

## The Leaders San Diego Needs Today

Champions of Belonging,  
Innovation, and Empowerment



Ben McCue



Dr. Paula Aristizabal



Afira Arrastia-DeVries



Chris Rubio



Andrew Carey



Honoring visionary changemakers  
advancing well-being in  
San Diego County

Scan or visit [prebysfdn.org](https://prebysfdn.org)  
to learn more







## MEET THE 2025 PREBYS LEADERSHIP AWARDEES

**Andrew Carey, the Executive Director of the US-Mexico Border Philanthropy Partnership,** leads a visionary team dedicated to cross-border collaboration with the mission of improving the lives of communities along the US-Mexico border.

**Chris Rubio, the Artistic Director of Arms Wide Open,** a groundbreaking theater group, is dedicated to transforming lives and breaking down barriers for children on the autism spectrum and many others with special needs.

**Afira Arrastia-DeVries, President and CEO of the Monarch School Project,** leads the only K-12 public institution dedicated to providing a welcoming environment to unhoused students while supporting teachers across the country to learn how to better serve these youth and their families.

**Dr. Paula Aristizabal, pediatric oncologist of UC San Diego and Rady Children's Hospital,** is a leader in healthcare, dedicated to improving outcomes for children with cancer by breaking down barriers for Hispanic children and their families.

**Ben McCue, the Executive Director of Outdoor Outreach,** has made remarkable strides in the field of outdoor education and environmental stewardship providing youth with opportunities for growth, development, and self-discovery.

*Know a leader who is contributing to our regions well-being? Consider nominating them for the 2026 Prebys Leadership Awards. Nominations open on April 30, 2025.*





## NONPROFIT BOARD LEADERS of INFLUENCE 2025



**BEN AGUILAR**  
Law Offices of Ben Aguilar



**MARK ALLAN**  
San Diego Oasis



**PATRICIA ALVAREZ DE LOS COBOS**  
Energy Communications Corp.



**ADRIANA ANDRÉS-PAULSON**  
Casa de Las Campanas



**KRISHNA ARORA**  
San Diego Oasis



**MATTHEW BAGDASAR**  
California Transfer Support Network



**LISA BICKER MARTIN**  
University of San Diego



**JEFF BINGHAM**  
Bingham Construction



**BILL BOGGS**  
Support The Enlisted Project (STEP)



**RYAN BOWCOTT**  
Comerica Bank



**PAULA BRIM**  
San Diego American Indian Health Center (SDAIHC)



**THERESA CARROLL**  
AES



**CHRIS CHEN**  
Solutions for Change



**LUZ CORDERO-LAZOTT**  
Navy Federal Credit Union



**DEBBIE DAY**  
Mitchell, an Enlyte Company



**DIANE DERUDDER**  
LEGOLAND



**PAMELA GABRIEL**  
Bank of America



**CATHERINE GREENBERG**  
San Diego World Affairs Council



**ANDY HAASS**  
Booz Allen Hamilton



**STEFFI HAFEN**  
Snell & Wilmer



**JAMES T. HARRIS III, DED**  
University of San Diego



**SARAH HIBBARD**  
Snell & Wilmer



**TABI KING**  
Ossur



**KEN KRUG**  
Community HousingWorks



**MONIQUE LASHBROOK**  
Snell & Wilmer



**JUSTIN LEWIS**  
California State University San Marcos



**WILL LU**  
Naval Information Warfare Center Pacific



**TOM LUPFER**  
University of San Diego



**MAYA MADSEN**  
Maya's Cookies



**DARLENE MARCOS SHILEY**  
University of San Diego



**JANINE MASON**  
Fieldstone Leadership Network San Diego



**SUNNY MONTAS**  
Alabaster Jar Project



**BENJAMIN MORRIS**  
Foley & Lardner



**TAMARA MUHAMMAD**  
Rise San Diego Urban Leadership



**ILO NEUKAM**  
Junior League of San Diego



**DR. TRACY NGUYEN**  
Society of Women Engineers-San Diego Professional Section



**LESLIE OLIVER**  
United Way of San Diego County



**KEVIN O'NEILL**  
M. Kevin O'Neill Construction Co., Inc



**DAVID OTT**  
Burn Institute



**JAE PARK**  
Dentons US LLP



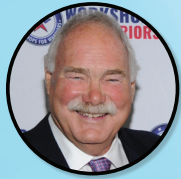
**PAUL PEARIGEN**  
San Diego Military Advisory Council



**KAREN PEARSON**  
TrueCare



**GUSTAVO PEREZ**  
Ernst & Young LLP



**PETE PETERSON**  
PFW Holdings, LLC



**ERIN POLEK**  
Junior Achievement of San Diego County



**TERI POLLITT**  
American Red Cross, San Diego & Imperial Counties



**DR. PATRICIA PRADO-OLMOS**  
California State University San Marcos



**JAMIE PREVOST**  
Prevost Construction



**ANNA RABBINI**  
YMCA of San Diego County



**VICTOR RAMSAUER**  
LevitZacks



**MIKE ROBERTS**  
Creating Coding Careers



**MANUEL RODRIGUEZ**  
U.S. Bank



**LUCY ROMERO**  
Enterprise Bank & Trust



**STEPHANIE ROSE**  
San Diego Police Department/Wheelhouse Credit Union



**TONY RUSSELL**  
YMCA of San Diego County Association Board



**TIM SCOTT**  
Biocom California / University of San Diego



**JIM SKEEN JR.**  
Lockton



**WILLIAM "BILL" SMITH**  
Neighborhood Healthcare



**WALT STEFFEN**  
TrueCare



**ERNESTO VILLANUEVA**  
San Diego State University



**JOSÉ VILLARREAL**  
Vista Unified School District



**KRIS VIRTUE**  
Qualcomm



**RANDY WALTON**  
Walton Law Firm/Project Next



**LENORE WILKAS**  
North San Diego County Realtors



**MATT ZUBILLER**  
e4health



# NONPROFIT BOARD LEADERS of INFLUENCE 2025



**BEN AGUILAR**

Attorney  
Law Offices of Ben Aguilar

Ben currently serves on the board of directors of American Civil Liberties Union of San Diego and Imperial Counties (ACLU SDIC) and the Cygnet Theatre. He is the immediate past president of the San Diego La Raza Scholarship Foundation. Ben previously served as co-president of the Tom Homan LGBT Law Association and also served on the board of directors of the National LGBT Bar Association and the San Diego Performing Arts League. Ben previously served as an adjunct faculty professor at California Western School of Law. In early 2019, Ben was appointed as a County Hearing Officer, and he continues to serve the County of San Diego in this capacity. Ben was named by the San Diego Business Journal as one of the Top 50 Most Influential LGBTQ+ Leaders, a Latino Leader of Influence, and as one of San Diego's Most Influential 500 Leaders. Ben was recognized by the National LGBT Bar Association and the Lawyers Division of the American Bar Association as one of the best 40 attorneys under 40.



**MARK ALLAN**

Board Chair, San Diego Oasis  
San Diego Oasis

Mark has been a resident of San Diego County since 1960. He is a veteran of US Air Force. Mark and his wife Maria have three children and four grandchildren. He spent his 40-year career as an executive with Alliant Insurance. He loves travelling and stays fit with long distance cycling, and other forms of fitness. He is also an avid race car driver, racing the special built Radical Race Car from England all around racetracks throughout USA. Mark has a strong sense of community and philanthropy, serving on many nonprofit boards throughout his life. He currently serves as Chairman of the Board of San Diego Oasis, President of Friends of Del Cerro, on St Paul's Senior Homes Foundation board, and the Club 33 San Diego Rotary Club Foundation Board. Mark's motto in life are: "never ever give up," "exercise is not an option," and "give back to your community."



**PATRICIA ALVAREZ DE LOS COBOS**

President & CEO  
Energy Communications Corp.

Patricia Alvarez de los Cobos is a dedicated board leader and the President & CEO of Energy Communications Corp., a three-time Emmy-winning multimedia company that since 1989, company served as the exclusive representative for Televisa Californias in Southern California. Beyond her business success, Patricia is a committed community leader, currently serving as past Board Chair of the Chula Vista Chamber of Commerce. She holds key board positions with the South County Economic Development Council (Past President), Sharp Chula Vista Medical Center, Sharp Healthcare Foundation, San Ysidro Health Philanthropy Leadership Council, and Access Inc. Additionally, she is a Commissioner for Chula Vista's Measure A Citizens' Oversight Committee and actively participates in regional business organizations, driving economic growth and community impact.



