



# BRIDGE Program

*Building Representation, Inclusion, Diversity, and Governance Excellence*

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## Lead the change you want to see in Sonoma County!

### Founding Visionary Partner

Peter E. Haas Jr. Family Fund  
— cultivating social change —

Are you ready to use your voice, your story, and your leadership to shape the future of Sonoma County? Whether you've never served on a board or are just starting your leadership journey, the BRIDGE Program is your opportunity to make an impact.

Thank you so much!

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



# Why This Matters



A recent study by Latinos LEAD shows Latinos and other marginalized groups are severely underrepresented on nonprofit boards in California. Sonoma County, home to over 3,000 nonprofits and a vibrant Latino community (30% of the county's population), reflects this disparity, with Latinx board members making up less than 10% of nonprofit leadership. Addressing this gap is essential for boards to truly reflect our communities.

**Fill out our interest form to stay up to date!**

# Objectives

- Increase representation of Latinx, BIPOC, and LGBTQIA+ leaders in influential board and commission roles across Sonoma County.
- Equip participants with essential governance skills to serve effectively on nonprofit boards and government commissions.
- Expand participants' professional networks through mentorship and exclusive access to established community leaders



# Program Structure

## Join Our 12-Week Program!

- **5 in-person** Saturday sessions (8:30am - 3pm).
- **2 evening** networking mixers on weeknights (5pm - 8pm).
- Small **cohort sizes (16-24)** for meaningful connections.
- **Minimum Attendance Requirement:** Fellows must attend at least 6 of the 7 engagements, which include the Saturday sessions and networking mixers.





## Tuition & Scholarships

Tuition for the BRIDGE Program ranges from **\$800 to \$3,250**, depending on your organization type and membership status. A sliding scale ensures affordability for government agencies, nonprofits, businesses of all sizes, and individuals enrolling independently. Discounts are available for group registrations, and more detailed information is available on our website.

**Scholarships are available** to ensure cost is never a barrier; please contact us if you need financial assistance.



Sonoma County Latino Population

**30%**

Over  
**3,000**

Nonprofits in  
Sonoma County



\*Latinx board members make up less than 10% of the nonprofit boards.



## Who Should Apply?

**The BRIDGE Program is designed for individuals who:**

- Are new or newer to board service and want to build a strong foundation in governance.
- Aspire to join a nonprofit board or government commission within a year and make an immediate impact.
- Are passionate about shaping equitable policies and practices in nonprofits or local government.

## Lesson Overview

- **Board Culture:** Build inclusive, collaborative, and equitable board dynamics.
- **Commissions:** Discover pathways to serve on local government boards and commissions.
- **Governance:** Learn board roles, committee structures, and effective practices.
- **Financials:** Gain confidence in nonprofit budgeting and financial oversight.
- **Fundraising:** Explore donor development and programmatic fundraising.
- **Leadership:** Apply adaptive leadership principles to real-world challenges.
- **Personal Branding:** Navigate systems of influence and advocate for change.
- **Strategy + Power Building:** Navigate systems of influence and advocate for change.
- **Sustainability:** Explore long-term planning for organizational resilience.





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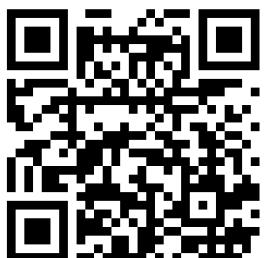
# Learn More

Visit our website [www.loscien.org/bridge\\_program](http://www.loscien.org/bridge_program) for more information! Questions? Contact Magali Telles at [magali@loscien.org](mailto:magali@loscien.org). **Applications open seasonally** – fill out the interest form to stay updated on when applications open!

Let's build a more inclusive and representative Sonoma County -- join us today!



SCAN TO  
APPLY  
TODAY!



