



**CENTER FOR VOLUNTEER  
& NONPROFIT LEADERSHIP**

PRESENTS



Thursday,  
January 9,  
2025

**WHERE VOLUNTEERS,  
NONPROFITS, AND  
LEADERS SHINE**

Marin Center Exhibit Hall



Center for Volunteer & Nonprofit Leadership  
**CHANGE STARTS HERE**

## CELEBRATING NONPROFITS, LEADERS, AND VOLUNTEERS

We are honored to welcome you to the 32nd Annual Heart of Marin. It is truly inspiring to gather with new and familiar faces to celebrate the transformative power of nonprofits in strengthening our communities during these challenging times.

With the generous support of Presenting Sponsor Bank of Marin and our Heart of Marin Award Sponsors, we are privileged to present \$35,000 in awards to this year's exceptional recipients. Most importantly, we are here to recognize and thank the 2024 Heart of Marin Nominees for their unwavering commitment to serving our community.

Take a moment to look around the room. These are the colleagues, collaborators, and changemakers who drive impact every day. To the nominees: we are deeply grateful for your dedication to addressing pressing challenges and creating lasting solutions. A special thank-you to those who submitted nominations, ensuring these inspiring leaders, volunteers, and organizations are celebrated.

This year's celebration is a testament to the nonprofit sector's resilience and its essential role in shaping a brighter future for Marin County. Your passion, perseverance, and collective action demonstrate the power of community to overcome adversity and thrive. From our hearts to yours — thank you for making Marin County a better place for all.

On behalf of the CVNL Board of Directors and staff, we wish you a healthy, peaceful, and hopeful 2025.

**Luana Vaetoe, CVNL Board Chair**

**Linda Jacobs, CVNL CEO**

PRESENTING  
**SPONSOR**



**Bank of Marin**

Bank of Marin has served Northern California businesses and the people who run them for more than 30 years, providing insight, guidance and legendary service. Community commitment is one of the Bank's core values, believing that strong communities benefit everyone. In the words of the Bank's founder, Bill Murray, "We do well by doing good."

