



INTERNATIONAL CRANE FOUNDATION



WORLD CENTER FOR THE STUDY AND PRESERVATION OF CRANES

E-11376 Shady Lane Road • P.O. Box 447 • Baraboo, WI 53913-0447, USA
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June 27, 2000

Prakash Gole
Ecological Society
1/B Abhimanshree Housing Society
Off Pashan Road
Pune, India 411 008

Dear Prakash,

During the past 27 years, I have led ICF as the President and CEO. Smooth and effective succession is a critical issue and one that I have been contemplating the past two years. Consequently, at a recent meeting of the Board of Trustees, I expressed my interest in passing the leadership at ICF to Vice-President of Programs, Jim Harris. My proposal was unanimously endorsed by the 14 members of the Board present. The transition is to occur on November 1, 2000.

I wish to continue indefinitely as a salaried member of the Board of Directors of ICF and as such to continue efforts to raise support for ICF. In addition, I wish to engage in long-term commitments to specific conservation projects and to writing. My office will be at home and a workspace will be available at the Ron Sauey Library at ICF.

In my new role, I hope to become more effective in promoting the conservation of cranes worldwide as I continue as Director of IUCN's World Working Group on Cranes, and as a member of the recovery teams for both Whooping Cranes and Siberian Cranes.

Jim Harris has worked at ICF since 1984. With a psychology degree from Dartmouth College and a M.S. degree in Environmental Studies from the University of Wisconsin, Jim undertook a variety of writing, teaching, and research projects in the United States and abroad for 12 years before becoming ICF Education Director. Jim's superb skills in program development led to his promotion as Deputy Director in 1988.

Since then, Jim has been closely involved in almost all aspects of ICF operations. Jim played a vital role in establishing Russia's first private nature reserve since 1917, and his vision led to a community development project at Cao Hai, a pioneering effort to link poverty alleviation with nature reserve management in China. Jim worked with the Nepalese to create





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August 24, 2000

Mr. and Mrs. Prakash Gole
Ecological Society
1/B Abhimanshree Housing Society
off Pashan Road
Pune 411 008
India

Dear Prakash and Swati,

Thank you very much for your kind letter concerning the transition that will soon happen at ICF. Be assured, I will remain actively involved in crane research and conservation. And perhaps I will have even more time for fieldwork with you and your colleagues.

It has been a thrilling 27 years to work with a remarkable team of people, including you, in the growth of this worldwide mission to help the cranes. Jim Harris can now manage the leadership of the ICF staff and I can devote more time to working with the Board of Trustees in fund raising, in writing about my adventures, and in becoming personally involved in "cutting edge" conservation at some of earth's most hurting spots. Cambodia, Cuba, Afghanistan and North Korea come to mind.

It has been a great privilege to work with you for many productive years. I hope we share many more.

With warm wishes always,

INTERNATIONAL CRANE FOUNDATION

George Archibald
President

