



S

alive™

ASSOCIATION OF LEADERS IN VOLUNTEER ENGAGEMENT

ANNUAL MEETING

2024

The logo for ALIVE, featuring the word "ALIVE" in a white, lowercase, rounded sans-serif font. The letter "L" is stylized with a vertical bar and a dot, resembling a person or a flame. A small "TM" trademark symbol is located at the bottom right of the word.

ALIVE™

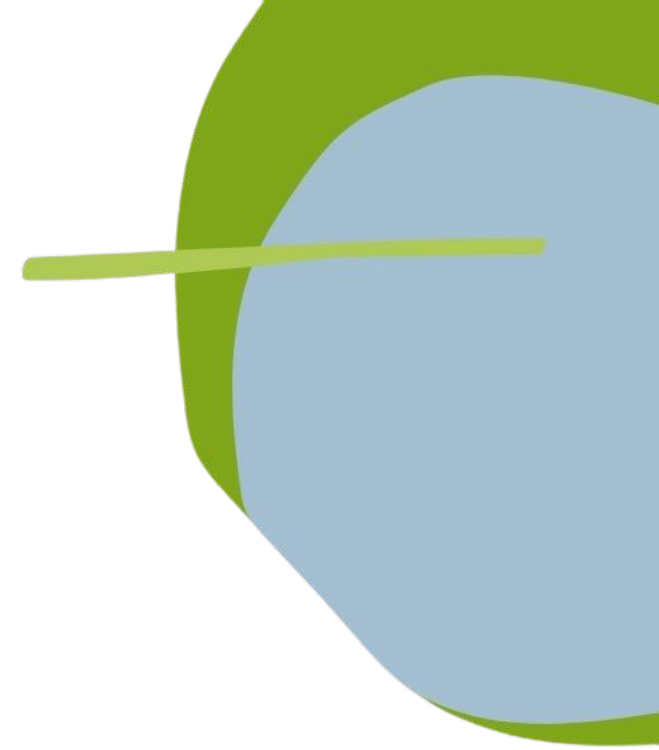
ASSOCIATION OF LEADERS IN VOLUNTEER ENGAGEMENT

ANNUAL MEETING

2024

Agenda

- Call to Order
- Organizational Updates
- Leadership & Strategy
- Special Acknowledgements
- Committee Reports
- Get Involved
- Questions & Open Forum
- Meeting Adjournment



Meeting Hosts



Cathy Thoma, CVA
President



Darlene Laird, CVA
President Elect

About ALIVE

Mission

ALIVE serves to enhance and sustain the spirit of volunteering by fostering collaboration and networking, promoting professional development, and providing advocacy for leaders in community engagement.



Vision

The essential professional resource and advocate for those who engage, motivate, and celebrate volunteers and their vital contributions to our society.

Organizational Updates

**Congratulations
on your
retirement,
Gretchen!**

Congratulations on your retirement, Gretchen!

Thank you for your dedication and
service to ALIVE throughout the years.



Succession Planning Committee

- Jordanya Reeves, CVA
- Wendy McClure CVA
- Darlene Laird, CVA
- Michelle Raymer, CVA
- Jenn Forristal, CVA
- Megan Vixie, CVA
- Jason Frenzel, CVA
- Alicia Campbell, CVA
- Grace Belizario, CVA
- Ashley Rieser, CVA

Thank You
**COMMITTEE
MEMBERS!**

Welcome Nicole R. Smith, CVA

My Why

UBUNTU



Meet and Greet

Monday, December 9

2 p.m. ET/11 a.m. PT

RSVP



Executive Director 2025 Goals

Preparing for Growth

1. Strengthen Infrastructure
2. Build Awareness
3. Increase Engagement
4. Raise Funds

Ideas? Suggestions?
I am listening.



executivedirector@volunteeralive.org.

Thanks for Your Service



Rebecca Verhoff-Kiss, CVA



Julie Booth, CVA

Leadership & Strategy

2024 Board Development Committee

- Darlene Laird, CVA
- Michelle Raymer, CVA
- Wendy McClure, CVA
- Faiza Venzant, CVA
- Tim Suda, CVA
- Jenn Forristal, CVA
- Cathy Thoma, CVA

Thank You
**COMMITTEE
MEMBERS!**

2025 Board of Directors

Executive Committee

- Cathy Thoma, CVA, Past President*
- Darlene Laird, CVA, President*
- Jordanya Reeves, CVA, President Elect*
- Jenn Forristal, CVA, Equity Leader
- Christi Brown, CVA, Treasurer
- Wendy McClure, CVA, Secretary

Board Members at Large

- Mark Heffner, CVA, Development*
- Ashley Rieser, CVA, Membership
- Alicia Campbell, CVA, Advocacy
- David Horwitz, CVA, Marketing*
- Carol Ayars, CVA, Programs*
- Shelli Beck, CVA, Summit
- Amy Pinger, CVA, Service Enterprise
- William Webber, CVA, CAE, Technology, Local Associations*
- Grace Belizario, CVA
- Amanda Schmierer, CVA
- Allison Schwartz, CVA
- Leigh Hersey, PhD*
- Donna Finney*

* Indicates new role

Celebrating Board Diversity



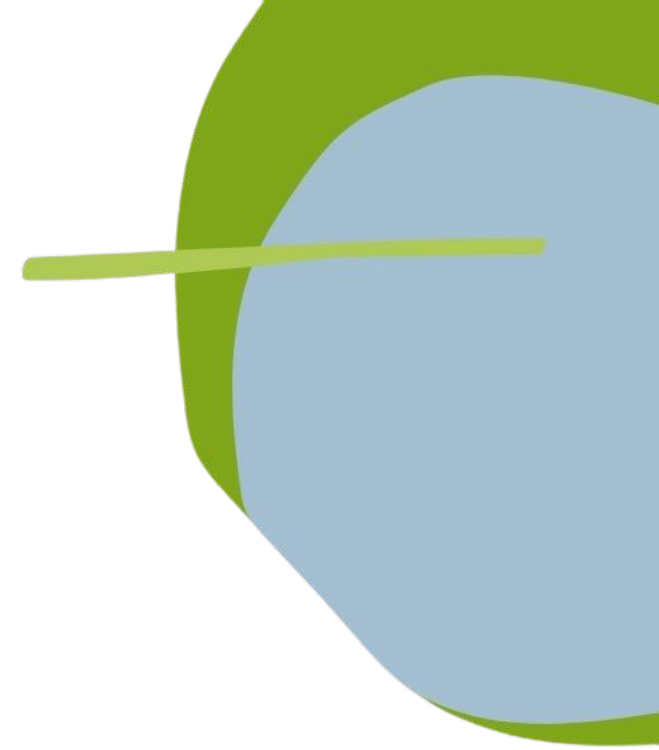
Gender and sexual orientation	Ethnic and cultural background	Ability
Family role and personal identity	Religion	Race
Location and environment	Educational and professional background	Socioeconomic status

