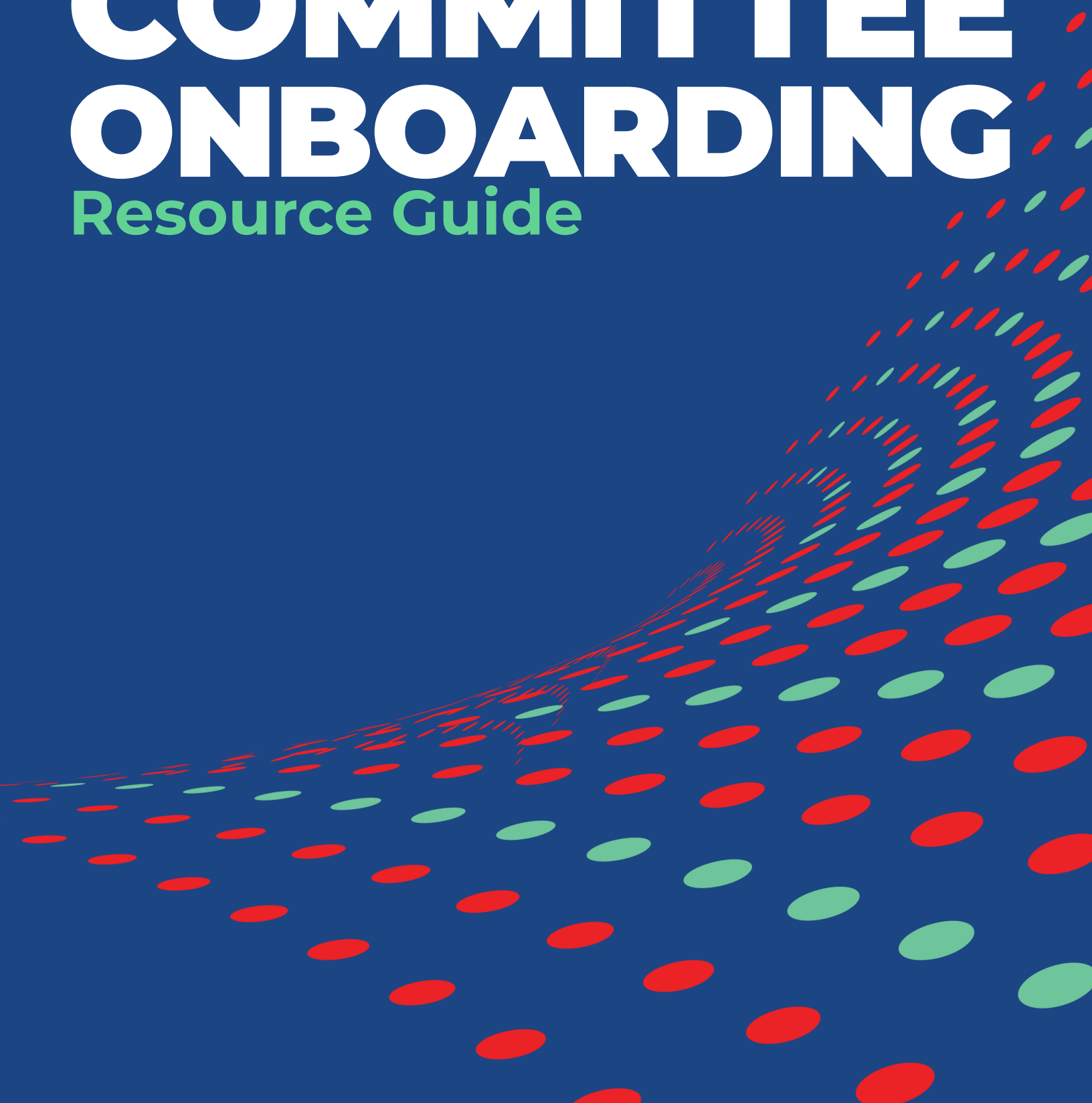


2023

COMMITTEE ONBOARDING

Resource Guide



NATIONAL
ASSOCIATION OF
REALTORS®



Hello, 2023 Committee Members!

Your year of committee service has officially begun! Welcome, and thank you. You'll hear us say those two words – thank you - a lot over the coming year. Because our organization wouldn't be where it is without dedicated members like you, volunteering your time and expertise to the greatest profession on the planet. On behalf of the 2023 NAR Leadership Team, we'd like to express our continued gratitude for your commitment.

By working together, thinking together, and innovating together, we will achieve two primary goals for the year: to make a positive difference on issues facing REALTORS®, home buyers, and private property owners; and to leave this great association better than we found it. We look forward to seeing all we can achieve in 2023!

This book is intended to be a reference guide for all the information you need for a successful committee year. You'll find details on NAR's Strategic Priorities, key programs and initiatives, and what it means to Ride With the Brand.

Thank you again for all you do. We are riding with brand in 2023!

Sincerely,

Kenny Parcell

2023 NAR President

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A SHARED COMMITMENT TO KINDNESS & BEING OUR BEST SELVES

I would like to express my sincere gratitude for your willingness to serve **OUR** association. You have been chosen to lead the National Association of REALTORS® with over 1.5 million members. I cannot thank you enough for the time you will sacrifice for this task. It is important.

I believe where much is given, much is expected. I believe we would all agree that we have been given much. I believe whom the Lord calls he qualifies. It is so true in this case; you are qualified to be in your position.

As Maya Angelou said, “**People will forget what you said, people will forget what you did, but people will never forget how you made them feel.**” It is important to me that the volunteer leaders of this association who are selected to participate in leadership in 2023 commit to serve our membership and, as you will hear me say often, to be **KIND**.

This volunteer contract is just between you and me. It sets the stage for some of the expectations that I have for our team so our year can be productive and memorable to all who give us their time away from their families, businesses, and personal lives.

My mother passed away at the young age of 47. She would ask me daily if I gave my best for the day. It has always stuck with me. I commit to you that I will give you my best. All I can ask is that you do the same and give me your best. By giving each other our best, we will move the work of the association forward and leave it better than we found it, we will be better today than we were yesterday, and we will be better tomorrow than we were today.

Love,
KP



LEGACY

Always leave things better than they were, not just within the REALTOR® family but in all aspects of life. Your candle loses nothing when it lights another.

LAUGH

In life, it is important to laugh and smile often. Laughter is contagious. When we laugh at our mistakes, we learn and improve. Our best teacher is our last mistake.

