

Dear REALTORS®,

Next year promises to be both innovative and exciting for the Fayette County Board of REALTORS®. President-elect, Mindy McBroom has been working diligently to plan ahead.

Per Mindy, your 2025 President-elect, *“Leadership is not a position it is the ability to inspire others to build and maintain a strong team. It’s not giving a charge to others; it is the ability to inspire others to be the charge! L.E.A.D. Listen and learn, Empower, Accept and Make a Difference! “Opportunity is missed by most people because it is dressed in overalls and looks like work.” – Thomas Edison. We would honored and all the better if you would consider putting on overalls”.*

In accordance with the Bylaws of the Fayette County Board of REALTORS®, a Nominating Committee has been appointed by 2023 President Angela Yoder and approved by the Board of Directors for the express purpose of proposing a slate of officers and directors for the **2025 Leadership Year**. The members of this year’s Nominating Committee are:

Angela Yoder, Chair

Jackie Begg, Active Past President

Traci Fuller, Current State Director

Veronica Bangsboll, Member At-Large

Fred Hogan, Member At-Large

Maricela Laverde, Member At-Large

Sean Hulse, Member At-Large

In an effort to ensure that all those members who would like to serve in a Board leadership position have equal consideration, please find the **Leadership Interest Forms, Nominee Checklist, Position Descriptions and Qualifications attached**. If you are interested in helping guide your Board in the year 2025 and beyond, I encourage you to complete these forms and return them to the Board office no later than:

Friday, August 9, 2024

Don't be reluctant about expressing your interest in serving in a leadership capacity! The success of our Board rests with those individuals who are genuinely interested in guiding the Board. If you have any questions, please feel free to contact me at angela.yoder@bhhsgeorgia.com. I look forward to receiving your Leadership Interest Form.

Again, this year, the Nominating Committee will conduct an interview process. You’ll have the opportunity to have a discussion about the position with the Committee members and tell the committee about your qualifications. Please keep your calendar open for Monday, **August 2nd from 10am to 2pm**. You’ll be notified with your specific time.

Sincerely,

Angela Yoder, Chair

2024 Nominating Committee

LEADERSHIP INTEREST FORM (page 1)

Please check all positions for which you would like to serve and complete short narrative.

Name: _____

Firm: _____

Contact Phones: Office: _____ **Cell:** _____

E-mail address: _____ **# Years in Real Estate** _____

I am interested in serving as:

- | | | |
|-------|------------------------------|---------------|
| _____ | President-elect | (1 year term) |
| _____ | VP, Member Services | (1 year term) |
| _____ | VP, Professional Development | (1 year term) |
| _____ | VP, Administration & Finance | (1 year term) |
| _____ | VP, Governmental Affairs | (1 year term) |
| _____ | State Director | (2 year term) |
| _____ | Local Director | (3 year term) |

I would like to be part of the Fayette Realtors Leadership Team because: _____

LEADERSHIP INTEREST FORM (page 2)



Have you previously held any leadership positions with FCBR? *Please describe and include dates*

Have you participated in FCBR or GAR Leadership Academy? *Please include year*

Have you held leadership positions with any organizations outside FCBR? (Civic or church groups, PTO, brokerage) *Please describe and include dates*

Which FCBR committees have you served on? In what roles? (Member, Vice Chair, Chair) *Please describe and include dates*

Have you served on any State or National Realtor® Association Committees? *Please describe and include dates*

Are there any other relevant personal or business experiences you wish to share with the Nominating Committee?

Please complete and return all 4 pages no later than **Friday, August 9th at 4:00pm**



CONFLICT OF INTEREST DISCLOSURE

As a volunteer of the Fayette County Board of Realtors®, I recognize that I owe duties of care and loyalty to the association. One aspect of fulfilling those duties is to avoid conflicts of interest in which my allegiance may be split between an association position or responsibility and some other professional, business, or volunteer position or responsibility. To help avoid conflicts, on this form I am disclosing other situations or areas in which it might even appear that I have conflicting duties to other entities. I invite any further review by the association of any aspects of these situations or areas that might be considered appropriate. Also, I will take steps, such as avoiding deliberation and resolution of certain issues or even withdrawing from my position in the association, if it is determined that those steps are necessary to protect against legal liability to the association or to me arising from conflicts of interest.

- 1. Professional, business, or volunteer positions or responsibilities that might give rise to conflicts:

- 2. Situations in which I am serving as a vendor, or am employed by or consulting with a vendor to the association or its members:

- 3. I know of no professional, business or volunteer position or responsibility, including vendor situations, that might give rise to conflicts (check here): _____

I certify that, if elected, I will perform all duties and attend all meetings required of the office, including mandatory training sessions, and leading or attending leadership sessions prior to the beginning of the elective year.

