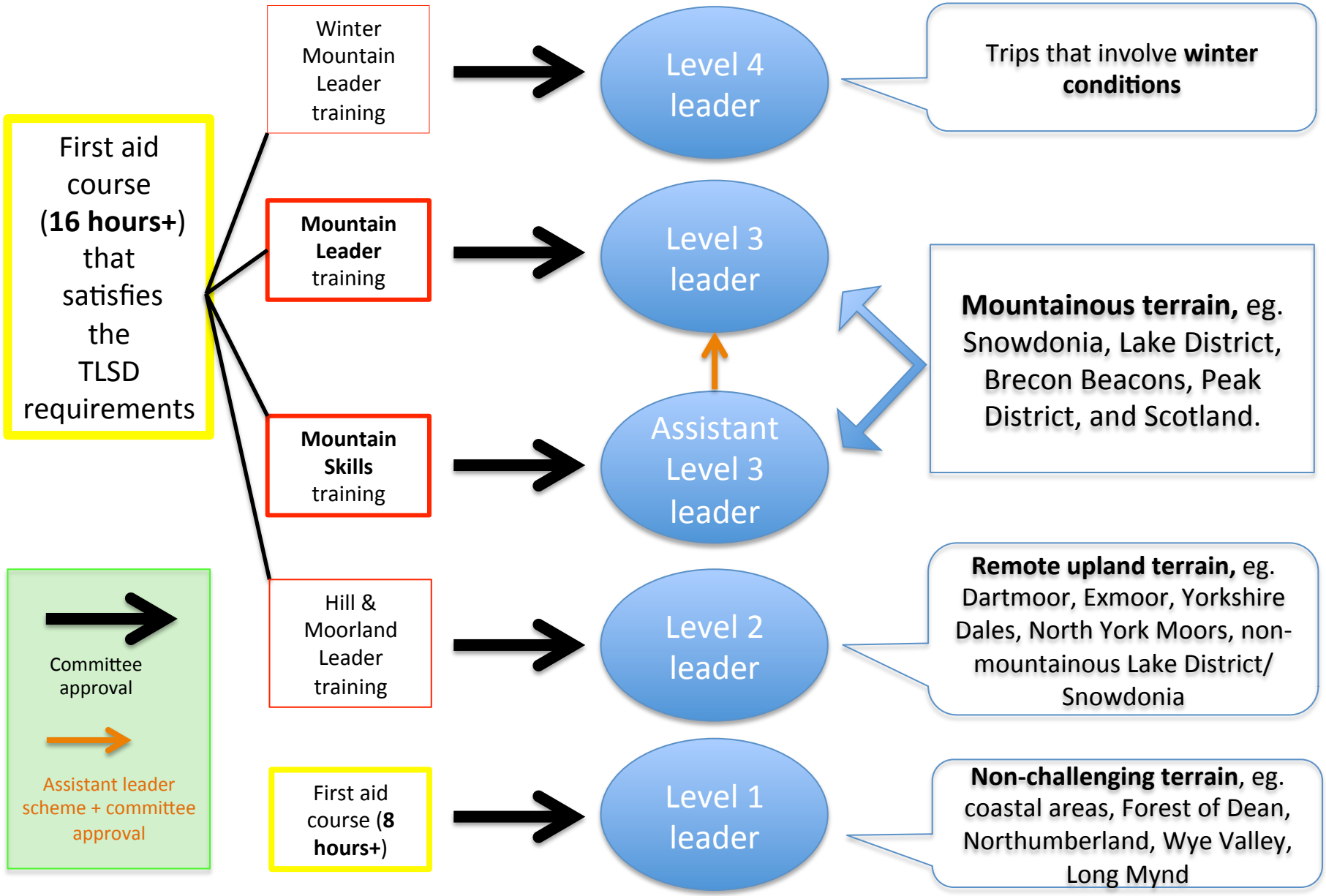Pathways to becoming an OUWC leader for club trips