

Rafael Racquet Club
Guidelines & Member Directory
2022-2023

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General Information

95 Racquet Club Drive, San Rafael, CA 94901

415-456-5522 (ph), 415-456-0914 (fax)

www.rafaelracquetclub.com

info@rafaelracquetclub.com

Management Team

General Manager **Ariel Gutierrez**
agutierrez@rafaelracquetclub.com
(415) 785-4631

Assistant Manager **Janet Tanchez**
jtanchez@rafaelracquetclub.com
(415) 456-5522

Tennis Director **Lisa Berg**
lberg@rafaelracquetclub.com
(415) 456-1837

Head Tennis Pro **Mike Downs**
mdowns@rafaelracquetclub.com
(415) 302-7974

Aquatics Director **Buffy Patterson**
pbatterson@rafaelracquetclub.com
(415) 456-1153

Café Manager **Nicolas Napala**
nnapala@rafaelracquetclub.com

Facilities Manager **Patrick Mendenhall**

pmendenhall@rafaelracquetclub.com

Office Hours are 9am-5pm daily.

Pool, tennis court, gym and clubhouse hours vary with season.

Associate Tennis Professionals

Bryce Parmelly

Wayne Street

Support Staff

Admin

Isabella Ferris

Dominga Gomez

Chabeli Huinac

Darlyn Morales

Melissa Mukul

Lesvia Munoz

Lusero Rodas

Stephanie Rodas

Maintenance

Jonathan Lem

Cora Reyes

Carlos Rodriguez

RRC Governance

RRC is governed by a five member Board of Directors. Board members are elected by the membership to alternating two-year terms, with no limits on the number of terms that can be served. Supporting committees exist for tennis and, occasionally, for aquatics. Both the Board and committee operate under the terms of the RRC By-Laws.

The Board's directive is to set the Club's long- and short- term financial goals, while ensuring the operational success of the Club. Committees act to support, provide feedback for, and assist in planning with the tennis and aquatics departments.

Members are welcome to engage in Club governance either by direct participation (joining a committee or the Board) or by attending the open meetings.

2022-2023 Board of Directors

Jon Freudman	President
Michael Wear	Vice President
David Tarantino	Treasurer
Iain Anderson	Secretary
Michelle Nardone	Tennis Liaison

RRC Past Presidents

1975-1976	John Malone
1976-1977	Barbara Fernbacher
1977-1978	Hy Gravitch
1978-1979	Robert Gex
1979-1980	Dollie Eger
1980-1981	John Deignan
1981-1982	Hy Gravitch
1982-1983	George Fernbacher
1983-1984	Jovita Kerner
1984-1985	Paul Gaenger
1985-1986	Sally Nichols
1986-1987	Brian Mahoney
1987-1988	Rob Rowley
1988-1989	Connie Rodgers
1989-1990	Lyle Cowen
1990-1991	Joe Harrington
1991-1993	Bob Huntsberry
1993-1994	Tim Hutchinson
1994-1995	Larry Townsend
1995-1997	Barbara Mahoney
1997-2000	Geoff Bill
2000-2003	Bill Johnson
2003-2005	Tom Latinovich
2005-2006	Shana Pierre
2006-2010	John Myers
2010-2015	Jay Ginwala
2015-2021	Tom Graves

Code of Conduct

The Club has established this Code of Conduct to protect the Club and to promote the health, safety, welfare and enjoyment of the members, their families and guests and all other persons using the Club facilities. Additionally, the Code of Conduct is to encourage a positive, pleasant, courteous and welcoming atmosphere at the Club, which will be conducive to competitive and respectful play and an appropriate sharing of the Club's facilities where all members are welcomed. Members should set a model of positive behavior so that all members and employees are treated in a respectful and considerate manner.

The Board may amend this Code from time to time, and publish supplemental "House Rules" which explain, restate, and augment the following Code. Such current "House Rules" are printed below and are to be considered part of this Code of Conduct.

Member Code of Conduct

Members should not solicit other members for business that is competitive with services provided by the Club.

Members should feel free to constructively voice concerns or dissatisfaction at any time either in writing or in person to the member(s) of the respective committees serving the Board of Directors, the General Manager or directly to the Board of Directors.

Under no circumstances should there be any public discussion relating to employees, compensation and/or employment matters. Criticism by a member of an employee's job performance is to be directed to the General Manager or Club President.

Under no circumstances should members harass employees or other members.

Personal harassment is conduct or comments which are intimidating, threatening, demeaning or abusive and is behavior which is known or ought reasonably to be known as unwelcome.

Harassment Prevention/Non-Discrimination Guidelines

The Club is committed to providing an environment free of unlawful harassment. In keeping with this objective, the Club maintains a strict policy prohibiting unlawful harassment, including harassment based on any of the following categories: race, color, national origin, ancestry,

sex/gender (including gender identity, gender expression, pregnancy, childbirth, and related medical conditions), sexual orientation, age (40 and over), religion/religious creed (including religious dress and grooming practices), physical or mental disability, medical condition, genetic characteristics/information, marital status, registered domestic partner status, military and veteran status, or any other status protected by applicable state or federal law, or local ordinance. Employees, applicants and unpaid interns are also protected if they associate with a person who is, or is perceived to be, in one of those classifications. All such harassment is prohibited.

The Club's policy prohibits all members and employees (including co-workers, supervisors and managers) from engaging in harassment whether directed toward members, employees or non-employees with whom the Club has a business, service or professional relationship.

Prohibited behaviors include, but are not limited to, the following:

Verbal conduct; e.g., suggestive, insulting or derogatory comments, epithets, innuendoes, sounds, jokes, teasing or slurs based on any of the above categories, and sexual propositions or threats.

Physical conduct; e.g., assault, impeding or blocking movement, or any unwanted physical contact or interference with normal work or movement, including touching, pinching, or brushing the body, when directed at an individual because of any of the above categories.

Electronic postings & visual conduct; e.g., e-mails, text messages, blog or social media website postings, suggestive objects, pictures, letters or drawings; also, such actions as leering, whistling or obscene gestures based on any of the above categories.

Unwanted sexual advances; threats, bullying, or demands to submit to sexual requests as a condition of continued employment, or to avoid some other loss, and offers of employment or some other contract benefits in return for sexual favors.

Retaliation for having reported or threatened to report harassment.

In particular, sexual harassment is defined as any unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature which (1) has been made either explicitly or implicitly a term or condition of an individual's employment; (2) is used as a basis for employment decisions such as promotions and benefits

affecting such individual, or (3) substantially interferes with an individual's work performance or creates an intimidating, hostile, or offensive working environment. For example, it is unlawful for males to sexually harass females or other males, and for females to sexually harass males or other females.

In addition, conduct based on any of the categories listed above, or any other characteristic protected by law, is not appropriate for the workplace and is prohibited, regardless of whether an individual makes a complaint of prohibited behaviors.

To avoid any actual, inferred, or the appearance of inappropriateness, conflict of interest, favoritism, or possible harassment, all personal relationships beyond those of professional courtesy between members and employees are strictly prohibited. This specifically applies to romantic relationships, and other relationships which may interfere with an employee's loyalty to the Club or his/her ability to fulfill all job responsibilities assigned.

The Club encourages members to report any incidents of behaviors forbidden by this policy immediately so that complaints can be quickly and fairly resolved.

Complaint Procedure

Any member who believes they or an employee have been subjected to prohibited behaviors should report the facts of the incident or incidents, the names of the individuals involved, and the names of any witnesses to the Club President or the General Manager. The report can be made in person, via email, or via a direct call the Club President or General Manager at the Club office. The preferred procedure is to submit a complaint in writing. No member need fear any reprisal for reporting prohibited behaviors.

After a report is received, the Club will conduct a fair, impartial, timely and thorough internal investigation that provides appropriate due process, given the individual circumstances of the complaint, and reaches reasonable conclusions based on the evidence collected. The investigation may include individual interviews with the parties involved and, where necessary, with individuals who may have observed the alleged conduct or may have other relevant knowledge. Confidentiality will be maintained throughout the investigation process to the extent consistent with adequate investigation and appropriate corrective action.

If the Board of Directors reasonably concludes, after investigation, that a violation of this policy has occurred, effective remedial action will be taken in accordance with the circumstances involved. Any member who has been found by the Board of Directors to have violated this policy will be subject to discipline. Discipline may range from a warning, suspension, or expulsion.

The Board President will notify the complaining individual in a timely manner of the outcome of the investigation and any action taken to correct the situation.

House Rules

General Club Rules

1. Members, their families, their guests, and all persons using the Club facilities shall abide by these Club Rules as it may be amended from time to time.
2. The personnel of the Club, or designated agents, have full authority to enforce this Code and report any infractions to the management of the Club and/or the Board of Directors.
3. Members are required to submit changes to their current information to the Assistant Manager in a timely manner. Because Club communications are primarily electronic, it is essential for members to provide accurate email addresses to the main office.
4. The Club facilities shall be open on the days and during the hours as may be established by the Club. (RRC is closed on New Year's Day, Easter, Thanksgiving and Christmas Day. We close at noon on Christmas Eve and New Year's Eve. RRC operates under normal hours on every other holiday.) Areas of the Club may also be closed for scheduled maintenance and repairs. The Club reserves the right to close the Clubhouse to hold private events from time to time.
5. Adult members (over age 21) are permitted to drink their own alcoholic beverages on the RRC premises in a responsible manner.
6. Smoking/vaping on RRC grounds is prohibited at RRC.

7. Club bulletin boards are for the promotion of Club events, notices, etc. Commercial advertisements shall not be posted or circulated without prior consent of the General Manager.
8. As a courtesy to other members, cell phones should be turned to vibrate or turned off while at the Club. The use of cell phones is not permitted in the clubhouse, fitness room, locker rooms and courtside (while court is in use).
9. Dogs or other pets are not permitted at the Club. Service animals are permitted.
10. Automobiles parked on Club property must be parked within designated parking areas.
11. In no event shall the Club discriminate against any individual because of the individual's race, color, religion, sex, national origin, age, sexual orientation, physical challenge or marital status.
12. Members are expected to act with civility in both word and deed toward one another.
13. Membership entitles the member and immediate family to use the Club facilities. The immediate family includes the spouse or significant other (who lives at the same residence) and the children living at the same residence. Children of members lose Club privileges after reaching their 22nd birthday. A child who remains living at home after the 22nd birthday may apply for Club privileges as a Jr Associate until their 30th birthday.

Member Dues and Charges

A member is entitled to charge privileges at the Club so long as his or her membership is in good standing.

All food, beverage, merchandise, and services of the Club charged to the members' Club account will be billed monthly and each member's Club account shall be due and payable prior to the 25th day of each month.

EFT withdrawals are made on the full balance of the members' account on the 12th of each month (or the nearest business day).

A 1.5% finance charge is applied to all late balances.

Any membership account that becomes 60+ days overdue will be required to pay the balance in full and go on Electronic Funds Transfer (EFT) payments within 30 days of receiving notice. If the member fails to supply the information necessary to sign up for EFT service, the Club

shall have the right to suspend membership privileges or terminate membership entirely.

The Club shall have the right to suspend membership privileges or terminate membership in the presence of any account 60+ days overdue.

Errors in billing charges should be directed to the attention of the Assistant Manager.

Member Rentals

Members are encouraged to use the Club facilities for private functions as available. Inquiries must be made in the main office.

Any member sponsoring such a private function assumes full responsibility for the conduct of guests, any damages and for the full payment of charges.

Cancellations

The Club requests that any cancellation for services be made no less than 48 hours in advance; in some cases a cancellation fee may apply.

Some programs or events require more cancellation; please check with your teacher or program director.

Resignation of Membership

Subject to the provisions of membership, a member may resign membership in the Club by delivering (in person, by mail or email) written notice to the Club's GM. Letters of resignation must be received at least 30 days in advance. Any outstanding account balances must be paid prior to resignation.

This same policy applies to placing a membership on Inactive Hold.

Loss or Destruction of Property

Members and their guests assume sole responsibility for their property. The Club shall not be responsible for any loss or damage to any private property used or stored on the Club facilities. This includes automobiles parked in the Club parking lot.

No person shall remove from the Club any property or furniture belonging to the Club without proper written authorization. Every member or guest of the Club shall be liable for any property damage caused by

the member, his or her guest or any family members. The cost of such damage shall be charged to the responsible member's account.

Children

RRC is dedicated to providing family-oriented programs and providing an environment where children are welcome to enjoy many Club activities and amenities. Our membership has diverse interests within the Club, making it critical for adult members to be responsible for their children's behavior and understand the age limits on supervision or when a child should be accompanied by adults. 'Accompanied' is defined as within view of parents or guardians and in close enough proximity that the parents or guardians can monitor behavior at all times.

1. Children under the age of 14 are not permitted to enter the Club facility without an accompanying and supervising parent or responsible person at least 16 years of age.
2. Children under the age of 14 must be accompanied and supervised by a parent or responsible person at least 16 years of age when using the tennis facilities unless cleared by a Club manager.
3. Children aged 10 and under must be accompanied and supervised by a parent or responsible person at least 16 years of age when using the pool. This person must be on the pool deck at all times with the child.
4. Children aged 11-13 must be accompanied and supervised by a parent or responsible adult at least 16 years of age when using the pool. If a lifeguard is on duty, the supervising adult need only be on the property, not on the pool deck.
5. Adults have priority on Courts 1-6 at all times. Courts 7-9 are equal priority courts.
6. Children under the age of 14 are not permitted in the locker rooms unsupervised. There are outdoor showers and changing rooms for this purpose.
7. Children aged 10 and under are not permitted in the fitness room. Children aged 11-18 may use the fitness room only after completing a fitness orientation. Children ages 11-13 must be accompanied and supervised by a parent or responsible adult at least 16 years of age or older while in the fitness room.
8. Members are responsible for the conduct and safety of their children when at the Club. Members are responsible for any

damage to Club property caused by their children or guests of their children.

9. Babysitters are welcome at RRC as a free guest to the family so long as their primary purpose for accompanying the children is as a care-giver. Babysitters must sign-in upon arrival.

Dress Code

It is expected that members will dress in a manner befitting the activity in which they are engaged. It is also expected that members shall advise their guests of our dress requirements.

Tennis Court: Athletic attire only. It is not acceptable to wear jeans, sandals, tank tops (men), or other non-athletic attire. Please test shoes; they need to have non-marking soles.

Pool: Swimsuits required in the pool. No street clothes.

Fitness Room: Athletic attire only. It is not acceptable to wear jeans, sandals or flip-flops, tank tops (men), or other non-athletic attire. No strong perfumes.

Clubhouse: Shirts and shoes are required. No wet bathing suits.

Guest Privileges

A full listing of guest policies can be found in the Guest Policy section.

All guests must be accompanied by the member and registered at the front gate.

Charges for any goods or services will be charged against the sponsoring member's Club account or may be paid by the guest with cash. The sponsoring member shall be responsible for all charges incurred by the guest.

The sponsoring member is also responsible for the conduct of a guest while at the Club.

