

Explanation of proposed amendments to SRAR Bylaws Article X – Officers & Directors;

Background: One of the strategic objectives identified in the SRAR strategic planning process is to continually seek, develop and foster new leadership. It is vital to the future of the organization that a constant infusion of qualified, new leaders be added and balanced with experienced, veteran leaders. As a result, your current leadership is implementing a number of changes, some of which include revisions to the makeup of the Board of Directors. These revisions require Bylaw amendments. Therefore, the following recommendations are submitted to the membership for vote.

Southland Regional Association of REALTORS® Bylaws ARTICLE X – OFFICERS & DIRECTORS

Background: The governance of the association is vested in a Board of Directors consisting of 22 REALTOR® members in good standing elected by the membership. All REALTOR® members who meet the minimum tenure requirements stated in the Bylaws are eligible to run. Over the years, many past presidents have chosen to return to the Board of Directors after their term of office. The input and involvement of past presidents is essential to the ongoing success of the association. However, the same is true for new leadership. Therefore, this recommendation proposes to limit the number of past presidents serving on the Board of Directors to four (4) plus the immediate past president (total of no more than five). Further, that on the election ballot, past presidents be listed for election in a separate category from the “at-large” candidates. This would assure ample opportunity for new leaders to step forward while maintaining experienced representation on the board. A YES vote on recommendation 1 would approve this change. A NO vote would maintain the current status of 22 directors elected from the membership at-large.

Section 1. & Section 4. Board of Directors. Election of Directors.

The government of the Association shall be vested in a Board of Directors consisting of twenty-two elected Directors, including the immediate Past President, and nominated and elected as prescribed by the Bylaws. No more than four (4) of the 22 elected directors may be past presidents, exclusive of the immediate past president. The remainder shall be elected from the REALTOR® membership.

No more than four (4) Past Presidents, not including the Immediate Past President, may serve on the Board of Directors at any one time. Past Presidents, nominated for the Board of Directors shall appear on a separate ballot regardless of the number nominated. However, Past Presidents will not be deemed elected unless their individual vote tally would have been sufficient for election without regard to the separate ballot category.

Background: The Bylaws currently allow for a member to serve up to four (4) consecutive two-year terms (total of eight years) on the Board of Directors. After eight years, the member is eligible to run again after a one-year sabbatical. This recommendation proposes to reduce the number of consecutive terms to three (3), total of six years before requiring a one-year sabbatical. The rationale is to allow more opportunity for new leadership to run for the Board of Directors by opening up more seats. A YES vote on recommendation 2 would approve this change. A NO vote would leave the term limits as is current.

Section 3. Nominations.

(b) No candidate for the Board of Directors may be nominated by the Nominating Committee or qualify by petition who has served ~~four (4)~~ three (3) continuous terms, ~~eight (8)~~ six (6) years, on the Board of Directors without having taken at least a one (1) year sabbatical following such service.

Background: Current Bylaws provide that a member may run for the Board of Directors provided they have been a member in good standing for at least three (3) years and have served at least two (2) years on an association standing committee. This recommendation would increase the membership requirement to five (5) years, *unless* the member has served as a chair or vice chair of an association standing committee or attended a leadership program such as the SRAR Leadership Academy. The rationale is to incentivize members to attend leadership training programs and aspire to committee leadership, gaining valuable experience. A YES vote on recommendation 3 would approve this change. A NO vote would leave the requirements as is.

(g) No person is eligible for Director who has not met the following requirements prior to the date of nominations:

The individual must have been a member of the Association for ~~at least three (3)~~ five (5) years and have served ~~two (2)~~ three (3) years on an Association standing committee; or have been a member for three (3) years and have served as a chair or vice-chair of an Association standing committee, or has attended a leadership program as approved by the Board of Directors.

~~The individual must have served a minimum of three years on a standing Association committee or committees and must have met the committee attendance requirements.~~

Background: The Bylaws currently provide that all candidates for the Board of Directors must agree, in writing, prior to election, that they will attend any mandatory training programs required of Directors, should they be elected. An example would be Code of Ethics and Professional Standards training, as mandated by the National Association of REALTORS. However, current Bylaws provide no penalty for failing to comply with these requirements other than the individual would not be eligible to run for another term of office. Therefore, a person could remain on the board for up to two years without attending necessary training. This proposal would amend the Bylaws to give the Board of Directors the authority to remove a Director who does not comply with the training requirement by a two-thirds vote. A YES vote on recommendation 4 would give the Directors such authority; a NO vote would maintain the current rules.

(h) If any director fails to satisfy these requirements after election, he or she shall not be eligible for further election to the Board of Directors until the requirements are met, and is subject to removal by a 2/3 vote of the Board of Directors.