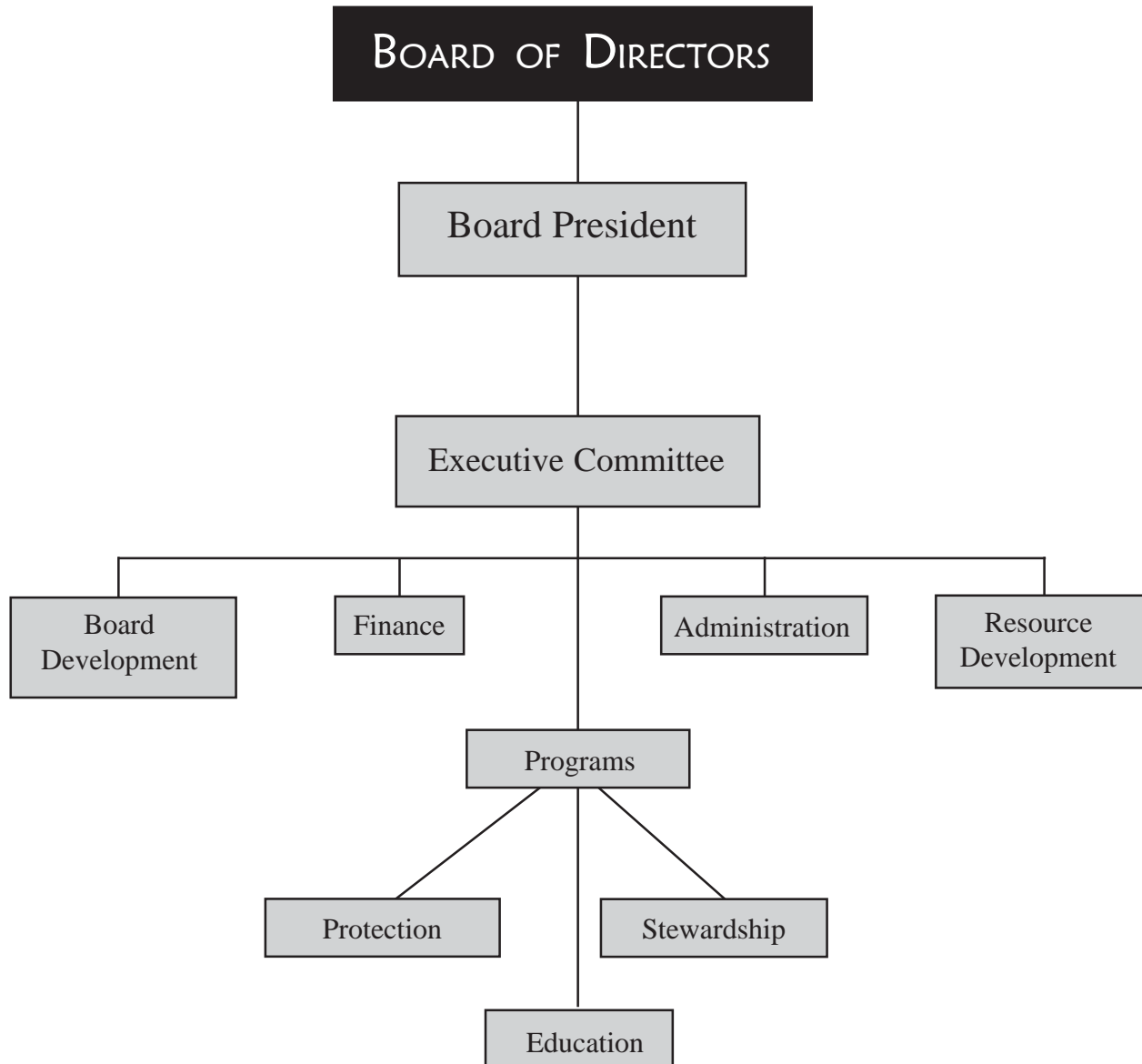


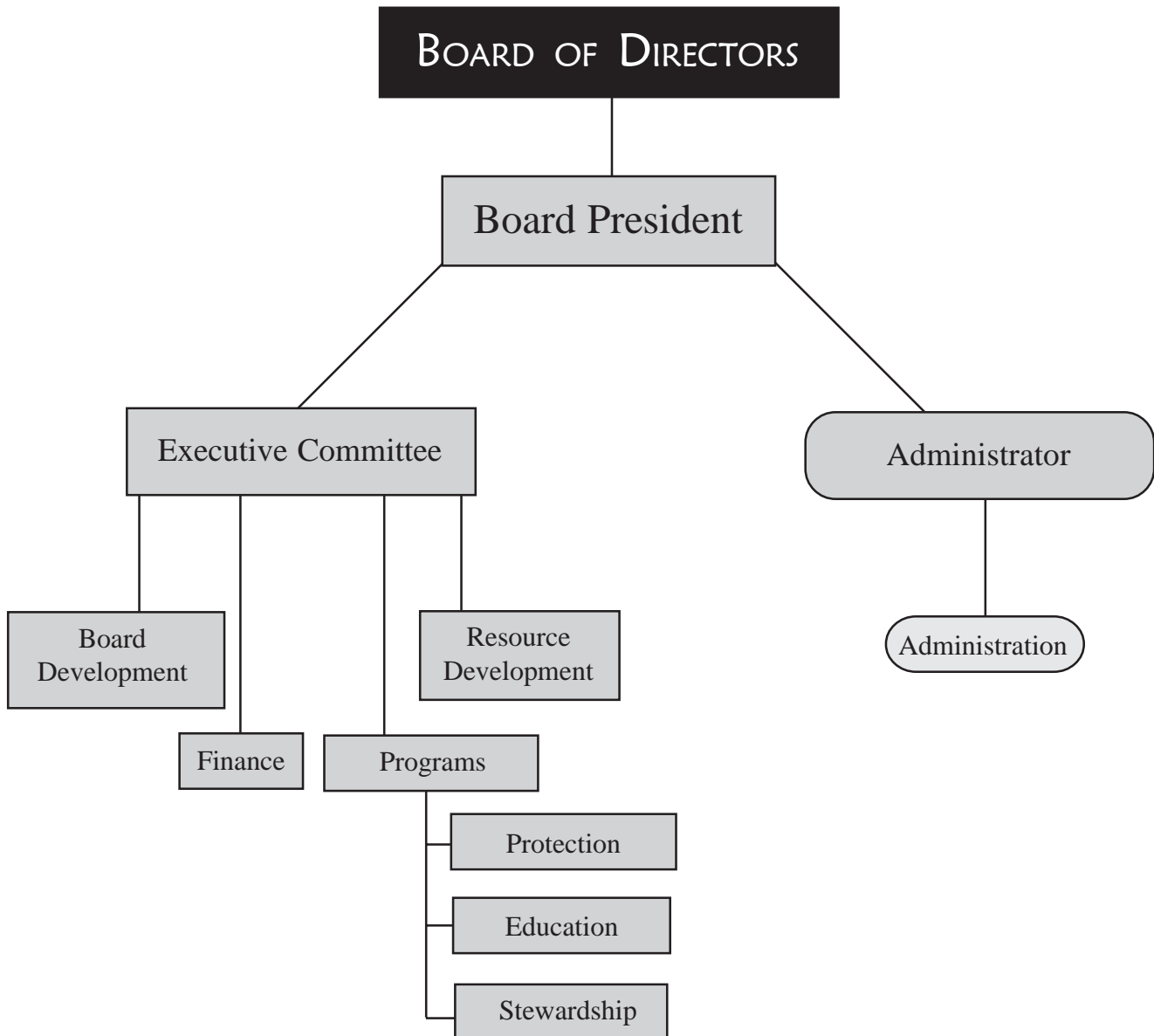