## AWARD SPONSORS

### CORPORATE COMMUNITY SERVICE

CVNL



### VOLUNTEER OF THE YEAR

Bank of Marin



### EXCELLENCE IN BOARD LEADERSHIP

BioMarin



### EXCELLENCE IN INNOVATION

PG&E



### YOUTH VOLUNTEER OF THE YEAR

Redwood Credit Union



### EXCELLENCE IN LEADERSHIP

Marin Community Foundation



### ACHIEVEMENT IN NONPROFIT EXCELLENCE

Comerica Bank



### LIFETIME ACHIEVEMENT

Kaiser Permanente,  
Golden Gate Service Area



## MEDIA SPONSOR





# THANK YOU **HEART OF MARIN JUDGES**

**Chandra Alexandre**, Community Action Marin

**Jason Beers**, Operation Access

**Brianna Bjarnson**, WildCare

**Atashi Chakravarty**, San Francisco Marin Food Bank

**Kate Colin**, Mayor of San Rafael

**Alexa Davidson**, San Geronimo Valley Community Center

**Jami Davis**, Marin Ventures

**Rob Devincenzi**, Marin Independent Journal

**Christine Garcia**, Side by Side

**Patricia Gill**, Schurig Center for Brain Injury Recovery

**Laura Hay**, Youth Leadership Institute

**Andrea Henderson**, Marin Community Foundation

**Malou Innocent**, PG&E

**Christina Junker**, Marin City Community Development Corporation

**Kevin Kearney**, Kearney Real Estate Group

**Skylar Lariviere**, Branson High School

**Elliot Levin**, Partnership Resources Group

**Denise Lucy**, Dominican University

**Jack McCall**, San Rafael High School

**Laura McMahan**, Legal Aid of Marin

**Andy Naja-Riese**, Agricultural Institute of Marin

**Madeline Nelson**, Marin Catholic High School

**Cheryl Paddack**, North Marin Community Services

**Christine Paquette**, St. Vincent de Paul Society of Marin

**Tara Peterson**, Center for Domestic Peace

**Lisa Raffel**, Bridge the Gap

**Amalya Rajparia**, Archie Williams High School

**Suzie Randall**, Okizu

**Mary Kay Sweeney**, Homeward Bound of Marin

**Samantha Tradelius**, Sparkle Foundation

**Catherine Tzul Gonzalez**, San Rafael High School

**Chantel Walker**, Councilmember, Town of San Anselmo

**Joanne Webster**, North Bay Leadership Council

**Judy Wolff-Bolton**, Osher Marin Jewish Community Center



# 2024 HEART OF MARIN **NOMINEES**



## **SPONSOR: CVNL**

The *Corporate Community Service Award* will be presented to a business that has fostered and encouraged volunteerism and philanthropy among its employees.

- Bank of Marin**
- Il Davide**
- Marin Ace Hardware**
- Woodlands Pet Food & Treats**

## **SPONSOR: BANK OF MARIN**

The *Volunteer of the Year Award* and \$5,000 for the recipient's nonprofit will be presented to an individual (other than a board member) who has provided exemplary volunteer service to a Marin nonprofit organization.



- Jeff Amen**, Community Action Marin
- Jan Bricca**, WildCare
- Christine Comaford**, By the Bay Health
- Brian Cooley**, Marin Humane
- Peter Goetz**, Marin DSA and Marin Rent Control
- Eileen Goor**, Guide Dogs for the Blind
- Sandy Janachowski**, Marin Foster Care Association
- Frankie Malsam**, Marin Humane
- Peter Mandell**, The Marine Mammal Center

- Pat McGraw**, San Geronimo Valley Community Center
- Tia Miyamoto**, Canal Alliance
- Rich Moore**, Halleck Creek Ranch
- Joan Murray**, Clean Mill Valley
- Carol Njus**, Canal Alliance
- Sophia Osotio**, The Sparkle Foundation
- Ned Purdom**, Bridge the Gap
- Bob Rigler**, Vivalon
- Stewart Rowe**, ExtraFood
- Mathew Ruggles**, Operation Access



# 2024 HEART OF MARIN **NOMINEES**



## **SPONSOR: BIOMARIN**

The *Excellence in Board Leadership Award* and \$5,000 for the recipient's nonprofit will be presented to an exceptional volunteer member of a Marin nonprofit board of directors.

**Jeff Babcock**, Community Action Marin

**Daniel Barenbaum**, Osher Marin Jewish Community Center

**David Bernard**, San Geronimo Valley Community Center

**Ana Christina Brubaker**, Okizu

**Guy Lampard**, 10,000 Degrees

**Vicki Masseria**, Saint Vincent de Paul Society of Marin

**Gerald "Jerry" Peters**, By the Bay Health

**Azalea Renfield**, Fair Housing Advocates of Northern California

**Mike Son**, Marin City Community Development Corporation

**Deborah Sorondo**, Mill Valley Library Foundation

**Catalina "Catie" Visico**, Legal Aid of Marin

**Florence Williams**, Bridge the Gap

## **SPONSOR: MARIN COMMUNITY FOUNDATION**

The *Excellence in Leadership Award* and \$5,000 for the recipient's nonprofit will be presented to an executive director who has demonstrated excellence in leadership and whose vision has inspired meaningful and lasting change benefiting the organization and community.



**Zara Babitzke**, Ambassadors of Hope and Opportunity

**Aideen Gaidmore**, Marin Child Care Council

**Linda Lane-Bortell**, Christ Presbyterian Church

**Kellye Eboni McKinley**, Our Sisters Keeper

**Micheline Moayedi**, HeadsUp San Rafael Public Education Foundation

**Caroline Peattie**, Fair Housing Advocates of Northern California

**Jahmeer Reynolds**, Marin County Cooperation Team

**Maureen Sedonaen**, Habitat for Humanity Greater San Francisco

**Samantha Tradelius**, The Sparkle Foundation

**Ellyn Weisel**, WildCare

# 2024 HEART OF MARIN **NOMINEES**

## **SPONSOR: PG&E**

The *Excellence in Innovation Award* and \$5,000 will be presented to an individual, organization or partnership that has developed new, creative and effective strategies for advancing solutions to critical issues in our community.

