

Land Access and Opportunity Board Meeting

Nov 13, 2023 , 5:30 – 7:30 p.m.

Meeting Facilitator: Natanya Vanderlaan WholeHeart Inc., Jessica Laporte CROs

Attendee	Present	Not Present
Board	<ul style="list-style-type: none"> ● Ana Mejia, Vermont Every Town Project ● Arnold Thomas, Vermont Racial Justice Alliance ● Britaney Watson, NAACP ● Brian Cina, National Association of Social Workers ● Dan Coutu, VT Commission on Native American Affairs ● Samantha Langevin, VT RELEAF Collective ● Susan Aranoff, Vermont DDC ● Xusana Davis, Office of Racial Equity 	<ul style="list-style-type: none"> ● Pacifique Nsengiyumva, US Committee for Refugees and Immigrants (USCRI) ● Raheemah Madany, Pride Center of Vermont ● <i>Vermont Psychiatric Survivors (no active board member)</i>
Board Alternates	<ul style="list-style-type: none"> ● Jennifer Morton-Dow, VT Releaf Collective ● Kirsten Murphy, Vermont DDC ● Mark Hughes, VRJA 	<ul style="list-style-type: none"> ● Shingai Kagunda, Vermont Every Town Project* ● Rich Holschuh, VCNAA ● Ashley Devereaux, NASW
Guests & Public	<p><u>Public:</u> Ernest Caswell Buster, Wynston Longmore (VRJA)</p> <p><u>Guests:</u> Robert Appel, Trey Martin, Gus Seelig,</p>	

Agenda

1. **Natanya V. to convene the November 13th, 2023 virtual meeting of the LAOB at 5:30 pm - 15 mins**
 - a. Welcome, Facilitator Team Introductions, and overview of meeting
 - b. Board members and alternates to introduce themselves - Name, Identifiers, Organization you are representing
 - c. Community Engagement Event Share-out: *For those who participated in Community Engagement Events share a brief reflection (something you learned, something you didn't expect, something these events confirmed, etc)*
 - **Ana:** *in-person event (11/5) - it went well, and I was pleased at the turnout. It turned out to be a good mix of community members and Board members. I was happy to be able to facilitate a breakout session in Spanish because there were 4-5 Spanish speakers, and the translator translated into English.*
 - Kirsten also noted there were 4 legislators there (including Brian)

- **Xusana:** *virtual event (11/9)* - it went well, and our big takeaway was how it was structured. The group was so so invested around the conversation of dreaming and creating. There were people there sharing big topics that are outside the scope of the Board and added great perspectives. We had some mindfulness moments in there. It was at night, but people kept the energy up. People seemed appreciative that the space was created and were eager to join us in these types of sessions in the future.

2. Review & Approve Meeting Notes from October 30th, 2023 meeting - 2 mins

- Notes were not yet posted to the LAOB landing page before today’s meeting. Instead they were shared via email
- Some members of the board indicated difficulty finding the notes from the 10/30 meeting - notes were reshared via email
- **Revisions**
 - **Brian** - there is an incomplete sentence, thought in the discussion about per diem. “**Brian** - there has been debate in the legislature about consistency and they push back to the \$50. I feel bad asking for the \$250 even if our...” I don’t remember the remainder of that thought but need to finish the sentence.
 - **Jess** - I believe that we cut off the sentence to start a new phase so we’ll cut out the loose ending. We will also make sure to comb through the notes again.
 - **Natanya** - Given difficulties locating & reviewing the notes we can take comments later in this meeting or receive them by email.

3. MOU Update - 10 mins

- Present final draft
- Board Questions & Discussion
- Decision-point: Vote on signing final MOU draft

Final Draft

- **Kirsten:** I feel like we’re really done with this MOU. I’m going to have to rely on Robert and Jess to help me remember the content of the last meeting. We didn’t receive further feedback, and I think your Sub-committee feels that this is a well thought-out arrangement between the LAOB and VHCB.
- **Robert:** We got feedback from Samantha around the last draft and incorporated it. It’s been a long, hard process, and I second what Kirsten said about the hard work of that Committee and got to a good place with VHCB. I recommend that someone sign the thing and we move forward from there.
- **Gus:** Process from here will be sending it to the VHCB Board to sign off. I don’t anticipate they’ll have questions, but you never know when you have 11 people. I’m grateful to the team who put this together.

Board Questions & Discussion

- Samantha (*in chat*): do we vote? how do we make it official?
- No other questions/comments from the board

Vote on signing final MOU draft

	<ul style="list-style-type: none"> ● Arnold: make a motion for the Board to vote to sign the latest version of the MOU and I recommend Kirsten Murphy to sign. <ul style="list-style-type: none"> ○ Robert: You need the Board to vote on the MOU and designate a member to sign the document. ○ Brian: Can we all sign the document or is it too complicated? <ul style="list-style-type: none"> ■ Jess: I appreciate the idea, and it would take too much capacity to execute. The Sub-committee members, who have reviewed it and have gained consensus from the Board, will sign it. ○ Robert: Anyone can sign it. ○ Arnold: I volunteered to sign it. ● Susan - I make the motion for the LAOB to sign the MOU with VHCB with Arnold Thomas as the signor. <ul style="list-style-type: none"> ○ <u>Roll Call Vote</u> - Arnold, Ana, Brian, Britaney, Dan, Samantha, Susan, Xusana <ul style="list-style-type: none"> ■ Yes: Britaney, Susan, Samantha, Dan, Brian ■ Abstain: Ana, Britaney ■ No: None ○ The motion for Arnold Thomas to sign the MOU with VHCB on the LAOB's behalf passed with 5 votes
<p>4. Co-Director Hiring Decision - 45 mins</p> <p>~ Executive Session ~</p>	<p><i>Susan Aranoff, DDC moved to go into Executive Session to discuss proposed Co-Director candidates for employment offers to be finalized. Seconded by Brian.</i></p> <p><i>Executive Session to include: Board Members, Alternates and Robert Appel as Legal Counsel to the LAOB and understanding of the MOU with VHCB.</i></p> <p><i>Samantha Moved to Exit Executive Session and vote on the hiring decision. Seconded by to share hiring decision</i></p>
<p>5. Hiring Process Update - 3 mins</p>	<ul style="list-style-type: none"> ● Brian - I make motion that the Board votes on to approve Hiring Committee's recommendation of PD011 for the Program Development Director role and AE017 for the Advocacy & Engagement Director role. <ul style="list-style-type: none"> ○ Seconded by Ana ● <u>Roll Call Vote</u> - Arnold, Ana, Brian, Britaney, Dan, Samantha, Susan, Xusana <ul style="list-style-type: none"> ■ Yes: Dan, Susan, Ana, Brian, Arnold, Xusana, Britaney, Brian ■ No: None

