

ASSOCIATION EXECUTIVES COMMITTEE

2021 REALTORS® CONFERENCE & EXPO

CHAIR	Janet Kane (TX)
VICE CHAIR	Ryan McLaughlin (VA)
COMMITTEE LIAISON	Ilene Horowitz (NJ)
STAFF EXECUTIVE	Cindy Sampalis (IL)

The following is reported for your information only and does not affect Association policy or budget.

1. Association Diversity Work Group – The work group updated and enhanced the Actionable Roadmap for Local Association Diversity, Equity, and Inclusion to make it more user friendly and interactive. The Roadmap identifies steps an association can take to research and assess membership demographics and address and increase DEI initiatives. The work group also created sample job descriptions for various diversity specialist positions and developed guidelines for navigating uncomfortable conversations related to diversity with members, staff, and the public. Finally, the work group is reviewing a list of DEI speakers, compiled by the Diversity Incubator Hub group, that will be shared with local and state associations, as a transitional resource until a speaker database is in place. This work group will continue in 2022.
2. Career Development Work Group – The work group recommended enhancements to the AE Mentor Program to improve the matching process; to provide greater support and direction to mentors and mentees; and to identify opportunities that create greater awareness of the Mentor Program and its application with other NAR programs. The work group also reviewed NAR’s succession planning resources and identified and developed additional resources to assist associations in developing a succession plan in the event of a planned or unplanned chief staff departure.
3. Innovation Work Group – The work group focused its efforts on creating a movement among associations that fosters a culture of innovation and meeting members where they are to help them enhance their business viability and cultivate industry innovation. Key areas of focus included: Technology, Human Capital, Associations of the Future, Data Collection/Dissemination, AE Institute Opportunities, and AE Innovation Ambassadorships. The work group is organizing a pitch battle amongst attendees at the 2022 AE Institute to harness innovative association ideas curated over the past year. They’re also arranging a presentation from Amazon and Google about disruptors and how to overcome disruptors in our industry.
4. Virtual Governance Work Group – The work group focused on resources to assist associations as they navigate governance procedures and strive for optimal member engagement in a new post-COVID virtual world. They developed a best practices checklist, which will live on nar.realtor, that encourages the use of standards for all virtual meetings. The work group also identified a technology component to help guide associations in their purchasing decisions when supporting their virtual meetings. Lastly, the work group is proposing that a future AEI Year-Round webinar address the nuts and bolts of outfitting your association with the proper technology to conduct solid virtual meetings.

5. AE Institute Advisory Board –The 2022 AE Institute is March 11-14 at the Hilton Hotel in Atlanta, Georgia. Registration opens Wednesday, December 15 at 12:00 noon CST. The AE Institute Advisory Board is creating networking opportunities that will make you feel like it hasn't been three years since our last live AEI. In addition to education sessions covering topics like MLS, leadership development, and Core Standards, NAR CEO Bob Goldberg will host a Welcome Lunch, and NAR Chief Economist Lawrence Yun will provide an Economic Update. NAR's Legal Seminar for AEs will be a part of the 2022 AEI program and will include General Counsel Katie Johnson's Legal Update.

6. Recommendations and Recognition Advisory Board – The advisory board awarded the following awards.
AE Leaders of Tomorrow Young Professional Award:
. Justin Landon, RCE, Lexington-Bluegrass Association of REALTORS®, KY. The award recognizes an AE young professional who has fostered greater involvement and increased professionalism among his or her YPN peers and REALTOR® members. Justin will be formally recognized at the 2022 AE Institute.

William D. North 2022 AE Institute Scholarships:

- . Susan Cenotti, Lassen Association, CA
- . Debra Haislet, REALTORS® Commercial Alliance of Orange County, CA
- . Tammy McBroom, Heart of Georgia Board, GA
- . Carla Rose, Salisbury/Rowan Association, NC
- . Denise Unrein, Four Corners Board, CO

Judith Lindenau RCE Scholarship:

- . Billie Prater, Piedmont Regional Association, SC

7. Volunteer Leadership Advisory Board – The advisory board is creating a roadmap of training opportunities for volunteer leaders. Initiatives toward this effort include the following:
. A list of available leadership training on a national, state, and local level.
. Recommendations on how to fill gaps in REALTOR® leadership training.
. Leadership training opportunities in a variety of formats.
. A vehicle for distribution and discussion of relevant topics among association leaders.

8. AE YPN Forum – The forum featured a panel that shared MLS best practices recommended for implementation at local MLSs around the country.

9. RCE Certification Advisory Board -- The advisory board reviewed RCE policies and procedures, the applicant data form, and the recertification form. No changes were made for 2022. RCE will celebrate its 30th anniversary at the 2022 AE Institute in Atlanta.

The RCE Leadership Luncheon will feature a panel discussion on “Doing Everything Inclusively” with AEC Chair Janet Kane, moderator, and the following panelists: Robert Morris, Leadership Consultant and Trainer, Dynamic Directions; Farrah Wilder, Chief DEI Officer, California Association of REALTORS®; Tessa Hultz, CEO, Long Island Board of REALTORS®, NY.

Congratulations to the fall class of RCEs, bringing the total number of active designees to 538:

Stacie Adkins, RCE	Greater Augusta Association of REALTORS®, GA
Kyle Anderson, RCE	Greater Gateway Association of REALTORS®, IL
Crystal Berger, RCE	North Central Jersey Association of REALTORS®
Andrew Blackburn, RCE	Sierra North Valley Association of REALTORS®, CA
Conor Brown, RCE	Rockford Area Association of REALTORS®, IL
Mary T. Burke, RCE	Columbia County Board of REALTORS®, OR

Danielle Clermont, RCE
Amy Fennell, RCE
Megan Flewellyn, RCE
Kimberly Foreman, RCE
Rene Galicia, RCE
Morgan Harper, RCE
Eric Hash, RCE
Jennifer Hawks-Conright, RCE
Willo Kelly, RCE
Pierce LoPachin, RCE
Lisa Myers, RCE
Billie Prater, RCE
David Ramirez, RCE
Christine Schachter, RCE
Dawn Seabaugh, RCE, CAE
Doreen Spagnuolo, RCE
David Stark, RCE
Sara Sutachan, RCE
Joanne Werstlein, RCE
Christine Windle, RCE

Miami Association of REALTORS®, FL
Louisiana REALTORS®
Iowa City Area Association of REALTORS®
Newport Beach Association of REALTORS®, CA
Bright MLS, TN
Central Carolina Association of REALTORS®, NC
Dan River Region Association of REALTORS®, VA
Yakima Association of REALTORS®, WA
Outer Banks Association of REALTORS®, NC
Abilene Association of REALTORS®, TX
Allegheny Highland Association of REALTORS®, PA
Piedmont Regional Association of REALTORS®, SC
Brownsville South Padre Island Board of REALTORS®, TX
Pacific West Association of REALTORS®, CA
St. Louis Association of REALTORS®, MO
Long Island Board of REALTORS®, NY
Bay East Association of REALTORS®, CA
California Association of REALTORS®
Miami Association of REALTORS®, FL
National Association of REALTORS®, DC