LOVE

Always love others no matter what, and look for people to love. As people feel loved, they will achieve more. This gives us a great place to grow from. Everyone needs to be loved and have someone to love.

LEARN

Always push yourself to be better today than you were yesterday and better tomorrow than you were today. The more you learn, the more value you bring to others.

LEAD

The best leaders are the best listeners. They know leadership is never about you, it is always about others. Great leaders foster other leaders and help people become better. Great leaders will always give their best.

KENNY'S EXPECTATIONS OF SERVICE FOR A PRESIDENTIAL APPOINTMENT

SELF-CARE

Remember to be kind to others, but also to yourself. Smile. Be happy. Find joy. This business is tough. Take time for yourself, family, business, and friends. Stay balanced, stay healthy, and stay strong. Don't go broke—financially or emotionally—trying to give your all to volunteering. It doesn't do you or the association any good. Take care of yourself.

KINDNESS

Look for ways to show random acts of kindness daily. You are a leader, and even though you may not know people, they will know you. Look for opportunities to serve others. Offer compliments instead of criticism. Focus on the good in others. Get to know the names of your committee members and make them feel valued. Let people know the qualities you admire in them.

GRATITUDE

Encourage everyone to be their very best, and recognize them when they deliver. Find time to send a note, email, or text message—or pick up the phone—to thank others for their service. Express your appreciation for the qualities that people bring to the world.

SOCIAL SHARING

Promote others more than yourself. Avoid posting something controversial that could bring harm to yourself or the association. Look for opportunities to build others up and make people look and feel better about themselves.

TEAM PLAYER

Be the very best vice chair you can be to your chair. Ask how you can serve and help your chair. Remember that it is not about you but about everyone else. Be the teammate and person you want others to be for you.

By accepting my appointment, you are acknowledging these expectations and will strive to accomplish them in your volunteer role. You are also committing to ask questions and seek clarification and understanding.

Finally, as one of my appointees, you are committing to be the best version of yourself and the best volunteer you can be because your actions impact the perceptions of our members, the industry, and the public.

THANK YOU

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ROLES & COMMUNICATING

LIAISONS

Committee Liaisons are appointed by the President, and they:

- serve as a conduit for communication between the Leadership Team and their assigned committees;
- help committees operate effectively;
- and help identify future committee leaders.

The REALTOR® Party Director, also appointed by the NAR President, oversees and facilitates the activities of the REALTOR® Party initiatives — Vote, Act, and Invest.



Andrea McKey
Baton Rouge, La.

Association Leadership
Liaison



Kymber Lovett-Menkiti
Washington, D.C.

Broker Relations Liaison



Greg Martin
Elko, Nev.

Commercial & Industry
Specialties Liaison



Claire Killen
Edina, Minn.

Global Real Estate Liaison

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Sara Gerrish
San Antonio

Housing Issues Liaison



Barry Grooms
Bradenton, Fla.

Law & Policy Liaison



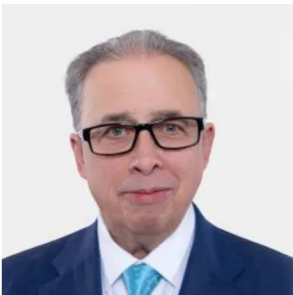
Joey Tucker
Athens, Ga.

Member Services Liaison



Michael Oldenettel
Springfield, Ill.

Member Engagement
Liaison



Bill Lublin
Philadelphia

MLS & Data Management
Liaison



Andy Mahowald
Watertown, S.D.

Public & Federal Issues
Liaison



Colin Mullane
Ashland, Ore.

REALTOR® Party Director



Michelle Walker
St. Peters, Mo.

REALTOR® Party
Community Engagement
Liaison



David Kent
Mt. Pleasant, S.C.

REALTOR® Party
Disbursement Liaison



Kristy Hairston
Whites Creek, Tenn.

REALTOR® Party
Fundraising Liaison



Kurt Thompson
Templeton, Mass.

REALTOR® Party Member
Involvement Liaison

CHAIRS & VICE CHAIRS OF THE COMMITTEES

Chairs and Vice Chairs

Vice Chairs are appointed each year by the incoming President-elect, and will automatically rise to the position of Chair, pending confirmation by the incoming President.

The Chairs and Vice Chairs:

- Set goals for their committee/advisory board/council/forum each year in order to further the overall strategic goals of the association.
- Are a go-to resource when you want to recommend discussion topics, offer updates to the priorities, goals, or purpose of the committee, or any other committee business items.



COMMITTEE ONBOARDING

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AE YPN Forum

Wesley Stefanick, Chair
Nita Martin, Vice Chair
Courtney Fett, Staff Executive

AEC Recommendations and Recognition Advisory Board

James Haisler, Chair
Jarrod Grasso, Vice Chair
Cynthia Bair, Staff Executive

AEC Volunteer Leadership Advisory Board

Candy Joyce, Chair
Michael Jacques, Vice Chair
Victoria Peterson, Staff Executive
Amanda Stinton, Staff Executive

AEC-AE Institute Advisory Board

John Gormley, Chair
Brendan Bailey, Vice Chair
Cynthia Bair, Staff Executive

AEC-RCE Certification Advisory Board

Rachel Tristano, Chair
Sarah Rayne, Vice Chair
Krystal Allen, Staff Executive
Renee Holland, Staff Executive

AEC-State AE Forum

Norman Morris, Chair
Margaret Grant, Vice Chair
Kyle Lambert London, Staff Executive

Amicus Brief Advisory Board

Dennis Badagliacco, Chair
Wendall Bullard, Vice Chair
Chloe Hecht, Staff Executive
Michael Rohde, Staff Executive

Association Executives Committee & Forum

Jessica Coates, Chair
Theresa Hatton, Vice Chair
Cindy Sampalis, Staff Executive

Broker Engagement Committee

Jo Jenkins, Chair
Kimberly Dawson, Vice Chair
Penelope Evans, Staff Executive

Broker Engagement Council

Faron King, Chair
Sabrina Brown, Vice Chair
Nicholas Blair, Staff Executive
Jeremy Green, Staff Executive

Business Issues Policy Committee

Sidney Pugh, Chair
Nykea Pippion McGriff, Vice Chair
Christie Desanctis, Staff Executive
Nia Duggins, Staff Executive

