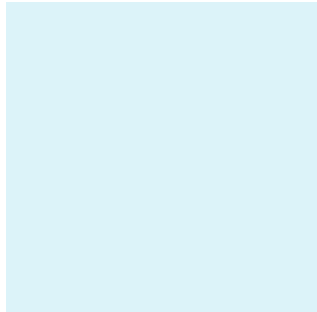
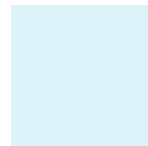


# capturing the talents of newcomer volunteers

A Guide to Developing Effective,  
Culturally Inclusive Volunteer Programs



**For Use by:  
Coordinators of Volunteer  
Programs, staff and  
organizations who work with  
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