2024 Board Accomplishments

1. Published 2024-2028 Strategic Plan
2. Conducted Professional Career Pathways Survey
 - Pay Structure and Pay Differentials by State
 - Job Leveling Document
 - Career Mapping Worksheet
3. Advocated for the Volunteer Engagement Professional Occupational Code with the DOL
4. Conducted an Executive Search and Onboarded Our First Executive Director
5. Formed Development Subcommittee under Finance Committee
6. Selected and Developed 2025 Board
7. Created Technology Strategic Plan
8. Administered Second Year of Service Enterprise

2025 Board Goals

BDEAI	Technology
Executive Director Onboarding	Service Enterprise
Funding Strategy and Implementation	Marketing and Branding Updates



2026 National Summit on Volunteer Engagement

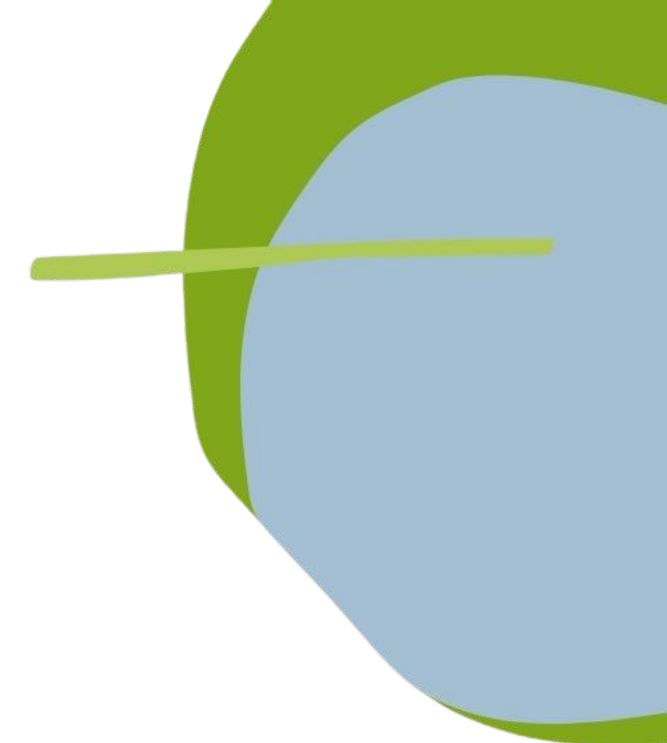
#ALIVEfromSacramento

Save the Date

March 18-20, 2026

Sacramento, California

Special Thanks to Shelli Beck,
Chair of the Summit Committee



Special Acknowledgements

Thank You Gold Sponsor



Thank You National Partners



POINTS
OF LIGHT



AMERICAN ASSOCIATION
FOR MUSEUM VOLUNTEERS
TEACH HOME INTERIORS



NAVPLG
National Association of Volunteer
Program Leaders in Government



VolunteerMatch

Thank You Donors

Cash	In Kind
Anonymous	Kristin Keckler-Alexander
Better Impact	Darlene Laird
TD Bank	Stacey Luhring
Grace Marie Belizario	Wendy McClure
Christi Brown	Shelley Orloski
Trudi Campbell	Jordanya Reeves
Keita Cole	Susan Sanow
Tara Dempster	Nancy Schafer
Liza Dyer	Allison Schwartz
Stephanie Eliason	Tim Suda
Sidney Enss	Catherine Thoma
Jenn Forristal	Rebeccah Verhoff-Kiss
Jason Frenzel	William Webber
Mark Heffner	Adrienne Yoe
Monica Jasso	

Thank You
DONORS!

Committee Reports

HR & Policy Committee



Wendy McClure, CVA
Secretary

HR & Policy Committee

Members

- Wendy McClure, CVA, Secretary
- Crystal Lorah
- Laura Gray
- Nicole R. Smith, CVA
- Mark Heffner, CVA
- Jenn Forristal, CVA, BDEAI Representative
- Angelique De Luz, CVA, BDEAI Representative



Thank You
COMMITTEE
MEMBERS!

HR & Policy Committee

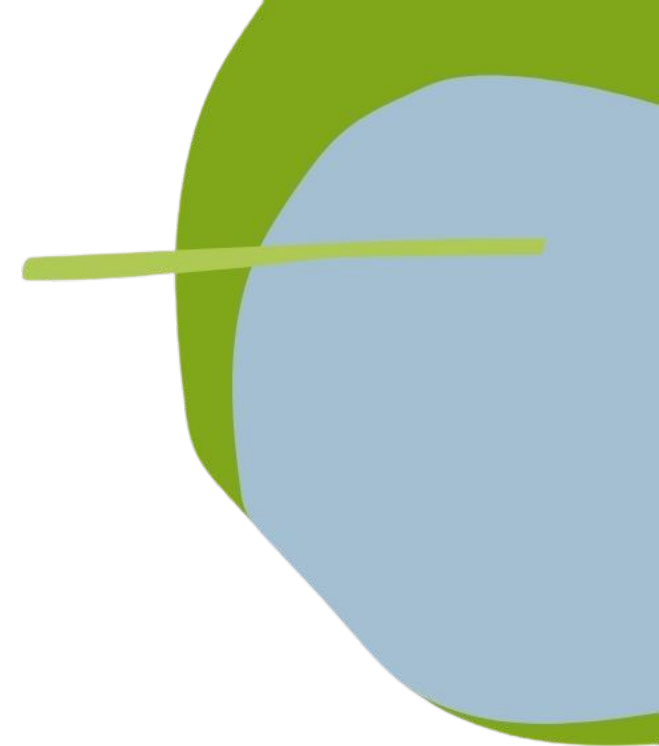
Report

2024 Accomplishments

- Orientation
- Volunteer Handbook review of some policies
- Bylaws revision
 - Submitted for approval by membership

2025 Goals

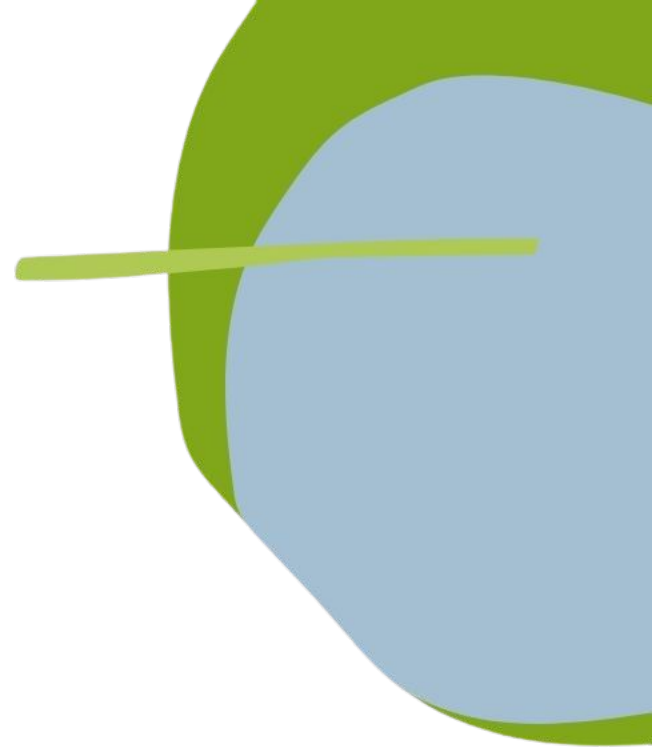
- Volunteer Handbook
- Employee Handbook
- Policies & Procedures
- Priority any requests from Service Enterprise, Summit Committee, & Employee



Bylaws Amendment Vote

Get ready to vote using our Zoom poll!

