Land Access and Opportunity Board: **Hearth tending Committee**
May 28 2025, 9:30 – 10:30a.m

Meeting Facilitator: Ornella Matta-Figueroa

Attendees	**Committee Members**
Board ● Susan Aranoff, Vermont DDC ● Samantha Langevin, Vermont RELEAF Collective ● Dan Coutu, VT Commission on Native American Affairs (VCNAA) ● Mark Hughes (VRJA) **Staff** Ornella Matta-Figueroa Jean Hamilton	
Guests & Public	

Meeting Notetaker: Jean Hamilton

Agenda

Meeting Convened by Facilitator, Ornella at 9:30AM	
1. Introductions & Check-in	● Name, Nominating Organization, ● Check-in ● Agenda Building
2.Discussion/ Updates	Budget Review - Overview: Income and Estimates - How the budget is laid out: major categories, FY26 vs Carry Forward, spend down goal - Base vs project funding: ops budget needs to fit within base - Quick line by line operating costs - Deep dive program costs Budget discussion/questions - Board member participation in hiring process?

	- ACTION STEP: Plan hearth tending meeting with Kirsten to discuss boundaries between laob board member roles and laob staff roles. - Is it realistic to hire this many people and onboard them by July 1? - ACTION STEP: Hearth tending agenda to discuss hiring and onboarding plan - ACTION STEP: Discuss expectations regarding compensation and benefits. Are staff taking time off? - Budget for organizational retreat/reset. Build synergy - General operation: Do we need additional support for staff? Coaching? - Everything sustainable needs to fit into base – look for opportunity to build in contingency funding? 15%? - What do we need to request FY27 funds – program funds? - Are staff expected to do program evaluations, or do we need to build in more funding for staff evaluation? - ACTION STEP: Look at program costs with a fine eye towards one-time, sustainable, high priority, etc. - Board meeting – We did a run through with hearth tending committee, provide an overview of the budget, Samantha can help facilitate
3. Process Check-in, Next Steps	Reflections Next Steps/agendas: Board Retreat Board member concerns Staff eval check in Updates - VCRD Summit - VCNAA - RPCs - VRJA update - Leg Updates: Base budget, migrant justice, ccb planning Gratitude's
Meeting Adjourned at 10:30 AM	