Discipline

Members are responsible for their own conduct and for the conduct of their family members and guests. Any member whose conduct or whose family's or guest's conduct shall be deemed by the Club to endanger the welfare, safety, harmony or reputation of the Club or its members, may be reprimanded, fined, suspended or expelled from the Club and have all privileges associated with membership suspended or terminated by the

Club. The Board of Directors shall be the sole judge of what constitutes improper conduct, but improper conduct will include, without limitation:

- submitting false information on the membership agreement
- failing to pay any amount owed to the Club in a proper and timely manner
- failing to abide by the Code of Conduct as set forth herein and as established by the Club from time to time
- abusing fellow Club members or employees
- any criminal acts involving Club property.

Waiver of Liability

All RRC members shall sign a waiver and release of liability for themselves and their minor children when applying for membership and/or will sign an updated release in the course of membership as required by the Board of Directors. A copy of the waiver and release of liability is available in the main office.

Food Minimum Policy

All members are required to spend \$45 per quarter on food services at the Club. Unless this amount is spent on Club food services (tax not included) during each quarter, the full sum or unspent balance will be added to the member's statement at the end of the quarter.

We follow a calendar year quarter system:

January-March

April-June

July-September

October-December

The office will publish a list each week during the last month of each quarter (March, June, September, December) with the total amount spent at the café by member number. Members can obtain their member numbers from the main office any time.

Guest Policy

The inviting member assumes full responsibility for the guest who must observe all rules of the Club.

1. Daily rate: \$5/kids, \$10/adults, charged to the sponsoring member's account.
2. All members must register their guests upon arrival at the club.
3. Dining-only guests are free. Any activity other than dining at the café will result in a guest fee.
4. Members may bring **no more than 6 guests** to the Club during any one visit. Should your guest count exceed 6, you will be charged the party rate of \$12/person. (If you'd like to host more than 6 guests, please inquire with the office.)
5. No person may be a guest at the Club more than two times per month.
6. A guest must be accompanied by the inviting member.
7. A **bona fide house guest** of a member is extended membership privileges, provided that the house guest is related to the hosting member and that the normal residence of said guest is outside Marin County. The house guest must register with the GM prior to arrival at the Club. (1-2 people, \$30/week, 3-5 people, \$50/week)
8. **Guests may not use the fitness room.**
9. Babysitters are welcome at RRC as a free guest to the family so long as their primary purpose for accompanying the children is as a care-giver. Babysitters must sign-in upon arrival.
10. Babysitters coming to the Club in an *unpaid capacity* are considered a guest and must be accompanied by the hosting member. Guest fees will apply. Live-in au pairs may use the Club up to two times per month without their hosting member.
11. Grandparents may bring (non-member) **grandchildren to the Club up to 6 times per month**. Guest fees apply.

Hosting guests at the RRC is a privilege for members. Guest Policy infractions will result in a \$25 charge.

Tennis Guidelines

Court Etiquette

- Players shall wear proper tennis attire at all times.
- Members must observe the rules of tennis etiquette whether on or off the court. Players and spectators shall not interfere with the progress of a game by loud conversation, noise, movement, or any other activity which would distract the players.
- No food or drink on the courts.
- No spray sunscreen on the courts.
- No other games or activities are permitted on the courts, except for approved activities on court 9.

Court Sign Up & Reservation

Member Sign-Ups

- Courts are reserved through the Club's online reservation system. Drop-in players will be assigned to an available court at the entry.
- Court time is 1 ¼ hours or 1 ¾ hours, unless altered by Club staff.
- Members may not sign up for more than one court at one time.
- Ball Machine use is limited to one hour on courts 1, 4, and 5 only. Regular play (singles or doubles) has priority over ball machine use after the first 30 minutes.

Reserved Club Use

- Clinics, team practices and matches may reserve court time in advance.
- Tournaments and Club socials may take up to 9 courts at GM discretion, with advance notice to the membership.
- Tennis professionals may sign up for instructional courts in advance and operate under specific scheduling guidelines set by the Club.

Rain and Wet Courts

The RRC staff does everything possible to dry courts in the mornings, but cannot guarantee dry courts under any circumstances.

When rain begins, members are expected to:

- Call the Club, starting at 7am for a “court report” on wet courtg conditions.
- Vacate the courts as soon as possible. Courts can be slippery when wet and thus, dangerous.
- Take any Club tennis balls inside immediately. (Ball machines, baskets, etc.)
- Confirm cancellations of instructional activities with their teacher. The main office cannot cancel or confirm lessons.

Additionally:

- Matches take priority on newly dried courts.
- Members who assist in drying courts will have priority for that court.

Tennis Equipment

RRC keeps tennis equipment available for its members’ use. The equipment includes ball mowers, ball machines, ball carts and other items.

To prevent damage to the equipment and the court surfaces, members are expected to treat the equipment with care and caution. Additionally:

- Children may not handle the equipment without proper adult supervision.
- RRC does not permit the use of ball hoppers on the courts.
- Ball machines cannot be used in rain (or mist).

Pool Guidelines

Pool Facility and Equipment

1. The BBQs are for the shared enjoyment of the entire membership. Please keep the space clean and clear when not in use. BBQ tools are provided in the lower cabinets. No reservations.
2. The diving board is open only when two or more lifeguards are on duty. Additional rules apply and are posted at the diving board.
3. The fire pit is available for use after 5pm daily upon request. Strict child supervision is expected. Members may not:
 - Leave clothes or towels on the fire pit
 - Roast food other than marshmallows
 - Walk or stand on the fire pit walls
4. Adult members have priority on the lawn furniture and all users are expected to use it appropriately.
5. Diving blocks are only to be used by the swim team or trained adults.

Pool Rules

1. Children under the age of 14 are not permitted to swim without an adult on premises. Children under age 10 must have a parent/guardian on the pool deck.
2. **Poor swimmers, non-swimmers or children supported by flotation devices (“unassisted* swimmers”), must be supervised by an adult in the water.**
3. All children under age 3 or not potty trained must wear a swim diaper and nylon covers while swimming in the RRC pools. Both items can be purchased from the front entry booth.
4. All swimmers must wear proper swim attire. No street clothes.

5. No glass on pool deck.
6. No diving in 5 feet of water or less.
7. No running.
8. No flips.
9. No backward entry into the pool.
10. Children who cannot swim unassisted* may not use the diving board.
11. The wading pool is for the exclusive use of children 5 years of age and younger, and only when accompanied by a responsible adult. Kickboards and large toys are not permitted. A full list of rules is posted on the baby pool wall.
12. Extra-large or mattress type flotation devices are not permitted.
13. Adult swim is for adults only.
14. Persons may not hang on the lane lines.
15. Adults have priority on lawn furniture.
16. Lifeguards and RRC staff have the authority to enforce these and other pool rules necessary to keep swimmers safe.

**An unassisted swim consists of a child leaving the wall, swimming 10 feet, taking a breath and returning to the wall. An RRC lifeguard will administer this test if the parent/guardian wishes to let the child swim unaccompanied.*

Pool Scheduling

1. The RRC pool schedule specifies program and class times, as well as designates priorities for certain activities. When priority is given to an activity, this means that the space is open for all, but gives priority to swimmers engaged in that particular activity.
2. Lifeguards are on duty daily in the summer and weekends in the shoulder seasons.
3. Please refer to the Pool Party Guidelines when planning a visit with more than 6 guests.

Clubhouse Guidelines

1. Children must be supervised in the clubhouse. Children may not use loud voices, run, or play with tennis balls. No wet bathing suits. Shirts and shoes required.
2. The clubhouse is available to Club members for evening rental (Fridays, Saturdays, and Sundays). Please contact the office for more information.
3. RRC provides full tea and coffee service for its members and guests. Children are not permitted to dispense the hot water or coffee.
4. Club communications are done primarily through email.
5. Volume must be kept at a reasonable level, set at staff member's discretion. Members may:
 - a. Turn on TVs any time
 - b. Watch anything that would be considered G or PG (check rating by pressing info if unsure)
 - c. Sports only on bar TV

Locker Room Guidelines

The locker rooms are considered quiet spaces, and members and their guests are expected to conduct themselves accordingly.

1. Amenities provided for the members are to be used sensibly.
2. When using the locker rooms, children under age 14 are expected to be supervised:
 - a. No running or horseplay
 - b. No shouting
 - c. Supervised use of amenities (hair and body products, hairdryers, swim suit dryers, etc.)
3. Personal belongings must be kept in lockers or cubbies, not in changing stalls or on benches.
4. Lockers are available for rent; inquire at main office. Day use lockers must be cleared each day.
5. Conserve water please; keep showers short.

Fitness Room Guidelines

Personal Training

Sessions are available throughout the year by appointment with a Five Points Fitness trainer. We do not permit outside trainers/coaches to work with our members in the fitness room.

Etiquette and Rules

- Towels are provided at the entry for use in fitness room only (limit of 2 per visit).
- Do not wear perfume in fitness room.
- No food or drink other than water.
- Limit the use of cardio equipment to 20 minutes when others are waiting.
- Cell phone use is strongly discouraged in the fitness room.
- Athletic attire required. No sandals.

Safety

- All members are required to complete safety training with a personal trainer before using the fitness room.
- Guests (except babysitters accompanying a youth, see guest policies) are not permitted in the fitness room.
- Equipment must be handled carefully.
- Members should immediately stop any activity that causes extreme stress or safety concerns.

Minor Access to Fitness Room

1. Members under age 18 may only use the fitness room if the minor has completed a safety orientation by a certified trainer, and the parent signs the applicable form. Free safety trainings are available on the first Tuesday of the month at 5:30pm. Other times may be scheduled at the member's cost. (A list of approved users will be kept in the main office.)
2. Members ages 11-13 who meet the above requirements must have on-site adult supervision (either in the room or seated on the fitness patio) while they are exercising.
3. Babysitters are only permitted in the fitness room if they are accompanying an 11-13 year old in fitness activities. Safety training is required for babysitters performing this service.
4. Members under age 11 are not permitted in the room.

Member Directory

This directory is for the express use of Club members. No portion may be used or reproduced for mailing lists, advertising, or any purpose not specifically related to Rafael Racquet Club activities.

ABTA, RON & ALLISON
415-595-7661
510-919-2206
10 SOUTHWOOD AVE #1405
ROSS, CA 94957
allisonabta@gmail.com
mrabta@yahoo.com

AIELLO, STEPHEN & ALYSON
415-455-9020
112 OAK AVENUE
KENTFIELD, CA 94904
alysonaiello@gmail.com
stephenaiello@gmail.com

ALBA, MATT & SARAH
415-816-1290
415-225-1903
6 MORNINGSIDE DR
SAN ANSELMO, CA 94960
albaworks@gmail.com
malba49@gmail.com

**ALEXANDER, JAMES &
CATHLEEN AUSTIN**
415-388-8077
415-686-4100
44 MEDWAY RD
SAN ANSELMO, CA 94960
Jalexan12@comcast.net
cataloo@gmail.com

ALGER (See PENFIELD)

ALLANSON, JOSEPH & LISA
415-454-3751
23 LA CRESCENTA WAY
SAN RAFAEL, CA 94901
jallanson@salesforce.com

ALLEN, JOHN & LESLIE
415-455-9435
116 GREENWOOD AVENUE
SAN RAFAEL, CA 94901
AllenLeslieA@aol.com

**ANACKER, MATTHEW &
CHRISTINE WILHELM**
415-453-8180
40 OAK KNOLL DRIVE
SAN ANSELMO, CA 94960
chris_wilhelm@comcast.net
matt.anacker@ajg.com

ANDERSON, IAIN & ELIZABETH
415-378-2795
415-503-7165
63 LONGWOOD DR
SAN RAFAEL, CA 94901
Lizdutra217@gmail.com
andersoniain@gmail.com

ANDRIS (See CHENG)

ATHERTON, ANDY & AMY
415-860-8339
9 BRIDGE ROAD
KENTFIELD, CA 94904
aa@andyatherton.com
amy.atherton@yahoo.com

ATKIN, THOMAS & CYNTHIA
415-924-9484
415-609-7431
634 RIVIERA CIRCLE
LARKSPUR, CA 94939
famatkin1@gmail.com

AUSTEN, JONATHAN & KATHERINE
415-524-8298
1310 SAN ANSELMO AVENUE
SAN ANSELMO, CA 94960
kpausten@gmail.com

AUSTIN (See ALEXANDER)

BAKER, PETER & JILL
415-455-8535
P.O. BOX 1654
ROSS, CA 94957
jgjsvold@hotmail.com
petercb3@hotmail.com

BAKER, DAVID & MARY BETH
415-460-5171
25 ELM AVENUE
SAN ANSELMO, CA 94960
mbobaker@me.com
dakaba@mac.com

BANKS, CHAEL & JENNIFER
415-572-7211
40 BRET HARTE ROAD
SAN RAFAEL, CA 94901
chaelbanks@gmail.com
jennifertbanks01@gmail.com

BARBOUR, FRANCES & BILL
MELBOSTAD
415-435-6862
27 MERCURY AVENUE
TIBURON, CA 94920
febarbour@gmail.com

BARKER, JIM & LESLIE
415-485-1066
223 FOSTER AVENUE
KENTFIELD, CA 94904
lhbark@yahoo.com
4fosteravenue@gmail.com

BARSOZZI, RICK & JENNIFER
415-246-5749
15 LOS ROBLES DRIVE
SAN RAFAEL, CA 94901
jenniferbarsotti@hotmail.com

BARTELL, BRIAN & JAMIE
410-937-2585
419 FORBES AVE
SAN RAFAEL, CA 94901
jkbartell@gmail.com

BARTON, JAMES & JODIE
415-290-7303
56 TAMALPAIS AVENUE
SAN ANSELMO, CA 94960
skinwarrior@gmail.com

BEACH, WALTER & PATTY
415-785-3227
120 ROSS VALLEY DRIVE
SAN RAFAEL, CA 94901
walt@hlnv.com
patty@hlnv.com

BEARD, CHRISTIAN & SUZANNE
415-613-5267
209 MIRADA AVENUE
SAN RAFAEL, CA 94903
suzannebeard@mac.com
lbnails@icloud.com

BEAVER (See NEELY)

BECKMAN, RICHARD & LESLIE
BEE
415-256-2424
393 IRWIN ST
SAN RAFAEL, CA 94901
mslesliebee@gmail.com

BEE (See BECKMAN)

BENEDETTI, LINDA
415-456-9764
202 SPRING GROVE AVENUE
SAN RAFAEL, CA 94901
Benedetti9@comcast.net

BENSON, ROGER & EILEEN
415-306-7226
2157 5TH AVE.
SAN RAFAEL, CA 94901
rogbenison1@yahoo.com
eileenannbenison@yahoo.com

BERGHOLT, JEFF & LESLIE
415-407-3573
PO BOX 1003
ROSS, CA 94957
Lesliebergholt@yahoo.com

**BERNSTEIN, HEATHER & DAVID
GOLDBERG**
415-497-7912
102 BRETANO WAY
GREENBRAE, CA 94904
heatherkbrock@gmail.com

BERRINGER, STEVEN & SHERRY
415-454-5868
23 RIVER OAKS
SAN RAFAEL, CA 94901
berrpair@aol.com

BERRINGER, GARY & LIANE
415-453-9126
216 SANTA MARGARITA DRIVE
SAN RAFAEL, CA 94901
3booboohheads@comcast.net

