

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 Commission on Aging: Submitted

Category of Membership for Which You Are Applying

Board Member

Profile

Colleen _____ D _____ Kabeary _____
First Name Middle Initial Last Name

Email Address

Home Address Suite or Apt

Napa _____ CA _____ 94558 _____
City State Postal Code

Which supervisorial district do you reside in? *

District 3

To find your supervisorial district go to <https://www.countyofnapa.org/2051/Find-my-supervisor-and-district> and enter your address.

Primary Phone

Business Owner - All 4
Seniors, LLC

Employer

Owner/ Founder

Job Title

Senior Living Advisor

Occupation

Education/Experience

I have over 30 years of experience working in Senior Living Communities. I was an Executive Director and Regional Director of Operations of several large, assisted living and memory care communities in Napa and Sonoma County. Now self employed as a consultant for senior living communities as well as offering senior living placement services and Care Management.

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

Javier Sanchez, business owner, The Paint Works

Resume

[Colleen_Kabeary_Resume_Current.docx](#)

Upload a Resume

[Letter_for_Colleen_Kabeary_COA_2024.doc.pdf](#)

Letter of Recommendation or Supplemental Attachments

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

RCFE Licensed Administrator (Residential Community for the Elderly). Expires June 2025. Must have a license with the state to be an Executive Director for an Assisted Living facility.

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

R [REDACTED], [REDACTED] Kathleen McCarron [REDACTED] Layla Eskenazy
[REDACTED]

Community Participation

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

As a 20-year resident of Napa Valley, I hope to join an organization where I can make an impact and give back. With 30 years of experience in senior living, I believe I can contribute valuable expertise to the commission. Throughout my career, I have assisted seniors and their families with housing challenges, financial obstacles, and the complexities of family dynamics. I am passionate about being part of an organization that provides essential support to seniors in the Valley. My ongoing work serving seniors daily in our community also keeps me attuned to their immediate needs and concerns.

Nature of activity and community location

I am the owner of All 4 Seniors, a company I founded in January 2022. My company initially offered consulting services to senior living communities. For example, I spent two years with Watermark, serving as their Interim Executive Director and Regional Community Specialist. In February 2024, I shifted my focus back to my original plan: offering placement services and care management. Through placement services, I work with seniors and their families to help them find the right senior living community when they are ready to move. This service is provided at no cost to seniors. Additionally, I offer care management services, providing a variety of individualized support options, either in seniors' homes or within their communities.

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

None. I am however Vice President of the Board for Share the Care. Also, a member of the Napa Sunrise Rotary.

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)

None

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)

Colleen D. Kabeary

Date

11-9-24

COLLEEN D. KABEARY

Napa, CA

SENIOR LIVING ADVISOR

Operations professional with demonstrated experience providing site leadership, administration, and compliance support in the hospital & health care industry. Adept providing operational oversight to multiple sites while providing sales and programming management. Effective Team Leader through motivating, educating and evaluating management with a proven ability to engage and develop staff at all levels. Core competencies include:

Operations Leadership | Multi-Community Management | Brand Development | State + Federal Regulatory Compliance | Human Resources | Financial Analysis + Reporting | Strategic Planning | Program Management | Budget + Forecasting | Team Building | Healthcare Management | Coaching

EXPERIENCE

All 4 Seniors, LLC, Napa, CA

January 2022 – Current

Owner and Founder

Senior living consulting services, Senior Living Placement Services and Care Management.

- Focused on serving seniors in their home or in a senior living community.

SUNRISE SENIOR LIVING, Sonoma, CA

January 2019 – August 2021

Regional Director of Operations

Promoted to Regional Director of Operations to oversee new brand of communities for Sunrise Senior Living. Provided multi-site management of all operational aspects of community.

- Focused on driving occupancy, increase revenue, reduction of staff turnover and customer service excellence.
- Worked closely with Executive Directors and Regional team to achieve individual community goals.

SUNRISE VILLA SONOMA (formerly Vintage Senior Living), Sonoma, CA

June 2014 - March 2019

Executive Director

Managed 94 apartment Assisted Living community which includes a 24 apartment Memory Care secured wing. The community offers all day dining, with dedicated dining staff. In 2015 we had a deficiency free annual survey.

