Sub-committee: Hiring  
Land Access and Opportunity Board
August 1, 2023, 9:30 – 10:30a.m.
Meeting Facilitator: Natanya Vanderlaan

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

- **Meeting Convened** by Facilitator, Natanya Vanderlaan @ 10:00 AM
- **Introductions**
  - Name, Nominating Organization
  - Prompt: Check in
- Updat
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- From
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- Items

- Overlooking documents
- Preparation for presentation to board 8/7

  a. Salary scenario job structure
  b. Revisit position title in accordance to (a.)

Samantha - In response to budget scenarios, proposal of two co director models. We have an opportunity to model how the government can work differently.

Dan - Sparking the idea of collaborative leadership as opposed to hierarchical. aligned with my values. How will these ppl work together?

Natanya - What the the sunrise report alot for? How do we structure the hiring process to accommodate co leadership?

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

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.

Dan - Tasks should be separate - decision making should be joint.

Samantha - If we want to propose this to the group we need to keep in mind the flexibility to change hiring process

Parking lot - Parking lot for other thoughts
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 foe director of A/ Director of B
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.

Jennifer - This is not a traditional hierarchy rather a collaborative opportunity.

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.)

What is the difference between scenario 1 and 2?

Jess Scenario 2 Principal staff and programmatic manager vs Scenario 1 Closer to co leadership scenario (further edits happening real time)

Samantha - I like that - So let’s propose two scenarios

Jess - Co director role has different focuses really important and will call for an administrative support

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

Dan and Jennifer in agreement

Jess - Word document to these scenarios with a link to the spread sheet for added reference.

Jess - Separate out sub-heading with details on the roles
(Editing working draft)

Jess - we do need guiding questions for highlighting the different components of the hiring process body of work

Ex- Do we feel that these qualifications meet our needs as a board?

How do we navigate focus

Samantha - Maybe we spend time on Thursday to decide what we want to discuss and break it up over several meetings.

Jess - That is possible but you’re looking at getting the information you need and hiring process

Conversation pay scale and co-leadership structure

Alot of clarity for meeting of 8/7 and 8/21

If we want to create more spaciousness we can move the highlights and board priorities (we will check in Thursdays)

| Timeline & Goal Setting | Sharable draft for review in preparation for next Board meeting 8/7 |
- **Gathering Next Steps**

  Working through the following next steps

  - Condensed version
  - Jess Drafting Salary/staffing scenarios
  - Look at staffing scenarios
  - Sending hiring process/LAOB

| Meeting Adjourned at 11:02 am |  |