**ADRIANA ANDRÉS-PAULSON**

Director, Resident Services  
Casa de Las Campanas

Adriana is Director of Resident Services at Casa de Las Campanas. Prior to her role at Casa de Las Campanas, she was Migrant Health and Support Services Specialist with the San Diego County Office of Education where she had first-hand experience with the challenges of providing access to health care to underserved populations. She was drawn to the Board of Directors by the leadership TrueCare exemplifies in the community. Adriana's passion for health care stems from her desire to unify access to quality health care for everyone.



**KRISHNA ARORA**

Board Member  
San Diego Oasis

Krishna has been a San Diego resident for 50 years, after immigrating to the US from Central India at age 25 to pursue his graduate studies. Now holding degrees in electrical and systems engineering, as well as computer science, Krishna has since retired from his Qualcomm Director of Engineering position. Since retiring in 2002, him and his wife Bonnie have been intentional in building their lives and legacy together, weaving in the colors and textures of family, travel, philanthropy, community service, and honoring their spiritual and cultural roots. Their approach to life is "Celebrate life! Every morning you have two choices: continue to sleep with your dreams or wake up and chase them." Krishna served on the San Diego Oasis Board for 9 years, as its Chair in 2020 and 2021. He is also an active member, and past Board member, of the La Jolla Golden Triangle Rotary Club.



**MATTHEW BAGDASAR**

Founder & Executive Director  
California Transfer Support Network

Matthew Bagdasar is the Founder and CEO of the California Transfer Support Network (CTSN), a nonprofit dedicated to empowering community college students on their journey to 4 year institutions. A former transfer student himself, Matthew successfully transitioned from San Diego City College to USC in just two years—an experience that shaped his passion for educational equity and student support. Under his leadership, CTSN has built strategic partnerships with local high schools, community colleges, and universities, providing credit evaluations, personalized education plans, and mentorship to help students navigate the complex transfer process. His advocacy aims to dismantle barriers that prevent students—particularly those from underrepresented backgrounds—from achieving their higher education goals. With a mission to increase the number of successful two-year transfers, Matthew is committed to making higher education accessible, affordable, and achievable for all.



**LISA BICKER MARTIN**

Board of Trustees Member  
University of San Diego

Lisa Bicker Martin is an attorney and business investor with decades of experience in the private and non-profit sectors. She is a member of the University of San Diego's Board of Trustees, contributing to the university's strategic direction. She has long supported unhoused youth in San Diego, having just completed service as the Vice Chair of the Monarch School Project Board of Directors. She also served on the La Jolla Country Day School Board of Trustees. Bicker is a select investor in early stage businesses. She has focused much of her career on clean energy and sustainability, having chaired the San Diego Foundation's Climate Initiative and served as the founding president of CleanTECH San Diego. Bicker was also the founding president of the California Clean Energy Fund (CalCEF), a statewide nonprofit evergreen fund aimed at accelerating investment in clean technologies. Earlier in her career, she was a founder and COO of NewEnergy, Inc., which was acquired by AES Corporation.



**JEFF BINGHAM**

CEO  
Bingham Construction

Jeff has been a member of the American Tinnitus Association (ATA) for the last 5 years, while serving on its Board of Directors for the last three. Having been a tinnitus sufferer for the last 35 years, Jeff found the ATA as being the one true organization that helps tinnitus sufferers manage their tinnitus while providing access to audiologists, clinicians, and other practitioners who specialize in tinnitus management. In his role on the ATA Board, Jeff has not only been a significant financial sponsor, but also a spokesperson for the construction industry, raising awareness of the ATA for those who seek help managing their tinnitus. Jeff has been instrumental in helping the ATA develop its strategic plan that includes creating local tinnitus support groups and using social media platforms to expand the ATA's messaging and event notifications. This year, Bingham Construction was the lead financial sponsor of Tinnitus Awareness Week.



**BILL BOGGS**

LCDR USN (ret.), Board Chair  
Support The Enlisted Project (STEP)

Bill Boggs is a Certified Financial Planner with Pence Wealth Management and a dedicated advocate for military and Veteran families. As Board Chair of Support The Enlisted Project (STEP), Bill brings both financial expertise and personal passion to helping military families move from dire financial situations to a lifetime of financial wellness. Bill served with distinction in the United States Marine Corps and the United States Navy for 21 years, he co-founded STEP after witnessing the financial struggles of young service members firsthand. Since returning to the Board in 2019, he has been instrumental in STEP's growth, successfully leading their first Capacity Building Campaign and securing a building of their own to serve as their headquarters. Under his leadership, STEP is expanding nationally. Bill's strategic vision, financial acumen, and unwavering commitment continue to transform lives, ensuring military families have the resources they need to thrive.



**RYAN BOWCOTT**

Private Banker  
Comerica Bank

As an SVP, Private Banker with Comerica Bank for over 13 years, Ryan has brought invaluable expertise to Options For All (OFA), serving six consecutive years on the board before seeking to return just a year after terming out. His commitment has been transformative—he brokered a key partnership between OFA and Comerica, launching live webinars with Comerica executives teaching financial health and planning for the entire IDD community. Ryan has also helped secure thousands in grant funding from Comerica, directly benefiting OFA's programs. As Chair of the Programs Committee and an active Finance Committee member, he has played a vital role in shaping services that empower adults with disabilities. Ryan has advocated for higher wages for employees and for OFA prioritizing being a Best Place to Work in order to create a genuine differentiated value proposition.







# Congrats Dr. V!

Nonprofit Board Leader of Influence

“As the Board Chair of A Step Beyond, I support this incredible organization because it provides more than just dance—it creates opportunities, builds confidence, and empowers young people to reach their full potential. Our ten-year commitment to students and their families inspired me to join the board. Witnessing the transformative impact of dance, education, and mentorship reaffirms my belief that every child deserves the chance to dream big and succeed.”



 **Dr. José Manuel Villarreal**  
Chair, Board of Directors



ACADEMICS



DANCE



FAMILY SERVICES

To learn more about **A Step Beyond**, a Creative Youth Development nonprofit, please go to our website at [www.a-step-beyond.org](http://www.a-step-beyond.org) or scan the QR code.





# NONPROFIT BOARD LEADERS of INFLUENCE 2025



## PAULA BRIM

Chair, Board of Directors  
San Diego American Indian  
Health Center (SDAIHC)

Paula Brim is a proud member of the Choctaw Nation of Oklahoma and a long-time supporter, patient and board member of SDAIHC. Now retired, Paula brings years of business experience in the field of land use, real estate acquisition and development along with financing mechanisms and management. A strong believer in community activism, Paula has been appointed to and served on many boards and commissions in the region dealing with land use, energy policy, youth services including management of shelters, counseling, re-unification of runaway adolescents with their families and school policy. Additionally, she has chaired many event committees providing services and enjoyment for the community. She received the 10News/LEAD San Diego Leadership Award in April 2023. A mother of three, grandmother of three & great grandmother of two, Paula brings all the lessons learned, knowledge gained, experience and empathy to the job of serving on the board of SDAIHC and the honor of serving the community.



## THERESA CARROLL

VP, Licensing & Real Estate  
AES

Theresa Carroll, newly elected Board Chair of Options For All, brings over two decades of experience in the clean energy sector. As Vice President of Licensing and Real Estate at AES, a global leader in clean energy, she has leveraged her background in biology—earned from the University of San Diego—to drive innovation and sustainability. Her dedication extends beyond her professional career, having served on the Options For All board for nearly four years. Throughout her tenure, she has played a vital role across multiple committees, including Finance, Marketing, Board Recruitment, Programs, Executive, and Governance. Theresa has been a key force in fundraising for new initiatives, shaping organizational strategy, and leading the search for a new CEO. Her leadership, strategic insight, and unwavering commitment earned her the unanimous support of her peers in her recent election as Board Chair, a testament to her impact and vision.



## CHRIS CHEN

Chair, Board of Directors  
Solutions for Change

Chris Chen, Chairman of the Board at Solutions for Change, is a dynamic leader dedicated to driving bold, transformative solutions to homelessness. As Chairman, he is at the helm during a pivotal expansion, guiding the board through the development of Green Oak Ranch—a 110-acre property in Vista that will serve as a hub for sustainable programs empowering families to achieve lasting independence. With a distinguished career in corporate strategy, Chris most recently served as Head of CCA Strategy for GridX and previously as Strategy Development Manager at SDG&E, where he specialized in business model innovation and advanced technology. He holds two Smart Grid-related patents and has contributed thought leadership as an adjunct professor, published author, and technical advisor for multiple energy technology firms. A UC Irvine BA and MBA graduate, Chris brings strategic expertise, governance excellence, and a deep commitment to community impact to this important role.