- **Bylaws overview and revisions**
- **Conduct vote**



Marketing Committee



Grace Belizario, CVA
2024 VP



David Horwitz, CVA
2025 Chair

Marketing Committee

Members

- Grace Belizario, CVA, 2024 VP
- David Horwitz, CVA, 2025 Chair
- Shelli Beck, CVA
- Yvonne Dunphe, CVA
- Sarah Short, CVA
- Bekah Aisenbrey
- Adrienne Polumbo, CVA
- Jade Mizzell



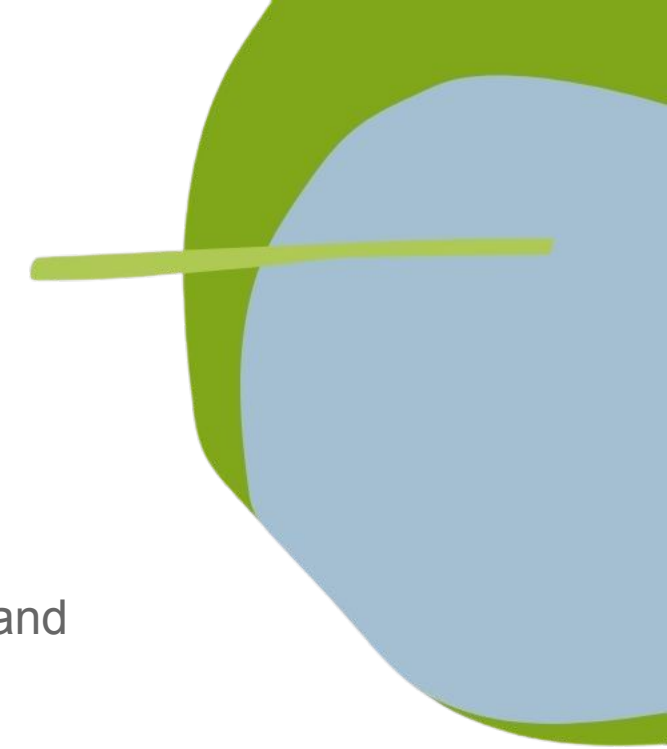
Thank You
COMMITTEE
MEMBERS!

Marketing Committee

Report

2024 Accomplishments

- Launched **ALIVE T-Shirt Contest**, fostering community pride and recognition.
- Made **Ongoing Website and Newsletter Enhancements** to improve usability and member engagement.
- Monitored and **Analyzed Marketing Metrics** to inform strategic decision-making.
- Collaborated on **Advocacy and Awareness** Initiatives to promote the volunteer engagement profession.
- Supported **Member Outreach Efforts** to continue growing our community and strengthening connections.



Marketing Committee

Report

2025 Goals

Strengthen Our Marketing Foundation

- Streamline marketing operations and modernize communications technology.
- Leverage data to enhance value proposition, brand taxonomy, and key messaging, and develop new marketing resources and templates.
- Research brand refresh to align with BDEAI standards, 2024-2028 strategic plan, and long-term goals like membership growth and fundraising/development.

Increase Member, Prospect, Partner, & Funder Engagement

- Continuously improve communications channels and promotions (i.e., website, newsletter, social media, etc.) to increase reach, engagement, and satisfaction.
- Develop and execute marketing strategies for Service Enterprise and 2026 Summit.

Rock Our Merch & Spread the Word

Visit the Shop

AL!VE has t-shirts for purchase, designed by members for members. Are you a MVP (Magical Volunteer Engagement Professional)?!

Shop Here



Membership Committee



Ashley Rieser, CVA
2024 VP & 2025 Chair

Membership Committee

Members

- Ashley Rieser, 2024 VP & 2025 Chair
- Jared Peer, CVA
- Allison Schwartz, CVA
- Dana Litwin, CVA
- Karen Henry, CVA
- Yvonne Dunphe, CVA
- William Webber, CVA



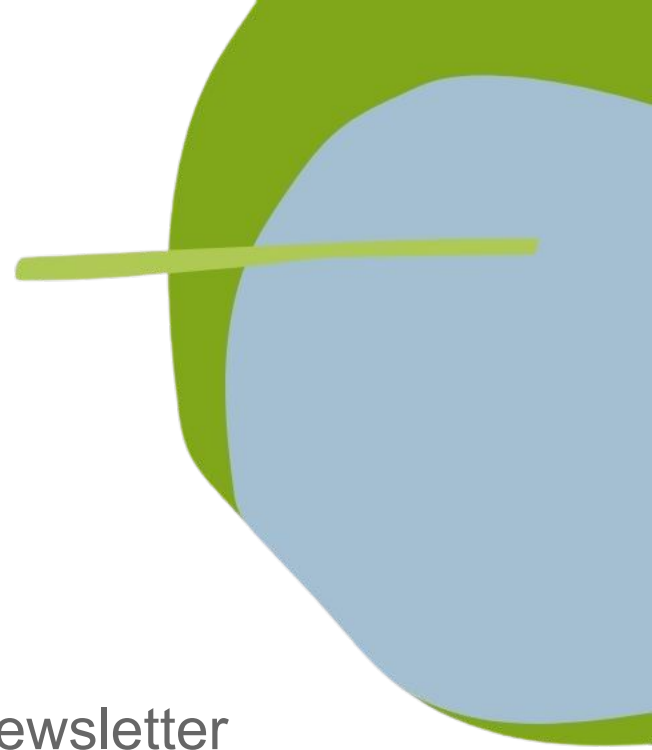
Thank You
COMMITTEE
MEMBERS!

Membership Committee

Report

Finding: Survey participants are engaged.

- 92% have visited the AL!VE website in the past two months
- 43% are volunteering with AL!VE
- 85% are satisfied or very satisfied with the content of the AL!VE newsletter

