Land Access and Opportunity Board: Hearth Tending Committee
September 30, 2026 9:30-10:30AM

Meeting Facilitator: Jean Hamilton

Notetaker: Arealles Ortiz

Attendees	Not Present
Board: ● Samantha Langevin, Liberation Ecosystem Inc. ● Dan Coutu, VT Commission on Native American Affairs ● Kirsten Murphy, Vermont DD Council ● Mark Hughes, Vermont Racial Justice Alliance ● Susan Aranoff, Vermont DD Council ● Jaada Longmore, Vermont Racial Justice Alliance **Staff:** Ornella Matta-Figueroa, Jean Hamilton	
Guests & Public: No members of the public were present.	

Agenda

Meeting Convened by Facilitator at: 9:30AM	
1. Introductions & Check-in	-Check ins: Name, Nominating Organization -Prompt: What did you want to be as a kid? -October Board Meeting Agenda -Public Comment -LAOB Strategic Plan

	-Scheduling October Board Retreat: Focused on mission, decision rights, committee, design, and strategic plan. -Executive session to continue discussion on personnel matters
2.Discussion/ Updates	<u>October Board Meeting Agenda:</u> Overviewed proposed 10.5.26 Board Meeting Agenda. Feedback: - Update on LAOB Logo Process & Clarification of Board Role - The committee indicated that logo decision making does not need to include board as they are operational duties. Hearth Tending Committee has recommended delegating full authority over the logo process to the staff. The board would like to receive an email update from the staff that includes the process and look at the first three designs. - Committee Updates - Stagger committee updates between meetings. Agenda items that can be moved to email/doodle: <u>Upcoming Board Scheduling:</u> - Future Board Meeting Dates & Times Check in - Strategic Planning Retreat Scheduling – container for getting organized about this work. 6 hours. Full day in one place at one time. - LAOB Safety and Security Training Possible Dates - looking at October 22nd, November 5th, November 10th, November 17th 2-3:30 pm or November 13th from 4-5:30 pm. - December Board Meeting in person at Richard Kemp Center. - Confirm who are official members of each committee, and set an expectation for each appointing organization to commit to at least one subcommittee meeting. - Save the Date: 10/26 & 10/27 4-6 PM Board Development with Andy Robinson. <u>LAOB Strategic Plan:</u> Phase 1: Stabilization (August-October) Comment: We agreed we would schedule a strategic planning retreat, develop charters, board orientation package, decision rights, agendas, standardized decision memo, and staff feedback in validating this plan.

	We could easily put together a charter from components of the board development and organizational strategic plan. The 8 modules of the orientation package have already been laid out within the board development plan in section 1.4. The framework already exists. The decision rights are also outlined in section 2.3 of the board development plan. There is a matrix in place that can be easily built out. This committee agreed to be responsible for driving this body of work. We need to agree upon an implementation strategy with assignments and timeline. We should have a standing agenda item to keep track. <u>Scheduling Board Retreat</u>: Comment: The Strategic Planning Retreat would be better if we placed it after our 10/26 & 10/27 4-6 PM Board Development meetings with Andy. Question: Was there another retreat we're planning that is different than what we have scheduled with Andy? Response: Yes, the Strategic Planning Retreat and the Board Development meetings with Andy are two separate retreats. Comment: There is a lot of flexibility that Andy can provide. This committee should direct what is on his proposed agenda. It should align with your goals. Comment: We need to organize even further the expectation on how this will get done and who will do it. Comment: There is $35K in the budget to hire a consultant to help move things forward. Comment: We need to establish a pattern of reaching out to the board with regard to the strategic plan on a regular basis. They need to know it exists and solicit engagement from other board members. Comment: We need to institutionalize what are seeking to accomplish. We need to validate the first 100 day plan with the staff.

	Comment in the chat: Would recommend we ask our time with Andy to focus on board work and role clarity, which can inform this committees work to steward this 100-day plan. This doesn't mean we don't have a strategic plan retreat at a later date. We can begin to check things off, and it will let us know how to engage staff better. <u>Executive session to continue discussion on personnel matters:</u> Samantha Langevin makes a motion to move into executive session to discuss personnel matters. Kirsten Murphy seconded that motion. All were in favor Samantha Langevin makes a motion to exit executive session at 10:50AM. Kirsten Murphy seconded that motion. All were in favor. Samantha Langevin makes a motion to contract Denise Perry to aid the board in personnel matters. Kirsten Murphy seconded that motion. All were in favor.
3. Process Check-in, Next Steps	● Reflections ● Next Steps: -Review 9.16.26, 9.23.26 DRAFT Minutes -HTC Additional Scheduling Needs -Keep Strategic Plan & Board Development Plan on the Agenda -Work toward a month to schedule Strategic Planning Retreat. ● Gratitudes
Meeting Adjourned at 10:50AM	