	<ul style="list-style-type: none"> ■ Conflicts Abstaining: Samantha ■ <u>Other comments</u>: Xusana - Continue working for broad involvement across our board and community so we benefit from all the small community organizations ○ <i>The Motion Passes and the candidates selected will be sent offers.</i>
BREAK 1 - 7:09-7:14pm	
6. Public Comment & Board Responses - 10 mins	<p>Ernest Caswell Buster: It was good to hear reflections on the community engagement event, about how a session was fully in Spanish. It must have been uncomfortable for some folks but is a great thing. Hearing that made me hopeful for the LAOB’s future in public engagements and bringing more people in. Good luck to you all and happy fall and winter.</p> <ul style="list-style-type: none"> ● No board comments
7. FY25 Budget Update & Discussion - 20 mins	<p><u>Member Update</u></p> <p>1) Reviewing Budget</p> <ul style="list-style-type: none"> ● Ana: I want to note that there are a few discrepancies and changes that didn’t make it into this update, less than \$3,000. The only change is for community engagement, where we built in items of sponsorship of external events and partnerships we want to cultivate, along with public compensation. We added line items around communications, for instance for hiring a consultant to create a website and core messaging. <ul style="list-style-type: none"> ○ Jess: The omitted amount was \$2,400: H. Office Supplies & Printing. This is an overall estimate for staff and board needs. TOTAL is \$2,017,311 including that missing line ● Ana: We had robust conversation about grant program amounts, consultants, and community engagement. We realized at the community engagement event that we hadn’t included line items for supplies for events and outreach. <p>2) Addressing Responses and Questions the board considered</p> <ul style="list-style-type: none"> ● Samantha: Ana covered most of it. What I can shed more light on is why we made some of the decisions we made. We wanted to accurately reflect specific costs. We want to make sure to include compensation for community members beyond events and wanted to make sure we had enough funding available to do so. We decided that we want grants to be no less than \$50,000 because we want to make grants that have real impact. Thinking about the LAOB’s future, we thought about an independent website and how to budget for it. Healthy discussion on \$250/day. Consensus on \$50/hr with a daily cap of \$250/day. We landed in the middle of discussion and felt equitable and fair for folks showing up to Board meetings.

	<p><u>Questions and Discussion</u></p> <ul style="list-style-type: none"> ● Susan: How much of a budget is there for professional development or support during conferences? What are we budgeting for that? <ul style="list-style-type: none"> ○ Ana: \$1,500 each. They might start before this budget, which we may not have in our pre-existing budget. ○ Jess: This budget will begin July 2024. I feel comfortable saying that there would be capacity to support professional development in the FY24 Funding/budget. ○ Trey: The intention of VHCB is to hire this staff on behalf of VHCB, including support we have for employees. LAOB’s staff would also be entitled to this. That will be everything that you need. ○ Gus: I told state agencies that the LAOB would like to make a budget presentation. Maybe we should do a little prep work on the types of questions to be prepared for when doing a presentation to the administration. The goal is that the administration puts something in for our budget in their recommendation. I suggest the LAOB meet with the Finance and Management Department, which is part of the Governor’s Department. I think we want to arrange that opportunity for the LAOB and would be a good warm-up for making the case to the Appropriations Committee. ○ Jess: Gus, I would recommend that you outline the next steps to take so that our Sub-committees can move forward. ○ Gus: That sounds like good next steps. ○ Xusana: I submitted something to the Governor’s Office and put them on notice that the LAOB will be looking for that facetime. I did not share the details of what would be asked for because I want the Board to speak for itself in the moment. I let them know that the Board is positioning itself to have these conversations. ● Prompt - Jess: Any clarity needed on what’s in the budget? <ul style="list-style-type: none"> ○ Jess: Hearing none, I’m going to suggest we move to approve this budget for education and follow-up. ● Ana made a motion to take a vote on the FY25 Budget Recommendation as presented. <ul style="list-style-type: none"> ○ Vote: Yes: 6 / No: 0 / Abstain: 0 ○ <i>The Motion Passes and the Budget Committee will prepare final version for dissemination</i>
<p>Closing and Next Steps - Jess</p>	<ul style="list-style-type: none"> ● FY25 Budget Committee meeting tomorrow at 9am to finalize and prepare to share and educate ● Hiring Committee meeting tomorrow at 6pm to draft LAOB specific language for the offer and follow-up with Hiring Committee.

	Congratulations to everyone on getting through this intense period of time and making big decisions together! Take a breath! Thank you
8. Advisory Powers Learning Journey Update	- <i>Skipped due to time</i> -
9. Board Announcements	- <i>Skipped due to time</i> -
10. Meeting Adjourned 7:39	