BERRY, KEVIN & KERRY COFFEE
415-256-1781
15 RUTHERFORD AVENUE
SAN ANSELMO, CA 94960
kberry@fhallen.com
Kerry.berry@cbtnorcal.com

BIEHLE, KYLE & MARGOT
415-456-8890
217 CRESCENT ROAD
SAN ANSELMO, CA 94960
mbiehle@comcast.net

**BILLINGTON, PETER & NICOLLE
HENNEUSE**
415-457-1956
10 OAKMONT AVENUE
SAN RAFAEL, CA 94901
nicolle@henneuse.org

**BIRKHAHN, KURT & CHRIS
DETOURNAY**
415-740-9887
49 CHESTNUT AVENUE
SAN RAFAEL, CA 94901
Kw.birkhahn@dot.gov
cdetournay@comcast.net

BICHSEL (See HAMILTON)

BITNER (See SANCHEZ)

BLACKMAN, BRIAN & BARBARA
415-454-1936
1736 GRAND AVENUE
SAN RAFAEL, CA 94901
bblackman94123@yahoo.com
bblackman@blaxterlaw.com

BLOCK, GABRIEL & SAMANTHA
415-785-3048
30 FAWN CT
SAN ANSELMO, CA 94960
Skblock12@gmail.com
gabe@ctc.ms

BLOM, JAMES & KARIN
415-258-9842
31 LINCOLN PARK
SAN ANSELMO, CA 94960
dogrunnerstwin@msn.com

BOUSQUET, JASON & MICHELE
415-250-1472
415-640-3958
2110 FIFTH AVENUE
SAN RAFAEL, CA 94901
jasonbousquet@gmail.com
michele.bousquet@gmail.com

**BONFILIO, MARY & ALLEN
MARTIN**
415-721-0944
23 SHANNON LANE
SAN RAFAEL, CA 94901
karchbon@hotmail.com

BORGONOVO, DAN & BRENDA
415-485-5708
93 CHESTER
FAIRFAX, CA 94930
bborgonovo@comcast.net
dborgonovo@crcgroup.com

BOUEY, KEVIN & KRISTIN LEE
415-454-4488
13 JORDAN AVENUE
SAN ANSELMO, CA 94960
kbouey@hotmail.com
leeleekristin@gmail.com

BOYER, MARK & TERRY
415-721-2124
58 TREEHAVEN DRIVE
SAN RAFAEL, CA 94901
boyer94901@aol.com

BRASCH, SAM & ALICIA
650-739-5614
119 FORBES AVE.
SAN RAFAEL, CA 94901
aliciabrasch@gmail.com
sambrasch@gmail.com

BRAUN, RUTH
415-924-8690
375 RIVIERA CIRCLE
LARKSPUR, CA 94939
rbvzbraun@gmail.com

BREKHUS (See LAVINSKY)

BRENNER, PAUL & ANN
415-258-0664
P.O. BOX 104
ROSS, CA 94957
winshipave@aol.com

BRENT, DAVID & LISA
415-456-1382
171 TERRACE AVENUE
SAN RAFAEL, CA 94901
sisabrent@gmail.com
davidmartonbrent@gmail.com

BREWER, ERIN
415-309-3883
37 ELM AVE
SAN ANSELMO, CA 94960
lampert.erin@gmail.com

BRILLIANT, MICHAEL & MOLLY
415-456-9430
32 LONGWVOD DRIVE
SAN RAFAEL, CA 94901
mike.brilliant@gmail.com
brilliantmolly@gmail.com

BRINCK, JOHN & ELISE STASSI
415-747-8836
160 PEACOCK DRIVE
SAN RAFAEL, CA 94901
emstass@yahoo.com

BROOK (See JONES)

BROUDE, MICAH & JANET
415-221-6644
176 28TH AVENUE
SAN FRANCISCO, CA 94121
jbbroude@gmail.com

BROWN, JAMES & LETITIA
415-753-1681
109 EDGEWOOD AVENUE
SAN FRANCISCO, CA 94117
jkbrown@itsa.ucsf.edu

BROWN, TYSON & HANNAH
415-813-9351
415-297-9117
72 YOLANDA DRIVE
SAN ANSELMO, CA 94960
Tysonbrown@gmail.com
hanbullet@hotmail.com

**BUEHLER, BRAD & KRISTIN
DECLoux**
415-215-1642
173 HUMBOLDT ST
SAN RAFAEL, CA 94901
buehler@bioquestinc.com

BUGAS, GERRY & REBECCA
415-456-6168
25 SAN FRANCISCO BLVD.
SAN ANSELMO, CA 94960
rlbugas@gmail.com
gerrybugas@gmail.com

BURKE (See FRASER)

BURNER (See HAZARD)

BURRELL, ARUNDEL & KENDAL
415-505-5924
30 WILLOW AVENUE
FAIRFAX, CA 94930
arun.burrell@gmail.com
kendalburrell@yahoo.com

BRYANT (See GREELEY)

BYRNE, SHANE & NARAHYA
415-533-7247
36 BRIDGEGATE DR
SAN RAFAEL, CA 94903
sb05089@gmail.com
narahya@gmail.com

CALHOUN, JAMES & MEGAN
415-785-4088
P.O. BOX 884
ROSS, CA 94957
megan@twittermoms.com

CAMP, JASON & CAROL
415-301-1648
336-686-3765
70 ESSEX ST
SAN ANSELMO, CA 94960
jasonwcamp@gmail.com
happycampers5@gmail.com

CARABELLO (See WEINBERG)

CARLTON, DOUGLAS & HELGA
415-457-1476
232 HUMBOLDT STREET
SAN RAFAEL, CA 94901
jdouglascarlton@gmail.com
helgadcarlton@gmail.com

**CARTER, TERRY & LAUREL
LADEVICH**
415-459-7519
217 FORBES AVE
SAN ANSELMO, CA 94960
ladevich@mac.com

CASCIO, ALAN & CAREN
415-246-1783
53 GROVE LANE
SAN ANSELMO, CA 94960
alancascio@gmail.com
carencascio@gmail.com

CASE, BRIAN & CARI
415-465-0606
150 OAK AVE
SAN ANSELMO, CA 94960
briancase@gmail.com
cari.sullivan.case@gmail.com

CASHEL, MARK & ASHLEY
415-867-2924
171 CRESCENT RD
SAN ANSELMO, CA 94960
mark.cashel@credit-suisse.com
ashley.cashel@gmail.com

CASSIDY, DANIEL & CARRIE
415-819-9476
61 YOLANDA DRIVE
SAN ANSELMO, CA 94960
carrie.cassidy@gmail.com
dwcassidy@gmail.com

CAVINESS, DOUG & CHLOE
415-457-3435
73 E. CRESCENT DR.
SAN RAFAEL, CA 94901
chloecaviness@gmail.com
dougcaiviness@gmail.com

CAYARD, ICKA
415-419-5659
43 LONGWOOD DRIVE
SAN RAFAEL, CA 94901
ickacayard@gmail.com

CECCHIN, CESARE & ELSY
415-459-4495
51 LAURA LANE
FAIRFAX, CA 94930
c_cecchin@yahoo.com

CHAMBERLIN, MICHAEL & TERRA
415-595-9300
81 WOODSIDE DRIVE
SAN ANSELMO, CA 94960
mchamberlin@gmail.com
sfchamberlin@comcast.net

CHAMBERLIN, WILLIAM & ERIN
415-513-3637
108 ROSS VALLEY DRIVE
SAN RAFAEL, CA 94901
erinchamberlin@gmail.com
wechamberlin@gmail.com

CHAN, HANLON
415-457-4938
84 HAWTHORNE AVENUE
SAN ANSELMO, CA 94960
hanlonchan@yahoo.com

CHANNON, JAMES & RITA
415-637-6008
320 LAUREL PL
SAN RAFAEL, CA 94901
ritariberachannon@gmail.com
pchannon@duncanchannon.com

CHARLES, NORMAN & SANDRA
415-258-9526
25 SOUTH OAK AVENUE
SAN ANSELMO, CA 94960
norman.charles@sbcglobal.net
sandy060751@gmail.com

CHAVEZ, FRANK & KELLI
310-367-9006
415-987-9658
344 OAK AVE
SAN ANSELMO, CA 94960
frankrchavez@gmail.com
kmariecochran@gmail.com

CHENG, VIDA & JOE ANDRIS
415-806-8290
240 DIVISO ST.
TIBURON, CA 94920
vidamc@sbcglobal.net
josephandris@yahoo.com

CHIANG, DOUG & LIZ
415-457-3511
151 FAIRHILLS DRIVE
SAN RAFAEL, CA 94901
Lizchiang7@gmail.com

CHITTICK, JOHN & JANIS
415-453-7469
P.O. BOX 579
ROSS, CA 94957
jtchittick@outlook.com
janischittick@gmail.com

CLAMAN, DAVID & ANNE
415-456-4060
248 CLORINDA AVENUE
SAN RAFAEL, CA 94901
aclarkclaman@yahoo.com
David.claman@ucsf.edu

CLARK, SCOTT & HOLLY
415-786-1442
PO BOX 263
ROSS, CA 94957
scmail@gmail.com
hollyjtate@hotmail.com

CLARKE, JOHN & LISA
415-925-1920
279 N. ALMENAR DRIVE
GREENBRAE. CA 94904
john@jcarchs.com
clarketalk@comcast.net

CLIFFORD, SCOTT & ALEXANDRA
415-256-2459
129 SUNNYSIDE AVE
SAN ANSELMO, CA 94960
lexieclifford@comcast.net
scottclifford@comcast.net

COCCILO, HARRY & PATTY
415-419-5371
183 OAK AVENUE
SAN ANSELMO, CA 94960
patti_cocciolo@mac.com
cocciolo@mac.com

COCHRAN (See CHAVEZ)

COE, W & SIBYLLE
415-459-6940
412 GREENFIELD AVENUE
SAN ANSELMO, CA 94960
sibylle@launchinc.com

COFFEE (See BERRY)

COLEMAN, CHES & BYRD
415-456-1029
113 TERRACE AVENUE
SAN RAFAEL, CA 94901
byrdcoleman@comcast.net

COLIN, JEFFREY & KATE
415-451-1818
kbcolin@gmail.com

COLLINS (See FREUDMAN)

**CONSTANTIN, ANDREW & JENNIE
TEIXEIRA**
415-713-8311
460 FAIRHILLS DRIVE
SAN RAFAEL, CA 94901
andrewconstantin@comcast.net

CONWAY, FRANCIS & PATRICIA
415-457-3036
24 CANYON RD
SAN ANSELMO, CA 94960
pkconway@yahoo.com

COOPER, THOM & LISA
TRAVAGLINI
415-459-4120
10 RICHMOND ROAD
SAN ANSELMO, CA 94960
thom@teclawoffices.com
lisa.travaglino@gmail.com

COPE, BUD & PEGGY
415-457-7031
11 LONGVIEW AVENUE
SAN ANSELMO, CA 94960
pbcope@mac.com

COSEBOOM, RYAN & REBECCA
415-721-7702
34 RACQUET CLUB DRIVE
SAN RAFAEL, CA 94901
darlingmiette@gmail.com
rebecca@halou.com

CRAIG, BRYN & ISMINI
415-485-1845
12 RIVER OAKS ROAD
SAN RAFAEL, CA 94901

CRICHFIELD, JASON & TINILLE
415-252-9217
2279 5TH AVENUE
SAN RAFAEL, CA 94901
jcrichfield@gmail.com
tinille@gmail.com

CUSH, TERENCE & SARAH
530-613-2286
12 FLAMINGO LANE
SAN RAFAEL, CA 94901
tmcush@gmail.com
sarah.cush@yahoo.com

DABORA, DAVID & ROBYN
415-459-6560
16 SPRING RD.
KENTFIELD, CA 94904
rjbdabora@gmail.com
ddabora@yahoo.com

DALE, TIM & ANN
415-302-0369
15 PALM AVE
SAN RAFAEL, CA 94901
dalefamsf@gmail.com
timothydalecpa@yahoo.com

DALY, MELISSA & SHANNON
415-457-3137
117 SAN RAFAEL AVENUE
SAN RAFAEL, CA 94901
melissadaly3@gmail.com

DAMIANI, MICHAEL & HANNA
415-785-8689
2115 5th AVENUE
SAN RAFAEL, CA 94901
damiani@gmail.com
hannadamiani@gmail.com

DAVANTES, ROLAND & JOANNE
415-457-2294
46 ALEXANDER AVENUE
SAN RAFAEL, CA 94901
rdavantes@aol.com
boomsee@aol.com

DAVIS, FRANK & CHERYL
415-925-1600
80 RANCHERIA ROAD
KENTFIELD, CA 94904
cheryld@pon.net

DAY-MEDINA, CARLOS & KELLY
415-454-2576
108 GRACELAND
SAN RAFAEL, CA 94901
kelday@ix.netcom.com

DAYAL, MADHUR & JILL FIG
415-706-8957
3 ARROWHEAD LANE
FAIRFAX, CA 94930
Madhur_dayal@hotmail.com
jillfigg@hotmail.com

DECLOUX (See BUEHLER)

DECLOUX, RON & TINA
415-457-6658
36 LONGWOOD DRIVE
SAN RAFAEL, CA 94901
tdecloux@comcast.net

DEFRINO, MICHAEL & LAURA
415-459-8945
P.O. BOX 778
ROSS, CA 94957
ldefrino@comcast.net
Mike.defrino@kimtongroup.com

DELECLUSE, ADRIEN & CAROLE
GRIDLEY
415-260-6564
3236 BRODERICK STREET
SAN FRANCISCO, CA 94123
adelecluse@yahoo.com
cagridley@yahoo.com

DENEBEIM, STEVEN & IRENE
415-846-8101
19 WIMBLEDON WAY
SAN RAFAEL, CA 94901
sdenebeim@hotmail.com
idenebeim@hotmail.com

DENITTO, JAMES & ELIZA
415-785-8025
54 HILLSIDE AVENUE
SAN ANSELMO, CA 94960
Jamie.denitto@gmail.com
elizadenitto@gmail.com

DEVORE (See MATTHEWS)

DE VRIES (See RAHILL)

DI CARPEGNA, RUFO & LIZ
415-453-7441
100 HAWTHORNE AVE
SAN ANSELMO, CA 94960
dicarpegna@sbcglobal.net

DIMARCO (See HARLEEN)

DOMER, GARY & APRIL
415-453-4361
1554 LINCOLN AVE
SAN RAFAEL, CA 94901
gdomer@kellypacific.com

DOMINGUEZ, MIGUEL & ELLIE
415-847-8478
38 CRESTWOOD DRIVE
SAN RAFAEL, CA 94901
dominguezplumbing@gmail.com
elliemdominguez10@gmail.com

DONNER, ANDREW & WENDY
415-317-0184
10 BENNETT AVE
SAN ANSELMO, CA 94960
wdonner@gmail.com
adonner@gmail.com

DOYLE, GREGORY & SHARON
415-459-3053
207 H STREET
SAN RAFAEL, CA 94901
sdoyle207@comcast.net

DUFFY, BILL & ANNE
415-731-4369
162 FUNSTON AVE
SAN FRANCISCO, CA 94118
awduffy@gmail.com
williamduffy@gmail.com