## LUZ CORDERO-LAZOTT

AVP, Branch Operations  
Navy Federal Credit Union

Luz Cordero-Lazott is an Assistant Vice President in Branch Operations. She is responsible for ensuring the operational soundness of Navy Federal's San Diego South Region and ensuring that our teams thrive in their consistent delivery of member service excellence. She directly supports over 250 team members and 17 branches across south San Diego. Luz has over 30 years of leadership experience in the financial services industry. As a previous military spouse, Luz relocated several times allowing her to experience working in both credit unions and banks. She is on the board of Management for Armed Services YMCA and Board of Directors for SDMAC Foundation and United Through Reading. In 2010, she joined Navy Federal as a Branch Manager in the National City Branch. Luz has successfully led six branches in the San Diego area resulting in her earning a Presidents Award for Leadership in 2017. Promoted to AVP in March of 2019.



## DEBBIE DAY

EVP & General Manager,  
Auto Physical Damage  
Mitchell, an Enlyte Company

Debbie Day is the Executive Vice President and General Manager of Mitchell's Auto Physical Damage division. In this role, she oversees an organization dedicated to bringing expansive solution and service offerings to customers while pioneering new standards and benchmarks in the auto physical damage claims and repair markets. Debbie has more than 25 years of technology strategy and operations experience to her credit, as well as a passion for delivering product innovation and enabling terrific customer experiences. Debbie earned her MBA from Kellogg at Northwestern University, majoring in Strategy, Finance, and Marketing, and a BS in Computer Science from Miami University in Oxford, Ohio. Debbie has served on the San Diego American Heart Association Board since 2022 and is currently its Chair. In this role she has lent her voice and network to the mission, championing employee and community health across San Diego. She has also served on the San Diego Teach for America Board.



## DIANE DERUDDER

Commercial & Central  
Planning Director  
LEGOLAND

Diane DeRudder, Commercial & Central Planning Director at LEGOLAND California, brings over 20 years of experience in retail operations and entertainment, coupled with a passion for fostering inclusivity. Diane has been a driving force in advocating for the hiring of adults with intellectual and developmental disabilities (IDD), influencing LEGOLAND leadership to adopt more inclusive practices. She played a pivotal role in establishing San Diego's first-ever Project Search internship program in partnership with Options For All (OFA), a leading provider of employment services for adults with IDD. Diane facilitated a collaboration between LEGOLAND, OFA, and the Department of Rehabilitation, resulting in a complete revamp of hiring, onboarding, and support processes. Beyond her role at LEGOLAND, Diane serves on the Board of Directors at Options For All, contributing her expertise on the Audit and Board Selection Committees and previously on the Programs Committee.



## PAMELA GABRIEL

SVP, San Diego Market  
Executive  
Bank of America

Pamela Gabriel is SVP, San Diego Market Executive for Bank of America where she is responsible for building community partnerships that help create pathways for economic mobility in San Diego. She creates and executes the local strategy for Bank of America which includes foundation support to nonprofits addressing economic mobility in communities of need. In 2024, Bank of America San Diego was responsible for more than \$1.4 million in giving to various organizations including nonprofits. Pam brings with her 25 years of career expertise in finance in positions with the bank. She currently serves on the board for the San Diego Museum of Art, Downtown San Diego Partnership and the San Diego City-County Reinvestment Task Force. Born and raised in California, Pamela graduated from San Jose State University with a Bachelor of Science in Business Administration.



## CATHERINE GREENBERG

Vice President  
San Diego World Affairs Council

A dedicated social entrepreneur, nonprofit leader, and global community advocate, Catherine is committed to fostering cross-cultural understanding and inclusivity. As the Founder and Executive Director of Bright Light Volunteers since 2012, she has developed and led global service-learning programs that equip individuals with global citizenship skills and a passion for peace-building. She also serves as Vice President of the San Diego World Affairs Council, where she oversees program development, grant procurement, volunteer management, and strategic operations. With expertise in nonprofit governance, and cross-cultural leadership, she creates meaningful global impact. She holds a B.A. in International Studies from Southern Methodist University (Magna Cum Laude) and is currently pursuing a Master of Science in Humanitarian Action at the University of San Diego's Kroc School of Peace. Passionate about service and leadership, she continues to bridge cultures and inspire change.



## ANDY HAASS

Principal  
Booz Allen Hamilton

Andy Haass is a Principal at Booz Allen Hamilton, where he directs the company's cybersecurity and engineering capabilities provided to NIWC Pacific and leads a cross-functional team of cybersecurity engineers, analysts, and testers supporting programs across NAVWAR and NIWC Pacific. Haass has a proven track record of innovation and people development in cybersecurity and engineering, creating new approaches that drive change in processes, techniques, and legacy perceptions of cybersecurity. Haass has served on the Board of Directors of Cyber Center of Excellence (CCOE) since 2017 and currently serves as Co-Chairman of the Board. He has engaged with local businesses, academia, and government to grow the regional cyber economy and create a more security digital community for all.



## STEFFI HAFEN

Partner  
Snell & Wilmer

Steffi Hafen, Managing Partner of Snell & Wilmer's San Diego office, serves on the boards of Junior Achievement of San Diego County and the San Diego Regional Economic Development Corporation. As a first-generation Cuban American, she is committed to advancing inclusive economic development and supporting underserved communities. Through her work with the EDC, Hafen helps drive initiatives that promote regional growth and innovation, creating more opportunities for local businesses and talent. Her involvement with Junior Achievement focuses on fostering career readiness and increasing Latino representation in high-growth industries. Since 1950, JA San Diego has impacted over one million students through experiential learning and industry mentors. Hafen's leadership as a community advocate exemplifies her belief in empowering the next generation with the skills, resources, and confidence to shape their futures and contribute to San Diego's evolving economy.





# Lighting the Way Forward

The University of San Diego is proud to recognize the achievements of these leaders for their outstanding service to USD, their contributions to the San Diego community and the many ways they continue **Lighting the Way Forward**.



James T. Harris III, DEd  
President



Darlene Marcos Shiley  
Chair Emerita



Lisa Bicker Martin  
Trustee



Tom Lupfer  
Treasurer



Timothy Scott '96 (JD)  
Trustee





NONPROFIT BOARD LEADERS

of INFLUENCE 2025



**JAMES T. HARRIS III, DED**  
*President*  
University of San Diego

James T. Harris III, DED, has served as president of the University of San Diego since 2015 and has over 30 years of experience as a college and university president. Under his leadership, USD has earned national recognition for being a “best-run college,” having the “best quality of life,” and for “promoting public service.” In 2024, Dr. Harris was ranked as the top sitting university president by the American Enterprise Institute. During his tenure, the university launched the Horizon Project, a five-year initiative focused on inclusivity. Over the past decade, USD has invested over \$250M in infrastructure upgrades. A first-generation college student, Dr. Harris also teaches as a professor of leadership. He serves on the EDC and AICCU Executive Committees, LEAD California, and the President’s Alliance on Higher Education and Immigration. Dr. Harris is the recipient of the 2025 CASE District VII Executive Leadership Award, given to the top university president in the western states.



**SARAH HIBBARD**  
*Counsel*  
Snell & Wilmer

Sarah Hibbard, Counsel at Snell & Wilmer, serves on the board of Connect, a nonprofit dedicated to fostering innovation and economic growth. She is passionate about advancing entrepreneurial ecosystems by supporting emerging technology companies in areas such as funding, scaling, and commercialization. Hibbard works to strengthen the region’s innovation sector by facilitating collaboration between industry experts, investors, and entrepreneurs, aligning with Connect’s mission to empower future technology leaders and establish the region as a hub for innovation. An attorney and former in-house general counsel, Hibbard draws on experience with both start-ups and multi-billion-dollar companies to help innovators build strong legal foundations. Her practice spans corporate governance, financings, and commercial transactions, giving her valuable insights to support Connect’s efforts to guide entrepreneurs from concept to commercial success.



**TABI KING**  
*VP, Marketing & OPS*  
Prosthetics Americas  
Ossur

Through her work in the prosthetics industry, Tabi began as a volunteer for Challenged Athletes Foundation (CAF) in 1995, just after the first San Diego Triathlon Challenge, to provide her expertise in sports for people with physical disabilities and execute media support. In 2000, she became the first full-time employee of CAF in the role of Director of Programs and Development where she worked alongside Virginia Tinley to create the programs that exist today. She has played a strong role since the beginning in the strategic and operational development of CAF. Now with Össur Americas, she is instrumental in leading our global partnership and as a board member continues to be a strong contributor to the strategic direction of CAF.



