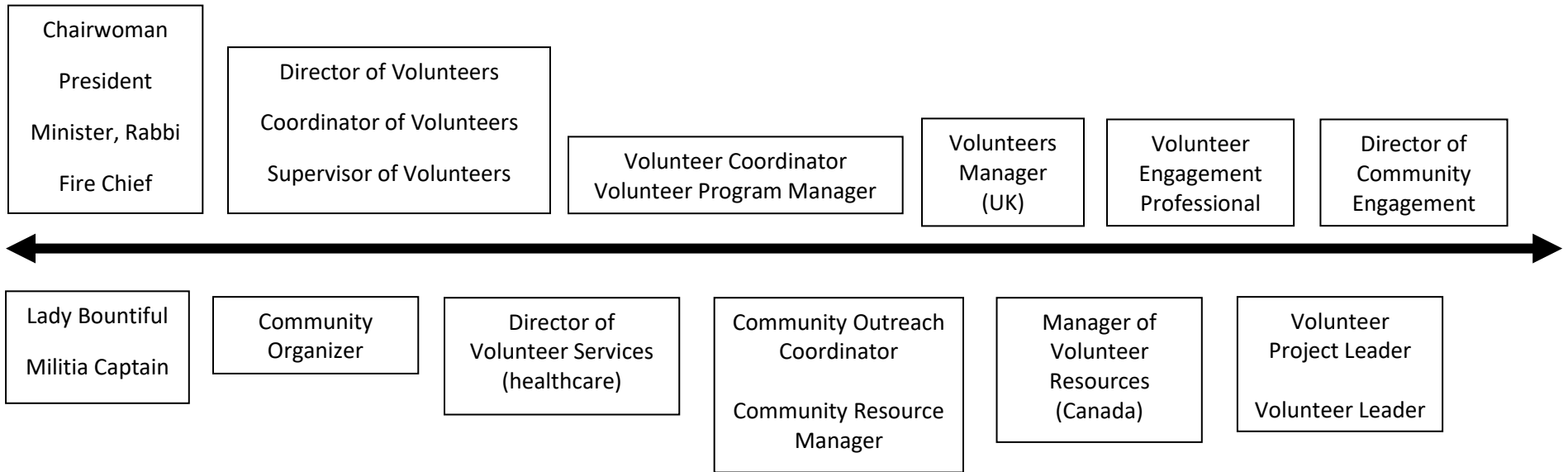


## Evolution of Job Titles



## Evolution of Labels for Our Field

Volunteer Administration

Volunteer Management

Volunteer Engagement

Civic and Community Engagement