

# Emergency Management Institute



## FEMA

This Certificate of Achievement is to acknowledge that

**STEPHEN J CLIFFE**

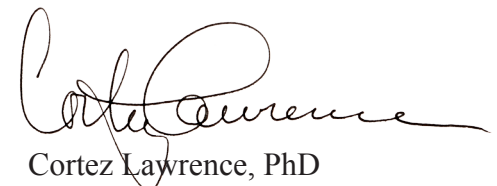
has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00244**

**Developing and Managing Volunteers**

*Issued this 11th Day of September, 2009*



  
Cortez Lawrence, PhD  
Superintendent  
Emergency Management Institute