**KEN KRUG**  
*Board Chair*  
Community HousingWorks

Ken Krug is a partner at KMO Partners, LLP. Mr. Krug’s practice has focused for more than 25 years on the debt and equity financing of multifamily housing with a heavy emphasis on residential rental housing with governmental subsidies and limitations on the income earned and rentals payable by residents. Mr. Krug has represented most of the largest commercial banks in connection with the origination of construction and permanent loans secured by multifamily real estate and tax-advantaged equity investments in the owners of the real estate. Among other transactions, Mr. Krug represented a major bank in the debt and equity financing of the privatization of the public housing portfolio of the San Francisco Housing Authority, the largest transaction of its type in California history. Mr. Krug graduated from Duke University and obtained his law degree from the University of Chicago Law School.



**MONIQUE LASHBROOK**  
*Partner*  
Snell & Wilmer

Monique Lashbrook, partner at Snell & Wilmer, proudly serves on the Board of the Chicano Federation in San Diego, where she helps empower underserved communities through essential services like housing, education, and health programs. The Chicano Federation works to advance equal opportunities and uplift marginalized communities, and Lashbrook’s leadership has been instrumental in driving the organization’s mission forward. Her dedication to fostering positive change has helped create an environment where individuals have the resources and support to thrive. As a Latina, Lashbrook is deeply committed to gender equity and diversity, both in the workplace and the broader community. Her passion for mentoring and elevating others, coupled with her advocacy for inclusive spaces, reflects her unwavering dedication to creating lasting impact. Through her work with the Chicano Federation, she strives to be a driving force for progress and opportunity.



CONGRATULATIONS

to all members of our California State University  
San Marcos community who were named to SDBJ’s  
2025 Nonprofit Board Leaders of Influence!

Your contributions and commitment elevate the  
community and CSUSM to new heights.

Thank you all for your service and leadership!

California State University  
SAN MARCOS



NONPROFIT BOARD LEADERS

of INFLUENCE 2025



**JUSTIN LEWIS**  
*Director, Educational Opportunity  
Program & Project Rebound  
California State University San Marcos*

Justin Lewis is a transformative leader in higher education, philanthropy, and social justice. At CSU, he oversees programs expanding access to education for low-income and justice-impacted students, creating pathways to opportunity. His leadership extends beyond academia, shaping initiatives that drive economic mobility and equity. As an ECS board member, Justin supports the Resource Development Committee, advancing fundraising efforts for early childhood education, mental health, and substance use recovery programs. He also played a key role in St. Paul's Cathedral's major gifts campaign, helping raise over \$2.5 million. A North San Diego NAACP lifetime member and longtime Williams College mentor, Justin is deeply committed to community impact. As one colleague shared, "Justin is a great leader and mentor. His knowledge of business proved invaluable during and after my internship."



**WILL LU**  
*Integrated Product Team Lead  
Naval Information Warfare  
Center Pacific*

Will Lu is an Integrated Product Team Lead at the Navy Information Warfare Center Pacific, where he manages process improvement efforts and the deployment of new business strategies. He brings over a decade of leadership experience from the U.S. Navy, consulting, and technology industries. Will serves on the Board of Management at the Armed Services YMCA San Diego as the Communications and Public Relations Committee chair. He holds a BS from the University of Houston and an MBA from the University of California San Diego and will pursue an EMPA from Cornell University this summer.



**TOM LUPFER**  
*Board of Trustees Member  
University of San Diego*

Tom Lupfer serves on the University of San Diego's Board of Trustees, is a member of the Engineering Advisory Board, and is a Professor of Practice in Computer Science. Lupfer is the founder and president of Clarity Design, a Poway-based company that designs and manufactures a variety of products, including FDA-registered medical devices. He is also the co-founder of Rehabit Health and holds twelve patents. Tom serves on the Advisory Council of the Krach Institute for Tech Diplomacy at Purdue and the Global Tech Security Commission. Lupfer served on the Board of Management for the Rancho Family YMCA, and he and his wife, Margaret, were named Volunteers of the Year in the Poway Unified School District. Lupfer received his BSEE from Purdue University and his MA in Engineering and Economics from Oxford University, where he studied on a Marshall Scholarship.



**MAYA MADSEN**  
*Founder & CEO  
Maya's Cookies*

Maya Madsen is the founder and CEO of Maya's Cookies. Founded in 2015, Maya's Cookies is a top gourmet vegan company committed to reinvesting into the local community. Madsen serves on the board of directors at Junior Achievement of San Diego County (JA San Diego) and Fred Finch Youth & Family Services (Oakland, CA). She is committed to investing in youth and showing young people new possibilities for themselves. Madsen offers youth employment opportunities to high school students supporting youth with developing the skills to succeed in the workforce. Madsen additionally mentors with the Kitchens for Good apprenticeship program.



**DARLENE MARCOS SHILEY**  
*Board of Trustees Member & Chair  
Emerita  
University of San Diego*

Darlene Marcos Shiley is a member of the University of San Diego's Board of Trustees, serving as chair from 2007-2010, and president of The Shiley Foundation. She and her late husband, Donald, a pioneer in the medical device field, are recognized for their community contributions. Their generosity supports the Shiley-Marcos School of Engineering at USD, The Old Globe Theatre, KPBS, Scripps Clinic, Shiley Eye Institute at UCSD, University of Portland's Shiley School of Engineering, Shiley Haynes Institute for Palliative Care at CSUSM, and San Diego Library. In 2024, Shiley made a historic \$75 million pledge to USD to fund the 'Shiley STEM Initiative' and enhance STEM programs and facilities. She has served on various boards, including The Old Globe Theatre and the Salk Institute, and received UCSD's Lifetime Legacy Award. Shiley is also featured as the public representative for PBS' Masterpiece Theatre series.



CONGRATULATIONS

ON BEING RECOGNIZED AS PART OF

SAN DIEGO BUSINESS JOURNAL

NONPROFIT  
BOARD LEADERS  
of INFLUENCE

2025

Your dedication, leadership, and unwavering commitment to our mission continue to make a lasting impact on the communities we serve.



GUSTAVO  
PEREZ

MAAC Board Chair

MAACproject.org

DR. PATRICIA  
PRADO-OLMOS

MAAC Board Vice Chair



NONPROFIT BOARD LEADERS

of INFLUENCE 2025



**JANINE MASON**  
*Founder*  
Fieldstone Leadership Network  
San Diego

With extensive board service and leadership, Janine Mason is a recognized champion for non-profits. She currently serves as a trustee for the Catholic Community Foundation of San Diego and the Banck Clinical Research Center. Committed to strengthening board governance, she founded the Nonprofit Board Exchange to expand and diversify board service and established the Kaleidoscope Award for Excellence in Board Governance, presented annually by USD. As founder of Fieldstone Leadership Network, she fosters leadership development across the sector. Formerly Executive Director of Fieldstone Foundation, she has also consulted with Weingart and Clare Rose Foundations, directing resources to advance organizational impact. Janine holds an MA from USD, executive education certificates from Notre Dame and Stanford, and professional certifications from BoardSource, the Centers for Creative Leadership, and Courage & Renewal.



**SUNNY MONTAS**  
*Board Member*  
Alabaster Jar Project

Sunny Montas is a Biopharmaceutical Operations Counsel at Amgen (whose mission is to serve patients) advising business functions regarding FDA regulations, policies and procedures relating to all phases of medical device development and commercialization. Before Amgen, Sunny served in the U.S. Marine Corps for 22 years and has a BS in Law & Justice from The College of New Jersey, Doctor of Law (J.D.) from UNC-Chapel Hill, a Master of Laws (LL.M) in Military Law from The Judge Advocate General's Legal Center and School at the University of Virginia, and an MBA from Florida A&M University, where she taught as an Associate Professor of Naval Science. Sunny joined the Board of Directors for the Alabaster Jar Project in July 2022 and looks forward to continuing her passion for service.



**BENJAMIN MORRIS**  
*Partner*  
Foley & Lardner

Benjamin Morris is a driving force for good in the San Diego community, leading by example through his deep commitment to pro bono service. As Vice Chair of the Board of Directors for the San Diego Volunteer Lawyers Program, a member of the firm's National Pro Bono Committee, and Pro Bono Chair for the San Diego office, Ben not only dedicates his own time to those in need but also inspires his colleagues, regularly achieving 100% pro bono participation in the office. His leadership and service have been recognized with the Wiley W. Manuel Certificate for Pro Bono Legal Services and the Pro Bono Publico Award from Casa Cornelia Law Center, underscoring his unwavering dedication to advancing access to justice. Ben's impact reaches far beyond his own work, and his board service and advocacy continue to strengthen the legal community's commitment to serving others. As Ben is known to say, where dedication leads, positive change follows.