DUMAS, SCOTT & KATY
415-827-6030
345 G STREET
SAN RAFAEL, CA 94901
dsdumas@yahoo.com
kdumas@siprep.org

DUNCAN, JOHN & GILLIAN
LIBBERT
707-694-8315
151 DOMINICAN DR
SAN RAFAEL, CA 94901
jd3dfx@yahoo.com
gillianlibbert@gmail.com

DUPRIES, GORDON & SUZI
415-310-0377
90 TERRADILLO AVENUE
SAN RAFAEL, CA 94901
suzidupries@gmail.com
gordondupries@gmail.com

DUPUIS, MICHAEL & TRACY
415-485-6262
156 PEACOCK DRIVE
SAN RAFAEL, CA 94901
tracy@westwindmarin.com

DUTRA (See BRUCE)

DUTRO, JAMES & JENNIFER
415-460-0912
80 FORBES AVENUE
SAN RAFAEL, CA 94901
jamesdutro@hotmail.com
jenniferstroman@hotmail.com

EARNEST, ERIC & JENNIFER
415-578-2355
415-226-8515
50 W CRESCENT DRIVE
SAN RAFAEL, CA 94901
jearnest20@gmail.com
eric.earnest@sonic.com

EHM, CHARLIE & RUTH ANN
KEENE
415-256-9653
176 OAK AVENUE
SAN ANSELMO, CA 94960
rakeene@gmail.com
charles_ehm@yahoo.com

EHRHART, BEN & JAMIE
612-991-0992
16 VINE AVE
SAN ANSELMO, CA 94960
Ben.ehrhart@gmail.com
jaimeoehrhart@gmail.com

EISEMAN, DAVID & CLAUDIA
415-609-2014
12 MADRONE WAY
KENTFIELD, CA 94904
claudia.eiseman@me.com
david.eiseman4@gmail.com

EISENBERG, PETER & ELIZABETH
SHORTINO
415-925-1122
50 YOLANDA DRIVE
SAN ANSELMO, CA 94960
eshortino@comcast.net
peisenberg@me.com

EISINGER, DOUGLAS & PATTI
415-453-6754
35 WOODSIDE DRIVE
SAN ANSELMO, CA 94960
pattieisinger@yahoo.com

ELLWEIN, CHARLES & NEL
415-776-6563
3512 CLAY STREET
SAN FRANCISCO, CA 94118
nel@ellca.com
charles@ellca.com

ELMSTROM (See KOLOTKIN)

ENRICO (See GUINAN)

ENGELSKIRCHEN, ADAM &
ELIZABETH LOWE
415-217-1282
21 CRESTWOOD DRIVE
SAN RAFAEL, CA 94901
aengelsk@gmail.com

ETEM, KAAAN & MEG GAMBLE
415-846-1773
36 EL CERRITO AVENUE
SAN RAFAEL, CA 94901
meg@kaan.com
mail@kaan.com

EYLER, KELLY
415-794-6781
21 MELVILLE AVENUE
SAN ANSELMO, CA 94960
kellyeyler@gmail.com

FAIRBORN, JAY & LONDON
415-577-1173
155 DEL ORO LAGOON
NOVATO, CA 94949
jayfairborn@yahoo.com

FARLEY, JIM & DANIELLE
MACHOTKA
415-482-9884
84 FLORENCE AVE
SAN ANSELMO, CA 94960
danielle@globalscribe.com
jimfarley@comcast.net

FAVALORO (See MOYNIHAN)

FAVETTI, JOSEPH & AMBER
WHITESIDE
415-269-8127
299 BROOKSIDE DR
SAN ANSELMO, CA 94960
favetts2@gmail.com
amberwhiteside@gmail.com

FERAR, DEVA & JENNA
415-238-3335
28 CENTER ST
SAN RAFAEL, CA 94901
accounts@ferar.com

FERGUSON, JAY & JUDY
415-454-1224
222 H STREET
SAN RAFAEL, CA 94901
judyferg@comcast.net
jayferguson@msn.com

FERGUSON, THOMAS & ALLYSON
650-714-1225
77 LINCOLN PARK
SAN ANSELMO, CA 94960
Rose.allyson@gmail.com

FIELD, RANDY & JANE HALL
415-455-8330
31 NOKOMIS AVENUE
SAN ANSELMO, CA 94960
rf@tomorrowmedia.tv
jh@tomorrowmedia.tv

FIELDS, ROBERT & RANDI
415-221-4824
50 SEA CLIFF AVENUE
SAN FRANCISCO, CA 94121
Randi.dodick@gmail.com
bobfieldssf@gmail.com

FINKELSTEIN, BRETT & TRACI
UPP
415-846-9965
415-336-2755
16 BROOKSIDE DRIVE
SAN ANSELMO, CA 94960
brettfink@gmail.com
traciupp@yahoo.com

FINLEY, JOHN & SARAH
415-828-4172
2 OLIVE AVE
SAN ANSELMO, CA 94960
jfinley123@gmail.com
sarahfinley03@gmail.com

FINZEN, FRITZ & BARBARA
415-485-9751
57 RIDGEWOOD DRIVE
SAN RAFAEL, CA 94901
barbfinz@comcast.net

FITZGERALD (See WEBB)

FITZGERALD, TODD & JENNIFER
415-513-3332
122 SYCAMORE AVENUE
SAN ANSELMO, CA 94960
jenfitzmv@gmail.com

FITZSIMMONS, WILLIAM & CHELSEA
904-338-1276
925-285-7253
161 ALPINE ST
SAN RAFAEL, CA 94901
wfitzsimmons25@gmail.com
chelseaesmith@gmail.com

FLANAGAN (See WALSH)

FLANDERMEYER, GREG & SUSAN
415-412-8262
62 LINCOLN PARK
SAN ANSELMO, CA 94960
gfandy@yahoo.com
susanflandermeyer@gmail.com

FLEMING, SHANE & SEDRA
415-609-2531
15 WIMBLEDON WAY
SAN RAFAEL, CA 94901
sfleming@shanefleming.com
jewelrybysedra@gmail.com

FLEMING, WILLIAM & JANET
415-383-3506
403 MAGEE AVENUE
MILL VALLEY, CA 94941
janetfleming@sbcglobal.net
willfleming@sbcglobal.net

FLYNN (See LEADEM)

FLYNN (See WOOD)

FONES, MORGAN & ANGELA
415-785-7583
154 ALPINE STREET
SAN RAFAEL, CA 94901
mofones@gmail.com
aemann@gmail.com

FONKALSRUD, DAVID & SARAH
415-457-5918
35 MCNEAR DRIVE
SAN RAFAEL, CA 94901
dfonkalsrud@gmail.com
smfonk@yahoo.com

FOOTE (See GREENWALD)

FORD, JASON & CARRIE
617-817-1575
617-872-0442
136 JORDAN AVE
SAN ANSELMO, CA 94960
Jason.g.ford@gmail.com
carrie.ford@lge.com

FORFOTA (See MASSEY)

FORREST, ROB & AMY
415-485-9255
140 WOODLAND AVE.
SAN ANSELMO, CA 94960
a4nfam@comcast.net
rob.forrest@r4partners.com

FORTUNE, DONALD & TOMOKO
415-200-6703
2737 CLAY STREET
SAN FRANCISCO, CA 94115
tfortune@gmail.com
donald_fortune@yahoo.com

FRANKLIN (See JOHNSON)

FRASER, CLAYTON & MOLLY BURKE
415-456-1956
48 BARBER AVENUE
SAN ANSELMO, CA 94960
goodgollyburke@gmail.com

FREUDMAN, JONATHAN & JOAN COLLINS
415-453-4354
32 RIVER OAKS ROAD
SAN RAFAEL, CA 94901
jon@freudman.com
jfreudman@comcast.net

FRIEDMAN, MICHAEL & MONICA
415-456-7415
32 ELM AVENUE
SAN ANSELMO, CA 94960
mfriedman67@comcast.net

GABIANELLI (See HAVEMAN)

GAGLIARDI (See KOENIG)

GAITHER, WHITAKER & TERI
415-259-7229
P.O. BOX 923
ROSS, CA 94957
terigaither@yahoo.com
whitgaither@gmail.com

GALLAGHER, TOM & WENDY
415-455-0377
1951 5TH AVENUE
SAN RAFAEL, CA 94901
yoeddy@pacbell.net

GAMBERDELLA, TONY
415-457-5046
415-755-7396
3 SNOWDEN LANE
FAIRFAX, CA 94930
tonyjgamberdella@gmail.com

GAMBLE (See ETEM)

GAMMON, KEVIN & JENNIFER
415-485-0884
181 MORNINGSIDE DRIVE
SAN ANSELMO, CA 94960
kgammon@hey.com
jennifergammon@me.com

GARLOCK, JASON & EMILY
415-747-8864
21 FOREST AVENUE
SAN ANSELMO, CA 94960
emilysgarlock@gmail.com
jason.garlock@gmail.com

GATES, MILO & LISA
415-888-8166
PO BOX 906
MILL VALLEY, CA 94942
ljdogadv@aol.com

GENOLIO, ROBERT & ERIKA
415-258-1794
46 SUNSET WAY
SAN RAFAEL, CA 94901
EBG68@comcast.net

GEORGE (See SEGALINI)

GERNER, CHRIS & SANDRA
415-454-2274
10 VAN RIPPER COURT
SAN ANSELMO, CA 94960
sgerner@emoro.com
tegmarrin@gmail.com

GHANTOUS, FIRAS & SHANTI
PUTNAM
415-482-6529
49 MARTLING RD
SAN ANSELMO, CA 94960
shantiputnam@yahoo.com

GIANGRAVE, MICHAEL & CHERIE
LAU
415-713-1200
1539 18TH AVE
SAN FRANCISCO, CA 94122
mike@meyersplus.com

GIDNEY, ANDREW & CARIN
415-572-8612
49 BELLE AVENUE
SAN ANSELMO, CA 94960
andrewgidney@gmail.com
caringidney@hotmail.com

GILBERD, PETER & KENDRA
415-203-8461
125 CALUMET AVE
SAN ANSELMO, CA 94960
peterg@townsendnetworks.com
kendragilberdmft@gmail.com

GILELS (See MITRA)

GILLEY, SUZANNE & PAUL
HUGHES
415-454-3733
8 LAUREL AVENUE
KENTFIELD, CA 94904
suzannesgilley@gmail.com

GILMER, JOHN & MARILYN
415-459-4718
15 GREENSBURGH LANE
SAN ANSELMO, CA 94960
mhgilmer@aol.com

GINWALA, JAY & SUSAN
415-990-3456
29 ROSS STREET
SAN RAFAEL, CA 94901
jayginwala@yahoo.com

GOGNA, SUZANNE
415-456-7272
71 LOCHINVAR RD
SAN RAFAEL, CA 94901
suezs@sbcglobal.net

GOREK, JOSEF & ELIZABETH
415-455-8050
12 SOUTH AVE
ROSS, CA 94957
josefgorek@yahoo.com

GORIN, JOE & KAREN
415-612-4107
4 POPPY PLACE
NOVATO, CA 94949
kagorin99@gmail.com

GOWER, MATTHEW & KATE
GROUND
415-271-3990
258 ALPINE STREET
SAN RAFAEL, CA 94901
mattgsf@gmail.com
katherineground@gmail.com

GRADY, MICHAEL & KELSEY
415-233-2195
5 GREENFIELD CT
SAN ANSELMO, CA 94960
kelseygrady@gmail.com
gradymichaelp@gmail.com

GRAHAM (See PATTERSON)

GRAVES, THOMAS & COURTNEY
415-454-1055
7 BEVERLEY WAY
SAN ANSELMO, CA 94960
thomas_graves@comcast.net

GREELEY, JEFFREY & JENNIFER
BRYANT
415-454-0738
35 CAROLINE AVE
SAN ANSELMO, CA 94960
jenbryant@mac.com
jjpgreeley@mac.com

GREEN, ARI & KATHY
415-785-7731
1348 SAN ANSELMO AVENUE
SAN ANSELMO, CA 94960
goldengategreen@gmail.com
ajgreen72@yahoo.com

GREENLEE, GEOFF & SONIA
415-453-5010
25 MOUNTAIN VIEW AVENUE
SAN ANSELMO, CA 94960
geoff_greenlee@yahoo.com
s_greenlee@yahoo.com

GREENWALD, JEFF & REBECCA
FOOTE
415-295-7449
60 BELLA VISTA AVE
SAN ANSELMO, CA 94960
drfoote@sbcglobal.net
jeff@mentaledge.net

GRIDLEY, CHRIS & LINDA
415-453-6226
161 SOLANO STREET
SAN RAFAEL, CA 94901
cgrid@me.com lgridley@fhallen.com

GRIDLEY (See DELECLEUSE)

GROUND (See GOWER)

**GUEST, CHRISTOPHER &
KATHRYN**

415-615-2889

54 WIMBLEDON WAY
SAN RAFAEL, CA 94901

chris@guesto.com

katy@guesto.com

GUINAN, TIM & BEVERLY ENRICO

415-515-3170

320 UPPER TOYON DRIVE
KENTFIELD, CA 94904

tmguinan@yahoo.com

beverlicious84@gmail.com

GUNDEE, STEPHAN & CARI

312-351-2284

312-343-7737

137 HUMBOLDT AVE

SAN ANSELMO, CA 94960

stephengundee@gmail.com

carigundee@gmail.com

HADDAD, SCOTT & CHRISTY

415-785-7443

1140 BUTTERFIELD RD

SAN ANSELMO, CA 94960

christybard@yahoo.com

scothead@yahoo.com

HAGENBUCH, HENRY & NOUSHA

415-457-1265

PO BOX 1174

ROSS, CA 94957

henryhagenbuch@gmail.com

noushahagenbuch@gmail.com

HALL, JANE (See FIELD)

HALL, KATHRYN (See KNUTSEN)

HAMBLET, TODD & LAUREN

415-233-1659

115 ROSS AVE

SAN ANSELMO, CA 94960

lchamblet@gmail.com

tahamblet@gmail.com

HAMILTON, MICHAEL & MARIE

415-307-2997

510-258-2150

25 HAWTHORNE AVE

SAN ANSELMO, CA 94960

mghamilton@gmail.com

marie.bichsel@gmail.com

HAN (See HYDE)

HANCHER, JAY & KIMBERLY

415-747-8408

20 HILLSIDE AVE

SAN RAFAEL, CA 94901

kimhancher@gmail.com

HANEY, ERIC & SHABNAM

415-453-7880

510-316-8161

22 BAYWOOD TERRACE

SAN RAFAEL, CA 94901

ericvanhaney@yahoo.com

mailshab@yahoo.com

HARLEEN, JIM & STEPHANIE

DIMARCO

415-785-4806

PO BOX 904

ROSS, CA 94957

stephaniegdimarco@gmail.com

jimharleen@gmail.com

HARRIS, VICTOR & LIZ
415-454-8613
160 WILLOW AVENUE
FAIRFAX, CA 94930
writingliz@comcast.net
vhlaw@prodigy.net

HARROW (See MEYER)

HART (See KLINGENSMITH)

HART, JON & STACY
415-244-8785
510-409-4022
54 EL CERRITO AVE
SAN ANSELMO, CA 94960
jon@jrhart.com
stacyaquilino@gmail.com