**EXCELLENCE  
IN  
INNOVATION**

**Ambassadors of Hope and Opportunity**

**Bridge the Gap**

**Christ Presbyterian Church**

**Housing For All Marin**

**Huckleberry Youth Programs**

**Marin Foster Care Association**

## **MARINTERVIEWS**

**Rebuilding Together East Bay Network**

**Michael Stocker**, Ocean Conservation Research

**Nancy Vernon**, Marin 9 to 25 Vivalon

**YOUTH  
VOLUNTEER  
OF THE  
YEAR**

## **SPONSOR: REDWOOD CREDIT UNION**

Up to five *Youth Volunteer of the Year Awards* of \$1,000 each will be presented to full-time middle or high school students serving a Marin nonprofit in the community, education or faith environment.

**Jacquelyn Barrios**, Youth Transforming Justice

**Tess Belger**, Project Awareness and Special Sports

**Hudson Blechman**, 100+ Teens Who Care Bay Area

**Annie Carmona**, Youth Leadership Institute

**Sophie Dempsey**, The Sparkle Foundation

**Disha Divakar**, Marin 9 to 25, Find Your Way & OD Free Marin Youth Action Team

**Candice Lucas**, Golden Gate National Parks Conservancy

**Adriana Martinez**, Marin 9 to 25

**Walt Novosardian**, Youth Leadership Institute

**Avery Palacios**, Next Generation Scholars

**Sophia Rubel**, Marin 9 to 25

**Shea Sorcher**, Marin County Sheriff's Search and Rescue Unit

**Audrey Stroup**, Halleck Creek Ranch

**Dhanya Subramanian**, Marin 9 to 25

**Jasmine Wood**, Marin 9 to 25



# 2024 HEART OF MARIN **NOMINEES**

## **ACHIEVEMENT IN NONPROFIT EXCELLENCE**

**SPONSOR: COMERICA BANK**

The *Achievement in Nonprofit Excellence Award* and \$5,000 will be presented to an organization that has demonstrated exemplary service to their constituents.

- Call Of the Sea
- Christ Presbyterian Church
- Dominican University of California
- Fairfax San Anselmo Children's Center
- Marin American Indian Alliance
- Marin Child Care Council
- Marin City Community Development Corporation
- Marin County Cooperation Team
- Marin Shakespeare Company
- Mill Valley Library Foundation

- North Bay Children's Center
- North Marin Community Services
- Osher Marin Jewish Community Center
- Pierce's Pledge
- Play Marin
- SANE SART
- Schurig Center for Brain Injury Recovery
- The Marine Mammal Center
- The Nika Project
- Youth2Work

**SPONSOR: KAISER PERMANENTE,  
GOLDEN GATE SERVICE AREA**

The *Lifetime Achievement Award* and \$5,000 for the individual's nonprofit(s) will be presented to an individual who has made a positive and notable difference during their career by significantly contributing to address a cause, issue or discipline.

## **LIFETIME ACHIEVEMENT**

- Kay Carlson
- Dave Cort
- Trisha Garlock
- Donna Garske
- David E. Goodman,  
M.D., M.S.E.

- Bettie Hodges
- Jody Lewen, Ph.D.
- Cindy Machado
- Janet Sherwood
- Mary Kay Sweeney
- Florence Williams



# PEER LEARNING NETWORKS

**FREE for CVNL Members; \$10 for non-members**



## **Fundraising & Marketing Peer Learning Network - Planned Giving: Bequests and Beyond**

**January 21, 2025 (Tuesday), 12 PM - 1:30 PM, via Zoom**

This session will cover free resources to help you launch your Planned Giving program, strategies for effectively marketing it to your supporters, and examples of campaign materials that have successfully resonated with the Food Bank community.



