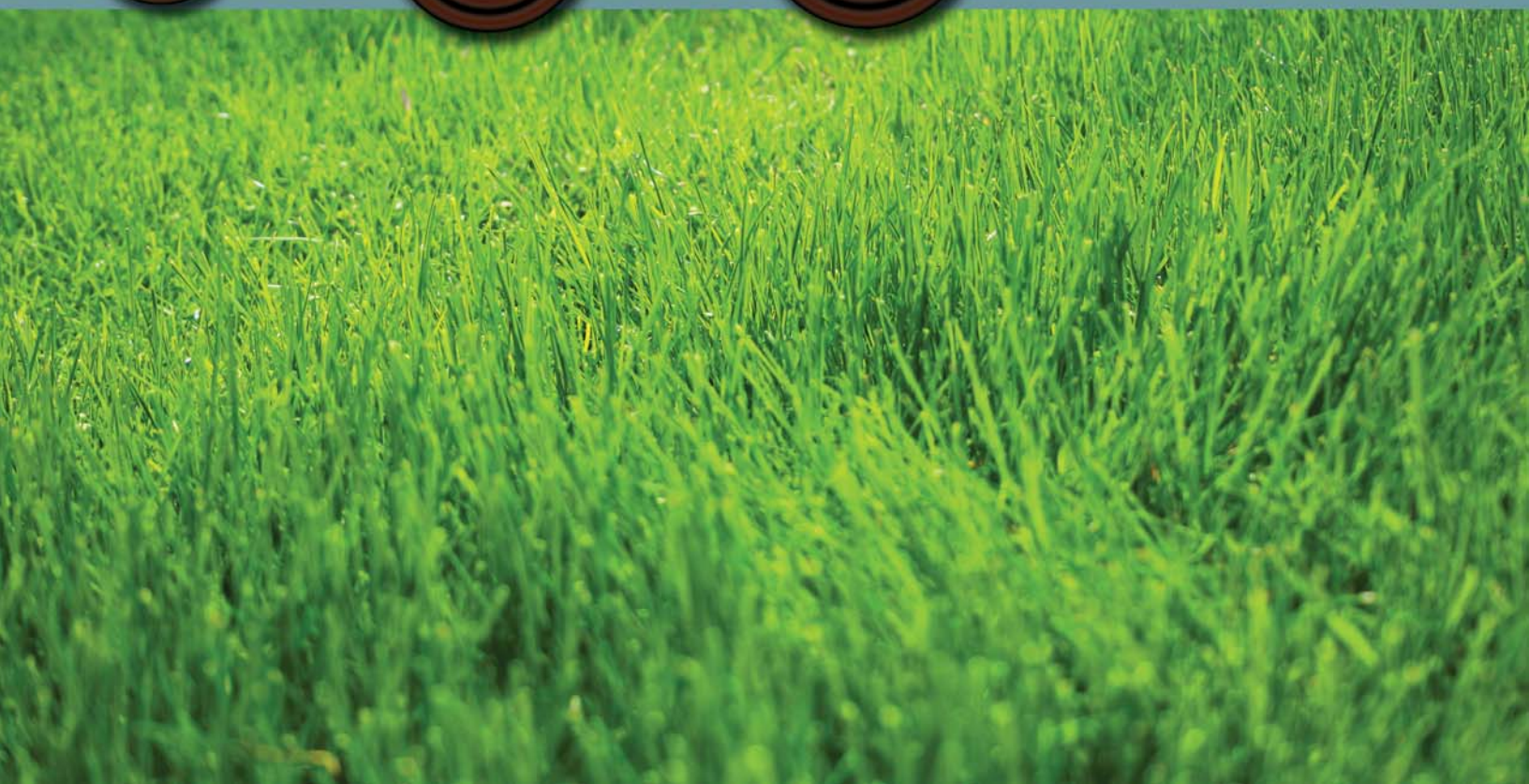


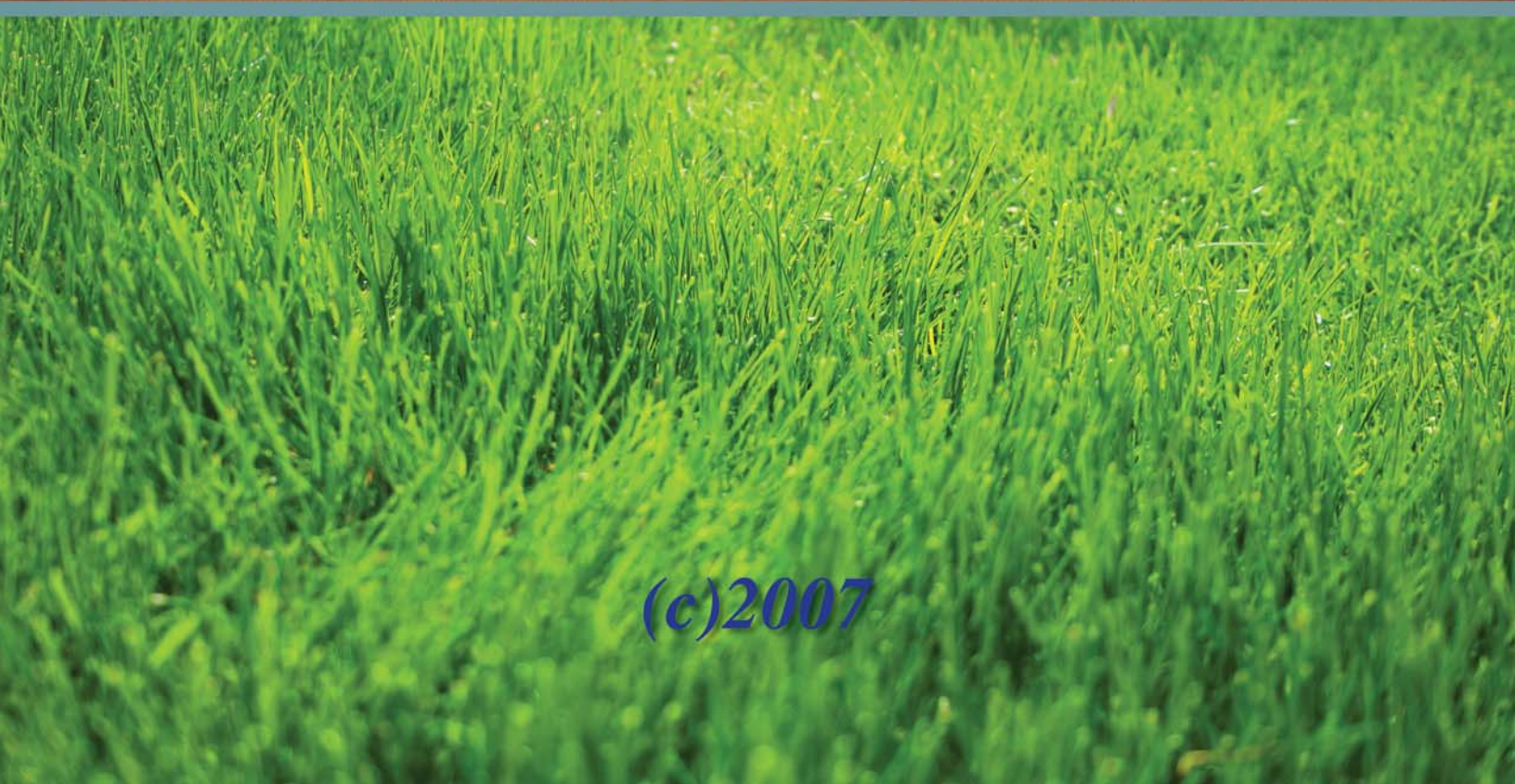
*The Larned A. Waterman  
Iowa Nonprofit Resource Center*

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