**TAMARA MUHAMMAD**  
*Board Chair*  
Rise San Diego Urban  
Leadership

Principal Tamara Allen-Muhammad, a proud San Diego native, is a passionate educator, mentor, and advocate for equity and representation. With over 25 years of teaching experience in urban communities, she has dedicated her life to uplifting youth and their families, ensuring that historically underrepresented groups have access to the opportunities and support. Beyond her work in education, Tamara is a committed community leader. For the past 7 years, she has served as a board member at RISE San Diego Urban Leadership, where she now holds the position of Board Chair. Additionally, she is the current Board Chair of the Young and Prosperous Foundation, continuing her mission of advocating for youth empowerment, social justice, and leadership development. Tamara Allen-Muhammad's unwavering commitment to education, mentorship, and community service has made a lasting impact on San Diego, inspiring the next generation to lead with purpose and passion.



**ILO NEUKAM**  
*President*  
Junior League of San Diego

Ilo Neukam is a dedicated leader committed to advancing the Junior League of San Diego's (JLSD) mission. As President since 2024, she leads the Board in setting the League's strategic vision and ensuring fiduciary oversight while aligning leadership with JLSD's long-term goals. Previously, as Executive Vice President (2020-2021), Ilo led the management team overseeing League operations. She restructured the budget, reducing operating expenses by 76% to maintain fiscal responsibility during the pandemic while implementing digital tools to ensure member safety. As Marketing Vice President (2016-2018), she elevated JLSD's public presence, securing a \$120K Google Ad Grant and generated media coverage every month of her term. She also played a pivotal role in securing "Junior League of San Diego Day" proclaimed by Mayor Kevin Faulconer. Additionally, she contributed to the headquarters renovation and capital campaign. Ilo is also a two-time recipient of JLSD's President's Award.



**Theresa Carroll**  
Options For All Board Chair  
Vice President of Environmental  
Policy and Compliance at AES



**Ryan Bowcott**  
Options For All Board Member  
SVP, Private Banker at Comerica Bank



**Diane DeRudder**  
Options For All Board Member  
Commercial & Central Planning  
Director at LEGOLAND California

**Trailblazers. Advocates. Leaders of Influence.**

Thank you, Theresa Carroll, Ryan Bowcott, and Diane DeRudder, for your commitment to Options For All and for building a future full of opportunity and belonging for the IDD Community.





# NONPROFIT BOARD LEADERS of INFLUENCE 2025



**DR. TRACY NGUYEN**  
Vice President  
Society of Women Engineers-  
San Diego Professional Section

**D**r. Tracy Nguyen, Vice President of Society of Women Engineers-San Diego Professional (FY24 & FY25), is a dedicated advocate for STEM diversity and outreach. Since joining SWE-SD in 2019, she has served as Outreach Chair (FY22-FY23) and SWE Counselor for multiple SWENext clubs and Affiliates, significantly expanding SWE-SD's impact. She spearheaded Girls in STEM Inspiration Day, recognized as WE Local 2023's Outstanding Outreach Event, and is leading its fourth year. Beyond SWE, Dr. Nguyen actively mentors with FIRST Robotics, partners with the Girl Scouts, and serves on various STEM boards. Her contributions earned national recognition with the SWE Sparks Award in FY24 and DEI&B Recognition for FY25. As Vice President, she continues to strengthen connections between aspiring and professional engineers, fostering mentorship, innovation, and inclusivity in STEM. Committed to empowering the next generation, she remains a driving force for lasting opportunities for women in engineering.



**LESLIE OLIVER**  
Board Chair  
United Way of San Diego  
County

**L**eslie L. Oliver is a visionary leader dedicated to creating lasting change in San Diego County. A steadfast advocate for education and opportunity for all, she became Board Chair of United Way of San Diego County in 2024 after serving as Vice Chair in 2023. A supporter since 2000, Leslie helped launch UWSD's affinity group, Women United, in 2011, including serving as chair. She helped increase engagement and donations through corporate United Way campaigns over the last 20 years, resulting in millions of dollars to critical programs. UWSD nominated Leslie as North County Philanthropy Council's 2022 Volunteer of the Year, for her dedication to our community. Before retiring, she was the Director of Enterprise Quality, Lean & Enabling Systems at Solar Turbines. A champion for inclusion, she served as Executive Sponsor for the Women's Initiative Network and Unconscious Bias Taskforce. Her leadership inspires others to build a more inclusive future.



**KEVIN O'NEILL**  
SBSC Board Member  
M. Kevin O'Neill Construction  
Co., Inc.

**A**s a resident of Chula Vista since 1955, Kevin O'Neill has been committed to his community for nearly 70 years. He graduated locally from Southwestern College, and furthered his education at San Diego State University, before starting his Engineering and General Contracting Business, M. Kevin O'Neill Construction Co., Inc. (MKO). Kevin has worked on hundreds of projects for clients including Pacific Bell, American Airlines, Host International, Fallbrook Hospital, UCSD, SDSU, the Port of San Diego and the Veteran's Administration. He's acted as Planning Commissioner for the City of Chula Vista, sat on the Growth Oversight Commission, Historical Preservation Advisory Committee, and most recently, has been volunteering his time, treasure and talents with SBSC. As a Board member for the past 7 years, Kevin has been an integral part of the success of the organization. While quiet and humble, his love for the City, it's residents and his neighbors is evident in all that he does.



**DAVID OTT**  
Board President  
Burn Institute

**D**avid has served on the Burn Institute board for 20 years and is the current Board Chair. In 35+ years in public service, David has served as City Manager for Solana Beach, Director of the Solana Beach Redevelopment Agency and Assistant City Manager for Imperial Beach. He also held the position of Fire Chief/Director of Public Safety for the cities of Solana Beach, Del Mar, and Imperial Beach where he was responsible for managing and directing the fire department, lifeguard department, code enforcement department, and emergency preparedness personal and all department operations. David holds a Master of Arts in Executive Management Leadership from Grand Canyon University, Master of Arts in Management - HR Management from the University of Redlands, and BS degrees in Fire Administration and Prevention, from Cogswell Polytechnical College.



**JAE PARK**  
Partner  
Dentons US LLP

**J**ae Park is a partner at Dentons US LLP. Park focuses on litigation representing businesses in commercial disputes across a range of industries. He additionally provides pro bono legal services to victims of human rights abuses and represents refugees fleeing persecution. Park serves on the board of Junior Achievement of San Diego County (JA San Diego) and the regional governor of the International Association of Korean Lawyers and co-founder of the Korean American Bar Association. He is additionally a volunteer attorney at Casa Cornelia Law Center. In 2024, Park was recognized by Best Lawyers in America for his expertise in commercial litigation. He had been recognized as the 2017 Pro Bono Award recipient by the National Asian Pacific American Bar Association and the Attorney of the Year by the Casa Cornelia Law Center in 2016. Early this year, Park was recognized on the Commercial Litigation's Best Lawyers in America.



## Congratulations

### 2025 Nonprofit Board Leaders of Influence

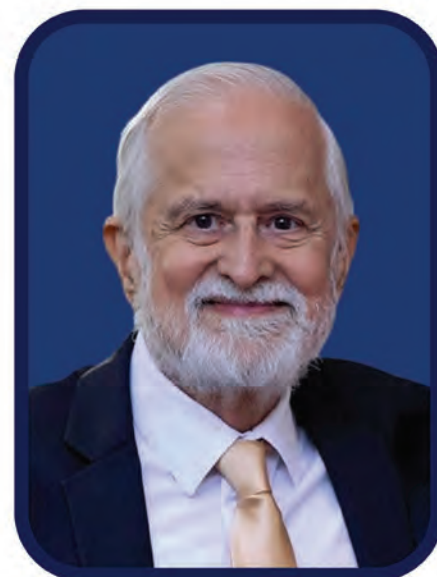
This well-deserved recognition highlights their outstanding leadership, dedication, and impact in the nonprofit community.

Their vision and commitment continue to strengthen San Diego Oasis and help us advance our mission to promote healthy aging through lifelong learning, active lifestyles, and community engagement.

