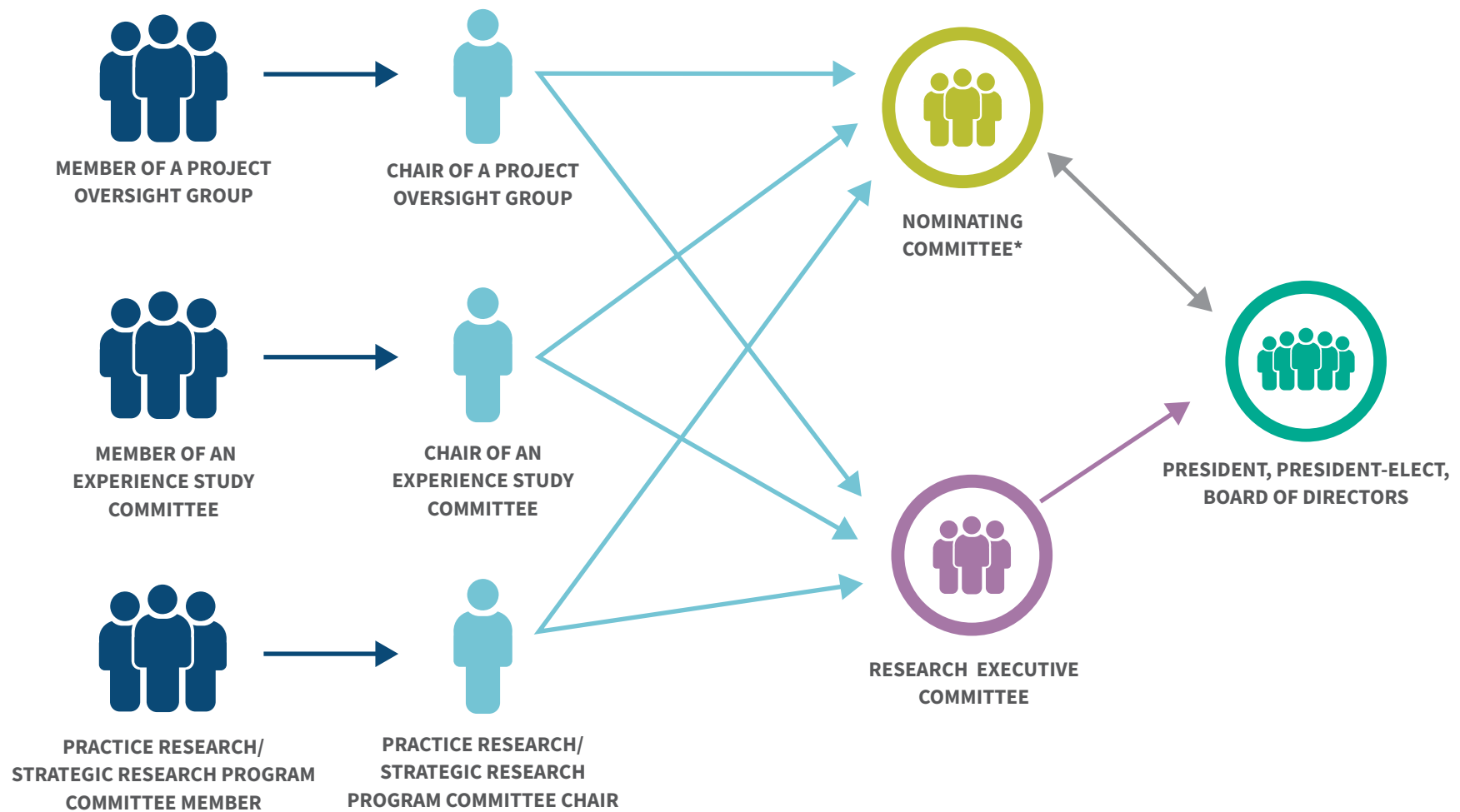


VOLUNTEER LEADERSHIP PATHWAY RESEARCH

Volunteers follow many pathways to leadership. This is one typical pathway that many volunteers follow. There are exceptions to this pathway, as volunteers cross between the various volunteer areas and may not take some of these steps when moving to a leadership position.



* FSA with previous SOA volunteer experience