Land Access and Opportunity Board: Hearth Tending Committee
November 5, 9:30AM – 10:30AM

Meeting Facilitator: Ornella Matta-Figueroa

Notetaker: Arealles Ortiz

Attendees	**Not Present:**
Board ● Dan Coutu, VT Commission on Native American Affairs (VCNAA) ● Kirsten Murphy (VT DDC) ● Mark Hughes (VRJA) **Staff:** Ornella Matta-Figueroa, Arealles Ortiz	● Brian Cina, (VASW – VT Chapter) ● Samantha Langevin, Vermont Liberation Ecosystem ● Susan Aranoff (Vermont DDC)
Guests & Public: Annie Decker	

Agenda

Meeting Convened by Facilitator at 9:30AM	
1. Introductions & Check-in	Name, Nominating Organization Check-in: How is this full moon for you? <u>Agenda:</u> • How do we make sure the work here is contiguous? • Look at Advisory Powers that we considered defining. • Watch house housing testimony with Susan and Jean & have an open discussion. • Talk with Kirsten about her experience with developing procedures and policies. What things have come up with the LAOB? - Hold off until Jean, Samanatha, and Susan are here to discuss
2.Discussion/ Updates	<u>10.22.25 Minutes Review:</u> Mark Hughes Motions to approve 10.22.25 minutes Dan Coutu Seconds

	Kirsten Murphy Abstains 10.29.25 Minutes Review: Dan Coutu Motions to approve 10.29 minutes Kirsten Murphy Seconds Mark Hughes Abstains Hearth Tending Committee has been primarily used as our evaluation committee. We have choice now about how to move forward with the work we are doing as a committee. Agenda Building. Look at Advisory Powers that we considered defining. It might entail us going to LAOB Statute and taking another look at how we were actually set up, looking at stakeholders that were called out, contemplating experience with engagement of those stakeholders. There was tour our directors did touching base with many of our stakeholders. 9:53AM: If we talk about what our objective is, in terms of engagement methodology used in this process. Think about overlaying some of what could be defined as justice principles. What does organizational transformation look like? Operationalizing Advisory Powers How do we collaboratively work with stakeholders to move them towards a place of being able to realize the ability to produce more equitable outcomes in your programs and services via candid conversations. Ways we could point organizations into actionable strategies. Links Shared: Vermont Laws Reflections: Consistent voice; how are we operationalizing advisory powers as LAOB & creating a process that is consistent on how we do advisory powers. Steps and process, flow chart to create consensus around the language and strategy.

	This action should go into the case study process. Board co-working process. Like the impact assessment tools process. I like the setting you're suggesting. People who want to contribute are not here. It's going to take up more space than a committee meeting. I agree with the time it's going to take more time. It empowers LAOB as a change agent with a tighter focus. There are so many things going on that we could get involved in, but we have to pick and choose so we can accomplish things. So, we can have strategic focus. We can initiate a discussion. Speak in terms of vision and thoughts concerning the matter. So, we can define the scope. What does it really mean? What is the outcome we are looking for? My idea is every institution we are engaging in, that was defined in our enabling statute. We know that these organizations are producing disparate outcomes. Our partners would be better suited that would require transformation. How do we engage them in light of these facts? Would we be defining this as how we navigate it? Engaging in a manner to shine light and provide insight as far as what challenges are producing these adverse outcomes? Do we want to give ideas on what transformation actually looks like? Policy, training, data collection, hiring, promotion process. Do we want to take on as a role? These are just questions we want to ask ourselves. Vet outside help for assessment. There are many ways we can navigate the unbroken system that we are engaging in. How to assist them in their strategizing? Talking about systemic racism. Another piece to developing our advisory powers strategy is, what is our role as an LAOB? What can we commit to doing? When do we step in? When do we make referrals? 10:08AM: Overview of what the co-directors have experienced with stakeholders up to this point.

	We coach many different partners with different strategies. Generous with our time, resources and attention. We are on the same side to get tasks done. We offer guidance advice in relation to community engagement and accessibility. Best practices on hiring, team and staff management. What do decolonized systems look like versus propagating standard systems. This is what we do with many leaders that we interact with. We model it in how we host events. We offered many ideas on how we do system better. We are of service to the whole ecosystem. We are in a humble service to our ecosystem that holds the essence of faith, love, and connection in the center. Since we don't have a super formal structure, we are able to adapt with partners' needs and gauge are we the right person? Can we refer them to someone how could support them better than we could? Reflection: There is an incredibly heart felt engagement that Ornella and Jean have that get partners to uproot the colonization. It will be awesomer if the rest of board finds out about what's happening. We want to capture some of that. Let's shake it up and standardize, institutionalize that practice so it becomes an engagement methodically. So, when you leave, the next person has some guidelines that are repeatable and produces similar outcomes with all the organizations we engage with. 10:15AM: Reflecting on ways Ornella and Jean have been supporting and challenging us around the planning on expanding housing with our communities with intellectual and developmental disabilities. I keep being aware that Ornella & Jean bringing us back to, what are we going to do to get different outcomes? The system trying to support people with disabilities are inherently ableist and cause harm. I would appreciate a protocol or tool to translate what we should be looking for. Reflective tools for organizations to self-access. What is missing we could be advocating for that would shake these systems to get a different income? There are a lot of issues of class and power in the room.

	With the best intentions, we have been recreating systems of harm. People have dedicated time, careers that contribute to the systems of harm. 10:24AM How do we make it safe and okay, for people to look at their life's work and say I was misguided. Manifesto to a new medicine example. Standardizing in the terms of a process. Let's agree to move the conversation forward. VRJA does this. Making sure people understand the legacy of slavery, system oppression and what it produces. Creating language such as Racial injustice and democracy antithetical to one another. Theres a lot of guilt and it is personal. We are talking about what is organizational and institutional. Guilt and rage are personal, especially in the context of people's life work across various institutions. It's an art to speak and articulate with them the harm their organization is causing while keeping them on your side to work with you to help them transform theirs. Thanks for the space. Taking it on to stop and listen. We might be thinking the same thing. **Action Item:** Send Ornella a task to schedule this case study/workshop to look at potential dates. We are going to take this task & put it in a place. We need to be making a schedule that allows the committee's different things to look at; at different time blocks during the hour. We can have a 10-minute discussion to overview but digging deeper will be at the scheduled date. How do we move forward, set boundaries, while meeting the committee needs.
3. Process Check-in, Next Steps	**Next Steps:** • Update calendars invite with a preliminary agenda. It will enable us to protect that time. • 10mins overview at start at 11/12 meeting with quick updates

	• Schedule case studies: Topics suggested were policy platform, advisory powers, reviewing statute, storytelling what we have been doing so far, finance committee
Meeting Adjourned at 10:33 AM	

Submitted by: Arealles Ortiz