in this Organization;
- To participate in relevant activities of this Organization
- To obtain, in priority, service of the Organization
- To propose comments and suggestions to the work of this Organization and to supervise
- To voluntarily join and freely withdraw from the membership of this Organization.

Member's Duties

- To carry out the resolutions of this Organization
- To protect the lawful rights and interests and interests of this Organization;
- To fulfill tasks assigned by this Organization
- To pay membership dues as prescribed in the regulations of this Organization
- To report and provide the Pendeba Society with relevant information and materials
- To recommend talents and project proposals

Contact person: Tsering Norbu

Cell Number: 1398922773

E-mail: norbu@pendeba.org

THANK YOU!

We acknowledge the support of these groups during the year. There are also thousands of individuals who have joined the cause in some way, and we THANK YOU all.

Government / Public Bodies

Foreign Affair Office of the Tibet Autonomous Region, P. R. China
Department of Commerce, TAR
Department of Civil Affair of the TAR
Department of Forestry of the TAR
Qomolanma National Nature Preserve Management Bureau
Foreign Affair Office of the Shigatse Prefecture Government
Civil Affair Bureau of the Shigatse Prefecture Government
Department of the News and Publication of the TAR
QNNP Four County Respective Government and Branch Bureau
School of Conservation in Beijing Forestry University
Tourism Bureau of the Shigatse Prefecture Government
Tourism Bureau of the Tingri County
Labor and Social Security Bureau of the Tingri County
Health Bureau of the Tingri County
People's Hospital of the Tingri County

Non-Profit Organizations

Future Generations USA
Future Generations CHINA
Canada Fund Local Initiatives
Mulago Foundation
Bill Gates Foundation
Eastern Tibet Training Institute

Individuals from the Government

Mrs. Tsering Dolker (retired) Former Vice Governor of the TAR
Mr. Gongbu Duoqi (retired) Former Deputy Director the Sport Commission of the TAR
Mr. Guang Chun Lei Professor of the Beijing Forestry University
Mr. Dhatse Mayor of the Shigatse Municipal Government
Mr. Gama Director of the QNNP Management Bureau
Mr. Yan Yin Liang Party Secretary of the Shigatse Foreign Affair Office
Mr. Dawa Tsering Director of the International Program in MOBCOM
Mr. Dundrp Deputy Mayor of the Shigatse Municipal Government
Mr. Tsering Drumdui, Deputy Governor of the Tingri County
Mrs. Songjie, Foreign Affair Office of the TAR
Mr. Suolang, Vice Governor of the Nyalam County Government
Mr. Qiongda, Vice Director of the Foreign Affair Office of the Shigatse
Mr. Bianba Suolang Officer of the Civil Affair Bureau
Mr. Cao Tian Tang, Vice Director of the QNNP
Mr. Dawa, Director of the Civil Affair Bureau of the TAR

鸣谢:

潘得巴协会衷心感谢以下团体在2009至2010内支持我们的工作; 此外曾协助我们的各界人士不胜枚举, 潘得巴协会也谨在此致谢!

政府机构:

西藏自治区外事办公室涉外项目管理处
西藏自治区商务厅国际合作处
西藏自治区民政厅民间组织管理局
西藏自治区林业厅保护处
珠穆朗玛峰国家级自然保护区管理局
西藏日喀则地区行政公署外事办公室
西藏日喀则地区民政局
西藏日喀则地区公安处外事科
西藏自治区新闻出版管理局
珠峰保护区各四县政府及管理分局
北京林业大学自然保护区学院
日喀则地区旅游局
西藏定日县旅游局
西藏定日县劳动和社会保障局
定日县卫生局
定日县人民医院

国际民间组织机构:

富群环境研究院
穆拉果基金会
比尔及梅琳达盖茨基金会
藏东培训中心
加拿大基金

政府界人士:

次仁卓嘎女士	(离休)	原自治区人民政府副主席
公布多吉先生	(离休)	原自治区政协常委
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达瓦先生	局长	西藏自治区民政厅民间组织管理局