HASKELL, DAVID & JEN
415-460-1902
6118 INDIAN GARDEN ROAD
PETOSKEY, MI 49770
jenmhaskell@gmail.com

HATCH, DAVID & JENNIFER
415-257-8878
107 SANTA MARGARITA DRIVE
SAN RAFAEL, CA 94901
davejenn@comcast.net
jennhatch415@gmail.com

HAVEMAN, JON & DIANE
GABIANELLI
415-336-5705
271 ARIAS ST
SAN RAFAEL, CA 94901
jon@haveman.org
dianegabianelli@comcast.net

HAWKS, KURT & KIMBERLY
415-301-7351
14 AGATHA COURT
SAN ANSELMO, CA 94960
hawks.kurt@gmail.com
Kimberly.e.hawks@gmail.com

HAYDEN, TED
415-456-3597
308 SANTA MARGARITA DRIVE
SAN RAFAEL, CA 94901
tedhayden@yahoo.com

HAZARD, GEOFF & HAYLEY
BURNER
415-412-5374
617-877-5238
206 RIDGEWOOD DR
SAN RAFAEL, CA 94901
geoffhazard@gmail.com
hhburner@gmail.com

HELLMAN, MICK & SABRINA
415-456-3334
16 W CLAY ST
SAN FRANCISCO, CA 94121
sabrinahellman@aol.com

HELLYER, THOMAS & ASHLEY
415-454-1758
92 CRESTWOOD DRIVE
SAN RAFAEL, CA 94901
ashleyhellyer@hotmail.com

HENNEUSE (See BILLINGTON)

HENRY, MICHAEL & TALLEY
415-755-3620
171 SACRAMENTO AVE
SAN ANSELMO, CA 94960
talleyhenry@gmail.com
michaelandrewhenry@gmail.com

HENSLEY, DAVID & JANIE LEE
415-456-1824
36 SEQUOIA DRIVE
SAN ANSELMO, CA 94960
donhensley@hotmail.com
janielee1013@gmail.com

HERALD (See JONAK)

HERTEL, KILEY & CLAIRE STANLY
415-218-1842
32 BAYVIEW ST
SAN RAFAEL, CA 94901
kiley@mkgd.co
clairestanly@gmail.com

HERRMANN (See MCKINLAY)

HITCHCOCK, PAUL & VICTORIA
415-459-3201
336 BON AIR CENTER
GREENBRAE, CA 94904
victoriahitchcock@me.com
paulghitchcock@gmail.com

HOFFMAN, RICHARD & SARAH
917-375-2720
415-816-5560
114 TERRACE AVE
SAN RAFAEL, CA 94901
sarah.a.sheppard@gmail.com
rhoffman3@gmail.com

HOIMES, TELLY & SUSAN
415-459-7173
87 FORBES AVENUE
SAN RAFAEL, CA 94901
mdvii@me.com

HOLMAN, JOHN & JULIE
WIDENHOFER
415-456-7189
140 REDWOOD RD
SAN ANSELMO, CA 94960
juliewidenhofer@yahoo.com
johnholman99@yahoo.com

HONG (See PORTELLA)

HOPKINS, JEFFREY & LESLIE
415-454-8373
73 MEDWAY ROAD
SAN ANSELMO, CA 94960
jlhop@yahoo.com
lhhopkins@yahoo.com

HOREVITZ (See TAYLOR-FABE)

HORN, PETER & LIZELLEN
LAFOLLETTE
415-459-6856
33 ECHO COURT
SAN ANSELMO, CA 94960
pmhorn@mindspring.com
lizellen1@gmail.com

HOUSER, GAGE & REBECCA
415-453-4654
144 WOODLAND AVENUE
SAN ANSELMO, CA 94960
rebecca.houser5@icloud.com
gagehouser@gmail.com

HOWER (See MCCONNELL)

HUDSON, DEREK & CAROL
415-459-0423
212 RICHARDSON DRIVE
MILL VALLEY, CA 94941
dreamhomez@aol.com

HUFBAUER (See RESNECK)

HUFFMAN, JARED & SUSAN
415-456-3004
Huffman12@gmail.com

HUGHES (See GILLEY)
HUTCHINSON, WILLIAM & GAIL
415-457-3491
34 VAN WINKLE DRIVE
SAN ANSELMO, CA 94960
gail.hutchinson@comcast.net

HYDE, DEDALUS & NJ HAN
415-920-3111
8 TILDEN CIRCLE
SAN RAFAEL, CA 94901
dedalushyde@gmail.com
njhan88@gmail.com

**IGNACIO, RAMON & SARAH
LEGER**
415-730-1715
340 STUYVESANT DR
SAN ANSELMO, CA 94960
sleger@rflawllp.com
ramonignacio10@gmail.com

INGELS, DOROTHY
415-457-9757
30 SHANNON LANE
SAN RAFAEL, CA 94901
dotthei@att.net

JACOBSON, DAVID & PETRA
415-454-4820
47 BELLEVUE AVENUE
SAN RAFAEL, CA 94901
bellvue@pacbell.net

**JACOBSON, ROBERT &
MARIANNE**
415-485-1807
P.O. BOX 1177
ROSS, CA 94957
marianne_jacobson@sbcglobal.net

JAMPOL, SCOTT & PATRICIA
415-699-3515
244 GLEN DRIVE
SAUSALITO, CA 94965
patriciareddington@yahoo.com
sjampol@yahoo.com

**JANSON, CHRISTER & LYNN
MILLAR**
510-289-7276
210 FORBES AVE
SAN RAFAEL, CA 94901
lynnandchrister@gmail.com
chrutil@gmail.com

JEW, TERENCE & CINDY
415-454-8822
50 FORBES AVENUE
SAN ANSELMO, CA 94960
terencejew@yahoo.com
Cynthiajew@yahoo.com

**JOHNSON, BILL & JANET
FRANKLIN**
415-459-3350
348 OAK AVENUE
SAN ANSELMO, CA 94960
bill@GOTHOMES.com
janet.franklin@comcast.net

JOHNSTON, SCOTT & NHATLE
415-460-1135
38 SUNNYSIDE AVE
SAN ANSELMO, CA 94960
nhatty@sbcglobal.net
scottjfs@sbcglobal.net

JOLY (See NEAMAN)

JONES, ADRIAN & LIZ
415-785-7856
415-725-1867
3 CALUMET AVE
SAN ANSELMO, CA 94960
lizziej_71@yahoo.com
adrianjones8@comcast.net

**JONES, CHRISTOPHER &
JOANNA BROOK**
415-450-5386
111 ALMENAR DR
GREENBRAE, CA 94904
chrjones@visa.com
joannakbrook@yahoo.co.uk

JONES, JASON & SARAH SMITH
415-504-7233
190 EDGEWOOD AVENUE
SAN FRANCISCO, CA 94117
mismis98@hotmail.com

**JONES, DOUGLAS & KRISEY
BANTON**
415-342-5745
21 SANTA MARGARITA DR
SAN RAFAEL, CA 94901
dougjones11@yahoo.com

KANDA, MATT & SARAH NESBIT
202-321-4984
303-564-1214
251 SEQUOIA DRIVE
SAN ANSELMO, CA 94960
kandam@gmail.com
sarahjnesbit@gmail.com

KANDARIAN, KEITH & TERI SHAW
415-221-7218
312 CHERRY STREET
SAN FRANCISCO, CA 94118
Terishaw1040sf@gmail.com

KAWAJA, JENNY
415-518-5134
98 CIELO DRIVE
GREENBRAE, CA 94904
jenniferkawaja@gmail.com

KAY (See RUDSTEN)

KEENE (See EHM)

KEIM, MICHAEL & CASSIE
415-453-0927
PO BOX 487
ROSS, CA 94957
cassiekeim@hotmail.com
mike@marinmineral.com

KELLY, ANDY & ANDI
415-306-7829
85 AUSTIN AVE
SAN ANSELMO, CA 94960
e.andi.kelly@gmail.com
andykelly1993@gmail.com

KIECKHEFER, JOHN & KIM
415-456-8233
P.O. BOX 238
ROSS, CA 94957
j.kieckhefer@att.net

KILLMER, JEFF & ERIN NOLAN
415-460-5240
215 SOLANO STREET
SAN RAFAEL, CA 94901
nolankillmer@hotmail.com

KILROY, JOHN JR & CATHERINE
310-291-1494
PO BOX 176
ROSS, CA 94957
catherinekilroy@me.com

KINNEY, MARTHA
415-221-6412
19 16TH AVENUE
SAN FRANCISCO, CA 94118
marthakinney@mindspring.com

KISS, PATRICK & JENNIFER
415-244-3373
415-425-0378 (J)
123 MOUNTAIN VIEW AVE
SAN RAFAEL, CA 94901
jenniferkiss@sbcglobal.net
pkiss@bssp.com

KLEIN (See ROSENBAUM)

KLEIN, JOSH & CATHY
415-250-3545
9 WOLFE AVE
SAN RAFAEL, CA 94901
cathycklein@hotmail.com

KLEIN, NOAH & SHARON
415-747-8052
1 SNOWDEN LANE
FAIRFAX, CA 94930
sharonkirbyklein@gmail.com

KLINGENSMITH, CHET & CLAIRE
HART
415-459-4270
75 TERRACE AVE
SAN RAFAEL, CA 94901
chetkling@gmail.com
clairemachart@gmail.com

KNOPF, JORDAN & KATIE
415-454-5223
362 CLORINDA AVE
SAN RAFAEL, CA 94901
kateknopf@yahoo.com

KNUTH, PETER & PATRICIA
415-457-4364
78 HOLSTEIN ROAD
SAN ANSELMO, CA 94960
pattyknuth@me.com

KNUTSEN, THOMAS & KATHRYN
HALL
415-664-3736
2269 WASHINGTON STREET
SAN FRANCISCO, CA 94115
hallknutsen@gmail.com

KNUTSON, SKIP
415-457-1740
36 RIVER OAKS ROAD
SAN RAFAEL, CA 94901
skip.knutson@comcast.net

KOBLICK, GEOFFREY
415-407-0022
P.O. BOX 776
ROSS, CA 94957
JeffKoblick@icloud.com

KOENIG, FORREST & ANN
GAGLIARDI
415-845-9596
135 LAUREL AVE
SAN ANSELMO, CA 94960
annandforrest@yahoo.com
fkoenig@yahoo.com

KOLOTKIN, AARON & KRISTIN
ELMSTROM
415-676-7436
510-393-3540
22 EL CERRITO AVE
SAN RAFAEL, CA 94901
akolotkin@gmail.com
kelmstrom@gmail.com

KOROL, DAVID & TERESA
415-457-8857
16 AUSTIN AVENUE
SAN ANSELMO, CA 94960
dkorol6@gmail.com

KRAFT (See SCOTT)

KRAJAN, MARK & EMILY STAMM
415-786-5078
415-999-1282
47 YOLANDA DRIVE
SAN ANSELMO, CA 94960
mkrajan@mac.com
emily.stamm@gmail.com

KREBS, DANIEL & SUSAN
415-457-1949
48 SAN RAFAEL AVENUE
SAN ANSELMO, CA 94960
danny@alliancecounsel.com

KREHBIEL, JOHN & KATHERINE
415-785-7128
130 CHAPMAN PLACE
SAN ANSELMO, CA 94960
katekrehbiel@me.com

KROMHOUT, PAUL & LAURA
415-459-2171
184 COLEMAN DRIVE
SAN RAFAEL, CA 94901
pkromhout@comcast.net
lavakrom1@comcast.net

KRUTTSCHNITT, MARK & SARAH
415-306-4946
P.O. BOX 1036
ROSS, CA 94957
sarahkruttschnitt@gmail.com

KUHN, BARBIE
415-226-8138
9 SPRING GROVE AVENUE
SAN RAFAEL, CA 94901
barbiekuhn@comcast.net

KWAIT, MONICA
415-454-4423
P.O. BOX 290
ROSS, CA 94957
mdkwait@yahoo.com

LADEVICH, (See CARTER)

LAFOLLETTE (See HORN)

LAMBRECHTS, ROBERT & ERIN ROBINSON
617-359-1136
145 SPRING GROVE DR
SAN ANSELMO, CA 94960
e.b.robinson@gmail.com
robert.lambrechts@perieraodell.com

LAROCCA, PAUL & AMANDA
415-457-0267
119 HUMBOLDT STREET
SAN RAFAEL, CA 94901
amandalarocca@comcast.net

LARSEN, PETER & MELINDA
415-312-7819
207-650-5142
45 CLARK ST
SAN RAFAEL, CA 94901
peteredlarsen@gmail.com
melindacheel@gmail.com

LAU (See GIANGRAVE)

LAUTERMAN, MICHAEL & TRACY
415-891-8591
459 MONTECITO DRIVE
CORTE MADERA, CA 94925
tlauterman@mac.com
michael.lauterman@gmail.com

LAVINSKY, JORDAN & ELIZABETH BREKHUS
415-454-9021
80 UPPER TOYON DRIVE
KENTFIELD, CA 94904
elizabethb@brekh.us.com
jlavinsky@hansonbridgett.com

LEADEM, JOHN & LAURIE FLYNN
415-925-0492
77 CRESTWOOD DR
SAN RAFAEL, CA 94901
jleadem@aol.com
laurieflynn1@gmail.com

LEE (See BOUEY)

LEE (See HENSLEY)

LEERAR (See LEWIS)

LEFFERTS, JONATHAN & JENNIFER
415-457-7312
75 FLORENCE AVE
SAN ANSELMO, CA 94960
jtlefferts@gmail.com
jennifer.lefferts@att.net

LEGER (See IGNACIO)

LEON (See MILLER)

LEONARD, MICHAEL & EMILY
415-457-1343
60 DOMINICAN DR
SAN RAFAEL, CA 94901
eegeren@aol.com
mjleonard21@aol.com

LEWIS, CRAIG & MELISSA
415-524-8024
50 ESTATES DRIVE
SAN ANSELMO, CA 94960
melislewis@comcast.net

LEWIS, HARRY & BRENDA LEERAR
415-341-2456
302 MADRONE AVE
LARKSPUR, CA 94939
Hlewis@cornerlaw.com
brendaleerar@yahoo.com

LIBBERT (See DUNCAN)

LINDELLI, SUZANNE C & SUZANNE
415-261-7283
124 HUMBOLDT ST
SAN RAFAEL, CA 94901
lindelli@comcast.net

LIU, JESSE & ANGELA
919-889-5178
326 LOS CERROS
GREENBRAE, CA 94904
angela_jesse_liu@yahoo.com
angela_x_liu@yahoo.com

LIVERMORE, CHRISTOPHER & CASSIE
415-460-6636
124 WOODLAND AVENUE
SAN ANSELMO, CA 94960
Chris_livermore@yahoo.com

LOFT, ANDREW & CAMI
415-459-6339
111 TOYON DRIVE
FAIRFAX, CA 94930
Aloft@accesslc.com

LONGLEY, JOHN & ANNE
415-721-2405
P.O. BOX 1557
ROSS, CA 94957
annielongley@mac.com
jtlongley@mac.com

LOVETTE, DAN & DARIA
415-721-7063
226 RIDGEWOOD DRIVE
SAN RAFAEL, CA 94901
dariajb@yahoo.com
d_lovette@yahoo.com

