



## OVERVIEW

The Latino Leadership Initiative (LLI) is designed to increase the number of entry-level, early career skillful leaders who serve our communities. Latinos will soon be a significant majority in the Central Valley. Many people who reside in Stanislaus county are rapidly developing a passion to serve their community. Many are striving to utilize their rich cultural expertise and knowledge to become a positive change agent in the communities they love. Therefore, the Latino Leadership Initiative aims to increase the number of skillful leaders that serve our communities.

The LLI Executive Committee will select a cohort of emerging Latino leaders and engage them in capacity-building trainings, focusing on:

- Exploring leadership diversity among Latinos in the County
- Exploring and applying personal StrengthFinders
- Civic engagement, trust-building, and self-care
- Community leadership capacity building and coalition building
- Deliberate connections (mentoring) between established leaders and participants
- Participating in Boards, Board meetings, commissions, and/or committees

### Interview Process

Participants are selected through an interview process. Once selected, participants become part of an ongoing learning community where, in addition to skills and values, participants learn how to support each other's learning and how to pass what they are learning along to others. This community of practice approach gives participants many opportunities to become familiar with each other, both personally and professionally, and to explore ways of collaborating for mutual and community benefit. The initiative includes focused and intentional relationship building in their field of interest, resulting in the commitment to join a community board, commission, and/or committee.

### Goals and Outcomes

After completing this intensive 8-month long course, participants will be able to:

1. Gain active knowledge of their passion and individual strengths
2. Understand and embrace the diverse ways that Latinos lead and serve their communities

3. Discover the core competencies that successful civic leaders practice as well as the “soft skills” that enhance their networking opportunities
4. Gain working knowledge of Robert’s Rules of Order, how to join or recruit a board, run board meetings, and raise resources
5. Enter into a mentoring relationship with an experienced community civic leader
6. Increase the capacity to participate in a Board through hands-on experience
7. Be eligible for ongoing alumni support and skill enhancement at the conclusion of the cohort
8. Gain knowledge of basic County and City government structure and how to become involved

**What is the Commitment?**

- \$300 non-refundable tuition to be paid in full before the completion of the cohort (August)
- Signed agreement to give consent to photograph and interview
- Attend each session, one Saturday per month for 8 months (8:00 a.m. - 3:00 p.m., January to August). Failure to attend all sessions without good cause may result in elimination from the Initiative
- 1 - 3 hours of additional reading and study per month
- Meet with a mentor for at least one hour per month
- Keep a personal journal
- Participate in a specific civic engagement plan and/or in a community board, commission, or committee

Date	Task
November 18	Applications Due
November/December	Applicant Interviews
January 7	Orientation and Mixer
February – July	Monthly Sessions (8:30 a.m. – 3:00 p.m.)
August	Action Plan Presentation and Graduation

**Session Topics**

- Orientation and Mixer to Follow
- Understanding Individual Strengths
- How Latinos Lead
- Core Competencies in Civic Leadership
- County and City Government Structure

- How to Effectively Serve on Boards
- Servant Leadership
- Action Plan

### **Executive Committee**

- John Torres, Neighborhood Care, City Ministry Network
- Maria Arevalo, Chair of the Latino Giving Circle
- Maria Cortez, Regional Director, Able Works
- Marvin Jacobo, Executive Director, City Ministry Network
- Damian J. Martinez, Senior Management Consultant, Stanislaus County

For more information, please contact:

John Torres  
City Ministry Network  
[john@cityministrynetwork.org](mailto:john@cityministrynetwork.org)  
(209) 324-7493