Mr. Puchong, Vice Director of the QNNP
Mrs. Xiao Cong Xian, Deputy Director of the QNNP
Mr. Sang Pei, Vice Director of the Conservation Division in TAR Forestry Bureau
Mr. Dorjee Tsering, Deputy Director of the QNNP Management Bureau
Mr. Tsering Zhandui, Deputy Governor of Tingri County
Mr. Wangchen, Officer Manager of the QNNP Management Bureau
Mr. Luodan, Officer of the Foreign Liaison??
Mr. Lhakpa, Officer of the Program Planning Division in QNNP
Mr. Yongchong, Deputy Officer of the Foreign Lias??
Mr. Puchong, Director of the Foreign Affair Division of Public Security Bureau in Shigatse
Mr. Pabu Dundrup, Manager of the Tingri QNNP Branch Bureau
Mr. Tsesang, Manager of the Kyerong QNNP Branch Bureau
Mr. Li Quan Zhou, Manager of the Nyalam QNNP Branch Bureau
Mr. Suolun, Manager of the Dingjie QNNP Branch Bureau
Mrs. Tsering Deji, English Instructor at Tibet University

Individuals from China

Dr. Daniel Taylor, Chairman of Board for Future Generations
Dr. Guang Chun Lei, Executive Director of Future Generations /CHINA
Mr. Cili Nonbu, Deputy Director of the Future Generations/CHINA
Mrs. Maggie Fan, Financial Manager, Future Generations/CHINA
Mrs. Catherine Yu, Communication Coordinator at Future Generations/CHINA
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Mrs. Frances Fremont-Smith
Dr. Lhapa Norbu Sherpa
Mr. Nawang S Gurung
Dr. Patricia Rosenfield
Mrs. Caroline Hsiao Van
Mr. Michael Stranahan
Dr. Ray Yip
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Mr. Nicolas Pope
Mrs. Joanna Wong
Mrs. Sam Wood
Mrs. Claire Nelson
Mr. Philip Dong
Mrs. Zhou You
Mrs. Ariel Hao
Mrs. Merisha Enoe
Mr. Clay Baylor
Mrs. Yazhen Gong
Mr. Nima Tashi
Mr. Lhakpa Dundrup

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丹尼尔 泰勒 董事会主席 富群环境研究院
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尼玛扎西先生
拉巴顿珠先生



愿更多的人成为潘得巴的一员，为人类保护珠峰——这一片神圣的净土！

珠穆朗玛峰国家级自然保护区潘得巴协会
理事会成员

贡布多吉先生：中国著名登山家，原自治区政协常委。
雷光春教授：国家湿地科技委员会副主任。
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次仁罗布先生：理事兼秘书长。
范仙英女士：执行助理。

珠穆朗玛峰国家级自然保护区潘得巴协会团队
次仁罗布先生：潘得巴协会执行主任。
刘蓉昆先生：潘得巴协会项目经理。
德吉拉姆女士：潘得巴协会行财管理员。
次仁吉宗女士：潘得巴协会培训中心餐部负责。
索珍女士：潘得巴协会培训中心客房部负责。
阿旺益西女士：潘得巴协会培训中心后勤助理。

Qomolangma National Nature Preserve Pendeba Society
Board of Directors

Mr. Gongbu Duoji, Famous Chinese Mountaineer.
Dr. Cuangchun Lei, National Wetland Science Commission.
Mr. Tsering Norbu, Deputy Director of Future Generations/CHINA
Mrs. Ding Hong Bing, Senior Manager of CCTV Dream Channel
Mrs. Fang Fang, Senior Consulting Life Planner of MetLife
Mr. William Wu, Founder of China Best Edulis Co., LID
Mr. Tsering Norbu, Executive Director of the Pendeba Society
Mrs. Maagie Fan, Executive Assistant

Qomolangma National Nature Preserve
Pendeba Society Team

Mr. Tsering Norbu, Executive Director of the Pendeba Society
Mr. Rongkun Liu, Program Manager of the Pendeba Society
Mrs. Dikye Lhamo, officer of Financial and Administration
Mrs. Tsering Gyezom, Training Center Logistic Division
Mrs. Suozhen, Training Center Accommodation Division
Mrs. Awang Yishi, Training Center Accommodation Division

珠穆朗玛峰国家级自然保护区
潘得巴协会

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