



North Marin Community Services Organizational Chart FY 2023-24

Board of Directors (17 members)

Chief Executive Officer, Cheryl Paddack

Chief Financial Officer  
Vanshika Nachnani (B)

VP of Programs and Impact  
Casondra Webb

Finance, HR and  
Administration

Development

Child Development

Latine Programs

Case Management

Mental Health

Accounting Manager  
Narda Zambrana (B)

Bookkeeper  
Edwin Canales

HR Manager  
Alaine Kalder

HR and Administrative Coordinator  
Lubys Concepcion (B)

+ Volunteer Program

Director of Operations  
Paul Russell

Wilson Ave. Admin Coordinator.  
Samy Diaz Macal (B)

Facilities Technician  
Rob Prater

Fleet Manager  
Steve Bugos

+ Indoor Soccer Program

Director of Development  
Stephanie Williams

Communications and Grants Specialist  
Amy Shmania

Development & Events Specialist  
Patty Lufrano

Child Development Program Director  
Emily Bugos

School Age Program Assistant Manager  
Anne Varner

School Age Head Teacher  
Gaby Garcia (B)(D)

Middle School Head Teacher  
Allysa Wiltz (D)

Kindergarten  
Aracelia Mendoza (B)(D)

Elementary School  
Omahar Diaz (B)(D)  
Andrea Martinez (B)

Drivers  
Steve Bugos  
Connie Lazzareschi  
Luis Monterrosa (B)

Child Development Program Assistant Manager  
(To be hired)

Head Cook  
Nancy Vazquez (B)(D)

Kitchen Assistant  
Ana Rodriguez (B)(D)

ECE Assistant Manager  
Michelle Keane

Preschool Head Teacher  
To be hired

Preschool Teachers  
Ali Ratto  
Jasmine Romero (B)  
Ana Ramos (B)  
Adriana Mendieta (B)

ECE Teacher Aide  
Tatiana Mayo

Substitute Teachers  
Kerlin Mayorga (B)  
Darla Tillman  
Sara Paculdo  
Michael Masters  
Cassidy Stanton  
Alex Covington

Director of Latine Programs  
Maria Jaramillo- Botero, LMFT (B)

Promotores Program Coordinator  
Silvia Albuja (B)

Latine Youth Wellness Coordinator  
Venessa Rodriguez (B)

Latine Programs Assistant  
Tatiana Rojas (B)

Climate Action Coordinator  
Maria Albuja (B)

+21 Volunteer Promotores  
(17 Novato/San Rafael and 4 West Marin)

Director of Case Management and Housing  
Charlotte Gonnella

Intensive Care Coordinator Manager  
Isaura Resendiz (B)

ICC Case Manager  
Mayra Arambula (B)

ICC Youth Case Manager  
Cinthia Angelicola (B)

Community Support Services Manager  
Liliana Palu (B)

Case Managers  
Ceci Olmedo (B)  
Roxana Guzman(B)

Housing Case Manager  
Alicia Yopez (B),

Administrative & Food Pantry Coordinator  
Merly Gonzalez-Camacho (B)

+ Food Pantry

Mental Health Program Director  
Donnell Holmes-Carson, LMFT

Mental Health Navigator and Educator  
Tania Mejia (B)

Clinical Supervisors  
Marlia Keeley Newbold, LMFT  
Amber Losk, LMFT (B)

Licensed Clinicians  
George Nicol, LMFT  
Christie Rovira, LMFT

Mental Health Associates  
Andrea Alphonso-Gibbs, AMFT,  
Brenda Fonarev, AMFT,  
Elise Holland, AMFT,  
Cerbello Grijalva Reyes AMFT (B)

Interns/Trainees  
Jenny Maldonado (B)  
Yvette Garcia  
Ivy Sanford  
Vanessa Trejo (B)

Mental Health Administrative Manager  
Laura Abel

West Marin Wellness Program Manager  
Christina Hetzer

Legend  
B: Bilingual/Multilingual Staff  
D: Transportation Drivers  
Purple: Admin Managers  
Blue: Program Managers