I certify that I have read and understand the job description, role, responsibilities and expense policies (where applicable) of the position to which I am applying.

FCBR Bylaws Article XIII Section 2: The Board of Directors shall designate a regular time and place of meetings. Absence from more than two (2) consecutive or three (3) cumulative regular meetings shall be construed as automatic resignation.

Signature and Date: _____

Please complete and return all 4 pages no later than **Friday, August 9th at 4:00pm**

(For: President-elect, Vice Presidents, Local Directors and State Directors)



Thank you for applying for an FCBR Leadership position. We want to make sure that all of your questions are answered and that you know the process for applying to become an Officer or Director. Please review the guidelines, sign, and date and return this checklist along with your Leadership Interest Forms (4 pages total) to the Chief Executive Officer (ae@FayetteRealtors.com) no later than **Friday, August 9th 2024**.

Things You Need to Know:

- You will be contacted in a timely manner by the Nominating Committee Chair to schedule an interview on **August 12th from 10am -2pm**.
- Please **do not** contact members of the Nominating Committee for the specific purpose of seeking their endorsement of your nomination.
- Please **do not** bring gifts and/or food to the Nominating Committee.
- Please **do not** bring individuals to speak on your behalf to the interview.
- A violation of any of these could result in disqualification of being selected as an Officer or Director.

Please read and initial each of the following statements:

- _____ I have read and understand the job description of the position for which I am applying
- _____ I have read and understand the FCBR Bylaws
- _____ I have read and understand the FCBR Policies and Procedures
- _____ I have read and understand the FCBR Strategic Plan
- _____ I will not contact any member of the Nominating Committee before or after the interview for the specific purpose of seeking their endorsement, advice or counsel, nor engage anyone else to contact members of the Nominating Committee on my behalf
- _____ I understand that after the nominee interviews, I will be notified of the Nominating Committee's decision electronically or by phone

The Board's Bylaws, Policy & Procedures manual and the Strategic Plan can all be found online at the Board's website (www.FayetteRealtors.com) under Documents / Governing Documents.

Name: _____

Signature: _____

Date: _____

Please complete and return all 4 pages no later than Friday, August 9th at 4:00pm

If you have any questions regarding this checklist or the nominating process, please contact the Chair of the Nominating Committee by email at angela.yoder@bhhsgeorgia.com

Fayette County Board of Realtors® – Officer Qualification Guidelines

Local Director Qualifications:

1. Has been a REALTOR® for a minimum of 3 years (or equivalent experience)
2. Has served on 1 or more committees

3. Has served as Chair on 1 or more committees, **OR** Vice-chaired a minimum of 2 committees, **OR** graduated from FCBR Leadership Academy
4. Consistently attends FCBR's General Membership Meetings
5. 3 professional references required from the following – managing broker, business professional, personal reference

State Director Qualifications:

1. Has been a REALTOR® for a minimum of 3 years (or equivalent experience)
2. Has served on 1 or more committees
3. Has served as Chair on 1 or more committees, **OR** Vice-chaired a minimum of 2 committees, **OR** graduated from FCBR Leadership Academy
4. Consistently attends FCBR's General Membership Meetings
5. Able to attend 2 GAR Conferences (Legislative and Annual)
6. 3 professional references required from the following – managing broker, business professional, personal reference

Vice President Qualifications:

1. Has been a REALTOR® for a minimum of 3 years (or equivalent experience)
2. Has served on 1 or more committees
3. Has served as Chair on 1 or more committees, **OR** Vice-chaired a minimum of 2 committees, **OR** graduated from FCBR Leadership Academy
4. Consistently attends FCBR's General Membership Meetings
5. Must have served as a Local **OR** State Director for a minimum of 2 years (or equivalent experience)
6. Willing to serve in the various Vice President positions with the possibility of serving as President
7. 3 professional references required from the following – managing broker, business professional, personal reference

President-Elect Qualifications:

1. Has been a REALTOR® for a minimum of 3 years (or equivalent experience)
2. Has served on 1 or more committees
3. Has served as Chair on 1 or more committees, **OR** Vice-chaired a minimum of 2 committees, **OR** graduated from FCBR Leadership Academy
4. Consistently attends FCBR's General Membership Meetings
5. Has served as a Local or State Director for a minimum of 2 years (or equivalent experience)
6. Has served in 1 or more Vice President positions for FCBR
7. Willing to make a (3) year commitment to FCBR as President-elect, President and Immediate Past President
8. 3 professional references required from the following – managing broker, business professional, personal reference

Section 1: Board of Directors

As prescribed in the Bylaws of the Board, the Board of Directors serves as the governing body of the Board and consists of the elected officers and 10 (ten) REALTOR members of the Board. Additionally, 5 (five) non-voting Directors of the Georgia Association of REALTORS (State Directors) sit on the Board. The Officers and the Immediate Past President of the Board serve on the Executive Committee and as voting members of the Board of Directors.