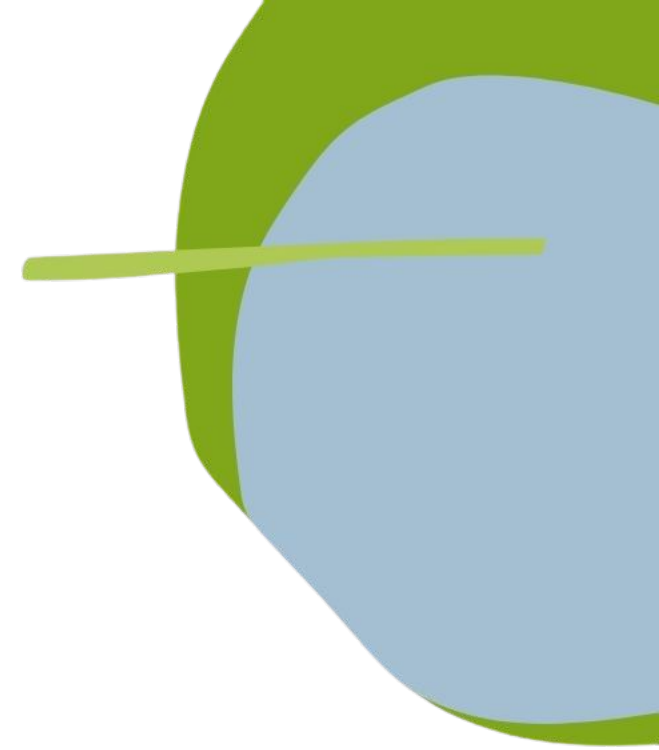


Membership Committee

Report

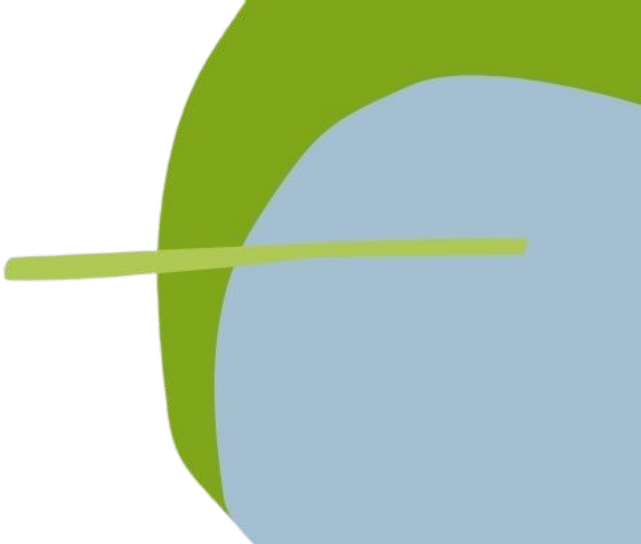
Finding: Survey participants leverage resources.

- 77% have participated in an ALIVE Academy
- 52% have joined an ALIVE Community of Practice
- 68% have utilized the ALIVE calendar
- 43% have used the ALIVE resource library

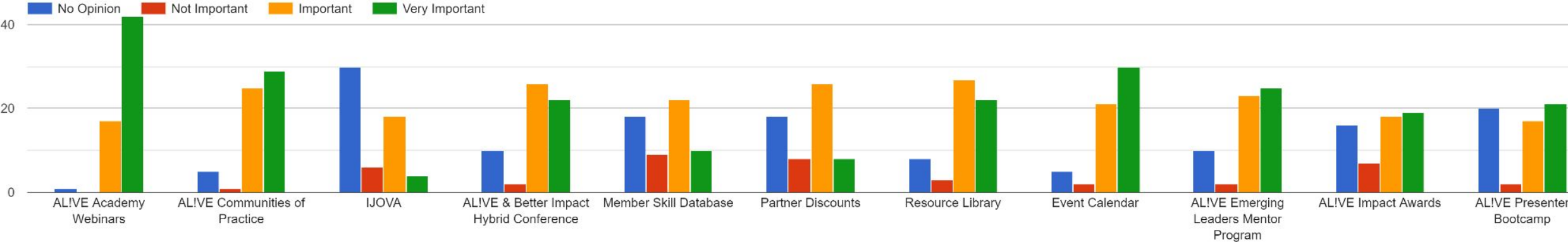


Membership Committee Report

Finding: Survey participants leverage resources.



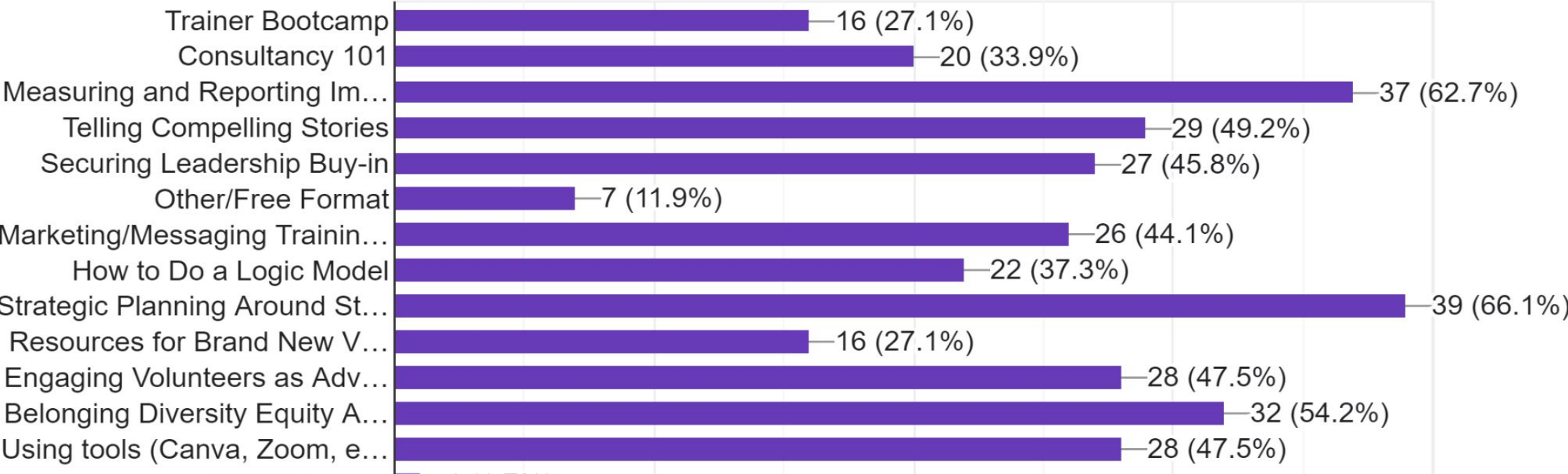
Please share the importance of each membership benefit. One selection per row.



Membership Committee

Report

Finding: Survey participants want to hear more about strategic planning reporting on impact.



Membership Committee

Report

2024 Accomplishments

- Strategy identified for recruitment campaigns aimed at identified groups
- Organizational presentation/recordings made to help increase retention
- Delivered annual satisfaction survey

