

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS
OF SAN BERNARDINO COUNTY
AND RECORD OF ACTION**

October 21, 2025

FROM

ANDREW GOLDFRACH, ARMC Chief Executive Officer, Arrowhead Regional Medical Center

SUBJECT

Amendment to Agreement with Arnold Kevin Nourse DBA Nourse Leadership Strategies, to Provide Leadership Coaching and Team Development Programs

RECOMMENDATION(S)

Approve **Amendment No. 2 to Agreement No. 22-48** with Arnold Kevin Nourse DBA Nourse Leadership Strategies, to provide team coaching, executive coaching, and leadership development programs, increasing the not to exceed contract amount by \$460,992, from \$1,143,375 to \$1,604,367, and extending the term by two years for a total contract period of January 25, 2022 through December 31, 2027.

(Presenter: Andrew Goldfrach, ARMC Chief Executive Officer, 580-6150)

COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES

Operate in a Fiscally-Responsible and Business-Like Manner.

Provide for the Safety, Health and Social Service Needs of County Residents.

FINANCIAL IMPACT

Approval of this item will not result in the use of Discretionary General Funding (Net County Cost). The cost of \$460,992 is funded by State Medi-Cal, Federal Medicare, private insurances, and other departmental revenue. Funding sources may change in the future pending any legislative activity related to the repeal and/or replacement of the Affordable Care Act. Adequate appropriation and revenue have been included in the Arrowhead Regional Medical Center (ARMC) 2025-26 budget and will be included in future recommended budgets.

BACKGROUND INFORMATION

Amendment No. 2 (Amendment) to Agreement No. 22-48 (Agreement) will allow ARMC to continue to work with Arnold Kevin Nourse DBA Nourse Leadership Strategies (Nourse) on team coaching and facilitation, executive coaching, management development, and future leadership programs. This Amendment will allow for the continuation of the Director Leadership Program, a development program that focuses on the unique skills needed by Clinical Directors and Healthcare Program Administrators; Retreat and Forum Sessions, periodic one-day and half-day sessions focused on a development topic or strategic priority; and Consultation on New Leader On-Boarding, which provides advice and program design to help better integrate new ARMC administrators into their roles and prevent disruption.

On January 25, 2022 (Item No. 13), as the result of a non-competitive procurement, the Board of Supervisors (Board) approved the Agreement with Nourse to provide team coaching,

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executive coaching, and leadership development programs at ARMC, in the amount not to exceed \$594,750, for the contract period of January 25, 2022 through December 31, 2024.

On August 20, 2024 (Item No. 13), the Board approved Amendment No. 1 to Agreement No. 22-48 with Nourse to provide team coaching, executive coaching, and leadership development programs, increasing the not to exceed contract amount by \$548,625, from \$594,750 to \$1,143,375, and extending the term by one-year for a total contract period of January 25, 2022 through December 31, 2025.

ARMC recommends approval of this Amendment to expand the knowledge and skills of ARMC's healthcare workforce and enhance its capacity to deliver comprehensive care.

PROCUREMENT

In 2024, ARMC elected to forgo competitive procurement and continue with Nourse to complete active projects that required specialized expertise and continuity of work. This decision minimized operational disruptions and ensured efficient completion of ongoing initiatives. A competitive procurement will be conducted prior to the termination of this Agreement.

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Charles Phan, Supervising Deputy County Counsel, 387-5455) on September 22, 2025; Purchasing (Veronica Pedace, Buyer III, 387-2464) on September 23, 2025; Finance (Chen Wu, Finance Budget Officer, 580-3165) on September 26, 2025; and County Finance and Administration (Jenny Yang, Administrative Analyst, 387-4884) on October 1, 2025.

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Record of Action of the Board of Supervisors
San Bernardino County

APPROVED (CONSENT CALENDAR)

Moved: Joe Baca, Jr. Seconded: Curt Hagman
Ayes: Col. Paul Cook (Ret.), Jesse Armendarez, Dawn Rowe, Curt Hagman, Joe Baca, Jr.

Lynna Monell, CLERK OF THE BOARD

BY 
DATED: October 21, 2025



cc: ARMC - Goldfrach w/agree
Contractor - c/o ARMC w/agree
File - w/agree
MBA 10/22/2025