



NORTH MARIN COMMUNITY SERVICES



A Community Anchor
Annual Report 2024-25



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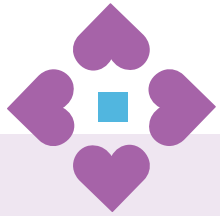
Where our community connects



Mission: To empower youth, adults, and families in our diverse community to achieve well-being, growth, and success.

Vision: A strong community with opportunities for all.

Values: Collaboration and Teamwork, Equity, Excellence, Integrity, Learning and Continuous Improvement.



Anchoring Our Community

North Marin Community Services (NMCS) provides life-changing, comprehensive services to under-resourced youth, adults, and families. Since 1972, our programs and services have positively impacted 200,000+ people—strengthening our entire community.

Our team of 412 (73 staff and 339 volunteers) brings a passion for service and a wealth of knowledge. Over half of our staff are bilingual and bicultural, enabling us to better serve our diverse community.



Trusted Leaders
2025-26

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Management Team

Leadership

Cheryl Paddack, CEO
Vanshika Nachnani, CFO
Dr. Kate Shilvock, VP
Casondra Webb, VP

Directors

Emily Bugos
Charlotte Gonnella
Donnell Holmes, LMFT
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Alaine Kalder
Paul Russell

Managers

Laura Abel
Amarette Ficco
Christina Hetzer
Michelle Keane
Liliana Palu
Isaura Resendiz
Amy Shmania



Dear Friends of North Marin Community Services,

As we reflect on the past year, we are filled with deep gratitude and pride for the resilience, compassion, and collective strength that define North Marin Community Services. With your generosity, we have continued to meet the moment for our community, providing essential services and evolving to meet increasingly complex needs with care, dignity, and purpose.

Since 1972, NMCS has served as an anchor nonprofit in Marin County, deeply rooted in the fabric of our community. This year, with your support, we strengthened that role by expanding both the reach and depth of our programs. From mental health and



case management to early childhood education, youth enrichment, and food security, we are delivering more integrated, whole-person, whole-family supports that help people thrive.

Your generosity helped make several key milestones possible this year, including the expansion of case management, housing support, and mental health services in West Marin. These efforts reflect our shared commitment to equity and ensure that even our most rural and historically under-resourced communities have access to compassionate, high-quality care.

This year, we reached 13,765 individuals, adapting and growing in response to emerging challenges and opportunities. Behind each number is a story of perseverance, and behind each story is a community that shows up with generosity and heart. And behind that impact is a team of 412 people, whose dedication brings this work to life each day.

We know that no single organization can create lasting change alone. That's why we're proud to be part of a strong network of partners, working together to build a continuum of care that uplifts individuals and families across every stage of life. Whether responding to urgent needs or investing in long-term well-being, NMCS remains a trusted connector, collaborator, and advocate for equitable, culturally responsive services.



To each of you who gave your time, voice, or financial support this year, thank you. Your generosity fuels this work and inspires hope for a brighter, more just future for everyone in our community.

With gratitude and hope,

Cheryl Paddack, Chief Executive Officer

Isaac Munene, Board President



Case Management & Housing

Through coordinated care, strong partnerships, and trusted relationships, our bilingual and bicultural case managers link individuals and families to critical resources. This year, we deepened our approach—shifting to longer-term, more intensive case management to create lasting change.

1,961 People Reached (Direct Service)

- **\$500,000+** was distributed for rent and critical needs, keeping **423** individuals in their homes (**74%** increase).
- **100%** of households receiving rental and financial assistance created a budget and/or individual goals for success.
- **97%** of people entering our doors were experiencing a housing or financial crisis.
- Our case management helped **825** households pursue greater stability, with **50%** new participants.
- **94%** of families had no repeat incidents of abuse or neglect within six months of joining our Amigos program.
- **100%** of students enrolled in our at-risk youth programs received critical support to overcome barriers, build resilience, and achieve academic success.

From Homelessness to a Forever Home

"My name is David, and I'm a retired electrician. For 33 years, my wife and I built our lives around our home in Marin, never missing a rent payment. But when our monthly rent increased by \$800, our fixed Social Security income was not enough, and we were evicted.