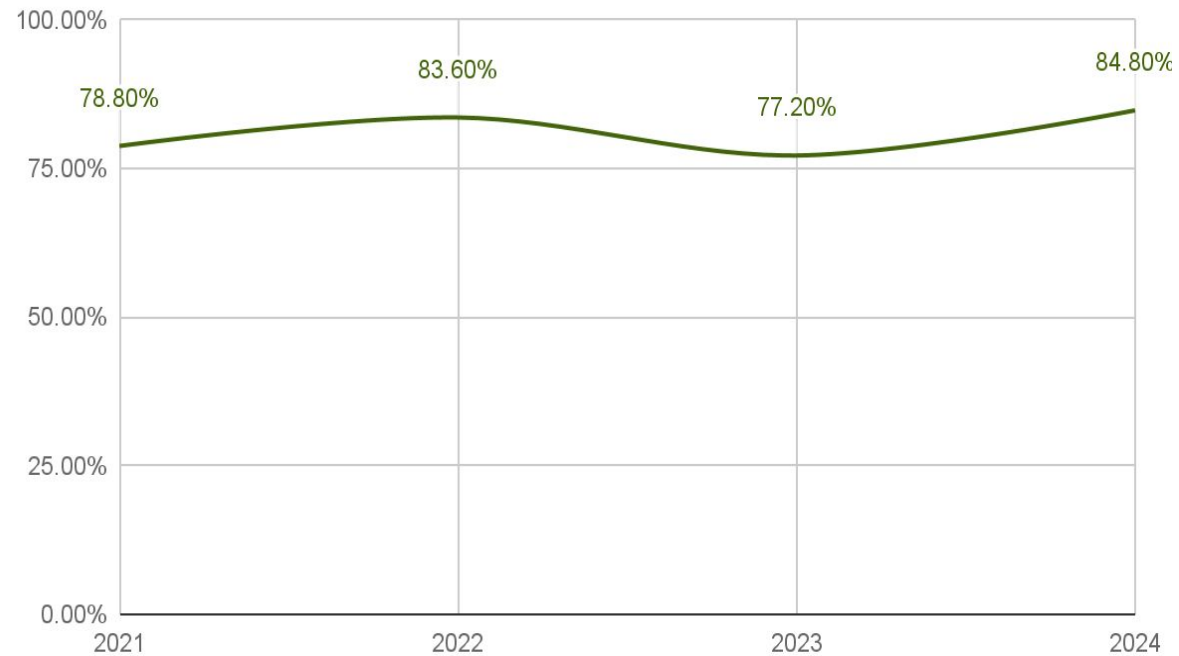
2025 Goals

- Develop a membership engagement roadmap to increase retention
- Develop a membership campaign in collaboration with the marketing committee
- Identify reports to share with members

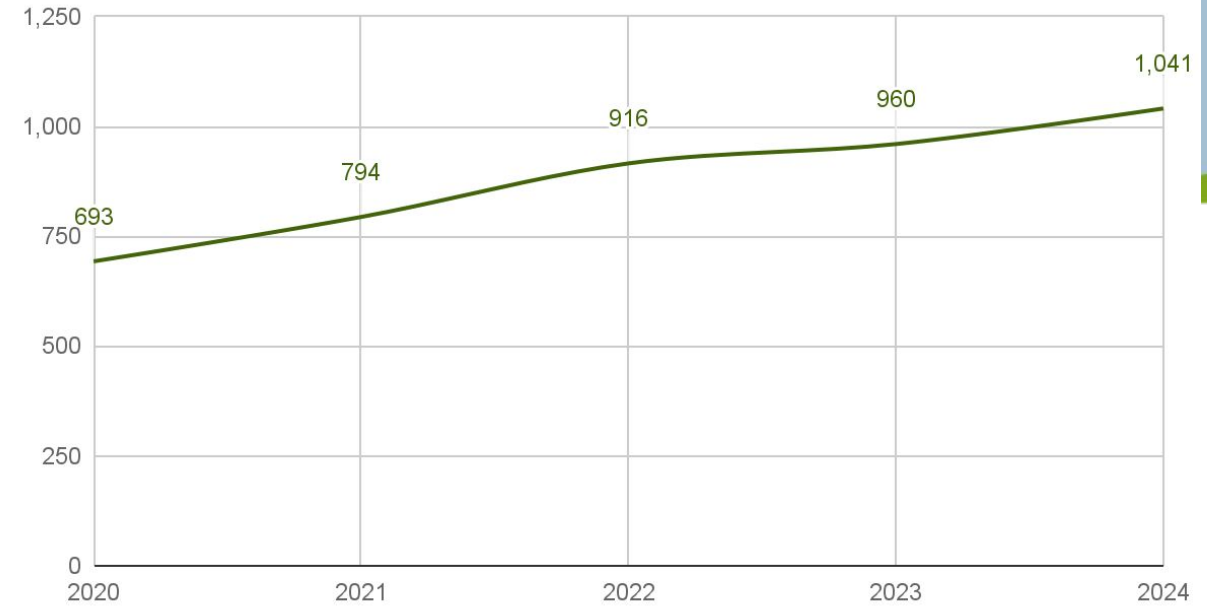


State of the Association

Retention Rate



Year End Member Count



Local Associations Committee



Jenn Forristal, CVA
2024 Chair



William Webber, CVA
2025 Chair

Local Associations Committee

Members

- Jenn Forristal, CVA 2024 Chair
- William Webber, CVA 2025 Chair
- Mary Lynn Perry
- Amanda Schmierer, CVA
- Gretchen Jordan, CVA
- Ashley Rieser, CVA
- Gerald (Jerry) Pannozzo, CVA



Thank You
COMMITTEE
MEMBERS!

Local Associations Committee

Report

2024 Accomplishments

- Updated Local Associations Listing on website
- Facilitated 3 Communities of Practice (CoP)
- Held 5th Summit for Local Associations

2025 Goals

- Host four CoP events throughout the year (March, June, September, November)
 - Host 6th Summit of Local Associations
- Create new materials and update website to reflect revised benefits
- Repackage benefits for Local Associations to ensure clarity and alignment with goals
- Update handbook and add resources
- Produce short video highlighting the CoP for promotional or informational use

BDEAI Committee



Jenn Forristal, CVA
2024 & 2025 Equity Leader

BDEAI Committee

Members

- Jenn Forristal, CVA
- Lisa Marie Mooney, CVA
- Angelique DeLuz, CVA
- Alli Zuel, CVA
- Noni Virani
- Tiana Watts
- Collin Kind, CVA
- Becky Mwambi



Thank You
COMMITTEE
MEMBERS!

BDEAI Committee

What is Our Why?

A community of thought and learning partners serving as a resource and providing opportunities for volunteer engagement professionals to develop skills to incorporate BDEAI into all aspects of our work.

We support ALIVE by encouraging welcoming and inclusive spaces for members.

Our goal is to provide volunteer engagement professionals with the tools needed to cultivate spaces in which all can belong and thrive.



BDEAI Committee

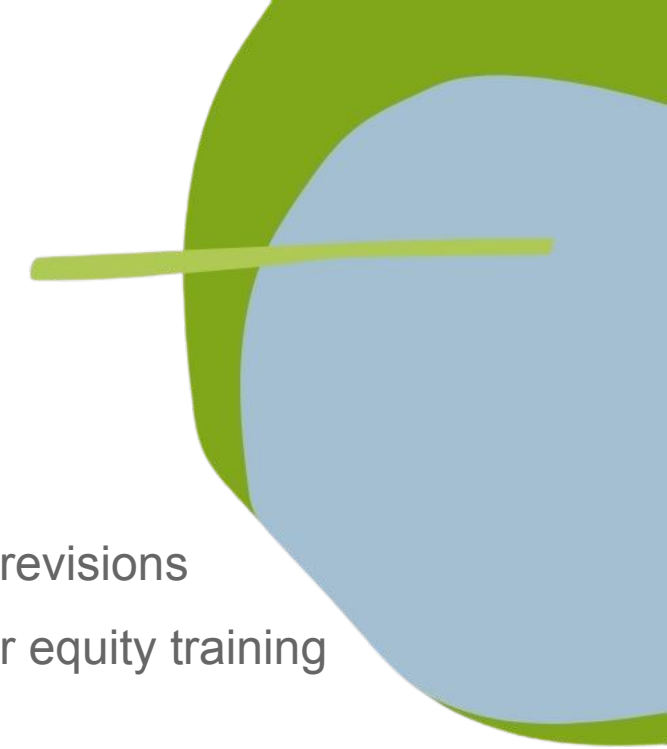
Report

2024 Accomplishments

- Defined meeting structure, established agreements, cultivated community
- Drafted committee mission statement
- Evaluating website content, equity statements, drafting revisions (in progress)
- Served in an advisory capacity for various committees and projects for ALIVE
- Made recommendations for more inclusive roles and less patriarchal structures within ALIVE
- Contributed to CCVA's ADEVI toolkit project

