LOS CIEN
SONOMA COUNTY LATINO LEADERS
Building Bridges
— Since 2019 —

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Los Cien Board Service Guide & Expectations

Recruitment Period: December 18, 2026 – January 15, 2027

The Organization

Los Cien Sonoma County is a Latinx civic leadership and engagement organization that elevates Latino voices across Sonoma County. We convene community conversations, build cross-sector partnerships, and develop Latine leadership that advances equity, inclusion, and representation.

Our work centers the Latin community – especially those experiencing the greatest inequities – and builds multiracial solidarity to ensure Sonoma County's progress includes everyone.

Mission

Los Cien advances belonging, trust, and equity by engaging with our community, facilitating honest dialogue, and elevating Latinx pride and power in Sonoma County.

Vision

Our vision is of orgullo (pride) & equity for Latinos in Sonoma County!

Values

- **Belonging** – We create spaces where Latine identities, languages, and cultural expressions are celebrated and affirmed.
- **Dignity** – We honor the inherent worth of every person, advocating for systems that respect and uphold our humanity.
- **Education** – We advance knowledge as a tool for power, mobility, and generational change.
- **Empowerment** – We build pathways for Latin participation in leadership and decision-making at all levels.
- **Equity** – We address historical disparities and champion resource distribution that ensures equal opportunity and outcomes.
- **Representation** – We ensure Latino voices are present and influential wherever decisions impacting our communities are made.

Centered Community

Our work centers on the Latinx/e community, with a focused attention on those experiencing the greatest inequities.

Board of Directors – Expectations and Commitment

Los Cien's Board of Directors plays a vital role in guiding the organization's mission, ensuring fiscal responsibility, and advancing racial and social equity in Sonoma County. We seek individuals who embody our values, bring diverse lived experiences, and are committed to collective progress.

Service Commitment

- **Term:** Three years, renewable up to three consecutive terms.
- **Membership**: Must be a current Los Cien member at a level that is personally meaningful to you.
- **Financial Contribution**: Additional giving and/or sponsorship is highly encouraged.
- **Meetings**: Attend monthly Board meetings on the third Tuesday of each month and meet the Board's attendance expectation of at least 75% of meetings each year.
- **Committee Participation**: Serve on at least one standing or event committee.
- **Engagement**: Support fundraising, community engagement, organizational advocacy, and volunteering at programs and events.
- **Ambassadorship**: Champion Los Cien's mission, vision, and values across all community settings.

Board Committees (Summary)

Executive Committee
Provides strategic leadership between board meetings. Oversees fiscal health, board succession, strategic priorities, and agenda planning.

Finance Committee
Guides financial oversight and sustainability. Reviews budgets, monitors fiscal performance, and ensures financial transparency and accountability.

Governance Committee
Stewards board development and organizational integrity. Oversees nominations, board orientation, bylaws, and governance best practices.

- **Nominating Subcommittee**: Leads board recruitment, application review, and candidate vetting during the annual recruitment cycle.

Program Committee
Designs and delivers Los Cien's signature programs and luncheons. Shapes themes, recruits speakers, and ensures programming reflects Latinx priorities and community needs.

Strategic Alignment Committee
Aligns Los Cien's mission and strategy with emerging community needs. Supports organizational health, leadership development, and policy alignment with equity goals.

Event Committees
Short-term committees that plan and execute cornerstone community events:

- **General Membership Meeting Committee** – Plans the annual meeting and ensures transparency and engagement.
- **Puente y Ganas Awards Committee** – Oversees event planning, nominations, and sponsorship outreach.
- **State of the Latino Community Address Committee (SOLCA)** – Shapes the annual address, engages partners, and ensures authentic community representation.

2027 Los Cien Board Meeting & Important Board Dates (*Attend Board meetings (7–9 per year, typically the third Tuesday) and meet the attendance expectation of at least 75% each year.***)**

- January 19, 2027 | 5:30pm - 7:30pm | United Way of the Wine Country
- February 16, 2027 | 5:30pm - 7:30pm | United Way of the Wine Country
- **March 19, 2027 | General Membership Meeting | 9am - 11am*
- April 20, 2027| 5:30pm - 7:30pm | United Way of the Wine Country
- May 18, 2027| 5:30pm - 7:30pm | United Way of the Wine Country
- July 20, 2027| 5:30pm - 7:30pm | United Way of the Wine Country
- August 17, 2027| 5:30pm - 7:30pm | United Way of the Wine Country
- October 19, 2027| 5:30pm - 7:30pm | United Way of the Wine Country
- *FALL TBD | Board Strategic Retreat | 9am - 4pm
- December 14, 2027| 5:30pm - 7:30pm | United Way of the Wine Country

Join Us!

Serving on the Los Cien Board of Directors means shaping Sonoma County's future – one conversation, one policy, and one community partnership at a time. If you are ready to lead with purpose and amplify Latine voices, we invite you to apply during the 2026–2027 recruitment cycle.

Recruitment Period: December 18, 2026 – January 15, 2027

- **Deadline**: Submit your application and email your résumé to hermang@loscien.org by January 15, 2027 at 11:59pm.
- **Interviews**: Selected candidates will be interviewed between January 26, 2027 and February 27, 2027, in person or virtually. A Nominating Subcommittee Chair or Los Cien staff member will follow up regarding next steps.
- **Learn more**: www.loscien.org