Unable to deal with the stress, my wife's health declined rapidly, and she moved to a medical facility. I did my best to find alternate housing, but by fall of 2023, I was homeless and battling cancer.

A year later, my hope was restored when I was referred to a new program with Marin County Health & Human Services and NMCS. The program provides homeless seniors with wraparound housing support and up to \$1,000 in monthly rent for two years. Charlotte Gonnella, Director of Case Management & Housing, was assigned to my case. She showed up consistently and never stopped working towards a permanent housing solution.

Four days after my 84th birthday, I got the call: a unit had opened in a beautiful senior affordable housing complex. Now I've finally been reunited with my pottery collection, my photographs, my spices, and my life, long packed away in a storage unit."



"For the first time in years, I feel like myself again. NMCS didn't just give me housing. They gave me back my history, my dignity, and a future I can believe in."
—David (pictured above)



Child Development

Our early childhood education and school age enrichment programs support the social-emotional and developmental growth of children from 2 to 14 years old.



214 People Reached (168 Direct Service / 46 Outreach)

- **91%** of families said their child is more successful in school because of NMCS's academic support.
- **90%** of families felt more connected to other adults after participating in our free Developmental Playgroup.
- **97%** of families were satisfied with our before- and after-school transportation to five NUSD schools.
- **83%** of families were able to accept a job and **63%** to accept a *better* job due to our childcare program.
- Our Healthy Food Program served **29,919** nutritious breakfasts, lunches, and snacks to **107** children.
- Our Preschool Program is ranked **Tier 4** "Mastering High Quality Standards" by Marin Quality Counts.



Whole Family Support

Access to high-quality, education-focused, and affordable childcare has made a world of difference for Yolanda, whose kindergartner and preschooler attend NMCS through a state subsidy. NMCS childcare has allowed her to work and pursue college classes, helping her build a stronger future for her family. When she faced major health challenges last year, including complications from a car accident and a cancer diagnosis that required ongoing chemotherapy, reliable childcare ensured she could attend medical appointments. Since starting at just two and three years old, both children have thrived with the encouragement of their teachers. Kindergartner Aliyah loves arts and crafts. Her brother, Wyatt, who was nonverbal when he arrived at NMCS, has found his voice and can now share his thoughts clearly. They have both developed close bonds with friends and NMCS teachers.

"If it wasn't for this program, I don't think my children would be thriving in the way that they have and be as happy, especially last year."
—Yolanda (pictured left with her children)



Community Outreach & Education

We engage youth and adults with bilingual English and Spanish community education, support, resources, and leadership development. NMCS is proud to host the longest-established Promotores program in Marin with 21 dedicated volunteers.

7,175 People Reached (416 Direct Service / 6,759 Outreach)

- **100%** of parenting class participants reported learning how to talk with their children about alcohol and drug prevention.
- **100%** of participants felt respected and cared for by the Promotores and valued their help.
- **85%** of students participating in our New Paths program agreed they were better able to advocate for their needs.
- **87** participants engaged in bilingual trainings about clean energy, wildfire readiness, and sustainability.
- **245** community members attended our Energy & Electrification Fair, hosted with the City of Novato.
- Program staff collaborated on initiatives to ensure culturally relevant information and feedback shaped local climate policy.

Powerful Collaboration

Through our New Paths program, Community Outreach & Education staff work with immigrant students in local middle and high schools. We build trust, provide support, and connect the students with information and resources as they adjust to life in the United States.

Middle school participant Isabel (name changed) struggled with sadness and bullying. In a note to our staff, she shared feelings of isolation and thoughts of ending her life. Our team responded urgently with compassion, and because of the trust she had built with us, Isabel was willing to accept help.

Out of concern for Isabel's safety, we immediately partnered with school staff. That same day, Isabel met with a counselor for a risk assessment, and the principal connected with her family to make sure she wasn't facing these struggles alone. Through strong relationships and partnerships, we helped Isabel know she has support from trusted adults and her community.