2025 Goals

- Complete website content revisions
- Make recommendations for equity training for board members
- Collaborate with other committees and on projects throughout ALIVE



Programs Committee



Jordanya Reeves, CVA
2024 VP



Carol Ayars, CVA
2025 Chair

Programs Committee

Members

- Jordanya Reeves, CVA, 2024 VP
- Carol Ayars, CVA, 2025 Chair
- Paula Allen, CVA
- Shelli Beck, CVA
- Olympia Friday
- Amy Pinger, CVA
- Chris Rechsteiner, CVA
- Kim Soto, CVA
- Tim Suda, CVA
- Sarah Sukhram, CVA
- Megan Vixie, CVA

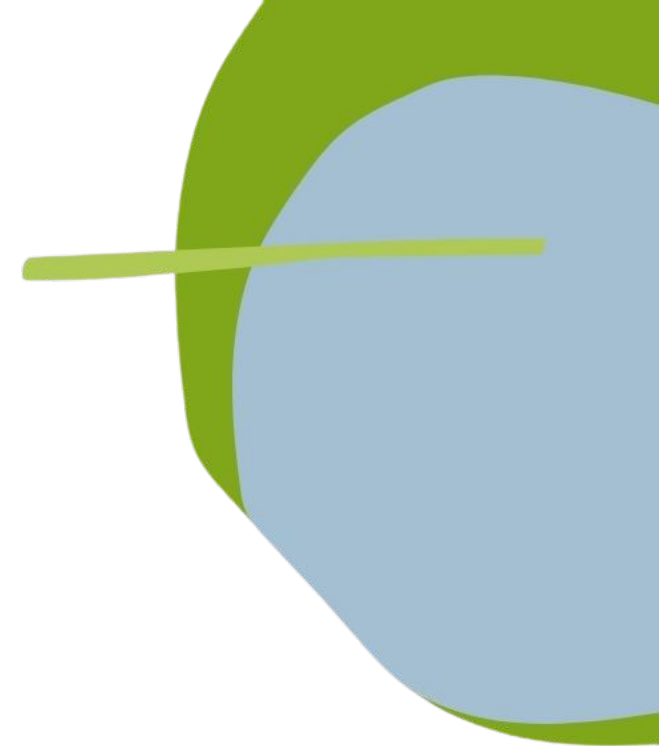


Thank You
**COMMITTEE
MEMBERS!**

Programs Committee

Community of Practice Facilitators

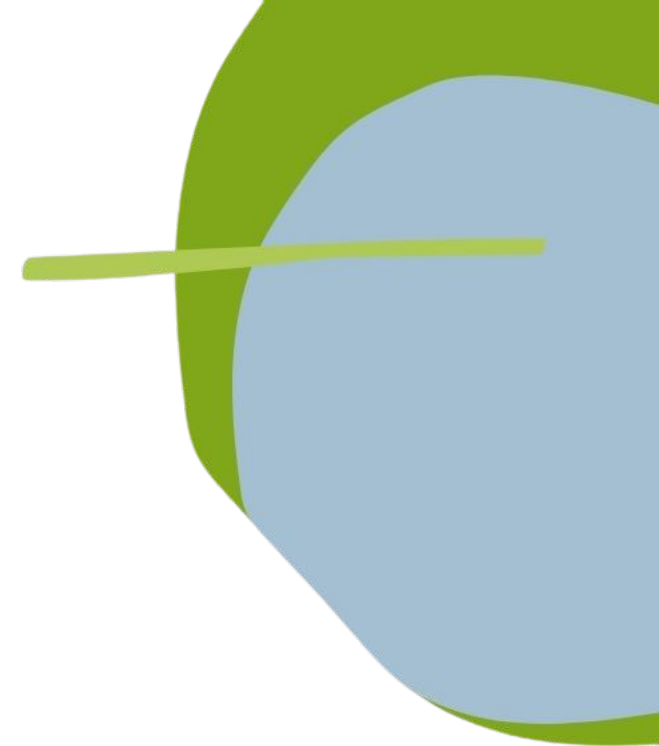
- Allison Schwartz, CVA
- Brandy Tolbert
- Carol Ayars, CVA
- Chris Moorehead via AAMV partnership
- Elizabeth Garrabrant, CVA
- Elizabeth Rachchh, CVA
- Emily Braley
- Haley Matherly, CVA
- Jenn Forristal, CVA
- Kathy Cahill
- Kayla Paulson, CVA
- Manny Moreno
- Marcelle Austin, CVA
- Marie Howell, CVA
- Mark Heffner, CVA
- Meagan Patterson, CVA
- Shelby Nelsen via AAMV partnership
- Sheri Burke
- Val Parker
- Yvonne Dunphe, CVA



Programs Committee

2026 Summit Committee

- **Chair**
 - Shelli Beck, CVA
- **At Large**
 - Jordanya Reeves, CVA
 - Wendy McClure, CVA
- **Finance**
 - Mari Reyes, CVA
- **Development**
 - Mark Heffner, CVA
 - David Horwitz, CVA
- **Program**
 - Allie Zuel, CVA
 - Sue Carter-Kahl
- **Marketing**
 - David Horwitz, CVA
 - Bekah Aisenbrey
 - Grace Belizario, CVA
- **Hospitality**
 - Mary Lynn Perry
 - Twyla Pratt
- **Resource Groups**
 - Ashley Reiser, CVA
 - Monica Jasso, CVA
- **Technology**



2025 Hybrid Conference

- **Save the Date**
 - 11th Annual Hybrid Conference
 - October 28 or 29, 2025
- **Timeline**
 - February: theme announced
 - April: speaker RFP released
 - May: Host site registration opens
 - August 1: Individual registration opens

2024 Success

1100
INDIVIDUAL
PARTICIPANTS
&
50
US HOST
SITES

94%
of survey
respondents
said
participation
inspired them
to set goals
or try
something
new

**“The
amazing
resources
provided by
each of the
speakers
that I will be
using right
away for
some current
and
upcoming
projects and
planning.”**