LOWE (See ENGELSKIRCHEN)

LUDLOW, JEFF & MIA MITCHEL
415-721-2468
30 IRVING DRIVE
SAN ANSELMO, CA 94960
Mitchel.ludlow@gmail.com

LUECK, STEVE & JILL
415-456-4877
221 VAN TASSEL COURT
SAN ANSELMO, CA 94960
jill_lueck@yahoo.com

LUKACH, WILLIAM & SUSAN
415-258-9125
6 DEER CREEK COURT
FAIRFAX, CA 94930
wjlukach@gmail.com

LUND, JOSEPH & SUSAN
415-457-1590
151 JORDAN AVE
SAN ANSELMO, CA 94960
susan.lund@mac.com

**MACHADO, MARK & LINDA
SUMMERS**
415-454-9341
54 W. CRESCENT DRIVE
SAN RAFAEL, CA 94901
lsummers05@sbcglobal.net
mark@markmachado.net

MACHOTKA (See FARLEY)

MACLEAN, NANCY
415-923-1643
2999 CALIFORNIA ST #45
SAN FRANCISCO, CA 94115
fireball100m@aol.com

MAHER, JOHN & MAUREEN
415-454-4850
17 ECHO COURT
SAN ANSELMO, CA 94960
jmj454@comcast.net

MAHONEY, JOHN & JENNIFER
415-933-8918
10 SHORE VIEW AVE
SAN FRANCISCO, CA 94121
john.mahoney@morganstanley.com
jennifer_mahoney@comcast.net

MAIER, JONATHAN & JANE
415-924-5505
325 OAKDALE AVENUE
CORTE MADERA, CA 94925
janemaier@mac.com

MANIS (See PSYCHOYOS)

MANN, GARRETT & AMANDA
415-747-7647
94 WINDSOR AVE
SAN RAFAEL, CA 94901
Gmann.sd@gmail.com
Amandamann.sf@gmail.com

MARQUIS, JEFFREY & JULIE
415-482-8867
35 VISTAWOOD WAY
SAN RAFAEL, CA 94901
animl32@comcast.net

MARTEL, JACK & JULIE
415-460-0269
39 SUNNYSIDE AVENUE
SAN ANSELMO, CA 94960
juliemartel@gmail.com
jackmartel@gmail.com

MARTIN, BILL & SARA
415-456-4454
40 RACQUET CLUB DRIVE
SAN RAFAEL, CA 94901
billmartin415@gmail.com
saravonschilling@gmail.com

MARTIN (See BONFILIO)

MASSEY, MIKE & CHANTAL
FORFOTA
415-412-1517
415-971-8320
221 C STREET
SAN RAFAEL, CA 94901
mpmassey@hotmail.com
cforfota@gmail.com

**MATTHEWS, MARJORIE &
GEORGE DEVORE**
415-819-0550
PO BOX 576
SAN GERONIMO, CA 94963
marmatthews@comcast.net

MCCALL, MICHAEL & ABBE
415-387-2478
1200 CALIFORNIA ST APT 17-D
SAN FRANCISCO, CA 94109
mike@mccalldesign.com

**MCCARGAR, SCOTT & LEONA
WEISS**
415-456-9751
231 FORBES AVENUE
SAN ANSELMO, CA 94960
weissleona@gmail.com

MCCARTHY, MICHAEL & BETH
415-456-2134
75 LAS CASAS DRIVE
SAN RAFAEL, CA 94901
bdm13@comcast.net

MCCARTHY, TIM & ANNA
415-272-1942
23 RUTHERFORD AVENUE
SAN ANSELMO, CA 94960
anna.mccarthy@comcast.net

MCCARTHY, TIM & ROBIN
BARNATO
415-459-4121
309 G STREET
SAN RAFAEL, CA 94901
tmccarthy9@hotmail.com
robin@barnatodesigns.com

**MCCONNELL, MAC & LINDSAY
HOWER**
415-902-6611
703-862-2819
112 EYE ST
SAN RAFAEL, CA 94901
macmccconnell@gmail.com
lindshower@gmail.com

MCDOWELL, JAMES & CRISTY
415-455-8009
11 BEECHWOOD CT
SAN RAFAEL, CA 94901
cristymcdowell@gmail.com

MCFEE, CAMERON & REBECCA
415-244-0454
530-339-8372
312 CALIFORNIA AVENUE
SAN RAFAEL, CA 94901
Rebecca.mcferee@gmail.com
cm@cameronmcferee.com

MCEVOY, JENNIFER
415-521-0388
10 ISLAND DRIVE
SAN ANSELMO, CA 94979
jenniferm@glasshouseshow.com

**MCFERRON, JOSHUA &
DEBORAH**
415-425-8820
551 REDWOOD RD
SAN ANSELMO, CA 94960
deb.mcferron@gmail.com
Joshua.mcferron@morganstanleypw
m.com

MCGEEHAN, PAUL & KELLY
415-419-5766
415-299-3886
2 CRESTWOOD DR
SAN RAFAEL, CA 94901
pmcgeehan@gmail.com
kellymmcgeehan@gmail.com

MCGOWAN, THOMAS & CHERRIE
415-613-4632
132 WOODLAND AVENUE
SAN ANSELMO, CA 94960
cbok74@yahoo.com
toby.mcgowan@level3.com

MCHUGH, JOSH & KERRIE
415-459-4760
53 EL CERRITO AVE
SAN ANSELMO, CA 94960
jcmchugh@gmail.com
kpmchugh@gmail.com

MCINERNEY, THOMAS & JULIE
415-258-0771
50 NOKOMIS AVENUE
SAN ANSELMO, CA 94960
jmcinerney23@gmail.com
tmm@odnss.com

**MCKEEVER, BENJAMIN &
KATHLEEN**
202-664-7559
51 FOOTHILL RD
SAN ANSELMO, CA 94960
mckeever2001@verizon.net
mckeever010407@gmail.com

**MCKINLAY, CRAIG & RENAE
HERRMANN**
415-350-4447
348 RIVIERA DRIVE
SAN RAFAEL, CA 94901
emailtocraig@gmail.com
renaeherrmann@gmail.com

MCMILLAN, SCOTT & KATE
415-256-2564
72 NOKOMIS AVENUE
SAN ANSELMO, CA 94960
smcmillan@wickr.com
katemcmillan70@hotmail.com

MCMINN, WILBUR & JOYCE
415-386-5632
600 40TH AVE
SAN FRANCISCO, CA 94121
mcminnj@comcast.net

MCPHERSON, BRIAN & CHRISTEN
415-455-0551
217 SPRING GOVE AVE
SAN RAFAEL, CA 94901
brian@broadmoor-partners.com
christen.mcpherson@gmail.com

MEDINA (See DAY)

MEILL, JANE
415-453-8797
133 POPLAR DRIVE
KENTFIELD, CA 94904
meillfrog@aol.com

MELBOSTAD (See BARBOUR)

MERTEN, JOHN & DEBRA
415-459-6085
1 RUTHERFORD AVENUE
SAN ANSELMO, CA 94960
ukdebmerten@hotmail.com

METZGER, ALEX & RITU
415-456-6292
11 WESTWOOD DRIVE
SAN RAFAEL, CA 94901
asmetzger@gmail.com
rmmetzger@gmail.com

MEYER, BRETT & MICHELLE
HARROW
415-568-0245
3 MEADOWOOD DRIVE
LARKSPUR, CA 94939
brett.meyer@artisanpartners.com
michelle.harrow@yahoo.com

MICHAELSEN, RAY & BETH
415-459-7653
61 RIDGEWOOD DRIVE
SAN RAFAEL, CA 94901
raybeth@pacbell.net

MILLAR (See JANSON)

MILLER, ROBERT & MARIELLE LEON
415-308-1266
415-595-3378
98 BUTTERFIELD RD
SAN ANSELMO, CA 94960
robb.miller@me.com
mariellejeon@gmail.com

MILLS (See RAYMOND)

MINUTOLI, STEVE & BRIDGET
415-533-8123
34 WOODSIDE CT
SAN ANSELMO, CA 94960
minutolifamily@gmail.com

MITCHEL (See LUDLOW)

MITRA, ANJAN & EMILY GILELS
415-933-6459
159 SEAL ROCK DRIVE
SAN FRANCISCO, CA 94121
emily@dosasf.com
anjan@dosasf.com

MOREHOUSE, JASON & JENNIFER
415-451-4816
35 WAVERLY ROAD
SAN ANSELMO, CA 94960
jsmorehouse11@gmail.com
jpmorehouse22@gmail.com

MORGAN, SCOTT & WENDY
415-515-1223
9 MONTE VISTA AVENUE
LARKSPUR, CA 94939
morgan.wendys@gmail.com

MORRIS, NED & KATIE
415-457-1509
22 AGATHA COURT
SAN ANSELMO, CA 94960
troutdog75@hotmail.com
kapm42@yahoo.com

MOYNIHAN, MIKE & AGGIE
FAVALORO
415-460-5089
30 DUTCH VALLEY LN.
SAN ANSELMO, CA 94960
aggiefavaloro@gmail.com

MULHOLLAND, SCOTT & AMANDA
415-963-1500
60 CORTE BARISTO
GREENBRAE, CA 94904
scottcmulholland@gmail.com
amandazmulholland@gmail.com

MULLIGAN, DAVID & SHANNON
415-378-3324
26 LAS CASAS DR
SAN RAFAEL, CA 94901
shannon@marintutors.com

MULLIN, PENN
415-457-8134
124 LINDEN LANE
SAN RAFAEL, CA 94901
pennhome@aol.com

MURPHY, BRIAN & ELIZABETH
415-786-7838
1714 MISSION AVE
SAN RAFAEL, CA 94901
brianmurphy@gmail.com
ebhoster@gmail.com

MURPHY, SEAN & SHARON
415-456-3132
143 SOLANO STREET
SAN RAFAEL, CA 94901
murphyfamily94901@gmail.com
sean.murphy@garate.com

MYERS, JOHN & MONICA
415-256-8306
40 BAY WAY
SAN RAFAEL, CA 94901
monicamyers@comcast.net

MYERS, STEVE & HOLLY
415-505-8119
415-845-4637
90 CORTE PLACIDA
GREENBRAE, CA 94904
holly.myers@gmail.com
myers.sjm@gmail.com

NARDONE (See VAN NUYS)

NEAL, PHILLIP & MOLLY
415-482-7825
220 SANTA MARGARITA DRIVE
SAN RAFAEL, CA 94901
mollyneal@rocketmail.com
phil@go-ww.com

NEAMAN, ELLIOT & NINA JOLY
415-785-4771
59 BRET HARTE LN.
SAN RAFAEL, CA 94901
neamane@usfca.edu
fitprincess53@gmail.com

NEELY, BRYAN BEAVER & HEATHER
415-454-9394
P.O. BOX 597
SAN ANSELMO, CA 9499
hneelypt@hotmail.com

NELSON, JOHN & APRIL
415-320-4879
54 MADRONE
SAN ANSELMO, CA 94960
nelson.april@gmail.com
jbartlettnelson1@gmail.com

NESBIT (See KANDA)

NIEHAUS, MATTHEW & ERIN
415-666-9931
3875 CLAY STREET
SAN FRANCISCO, CA 94118
erinpniehaus@gmail.com
matthewjniehaus@gmail.com

NJUS, CARTER & CAROL
415-456-8284
68 TWIN OAKS AVENUE
SAN RAFAEL, CA 94901
carolnjus@pacbell.net
carternjus@pacbell.net

NOLAN (See KILLMER)

NOTTI, NICK & ELIZABETH
415-297-6483
415-297-6487
15 FAIRHILLS DR
SAN RAFAEL, CA 94901
elizabeth.notti@gmail.com
nicknotti@gmail.com

O'CONNOR, SHAUN & KATIE
408-348-2648
408-656-7956
65 BELLA VISTA AVE
SAN ANSELMO, CA 94960
Shaun.patrick.oconnor@gmail.com
katiegiordano@gmail.com

OLSON, CHRIS & MARA
303-667-6229
4 ROSEMONT AVE
SAN ANSELMO, CA 94960
chrisolson30@gmail.com
mara.bailey@gmail.com

ONGARO, HADEN & MARIE
415-457-6878
721 FAWN DRIVE
SAN ANSELMO, CA 94960
mlongaro@comcast.net
haden1@comcast.net

O'REILLY, JENNIFER
415-259-8112
72 SURFWOOD CIRCLE
SAN RAFAEL, CA 94901
jennoreilly@comcast.net

ORGAN, LARRY & SUSAN
415-460-0420
58 LAUREL AVENUE
SAN ANSELMO, CA 94960
larryaorgan@aol.com

OSIER, ROBERT & MARY
415-459-7640
50 VAN TASSEL CT
SAN ANSELMO, CA 94960
rosieresq@gmail.com
osierhoo@yahoo.com

OSTERMAN, GARTH & JACQUELINE
415-785-4750
PO BOX 57
ROSS CA, 94957
jacquieoxo@icloud.com
garth.osterman@me.com

OXENHAM, SHAWN & ERIN
415-412-4405
415-412-9998
148 MORNINGSIDE DR
SAN ANSELMO, CA 94960
eoxenham@comcast.net
shawnoxenham@comcast.net

PALETTA, MARC & JENNIFER
415-785-3632
1319 BUTTERFIELD RD
SAN ANSELMO, CA 94960
jenpaletta@gmail.com
marcp@hoffgroup.com

PALLISTER (See TERRY)

PARENTE, JOSEPH & NORA
415-306-7057
80 GARDEN ROCK RD
SAN ANSELMO, CA 94960
norajakes@gmail.com
joeparente@gmail.com

PARENTO, DAVID & EMILY
502-640-4615
2 THOMAS CT
ROSS, CA 94957
dparento@straighterline.com
eparento@gmail.com

PARSONS, TREY & KATHIE
415-990-1084
12 WINDSOR AVENUE
SAN RAFAEL, CA 94901
trey_parsons@yahoo.com

**PATTERSON, MICHELLE &
MICHAEL GRAHAM**
3885 JACKSON STREET
SAN FRANCISCO, CA 94118
magraham@sfsu.edu
michpatter@gmail.com

PECK, STEPHEN & MARYANNE
415-454-3418
111 JENSEN WAY
SAN RAFAEL, CA 94901
1951speck@comcast.net

PEISERT, BOB & SUE
415-459-8946
160 ROLLINGWOOD DRIVE
SAN RAFAEL, CA 94901
peisert@mac.com
rpeisert@mac.com
PEISERT, SEAN & KATHRYN
415-785-8125
115 PEACOCK DR.
SAN RAFAEL, CA 94901
sean@peisert.net
kathryn@peisert.net

PENFIELD, JANA & BRIAN ALGER
415-310-2660
21 MERCED AVE
SAN ANSELMO, CA 94960
Janapenfield827@gmail.com

PEREIRA, FRANK & CATHERINE
415-456-1560
15 HARCOURT STREET
SAN RAFAEL, CA 94901
pereira9@pacbell.net