CIPS Advisory Board

Helen Marston, Chair
Zsolt Szerences, Vice Chair
Julie Nafziger, Staff Executive

Commercial Committee

Mike Vachani, Chair
Ashley Jackrel, Vice Chair
Charles Dawson, Staff Executive
Johnny Noon, Staff Executive



Commercial Economic Issues and Trends Forum

Jared Booth, Chair
Heather Placer Mull, Vice Chair
Brian Horowitz, Staff Executive
Johnny Noon, Staff Executive

Commercial Federal Policy Committee

Andrea Frymire, Chair
Guy Matteo, Vice Chair
Johnny Noon, Staff Executive
Erin Stackley, Staff Executive

Commercial Leadership Forum

Dawn Aspaas, Chair
John LeTourneau, Vice Chair
Johnny Noon, Staff Executive
Charles Dawson, Staff Executive

Commercial Real Estate Research Advisory Board

Sabrina Walters, Chair
Veronica Malolos, Vice Chair
Brian Horowitz, Staff Executive
Johnny Noon, Staff Executive

Commitment to Excellence Committee

Hollie Billero Buldo, Chair
Sher Powers, Vice Chair
Courtney Jones, Staff Executive
Kasey Stewart, Staff Executive

Communities of Interest Committee

Taunee English, Chair
Anthony Lamacchia, Vice Chair
Rachel Sedlacek, Staff Executive

Consumer Advocacy Outreach Advisory Board

Alan DeStefano, Chair
Piper Knoll, Vice Chair
Erin Murphy, Staff Executive

Consumer Communications Committee

Shane Cook, Chair
Nicola Esposito, Vice Chair
Karen Bebart, Staff Executive

Conventional Financing and Policy Committee

Jeffrey Phillips, Chair
Cheryl O'Brien, Vice Chair
Matthew Emery, Staff Executive
Kenneth Fears, Staff Executive



COMMITTEE ONBOARDING

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Credentials and Campaign Rules Committee

Charlie Oppler, Chair
Leslie Rouda Smith, Vice Chair
Deanne Rymarowicz, Staff Executive

Data Strategies Committee

Carrie Little, Chair
Robert Strickland, Vice Chair
Deborah Mayer, Staff Executive
George Zoto, Staff Executive

Distinguished Service Award Council

Cynthia Shelton, Chair
Joe Hanauer, Vice Chair
Len Tovar, Staff Executive

Diversity Committee

J. Lennox Scott, Chair
Gonzalo Mejia, Vice Chair
Charles Dawson, Staff Executive
Ryan Davis, Staff Executive

Emerging Business & Technology Forum

Alasandra Whitley, Chair
Julie Whitesell, Vice Chair
Daniel Weisman, Staff Executive
David Conroy, Staff Executive

Executive Committee

Kenny Parcell, Chair
Tracy Kasper, Vice Chair
Dylan Swisher, Staff Executive

Fair Housing Policy Committee

Jay Mitchell, Chair
Dorothy Botsoe, Vice Chair
Colette Massengale, Staff Executive
Alexia Smokler, Staff Executive
Bryan Greene, Staff Executive

Federal Financing & Housing Policy Committee

James Martin, Chair
Amy McCoy, Vice Chair
Jeremy Green, Staff Executive
Kenneth Fears, Staff Executive

Federal Legislative and Political Forum

Keith Henley, Chair
Maura Neill, Vice Chair
Victoria Givens, Staff Executive

Federal Taxation Committee

Erin Stumpf, Chair
Ashley Endris, Vice Chair
Evan Liddiard, Staff Executive

Federal Technology Policy Committee

Ines Hegedus-Garcia, Chair
Christopher Beadling, Vice Chair
Olivia Morris, Staff Executive

Finance Committee

Gregory Hrabcak, Chair
Ryan Brashear, Vice Chair
John Pierpoint, Staff Executive

Global Alliances Advisory Board

Christel Silver, Chair
Pradeep Shukla, Vice Chair
Supap Jitta, Staff Executive



Global Business and Alliances Committee

Lorraine Arora, Chair
Erica Solomon, Vice Chair
Charles Dawson, Staff Executive
Alejandro Escudero Rodriguez,
Staff Executive
Holly Becker, Staff Executive

Global Business Councils Forum

John Sebree, Chair
Amy Kong, Vice Chair
Lisa Calarco, Staff Executive

Housing Opportunities Committee

Lester Sanders, Chair
Jessica Thompson, Vice Chair
Christine Windle, Staff Executive

Idea Exchange Council for Brokers

Karen Glass, Chair
Brandon Roberts, Vice Chair
Penelope Evans, Staff Executive

Institute Advisory Committee

Kevin Sears, Chair
Rodney Gansho, Staff Executive

Insurance Committee

Cynthia Haydon, Chair
William Leininger, Vice Chair
Austin Perez, Staff Executive

Land Use Property Rights and Environment Committee

Devon Viehman, Chair
Kent Simpson, Vice Chair
Russell Riggs, Staff Executive

Large Board Forum

Tanya Monroe, Chair
Robert Clark, Vice Chair
Victoria Peterson, Staff Executive
Amanda Stinton, Staff Executive

Large State Forum

Deanna Miller, Chair
Bill Evans, Vice Chair
Amanda Stinton, Staff Executive

Leadership Academy Advisory Group

Tamara Suminski, Chair
Keith Kanemoto, Vice Chair
Judy Perez, Staff Executive

Leadership Identification & Development Committee

Carl Tackett, Chair
Georgia Stevens, Vice Chair
Robert Reuter, Staff Executive
Lisa Calarco, Staff Executive
Victoria Peterson, Staff Executive

Leading Edge Advisory Board

Barbara Betts, Chair
Michael Artelli, Vice Chair
Brandi Snowden, Staff Executive
Anna Schnerre, Staff Executive

Legal Action Committee

Elena Delgado Jenkins, Chair
Jenny Pakula, Vice Chair
Chloe Hecht, Staff Executive
Michael Rohde, Staff Executive

Local Leadership Idea Exchange Council

Darryl Macha, Chair
Micah Volmer, Vice Chair
Victoria Peterson, Staff Executive
Amanda Stinton, Staff Executive

Medium Board Forum

Todd Woodburn, Chair
Ryan Swinney, Vice Chair
Victoria Peterson, Staff Executive
Amanda Stinton, Staff Executive

COMMITTEE ONBOARDING

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Medium State Forum

Mary Duff, Chair
Alexandria Kebalo Hughes, Vice Chair
Victoria Peterson, Staff Executive
Amanda Stinton, Staff Executive

