



# MARINSHARES & MARINTERNS IMPACT REPORT

FISCAL YEAR 2024-2025



## MarinShares & Marinterns Impact Table FY 2024–2025

DEPARTMENT	VOLUNTEERS		UNPAID INTERNS		PAID INTERNS		HIRED	
	NUMBER	HOURS	NUMBER	HOURS	NUMBER	HOURS	CH*	RH**
<b>Assessor/Recorder/County Clerk</b>	<b>1</b>	<b>27</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Board of Supervisors</b>	<b>0</b>	<b>0</b>	<b>18</b>	<b>857</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Community Development Agency</b>	<b>5</b>	<b>997</b>	<b>3</b>	<b>131</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>County Counsel's Office</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>1,418</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Cultural Services</b>	<b>143</b>	<b>7,151</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Administration	2	120	0	0	0	0	0	0
Civic Center Tour Docents	10	1,165	0	0	0	0	0	0
Usher & County Fair Volunteers <sup>1</sup>	131	5,866	0	0	0	0	0	0
<b>District Attorney's Office</b>	<b>2</b>	<b>1,026</b>	<b>24</b>	<b>2,850</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Elections</b>	<b>0</b>	<b>0</b>	<b>77</b>	<b>720</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>
<b>Fire Department</b>	<b>82</b>	<b>7,849</b>	<b>60</b>	<b>5,988</b>	<b>4</b>	<b>2,222</b>	<b>7</b>	<b>1</b>
Lookouts, FIRE Foundry, etc.	57	2,640	60	5,988	4	2,222	7	1
RACES/ACS <sup>2</sup>	25	5,209	0	0	0	0	0	0
<b>Health &amp; Human Services</b>	<b>852</b>	<b>6,286</b>	<b>88</b>	<b>24,655</b>	<b>5</b>	<b>2,443</b>	<b>2</b>	<b>3</b>
Behavioral Health & Recovery Services	22	2,895	13	12,070	2	616	0	1
Planning & Administration	0	0	1	80	0	0	0	0
Public Health <sup>3</sup>	810	2,585	25	9,443	3	1,827	2	1
Social Services	20	807	49	3,062	0	0	0	1
<b>Human Resources</b>	<b>31</b>	<b>592</b>	<b>30</b>	<b>979</b>	<b>2</b>	<b>156</b>	<b>0</b>	<b>0</b>
<b>Information Services &amp; Technology</b>	<b>3</b>	<b>678</b>	<b>1</b>	<b>100</b>	<b>1</b>	<b>115</b>	<b>0</b>	<b>0</b>
<b>Library</b>	<b>38</b>	<b>2,584</b>	<b>48</b>	<b>1,149</b>	<b>22</b>	<b>6,434</b>	<b>2</b>	<b>0</b>
Administration	0	0	0	0	3	491	2	0
California Room	4	606	2	85	0	0	0	0
Civic Center	2	105	6	78	0	0	0	0
Corte Madera	1	45	9	168	0	0	0	0
Fairfax	2	508	5	44	0	0	0	0
Inverness	2	127	0	0	0	0	0	0
Marin City	1	68	1	4	7	3,061	0	0
Novato	15	434	12	307	0	0	0	0
Point Reyes	6	136	0	0	3	607	0	0
South Novato	3	432	0	0	9	2,275	0	0
Stinson Beach	2	124	0	0	0	0	0	0
Student Service/Teen Volunteers <sup>4</sup>	0	0	13	463	0	0	0	0

(cont'd)

DEPARTMENT	VOLUNTEERS		UNPAID INTERNS		PAID INTERNS		HIRED	
	NUMBER	HOURS	NUMBER	HOURS	NUMBER	HOURS	CH*	RH**
<b>Marin County Parks</b>	<b>2,612</b>	<b>12,463</b>	<b>1,542</b>	<b>4,959</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>
Open Space	1,346	6,626	0	0	0	0	0	0
Parks	1,266	5,837	0	0	0	0	3	0
Student Service/Teen Volunteers	0	0	1,542	4,959	0	0	0	0
<b>Office of the County Executive</b>	<b>2</b>	<b>224</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>1,809</b>	<b>3</b>	<b>0</b>
<b>Probation</b>	<b>1</b>	<b>328</b>	<b>2</b>	<b>785</b>	<b>136</b>	<b>9,375</b>	<b>3</b>	<b>1</b>
<b>Public Defender's Office</b>	<b>1</b>	<b>110</b>	<b>25</b>	<b>6,220</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Public Works</b>	<b>494</b>	<b>3,194</b>	<b>1,744</b>	<b>1,832</b>	<b>11</b>	<b>9,214</b>	<b>0</b>	<b>0</b>
Radio Communications	28	2,440	0	0	2	1,715	0	0
Stormwater Program & Other	192	480	2	90	9	7,499	0	0
Student Service/Adult Volunteers (STRAW) <sup>5</sup>	274	274	1,742	1,742	0	0	0	0
<b>Sheriff's Office</b>	<b>122</b>	<b>49,749</b>	<b>81</b>	<b>21,044</b>	<b>8</b>	<b>5,312</b>	<b>0</b>	<b>0</b>
Air Patrol	16	1,165	0	0	0	0	0	0
Cadet Program & Youth Academy	0	0	22	544	8	5,312	0	0
Chaplain	3	170	0	0	0	0	0	0
Investigations	2	364	0	0	0	0	0	0
Mounted Posse	20	9,650	0	0	0	0	0	0
Search & Rescue	81	38,400	59	20,500	0	0	0	0
<b>UC Cooperative Extension Marin</b>	<b>384</b>	<b>32,615</b>	<b>36</b>	<b>1,080</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Master Gardeners & 4-H Adult Volunteers	384	32,615	0	0	0	0	0	0
Student Service/Teen Volunteers (4-H)	0	0	36	1,080	0	0	0	0
<b>ALL-DEPARTMENT TOTALS</b>	<b>4,773</b>	<b>125,873</b>	<b>3,791</b>	<b>74,767</b>	<b>197</b>	<b>37,080</b>	<b>21</b>	<b>7</b>