"I am infinitely grateful for the help and support I have received from the Promotora I worked with. I was in a very bad place when I met her, and ever since she has supported and listened to me, I feel so much better. In short, my life is completely different thanks to people like her who help and support me." —Promotores Participant

Mental Health & Wellness

Our mental health team provides trauma-informed and healing-centered care to children, adolescents, families, and adults. Community members can access affordable and no-cost therapy in local schools and our clinics.



2,644 People Reached (948 Direct Service / 1,696 Outreach)

- **695** youth and adults completed **3,664** sessions of mental health and reproductive health care.
- **159** Spanish-speaking students and community members worked with a bilingual NMCS clinician.
- **89%** of student participants agreed they were better able to cope and make connections to community.
- Novato Teen Clinic staff and **6** youth Peer Health Promoters provided health education and outreach to **1,305** teens/young adults.
- **308** students and **128** family members received mental health services at Novato and Shoreline Unified School Districts.
- **391** West Marin students and staff received education on suicide prevention, stress, and abstaining from substances.



"I feel more confident in myself, I can see my problems more clearly, and my energy and self-esteem have improved significantly. I learned that there are things I can't fix, and that taking care of myself emotionally means accepting that."
—Mental Health Participant

No Longer Alone

Ynez (name changed) loves spending time with her eight-year-old daughter, doing arts and crafts, reading, and improving herself. She worked as a dental assistant in Mexico before moving to the U.S., and she hopes to return to that profession.

Two years ago, Ynez separated from her husband and moved in with family to avoid homelessness. Feeling guilty and judged for the separation, Ynez was eager to start therapy when she learned about NMCS's Spanish-language mental health services.

Therapy came at a crucial moment for Ynez. Exchanging ideas with her therapist helped her process her situation. Her therapist's impartial support gave her the space to face her fears, cry openly, and heal herself. Now, she feels more capable, secure, and confident in her decision to prioritize her and her daughter's emotional safety. She no longer feels alone.





Weekly Food Pantry

Our Food Pantry ensures people in our community have consistent access to nutritious food, in partnership with San Francisco-Marin Food Bank.

1,771 People Reached (Direct Service)

- **1,771** individuals received healthy foods, including fruits, vegetables, protein, and nonperishables, at our weekly Food Pantry.
- **59%** of Food Pantry participants were age 50+.
- **240+** households with **750+** individuals served on average every week.
- Emergency food was available to anyone in need **100%** of the days NMCS was open.
- We distributed **389,500** pounds of food, valued at nearly **\$700,000**.
- Food distribution returned indoors after functioning as a drive-through during the pandemic.

Volunteers

Volunteers fuel our mission—running the Food Pantry, distributing holiday gifts, tutoring and inspiring students, guiding committees and our Board, and giving their time in countless ways.

“Having lived in Novato for over 40 years, I like to volunteer and give back to the community.

Being able to have a small part in helping folks to obtain nutritious food each week just seems like an obvious choice. No one should have to worry about being able to eat proper meals and feed their families.”

—Sel Eddy, volunteer since 2012



In 2024-25, **339** volunteers dedicated **9,141** hours to programs that keep our community strong and resilient.



Anchored in Purpose

Rooted in the community for over 50 years, our services are grounded in deep connection, mutual trust, and financial stability.



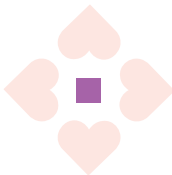
Recent Awards

- Best Places to Work / North Bay Business Journal
- Diversity in Business Award / North Bay Business Journal
- Heart of Marin Achievement in Nonprofit Excellence / CVNL
- Best of the County Philanthropy Recognitions / Marin Magazine
- Golden Ball Partner Award / Novato Unified School District

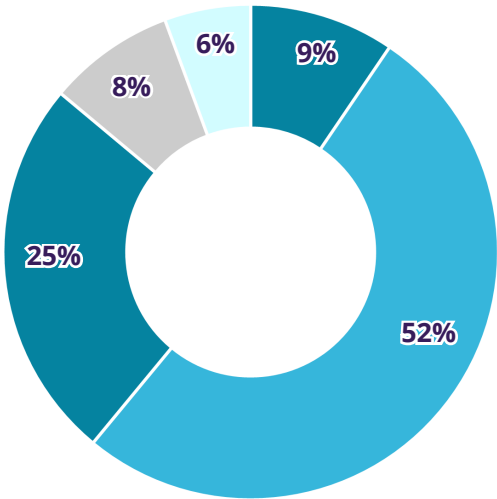


Joining Hands

Through strong community partnerships, we deliver strategic programs that effectively address local needs. With 30+ partners, including nonprofits, city and county agencies, and regional collaboratives, we amplify impact together.