Meeting and Conference Committee

Linda Rheinberger, Chair
Veronica Seva-Gonzales, Chair
Harrison Beacher, Vice Chair
Shannon Buss, Vice Chair
Heidi Henning, Staff Executive
Bonnie Stetz, Staff Executive

Mega Board Forum

Crystal Hawkins Syska, Chair
Susan Nicolson, Vice Chair
Victoria Peterson, Staff Executive
Amanda Stinton, Staff Executive

Member Communications Committee

Linda Philpott, Chair
Brian Copeland, Vice Chair
Susan Welter, Staff Executive

Membership Policy and Board Jurisdiction Committee

Richard Rielly, Chair
Brian Jones, Vice Chair
Daniel Doepke, Staff Executive

MLS Technology and Emerging Issues Advisory Board

Jeffrey Levine, Chair
Charles Dawson, Staff Executive
Jason Sanchez, Staff Executive
Rodney Gansho, Staff Executive

Multicultural Real Estate Leadership Advisory Group

Preston Moore, Chair
Bikel Frenelle, Vice Chair
Ryan Davis, Staff Executive
Charles Dawson, Staff Executive

Multiple Listing Issues and Policies Committee

Andy Bencosme, Chair
Johnny Mowad, Vice Chair
Charles Dawson, Staff Executive
Jason Sanchez, Staff Executive
Rodney Gansho, Staff Executive

Multiple Listing Service Forum

Cindy Hunter, Chair
Ryan Hass, Vice Chair
Rodney Gansho, Staff Executive

Past Presidents' Advisory Group

Charlie Oppler, Chair
Len Tovar, Staff Executive

Professional Development Committee

Jilly Lee, Chair
Christina Vail, Vice Chair
Penelope Evans, Staff Executive
Kasey Stewart, Staff Executive



Professional Standards Committee

Brianne Drake, Chair
Shirley Johnson, Vice Chair
Daniel Doepke, Staff Executive

Professional Standards Forum

Michael Orbino, Chair
Leon Dickson, Vice Chair
Diane Mosley, Staff Executive

Property Management Forum

Catherine Robertson, Chair
Angela Scarcelli, Vice Chair
Jeremy Green, Staff Executive

PS Interpretations and Procedures Advisory Board

William Hanley, Chair
Daniel Doepke, Staff Executive

Public Policy Coordinating Committee

Bernice Helman, Chair
John Wong, Vice Chair
Erin Stackley, Staff Executive

Real Property Operations Committee

Thomas Riley, Chair
Matthew Ritchie, Vice Chair
John Pierpoint, Staff Executive

Real Property Valuation Committee

Peter Gallo, Chair
Beth Graham, Vice Chair
Kenneth Fears, Staff Executive

Real Property Valuation Forum

Dean Dawson, Chair
Tom Berge, Jr., Vice Chair
Kenneth Fears, Staff Executive
Bryan Greene, Staff Executive

REALTOR® Party Trustees for Campaign Services Committee

James Anderson, Chair
Christina Pappas, Vice Chair
Mitchell Norton, Staff Executive

REALTOR® Safety Advisory Committee

Tiffany Meyer, Chair
C. Lamont Breland, Vice Chair
Courtney Jones, Staff Executive
Breanne Gingerich, Staff Executive

Regulatory Issues Forum

William Furst, Chair
Deborah Prodehl, Vice Chair
Nia Duggins, Staff Executive

Research Committee

Mark Donnelly, Chair
Lisa Dunn, Vice Chair
Jessica Lautz, Staff Executive
Matt Christopherson, Staff Executive

Reserves Investment Advisory Board

Gregory Hrabcak, Chair
Patricia Fitzgerald, Vice Chair
Gayle Bobo, Staff Executive
John Pierpoint, Staff Executive

Residential Economic Issues & Trends Forum

Angie Tallant, Chair
Tom Hormel, Vice Chair
Nadia Evangelou, Staff Executive

Resort and Second Home Real Estate Committee

Robert White, Chair
Sherry Masen, Vice Chair
Penelope Evans, Staff Executive
Kasey Stewart, Staff Executive

Risk Management Issues Committee

Kelly Marks, Chair
Nicholas Lagos, Vice Chair
Maame Nyamekye, Staff Executive

RPAC Major Investor Council

Deborah Spangler, Chair
Gloria Alonso Cannon, Vice Chair
Lauren Colicelli, Staff Executive

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RPAC Participation Council

Jonathan Dolphus, Chair
Tommy Choi, Vice Chair
Lauren Colicelli, Staff Executive

RPAC Trustees Federal Disbursement Committee

Marvin Jolly, Chair
Sara Lipnitz, Vice Chair
Lisa Scott, Staff Executive

RPAC Trustees Fundraising Committee

Owen Tyler, Chair
Marion Wadsworth, Vice Chair
Lauren Colicelli, Staff Executive

Single Family Investment Management Committee

Louis Baldwin, Chair
David Dweck, Vice Chair
Erin Stackley, Staff Executive

Small Board Forum

Ava Gail Bourdon, Chair
Cindy Harvey, Vice Chair
Amanda Stinton, Staff Executive
Victoria Peterson, Staff Executive

Small Broker Committee

Karen Hatcher, Chair
Peter Murray, Vice Chair
Penelope Evans, Staff Executive

Small State Forum

Leann D'Ettore, Chair
Frederic Bates, Vice Chair
Amanda Stinton, Staff Executive
Victoria Peterson, Staff Executive

Smart Growth Advisory Board

Lorena Pena, Chair
Colin Johnson, Vice Chair
Hugh Morris, Staff Executive
Christine Windle, Staff Executive



State and Local Issues Mobilization Support Committee

Chris Sloan, Chair
John Blom, Vice Chair
John Winston, Staff Executive

State and Local Issues Policy Committee

Eugene Szpeinski, Chair
Jennifer Vucetic, Vice Chair
Erin Stackley, Staff Executive

State Leadership Idea Exchange Council

Steve Cline, Chair
Amy Bladow, Vice Chair
Amanda Stinton, Staff Executive
Victoria Peterson, Staff Executive

Strategic Planning Committee

BJ Ward, Chair
Tim Weisheyer, Vice Chair
Cindy Sampalis, Staff Executive

Strategic Planning Forum

BJ Ward, Chair
Tim Weisheyer, Vice Chair
Cindy Sampalis, Staff Executive

Sustainability Advisory Group

Rodney Helm, Chair
John Rosshirt, Vice Chair
Amanda Stinton, Staff Executive
Hugh Morris, Staff Executive

Young Professionals Network Advisory Board

Jairo Rodriguez, Chair
Michelle Doherty, Vice Chair
Robert Reuter, Staff Executive



STAFF EXECUTIVES

Staff Executives

NAR staff executives are your go-to for historical knowledge of NAR's work on the topic at hand!