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

Standard rounding for all numbers.

\*CH – Contingent Hire \*\*RH – Regular Hire

<sup>1</sup>2024 Marin County Fair is included in these numbers.

<sup>2</sup>Radio Amateur Civil Emergency Service/Auxiliary Communications Service.

<sup>3</sup>Public Health includes the Marin Medical Reserve Corps' 805 volunteers who served 1,206 hours.

<sup>4</sup>Student Service/Teen Volunteers are middle and high school students fulfilling their community service hours for school.

<sup>5</sup>School project, STRAW stands for Students and Teachers Restoring a Watershed.

This report reflects departments that engaged Marinshares Volunteers and Marinterns Students during the fiscal year.



# MarinShares & Marinterns: Serving Marin County for 46 Years

## HIGHLIGHTS

**By the numbers:** During the 2024–2025 fiscal year, 8,564 volunteers and unpaid interns served 200,640 hours. Compared with the previous year, the county had more unpaid participants serving fewer hours each on average. This matched national trends, as volunteerism continued to recover after the pandemic. Meanwhile, departments' support for paid internships was so robust that the number of paid interns doubled and paid interns worked 14,000 more hours than in the previous fiscal year.

**Financial impact:** Volunteer and unpaid intern involvement in FY 2024–2025 had an equivalent value of \$10 million.

**Intern participation:** Marinterns from diverse backgrounds participated in paid and unpaid roles in the fields of public safety, health, public works, law, human resources, and more.

**Intern highlights:** Election Department student ambassadors expanded their voter-registration advocacy, spoke at local schools, and organized a Youth Town Hall. Human Resources teen ambassadors learned about leadership as they staged the Marin Teen Girl Conference for hundreds of peers. Board of Supervisors interns reported on an AI platform's ability to provide useful data on visitor headcounts and behavior in places such as parks and the county fair. The Probation Department hosted its largest-yet class of Career Explorer interns, and the Sheriff's Office grew its Youth Academy.

**Volunteer activity:** MarinShares volunteers gave of their talents and time in most of the county's 22 departments. Among the roles were financial abuse specialist, county fair volunteer, editor, wildflower docent, theater usher, fire lookout, ombudsman, researcher, event aide, photographer, marketing consultant, and more.

**Volunteer highlights:** Growth included public health harm-reduction volunteers with Health and Human Services, Book Scouts and English as a Second Language volunteers with the Marin County Free Library, and theater usher volunteers with the Cultural Services Department. In addition, Marin Civic Center tour docents, also with Cultural Services, supported two tours a week vs. last year's once-weekly public tour schedule.

**New staff:** The county hired 24 student interns and 4 volunteers in regular and contingent jobs during the fiscal year.

**Staff liaisons:** Volunteers and interns have staff supervisors and mentors who provide connection and support. Some 150 county employees—30 more than the previous year—welcomed MarinShares and Marinterns participants.

**Recognition:** Program awards include the National Association of Counties Acts of Caring Award and the California Department of Rehabilitation Excellence in Diversity Award for including volunteers and interns living with disabilities.

## THEN & NOW

**Our story:** Marin was among the first counties in the nation with a central volunteer program. The Board of Supervisors founded Civic Center Volunteers in 1979 at the suggestion of a Marin citizen. Now named MarinShares: Marin County Volunteers, the program engages skilled residents who contribute their expertise.

In the early 1980s the volunteer program added internships and invited students to learn alongside county staff. Today, the Marinterns program is a pipeline to future employment and provides practical opportunities for interns to explore County of Marin careers.

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



## ANNUAL HONOREES

The Board of Supervisors honors the spirit of service with an annual ceremony for outstanding MarinShares and Marinterns individuals and teams. The Volunteer Team of the Year is the **Terra Linda Broom Club**. Its 14 members uproot invasive French broom plants in county open spaces. The Intern Team of the Year is the **Find Your Way Lead Team**, whose four members connect teen peers with internship opportunities, mental health resources, and more. Individual honorees are pictured below. For details, see the June, July, and August 2025 issues of [MarinfoNOW](#).



Volunteer of the Year  
**David Mitchell**



Intern of the Year  
**Camilo Ibarra**



Volunteer Supervisor of the Year  
**Michael Turrigiano**



Intern Supervisor of the Year  
**Héctor García**

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