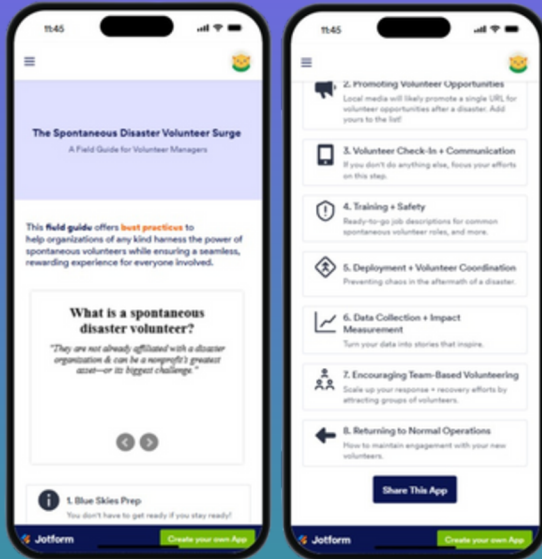
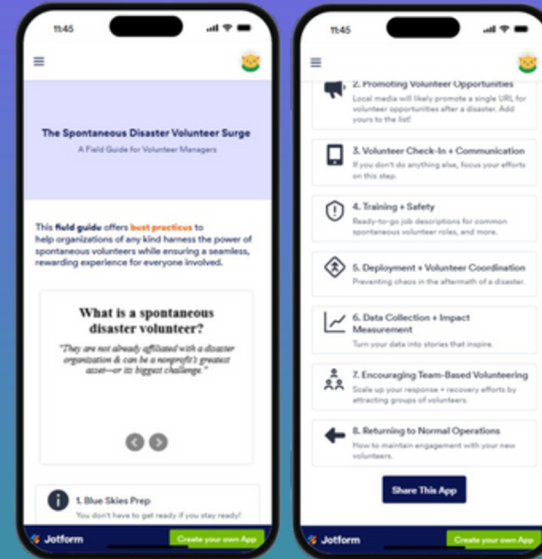


# The Spontaneous Disaster Volunteer Surge: A Field Guide for Volunteer Managers



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