They will:

- Provide expert subject matter knowledge and logistical support to the work of NAR's committees, advisory boards, councils, and forums.
- Help the chair and vice chair prepare for meetings and assist them with reporting to the Leadership Team, Executive Committee or Board of Directors when presenting recommendations brought forward from your committee.
- Coordinate and communicate meeting information
- Assist with proposed changes to the structure or purpose of the committee
- Assist with process to request an excused absence from a meeting. (Remember: committee attendance policy states that if you need to miss a meeting, a written notice should be submitted to the staff executive before the meeting date (email suffices as a written notice). If someone misses two consecutive regularly scheduled committee meetings, he or she automatically forfeits the committee appointment subject to review by the Leadership Team.



THE HUB

thehub.realtor

The Hub is the primary communications vehicle for NAR committees, and the place where NAR members involved in the work of the association connect.

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Engage with your committee

Every NAR committee has a community on the Hub. As 2023 committee members, you were all automatically added to your respective communities when your term began on December 1.

Start the conversation

Any member of a committee is encouraged to initiate conversation or post a document; it isn't necessary for the chair, vice chair, or staff executive to initiate dialogue.

Stay informed

NAR staff will post important information in your community regarding upcoming meetings, as well as resources or things you need to know to keep you up to date and informed on association or committee business.

Thoughtful, productive messages

Be thoughtful, intentional, and productive with the messages, especially when replying to all.

FAQs / Hub Assistance

Stay engaged and informed by using The Hub regularly! If you haven't used it yet, click on "[About the Hub](#)" from the home page and read through the helpful FAQ and resource guides available.

**You can
set your email
notifications to
real-time, or
"Daily Digest."**

**Learn how at
thehub.realtor/about-the-hub/tutorials.**

NAR POLICIES

Social Media Guidelines for NAR Leaders

Social media is a powerful and effective communication and engagement tool and NAR encourages NAR leaders to utilize social media to help raise awareness of NAR's work and issues of interest to REALTORS® and consumers.

These Social Media Guidelines for NAR Leaders (Guidelines) are intended to enable NAR leaders to maintain their ability to express themselves personally on social media, while also ensuring that the reputation and work of NAR is protected. In furtherance of these objectives, NAR leaders should try to follow these Guidelines:

1. While the President is the chief spokesperson for NAR, all NAR leaders are encouraged to use social media to promote NAR's mission, policy positions, advocacy efforts, and other association news.
2. Unless otherwise stated, it is acceptable to repost or share NAR published communications and established policy positions.
3. Always be professional and ethical when engaging in social media and avoid making statements or posting photographs that could reasonably harm the Association.
4. In the capacity of an NAR leader, avoid making statements contrary to NAR's public positions on federal issues, including but not limited to contrary statements about appointees, elected officials or candidates, and legislative or regulatory matters.
5. When reasonably necessary or useful, include a disclaimer that views expressed by the NAR leader are personal to the individual and do not represent the official views of NAR.

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6. Do not disclose any confidential information.
7. Do not call for a boycott of a product, service, or company.
8. Avoid any connection to NAR when making personal statements of endorsement or opposition to particular products, services, or companies.
9. Respect third-party intellectual property, and always use NAR's trademarks in accordance with NAR's Membership Marks Manual. REALTOR® means member of the National Association of REALTORS® and must not be used generically as a synonym for the occupation of "real estate agent" or "broker".
10. If an NAR leader is unsure whether a particular communication is appropriate, the NAR leader should refrain from making the social media post or contact the President or CEO prior to publishing the post.

NAR leaders who do not adhere to these Guidelines or who otherwise act inappropriately when engaging in social media, may be contacted by the President or CEO to resolve the situation, which may include withdrawing, correcting, or revising the communication at issue.



OWNERSHIP DISCLOSURE POLICY

Members of any NAR decision-making body must disclose the existence of any of the following:

- (1) an ownership interest* in,
- (2) a financial interest** in, or
- (3) service in a decision-making capacity for any entity prior to speaking to an NAR decision-making body on any matter involving that entity.

After making the required disclosure, such member may participate in the discussion and vote on the matter unless that member has a conflict of interest as defined below.

**Ownership interest is defined as the cumulative holdings of the individual; the individual's related spouse, children, and siblings; and of any trust, corporation, or partnership in which any of the foregoing individuals is an officer, director, or owns in the aggregate at least 50% of the (a) beneficial interest (if a trust), (b) stock (if a corporation), or (c) partnership interests (if a partnership).*

***Financial interest means any interest involving money, investments, extension of credit or contractual rights.*

CONFLICT OF INTEREST POLICY

A member of any NAR decision-making body has a conflict of interest whenever that member:

1. is a principal, partner, or corporate officer of a business providing, or being considered as a provider of, products or services to NAR (“Business”); or
2. serves on the board of directors of the Business unless the individual’s only relationship to the Business is service as NAR’s representative on such board; or
3. holds an ownership interest* of more than one percent of the Business.

Members with a conflict of interest must immediately disclose such conflict of interest prior to participating in any discussions or vote of an NAR decision-making body that pertains to the Business. Such members may not participate in any discussions related to that Business other than to respond to questions asked of them by other members of the body.

A member may not vote on any matter in which the member has a conflict of interest.

NAR'S COMMITMENT TO ANTITRUST COMPLIANCE

The National Association of REALTORS® is a not-for-profit trade association devoted to improving the business conditions of the real estate industry. NAR meetings and events often include real estate professionals and other industry stakeholders who compete with each other or work for competing businesses. NAR is committed to conducting all meetings and events in a professional, ethical, and lawful manner, including in adherence to all antitrust laws. To that end, the topics for this meeting will focus on advancing the interests of real estate professionals and consumers of real estate services, increasing competition, reducing risk for all parties involved in real estate transactions, and sharing insights on business best practices. The following discussion topics are always prohibited: agreements to fix prices, limit product or service offerings, allocate geographical territory or customers, and refuse to deal. Any discussion inconsistent with this policy will not be tolerated.



