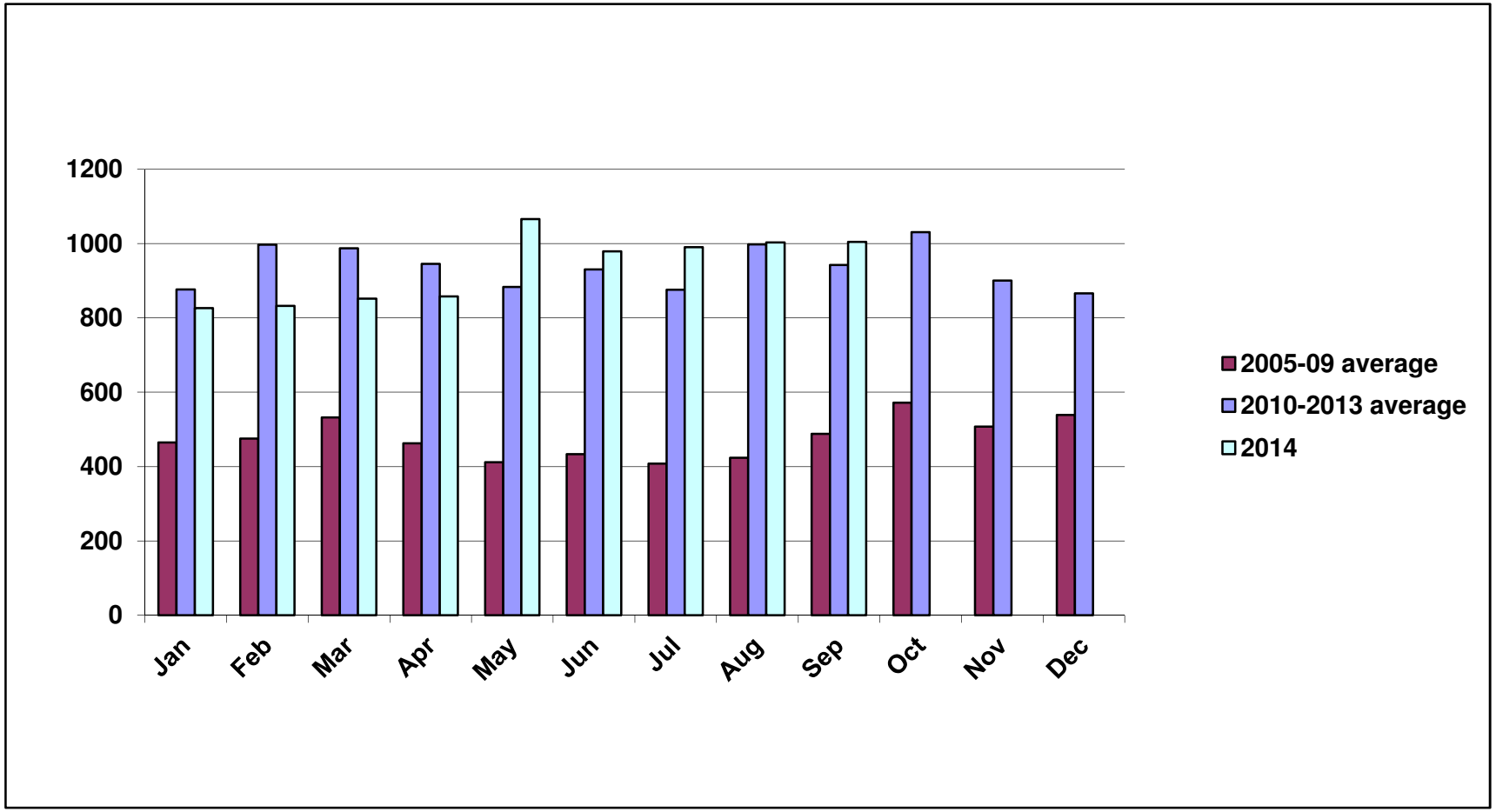Volunteer Hours