**Thank you, Mark and Krishna, for your incredible service and leadership!**



**Mark Allan**  
Board Chair



**Krishna Arora**  
Board Member

San Diego Oasis is a nonprofit organization dedicated to promoting healthy aging for older adults and impactful community programs, including Intergenerational Tutoring and Digital Divide initiatives.

To learn more about us, visit: [www.sandiegooasis.org](http://www.sandiegooasis.org)



NONPROFIT BOARD LEADERS

of INFLUENCE 2025



**PAUL PEARIGEN**  
*Board Member & Past Chair  
San Diego Military Advisory  
Council*

Paul Pearigen serves on the board of San Diego Military Advisory Council, serving as chair in 2022. In 2024, he stepped in as interim president & CEO during SDMAC's international executive search for a successor CEO. Paul has served on Finance, Governance and Legislative Affairs committees and now chairs the Strategy Committee, facilitating SDMAC's mission of supporting our local military community by advancing the partnership between the military, elected officials, and the business community and advocating for those who serve and their families. Paul also serves on the board of Veterans Medical Research Foundation and is president-elect of Vanderbilt Medical Alumni Association. A retired Navy flag officer who directed the Navy's Pacific healthcare delivery system and oversaw Navy's global medical R&D enterprise, he now advises startups and early commercial stage companies. Paul is a member of the National Association of Corporate Directors and San Diego's Corporate Directors Forum.



**KAREN PEARSON**  
*Community Liaison & Board Director  
TrueCare*

As a TrueCare Board member, Karen's extensive experience in business development and public relations provides key insights into developing meaningful relationships with donors in North County. In 2011 and 2013 she was awarded the Volunteer of the Year award from the North County Philanthropy Council. In her personal time, Karen enjoys helping San Diego youth develop professionally and grow as servant leaders in their communities. She believes in the TrueCare mission and that every person deserves to have access to quality health care.



**GUSTAVO PEREZ**  
*Managing Director  
Ernst & Young LLP*

Gustavo Perez is a dedicated advocate for community empowerment and education. As Chair of MAAC's Board of Directors, he has played a key role in guiding the organization through a transformative strategic planning process, enhancing its impact in San Diego County. In addition to his leadership at MAAC, Gustavo serves on the boards of several nonprofit organizations, including the Southwestern Community College Foundation, MAAC Community Charter School, and the Association of Latino Professionals for America (ALPFA). He is also a leader in Ernst & Young (EY) LLP's America's Veterans Professional Network and the West Region Latino Professional Network, and serves as the Executive Sponsor for San Diego EY Ripples and College MAP. Gustavo's passion for community service and his commitment to creating opportunities for economic mobility have made him a trusted and influential leader. MAAC is grateful for his vision, leadership, and ongoing dedication to empowering the community.



**PETE PETERSON**  
*Founder  
PFW Holdings, LLC*

Pete Peterson, over the last 50 years, has owned and operated companies involved in many different factions of business to include public accounting, real estate development, and health clubs, and, generally, holding the position of chief financial officer and/or managing partner. He is semi-retired from the company he started in 2005, PFW Holdings, LLC, which owns and operates Planet Fitness franchises in four states. His background and expertise helps support WFW's efforts in construction, financial analysis, and expansion of its facilities and operations.



**ERIN POLEK**  
*Chief Accounting Officer (Ret.)  
Junior Achievement of  
San Diego County*

Erin Polek is the retired Chief Accounting Officer at Qualcomm. Polek joined the Junior Achievement of San Diego County (JA San Diego) board of directors in 2020 and serves on the Executive and Finance Committees. She has been a tremendous asset to JA San Diego, offering strong leadership and expertise while consistently driving the organization's mission forward. In 2024, Polek was named board chair of JA San Diego. Polek additionally serves on the Board of Aeva Technologies, Inc.



Congratulations!

Adriana Andrés-Paulson, Walt Steffen and Karen Pearson have all been selected as honorees for this year's Nonprofit Board Leaders of Influence by The San Diego Business Journal!  
Thank you to our Board of Directors for your leadership, advocacy and unwavering commitment to making health care a fundamental right for all!



**Adriana Andrés-Paulson**  
*Board Director  
Casa de Las Campanas*



**Walt Steffen**  
*Board Director and Founder  
Retired, Licensed Clinical Social Worker*



**Karen Pearson**  
*Board Director  
Retired, Community Representative*



760.736.6767  
truecare.org



NONPROFIT BOARD LEADERS

of INFLUENCE 2025



**TERI POLLITT**  
Board Chair  
American Red Cross, San Diego  
& Imperial Counties

Teri Pollitt, Board Chair for the American Red Cross of San Diego and Imperial Counties Chapter, has been a dedicated donor for over thirty years. She is a passionate blood donor and a member of the Tiffany Circle National Council. This distinguished group oversees the strategy and direction of the Tiffany Circle, a group of female philanthropic leaders. She has served as a co-chair of the Tiffany Circle Summit in Washington, D.C., achieving record-breaking fundraising for the American Red Cross Sickle Cell Initiative. Recently, she received the American Red Cross Harriman Award for Distinguished Volunteer Service, recognizing her extraordinary contributions. Teri has over forty years of volunteer service and previously worked as a financial executive. She holds a BA in Psychology from the University of California Riverside, an MBA from the University of Southern California, and the Chartered Financial Analyst (CFA) credential.



**DR. PATRICIA PRADO-OLMOS**  
Chief Community Engagement Officer  
California State University San Marcos

Dr. Patricia L. Prado-Olmos is the Chief Community Engagement Officer at California State University San Marcos (CSUSM), where she has served since 1997. She began as a faculty member in the College of Education, later becoming a Professor, Associate Dean, and Interim Dean. Her leadership advances military affairs, tribal initiatives, economic development, and community outreach, emphasizing social justice and equity. She actively serves on nonprofit boards, including Lifeline Community Services (Chair), MAAC (Vice-Chair), the Burnham Center for Community Advancement, TrueCare, the North County San Diego Promise, and the MAAC Charter School. She strengthens partnerships between CSUSM and the community through these roles, addressing critical social needs. Dr. Prado-Olmos holds a Ph.D. in Educational Psychology from UC Santa Barbara and a B.A. from Pomona College. She has dedicated her career to education, diversity, and community impact.



**JAMIE PREVOST**  
President & CEO  
Prevost Construction

Jamie Prevost has served as Prevost Construction's CEO and President since 2009 and has a long history of community involvement and volunteerism. Jamie joined HomeAid in 2021 with a passion to help solve issues related to homelessness in San Diego County. By leveraging his experience and relationships, Jamie quickly made an impact by helping numerous non-profits navigate the difficult process of building shelters and programmatic facilities for those in need. Since joining the board, HomeAid has completed over a dozen renovation projects for nine local organizations achieving cost savings of over \$1.2M, which enables funds to be redirected in providing critical services for at-risk individuals and families. Additionally, over 5,900 care kits (blankets, socks, hygiene items, etc.) have been distributed throughout San Diego County. Now serving as Chairman, Jamie continues to increase our non-profit partnerships that care for our city's homeless population.



**ANNA RABBINI**  
Board Chair, Escondido YMCA-A  
Campus of Well-Being  
YMCA of San Diego County

Anna Rabbini is an amazing community leader in the San Diego Community. Anna has been a Board member of the Escondido YMCA for 14 years. She has faithfully served the Escondido Community and the YMCA of San Diego County. She was Board Chair of the Palomar Family YMCA, prior to 2020; then through challenging years of COVID when operations had to pivot to providing essential community services to children and parents including before and after school enrichment, childcare and programs such as gymnastics. Now, she is proudly leading the reimagining of the Escondido YMCA – A campus for Community Well-Being, with transformational partnerships to serve the community. Over the years, she has personally helped fundraise for the Y to help support and helped so many deserving families. Last year she and board raised \$50,000 to send 50 Escondido Elementary children to a week of camp. Anna is a catalyst that helps transform lives and communities.



**VICTOR RAMSAUER**  
President & Shareholder  
LevitZacks

Victor Ramsauer is President & Shareholder at LevitZacks, advising the Firm's clients with the sale, acquisition, and divestiture of businesses with values exceeding \$175 million. During his thirty years in public accounting, Ramsauer has honed a broad range of skills in auditing, merger, and acquisition, and general business consulting services to both large and small public and private companies. Ramsauer is a Founding Officer of Cyber Center of Excellence (CCOE) and currently serves as CFO & Treasurer of the Board. CCOE is a San Diego-based nonprofit that mobilizes businesses, academia, and government to grow the regional cyber economy and create a more secure digital community for all. Now celebrating 10 years, CCOE has helped San Diego's cyber industry grow 167% since its inception. Ramsauer also serves on the Board of several local organizations including Aerospace and Defense Forum, SDMAC, NDIA, Downtown San Diego Partnership and Provisors San Diego Downtown.