Statement of Appropriate Event Conduct

The National Association of REALTORS® (NAR) is committed to providing a positive and rewarding experience for everyone associated with an NAR event. In addition to NAR members' adherence to the NAR Member Code of Conduct, all attendees agree to abide by this Statement of Appropriate Event Conduct by virtue of their attendance at an NAR event.

All attendees (including without limitation NAR members, guests, speakers, exhibitors and vendors) are expected to conduct themselves professionally, to use good judgment and be respectful at all times while present at an NAR event. This includes an attendee's conduct while physically present at an NAR event, as well as an attendee's conduct on any virtual platform associated with an NAR event.

NAR does not tolerate any inappropriate behavior, including harassment or discrimination in any form. Examples of inappropriate behavior include, but are not limited to, harassing or defamatory verbal or written comments, display or use of graphic images or language, destruction of property, threats, intimidation, unwanted physical contact, unwanted sexual conduct whether physical or verbal or non-verbal, and any conduct, statements or images that denigrates or shows hostility toward an individual or group based on a protected characteristic.

Any attendee should immediately report any behavior they believe in good-faith violates this Statement of Appropriate Event Conduct to Lesley Muchow, NAR Deputy General Counsel or Heidi Henning, NAR Vice President, Meetings and Events. Please include as much detail as possible, such as the date, time, location and a description of the incident being reported. Any attendee who believes they are in immediate danger should report the incident directly to the police via 911.

NAR reserves the right to take any necessary and appropriate action against any attendee who violates this Statement of Appropriate Event Conduct, including, but not limited to, immediate removal from the event, prohibition from attendance at future NAR events, removal from a committee appointment, and expulsion from membership.

We value your attendance and thank you for your cooperation and commitment to ensuring a positive event experience for all.

MEMBER CODE OF CONDUCT POLICY

The NAR Member Code of Conduct applies to all (1) NAR-related activities, meetings, and events, whether held in public or private facilities (including those sponsored by organizations other than NAR and held in conjunction with NAR activities, meetings, or events), and (2) NAR member communications, whether written or verbal, related to NAR business or with NAR staff.

NAR Commitment:

NAR is committed to providing a productive and welcoming environment that is free from discrimination, harassment, and retaliation. Members are expected to act with courtesy and mutual respect toward each other, NAR staff, service providers, speakers, and event participants and to comply with the Member Code of Conduct.

Discrimination:

NAR prohibits discrimination based on an individual's race, color, religion, sex, gender, pregnancy, sexual orientation, gender identity and/or expression, age (40 and over), national origin, ancestry, physical or mental disability, genetic information, marital status, military or veteran status, political affiliation, personal appearance, and any other characteristic protected by applicable law.

Harassment:

NAR prohibits the harassment of its members, NAR staff, service providers, speakers, and event participants, based on an individual's race, color, religion, sex, gender, pregnancy, sexual orientation, gender identity and/or expression, age (40 and over), national origin, ancestry, physical or mental disability, genetic information, marital status, military or veteran status, political affiliation, personal appearance, and any other characteristic protected by applicable law. Prohibited harassment includes all unwelcome behavior based on a protected characteristic where the purpose or effect of the behavior is to create a hostile, abusive or intimidating environment, or where the behavior otherwise adversely affects an individual's ability to participate in or at NAR-related activities, or adversely affects an NAR staff member's employment in violation of this Code. Prohibited harassment may take various forms, including, but not limited to, the following examples:

COMMITTEE ONBOARDING

Resource Guide

- Verbal conduct, such as epithets, derogatory comments, slurs, or jokes, or unwanted sexual advances, solicitations, or comments.
- Visual conduct, such as derogatory or sexually oriented posters, cartoons, drawings, or gestures.
- Physical conduct, such as assault, impeding, or blocking movement.
- Via technology or computers, including to transmit, communicate or receive derogatory, inappropriate pornographic, sexually suggestive, or explicit pictures, cartoons, messages, jokes, or material.
- Threats and demands.
- Requests for sexual favors, such as unwanted sexual advances, which condition a benefit upon an exchange of sexual favors.
- Violence or threats of violence.

Harassment includes inappropriate conduct, comment, display, action, or gesture based on another person's sex, color, race, religion, national origin, age, disability, sexual orientation, gender identity, and any other protected characteristic.

Examples of harassment include, but are not limited to: epithets, slurs or negative stereotyping; threatening, intimidating or hostile acts; denigrating jokes; and the display or circulation of written or graphic material that denigrates or shows hostility toward an individual or group based on a protected characteristic.

Sexual Harassment:

Sexual harassment is one form of prohibited harassment. Sexual harassment includes but is not limited to 1) unwelcome sexual advances and other unwelcome verbal, visual or physical conduct of a sexual nature, or 2) requests for sexual favors or conduct of a sexual nature when (a) submission to or rejection of such advances, requests, or conduct is made either explicitly or implicitly a term or condition of membership, a benefit associated with membership, or employment; (b) an individual's submission to or rejection of such conduct is used as a basis for a decision affecting that individual; or (c) the purpose or the effect of such conduct is to substantially interfere with the affected individual's membership or employment or to create an intimidating, hostile or offensive work environment; or 3) sexual misconduct, which means any behavior of a sexual nature which also involves coercion, abuse of authority, or misuse of an individual's leadership position.

Harassing conduct, including sexually harassing conduct, can be committed by a person of either the same sex or gender, or the opposite sex or gender (or any other protected category) of the person subjected to the harassment. A person may be the victim of harassment even though the offensive conduct has not been directed at the person alleging harassment, regardless of the sex, gender, gender identity, gender expression, sexual orientation or other class status of the perpetrator. Additionally, sexually harassing conduct need not be intentional or motivated by sexual desire.

The following are examples, but do not represent an inclusive list of conduct that may constitute prohibited sexual harassment:

- Unwelcome sexual flirtations or propositions.
- Unwanted physical touching or closeness, such as massaging a person's back, neck or shoulders, hugging, kissing, patting, pinching, fondling, or touching/pulling an individual's clothing or hair.
- Physical gestures that imply a sexual act or sexual anatomy, touching oneself in a sexual nature.
- Brushing up against another person, standing too close, or lingering.

COMMITTEE ONBOARDING

Resource Guide

- Using vulgar words of a sexual nature, describing body parts, or sexual acts.
- Discussions or inquiries about sexual fantasy, preferences, history, or sex life about self or others.
- Displaying sexually suggestive or demeaning objects, pictures or cartoons, or other materials on a personal or company-owned device shared in the workplace.
- Giving personal gifts that imply an intimate relationship.
- Repeated invitations and/or pressuring/coercion for dates or sexual favors; harassing phone calls, emails, texts, social media posts, or other communication.

