

**Land Access and Opportunity Board: Hiring Committee**  
**October 15, 2023, 1:00 – 2:00p.m.**

Meeting Facilitator: Natanya Vanderlaan & Jess Laporte

Attendee	Present	Not Present
<b>Board</b>	<ul style="list-style-type: none"> <li>• Dan Coutu, VT Commission on Native American Affairs (VCNAA)</li> <li>• Susan Aranoff, Vermont DDC</li> <li>• Pacifique Nsengiyumva, US Committee for Refugees and Immigrants (USCRI)</li> </ul>	<ul style="list-style-type: none"> <li>• Jennifer Morton-Dow, Vermont Releaf Collective</li> <li>• Samantha Langevin, Vermont RELEAF Collective</li> </ul>
<b>Guests &amp; Public</b>	<u>Public:</u> None	<u>Guests:</u> None

### Agenda & Notes

<ul style="list-style-type: none"> <li>• <b>Meeting Convened</b> by Facilitator, Natanya Vanderlaan @ 1:00 PM</li> </ul>	
<b>1. Introductions &amp; Check-in</b>	<ul style="list-style-type: none"> <li>• Name, Nominating Organization, Check-in</li> </ul>
<b>Executive Session</b>	<p>Susan made a motion for the board to enter into executive session in order to discuss 1st Interview Offers for the Advocacy &amp; Engagement Director and Program Development Director roles at 1:10 PM; Dan seconded the motion.</p> <p>The Board came out of executive session at 1:50 PM</p> <p>The Hiring Committee agreed on a total of 3 Program Development Director candidates to interview and have identified top 6 candidates for each to discuss on 10/17.</p> <p>Next Steps: Each member to rank top 6 candidates and be prepared for decision.</p>
<b>3. Process Check-in &amp; Next Steps</b>	<p><b>Conflict of Interest Check</b> - 2. First Round Interview - Conflict Of Interest &amp; Disclosure Form</p> <p><a href="https://docs.google.com/document/d/1jM7oJkQIFrJSqQR-VKYkM2VDjZHDH zBO0mEOeCaXNuc/edit">https://docs.google.com/document/d/1jM7oJkQIFrJSqQR-VKYkM2VDjZHDH zBO0mEOeCaXNuc/edit</a></p> <ul style="list-style-type: none"> <li>• Will send new interviewees in the doc and Francis will add names</li> <li>• Board members need to respond quickly for scheduling</li> </ul> <p><b>Scheduling Check-in</b></p> <ul style="list-style-type: none"> <li>• Continue decision-making process at meeting on Tues 10/17</li> <li>• Francis will schedule interviews on Monday 10/16</li> </ul> <p><b>Scheduling Check-in</b></p> <ul style="list-style-type: none"> <li>•</li> </ul>

**Meeting Adjourned at 2:05 PM**