**Our vision**  
End cancer as we know it, for everyone.

**Our mission**  
Improve the lives of people with cancer and their families through advocacy, research, and patient support, to ensure everyone has an opportunity to prevent, detect, treat, and survive cancer.

**Who we are**  
The American Cancer Society is a leading cancer-fighting organization with a vision to end cancer as we know it, for everyone. We are improving the lives of people with cancer and their families as the only organization combating cancer through advocacy, research, and patient support, to ensure that everyone has an opportunity to prevent, detect, treat, and survive cancer.

Congratulations!



**Matt Zubiller**  
CEO & Board Member



2025 Nonprofit Board  
Leaders of Influence

The American Cancer Society is launching a San Diego Board of Directors, uniting influential leaders to drive strategic initiatives, expand community engagement, and advance lifesaving programs. With the dedication of San Diego's business and community changemakers, we are building a powerful coalition to support cancer patients, survivors, and caregivers

Thank you, Matt Zubiller, for your leadership in launching this board, and congratulations on being named a Nonprofit Board Leader of Influence!



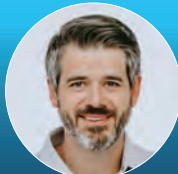
CYBER CENTER OF EXCELLENCE  
CONGRATULATES OUR LEADERS OF INFLUENCE



**Lisa Easterly**  
President & CEO



**Kris Virtue**  
Co-Chairman of the Board



**Andy Haass**  
Co-Chairman of the Board



**Victor Ramsauer**  
CFO & Treasurer



**Jim Skeen**  
Secretary

For their inspirational leadership and dedication to growing the regional cyber economy and creating a more secure digital community for all!

► Learn more about CCOE at [sdccoe.org](https://sdccoe.org).



NONPROFIT BOARD LEADERS

of INFLUENCE 2025



**MIKE ROBERTS**  
CEO & Founder  
Creating Coding Careers

Mike Roberts is a Software Engineer by trade with over three decades of experience programming. In 2019, he founded Creating Coding Careers (CCC), an innovative nonprofit organization that creates opportunities for individuals pursuing a career in technology through apprenticeships. He is passionate about helping people break into tech and supporting companies in building high-performance engineering teams out of often overlooked talent. Mike has launched hundreds of student careers and has grads working at ServiceNow, IBM/RedHat, Apple, Walmart Labs, Sony, AWS, Meta, Deloitte, Trust&Will, and many more amazing tech companies.



**MANUEL RODRIGUEZ**  
Market President, San Diego  
Commercial Banking  
U.S. Bank

Manuel Rodriguez is the Market President of San Diego Commercial Banking at U.S. Bank and serves as a current executive board member of Junior Achievement of San Diego County (JA San Diego), Downtown San Diego Partnership (DSDP), and the San Diego Regional Economic Development Corporation (EDC). At JA San Diego, he is a member of the finance committee overseeing the organization's financial health and long-term outlook. Rodriguez is focused on best practices that encourage inclusive growth and talent development in the San Diego region. He is a leader in the youth education and workforce development space. He is an advocate of providing opportunities to youth that provide the critical social capital through experiential learning and connection to leading San Diego industries. Rodriguez is also committed to ensuring the next generation has the social capital and skillsets needed to succeed in the modern economy and to build thriving communities.



**LUCY ROMERO**  
VP, Relationship Manager  
Enterprise Bank & Trust

Lucy Romero, a banking veteran of more than 25 years, is Vice President, Relationship Manager at Enterprise Bank & Trust. Her expertise helps Enterprise develop new relationships while helping existing clients grow. She specializes in delivering comprehensive financial solutions to businesses, including manufacturers, contractors, professional services and nonprofits. Lucy demonstrates a deep commitment to community service. For more than five years, she has served on the board of Las Primeras, a South Bay philanthropy group of all-volunteer women. She's a Sharp Chula Vista Philanthropy Board member, supporting its Sharp HealthCare Foundation initiatives, and a South Bay YMCA Advisory Board member, fundraising for local high-impact programming. She is Secretary of SB Elevate's executive board, helping small businesses access expert resources. A graduate of San Diego Regional Chamber's LEAD San Diego Advance, she remains involved in LEAD's Impact Class, supporting Oncology and Kids.



**STEPHANIE ROSE**  
Captain (Ret.) / Board Chair  
San Diego Police Department/  
Wheelhouse Credit Union

Retired Captain Stephanie Rose dedicated nearly three decades to public service with the San Diego Police Department, beginning her career in 1993 as a patrol officer in the Southern Division. She worked in various roles, including the Accident Investigations Bureau, Traffic Investigations Unit and Internal Affairs, before a well-deserved promotion to Lieutenant in the Mid-City and Northwestern Divisions. In 2014, Stephanie was promoted to Captain, leading the Northwestern Division with a strong focus on community engagement. After 28 years of service, she retired in September 2021. In 2014, Stephanie joined Wheelhouse Credit Union's Board of Directors and was appointed Board Chair in May 2024, the same year Wheelhouse celebrated 90 years of serving the Community. Her contributions and dedication to Wheelhouse Credit Union have helped usher in a period of growth and expansion, directly and positively impacting the lives of San Diegans.



**TONY RUSSELL**  
Vice Chair  
YMCA of San Diego County  
Association Board

Tony Russell serves on the Association Board of the YMCA of San Diego County as Vice Chair of the Board and will become the new Board Chair of the YMCA of San Diego County later this year. Tony recently retired from San Diego Regional Airport Authority, having served many years as Director of Board Services and Authority Clerk. Tony has served on the Board for the United Way of San Diego County for over 4 years and recently rolled off as the Chair of the United Way Board. Tony also served on the Board for the Jackie Robinson Family YMCA, the Y that he calls home that serves southeast San Diego and surrounding communities. He has led task forces, teams and initiatives to improve the Y and advance the Y mission, vision and values. Tony is a dedicated champion for providing support, engagement and connections to people of all backgrounds to help empower and enrich their lives. Tony Russell is a catalyst that helps transform lives and communities.



Congratulations,  
Tabi King!



Challenged Athletes Foundation proudly celebrates Tabi King, Board Member and Össur Prosthetics leader, on being recognized in the San Diego Business Journal's Board Leaders of Influence.

For over 30 years, Össur and CAF have worked together to transform lives, empowering individuals with physical disabilities to move beyond limits. Tabi's dedication, passion, and leadership have played a vital role in this shared mission, providing access to life-changing prosthetic technology and opportunities for athletes of all abilities.

Thank you, Tabi, for your commitment to mobility, inclusivity, and impact. Your work continues to empower and change lives every day.

CHALLENGEDATHLETES.ORG

CONGRATULATIONS

**Debbie Day**  
Nonprofit Board Leader  
of Influence 2025

Thank you for your leadership as board member and chair of the **San Diego American Heart Association**. Through your service and commitment to being a relentless force for a world of longer, healthier lives, you have made a lasting impact on our company and community.





NONPROFIT BOARD LEADERS

of INFLUENCE 2025



**TIM SCOTT**

President & CEO /  
Board of Trustees Member

Biocom California / University of San Diego

Timothy Scott is the President and CEO of Biocom California, the association representing the state's life science industry. He co-founded TEGA Therapeutics, a glycobiology company focused on lysosomal storage disorders. He serves on the board of AustinPx. He also sits on the University of San Diego's Board of Trustees, UC San Diego's Dean's Advisory Council for the Division of Biological Sciences and Green Foundation for Earth Sciences at Scripps Institution of Oceanography. He is a trustee for the La Jolla Playhouse. Mr. Scott earned a B.A. in Biochemistry from UC San Diego and a J.D. from the University of San Diego and is a member of the California Bar.

University of San Diego®



**JIM SKEEN JR.**

Founder  
Lockton

Jim Skeen Jr. is the Founder of Lockton San Diego. He long served as a member of the Lockton Pacific Series Executive Committee, accountable for its sustained growth and profitability through its west coast offices. He has provided decades of continuous board service, for both corporate and nonprofit organizations, focused on enterprise opportunity and results. He has over 40 years of experience navigating complex Risk and Resiliency solutions in verticals such as Basic Research, Communications, Construction, Cybersecurity, Defense, and more. Skeen is a Founding Officer of Cyber Center of Excellence (CCOE) and currently serves as Secretary of the Board. CCOE is celebrating 10 years of mobilizing industry, academia, and government – helping San Diego's cyber industry grow 167% since its inception. Skeen dedicates significant time and expertise to Cyber risk awareness, education, collaboration and talent development between corporate, government and academic partners.

