

# Land Access and Opportunity Board Touchstones:

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1. Listen generously. Speak your truth from your heart & mind.
2. Make the way we work together an example of what's possible.
3. Trust that we all hold a piece of the puzzle & we need each other's pieces to understand the whole picture



# Land Access Opportunity Board

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FY27

**Ornella Matta-Figueroa**, [ornella@vhcb.org](mailto:ornella@vhcb.org); *Director of Advocacy & Community Engagement*  
**Jean Hamilton**, [jean@vhcb.org](mailto:jean@vhcb.org); *Director of Program Development*



# FY27 Budget

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LAOB Budget	FY27	Notes
<b>Land Access and Opportunity Board FY27 Budget</b>	\$ 3,217,734	
<b>LAOB Staffing and Fringe - 10 FTE</b>	\$ 1,764,302	
<b>LAOB Operating Costs - Staff mileage, staff conferences and travel communications including translation/interpretation, website launch, strategic planning.</b>	\$ 118,232	
<b>LAOB Board Costs - Board member per diems, meeting costs, conference attendance, travel reimbursement</b>	\$ 55,200	
<b>LAOB Programming Costs</b>	\$ 1,280,000	
Homes For All Grant Fund	\$ 400,000	20 Grants up to \$25,000/unit flex capital to advance project readiness for emerging developers
Homes for All Developer Community of Practice	\$ 150,000	Online network platform \$20,000; Network workshops and events: \$30,000
Secure Housing Coaches - Program Supplies	\$ 50,000	Online network platform \$20,000; Network workshops and events: \$30,000
Community Disaster Readiness Grants	\$ 400,000	Grants up to \$50k x at least 8 communities for Resilience and Readiness Tool Kits: equipment, infrastructure, planning
Advisory Powers Work Groups and Collaborative Planning Initiatives	\$ 150,000	Policy problem-solving workshops: Subject matter consultants; meeting costs, supplies
Community Governance Capacity Building Mini-Grants	\$ 130,000	Grants to support civic engagement with public policy processes re: land use and housing

Land Access and Opportunity Board	FY27	FY26
<b>Total</b>	\$ 3,217,734	\$ 1,613,582
Base	\$ 1,784,809	\$ 1,613,582
One Time	\$ 1,432,925	\$ -

<b>Revenue</b>	\$ 3,305,734
Proposed FY27 Appropriation	\$ 3,217,734
SOV Carry Forward	
Contracted Revenue	\$ 68,000
Donations and Fee for Service	\$ 20,000
<b>Net Income/(Loss)</b>	\$ 88,000



FY26 BAA

# **FY26 Budget Adjustment - \$1M for LAOB to reinstate FY26 grant programs**

**Homes for All Grant Fund - \$750,000** to support pre-development & seed capital for emerging developers.

**Community Resilience Hub Grants - \$250,000** to support 5 additional Community Resilience Hub Awards. See [Community Resilience Hub Toolkit | Built by Vermont Flood Survivors](#)



# What is the Land Access and Opportunity Board? (LAOB)

[Act 182, 2022](#)

**10 V.S.A. § 325u (a) Creation.**

There is created the Vermont Land Access and Opportunity Board to promote improvements in access to woodlands, farmland, and land and home ownership for Vermonters from historically marginalized or disadvantaged communities who continue to face barriers to land and home ownership.

## Act 182, 2022

### **10 V.S.A. § 325u (f) Powers and duties of the Board.**

LAOB has Advisory Powers → SOV and affiliated institutions

- Retain experts from disadvantaged communities
- Put data at the center of policy and program analysis
- Develop strategies to overcome structural barriers

LAOB has Grant Making Powers → marginalized communities & individuals

- Improve access to land, housing, safety, sustainability and health

# LAOB Appointing Authorities

Vermont Office of Racial Equity

Vermont Every Town Project

Vermont Commission on Native American Affairs

National Association of Social Workers, VT

Vermont Branches of the NAACP

Pride Center of Vermont

Vermont Racial Justice Alliance

U.S. Committee for Refugees & Immigrants, VT

Liberation Ecosystem

Vermont Developmental Disabilities Council

Migrant Justice

Vermont Psychiatric Survivors



# LAOB Programs

## Program Update

- Community Resilience Hubs
- Beginning Developer Training Program
- Shelter for All
- Secure Housing Coach Program
- Advisory Powers

# Community Resilience Hubs

## Community Resilience Hub Grants

FY26 - \$350,000 *secure*

FY26 BAA - \$250,000 *pending*

FY27 - \$400,000 *pending*

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### Grants support

- Community-led disaster resilience
- Emergency Shelter that is led and informed by marginalized communities
- Network of community resilience hubs



**A guide to inspire people-centered resilience in Vermont amid chronic and acute disaster**

*The Resilience Hub Toolkit [resiliencetoolkit.org](https://resiliencetoolkit.org) is licensed under Creative Commons (CC-BY-NC-SA)*

## What is resilience?

Resilience is the ability of a community to survive, respond, and adapt to disaster with an orientation towards thriving conditions. We recognize that both acute and everyday disasters are conditions that demand increased community resilience.