Officers:

- **President** serves a one-year term having been President-Elect.
- **President-Elect** serves a one-year term and shall succeed to the office of President.
- **Vice President of Administration and Finance** serves a one-year term.
- **Vice President of Governmental Affairs** serves a one-year term.
- **Vice President of Member Services** serves a one-year term.
- **Vice President of Professional Development** serves a one-year term.

Article XV - Fiscal and Elective Year of the BYLAWS of the Board, Section 1 provides “The elective year for Officers shall be November 15 to November 14”. At the November Executive Committee Meeting, the current President or other duly authorized person shall administer the Oath of Office and install the incoming officers. There will be a formal Installation Ceremony for Officers and Directors at the December General Membership Meeting.

Article XIII, Section 2 - The Board of Directors shall designate a regular time and place of meetings. Absence from more than two (2) consecutive or three (3) cumulative regular meetings shall be construed as automatic resignation.

Local Directors

Ten Local Directors. Eight shall serve a rotational three-year term. Two shall serve a one-year term based on their position as the Immediate Past President of the Board and as the current President of the Fayette Women’s Council of REALTORS.

State Directors

Five state Directors authorized by the Georgia Association of REALTORS shall serve a rotational two-year term. In addition, the current President of the Board serves a one-year term as a State Director.

Section 2. Responsibilities and Duties

President

The President is responsible for and accountable to the Board to:

1. serve as Chair of the Board of Directors;
2. serve as official spokesperson for the Board in all forums;
3. see that the basic policies, general activities and programs are planned, formulated and presented to the Board;
4. see that the membership is kept informed on the condition and operations of the Board
5. preside at and attend all general membership meetings and meetings of the Board of Directors
6. conduct monthly or as needed (Triad) with Association Executive and President-Elect to discuss all matters and decisions pertinent to sustaining Board operations: i.e. upcoming Board meetings and

events, membership updates, outside correspondence, possible publications for newspaper, calendar items, staffing issues, etc.

7. promote interest and active participation in the Board
8. serve as an ex-officio member of all committees except the Executive, Nominating, and Strategic Planning committees
9. appoint a Chair and Vice-Chair for each committee, except Executive, Nominating and Professional Standards. The President also, may appoint such other sub-committees, task forces and presidential advisory groups as needed
10. promote good will, create a favorable public image, articulate the real estate position of the Board and develop credibility in matters relating to the real estate industry
11. perform such other duties as directed by the Board of Directors or the Executive Committee

President-Elect

The President-Elect shall, in the absence of the President, inability of the President to act, or at any time when requested to do so by the President discharge the duties of the President. The President-Elect shall succeed to the office of the President.

The President-Elect is responsible for and accountable to the Board to:

1. serve as Chair of the Strategic Planning Committee and the Leadership Development Program,
2. serve as liaison between the Board of Directors and State Directors;
3. serve as a member of the Budget & Finance Committee
4. prepare annual Leadership Orientation
5. serve as an ex-officio member of all committees except the Executive, Grievance, Nominating, Professional Standards and Strategic Planning committees;
6. assist the President by recommending the Vice-Chairs of the committees;
7. attend all general membership meetings and meetings of the Board of Directors
8. Participate in Triad meetings (monthly or as needed) with Association Executive and President to discuss all matters and decisions pertinent to sustaining Board operations; (i.e. upcoming Board meetings and events, membership updates, outside correspondence, possible publications for newspaper, calendar items, staffing issues, etc.)
9. perform such other duties as directed by the Board of Directors or the Executive Committee.

Immediate Past President

The Immediate Past President is responsible for and accountable to the Board to:

1. discharge the duties of the President in the absence of the President and President-Elect
2. serve as Chair of the Executive Committee and Chair of the Nominating Committee
3. serve for one-year as a Local Director on the Board of Directors immediately following their term as President
4. attend all general membership meetings and meetings of the Board of Directors

5. serve a one-year term on the Board of Directors of Caring Realtors of Fayette, Inc. (501c3) and be the liaison between Caring Realtors of Fayette and the Board
6. serve (if needed) as a mediator to resolve any exceptional differences/issues between the staff and the Association Executive
7. perform such other duties as directed by the Board of Directors or the Executive Committee

Vice President of Administration and Finance

The Vice President of Administration and Finance shall be the Chief Financial Officer of the Board, the Secretary/Treasurer of the Fayette County Board of REALTORS, and shall serve as liaison between the Budget & Finance, Bylaws and Policy and the Executive Committee.