## **Volunteer Services Peer Learning Network The Ultimate Guide to Volunteer Appreciation: Boosting Morale and Retention**

**January 22, 2025 (Wednesday), 12 PM - 1:00 PM, via Zoom**

This session explores the importance of recognizing and appreciating volunteers. It will cover practical techniques for expressing gratitude, creating a positive volunteer experience, and fostering a culture of appreciation.



## **Finance & HR Peer Learning Network Leading Change with Confidence: Identifying and Overcoming Resistance**

**January 23, 2025 (Thursday), 12 PM - 1:30 PM, via Zoom**

This session covers recognizing the need for change, addressing resistance, and embedding new behaviors into culture. Learn strategies to engage employees and ensure lasting success.

## DONATE

Please consider a tax-deductible donation, today,  
to help us continue our work of supporting  
volunteers, nonprofit leaders, and organizations who fulfill critical  
services in our community. Thank you for your support.



**Visit [cvnl.org/donate-now/](https://cvnl.org/donate-now/) to support  
or text "CVNL" to 930-212-3456 to donate!**



## CVNL **CONSULTING SERVICES**

Does your nonprofit need support? If you are looking for an experienced nonprofit partner to help with strategic planning, facilitation, board governance, or other organizational development needs, we are here to help!

CVNL provides customized consulting solutions developed and led by seasoned nonprofit professionals to help you extend your capacity and increase your impact. We have the expertise, resources, and networks to add practical value to the important work you do every day.

**To learn more, visit [cvnl.org/consulting](http://cvnl.org/consulting) or contact: Tom Hayashi, Chief Capacity Building Officer, [thayashi@cvnl.org](mailto:thayashi@cvnl.org).**



## IMPACT CAPACITY ASSESSMENT TOOL



Research shows the health of a nonprofit can be assessed using six core capacities: leading, learning, overseeing, generating, planning, and managing. The iCAT is the next generation organizational assessment tool, designed to help nonprofits better understand their capacity and put that understanding into action to increase their impact.

Limited funding is available to subsidize iCAT for Marin organizations. Available on a first-come, first-served basis.

**To learn more, visit [cvnl.org/consulting/icat](http://cvnl.org/consulting/icat) or contact: Tom Hayashi, Chief Capacity Building Officer, [thayashi@cvnl.org](mailto:thayashi@cvnl.org).**



## CVNL **EXECUTIVE SEARCH**

Since 2007, CVNL has filled the recruiting needs of nonprofits across the Bay Area, guiding staff and board leadership through the process from beginning to end. Our nonprofit expertise, combined with our comprehensive search process, takes pressure off of nonprofits experiencing leadership transitions, allowing them to maintain stability and resilience.

Our comprehensive suite of services include Retained Executive Search, Transition Services/Interim placements, Onboarding Consulting, Succession Planning, Executive Director (ED/CEO) Evaluation. Let CVNL provide the best-in-class recruiting and consulting support you need to find the people who will drive your organization's growth and success.

**To learn more, visit [cvnl.org/executive-search](http://cvnl.org/executive-search) or contact: Tom Hayashi, Chief Capacity Building Officer, [thayashi@cvnl.org](mailto:thayashi@cvnl.org).**

# CVNL MEMBERSHIP BENEFITS

CVNL's Membership Program brings local leaders like you the expert guidance and essentials needed to achieve greater impact. We encourage nonprofit organizations, schools, and government agencies to become CVNL Members to access valuable resources, services, and further develop professional skills.

Join our powerful community of change-makers who are looking to take their leadership to the next level. Join today at [cvnl.org/membership](https://cvnl.org/membership).

**For information and assistance, please contact:**

**Beth Ann Goodwill, Program Manager, Membership & Organizational Services, [bgoodwill@cvnl.org](mailto:bgoodwill@cvnl.org).**

## REALIZE YOUR GREATEST IMPACT

### CONNECT

Join a growing network of professionals of hundreds of organizations representing local, regional, and national nonprofits of all sizes.