- Everyday disasters shape our world—the rising cost of food, climate disruption, political volatility, housing disparities and more
- Built upon a belief that people who are closest to problems are closest to solutions

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**Built With Grassroots Partners** In collaboration with frontline responders, community organizers, and mutual aid networks across Vermont:

Access Ecologies  
Community Resilience Organizations (CROs)  
Community Resilience for the Waterbury Area (CReW)  
Cooperation Vermont  
Lamoille Area Recovery Network (LeARN)

Land Access and Opportunity Board (LAOB)  
Kingdom United Resilience and Recovery Effort (KURRVE)  
Northeast Kingdom Organizing (NEKO)  
Rose Core Collective  
Rural Vermont

Local News

# New online 'toolkit' offers Vermonters a how-to for disaster recovery

Vermont Public | By Peter Hirschfeld  
Published December 26, 2025 at 5:00 AM EST



“A devastating flood just struck your community. Neighbors’ homes are underwater. Roads are washed out.

You want to help. But what exactly do you do?

A [new online manual](#) provides some of the answers.

A spokesperson at Vermont Emergency Management said the toolkit has the state’s endorsement.

“This is a good resource for communities and individuals,” said Mark Bosma, the public information officer at VEM. “The more places it lives, the better.””

# Beginning Developer Training Program

# Beginning Developer Training Program

## Homes for All Phase 2

- Community of Practice for beginning developers
- 1:1 Technical Assistance
- Pre-development Seed Grants

## Developmental Disabilities Housing Initiative Supply Side Development

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### Why Support Beginning Developers?

We need as many as 36,000 new homes built by 2029, doubling the current pace of production from 3,500/yr to 7,500/yr. How are we going to get all these homes built?

- A lot of Vermonters want to roll of their sleeves and build
- Who builds matters - diverse developers create a diversity of housing opportunities
- Construction is expensive and risky, especially if you don't know the pitfalls
- Technical assistance and peer support new and beginning developers to secure financing and start building homes

## Homes for All Phase 2 Timeline



# Vision of Success - In one year, we will see...

## Emerging Developers

- Socializing, sharing tips on construction/development process
- Engagement with local zoning/housing groups
- ROC (return on community) is included in goal of ROI
- Increase in contractor registrations
- Participants break ground on a project
- More underrepresented folx approved for development loans
- Lots of new projects queued up for 2027 construction
- More people want to be trained

## My Organization (and me!)

- Real connection on the nitty gritty of building housing
- Local ecosystem development with strong state support
- Develop a suite of tools & resources to support emerging developers
- We grow in how we support developers
- We see new homes completed
- Leveraged capital
- We have something to be proud of - a claim to fame

## Vermont Communities

- New housing that fits in seamlessly
- Underutilized properties being redeveloped
- More housing units brought online using existing structures
- Don't see all development as bad; new homes = more stability
- Increase in permit applications & approvals
- Increased community resilience & health
- Stronger community bonds
- Communities are open to infill development

## Policy Makers

- Streamlined Zoning
- Modernized Zoning
- Innovations & process improvements
- Lessons learned
- Longer term/low-barrier funding is available for pre-development grants
- Credibility earned by doing something Vermonters love

## People experiencing housing insecurity

- More housing options
- Opportunity to gain skills & credibility to build the housing that meets unique needs
- More folks feel housing is accessible. Stability = safety

## Who else will be impacted?

- People who want to stay in their towns will have that option
- Viable career paths for non-college track Vermonters

