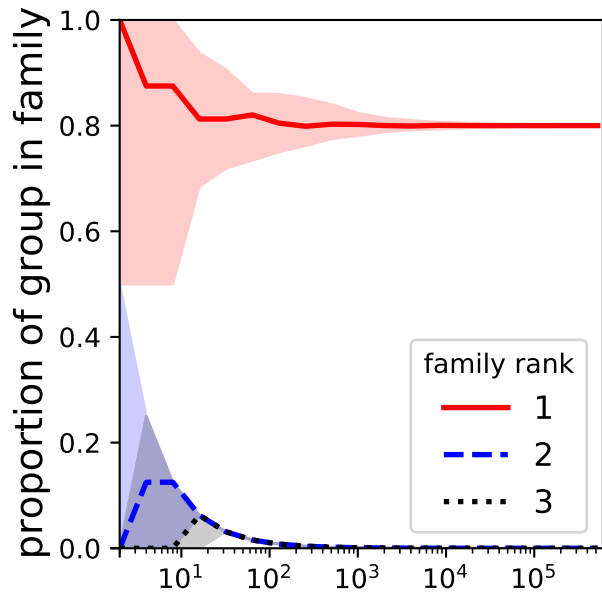
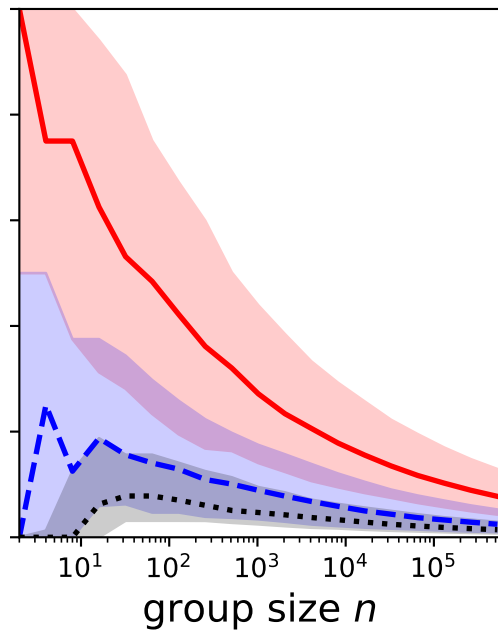


(a) leader driven



(b) members recruit



(c) members attract