- Provided budget management, A/R, A/P oversight, training and licensing compliance.
- Increased the customer satisfaction of Residents and families within two years and the relationship with local community increased census and traffic flow.
- Improved positive reputation significantly amongst the local community due to the focus on quality of care and excellent customer service.

EMERITUS ROHNERT PARK (formerly Merrill Gardens), Rohnert Park, CA

January 2011 - May 2014

General Manager

Managed 174 apartment Independent Living community. Currently working on conversion of 29 apartments to receive AL services.

- Achieved, in one year, a decrease in employee turnover and an increase in employee satisfaction. Resident satisfaction increased with no move-outs this year due to lack of customer satisfaction. Focus continued on census, NOI, all aspects of operations and marketing.

ADDITIONAL RELEVANT EXPERIENCE**DECEMBER LIGHTHOUSE FOR OUR ELDERS, INC.****President of Placement Services**

Coordinated with founder to pre-screen senior care facilities, ensure compliance by the facility and obtain facility agreements. Assist family members with choosing a facility that meets the senior's needs. Attended networking functions to assist marketing development, and social network development.

AEGIS ASSISTED LIVING, Napa CA**Executive Director**

Maintained positive work environment and team leadership model while fostering positive resident/family relationships. Excellent regulatory compliance track record.

- Executed a strong marketing and strategic lead development program. Responsible for budgeting and cost control measures, occupancy development, operational forecasting and overall financial responsibility for the community.

AEGIS ASSISTED LIVING, Napa CA**Resident Services Director**

Provided hiring, orientation, staffing and management of all direct care staff.

- Delivered budget performance targets, resident assessment and customer service at all levels.

MANOR CARE HEALTH SERVICES, INC., Walnut Creek, CA**Director of Admissions and Marketing**

Oversaw the in-patient admissions functions, facility tours. Worked with interdisciplinary team, nursing and accounting staff. Lead and direct the work of others.

- Developed and executed all marketing events, marketing materials and continuously pursued future business referrals. Utilizing extensive experience and judgment to plan and accomplish goals. A wide degree of creativity and latitude was expected.
- Built relationships with hospital case manager and physicians. Maintained reputation of being the provider of choice through excellent customer service and striving for total customer satisfaction.

GLENCREST NURSING AND REHABILITATION CENTER, Chicago, IL**Director of Admissions and Marketing**

Facilitated group discussion, solving problems, developing rapport, organizing, meeting goals, and managing groups and handling budgetary aspects.

PROFESSIONAL LICENSE**RCFE Administrator's License**



Medical Equipment & Supply Donation Center | Fall Prevention | Declutter Program

November 7, 2024

Napa County Commission on Aging

Dear Chair Frankenstein and the Commission on Aging Board,

As a member of the Napa County Commission on Aging and an advocate for older adults in our community, I am pleased to recommend Colleen Kabeary for her exemplary dedication and contributions to the well-being of older adults.

I first met Colleen during her consulting role with Watermark Napa Senior Living Community. She radiated warmth, greeting each resident by name and creating a welcoming environment. Colleen hosted Share the Care's first-ever donor appreciation event at Watermark in 2022, which was an outstanding success thanks to her professionalism and her team's seamless organization. Prior to her role at Watermark, Colleen brought over 30 years of experience in senior living facilities, consistently dedicating herself to enhancing the lives of older adults.

Currently, as the founder and operator of All 4 Seniors, Colleen continues to make a profound impact by helping older adults maintain independence and quality of life through her free placement, consulting, and care management services. Her commitment extends beyond consulting, as she actively connects clients with external resources and agencies in Napa County and beyond, bringing valuable insights to the Commission on Aging.

With Napa County's aging population projected to reach record highs by 2030, Colleen's experience and approach are invaluable as we work to prepare, educate, and advocate for older adults. Her dedication to this cause and her wealth of knowledge are critical to addressing the challenges facing our community.

This letter wholeheartedly endorses Colleen for any endeavor that seeks to improve the lives of older adults. Her expertise and compassion will undoubtedly enhance the work we are doing to build a stronger, more supportive community for all.

Best Regards,

A handwritten signature in black ink, appearing to read "Heather M. Luna".

Heather Luna
Executive Director
Share the Care Napa Valley
heather@sharethecarenv.org