Shelter For All

## LAOB Shelter For All Committee Sept 2024-Jan 2026

- Observing & Reflecting on how the existing shelter system promotes and/or prevents land access and opportunity for unhoused people. Where can LAOB contribute more capacity?
- Community engagement - SFA public meetings in the park, welcoming impacting community members into committee meetings
- 2024 Housing Conference Case Study on Shelter
- Tents - emergency shelter
  - Everyone Sleeps
- Advisory Powers Grant - End Homelessness Vermont
- LAOB Emergency Access to Land and Opportunity Guidelines
- Emergency Shelter Grants to 8 shelters: Bennington, Brattleboro, Middlebury, Rutland (2), Colchester/Chittenden Co, Burlington (2),
- Resilience Hubs and Grants
- Beginning Developer Community of Practice - Shelter and Transitional Housing Affinity Group (Homes for All Developer Training)
- *in development* - Truth telling sessions for unhoused Vermonters + additional case studies to promote community owned solutions

# Secure Housing Coach Program

## Secure Housing Coaching Program

- Housing navigation continues to be identified as a priority tool for improving secure housing for Vermonters. Housing navigation includes:
  - Awareness of programs
  - Ability to access programs
  - Coordination between service providers for better outcomes
- Partnership with State Health Improvement Plan - LAOB created a catalog of all Housing and Land Access programs and resources in Vermont.
- Four Housing Navigation Coaches hired to provide direct services to LAOB communities
- Community of Practice - Capacity building and peer support to reduce burnout among direct service providers



# How We Work

# LAOB is working with....

## Legislative Working Groups

- Act 181 / Act 250 Rulemaking - Tier 3, Appeals, Criterion 8C
- Vermont Evaluation of Rural Technical Assistance
- Act 59 - Technical Advisory Committee
- Cannabis Control Board Report
- Land Bank Working Group

## Community Collaborators

- Developmental Disability Housing Initiative
- Housing and Homelessness Alliance of Vermont
- Food Security Roadmap Coalition
- Community Resilience Organizations
- Rural Vermont
- Farm Bureau
- Cannabis Equity Coalition
- VT Community Loan Fund
- Lets Build Homes
- Vermont Chamber of Commerce
- plus hundreds of Vermonters

## LAOB Advisory Powers Contracts

- VT Agency of Agriculture Food and Markets
- VT Department of Health
- VT Natural Resource Council - Smarter Growth Summit
- Chittenden County Regional Planning Commission
- Middlebury College - Senior Projects on Environmental Policy
- VT Housing and Conservation Board
- VT Housing Finance Agency
- VT Community Foundation

## Our Board

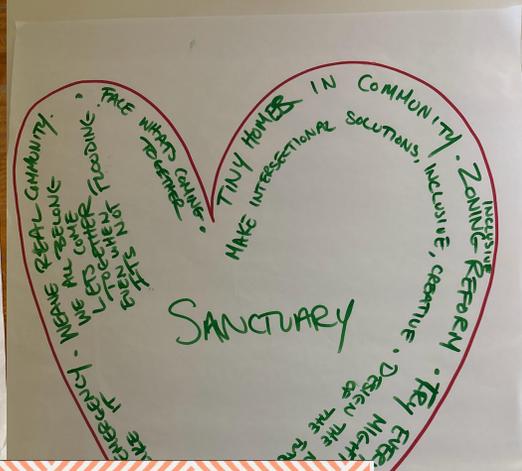
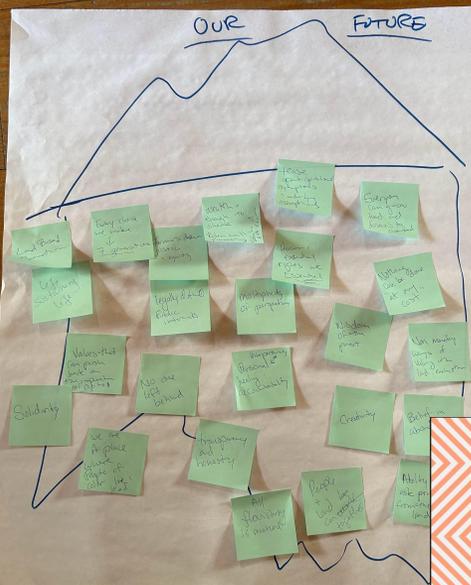
- Liberation Ecosystem
- Migrant Justice
- NAACP
- Pride Center of Vermont
- US Committee for Refugees and Immigrants
- VT Every Town Project
- VT Racial Justice Alliance
- National Association of Social Workers, VT Chapter
- VT Psychiatric Survivors
- VT Commission of Native American Affairs
- VT Developmental Disabilities Council
- Vermont Office of Racial Equity

## Our Values - this is how we work

- Our touchstones.
- Vision: We can create the world we all want to live in.
- Our shared humanity: everyone wants to be seen, to be valued, to feel dignity, and to have agency over their lives.
- Trust: acknowledge best intentions and shared limitations.
- Honesty: Continuous improvement relies on being honest about what is not working well.
- Community: we create better outcomes when we work together.
- **Creativity and Resourcefulness: What do we have when we don't have enough money?**