The Vice President of Administration and Finance is responsible for and accountable to the Board to:

1. cause the minutes of all proceedings of the Board of Directors to be recorded
2. cause proper notice of all meetings of the Board of Directors to be issued
3. be responsible for authenticating the records of the Board
4. attend all general membership meetings and meetings of the Board of Directors
5. cause full and accurate accounts of the receipts, disbursements and investment of the funds of the Board to be kept
6. deposit, or cause to be deposited, all monies and other valuable effects in the name of and to the credit of the Board in such depository as may be designated by the Board of Directors, or by the President, and take proper vouchers for such disbursements to be deposited
7. cause a detailed record of income and expenses and render a statement of the Board accounts to the Board of Directors, to be included in their meeting packets, at their scheduled meetings to be kept
8. shall cause the Budget & Finance Committee to prepare an annual budget for the Board to be approved by the Board of Directors
9. serve as the primary contact between the Executive Committee, the Investment Managers, the Custodian of the Board's Fund Assets (Investments), Board's Accounting Firm and Board's Audit/Review Firm
10. render to the Executive Committee or Board of Directors, whenever they may require, an accounting of all transactions and the financial condition of the Board
11. review the Investment Policy, the Investment Accounts and the Investment Advisor's Performance Policy at least annually and make such recommendations as are necessary to the Board
12. actively support the work of their committees and (when practical) attend committee meetings and report the activities of said committees to the Executive Committee
13. perform such other duties as directed by the Board of Directors, Executive Committee or the President

Vice President of Governmental Affairs

The Vice President of Governmental Affairs shall serve as liaison between the Political Action and Public Relations committees and the Executive committee.

The Vice President of Governmental Affairs is responsible for and accountable to the Board to:

1. actively support the work of their committees and (when practical) attend committee meetings and
2. report the activities of said committees to the Executive Committee
3. attend all general membership meetings/events and meetings of the Board of Directors
4. perform such other duties as directed by the Board of Directors, Executive Committee or the President

Vice President of Member Services

The Vice President of Member Services shall serve as liaison between the, Awards, Communications, Expo and Programs committee's; and Spring Ball sub-committee's; and the Executive Committee.

The Vice President of Member Services is responsible for and accountable to the Board to:

1. actively support the work of their committees and (when practical) attend committee meetings and
2. report the activities of said committees to the Executive Committee
3. attend all general membership meetings and meetings of the Board of Directors
4. perform such other duties as directed by the Board of Directors, Executive Committee or the President.

Vice-President of Professional Development

The Vice President of Professional Development shall serve as liaison between the, Education and, Membership Development Committees and the Executive Committee.

The Vice President of Professional Development is responsible for and accountable to the Board to:

1. actively support the work of their committees and (when practical) attend committee meetings and report the activities of said committees to the Executive Committee
2. attend all general membership meetings/events and meetings of the Board of Directors
3. perform such other duties as directed by the Board of Directors, Executive Committee or the President

Local Directors

The Local Director shall serve as liaison between the membership of the Fayette County Board of REALTORS® and the Board of Directors and is responsible for and accountable to the membership to:

1. be familiar with the Board's Bylaws, Policies and Procedures, Committee Structures, Strategic Plan, Budget, Programs and Services
2. attend all meetings of the Board of Directors, participate in discussions and report on real estate-related situations in evidence within their constituency
3. be familiar with proper parliamentary procedure
4. be available to meet with Board on their programs and educational conferences
5. encourage REALTOR® Members to develop their professional skills and enroll as candidates for the various professional designation of the Institutes, Societies, and Councils of the National Association
6. be available to serve as a Board's representative at meetings of allied organizations.

7. visit Realtor offices at least annually as directed by the President

State Directors

The State Director shall serve as liaison between the membership of the Fayette County Board of REALTORS® and the membership of the Georgia Association of REALTORS®, and is responsible for and accountable to the membership of both organizations to:

1. be familiar with GAR's Constitution and Bylaws, Policies and Procedures, Strategic Plan, Budget, Programs and Services
2. attend all general membership meetings and meetings of the Board of Directors
3. attend all meetings of the local and state Board of Directors' meetings, participate in discussions and report on real estate-related situations in evidence within his or her Member Board or Region
4. be familiar with proper parliamentary procedure
5. be available to meet with GAR on their programs and educational conferences
6. encourage members to participate in all GAR meetings and conventions
7. encourage members to participate in any National Association or GAR educational seminars being conducted within the proximity of the Fayette County Board of REALTORS®
8. encourage REALTOR® Members to develop their professional skills and enroll as candidates for the various professional designation of the Institutes, Societies, and Councils of the National Association
9. be available to serve as Georgia Association representative at meetings of allied organizations