



INLAND EMPIRE

RESOURCE CONSERVATION DISTRICT

Minutes of the January 8th, 2026 Regular Board Meeting

In-Person

Thursday, January 8th, 2026 at 12 PM

2024 Orange Tree Lane

Redlands, CA 92374

Meeting Link: <https://zoom.us/j/95374033584?pwd=itvdaat8pkmlx9XoZeSiJomFytlmvC.1>

Meeting ID: 953 7403 3584

Passcode: 168409

Phone: 1-669-444-9171

Directors Present: President Rick Gomez; Vice-President Nancy Humenik Sappington; Secretary-Treasurer Andy Okoro; Director Brad Buller; Director Jim Earsom; Director David Friedman; Director Lorien Sanders; Associate Director Alicia Gyllenhammer

Directors Absent: Director Rod LeMond; Associate Director Terrie Andrews

Staff Present: District Manager Mandy Parkes; Administrative Programs Lead Jennifer Castillo; Administrative Assistant Valerie Velazquez; Sustainable Agriculture Lead Madison Santiago; Sustainable Agriculture Specialist Lucia Ceja; Forestry Programs Specialist Kayla Thompson; Mitigation Lead Jose Mora; Community Engagement Specialist Crystal Valenzuela

Members of the Public: NRCS District Conservationist Phuong Woolery; South Coast Air Quality Management District Public Affairs Specialist Todd Warden

I. CALL TO ORDER

President Rick Gomez called the meeting to order at 12:05pm

II. PUBLIC COMMENT

There was no public comment.

III. CONSENT CALENDAR

1. January 8th, 2026 Regular Meeting Agenda
2. Minutes of the December 11th, 2025 Regular Board Meeting
3. December 2025 Checks and Agreements Report

4. Discussion and Possible Approval of the Professional Services Agreement with Embracing the Bear
5. Discussion and Possible Approval of the Professional Services Agreement with Tanner Environmental Services
6. Discussion and Possible Approval of the Grants Contract with the Resource Conservation District Greater San Diego County

Director Jim Earsom made a motion to approve the Consent Calendar items 1, 2, 3 and 5, pulling items 4 and 6 for individual consideration and possible action. Director Brad Buller provided the second. The motion was approved unanimously, 4-0

Buller	Aye	LeMond	Absent
Earsom	Aye	Sanders	Aye
Friedman	Absent	Sappington	Absent
Gomez	Aye		

Vice-President Nancy Humenik Sappington and Director David Friedman arrived at 12:06pm

IV. OLD/NEW BUSINESS

1. Discussion and Possible Approval of the Professional Services Agreement with Embracing the Bear. Director Jim Earsom made a motion to approve the Professional Services Agreement with Embracing the Bear. Director Lorie Sanders provided the second. The motion was passed unanimously, 6-0.

Buller	Aye	LeMond	Absent
Earsom	Aye	Sanders	Aye
Friedman	Aye	Sappington	Aye
Gomez	Aye		

2. Discussion and Possible Approval of the Grants Contract with the Resource Conservation District of Greater San Diego County. Director Jim Earsom made a motion to approve the Grants Contract with the Resource Conservation District Greater San Diego County. Director Brad Buller provided the second. The motion was passed unanimously, 6-0.

Buller	Aye	LeMond	Absent
Earsom	Aye	Sanders	Aye

Friedman	Aye	Sappington	Aye
Gomez	Aye		

3. Discussion and Possible Action on the 2026 California Association of Resource Conservation Districts Election. **President Rick Gomez made a motion to take action on the CARCD Bylaws. Director Jim Earsom provided the second. Board Members took the following actions on CARCD Election Items:**

EXECUTIVE BOARD:

President	Rick Gomez	Molly Watkins	Abstain
Votes	6	0	0

Vice-President	Peter Brauderick	John James	Abstain
Votes	6	0	0

Secretary-Treasurer	Matt Hurley	Abstain
Votes	6	0

BYLAWS/RESOLUTIONS:

Item	Yes	No	Abstain
Bylaws	6	0	0
Resolution 1	5	1	0
Resolution 2	6	0	0
Resolution 3	0	6	0
Resolution 4	0	6	0
Resolution 5	0	6	0
Resolution 6	0	6	0
Resolution 7	0	6	0
Resolution 8	0	6	0

Resolution 9	6	0	0
Resolution 10	0	6	0

VI. REPORTS

- 1. Department Reports
District Manager Mandy Parkes provided updates on IERCD staffing and programs.
- 2. LRPPG Report
President Rick Gomez noted the recent passing of former Board President Paul Williams and recommended staff review opportunities for establishing a policy to guide this and future former Board Member tributes.
- 3. CARCD Report
President Rick Gomez updated attendees on upcoming CARCD Board Meeting location and frequency.
- 4. NRCS Report
District Conservationist Phuong Woolery provided updates on NRCS programs.
- 5. NACD Report
President Rick Gomez provided details on the upcoming NACD conference in San Antonio.

VII. DISCUSSION ITEMS

- 1. 2025 Brown Act Updates
District Manager Mandy Parkes gave an overview of 2026 Brown Act updates. Secretary-Treasurer Andy Okoro requested a follow-up Brown Act presentation for Board clarity.
- 2. Succession Planning
District Manager Mandy Parkes presented on an overview of principles of succession planning and plan for use in IERCD Board and staff planning.

VIII. BOARD MEMBER COMMENTS

Secretary-Treasurer Andy Okoro summarized his participation in the Special Districts Leadership Academy Conference in November 2025.

IX. FUTURE AGENDA ITEMS

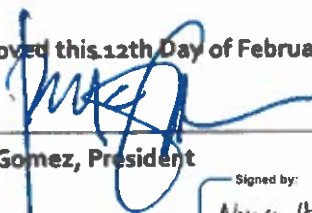
- 1. Mid-Year Budget Revisions
- 2. 2024-25 Audited Financial Statements
- 3. 2026-2027 Strategic Plan
- 4. Subgrant Agreement with the National Forest Foundation

X. CALENDAR

XI. ADJOURN MEETING

President Rick Gomez adjourned this meeting at 1:28pm

Approved this 12th Day of February, 2026



Rick Gomez, President

Signed by:



132288304E3048C

Nancy Humenik Sappington, Vice-President