# What are the problems we see?

- Affordability & prosperity rely on us unlocking the power of our people and community-led solutions - **What do we have when we don't have enough money?**
- Vermont needs more people power: families, workers, participation in public processes.
- Disconnect between public institutions and the people they are supposed to serve.
- Silos and false objectives prevent us from working together to understand the real problems and create innovative solutions.
- Compounding crises are threatening our communities materially and psychologically.
- Those who are most vulnerable are hit hardest by all crises.
- The lack of effective solutions is inefficient, expensive & demoralizing.
- We need focus on our people.



- COMMUNITY ENGAGEMENT - CIRCLE PRACTICE
- GOVT. FUNDED MUTUAL AID
- LIBRARY-BASED INFRASTRUCTURE PROGRAMMING
- VOLUNTEER CORPS
- COMMUNITY RESILIENCE TOOL KITS
- COOPERATION VERMONT OR GREAT WOOD PROJECT COLLECTIVE WELL BEING
- COLIVING
- EMERGENCY/RELIEF SHELTER IN EVERY COMMUNITY
- LAND BANKS IN EVERY COMMUNITY
- LONG TERM LIVING SPACES
- CHAT CAMBERIAN RISE - INTERSECTIONAL RESIDENCES
- CHALLENGES
- HERO WORK

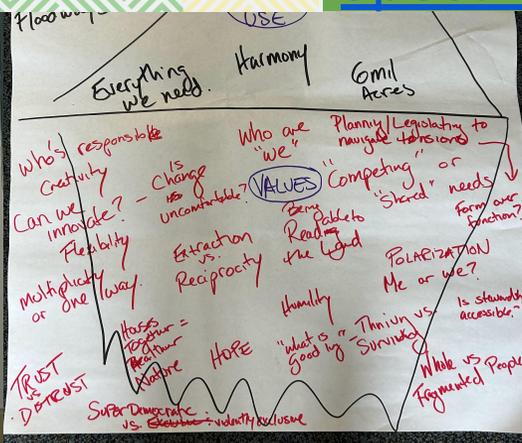
- WHAT CAN WE DO
- Look @ needs - look for opportunities to do multiple things at once and harmonize.
  - Talk about the Contradictions.
  - Pursue "stacked" complimentary land uses.
  - Imagine a new model of Research
  - Look @ land that is not being used or is underused. - why? (able to work together to see what we have hidden in self silence the visions)
  - name our biases up front
  - previous suffers dreams to work



# Community Engagement puts Communities in Charge

## Spectrum of Community Engagement to Ownership

- WHAT WE HAVE
- FAITH
  - ENTHUSIASM
  - CLEAR HEARTED PRIORITIES
  - DANCE & SING
  - ACCESS TO WILD NATURE
  - OUR ANCESTORS
  - GENIUS
  - Joy
  - EACH OTHER
  - VISION & TRUTH
  - PEOPLE POWER??
  - INGENUITY - IF YOU DON'T HAVE IT, PUT IT ON THE PAPER
  - RESILIENCE
  - FIGHT
  - KNOWLEDGE
  - LIFE
  - WE ARE DEBATING NUMBERS
  - OUR BODIES: HOW WE TAKE UP SPACE
  - TIME
  - SAFETY OF SPART



Relationship - diversity - cross-regional

Look to Nature for solutions.

Elemental, simple solutions - it's not about logic, reason, science, evidence -> it's about CULTURE

Counter-culture tools -> STORIES, FEELINGS (exciting, playful, personal)

Activate people - Empower creativity, cultivate creativity

Change state culture that is BORING -> BE WILDER (COURAGE)