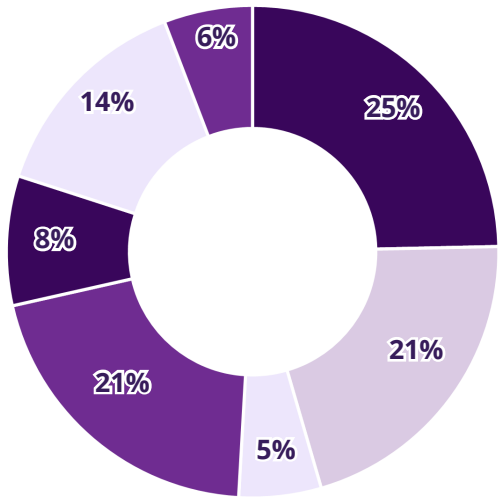


Financials: \$9,888,221 Operating Budget for 2025-26



INCOME

- 9% Program Fees
- 52% Government Grants & Contracts
- 25% Foundation Grants & Family Funds
- 8% Individuals & Businesses
- 6% Community & Other Funding



EXPENSES

- 25% Case Management & Housing
- 21% Child Development
- 5% Community Outreach & Education
- 21% Mental Health
- 8% Partnership Initiatives
- 14% Admin & Facilities
- 6% Fundraising & Food Pantry



Partners in Impact

We are deeply grateful to the individuals and organizations whose generosity fuels lasting change in our community.

Impact Circle

\$100,000+

County of Marin ♡
Crescent Porter Hale Foundation
First 5 Marin Children and Families Commission
Ginnie and Peter E. Haas Jr. ♡
HCA Family Fund ☆
James Duckworth
Life Science Cares
Marin Community Foundation ♡
Novato Unified School District
Partnership HealthPlan of California
Sandro and Jeannie Sangiacomo
State of California

Leadership Circle

\$50,000-99,999

Dean and Michele Moser ♡ ☆
Gary and Toni Bramon
George H. Sandy Foundation
Gruber Family Foundation
Sutter Health
Wells Fargo Foundation

Leadership Circle

\$10,000-49,999

Aliados Health
Anonymous (1)
Arlene Barthold Mulligan ♡
Bank of Marin ♡
Bella Vista Foundation
Beso Bistro / Michelle Berlin Christian and Daniel Christian
Brayton Purcell LLP ♡
Donald and Gail Schreuder
Episcopal Impact Fund
FP Builders / Lauren and Frank Puliafico
Greg Beyer and Bridgit Lappin
Hugh and Elizabeth Fullerton
Jonas Family Foundation
Kaiser Foundation Health Plan, Inc.
Kira and Bradley J. Haas
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Marin Health Medical Center
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Mike and Leslie Murphy ♡
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Morris Stulsaf Foundation
Redwood Credit Union
Scott MacLeod and Linda Kislingbury
Umpqua Bank
VWLackey & DonS Fund
W. Bradley Electric, Inc. ♡
Walter and Elise Haas Fund ♡

Heart of the Community Circle

\$5,000-9,999

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Anonymous
Cheryl and Mark Paddack
Edward J. Boracchia Foundation
Jeffrey and Kathy Johnson ☆
Kathy Dean / Dean Family Fund ♡
Love2Dance / Tara-Caprice and Kevin Broadwater
Margaret E. Haas Family Fund ♡
Marin Wildfire Prevention Authority
Roberts-Hansen Gratitude Fund
Rotary Club of Ignacio
Zelia Fernandes and Brad Arnold ♡ ☆