Any suggestion that an individual's committee assignment, leadership position, job security, project assignment, or the terms or conditions of employment depend at all on the submission to or rejection of requests for sexual favors or relations.

How to Report Incidents of Harassment or Inappropriate Behavior:

Any person who believes they experienced or witnessed discrimination, harassment, retaliation, or any other inappropriate behavior in violation of this Code should promptly report the incident to one of the following individuals: the NAR General Counsel, Senior Vice President of Talent Development Resources, or Chief Executive Officer.

Leadership Team members must promptly report to NAR any possible violation of this Code they observe or become aware of, and failure to do so will generally be deemed to be a violation of this Code.

Investigation and Discipline:

Upon receipt of a report of possible discrimination, harassment, retaliation, or any other inappropriate behavior in violation of this Code, NAR will promptly conduct an investigation at the direction of NAR's General Counsel. Members have a duty to cooperate with and participate in an investigation into any reported violation of this Code when asked by NAR, to do so in good faith, and to provide complete and truthful information to NAR. During the investigation, NAR will involve only those deemed necessary to the investigation, and disclosures will only be made on an as-needed basis.

If it is determined that the investigation substantiates that a violation of this Code has occurred, NAR's President, President-Elect, and First Vice President will be briefed on the investigation and in consultation with NAR's General Counsel, will determine any disciplinary action. If one or more of the foregoing officers are named in the complaint, NAR's General Counsel will identify a substitute to be selected from the Leadership Team or, if necessary, the Executive Committee.

NAR reserves the right to take any necessary and appropriate action against a member who engages in any form of discrimination, harassment, retaliation, or inappropriate behavior in violation of this Code. Such actions may include, but are not limited to, prohibition from attendance at future NAR meetings or events, suspension from NAR-related travel, removal from a leadership or committee appointment, referral of a request for removal of an officer to the Credentials and Campaign Rules Committee, expulsion from membership, or any other action deemed appropriate by NAR.

NAR strictly prohibits all individuals from retaliating against any person who in good faith reports, or participates in the investigation of, possible discrimination, harassment, retaliation, or other inappropriate behavior in violation of this Code.

To the greatest extent allowed by law, NAR is not and will not be held responsible for any member's alleged violation of this Code or otherwise inappropriate or unlawful act.

NAR STRATEGIC PLAN & DEI STRATEGIC PLAN

In 2022, the Strategic Planning Committee and the Diversity undertook the important initiative to create plans that will shape the focus and direction of NAR well into the future. The results of their hard work, the new NAR Strategic Plan and the NAR DEI Strategic Plan, are on the pages that follow.

Plan Components and Focus:

- Both the NAR Strategic Plan and the DEI Plan are similarly structured
- NAR Strategic Plan represents a broader set of directives for focus and action over the next three years
- The DEI Plan represents an important thread within the NAR Strategic Plan with more specifics
- on targets to reach and critical areas for action

The plans are also available at [nar.realtor](https://www.nar.realtor) under the “About Us” tab.



NATIONAL
ASSOCIATION OF
REALTORS®

STRATEGIC FRAMEWORK

AND

2023-2025

STRATEGIC PLAN

THE NAR STRATEGIC FRAMEWORK

MISSION

To empower REALTORS® as they preserve, protect, and advance the right to real property for all.

VISION

To be a trusted ally, guiding our members and those they serve through the ever-evolving real estate landscape.

OPERATING VALUES

WHAT DO WE STAND FOR?

Right to Housing. We believe that every individual should have access to safe, decent, affordable housing.

Real Estate Impact. We believe that a thriving residential and commercial real estate market is a critical economic engine to support healthy vibrant communities.

Private Property Rights. We believe that the freedom to buy, sell, and utilize property, as protected by the 5th amendment, underlies all real estate transactions and markets.

Homeownership. We support the broadest opportunity for homeownership and promote the benefits to individuals, families and the community.

Entrepreneurship. We believe that every individual should have the freedom to pursue their business goals and succeed in creating the quality of life they desire.

Professionalism. We believe that all REALTORS® ascribe to the highest standards of ethics and professionalism.

HOW WILL WE OPERATE?

Empathy. In all that we do, we are guided by a deep understanding and sensitivity to our members' needs and concerns and stay focused on removing barriers to their success and profitability.

Collaboration. We believe that by sharing expertise, ideas and resources with others, we can build relationships and solutions that will advance the industry. We will always seek to find best in brand companies, partners or platforms, rather than build or develop it ourselves.

Stewardship. We believe that we have a responsibility to manage and direct the assets of the association, including the integrity of the REALTOR® brand, for the sole purpose of benefiting our members.

Transparency. We strive for open, two-way communication with members to inform our actions and decisions on their behalf.

Resilience. To lead effectively, we must adapt to our changing environment and be proactive in shaping a future in which our members can thrive.

Inclusivity. We believe that every voice has value in shaping the work we do, and that by embracing our differences, we will learn more, be stronger and develop better solutions.

THE NAR STRATEGIC FRAMEWORK

LONG-TERM GOALS

PILLAR: LEADERSHIP AND INFLUENCE

NAR will continue to be the trusted voice for real estate.

NAR will advocate for the issues that impact the development of sustainable, vibrant, accessible communities.

NAR will seek to partner with those who can drive innovation in the business of real estate and in meeting the changing needs of the consumer.

PILLAR: INDUSTRY OUTREACH

NAR will unite all facets of the residential and commercial industry to create a powerful, cohesive voice for real estate.

NAR will advance the real estate profession worldwide.

PILLAR: MEMBER SUCCESS

NAR will pursue innovative programs, products and services that support the productivity and success of the REALTOR®.

The value of membership in NAR will be clear, essential and undeniable.

PILLAR: REALTOR® BRAND

NAR will serve the member and the consumer by setting and enforcing the standard for the consistent, ethical practice of real estate.

The REALTOR® will be recognized and trusted as the consumer's advocate and the expert advisor for all things real estate.

PILLAR: MEMBER EXPERIENCE

NAR will provide a customized member experience, targeting communication, service delivery and engagement opportunities to individual member needs and expectations.

NAR will provide opportunities for members to collaborate, learn and grow across disciplines.