LOCKTON®



**WILLIAM "BILL" SMITH**

Board Treasurer  
Neighborhood Healthcare

William "Bill" Smith is a 37-year financial advisor veteran who embodies the spirit of influential board leaders. Bill's impact extends far beyond the boardrooms of Neighborhood Healthcare, Alzheimer's San Diego, and the Salvation Army Escondido. Recognizing the power of philanthropy in driving transformative change, he became a founding member of Neighborhood Healthcare's Philanthropy Council to garner community support for the organization's \$10 million capital campaign. Last year, he helped create the non-profit community health organization's first Planned Giving Advisory Council. Through these efforts, Bill ensures that over 100,000 individuals and families regularly receive quality, compassionate, whole-person health care, regardless of their financial situation or circumstances. Through education and advocacy, Bill encourages others to engage in this effort through planned giving, ensuring that Neighborhood Healthcare's mission continues for future generations.

neighborhood HEALTHCARE



**WALT STEFFEN**

Founder & Board Director  
TrueCare

Walt is one of the founders of TrueCare and is proud to sit on the Board of Directors. As a retired clinical social worker, he is passionate about helping establish clinics for low-income individuals unable to secure adequate healthcare. Walt is a member of the National Association of Social Workers and feels everyone has the right to quality healthcare. In his spare time, he enjoys spending time with his wife and family, attending sporting events with his sons and son-in-law, and reading.

truecare™  
health inside. welcome in.



**ERNESTO VILLANUEVA**

Lecturer, Department of  
Educational Leadership  
San Diego State University

Ernesto Delgado Villanueva, Ed.D., has been fortunate to serve as an educator for the past 27 years in a variety of roles across San Diego County. Whether as a Teacher, Principal, or Assistant Superintendent, his goal has always been the same: to support and coach others as they work toward accomplishing their hopes and dreams. Nothing brings him greater joy. Ernesto is a proud San Diego State Aztec, where he earned his Doctorate in 2019 and currently teaches courses in the Department of Educational Leadership. Ernesto has served with the American Heart Association in San Diego in multiple ways, lending his expertise in education and community on the local board for 10 non-consecutive years, as well as on national committees to guide the evolution of community impact. He is blessed to have a wonderful support team that includes his wife, Adriana, son Ernesto Jr., and his three brothers. Outside of education, his passions include traveling, running, and cooking for his family.

SDSU | San Diego State University

**SKYLINE**  
Construction

**INTERIOR BUILDERS**  
SOUTHERN CA / NORTHERN CA / WASHINGTON / ILLINOIS

**JAMIE PREVOST**  
PRINCIPAL

Being part of HomeAid San Diego has been a highlight of my career. It's fulfilling to bring Skyline's construction expertise to the non-profit sector to build facilities that support those in need. I'm proud to help connect resources and build lasting impact in our community.

**BUILDING BETTER TOGETHER.**  
INTERIOR BUILDING EXPERTS | LAW | FINANCE | TECHNOLOGY

YMCA OF SAN DIEGO COUNTY  
**COMMUNITY WELL-BEING & BELONGING**

**CONGRATULATIONS**

**ANNA RABBINI**  
Board Chair  
Escondido YMCA  
A campus for Community Well-Being

**TONY RUSSELL**  
Association Board Vice-Chair  
YMCA of San Diego County

**THANK YOU FOR YOUR SERVICE & LEADERSHIP!**

SAN DIEGO BUSINESS JOURNAL

**NONPROFIT BOARD LEADERS of INFLUENCE**  
2025

[www.ymcasd.org](http://www.ymcasd.org)



NONPROFIT BOARD LEADERS

of INFLUENCE 2025



**JOSÉ VILLARREAL**  
*High School Principal*  
Vista Unified School District

Dr. José Manuel Villarreal, known as “Dr. V,” is a visionary nonprofit board leader with over 25 years of transformational leadership from Riverside to San Diego County. The son of immigrant parents, he embodies empathy, resilience, and drive. A former English Learner and native Spanish speaker, he champions biliteracy and inclusivity. His expertise spans systems development, human resources, board and strategic planning, instruction, and finance. He thrives in high-pressure environments, using a push, pull, and nudge framework to drive progress. José is the Board Chair for A Step Beyond and has also served on Encuentros and North Coastal Prevention Coalition boards. Dr. V’s A Step Beyond board service reflects his dedication to its mission to prepare youth for success in college, career, and life through dance education, academics, and family services. Under his leadership, A Step Beyond continues to meet community needs while fostering innovation and systemic change.



**KRIS VIRTUE**  
*VP, Cybersecurity*  
Qualcomm

Kris Virtue is Vice President of Cybersecurity at Qualcomm, where he oversees the organization’s Cyber Security and Threat Management team. In this role, he has responsibility for incident response, threat intelligence, security monitoring, and application security. Over his 20-year tenure with Qualcomm, he has held numerous roles within IT, including leadership roles across all aspects of the information security program, middleware, and data integration teams. Virtue is a Founding Officer of Cyber Center of Excellence (CCOE) and currently serves as Co-Chairman of the Board. CCOE is celebrating 10 years of mobilizing industry, academia, and government to grow the regional cyber economy and create a more secure digital community for all. Together, we have helped San Diego’s cyber industry grow from 100 to 1,000 cyber firms in the past decade.



**RANDY WALTON**  
*Attorney/ Board Chair*  
Walton Law Firm/ Project Next

Randy Walton has been the driving force behind Project Next’s transformation from The San Marcos Promise into a regional leader in career readiness. As Board Chair, he has led the organization beyond San Marcos, expanding from three Future Centers in SMUSD to launching Future Centers in Escondido—breaking down barriers for thousands of students. Under his leadership, Project Next has deepened industry partnerships, increased mentorship opportunities, and ensured students, especially first-generation and underserved youth, have access to critical career and college pathways. Randy’s leadership is more than strategy—it’s action. He mentors students, builds key relationships, and champions bold initiatives that prepare the next generation for success. His vision and unwavering commitment have propelled Project Next into a new era of growth and impact. Because of his leadership, more students now have the opportunities and resources to confidently own their next.



**LENORE WILKAS**  
*President*  
North San Diego County Realtors

Lenore Wilkas grew up in Palo Alto and spent most of her life in the Bay Area. She graduated from San Francisco State University with a BA in TV-Film and a minor in Music. Lenore spent 30 years in broadcasting across San Francisco, Salt Lake City, and Washington, DC, before transitioning to the Internet industry, working for four start-ups. In 2002, she entered real estate in San Mateo County, working with her husband, Alex. They moved to North San Diego County in 2015, where she is passionate about Lily Field Realty in Carlsbad Village. Lenore serves as President of the NSDCR board and is a Director of the California Association of Realtors. She advocates for affordable housing and assists seniors with real estate transitions. Lenore holds several designations, including GRI, SRES, SFR, ABR, and RCS-D. She volunteers with The Assistance League of Inland North County and sings with the Escondido Choral Arts Choir.



**MATT ZUBILLER**  
*CEO and Board Member*  
Your Behavioral Health

Matthew Zubiller is the CEO and Board Member of Your Behavioral Health leading its culture, operations, strategy, and growth to create change and drive better health outcomes. With 25+ years in healthcare, technology, and services, he has held executive roles at McKesson/Change Healthcare (now Optum), AMN Healthcare, Smile Brands and most recently as the CEO and Board Member at e4health. A proven leader in innovation, health care, technology, and revenue cycle solutions, he has also been an entrepreneur, author, and advisor. Matt serves on the American Cancer Society’s Southern California Board and previously chaired leadership development for the Board of the American Heart Association. He holds an MBA from London Business School, a BS in Economics from the Wharton School, and a Management of Technology Certification from UC Berkeley. Based in San Diego, he enjoys time with his wife, Love, and their children, Texas and India.



NOMINATE NOW



DEADLINE: APRIL 11, 2025

The Best Places to Work Awards will unveil the rankings of the **TOP Companies** in San Diego that are setting trends and redefining the employee experience.

REQUIREMENTS

- Have at least 15 full or part-time permanent employees working in San Diego County
- Have a physical operation in San Diego County
- Are a publicly or privately held organization
- Are a for-profit, not-for-profit, or a government organization
- Have been in business for at least one year, at the program registration deadline



To nominate for the event go to **SDBJ.COM/EVENTS/** or scan the **QR CODE** above