

Sub-committee: Hiring
Land Access and Opportunity Board

August 1, 2023, 9:30 – 10:30a.m.

Meeting Facilitator: Natanya Vanderlaan

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

Agenda & Notes

<ul style="list-style-type: none"> ● Meeting Convened by Facilitator, Natanya Vanderlaan @ 10:00 AM 		
<ul style="list-style-type: none"> ● Introductions 	<ul style="list-style-type: none"> ● Name, Nominating Organization ● Prompt: Check in 	

<ul style="list-style-type: none"> ● Updates From Action Items 	<ul style="list-style-type: none"> ● Overlooking documents ● Preparation for presentation to board 8/7 ● <ul style="list-style-type: none"> a. Salary scenario job structure b. Revisit position title in accordance to (a.) 	<p>Samantha - In response to budget scenarios, proposal of two co director models. We have an opportunity to model how the government can work differently.</p> <p>Dan - Sparking the idea of collaborative leadership as opposed to hierarchical . aligned with my values. How will these ppl work together?</p> <p>Natanya - What the the sunrise report alot for? How do we structure the hiring process to accommodate co leadership?</p> <p>Jess - Needs to be consensual between co directors. Might require] hiring both at the same time/apply together. I was putting this together thinking of co leadership but thinking about it in a different way. A second thought about co leadership - there can be a co leadership relationship instilled between hire and board. Shared power could be with more ppl than just the staff in the long run</p> <p>Samantha - Co leadership doesnt mean theyre doing the same job and maybe it shouldn't - collaborative and complimentary but not duplicative. But if we define clear complimentary lanes to provide clarity and delegate to other staff.</p> <p>Dan - Tasks should be separate - decision making should be joint.</p> <p>Samantha - If we want to propose this to the group we need to keep in mind the flexibility to change hiring process</p> <p>Parking lot - Parking lot for other thoughts</p>
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Organizational bi-laws

Jess - Good example of project VHCB attorney might manage

Rev. Mark - Great suggestion, Samantha. Is it possible to provoke thought. If it wasn't co- but something closer to co. maybe Associate . But maybe terms like Deputy or Asst. (all colonial anyway). With the overhead that goes into these positions - I know that 30% + often needs to be accounted for

Jess - VHCB says 30% but we could be safe 38-40% just to be safe.

Samantha - Buffer's are good and maybe we should just get confirmation from VHCB

Rev. Mark - This may be something to copy Kirsten on.

Jess- Good idea, she will be active in the

Jess - First question for the board already surface

Perhaps leading with the Hiring sub committee is already considering a co leadership model. It could happen in a variety of different ways (preamble including board relationship as well)

Do we have enough scenarios/distinctions in this document?

Jennifer - Like Samantha's suggestions for director of A/
Director of B

		<p>Jess - do we summarize these notes on the side into program titles. Thinking about recruitment, you're going to have two very distinct candidates applying.</p> <p>Jennifer - This is not a traditional hierarchy rather a collaborative opportunity.</p> <p>Samantha - I wonder if naming those lanes might make a better description for the board. I wonder if we look at one as looking in (networking equity assessment) vs looking out (community and networking etc.)</p> <p>What is the difference between scenario 1 and 2?</p> <p>Jess Scenario 2 Principal staff and programmatic manager vs Scenario 1 Closer to co leadership scenario (further edits happening real time)</p> <p>Samantha - I like that - So let's propose two scenarios</p> <p>Jess - Co director role has different focuses really important and will call for an administrative support</p> <p>Samantha - I would propose that we use scenarios 1A and 2A to present to the board. Those two seem the most similar in regards to addressing the thoughts we're entertaining</p> <p>Dan and Jennifer in agreement</p> <p>Jess - Word document to these scenarios with a link to the spread sheet for added reference.</p> <p>Jess - Separate out sub-heading with details on the roles</p>
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		<p>(Editing working draft)</p> <p>Jess - we do need guiding questions for highlighting the different components of the hiring process body of work</p> <p>Ex- Do we feel that these qualifications meet our needs as a board?</p> <p>How do we navigate focus</p> <p>Samantha - Maybe we spend time on Thursday to decide what we want to discuss and break it up over several meetings.</p> <p>Jess - That is possible but you're looking at getting the information you need and hiring process</p> <p>Conversation pay scale and co-leadership structure</p> <p>Alot of clarity for meeting of 8/7 and 8/21</p> <p>If we want to create more spaciousness we can move the highlights and board priorities (we will check in Thursdays)</p>
<ul style="list-style-type: none"> ● Timeli ne & Goal Settin g 	<ul style="list-style-type: none"> ● Sharable draft for review in preparation for next Board meeting 8/7 	

<ul style="list-style-type: none">● Gathering Next Steps	Working through the following next steps <ul style="list-style-type: none">● Condensed version● Jess Drafting Salary/staffing scenarios● Look at staffing scenarios● Sending hiring process/LAOB	
Meeting Adjourned at 11:02 am		