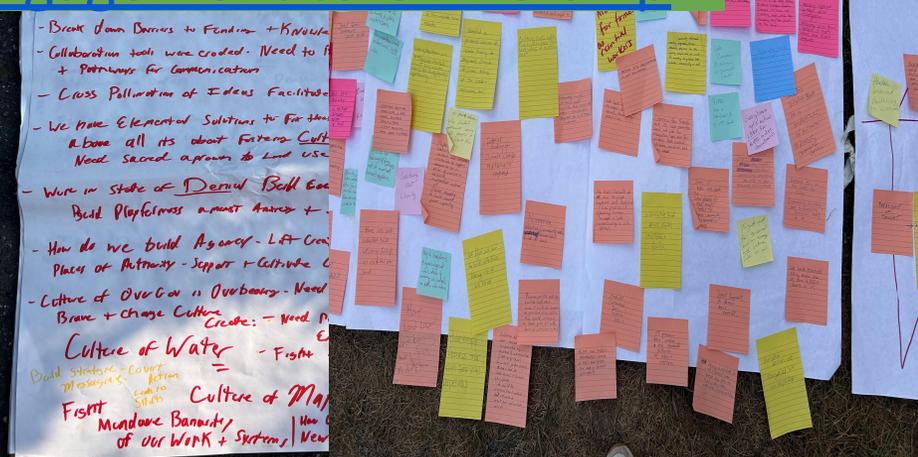
Not a state that celebrates syrup, but a state that celebrates STOP getting bogged down into the WATER!

Actualize COALITION - Not people out of culture something other than a CAPITALIST Approach

WORK THAT WE ENJOY - TRUST where you belong

Tolerance - difference - culture of compassion

Playful governance - disaster preparedness as an FIN under water - lead us to opportunity to bring up a NEW WAY



# Effective Community Engagement is a policy making innovation that builds civic and community capacity

We need to work **collaboratively** across Vermont's governing processes to structurally improve public engagement and input processes to

- Be inclusive of all perspectives
- Adequately resource community participation, facilitation that encourages sharing diverse ideas, and skillful & data-driven meaning-making
- Build community trust
- Create momentum for efficient and effective policy implementation

We have the building blocks. Now lets work together to make it happen.

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Vermont Environmental Justice Law - [Act 154](#)

**§ 6004. Implementation of State policy (c) Each of the covered** engage with environmental justice focus populations as it evaluates new and existing activities and programs. Community engagement plans shall align with the core principles developed by the Interagency Environmental Justice Committee pursuant to subdivision 6006(c)(2)(B) of this title and take into consideration the recommendations of the Environmental Justice Advisory Council pursuant to subdivision 6006(c)(1)(B) of this title. **agencies shall create and adopt on or before July 1, 2027 a community engagement plan** that describes how the agency will Each plan shall describe how the agency plans to provide meaningful participation in compliance with Title VI of the Civil Rights Act of 1964.



What has LAOB achieved?

Act 2022  
creates LAOB

Sunrise Report  
submitted

\$200,000  
appropriated -  
one time

\$1.2M  
appropriated -  
one time

\$1M  
appropriated  
- one time

\$1.63M  
appropriated  
- base

**\$1M reverted -  
returned via  
FY26 BAA**

*Projected FY27  
\$3.2M - base*

**2022**

**2023**

**2024**

**2025**

**2026**

LAOB  
convened  
by ORE

LAOB Priority  
Objectives Adopted

MOU signed with  
VHCB for  
administrative  
services

2 Co-Directors Hired

Program Research  
Systems Resource Mapping  
Working Groups & Advisory  
Powers

- Priority Housing Projects
- CCB - 166
- Act 59
- DDHI
- Community Resilience

3 Staff Hired

Program Development  
Community Activation  
Working Groups & Advisory  
Powers

- FLU maps
- LURB rulemaking
- VERTA
- Land Banks
- Smarter Growth
- Act 59
- Food Land
- Community Resilience

Program Launch  
Community Activation  
Working Groups & Advisory Powers

- Beginning Developer Training Program
- Community Resilience Grants
- Shelter for All
- Secure Housing Coach Program
- VERTA
- Act 250/Act 181, Act 59
- Land Banks
- Food Lands
- CCB
- DDHI
- ONA Housing

# Policy Recommendations

## Culture of Agriculture - Right to Grow Food

- We must protect peoples' rights to grow food for themselves and their neighbors

## Act 181/Act 250

- Delay implementation of Act 181 & direct the LURB to assess and develop mitigation plan for economic and environmental justice impacts of Act 181 and Act 250
- Tier 1 concerns
  - Community capacity to manage permitting
  - Risk for exclusionary participation
- Tier 3, Road Rule, and Criterion 8C concerns
  - Impacts on rural communities vs impacts on growth areas/downtowns

## Land security - Housing security & Food security

- Map strategic community food lands
- Every Vermonter must have walkable access to a place to grow food

## Meaningfully address civic capacity gaps

- [VERTA report](#) → address the critical lack of civic capacity
- Fund [Community Resilience Hubs](#)

## Act 69

- Disabilities Housing: [Listen to the people](#) closest to the problems.

## Invest in the LAOB

- What do we do have when we don't have enough money → [better problem solving](#)

# *Discussion & Questions*