VOLUNTEER ORGANIZATIONAL STRUCTURE



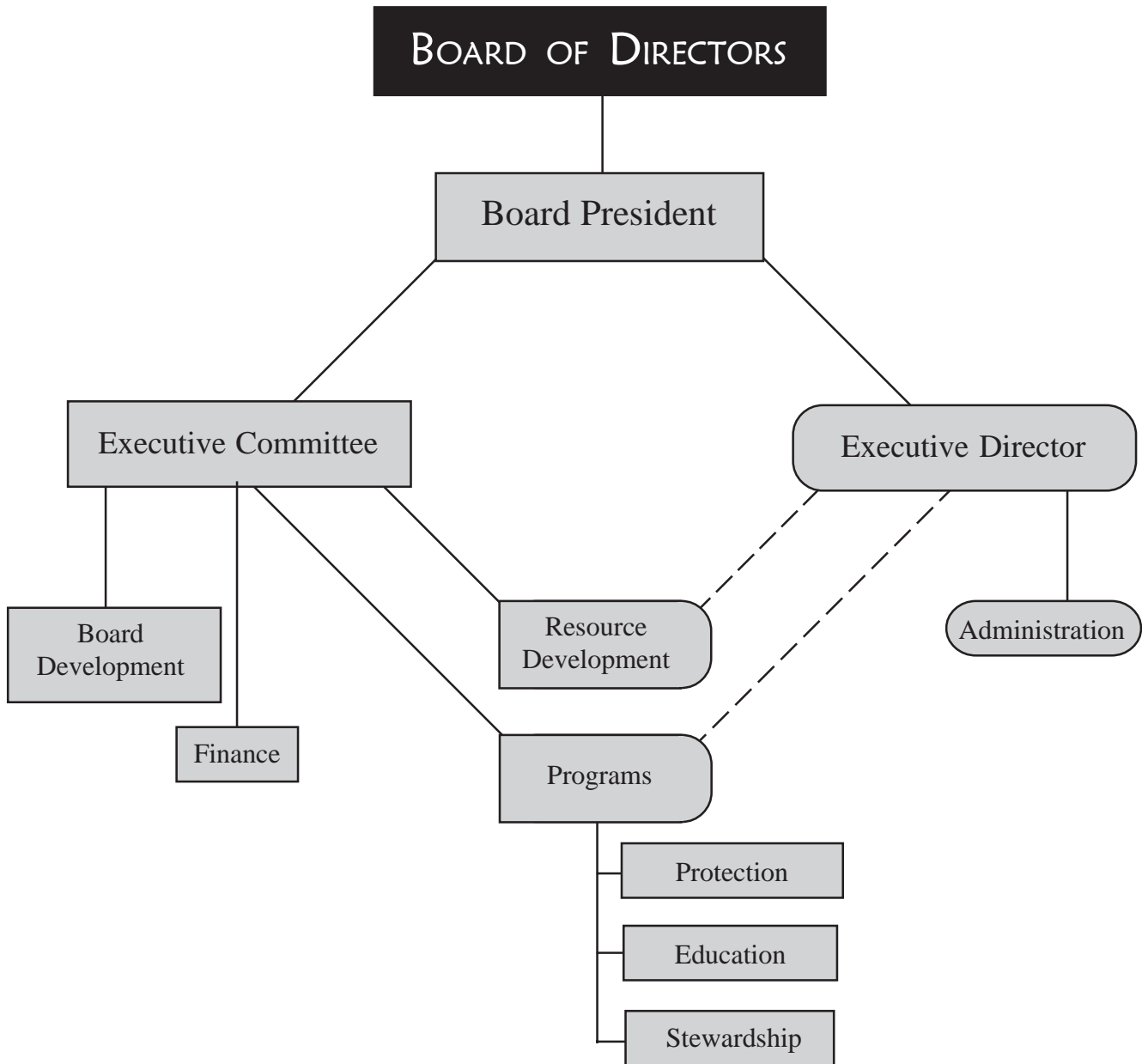


ONE-STAFF ORGANIZATIONAL STRUCTURE





SMALL STAFF ORGANIZATIONAL STRUCTURE





MATURE ORGANIZATIONAL STRUCTURE