Heart of the Community Circle

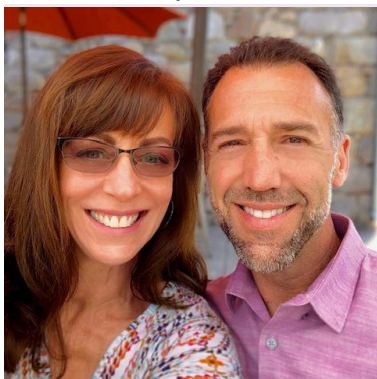
\$1,000-4,999

Al Brayton and Lisa Correnti Brayton
Albertsons Companies Foundation
Aleka Seville ☆
Andrew F. and Ann B. Mathieson Fund
Andy and Kathy Varlow Charitable Fund
Anne-Marie Bonfilio and W. Haden Blackman
Annie and Isaac Munene
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Ashe Cosgrove

Bob and Ellie Thiel
Brian Calder ☆
Brittany Keyes Insurance Agency, Inc.
Carol Preisig
Cathy and Richard Janigian
Cheryl A. Lind
Chevron
Child Development Associates, Inc.
Chris and Larry Harrison
Chris Skinnell ☆
Christopher and Sarah Kujawa
Cindy and Philip Stern
Col. William Cope ♡ ☆



Comcast Cable Corporation
Cris and Brad Jones ☆
Dave and Celine Berman
Davis Family
Denis Carrade
Diane Fiddyment
Dick and Nancy Kuhn ♡
Disney Matching Gifts Program
Dorcas Higginbotham ☆
Dotti and Bob Kuchem
E. May and Steven Gotanda
Egide Family Foundation
Eli Lilly and Company
Eric and Lauren Mitchell
Farhad Mansourian ♡
Fehrenbacher Family Fund
Francesca Bell
Frankie Poulos Foundation ♡
George Petersen Insurance Agency
Ghidinelli Family
Ghirardo, CPA ♡
Dr. Gina M. Fromer
Good Shepherd Lutheran Church
Gregory Chauhan
Health Management Associates
Hennessy Advisors, Inc
Hobson/Lucas Family Foundation
InterEthnica
Jami Davis ☆
Jeff Borders ☆



"We donate because every young person deserves stability, safety, and the chance to grow. In times of greatest need, we're proud to support an anchor nonprofit helping children and families build a strong foundation."
—Bridgit Lappin and Greg Beyer



Jennifer Goldfinger ♡
 Jim and Laura Correa
 Joan Ciabattari
 Judi and Steven Cole
 Judith and Robert Harms ♡
 Karen and Howard Hertz
 Karen and Robert Gifford
 Karen Robertson Strain and Jim Strain
 Karen Smail Poksay
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 Lisa and George Bousquette
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 Louis O'Brien
 Lydia and Kevin O'Riordan
 Lyle and Elsa Borcharding
 Marin Charitable ♡
 Marjorie Hilton and Larry Bauer
 Mark and Karen Hein
 Mark J. Milberg and Lauren Sugarman
 Marshall-Smith Living Trust
 Martin and Elizabeth Sleath ♡
 Mosaic Community Planning
 Nikki Collins
 Pacific Gas and Electric Company
 Paul and Deirdre Lopez
 Peter and Diane Oser
 Presbyterian Church of Novato ♡
 Relevant Wealth
 Revati Rao and Kumar Sriram
 Richard and Linda Tarrant
 Rick and Gail van Adelsberg
 Rotary Club of Novato ♡
 Rotary Club of Novato Sunrise
 Scott and Diane Patterson
 Securian Financial Foundation
 Selwyn and Nancy Eddy
 Sherri and Kevin Jacobs
 Soroptimist International of Novato ♡
 Steve Paroli
 Susan and John Feder
 Susan Bricarelli and Paul Duckworth
 Susan Crouse
 Susi and Nick Lynam
 Suzan Spry ☆
 Target Circle Community Support
 The Dirkes Family
 The George R. Vartorella Disruptive
 Technologies Foundation, Inc.