Programs Committee

2024 Accomplishments

**ALIVE
ACADEMY**

651

ATTENDEES

**COMMUNITIES OF
PRACTICE**

21

**MENTOR
PROGRAM**

20

MENTOR PAIRS

**PRESENTER
BOOTCAMP**

13

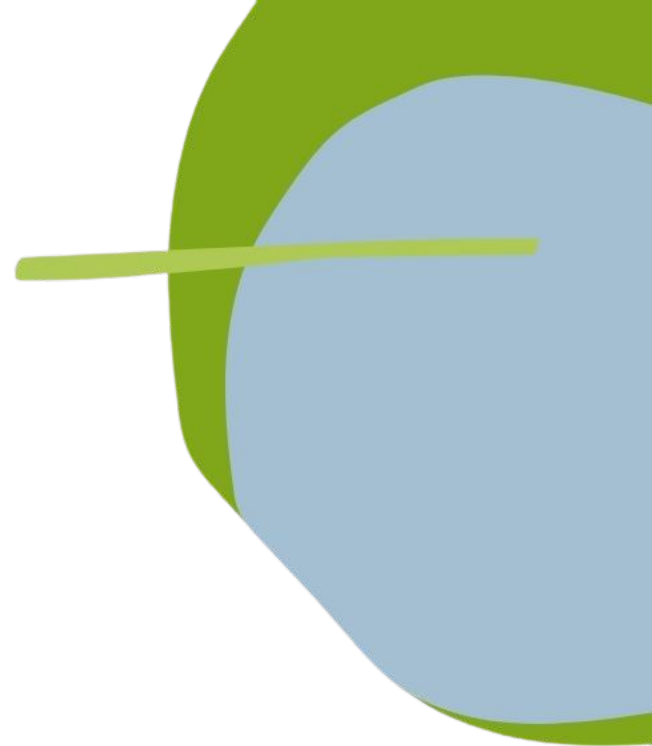
GRADUATES

Programs Committee

Report

2024 Accomplishments

- Launch of Summit preparation and Steering Committees
- 11 ALIVE Academies with higher attendance with awesome speakers and topics, including 4 DEI workshops
- Created new COPs, including a Disability COP, and a new partnership with AAMV to lead the Museum and Cultural Institutions COP
- Held 2nd Presenter's Bootcamp with all graduates going on to present locally, regionally, and nationally



Programs Committee

Report

2025 Goals

- Streamlining program marketing for consistent message and appearance
- Plan to diversify programming to including hands-on-experience for the National Summit
- Increasing awareness and visibility of COPs through strategic marketing
- Strengthen Presenter Bootcamp to include more cohesive facilitation across multiple presentation techniques
- Launch Presenter Database as a resource for ALIVE members and Local Associations

Advocacy Committee



Alicia Campbell, CVA
2024 VP & 2025 Chair

Advocacy Committee

Members

- Alicia Campbell, CVA 2024 VP & 2025 Chair
- Emilie Bromet-Bauer, CVA
- Lynn Lauritzen, CVA
- Meagan Patterson, CVA
- Julie Booth, CVA
- Mark Heffner, CVA
- Sherrill Isenhower, CVA
- Megan Vixie, CVA



Thank You
COMMITTEE
MEMBERS!

Advocacy Committee Report

2024 Accomplishments

- Launched the stand-alone committee
- Determined purpose, structure, and goals
- Restructured Impact Award process
- Increased CVA study group participation

2025 Goals

- Develop and refine industry standards to align with best practices and promote professional excellence within ALIVE.
- Strengthen collaborations to advocate for the profession and advance supportive legislation.
- Empower members with knowledge and tools for effective advocacy in their communities.
- Influence job-leveling standards to ensure clarity and equity in career pathways.
- Educate stakeholders on the committee's role in driving organizational and social change.

Advocacy Committee

2024 Impact Awards

Exemplary Leader

- Sidney Enss, CVA
- Rob Toonkel, CVA
- Anthony Richardson, CVA



Emerging Leader

- Elizabeth Rachchh, CVA
- Molly Patterson
- Reagan Maldonado



Finance Committee



Christi Brown, MHA, CVA
Treasurer

Finance Committee

Members

- Christi Brown, MHA, CVA, Treasurer
- Rebeccah Verhoff-Kiss, CVA
- Lori Pilley, CFRE
- Elizabeth Soch
- Cathy Thoma, CVA
- Darlene Laird, CVA
- Mari Reyes, CVA



Thank You
COMMITTEE
MEMBERS!

Finance Committee

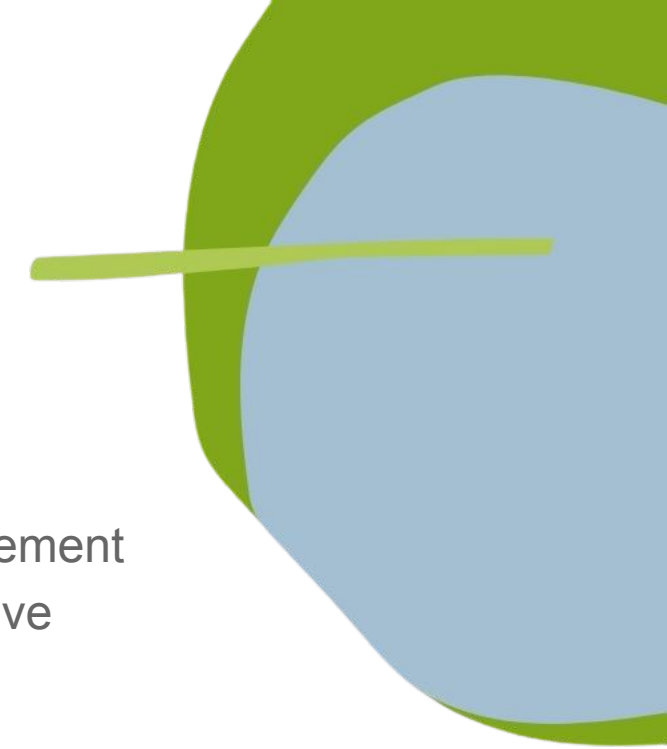
Treasurer's Report

2024 Accomplishments

- Fiscal management & practices

2025 Goals

- Continued preparations for retirement of manager/transition of Executive Director
- Continued fiscal diligence (new revenue streams and cost saving opportunities)
- Defined plans & goals for sponsorships and grant opportunities



Treasurer's Report

Income

INCOME	2024 Budget	2024 Actual (YTD Oct)	Budget Variance
Donations (Board & General)	\$1,250	\$1,755	\$505
Partnerships/grants & sponsorships	\$20,600	\$12,297	(\$8,303)
Webinars	\$300	\$0	(\$300)
Memberships (Individual/Orgs/Local Associations)	\$37,400	\$37,010	(\$390)
Hybrid Conference	\$8,000	\$10,255	\$2,255
Administrative Fees	\$1,000	\$0	(\$1,000)
Service Enterprise	\$117,500	\$60,500	(\$57,000)
Interest Income	\$0	\$7	\$7
TOTAL	\$186,050	\$121,824	(\$64,226)

Invoices for SE in the amount of \$36,850 were sent in October and are not reflected here, bringing the total to \$97,350.

Budget variance with October invoices paid: \$20,150.

