

**Sub-committee: Hiring**  
***Land Access and Opportunity Board***

**July 20, 2023, 9:30 – 10:30a.m.**

Meeting Facilitator: Natanya Vanderlaan

Attendee	Present	Not Present
<b>Board</b>	<ul style="list-style-type: none"> <li>● Samantha Langevin, Vermont RELEAF Collective</li> <li>● Dan Coutu, VT Commission on Native American Affairs (VCNAA)</li> </ul>	<ul style="list-style-type: none"> <li>● Brian Cina, National Association of Social Workers (NASW)</li> <li>● Raheemah Madany, Pride Center of Vermont</li> <li>● Pastor Arnold Thomas, Vermont Racial Justice Alliance (VRJA)</li> <li>● Pasifique Nsengiyumva, US Committee for Refugees and Immigrants (USCRI)</li> <li>● Shingai Kagunda, Vermont Every Town Project</li> <li>● Britaney Watson, NAACP</li> <li>● Vermont Psychiatric Survivors (no active board member)</li> <li>● Dan Coutu, VT Commission on Native American Affairs (VCNAA)</li> <li>● Xusana Davis, Office of Racial Equity</li> <li>● Kirsten Murphy, Vermont Developmental Disabilities Council</li> </ul>
<b>Board Alternates</b>		<ul style="list-style-type: none"> <li>● Rev. Mark Hughes, VRJA</li> <li>● Jennifer Morton-Dow, Vermont Releaf Collective</li> <li>● Rich Holschuh, VCNAA</li> <li>● Ashley Devereaux, NASW</li> <li>● Kenya Lazuli, Vermont Every Town Project</li> </ul>
<b>Guests &amp; Public</b>	<u>Public</u> :	<u>Guests</u> : None

**Agenda & Notes**

● <b>Meeting Convened</b> by Facilitator, Natanya Vanderlaan @ 10:00 AM	
● <b>Introductions</b>	<ul style="list-style-type: none"> <li>● Name, Nominating Organization</li> <li>● Prompt: Check in</li> </ul>
● <b>Updates From Action Items</b>	<ul style="list-style-type: none"> <li>● Review of excerpts from sunrise report</li> <li>● Continued editing process of Manager role</li> </ul>

<ul style="list-style-type: none"> <li>● <b>Timeline &amp; Goal Setting</b></li> </ul>	<ul style="list-style-type: none"> <li>● Sharable draft for review in preparation for next Board meeting 8/7</li> <li>● Next meeting moved to Wednesday 7//26 9:30 - 10:30</li> </ul>
<ul style="list-style-type: none"> <li>● <b>Gathering Next Steps</b></li> </ul>	Continued work on draft
<b>Meeting Adjourned at 11:02 am</b>	

### Excerpts from Sunrise report for Hiring Sub-Committee

Recommendation 2: (pg 11)

In SFY'24 LAOB requests that it continue to receive administrative support from VHCB. This support would primarily include the hiring and support for two full-time staff persons who would be fully dedicated to supporting the Board's work in SFY'24 and beyond.

The first position, to be hired by the Board with support from VHCB, would be an Executive Director ("ED"), who would have **duties including, but not limited to, directing the Board's programs, representing the Board in external affairs, and facilitating Board meetings, decision-making, program implementation, budgeting and accounting, etc.**

The second position, to be hired by the ED, would have duties including, but not limited to, assisting the ED, conducting and memorializing Board meetings, actions and ongoing work, and coordinating with VHCB to ensure compliance with Vermont's Open Meeting and records retention laws, as well as the Board's other legal, financial and regulatory obligations. The Board would have full authority to direct those dedicated staff to act on its behalf.

Recommendation 3 (pg 12)

In SFY'24, **the Board, through its ED, staff and any consultant** hired for this purpose, will develop a scope of work and implement the first phase of preparatory work and outreach to community members needed to prioritize actions and next steps under this recommendation. These initial steps would include research to establish an inventory of government and nonprofit

programs and resources intended to facilitate equitable access to housing, land access, and land-based enterprise. The Board would also engage in public education and outreach related to the inventory and priorities for action, explicitly including outreach to community members from historically marginalized and disadvantaged communities.

It is important to note that the Board's work under this and other priorities would be conducted in order to maximize access for community members, providing travel vouchers, food, and childcare where necessary to accommodate participation, as well as fair market compensation for community members who might be asked to serve on more formal sub-committees and who would otherwise not be able to participate

The next phase of the Board's work under this recommendation would be to **evaluate baseline data, identify opportunities, and establish priorities for action under its statutory powers** and duties, described in the chart below (Didn't think that level of detail necessary for job description)

Recommendation 4:pg 15

The LAOB's initial work under this Recommendation will be to establish a baseline inventory of government and nonprofit programs and resources intended to facilitate equitable access to housing, land access and land-based enterprise. In addition, the Board would conduct outreach and education in order to focus the priorities for action under this recommendation. Consistent with the process for education and outreach described initially under Recommendation 3

Board will allocate funding to either or both of the following actions in order to advance the goals of Act 182:

**Direct consultant contracts** with technical assistance providers, including housing and land access navigators and translator services, who match the qualifications, and who are able to provide the services called for, under 10 V.S.A. Sections 325u(f)(2)-(3);

Funding for organizational grants to support organizations assisting individuals, families and collectives from traditionally marginalized and disadvantaged communities to navigate housing and land access, etc

Note: Rec 5 is continued analysis and fact finding not anything new to add to job description