### SUPPORT

Access a range of benefits, from free training and coaching to funding support and discounted services — all designed to help you succeed.

### SAVE

You've got important work to do. Membership saves your organization time and money, allowing you to focus on your mission.

**JOIN US!**

## Member Benefit Highlights

### BUILD YOUR SKILLS AND ORGANIZATIONAL CAPACITY:

- Two free 30-minute coaching sessions per year
- Up to 20% discount on all Learning & Leadership programs
- Scholarships for Learning & Leadership programs
- \$100 discount on Impact Capacity Assessment Tool (iCAT)
- Discount on GrantStation
- Discount on CVNL Consulting Services and Executive Search

### AMPLIFY YOUR MESSAGE & GROW YOUR COMMUNITY:

- Free job postings on CVNL's job board
- Highlighted member volunteer opportunities through [volunteernow.org](https://volunteernow.org)
- Free access to Peer Learning Network sessions, and more.

Learn more at [cvnl.org/membership/overview](https://cvnl.org/membership/overview)



# CVNL LEARNING AND LEADERSHIP

LEARN. CONNECT. LEAD

CVNL is pleased to offer partial **Learning & Leadership Scholarships** to **Black, Indigenous, People of Color, and under-represented individuals who are nonprofit staff or volunteers serving in Marin, Napa, Sonoma, and Solano Counties.**

These scholarships are made available by generous grants from the Peter A. and Vernice H. Gasser Foundation, the Community Foundation of Sonoma County, the Solano County Community Foundation, Marin Community Foundation, and U.S. Bank. Contact [learning@cvnl.org](mailto:learning@cvnl.org) for more information.

## SPRING 2025 SERIES

### Grant Writing Certificate Program

**February 26, March 5, 12, and 19**

Five half-day sessions, 9am - 12pm. Via Zoom.

CVNL is pleased to partner with MissionQuest to offer this Grant Writing Series. A four-session series to build capacity for a sustainable grant proposal program within your nonprofit.

#### Participants will learn:

Key components of a grant proposal; approaches to funder research; crafting a boilerplate grant; budget development; terminology in the grant seeking field, and more.

### Nonprofit Startup Series

**March 13, 20, 27 and April 3**

Four evening sessions, 5pm - 8pm. Via Zoom.

This five-session learning series is designed to equip aspiring and current nonprofit leaders with the foundational skills and knowledge necessary to launch and sustain successful organizations.

### Executive Leadership Program (ELP)

**March 7, 21, April 4, and 18**

Four full-day sessions, 9am-4pm. Via Zoom and in-person.

CVNL's flagship Leadership Series, the **Executive Leadership Program (ELP)**, is a focused, immersive program with over 30 hours of teaching and coaching from expert faculty and nonprofit professionals. Designed for Executive Director and Senior Manager levels, participants develop executive skills and a much deeper understanding of their executive responsibilities.

ELP hones five key skills for nonprofit leaders: crisis leadership, team management, strategic planning, fund development, and financial stability.



# CVNL LEARNING AND LEADERSHIP



## Leading for Equity & Inclusion

**March 27, April 10, 24, and May 8**

Four half-day sessions, 9am - 12pm. Via Zoom.

A four-session series to build capacity & skill for authentic inclusion within your nonprofit.

Identify and dismantle harmful narratives and biased practices; adopt personal leadership skills & style that make space for real belonging and inclusion; and develop a plan of action focused on your organization.

## Board Governance Boot Camp

**April 2, 9, 16 and 23**

Four half-day sessions, 9am - 12pm. Via Zoom.

CVNL knows what strong, smart boards looks like, and how critical they are for the health of an organization.

Our four-part series on board governance, led by CVNL leaders Linda Jacobs, CEO, and Tom Hayashi, Chief Capacity Building Officer, helps organizations diagnose their board needs and equip leaders with the right training and resources to take their leadership to the next level.

