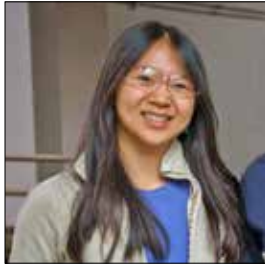




MARINSHARES & MARINTERNS IMPACT REPORT

FISCAL YEAR 2023-2024



MarinShares & Marinterns Impact Table FY 2023–2024

DEPARTMENT	VOLUNTEERS		UNPAID INTERNS		PAID INTERNS		HIRED	
	NUMBER	HOURS	NUMBER	HOURS	NUMBER	HOURS	CH*	RH**
Assessor/Recorder/County Clerk	1	48	0	0	0	0	0	1
Board of Supervisors	0	0	65	1,577	0	0	0	0
Community Development Agency	4	226	3	284	0	0	0	0
County Counsel's Office	0	0	6	309	0	0	0	0
Cultural Services	239	3,130	0	0	0	0	0	0
Administration	2	120	0	0	0	0	0	0
Civic Center Tour Docents	10	699	0	0	0	0	0	0
Usher & County Fair Volunteers ¹	227	2,311	0	0	0	0	0	0
Department of Finance	0	0	0	0	2	1,522	0	0
District Attorney's Office	4	1,057	17	3,188	0	0	0	0
Elections	0	0	54	330	0	0	1	0
Fire Department	68	2,472	50	11,000	2	247	9	1
Fire Lookouts, FIRE Foundry, etc.	46	2,008	50	11,000	2	247	9	1
RACES/ACS ²	22	464	0	0	0	0	0	0
Health & Human Services	950	11,872	96	27,693	4	2,510	2	1
Behavioral Health & Recovery Services	26	3,617	13	12,144	0	0	0	0
Marin Medical Reserve Corps	863	1,283	0	0	0	0	0	0
Planning & Administration	0	0	0	0	0	0	0	0
Public Health	6	1,536	66	12,487	4	2,510	2	0
Social Services	55	5,436	17	3,062	0	0	0	1
Human Resources	25	787	23	868	1	44	0	0
Information Services & Technology	0	0	3	457	1	38	0	0
Library	39	2,231	56	1,436	15	4,362	0	0
Administration	0	0	0	0	0	0	0	0
Bolinas	0	0	0	0	0	0	0	0
California Room	9	754	3	87	0	0	0	0
Civic Center	1	21	7	117	0	0	0	0
Corte Madera	1	60	15	221	0	0	0	0
Fairfax	3	626	5	146	0	0	0	0
Inverness	1	71	0	0	0	0	0	0
Marin City	2	46	1	11	5	2,805	0	0
Novato	17	415	10	155	0	0	0	0
Point Reyes	1	41	0	0	3	156	0	0
South Novato	3	94	0	0	7	1,401	0	0
Stinson Beach	1	104	0	0	0	0	0	0
Student Service/Teen Volunteers ³	0	0	15	701	0	0	0	0

(cont'd)

DEPARTMENT	VOLUNTEERS		UNPAID INTERNS		PAID INTERNS		HIRED	
	NUMBER	HOURS	NUMBER	HOURS	NUMBER	HOURS	CH*	RH**
Marin County Parks	2,023	13,607	1,778	10,174	0	0	4	0
Open Space	1,195	6,433	0	0	0	0	0	0
Parks	828	7,174	0	0	0	0	4	0
Student Service/Teen Volunteers ³	0	0	1,778	10,174	0	0	0	0
Office of the County Executive	0	0	0	0	1	10	0	0
Probation	1	408	5	729	49	5,398	0	0
Public Defender's Office	3	810	28	6,863	0	0	1	0
Public Works	540	3,102	1,740	1,812	14	3,470	0	0
Radio Communications	26	2,310	1	64	1	112	0	0
Stormwater Program & Other	2	68	1	10	13	3,358	0	0
Student Service/Adult Volunteers (STRAW) ⁴	512	724	1,738	1,738	0	0	0	0
Sheriff's Office	178	49,899	51	10,261	8	5,241	0	2
Air Patrol	13	1,075	0	0	0	0	0	0
Cadet Program & Youth Academy	0	0	13	416	8	5,241	0	0
Chaplain	3	44	0	0	0	0	0	0
Coroner	0	0	0	0	0	0	0	0
Investigations	2	376	0	0	0	0	0	0
Mounted Posse	21	7,826	0	0	0	0	0	0
Search & Rescue	139	40,578	38	9,845	0	0	0	2
UC Cooperative Extension Marin	356	35,823	26	3,968	0	0	0	0
Master Gardeners & 4-H Adult Volunteers	356	35,823	0	0	0	0	0	0
Student Service/Teen Volunteers ³ (4-H)	0	0	26	3,968	0	0	0	0
ALL-DEPARTMENT TOTALS	4,431	125,472	4,001	80,949	97	22,842	17	5

Calculations do not include volunteer hours by those serving on boards and commissions.