**PERKINS, CHRISTOPHER &
BROOKE**
415-750-1049
258 29TH AVENUE
SAN FRANCISCO, CA 94121
ebhally@aol.com

PERKO, JASON & ANNE WARA
415-524-8174
271 FAIRHILLS DRIVE
SAN RAFAEL, CA 94901
Anne.wara@gmail.com
jfperko@yahoo.com

PETERSEN, JOSHUA & ASHLEY
415-728-3620
415-530-6636
23 BELLE AVENUE
SAN ANSELMO, CA 94960
ashleyhpetersen@gmail.com
josh@compartosf.com

**PETERSON, WYLIE & ANNE
MARIE**
415-730-2576
2214 CLAY ST.
SAN FRANCISCO, CA 94115
peterson.wylie@gmail.com

**PICKLE, STEVEN & SISSEL
WAAGE**

PIERCE, CORY & CAROLINE
415-256-1299
6 NEVADA STREET
SAN RAFAEL, CA 94901
pierce.cory@gmail.com
carolinepierce@mac.com

PIERRE, JIM & SHANA
415-459-0661
213 SAN MARINO DRIVE
SAN RAFAEL, CA 94901
shanacpierre@comcast.net

PONTI (See QUARONI)

POGREL, DAVE & CHALITA
415-786-6383
47 LONGWOOD DRIVE
SAN RAFAEL, CA 94901
chalitap@gmail.com
davepogrel@yahoo.com

POLITES, JASON & DEANNA
415-691-0436
415-290-1536
139 BELVEDERE DRIVE
MILL VALLEY, CA 94941
Jason.polites@gmail.com
Deanna.polites@gmail.com

**PORTELLA, CHRIS & CRISTINA
HONG**
415-505-5535
225 RIDGEWOOD DRIVE
SAN RAFAEL, CA 94901
cportella@gmail.com
cristinahong@gmail.com

PORTER, CALEB & TRACY
415-850-8544
PO BOX 1161
ROSS, CA 94957
ttp1015@gmail.com

PRAHM, RICHARD & MARGARITA
415-713-4836
534 4TH STREET
SAN RAFAEL, CA 94901
richprahm@mac.com

**PSYCHOYOS, ANTHONY &
SHERYL MANIS**
415-258-9345
111 HUMBOLDT STREET
SAN RAFAEL, CA 94901
tpsychoyos@gmail.com
sherrymanis1@gmail.com

PUTNAM (See GHANTOUS)

**QUAAS, JOSHUA & CLAUDIA
LEVINE**
917-528-8589
9 BROOKMONT CIRCLE
SAN ANSELMO, CA 94960
Quaa0005@umn.edu
Levi0120@umn.edu

**QUARONI, GUIDO & ELISABETTA
PONTI**
415-457-9005
7 LAUREL WAY
KENTFIELD, CA 94904
elisabettaponti@me.com
guidoq@gmail.com

**RAHILL, HANNAH & ROBBERT DE
VRIES**
415-517-7451
58 MADRONE AVENUE
SAN ANSELMO, CA 94960
hannahrahill@gmail.com
robbertdevries@yahoo.com

RAMJI, SAM & SIOBAN SCANLON
415-455-8210
1080 BUTTERFIELD ROAD
SAN ANSELMO, CA 94960
siobanscanlon@gmail.com
sam@ramji.org

RANNELS (See ZAHRADNIK)

**RANSOM, ASHLEY & JANICE
RICHEY**
415-459-6482
59 LOCHINVAR ROAD
SAN RAFAEL, CA 94901
ashleyransom@comcast.net
herpipeness@comcast.net

RASCON (See STORMS)

RASKOWSKY, THOMAS & KITTIE
415-258-9852
311 LAUREL AVENUE
SAN ANSELMO, CA 94960
kkraskowsky@gmail.com

**RAYMOND, SEAN & CHAMIN
MILLS**
415-595-4606
415-559-3057
304 G STREET
SAN RAFAEL, CA 94901
chamin_mills@yahoo.com

REICH, KENNETH & KATY RICE
415-258-9769
11 MOODY COURT
SAN RAFAEL, CA 94901
kenneth.reich@gmail.com
kate.rice.travel@gmail.com

REICHER, SETH & SUSAN
415-482-7551
321 PALM AVE
KENTFIELD, CA 94904
susanreicher@gmail.com
seth.reicher@gmail.com

REID, DANIEL & ASHLEY
415-244-4508
626-524-0177
21 YOLANDA DRIVE
SAN ANSELMO, CA 94960
danielsreid@yahoo.com
ashleyowen@yahoo.com

REITANO, JOHN & MELISSA
415-264-6145
415-876-8922
233 ALPINE STREET
SAN RAFAEL, CA 94901
reitano.john@gmail.com
melissareitano@gmail.com

RENDIC, NICK & ERIN
714-421-0210
11 RIDGEWOOD DRIVE
SAN RAFAEL, CA 94901
erinrendic1@gmail.com

RESNECK, JACK & ELLEN
HUFBAUER
415-456-1930
312 H STREET
SAN RAFAEL, CA 94901
resneckj@derm.ucsf.edu
ellen@hufbauer.onmicrosoft.com

RICE (See REICH)

RICE, MICHAEL & JENNIFER
415-454-9577
9 TOMAHAWK DRIVE
SAN ANSELMO, CA 94960
jenniferhrice@comcast.net
ricem@comcast.net

RICHEY (See RANSOM)

RICHMAN, MIKE & KAREN
415-256-1348
21 HEATHER WAY
LARKSPUR, CA 94939
mike_richman40@yahoo.com

RIECKEN, LISA
415-465-4405
28 WOODLAND AVENUE
SAN ANSELMO, CA 94960
wellnessdedication@yahoo.com

RIGG, DOUGLAS
415-721-7628
8 IRVING DRIVE
SAN ANSELMO, CA 94960
douglasrigg@mac.com

ROBINSON (See LAMBRECHTS)

ROCHAT (See SCHOMER)

RODEN, ROBERT & ASHLEY
415-747-6906
209 FAIRHILLS DRIVE
SAN RAFAEL, CA 94901
roboden@hotmail.com
ashroden1@gmail.com

RODONI, PHIL & CAROLINE
415-577-1031
PO BOX 1296
PT REYES STATION, CA 94956
carolinerodoni@yahoo.com

ROHOSY, ADAM & ANNE
415-306-7165
136 OAK AVENUE
SAN ANSELMO, CA 94960
rohosy@comcast.net
annerohosy@comcast.net

ROSE, MATTHEW & RAQUEL
415-412-5942
18 PARK DRIVE
SAN ANSELMO, CA 94960
rose114@mac.com

ROSEN, BRUCE & SUSAN
415-702-9224
215 4TH AVENUE
SAN FRANCISCO, CA 94118
susanrosen@gmail.com

ROSEN, SCOTT & KRISTA
415-459-5563
1 TAPPAN COURT
SAN ANSELMO, CA 94960
srosenfamly@comcast.net

ROSENBAUM, DANIEL & SUZANNE KLEIN
415-846-4519
766 3RD AVENUE
SAN FRANCISCO, CA 94118
danrosenbaum@yahoo.com

ROTHMAN, ROBERT & LEAH
415-456-4291
108 OAKMONT AVE
SAN RAFAEL, CA 94901
rrothman1@gmail.com
Lrothman5@gmail.com

RUDSTEN, JEFFREY & SUSAN KAY
415-710-1982
415-302-4775
PO BOX 963
ROSS, CA 94957
jsrudsten@comcast.net
susankay0313@gmail.com

RYAN, SCOTT & BRIDGET
415-336-4677
310 CLORINDA AVENUE
SAN RAFAEL, CA 94901
sryan415@gmail.com
Bridgetbarrettryan@gmail.com

SAFANDA, DAVID & ELISA
415-902-5440
5 SPRING GROVE AVE
SAN RAFAEL, CA 94901
elisasafanda@gmail.com
david@safanda.com

SALMI, SEMI & ANDREA
415-482-7899
12 OAKMONT COURT
SAN RAFAEL, CA 94901
andreasalmi@yahoo.com

SANCHEZ, CARLOS & MELISSA
415-425-4482
370 REDWOOD RD
SAN ANSELMO, CA 94960
Lissatay02@gmail.com
carlos.l.sanchez@pjc.com

SANCHEZ, SCOTT & ROBIN BITNER
415-533-5985
415-533-7818
472 LAUREL AVENUE
SAN ANSELMO, CA 94960
olatualdi@gmail.com
robinbitner@yahoo.com

SARGENT, DAVID & KATHERINE
415-455-9488
51 BELLE AVENUE
SAN ANSELMO, CA 94960
katiesarg@gmail.com
David.sargent@yahoo.com

SAUDE, STEPHEN & SAMINA
415-271-4470
415-317-6303
20 PEPPER WAY
SAN RAFAEL, CA 94901
stephensaude@gmail.com
saminasaude@gmail.com

SCANLON (See RAMJI)

SCHARF, SARAH
415-847-4035
68 MEERNA AVE
FAIRFAX, CA 94930
Sarahjscharf@gmail.com

SCHEER, KEVIN & TANIA
415-450-5225
180 LA CUESTA DR.
GREENBRAE, CA 94904
kevinmscheer@gmail.com

SCHIEBER, PAUL & MARIE
415-271-0395
415-395-0395
466 37TH AVE
SAN FRANCISCO, CA 94121
mschieber@msn.com
pschieber99@gmail.com

SCHINDLER, STEPHAN & EMILY WEISSMAN
415-707-9090
164 SLEEPY HOLLOW DRIVE
SAN ANSELMO, CA 94960
stephan.schindler@gmail.com
emily.w.schindler@gmail.com

SCHMIDT, BILL & KELLY
415-453-3058
20 SAN FRANCISCO BLVD
SAN ANSELMO, CA 94960
schmidt_william@hotmail.com
kellyalexyschmidt@gmail.com

SCHNITZER, ANDREA & EDWARD WHITNEY
415-516-7855
11 WILLIAM AVENUE
LARKSPUR, CA 94939
andreabeth68@aol.com

SCHOMER, HOWARD & KIMBERLY ROCHAT
415-785-7869
PO BOX 815
ROSS, CA 94957
krochat@sbcglobal.net
hschomer@gmail.com

SCHROTH, BRIAN & KELLY
415-269-4400
415-307-6037
17 CAMINO DE HERRERA
SAN ANSELMO, CA 94960
bjschroth@gmail.com
kellyschroth@gmail.com

SCOLLAN, ANDREW & TRACY
415-827-5875
3 SEQUOIA ROAD
SAN RAFAEL, CA 94903
tracyeli2@yahoo.com

SCOTT, PATRICK & SUSAN KRAFT
415-457-5662
44 BARBER AVENUE
SAN ANSELMO, CA 94960
susan.kraft@sbcglobal.net
pscott@qlc.com

SEARS, CAMERON & CASSIDY
415-453-9344
116 CRESCENT ROAD
SAN ANSELMO, CA 94960
cassidy@siriusman.com

SEE, TODD & SUSANNA
415-713-1196
195 SPRING GROVE
SAN ANSELMO, CA 94960
Todd.see@wsp.com
susie@meyerplus.com

SEGALINI, CHRIS & MICHAELA GEORGE
415-521-6571
415-302-4520
340 N ALMENAR DRIVE
GREENBRAE, CA 94904
csegalini@gmail.com
Michaela.f.george@gmail.com

SEGURA, JULIE
415-602-5622
55 SCENIC AVENUE
SAN ANSELMO, CA 94960
jsegurasf@yahoo.com

SERLETH (See SULLINS)

SETO-MYERS, JON & BONNIE
415-456-7072
P.O. BOX 277
KENTFIELD, CA 94914
jon@seto-myers.com
bonnie@seto-myers.com

SHAFFER, JUDI
415-459-6533
108 MAYWOOD WAY
SAN RAFAEL, CA 94901
judi.shaffer@gmail.com
SHAW (See KANDARIAN)

SHAW (See STRONG)

SHEA, CHRIS & MARILEE
415-308-8845
949-933-4553
89 WOODLAND AVE
SAN ANSELMO, CA 94960
mcpadia@me.com
shea.chris@me.com

SHEARIN, JOHN & DIANE
415-482-9402
35 HUMBOLDT AVENUE
SAN ANSELMO, CA 94960
dipowers10@mac.com

SHEKAR, ODESSA & KIM
415-310-8022
415-577-2050
349 G STREET
SAN RAFAEL, CA 94901
odessashekar@gmail.com
kim.shekar@gmail.com

SHERER, DOUGLAS & LYN
415-454-3718
72 LINCOLN AVENUE
SAN ANSELMO, CA 94960
dsherer@reneson.com

SHORTINO (See EISENBERG)

SHULMAN, HARRY & JULIE
415-307-3464
102 JENSEN WAY
SAN RAFAEL, CA 94901
hshulman@health-law.com
juliewilton@gmail.com

SKELTON, CHRIS & JENNIE
415-350-3717
171 FRUSTUCK AVENUE
FAIRFAX, CA 94930
iamskelton@gmail.com
juskelton@gmail.com

SKINNER, ROBERT & SUSAN
415-454-8372
P.O. BOX 1154
ROSS, CA 94957
susanrskinner@yahoo.com
bskinnersf@gmail.com

SLADER, GAVIN & SUSIE
415-364-2520
392 REDWOOD RD
SAN ANSELMO, CA 94960
sladersf@gmail.com
sslader@stifel.com

SLANE, DANIEL & KATHY
415-455-0449
50 KNOLL ROAD
SAN RAFAEL, CA 94901
Kcreidy3@aol.com

SLIPPY, MARK & JENNIFER
415-453-4810
66 LINCOLN PARK
SAN ANSELMO, CA 94960
jen@sixdegreesnetwork.com

SMITH, ANDREW
415-531-8461
900 CLAYTON ST
SAN FRANCISCO, CA 94117
greytheo@gmail.com

SMITH, GEORGE & CAMILLA
415-563-8289
3425 JACKSON STREET
SAN FRANCISCO, CA 94118
mismis@well.com

SMITH (See JONES)

SMITH, TRIPP & APRIL
415-806-5193
165 ALPINE ST
SAN RAFAEL, CA 94901
trippsmith2004@yahoo.com
aprillepitosmith@gmail.com

SNYDER, GLENN & BETSY
415-258-0320
22 SHANNON LANE
SAN RAFAEL, CA 94901
betsy.snyder@comcast.net
ghsnyder7@gmail.com

SOBY, DARREN & ALLISON
408-306-9942
51 MAYWOOD WAY
SAN RAFAEL, CA 94901
Allison.soby@gmail.com
Darren.soby@gmail.com

SOLDO, MATTHEW & KATIE
415-577-9309
PO BOX 612
ROSS, CA 94957
matt@soldo.org
katie@soldo.org

**SPAHR, NICHOLAS &
ALEXANDRIA**
415-518-9607
415-823-8337
10 TAMALPAIS AVENUE
LARKSPUR, CA 94939
nickspahr@me.com
alexspahr@me.com

SPALY, ERIC & JESSICA
415-265-7103
2719 PACIFIC AVENUE
SAN FRANCISCO, CA 94115
eric.spaly@gmail.com
jchase@mba2003.hbs.edu

ST. AUGUSTINE, FELIX
415-215-7829
18 WINDSOR AVENUE
SAN RAFAEL, CA 94901
Fandp18@comcast.net

