

Application for Appointment to Board, Commission, Committee, Task Force or Position

Applicants appointed by the Board of Supervisors will be required to take an oath of office. All applications will be kept on file for one year from the date of application.

Public Records Act

Applications are public records that are subject to disclosure under the California Public Records Act. Information provided by the applicant is not regarded as confidential except for the addresses and phone numbers of references and the applicant's personal information including home and work addresses, phone numbers and email address.

Form 700 Conflict of Interest Code

[California Fair Political Practices Website](#)

Please note that appointees may be required by state law and county conflict of interest code to file financial disclosure statements.

Which Boards would you like to apply for?

Napa County First 5 Children and Families Commission: Submitted

Category of Membership for Which You Are Applying

C

Profile

Erika

First Name

Lubensky

Last Name

Middle
Initial

Email Address

Home Address

Suite or Apt

Napa

City

CA

State

94558

Postal Code

Which supervisorial district do you reside in? *

District 2

To find your supervisorial district go to <https://www.countyofnapa.org/1334/About-the-Board>, click on "Look Up My District" and enter your address.

Primary Phone

Erika Lubensky

Community Resources for
Children

Employer

Executive Director

Job Title

Nonprofit Executive
Management

Occupation

Education/Experience

See attached resume

Name and occupation of spouse within the last 12 months, if married. (For conflict of Interest purposes)

Alexis Lubensky, Director Wine & Grape Supply at E&J Gallo Winery

Resume

[ELubensky.pdf](#)

Upload a Resume

Letter of Recommendation or Supplemental Attachments

Professional or occupational license, date of issue, and expiration including status

N/A

References: Provide names and phone numbers of 3 individuals who are familiar with your background.

Marlena Garcia

Michele Grupe

Ryan Pio Roda

Community Participation

Please explain your reasons for wishing to serve and, in your opinion, how you feel you could contribute.

Since relocating to Napa County with my two children more than a decade ago, I have been deeply committed to supporting families as they work to create brighter futures for themselves and their young children. In my role as Executive Director of Community Resources for Children, I lead a dedicated team of mission driven professionals focused on equipping parents, caregivers, and early educators with the knowledge, tools, and resources necessary to ensure that every child has the opportunity to thrive. Both as a parent and as an organizational leader, I understand the critical importance of the first five years of life and the transformative impact that timely, high quality early interventions can have. At the same time, I see firsthand how inequitable access to resources creates lasting disparities for vulnerable children, gaps that become increasingly difficult to close as they grow older. I am also fortunate to work alongside hundreds of early care and education professionals who nurture young children in childcare settings throughout Napa County. Their work is essential to our community's well-being. The early learning sector remains significantly fragmented and under resourced. Despite these challenges, I believe this sector is uniquely positioned for collaboration, innovation, and system level improvement. With diverse voices at the table, and with the convening power and leadership of First 5 Napa County, I am confident that we can accelerate the development of equitable, sustainable solutions that support all families with young children in our community. I would be honored to contribute my experience, relationships, and perspective to the First 5 Napa County Commission. I believe my professional expertise, combined with my deep commitment to the well being of Napa County's children and families, would allow me to meaningfully support the Commission's mission and its vital work.

Nature of activity and community location

N/A

Other County Board/Commission/Committee on Which You Serve/Have Served

N/A

Public Actions that may impact Credit Rating (List all court or other public administration actions impacting your credit rating within the past ten (10) years)

N/A

Electronic Signature Agreement

I meet the criteria required to serve in this position.

Yes No

I declare under penalty of perjury that the foregoing is true and correct.

Yes No

Please Agree with the Following Statement

By checking the "I agree" box below, you agree and acknowledge that 1) your application will not be signed in the sense of a traditional paper document, 2) by signing in this alternate manner, you authorize your electronic signature to be valid and binding upon you to the same force and effect as a handwritten signature, and 3) you may still be required to provide a traditional signature at a later date.

I Agree

Electronic Signature (First M. Last)

Erika Lubensky

Date

3/1/2026

ERIKA LUBENSKY

PROFILE

Mission-driven executive with extensive experience leading organizations toward greater social impact. Skilled in driving strategic transformation that improves outcomes for women, children, and underserved communities. MBA educated strategist with robust analytical skills and deep expertise in financial management, fundraising, partnership development, and community-based program design. Effectively develops emerging leaders, guides diverse teams, inspires broad stakeholder engagement, and elevates organizational performance to achieve sustainable, high impact results. Combines perspective from a successful career in Fortune 50 corporations and leadership roles in global organizations, adding strategic discipline, scalable systems thinking and operational excellence.

PROFESSIONAL EXPERIENCE

COMMUNITY RESOURCES FOR CHILDREN, Napa, CA 2015-present
Nonprofit organization, annual revenue of \$15 million and 20+ staff, dedicated to improving outcomes for families and children.

Executive Director

Leading organizational transformation by clarifying mission, establishing a client centered culture, and building the operational, financial, and programmatic infrastructure needed to expand impact.

