

A photograph of a dense forest of tall, thin evergreen trees, likely pines or firs, under a thick layer of mist or fog. The trees are dark green and stand against a pale, hazy background. The overall mood is serene and quiet.

# Succession Planning

Draft: February 2026

This is a living document

# Considerations

- Charter
- Duties of the co-chairs
- Terms of the co-chairs
- IRST membership
- IRST terms of office
- Representation
- Continuity

# Charter

Amended 14 March 2025

## ARTICLE II. Members, Responsibilities, and Structure

### Section 1: Members.

The IRST must consist of a minimum of five members and have an odd number of members, per ORS 629, Section 38. No maximum number of IRST members has been set...

### Section 3: Co-chairs.

The Co-chairs have the usual duties and powers of a presiding officer, including but not limited to setting meeting agendas, leading meetings, maintaining order at the meeting, ensuring the conventions of the meeting are being followed, ensuring fairness and equality at the meeting, and representing the group to the public...

The Co-chairs serve alternating two-year terms. There is no minimum amount of time a person needs to serve on the IRST to be eligible for a Co-chair position. In nominating and voting for Co-chairs, the IRST shall encourage new people to serve as Co-chairs. The IRST strives to achieve sectoral representation as defined in Section 2.

## ARTICLE III. Members Nominations, Elections, ...

### Section 1: Term of Office.

Each member serves a four-year term upon completion of the onboarding process in Article III Section 4. A member's term may be renewed upon a two-thirds vote of the rest of the IRST and then ratification by the Board of Forestry. There are no limits to the number of terms that can be served.

*Representation: a public institution, the timber industry, and a non-governmental organization that promotes the conservation of freshwater aquatic habitat.*

# Current terms of office

- **Ellen Bishop:** Oct 2023 - Oct 2027
- **Kelly Burnett:** Oct 2023 - Oct 2027
  - Chair (Feb 2024-Feb 2025) ; Co-chair 1 (Feb 2025-Feb 2026)
- **Becky Flitcroft:** Oct 2023 - Oct 2027
- **Michael Furniss:** Jan 2025 – Jan 2029
- **Jessica Homyack:** Oct 2023 - Oct 2027
  - Chair elect (Feb 2024-Feb 2025); Co-chair 2 (Feb 2025-Feb 2027)
- **Jeff Light:** Oct 2023 - Oct 2027
- **Josh Roering:** Jan 2025 – Jan 2029

# Co-chairs duties

- As noted in the Charter.
- Meet with INR staff, monthly or as need for IRST meeting agenda planning, etc.
- Meet 2-3 times per year, or as needed, with the AMPC Co-chairs.
- Review documents.
- Outreach with the Oregon Board of Forestry and AMPC

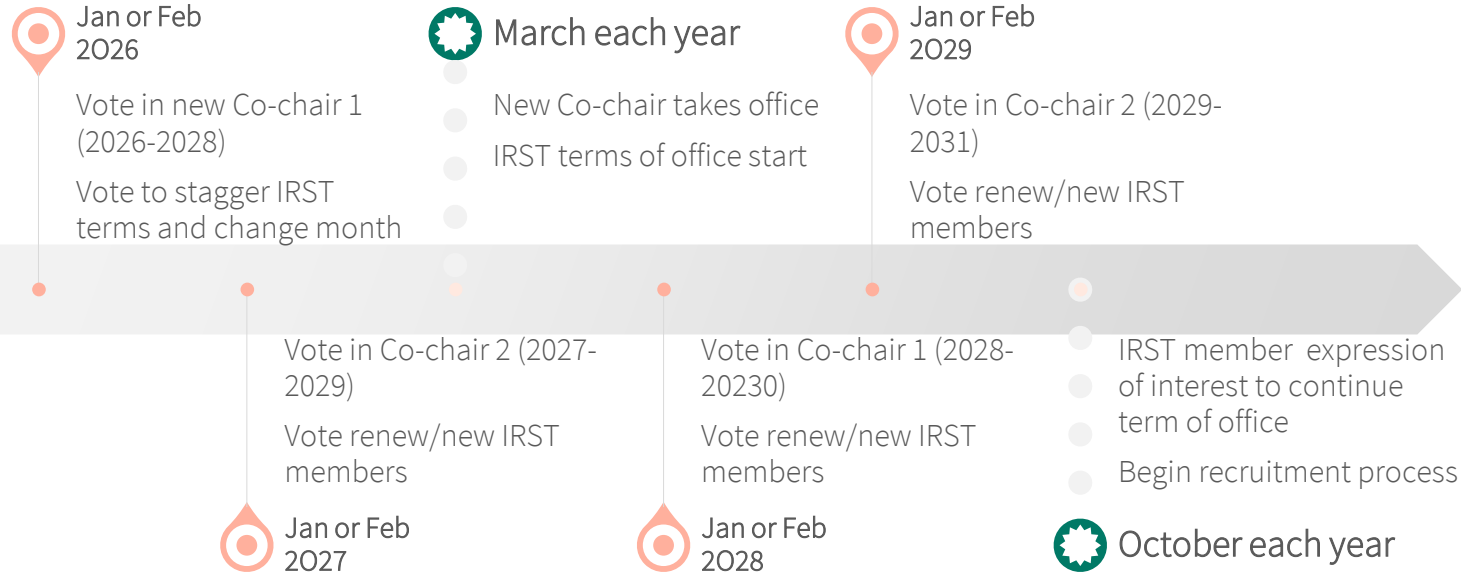
- All duties and tasks as an IRST member.
- Other responsibilities and duties as they arise in the conducting of IRST work.

*These could amount to 2 to 4 hours more per month, depending on the work and process of the IRST.*

# Succession planning

## Considerations

- Continuity
- Vote to stagger current terms of office for original 5 members (stagger 2027 and 2028)
- Vote to have all terms start and end in March



# IRST Charter

## **Article III. Section 7**

### **Section 7: Succession.**

At the direction of the IRST, the Housing Agency will assist in succession planning by:

- identifying key areas and positions critical to the success of the IRST;
- identifying and/or forecasting the capabilities (skills, knowledge, and experience required) needed for the areas and positions;
- conducting an inventory of current expertise and gap analysis; and,
- identifying and assessing interested candidates against the capabilities.