Treasurer's Report

Expenses

EXPENSES	2024 Budget	2024 Actual (YTD Oct)	Budget Variance
Executive	\$3,710	\$2,514	\$1,196
Finance	\$6,200	\$5,689	\$511
HR	\$36,000	\$30,247	\$5,753
Marketing	\$8,950	\$6,283	\$2,667
Membership	\$300	\$224	\$76
Programs	\$4,550	\$1,217	\$3,333
Technology	\$6,390	\$4,842	\$1,548
Service Enterprise	\$116,750	\$76,210	\$40,540
TOTAL	\$182,850	\$127,226	\$55,624

Treasurer's Report

Variance

2024 ACTUALS (YTD OCT)	AMOUNT
TOTAL INCOME	\$121,824
TOTAL EXPENSES	\$127,226
Variance	(\$5,402)

With October invoices paid: \$158,674

With October invoices paid: \$31,448

Treasurer's Report

Statement of Financial Position (as of 10/31/24)

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
Business Market Rate Savings (9932)	51,837.28
Initiate Business Checking (7160)	41,400.70
PayPal	7,167.03
Total Bank Accounts	\$100,405.01
Total Current Assets	\$100,405.01
TOTAL ASSETS	\$100,405.01
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	
Opening balance equity	60,728.90
Retained Earnings	45,079.06
Net Revenue	-5,402.95
Total Equity	\$100,405.01
TOTAL LIABILITIES AND EQUITY	\$100,405.01

Finance Committee

Donor List (as of 11/26/24)

Cash	In Kind
Anonymous	Kristin Keckler-Alexander
Better Impact	Darlene Laird
TD Bank	Stacey Luhring
Grace Marie Belizario	Wendy McClure
Christi Brown	Shelley Orloski
Trudi Campbell	Jordanya Reeves
Keita Cole	Susan Sanow
Tara Dempster	Nancy Schafer
Liza Dyer	Allison Schwartz
Stephanie Eliason	Tim Suda
Sidney Enss	Catherine Thoma
Jenn Forristal	Rebeccah Verhoff-Kiss
Jason Frenzel	William Webber
Mark Heffner	Adrienne Yoe
Monica Jasso	
	Better Impact
	Bill Jordan
	Jackie Jordan
	Alana Knoppow
	Traci Lato-Smith
	Dana Litwin
	Kayla Paulson
	Debbie Trueblood

Thank You
DONORS!

Development Committee



Rebecca Verhoff-Kiss, CVA
2024 Lead



Mark Heffner, CVA
2025 Chair

Development Committee

Members

- Rebecca Verhoff-Kiss, CVA, 2024 Lead
- Mark Heffner, CVA, 2025 Chair
- David Horwitz, CVA
- Cathy Thoma, CVA
- Lori Pilley, CFRE



Thank You
COMMITTEE
MEMBERS!

Development Committee

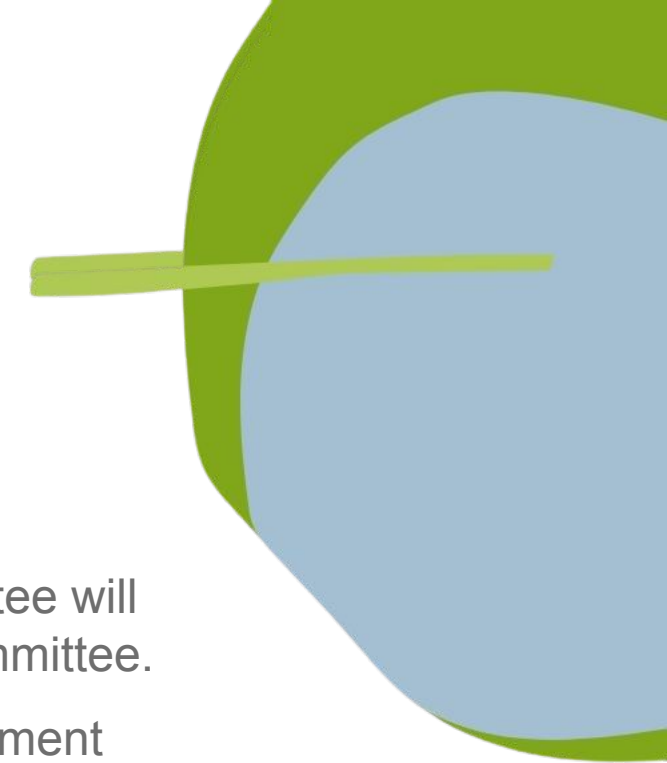
Report

2024 Accomplishments

- Established a Development Subcommittee within the Finance Committee to drive strategic growth initiatives.
- Began work on sponsorships, partnerships, and grants strategy.
- Designed a comprehensive sponsorship package guide to attract and engage potential sponsors and partners.
- Began our Matching Gift program.
- Thank you to Better Impact as our first Gold Sponsor!

2025 Goals

- The Development Committee will become a stand alone committee.
- Begin to identify and implement strategies to increase financial support for our organization.
- Secure funding and sponsorships for our National Summit in 2026.
- Research and write grants for the association.



Contribute to Our Success

Consider Donating

Donations to AL!VE help our leaders, volunteers, board, and committees accomplish our shared strategic goals for the association.

Donate Here



Service Enterprise



Kayla Paulson, CVA
National Administrator

Service Enterprise

Volunteers & Advisory Council Members

- Grace Belizario, CVA, ACNP
- Rachel Bruns*
- Katie Campbell, CVA
- Cathy Caples*
- Kathy Davis
- Rosie Drumgoole, CVA*
- Michele Francesconi
- Lauren Finke, CVA
- SJ Foltz, CDIA+
- Victoria Grasela, MPA
- Lisl Hacker*
- Kristy Judd*
- Abby Krstulic, CVA
- Lynn Lauritzen
- Haley Breese, CVA, ACC
- Donna Martin
- Lea Metz
- Meg Pearson
- Amy Pinger, CNP, CVA*
- Michelle Raymer, MPA, CVA*
- Lauren Reynolds*
- Polly Roach, MSW
- Elizabeth Schwan-Rosenwald*
- Adrianna Silver
- Beth Steinhorn
- Jerome Tennille*
- Barbara Thomas
- Megan Vixie, MPA, CVA, PHR, SHRM-CP*
- Alli Zuel, CVA*

*Advisory Council Member

Thank You
VOLUNTEERS!

Service Enterprise Background

Beyond the Volunteer Engagement Professional



- Brings together a cross-functional team to assess & improve strategic volunteer engagement.
- Strengthens capacity through the fundamental & strategic use of volunteers & their skills to address community needs.



Service Enterprise National Network



KEY

-  Training & Implementation Partners
-  Service Enterprise Organizations

Service Enterprise Outcomes

“Service Enterprise significantly enhanced our team's understanding of the intentional work that it takes to effectively manage a successful volunteer program. It was validating to have more buy-in for processes that ultimately supported our organization's goals to better partner with the community.”

20

Training & Implementation Partners

96

Diagnostics Conducted

42

Organizations Achieved Accreditation

88

Get Involved

UBUNTU

- Network
- Connect
- Get Involved



New Volunteer Information Session

Wednesday, January 15

3 p.m. ET/12 p.m. PT

In 2025

THRIVE WITH

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ASSOCIATION OF LEADERS IN VOLUNTEER ENGAGEMENT

Questions?



Thank You!



The logo for ALIVE, featuring the word "ALIVE" in a white, lowercase, rounded sans-serif font. The letter "L" is stylized with a vertical bar and a dot, resembling a pulse or a heartbeat. A small "TM" trademark symbol is located at the bottom right of the word.

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ANNUAL MEETING

2024