The Griffith Family
 The Heck Foundation
 The Morgan / Morrill Fund
 Tim and Beverly Noonan
 TJ and Brianna Joyce
 Dr. Uday Wagle and Sharmila Wagle
 Ultragenyx
 Valley Memorial Park Cemetery and
 Funeral Home
 Vanshika Nachnani and Mandeep
 Singh
 Wathen Family Giving Fund
 Wendy and Jackie Sissel
 Westamerica Bank ♡
 William and Virginia Schultz ♡
 Zachary and Sylvia Mastroyannakis
 Zita Konik ☆

Friend of the Community Circle **\$500-999**

Andrei and Jennifer Jigalin
 Anonymous (6) (1) ☆
 Askim's Auto Works
 Autodesk Foundation Employee
 Engagement Fund
 Blue Shield of California Foundation
 Dr. Camille Bedrosian
 Candra Canning and Matt Glerum
 Casondra Webb
 Cecilia Brunner-Pierce
 Chris Stanton
 Cindy Christensen
 Cynthia Weingard
 Daisy and Richard Sagebiel
 David and Joyce Applen
 David and Nancy Zanardi ☆
 David Fiol and Stacey Pogorzelski
 Derek Taylor
 Edith Simonson ♡
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 Eric and Marianna Nickel ☆
 Erica Baum
 Dr. Ericka Omena Erickson and Mark
 Erickson
 Erin O'Grady ☆
 Fortunata and William Davis
 Gary Klien ☆
 Gary McConnell and Denise Shaheen
 George Pilloton
 GNS Management LLC
 Ingrid and George Martinez
 Jacquelyn and Richard Walton
 James Campbell Company
 James Cleaves ♡
 Jean-Luc and Carol Brouillet
 Jeanne and Patrick MacLeamy ♡
 Jeff Doar ☆
 Jessica and Stefan Duban ☆
 Joe and Laraine Flake
 John Dicochea
 John Schlesinger
 Kathleen Conte ☆
 Kenneth and Myrna Sablik ♡
 Kent and Lisa Webber
 Ladies Philoptochos Society
 Leslie and Jeff Belingeri ☆
 LPL Financial Foundation
 Lutzeier Family Foundation
 Mathews Gilkerson Family
 Marin Cyclists
 Mark Liberatore and Monica Traylor

Maryann and Scott Noble
 McGoldrick / Barras Family
 Melinda and Patrick Sweeney
 Mr. and Mrs. Michael Cunnie ☆
 Patricia Hess
 Patricia Kay Jones
 Raja Cromwell, Inc
 Ramboll
 Renee Rathaus
 Robert Boyd
 Robert L. Hall
 Roth Family Charitable Fund
 Shirley Twitchell
 Shorenstein Realty Service
 Stacey Marvel and Annik Conser
 Steve and Michele Rempe ♡
 Tony and Susan Anello
 Vicki Martinez

Additional In-Kind Donors

\$1,000+
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 Bay Club Rolling Hills
 Bicycle Brustop
 College of Marin
 David Weinstein Ceramics
 Equip Sports
 Girl Scouts of Northern California
 Giving Marin
 Kaiser Permanente - San Rafael
 Kitchen Cafe and Catering
 Marin Independent Journal
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 & Leoni, LLP
 Nkarta
 North Bay Business Journal
 Nugget Markets
 PRANDI Property Management
 Regina Bianucci Rus and William Rus ☆
 Terri Hickey
 The Game Fortress
 Thirty-Seven Wines
 Whole Foods Market - Novato
 Women's Club of Marin

Special thanks to SF-Marin Food Bank for contributing 389,500 pounds of food.

Legend:

- ♡ *Loyalty Circle: Donors that have contributed faithfully for 25+ years*
- ☆ *Guardian Circle: Monthly donors*





Contribute & Make a Difference

Every gift is an investment in our community, helping families thrive, opening doors for youth, and ensuring we can stand together in times of need. For those wishing to leave a lasting mark, our Legacy Circle provides a powerful way to carry your values forward. Contact us today to envision your legacy.



*Check our website
in November for
information about
Holiday Share.*



Where Our Community Connects

Our programs are available in the community and through partnerships countywide, including:

- Our Novato Centers: 680 Wilson Ave. / 1907 Novato Blvd.
- Our Novato Teen Clinic: 6090 Redwood Blvd. (in partnership with Marin Community Clinics)
- On Novato Unified, Shoreline Unified, and Lagunitas School District campuses