## Management Essentials Series – A Roadmap for Managing People

**May 8, 15, 22 and 29**

Four half-day sessions, 9am - 12pm. Via Zoom.

This four-session learning series is designed to support any nonprofit professional who manages people. Ideal for newly promoted managers, experienced managers, and management teams.



**Earn a professional Certificate of Completion.**

Scan the QR to browse the full calendar, or register online at [cvnl.org/learningandleadership](https://cvnl.org/learningandleadership)



# CVNL VOLUNTEER SERVICES

## VOLUNTEER MATCHING

Our all-inclusive volunteer matching portal is made for organizations and individuals alike. Organizations can register and schedule volunteer events and track hours and attendance. Volunteers can find meaningful opportunities that make a difference in their community with just a few clicks! Best of all, it's FREE!



visit [www.volunteernow.org](http://www.volunteernow.org)

## COURT REFERRED COMMUNITY SERVICE VOLUNTEERS



Court referred community service volunteers fill needed roles throughout Sonoma County, cleaning county and city parks, serving meals to the neediest, clearing park trails, and supporting a variety of critical community service roles with local nonprofits.

We also work with Youth through the alternative education programs from the Sonoma County Office of Education. Youth volunteers learn valuable skills they otherwise would not have the opportunity to learn while also positively impacting their communities through service.

**Could your organization benefit from court or school referred volunteers?** Contact us to learn more about nonprofit partnerships with CVNL's Court Referral Program, today.

visit [www.volunteernow.org/court-referral](http://www.volunteernow.org/court-referral)

## HONOR THE MEMORY OF DR. MARTIN LUTHER KING JR. Monday, January 20, 2025

### BUILDING THE BELOVED COMMUNITY

The season of giving continues with numerous holiday volunteering opportunities. Join us in celebrating the life and legacy of Dr. Martin Luther King, Jr. during the annual King Holiday Observance. We have many opportunities for the community to engage in leading up to January 20, 2025.



Treat this MLK Jr. Day of Service as a "day on" and not a day off. Volunteer in your community and help create the Beloved Community.



## STRONGER TOGETHER

For over 60 years, Center for Volunteer & Nonprofit Leadership (CVNL) has advanced nonprofits and volunteerism by strengthening leadership, encouraging innovation, and empowering individuals in their communities. We believe that passion alone isn't enough when it comes to creating strong nonprofits. That's why we work with aspiring and established leaders every day to help them build the skills and connections that can take their impact to the next level.

Together we offer comprehensive programs that support nonprofits and volunteers including training, executive search, customized consulting solutions, volunteer matching, and corporate engagement. 100MARIN, Heart of Marin, Heart of Napa, and Heart of Sonoma County events support nonprofits of every size and mission through recognition and cash awards.

Other programs and services include the Sonoma County Human Race, Secret Santa, Court Referral Program, and Sonoma County Paratransit. We provide disaster preparedness training and serve as an Emergency Volunteer Center (EVC), overseeing spontaneous volunteers and donations for Marin, Solano, Napa, and Sonoma Counties in the aftermath of a disaster. We believe that with confident and prepared leaders, our nonprofits will be better equipped to create healthy, happy, and more equitable communities.

### LEARN MORE AND CONNECT TODAY



Center for Volunteer & Nonprofit Leadership  
**CHANGE STARTS HERE**

Thank you for being a significant part of the 32nd Annual Heart of Marin Awards. We look forward to connecting with you in 2025!

**WE HELP LEADERS,  
 ORGANIZATIONS,  
 AND VOLUNTEERS  
 TAKE THEIR IMPACT  
 TO THE NEXT  
 LEVEL.**

**OFFICE LOCATIONS:**

**Marin County**

1 McInnis Pkwy, Suite 175  
 San Rafael, CA 94903

**Napa County**

433 Soscol Avenue, A-100  
 Napa, CA 94559

**Sonoma County**

153 Stony Circle, Ste. 100  
 Santa Rosa, CA 95401

**Solano County**

675 Texas Street  
 Fairfield, CA 94533

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 @capacity4change

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