ST. SURE, TODD & ALISON
415-264-6683
321 FORBES AVE
SAN RAFAEL, CA 94901
astsure@yahoo.com
toddstsure@yahoo.com

STAATS, JIM & KAREN
415-302-8396
415-328-8271
278 N ALMENAR DR.
GREENBRAE, CA 94904
staatsman@yahoo.com
Karen.staats@gmail.com

STALLONE, PATRICK & LAURA
415-246-6917
191 BUTTERFIELD RD
SAN ANSELMO, CA 94960
stallonemarin@gmail.com
laurastallone@gmail.com

STAMM (See KRAJAN)

STANGER, JON & ELYSE
415-258-8178
321 CALIFORNIA AVENUE
SAN RAFAEL, CA 94901
jonstanger@comcast.net
egenuth@hotmail.com

STANLEY, MATTHEW & CATHERINE
415-459-1262
275 CENTER STREET
SAN RAFAEL, CA 94901
cathystanley@gmail.com

STANLY (See HERTEL)

STASSI (See BRINCK)

STAUDE, JAMIE & DANIELLE
415-258-4522
2 JORDAN AVENUE
SAN ANSELMO, CA 94960
jrstaude@gmail.com
bartonid@yahoo.com

STEMPEL, TERRY & KIM
415-453-1310
2 ROBERT COURT
SAN RAFAEL, CA 94901
Kimns@pacbell.net

STEPHENS, GEORDIE & TERI VASARHELYI
415-448-5990
29 CALUMET AVENUE
SAN ANSELMO, CA 94960
geordie@toolofna.com
terivas@hotmail.com

STEWART, BEN & HEATHER
415-460-1425
363 LOCUST AVENUE
SAN RAFAEL, CA 94901
hfowler_2000@yahoo.com
ben@stewartwealthmgt.com

STEWART, CHRIS & KIM
415-828-3717
32 KNOLL RD
SAN RAFAEL, CA 94901
Ksuave76@gmail.com
Chris.stewart70@gmail.com

STEWART, GREGOR & KRISTEN
415-485-0848
74 CYPRESS DRIVE
FAIRFAX, CA 94930
gregorstewart@alrinc.com
kristenstewart32074@gmail.com

STORMS, MATTHEW & ANNA RASCON
415-459-1202
21 MOUNTAIN AVENUE
SAN ANSELMO, CA 94960
arasconsf@hotmail.com
mstorms@keegancoppin.com

STRASSMAN, MARK & JESSE
415-482-7824
239 FORBES AVENUE
SAN RAFAEL, CA 94901
jesse@strassman.com
mark@strassman.com

STRONG, FINN & SUSIE SHAW
415-272-6681
151 TAMAL VISTA DRIVE
SAN RAFAEL, CA 94901
Shawsu_99@yahoo.com

SULLINS, DREW & KATIE
SERLETH
415-744-4287
1 HILLCREST CT
SAN ANSELMO, CA 94960
dsullins@eqr.com
kserleth@gmail.com

SUMMERS (See MACHADO)

SUMMERS, STEWART & INTA
SVAN
415-454-7737
49 W. CRESCENT DRIVE
SAN RAFAEL, CA 94901
stewart@sksarch.com
intasummers@gmail.com

TARANTINO, DAVE & AMY
415-454-2024
103 JENSEN WAY
SAN RAFAEL, CA 94901
amy.tarantino@comcast.net
dave@porticowealth.com

TARANTINO, MICHAEL & INGRI
415-218-6311
7 ALTAMIRA AVE
KENTFIELD, CA 94904
mike@6thgearpromotions.com

TAYLOR-FABE, ANDREW &
ELIZABETH HOREVITZ
513-833-4371
847-636-1603
12 MARIN ST
SAN RAFAEL, CA 94901
ataylorfabe@gmail.com
Elizabeth.horevitz@gmail.com

TEIXEIRA (See CONSTANTIN)

TERRY, JONATHAN & CARRIE
PALLISTER
415-794-3165
53 SUMMIT AVE
SAN ANSELMO, CA 94960
carrie_pallister@yahoo.com
jonathanterry1@hotmail.com

THIES, STEVE & CAROL
415-686-5131
104 WIMBLEDON WAY
SAN RAFAEL, CA 94901
carolthies@yahoo.com
stevethies@gmail.com

THIGPEN, CRAIG & SARAH
415-259-1254
1306 SAN ANSELMO
SAN ANSELMO, CA 94960
Craig.thigpen@gmail.com
sarahethigpen@gmail.com

THOMPSON, STEVEN & JEANINE
415-457-0109
110 ALDER AVENUE
SAN ANSELMO, CA 94960
Jeaninegt@comcast.net

THOMSON, DIARMID & JENNIFER
847-942-5159
38 TOMAHAWK DR
SAN ANSELMO, CA 94960
diarmidthomson@gmail.com
jnt403@gmail.com

THORNTON, JEFFREY & KATHRYN
415-458-2993
9 CEDER STREET
SAN ANSELMO, CA 94960
jthornton9@gmail.com
voluto2@gmail.com

THROCKMORTON, JASON & KERRY
415-305-9476
415-279-1530
279 LOCUST AVE
SAN RAFAEL, CA 94901
jthrockmorton@gmail.com
Kerry.mentel@gmail.com

TISCH, TED & MARY KAY
415-479-3940
16 TILDEN CIRCLE
SAN RAFAEL, CA 94901
tedtisch@yahoo.com
mk_tisch@yahoo.com

TONG, HARRY & JOAN
415-336-5955
1120 CALLE PASEO
NOVATO, CA 94949
Htong71@yahoo.com
Joant621@gmail.com

TORNELLO, STEVEN & LISA
818-645-3318
415-572-8518
11 LONGWOOD DR
SAN RAFAEL, CA 94901
lisatornello@hotmail.com
steveh@hotmail.com

TRAEGER, ADAM & JENNIFER
415-310-3228
67 FORBES AVE
SAN RAFAEL, CA 94901
jentraeger@gmail.com
ahirsch23@aol.com

TRAN, QUOC & DENISE
415-785-3792
1 FAY DRIVE
KENTFIELD, CA 94904
qtran@trancapital.com
tranfamily@mac.com

TRAUB, MICHAEL & MELANIE
415-497-2224
415-497-2223
107 BROOKMEAD COURT
SAN ANSELMO, CA 94960
Miketraub107@yahoo.com
melanietraub@rocketmail.com

TRAVAGLINI (See COOPER)

TRIBOLET, JOHN & GINA
415-453-4527
P.O. BOX 1348
ROSS, CA 94957
gtribolet@comcast.net

TRUITT, TRENTON & MAUREEN
415-459-3479
67 LOCHINVAR ROAD
SAN RAFAEL, CA 94901
Trenton.truitt@gmail.com
moeriley@yahoo.com

TRUONG, DAVID & ANNA VARNAY
415-846-4985
415-259-1142
46 E. CRESCENT DR
SAN RAFAEL, CA 94901
Dtruong23@gmail.com
Anna.varnay@gmail.com

TUCKER, KENNETH & JANET
415-457-0166
79 INDIAN ROCK ROAD
SAN ANSELMO, CA 94960
kandjtucker@comcast.net

UNDERDOWN, THOMAS & ANNIE
415-524-8892
10 RACQUET CLUB DRIVE
SAN RAFAEL, CA 94901
Tom.underdown@gmail.com
Anne.marija.hayes@gmail.com

**UNTERMANN, CHRISTOPHER &
BARBARA**
415-453-1635
115 CENTER STREET
SAN RAFAEL, CA 94901
Chrisunt11@gmail.com
Barb.myers@gmail.com

UPP (See FINKELSTEIN)

URBAN, DAVID & REILY
415-870-9310
237 KNIGHT DR
SAN RAFAEL, CA 94901
reily.urban@gmail.com
david.urban@urbanco.com

VAN DER WAL, JOHN & KATIE
415-258-9889
222 FAWN DRIVE
SAN ANSELMO, CA 94960
jmvkmv@yahoo.com

VAN KOPPEN, INGRID
415-710-9484
148 A ROSS ST
SAN RAFAEL, CA 94901
ingridvk@comcast.net

**VAN NUYS, BRAD & MICHELLE
NARDONE**
415-454-2959
21 W. CRESCENT DRIVE
SAN RAFAEL, CA 94901
wiggynardone@yahoo.com
bmmvannuys@sbcglobal.net

VAN ZIJL, MARCEL & CHRISTINA
415-720-1447
917-912-3201
45 MEDWAY ROAD
SAN ANSELMO, CA 94960
richtervanzijl@yahoo.com
cir742002@yahoo.com

VARNAY (See TRUONG)

VASARHEZYI (See STEPHENS)

VITA, DONALD & PAMELA
415-259-1090
181 THIRD STREET, STE 250
SAN RAFAEL, CA 94901
pamelawilkinsonvita@yahoo.com
dvita@vitainc.com

VLAHOS, JONATHAN & MELANIE
415-297-4164
415-264-0869
509 C STREET
SAN RAFAEL, CA 94901
jwvlahos@yahoo.com
meld199@yahoo.com

WAAGE (See PICKLE)

WADE, LUKE & ANI
415-305-7055
120 WOODLAND AVENUE
SAN ANSELMO, CA 94960
jlukewade@gmail.com
ani@wade-design.com

**WADSWORTH, CHIP &
COURTNEY**
415-668-6262
305 SPRUCE STREET
SAN FRANCISCO, CA 94118
chipwads@gmail.com
courtneywads@yahoo.com

WALKER, MICHAEL & HEATHER
415-785-8803
81 CRESTWOOD DRIVE
SAN RAFAEL, CA 94901
pic@spiritbearventures.com
heather.m.walker@gmail.com

WALKER, STEVEN
415-459-4786
139 SAN ANSELMO AVE
SAN ANSELMO, CA 94960
Walks4k@aol.com

WALLERICH, DAVID & MELISSA
415-578-2569
52 EL CERRITO AVE
SAN ANSELMO, CA 94960
dwallerich@gmail.com
mwallericain@gmail.com

**WALSH, PETER & SHEELAGH
FLANAGAN**
415-673-5533
127 RETIRO WAY
SAN FRANCISCO, CA 94123
sheelagh127@me.com

WALTERS, MARTHA
415-686-0487
PO BOX 10726
SAN RAFAEL, CA 94912
rosewalt@aol.com

WARA (See PERKO)

WARD, JOHN & MARGOT
415-322-9755
353 CLORINDA AVE
SAN RAFAEL, CA 94901
ucjohnw@gmail.com
gmargs@gmail.com

WEAR, MICHAEL & MARGARITA
415-448-5482
35 BROOKSIDE DR
SAN ANSELMO, CA 94960
michaelkwear@gmail.com
margaritawear@gmail.com

WEBB, RAY & MEG FITZGERALD
415-847-5307
2007 5TH AVENUE
SAN RAFAEL, CA 94901
Megfitz5751@gmail.com
raywebb3@comcast.net

WEISS (See MCCARGAR)

WEISSMAN (See SCHINDLER)

WEISSENBERGER, JAN & EMILY
415-794-7551
141 TERRACE AVE
SAN RAFAEL, CA 94901
Jan.weissenberger@gmail.com
Emily.weissenberger@gmail.com

WELLER, DEREK & JENNY
415-218-5713
3 LONGWOOD DRIVE
SAN RAFAEL, CA 94901
derek@derekwellerlaw.com

WERSTLER, BILL & MEREDITH
415-459-8757
24 BISCAYNE COURT
SAN RAFAEL, CA 94901
mwerstler@gmail.com
bw4solar@gmail.com

WHEELS, CHRIS & AMY
415-457-3668
81 BROODMEAD PL
SAN ANSELMO, CA 94960
awheels@ncgtelecom.com
cwheels@ncgtelecom.com

WHITE, BURKE & LINDA
415-307-1996
30 SUNVIEW AVE
SAN ANSELMO, CA 94960
linda.r.white@us.ibm.com

WHITNEY (See SCHNITZER)

WHITESIDE (See FAVETTI)

WIDENHOFER (See HOLMAN)

WILHELM (See ANACKER)

WILLIAMS, ROBERT & CHERYL
415-485-1992
135 TAMAL VISTA DRIVE
SAN RAFAEL, CA 94901
cherylbob92@sbcglobal.net

WILSON, JAMES & TONI
415-721-7373
9 SAGEBRUSH COURT
SAN RAFAEL, CA 94901
jimtoni@aol.com

WONDOLLECK, JAMES & STEPHANIE
415-258-9163
66 JEWELL STREET
SAN RAFAEL, CA 94901
jim.wondolleck@gmail.com

WOOD, MARK & JANETTA
415-485-2912
184 RIDGEWOOD DRIVE
SAN RAFAEL, CA 94901
markwood184@gmail.com
janettagrant@yahoo.com

WOOD, RICHARD & BETH FLYNN
415-310-9486
37 CALUMET AVE
SAN ANSELMO, CA 94960
kitehill@me.com
bethannflynn@gmail.com

WORTHINGTON, MIKE & NATALIE
415-290-5515
70 HILLCREST
MILL VALLEY CA, 94941
mwpost75@yahoo.com
npcw4@yahoo.com

ZAHRADNIK, ALAN & NINA RANNELLS
415-485-3893
11 BERYL LANE
SAN RAFAEL, CA 94901
ranzadnik@comcast.net

ZEIGER, ROBERT & SIMA
415-453-3110
20 MOODY COURT
SAN RAFAEL, CA 94901
doctorpinz@gmail.com
simazeiger@gmail.com

ZICKLER, ERIC & HOLLY
415-637-9223
50 LINCOLN PARK
SAN ANSELMO, CA 94960
hlllyforsyth@yahoo.com

Inactive Families

ATWOOD, DOUGLAS & LISA
BOCK, BRIAN & ASHLEY

BROMS, KAI & JESSICA
FAIRCHILD

COAN, JENNIFER & TRAVIS
KELLEHER

EGAN, DAVID & CHERYL

GEORGE, JEFFREY &
GABRIELLA

GERWIN, WILLIAM & NINA

GIORGI, KAREN

KLEIN, PHILLIP & LYNNE

KNIGHT, SHAWN & LEAH

LITE, STEVEN & MIRIAM

MASCHERONI, ANDY & JULIE

OLMSTEAD, JIM & HILARY

O'LOUGHLIN, JIM & CRISTOL

OWEN, LAWSON & LOUISE

PATEL, SARITA

RAUZI, KURT & TANYA

ROATH, ROBERT & KRISTEN

SONDHEIM, DAVID & ANNE

TAUBE, ANGELIC

THOMPSON, JIM & REBECCA

TYSON, JIM

YETMAN, LYLE & ASHLEY

Marin County Tennis Clubs & Parks

Belvedere Tennis Club	415-435-4792
Boyle Park	415-388-0263
Canon	415-457-7766
Lagunitas Tennis Club	415-453-8706
Marin Tennis Club	415-457-5160
Mill Valley Tennis Club	415-388-2010
Mt. Tam Racquet Club	415-924-6226
Rolling Hills Club	415-897-2185
Ross Valley Club	415-461-5431
Scott Valley Swim & Tennis Club	415-383-3483
The Club at Harbor Point	415-383-3448
Tiburon Peninsula Club	415-453-0106