## THANK YOU TO OUR FOUNDING PARTNERS!

Peter E. Haas Jr. Family Fund  
— cultivating social change —

Barbara Grasseschi  
& Tony Crabb





## Testimonials Class 1



“Being part of the BRIDGE Program was a powerful and affirming experience. It gave me space to reflect on my journey, grow my confidence, and connect with others who care deeply about our community. I didn’t just walk away with a polished bio or headshots; I left with a clearer sense of who I am as a leader. BRIDGE helped me realize that I belong in the rooms where decisions are made. Since then, I’ve been invited into spaces I never imagined, reminded that my voice matters, and that there is a place for me at the table.”

**Cynthia De Leon** | BRIDGE Fellow, Class 1

Program Specialist II, Communications  
Sonoma Water



“Being part of Los Cien’s first BRIDGE cohort was a truly meaningful and impactful experience. Over the course of four in-depth sessions and two mixer-networking events, this program served as a blueprint for purpose-driven leadership, offering insights that extended far beyond traditional training. Sessions on fiduciary duty and DEI emphasized the importance of curiosity over criticism, the value of seeing the broader picture, and the discipline of staying mission-focused while creating space for innovation and equity. This program instilled the confidence and courage to lead with intention.”

**Kevin Olalde Bernal** | BRIDGE Fellow, Class 1

Business Owner  
Mr. Chile Taproom



“As a member of the first cohort of the Los Cien BRIDGE Program, I wholeheartedly recommend it to anyone interested in serving their community through nonprofit or commission leadership. Having also helped manage nonprofit organizations, I can confidently say this program produces well-trained, dedicated, and mission-driven leaders. Any 501(c)(3) or commission looking to recruit passionate, equity-minded members should look to BRIDGE graduates as a valuable resource.”

**Athena Rowan Gomez** | BRIDGE Fellow, Class 1

Celebrate Love - Cotati Rohnert Pride  
Director, Education and Outreach





## Testimonials Class 2



“Los Cien Sonoma County is filling a gap that many of us have felt but rarely see addressed. For first-generation Latine professionals, meaningful tools, mentorship, and leadership development can be complex to access at any stage of our careers. The BRIDGE (Building Representation, Inclusion, Diversity, and Governance Excellence) Program changes that. I’m grateful to have been part of BRIDGE; the timing could not have been better. As the founder of Mi Oaxaca, I now feel better equipped to grow our board in ways that reflect our values and praxis. As a nonprofit professional, I am leaving with renewed confidence to serve, lead, and expand my impact. Los Cien is building the leaders our communities deserve, and I’m proud to be one of them.”

**Fabiola Santiago** | BRIDGE Fellow, Class 2  
Founder & Executive Director, Mi Oaxaca



“Being part of the BRIDGE Program was a tremendous experience that deepened my understanding of the roles and responsibilities of serving on a governing board. From the exceptional facilitators who led each session to the thoughtfully selected panelists who shared their real-world experience on boards and commissions, the Los Cien BRIDGE Program was both impactful and worthwhile. The program created space for me to reflect on my own leadership journey, engage in meaningful conversations with peers, and gain practical tools I can bring back to my organization. I am leaving the program with greater confidence and a stronger sense of purpose as a Latino leader in our community.”

**Miguel Loeza** | BRIDGE Fellow, Class 2  
Senior Manager, Sonoma Community Action Network



“When I first applied to the Los Cien Bridge Program, I wasn’t sure I belonged there. With the encouragement of my good friend MaDonna Feather Cruz, I took the leap and stayed committed, even when that first day felt intimidating. By the second session, a class exercise to get to know one another became a turning point—I knew I was in the right place. This program has challenged me, expanded my knowledge, and strengthened my confidence as an Honored Elder of the Federated Indians of Graton Rancheria. I now feel better equipped to share, support, and advocate for my Native community and beyond to the best of my ability.”

**Kathleen Long** | BRIDGE Fellow, Class 2  
Honored Elder, The Federated Indians Of Graton Rancheria