



ROLES & RESPONSIBILITIES

Board of Directors

The Director is an individual functioning as part of a unit – the Board. The Board will serve its Association best when its members have quality leadership who understands:

- it's about leading, not managing the Association
- it's about decisions, not deliberations
- it's about results, not activities.

The Director is a leader. Participation in a variety of Association projects and activities will reinforce the Directors' ability to approach problems objectively. The Director must remember that in his role in the Association, he does not represent or speak for his own firm or personal interests, but for all of the Association members. The Director serves as the ambassador of all members, large and small. A balanced viewpoint is essential to make the Association valuable to its variety of members with their differing emphasis and interests.

The Ideal Director

The job of choosing nominees for the Board of Directors is extremely important for two major reasons. First, the Board of Directors serves as the spokesman for an entire industry and profession on the local level. As such, every member has the ability to enhance or tarnish the reputation of the group. Secondly, every Director should be viewed as a potential Chairman. In choosing those who may be qualified to serve on the Board, a series of questions may be asked.

What are the responsibilities of a Director?

- Ensure the Association's financial viability;
- Determine the Association's strategic direction and vision, and continually ensure that decisions are consistent with that vision;
- Make certain members are being well served;
- Assume typical fiduciary responsibilities;
- Ensure qualified leaders are brought on to replace existing Officers and Directors.

What are the characteristics of a quality leader?

- Ability to: listen, analyze, think clearly and creatively, and work well with people individually and in a group.
- Willing to: prepare for and attend Board and work group meetings, ask questions, take responsibility and follow through on a given assignment, contribute personal resources in a generous way according to circumstances, open doors in the community, and evaluate oneself.
- Possess: honesty, sensitivity to and tolerance of differing views; a friendly, responsive and patient approach; community-building skills; a mindset that energizes; demonstrated professionalism, personal integrity, a developed sense of values, and respect of colleagues.

What is the desired composition of the Board?

The philosophy that drives this nomination process is the desire to attract and select the most qualified and desirable individuals to best serve the membership.

Although the Committee should be sensitive to the overall balance and fair representation such as, experience, company representation, positions with the firms (equal balance between agents and broker/owners and office managers), geography, age, etc., the primary goal is to recruit the brightest and the best.

What are the Association's expectations of a Director?

- Attendance at six meetings a year to govern the business of the Association.
- Familiarity with the Code of Ethics, Bylaws and Policy Statements of the Association.
- Participation on work groups and other forums to carry forth the objectives.
- Visibility among the membership and supportive of Association programs, meetings and other activities.
- Supportive of RPAC (REALTORS® Political Action Committee) as a 99 Club (minimum) member.
- Each Director serves a two-year term, with a maximum of three terms.

What are some of the recent successes experienced by the Board of Directors?

- The merger was the result of the Board's vision and desire to leverage resources so that leading-edge programs and services could be delivered at a reasonable cost to the REALTORS® in a very natural market area.
- A licensed Real Estate School not only provides our membership with quality education, it provides a source of revenue to enable the dues to remain affordable.
- The creation of the Suburban REALTORS® Alliance is an innovative and valuable resource for local point-of-sale and legislative information that protects and advocates the issues that enable our members to conduct their business successfully and profitably.
- The Directors' foresight to develop a Regional Professional Standards system ensures our members of due process while resolving business differences. The broad-based process provides an objective and unbiased panel of experts to decide the outcomes of arbitration and ethics disputes.
- Sound fiscal management and conservative spending has resulted in stabilized local dues for the past 15 years. In addition to not increasing the dues rate over these years, an actual *reduction* of local dues was instituted in 2012.
- Two free tangible services were introduced in 2012: Pennsylvania electronic forms and the REALTORS® Property Resource were launched at no additional cost to the membership.

Why should I consider serving?

- Provides an opportunity to participate in the decisions guiding the direction of the Association.
- Enables members to be at the front-line of industry knowledge and leading-edge discussions.
- Enhances personal visibility among the membership and the community-at-large.
- Develops leadership skills to expand one's professional and personal development.
- Establishes long-term relationships with colleagues that result in increased business and greater profitability.