Standard rounding for all numbers.

*CH – Contingent Hire **RH – Regular Hire

¹2023 Marin County Fair is included in these numbers.

²Radio Amateur Civil Emergency Service/Auxiliary Communications Service.

³Student Service/Teen Volunteers are middle and high school students fulfilling their community service hours for school.

⁴School project, STRAW stands for Students and Teachers Restoring a Watershed.



MarinShares & Marinterns: Serving Marin County for 45 Years

HIGHLIGHTS

By the numbers: During the fiscal year, 8,432 volunteers and unpaid interns served 206,421 hours. Both categories rose slightly over last year. Marin numbers reflected a national trend of more civic participation, but with fewer hours per person on average. Our numbers also aligned with a gradual post-pandemic return to volunteerism, according to data from the Census Bureau and AmeriCorps.

Financial impact: Volunteer and unpaid intern involvement in 2023–2024 had an equivalent value of \$10.4 million.

Intern participation: The Marinterns program introduces students from diverse backgrounds to the fields of public safety, parks, public works, human resources, law, information technology, and more.

Student elections ambassadors were energized about voter registration in the lead-up to the national election. At the Fire Department's FIRE Foundry, 40% more students than last year gained hands-on experience. Marin County Free Library interns expanded Homework Helpers tutoring to a fourth location, the Civic Center branch. Marinterns also learned while doing projects with OD Free Marin, Career Explorers, and the Marin Teen Girl Conference.

Volunteer activity: MarinShares volunteers contribute in most of the county's 22 departments. Roles include wildfire lookout, senior peer counselor, office aide, Air Patrol pilot, financial abuse specialist, and more.

Health and Human Services Department medical corps volunteers expanded outreach, teaching skills such as CPR and opioid-overdose reversal. This included successful workshops at San Quentin Rehabilitation Center (formerly San Quentin Prison). The Sheriff's Mounted Posse added riders, the Novato Library increased Spanish and English conversation club volunteering, and Human Resources added photographers who take photos for county publications.

New staff: During 2023–2024, the county hired 15 student interns and 7 volunteers in regular and contingent jobs.

Staff liaisons: Volunteers and interns have staff supervisors and mentors who provide connection and support. Some 120 employees host MarinShares and Marinterns participants across the county organization.

Recognition: The volunteer program has earned wide recognition, including the first National Association of Counties Acts of Caring Award and the California Department of Rehabilitation Excellence in Diversability Award for including volunteers and interns living with disabilities.

THEN & NOW

Our story: Marin was among the first counties in the U.S. with a central volunteer program. The Board of Supervisors founded Civic Center Volunteers in 1979 at the suggestion of a Marin citizen. Today the program—now named MarinShares: Marin County Volunteers—engages skilled residents who contribute time and expertise.

In the early '80s the volunteer program added internships and invited students to connect with their county and learn by doing. Now a separate entity, the Marinterns program is a pipeline to future employment and provides opportunities for interns to explore County of Marin careers.

The MarinShares and Marinterns programs welcome participants of all ages and backgrounds.



ANNUAL HONOREES



Volunteers of the Year
Ed Remitz, Eleanor Lau



Interns of the Year
**Christina Pathoumthong,
Sammy Lee**



Volunteer Supervisor of the Year
Erica Frazier Intern Supervisor of the Year
Tamara York

The Board of Supervisors honors the spirit of service with formal recognition. The Volunteer Team of the Year is the Meals on Wheels Assessors Team with Health and Human Services. This eight-person group confirms client eligibility for home-delivered meals. The Intern Team of the Year is the Elections Department's Student Elections Ambassador Liaison Team. Its three members lead 50 peers who encourage voter registration on 14 campuses. See individual honorees above. For more, read the [July](#) and [August](#) 2024 [MarinfoNOW](#) newsletters.

CHRISTINA CRAMER
Human Resources Director

ANNE STARR
Coordinator of Volunteers
Anne.Starr@marincounty.gov

JOY FOSSETT
Student Internships Coordinator
Joy.Fossett@marincounty.gov

Volunteer/Intern Division
Human Resources Department
3501 Civic Center Drive, Suite 415
San Rafael, CA 94903
marincounty.org/depts/hr

FRONT COVER PHOTOS (TOP TO BOTTOM BY COLUMN): SCOTT LOFFENESS; BOB DELL, BRIAN WILK, MARIN CONVENTION & VISITORS BUREAU; DOUG KAYE; BOB DELL, HECTOR GARCIA; DOUG KAYE. BACK PAGE PHOTOS (TOP TO BOTTOM): DOUG KAYE; DOUG KAYE; COURTESY OF CHRISTINA PATHOUMTHONG; COURTESY OF SAMMY LEE; DOUG KAYE; REPORT DESIGN: MARINSHARES VOLUNTEER ELEANOR LAU.