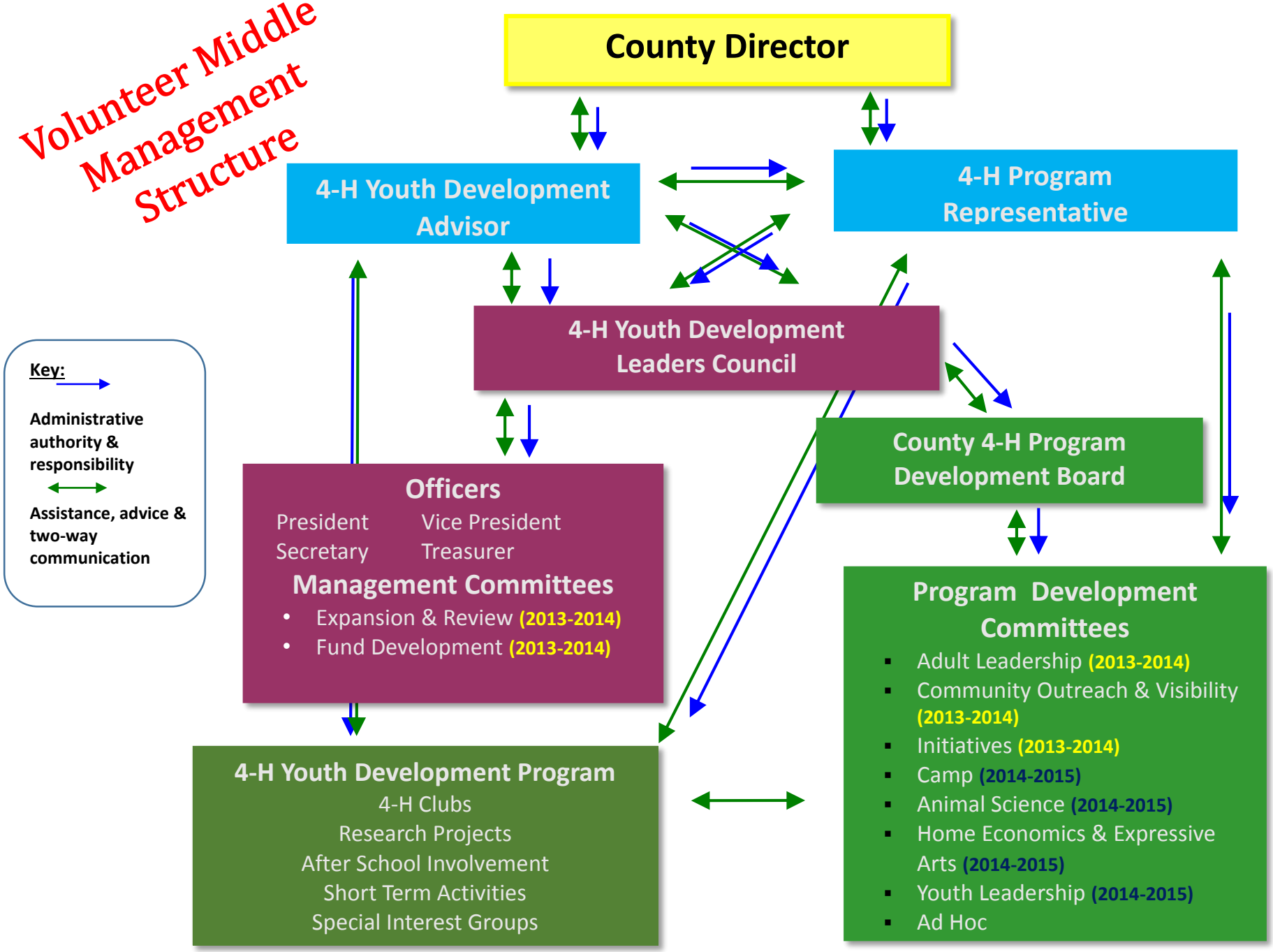Volunteer Middle Management Structure