- Expanded program reach by more than 100%, doubling the number of clients served while strengthening program quality and outcomes.
- Increased organizational effectiveness by streamlining program portfolios, eliminating low impact and high-cost initiatives, and reallocating resources to scale high impact programs.
- Led a comprehensive financial and operational turnaround, reducing expenses, increasing revenue from grants and private donors, improving compensation and benefits, and cultivating a healthy, positive organizational culture.
- Built a strong financial reserve exceeding six months of operating expenses, ensuring long-term sustainability.
- Boosted productivity and efficiency by implementing new technologies, modernizing processes and procedures, and empowering staff with greater decision-making authority.

WOMEN FOR WOMEN INTERNATIONAL Washington, DC 2008-2013
International nonprofit organization dedicated to providing women survivors of war with the resources to move from crisis and poverty to self-sufficiency with a \$30M+ annual budget and worldwide staff of 550+.

Chief of Staff

Trusted advisor and interlocutor of the CEO/Founder and leading role as a key member of the Global Leadership Team. During tenure, the organization doubled the number of women served while delivering better overall programmatic results in terms of wellness, economic outcomes and education for the women served and their children. Examples of results achieved after two years of intervention include: women more than double their income, rates of prenatal care increased by 40%, domestic violence decreased by 75% attributing the change to a better understanding of women's rights.

Executive Leadership

- Revamped personnel, systems and processes to enable the organization to sustain significant growth and directed the formulation of a long-term strategy.
- Systematized monitoring and evaluation (M&E) to enable the quantification of the impact of the services provided; capturing data demonstrating improvements in income levels and wellness.
- Provided oversight and worked closely with the Board of Directors to increase governance and financial controls across the organization, including: board composition, structure and by-laws, registration of foreign entities, internal and external audits, employment and services agreements as well as management of trademarks.
- Directed the development of operational plans across the organization, introducing scorecards to manage performance and enabling the institutionalization of metrics in day-to-day operations.

Strategic Management, Fundraising and Outreach

- Raised \$15+ million, including the largest multi-year multi-million dollar gift ever received. In collaboration with the Founder/CEO, developed multi-year proposals and supported the stewardship of the portfolio of the highest-level donors. Secured funding to support economic development projects and the organization's marketing efforts. Partners included: Hewlett Packard, Kate Spade, Schooner Foundation, NoVo Foundation, Humanity United, Clinton Global Initiative.
- Led the Communications and Outreach, framing issues to educate the public as well as coordinating media appearances, speaking engagements, and outreach efforts. Addressed global women's issues across print, radio and broadcast media, appearances include: CNN Café, La Diferencia Telemiami, The Record of Stockton, Pacifica Radio.

E & J GALLO WINERY Modesto, CA

2004-2007

Finance Manager 2006-2007

Managed the financial and operational performance of 33 business divisions encompassing cellar and bottling facilities, oversaw \$80 million annual budget and performance tracking of labor efficiencies, material yields, operational metrics, capital investments and asset utilization.

Senior Brand Analyst, 2004-2006

Analyzed the financial performance of a \$450 million business unit, delivered full P&L monthly forecasts with risks and opportunities, and prepared annual and long-range financial plans seeking to maximize Return on Invested Capital.

BANCO SOLIDARIO Quito, Ecuador

2001

Financial Analyst - Analyzed the cost structure of products and developed models to determine the financial sustainability of the micro-lending program of Fundación Alternativa.

THE PROCTER & GAMBLE COMPANY Cincinnati, OH

1998-2001

Senior Purchasing Manager - Competitively purchased \$70 million of natural gas and electricity for all West Coast P&G manufacturing plants.

Purchasing Manager - Procured \$54 million annually of paper packaging materials. Reduced costs by \$8 million by qualifying new suppliers and by implementing cross-functional projects which improved manufacturing processes and the quality of raw materials.

EDUCATION

Master of Business Administration, *Graduated with Honors*

University of Michigan Ross School of Business - Ann Arbor, MI

Bachelor of Science, Economics and Mathematics, *Graduated Magna Cum Laude*

Randolph College - Lynchburg, VA

CREDENTIALS AND COMMUNITY ENGAGEMENT

- First 5 Napa Network (*2019-present*)
- Napa Valley Community Foundation, Board of Directors (*2019-2025*)
- Napa Valley Community Foundation Community Programs & Grants Committee (*2017-2020 and 2025-present*) and Governance Committee (*2021-2025*)
- Child Abuse Prevention Council of Napa County (*2015-present*)
- Community Organizations Active in Disaster, Co-Chair Childcare Subcommittee (*2020-present*)
- Heart of Napa Achievement in Nonprofit Excellence Award (*2019*)
- Board of Trustees, Blue Oak School (*2019-2022*)
- Board of Directors Nature's Way Montessori, Vice-Chair and Business Advisor (*2015-2018*)
- Board of Directors of Opening Doors in Sacramento, Vice-chair of the Board (*2005-2008*)
- Honorary Societies: *Phi Beta Kappa* (Achievement), *Beta Gamma Sigma* (Business), *Omicron Delta Kappa* (Leadership), *Omicron Delta Epsilon* (Economics)

Languages: Fluent in Spanish and English. Conversant in French.