PILLAR: ORGANIZATIONAL DEVELOPMENT AND PERFORMANCE

NAR will be a nimble, decisive leader in shaping the future of real estate.



THE NAR 2023-2025 STRATEGIC PLAN

PILLAR: LEADERSHIP AND INFLUENCE

STRATEGIC OPPORTUNITY:

Political Advocacy

2025 OBJECTIVES

1. Modernize NAR's advocacy approach in a changing political landscape to wield greater influence with legislative, executive and regulatory entities on the federal level, and in collaboration with state and local associations at the state and local levels.
2. Strengthen messaging around Fair Housing in political advocacy efforts.

STRATEGIC OPPORTUNITY:

Housing Production and Access

2025 OBJECTIVES

1. Improve housing availability, affordability, accessibility and sustainability to better meet consumer demand.
2. Critically review NAR public policy through an equity lens, and incorporate the NAR operating value of diversity, equity and inclusion as an organic part of the policy development and review process.

STRATEGIC OPPORTUNITY:

Consumer Advocacy

2025 OBJECTIVES

1. Enhance the next generations' understanding of the benefit of homeownership and the essential expertise of the REALTOR® and capture their passion and influence in addressing real estate and community issues.

STRATEGIC OPPORTUNITY:

Risk Management

2025 OBJECTIVES

1. Protect the right to real property and educate and support members to anticipate and mitigate risk in the practice of real estate.

STRATEGIC OPPORTUNITY:

Climate and Sustainability

2025 OBJECTIVES

1. Raise member understanding of the impact of climate change and the importance of sustainability practices to our industry.
2. Become the recognized leader and resource for industry and community sustainability and resiliency.



THE NAR 2023-2025 STRATEGIC PLAN

PILLAR: INDUSTRY OUTREACH

STRATEGIC OPPORTUNITY: **Commercial Industry Engagement**

2025 OBJECTIVES

1. Redefine NAR value for the commercial industry and reimagine engagement of all commercial sectors.

STRATEGIC OPPORTUNITY: **Strategic Alliances**

2025 OBJECTIVES

1. Significantly expand NAR strategic alliances to improve collaboration on a wide range of issues impacting real estate and sustainable, vibrant, accessible communities.

STRATEGIC OPPORTUNITY: **Global Outreach**

2025 OBJECTIVES

1. Continue to build global partnerships, collaboration and sharing of best practice to advance the real estate profession worldwide and provide business opportunities for members.

PILLAR: MEMBER SUCCESS

STRATEGIC OPPORTUNITY: **Business Intelligence, Resources and Tools**

2025 OBJECTIVES

1. Provide members with the data, tools, technology and education to deliver distinctive, exceptional service to consumers and to maximize members' business success.

STRATEGIC OPPORTUNITY: **Real Estate Data and Business Models**

2025 OBJECTIVES

1. Advocate and champion a pro-consumer, pro-competition real estate environment.

STRATEGIC OPPORTUNITY: **REALTOR® Well-Being**

2025 OBJECTIVES

1. Develop and promote practices that support member safety, financial and personal well-being.

THE NAR 2023-2025 STRATEGIC PLAN

PILLAR: REALTOR® BRAND

STRATEGIC OPPORTUNITY:

Professional Standard of Excellence

2025 OBJECTIVES

1. Set a higher standard of excellence in real estate so that REALTORS® can consistently meet changing consumer needs and expectations.
2. Promote REALTORS® as champions of diverse, inclusive, accessible, and sustainable communities.

STRATEGIC OPPORTUNITY:

REALTOR® Value

2025 OBJECTIVES

1. Ensure that REALTORS® know their value, can communicate their value and consistently embody their value in serving consumers.
2. Ensure consumers understand and appreciate the value of the REALTOR®.

PILLAR: MEMBER EXPERIENCE

STRATEGIC OPPORTUNITY:

Communication Strategy

2025 OBJECTIVES

1. Enhance the M1 database as a more robust platform that helps NAR and local and state associations more effectively communicate with members and target benefits and services.
2. Develop an organization-wide strategic communications plan that coordinates and integrates content and messaging to members and consumers and supports achievement of 2025 objectives under each Plan Pillar.

STRATEGIC OPPORTUNITY:

Partnership with Brokers

2025 OBJECTIVES

1. Expand the partnership with brokers to engage members and advance our common industry goals and priorities.

STRATEGIC OPPORTUNITY:

Engagement of Next Generation Professionals

2025 OBJECTIVES

1. Create additional pathways for engagement of next generation REALTORS® resulting in a strong sense of belonging and contribution of their voice and talents.

STRATEGIC OPPORTUNITY:

A Sense of Belonging

2025 OBJECTIVES

1. Reduce bias in interactions with members and in processes designed to engage members in the association.

THE NAR 2023-2025 STRATEGIC PLAN

PILLAR: ORGANIZATIONAL DEVELOPMENT AND PERFORMANCE

STRATEGIC OPPORTUNITY:

NAR-State-Local Association Relations

2025 OBJECTIVES

1. Improve understanding of national, state and local association complementary roles, and cooperation, communication and alignment around a shared member.

STRATEGIC OPPORTUNITY:

Diversity, Equity and Inclusion

2025 OBJECTIVES

1. Fully realize and maintain the impact of the DEI initiative in NAR policy, governance and member engagement.

STRATEGIC OPPORTUNITY:

Environment, Social, Governance and Resilience (ESG+R) Practices

2025 OBJECTIVES

1. Use an ESG+R lens on a regular basis to evaluate NAR policies, practices and decisions.

STRATEGIC OPPORTUNITY:

NAR Focus and Priority

2025 OBJECTIVES

1. Conduct annually a consistent, integrated process of planning that aligns the focus and resources of the association around an agreed upon set of goals and priorities.

STRATEGIC OPPORTUNITY:

Leadership Development

2025 OBJECTIVES

1. Develop a system to identify and cultivate competent, engaged leaders who represent the diversity of the membership and who are committed to advancing the industry and the communities they serve.

STRATEGIC OPPORTUNITY:

Organizational Culture

2025 OBJECTIVES

1. Reinforce an NAR organizational culture that fully embraces the association's operating values in decision-making, action and behavior throughout the organization.



2023 STRATEGIC PRIORITIES

1. Clarity and Pride in the REALTOR® Brand
(brand value and communication)
2. Housing for All: Availability, Affordability,
Accessibility, Sustainability
3. REALTOR® Safety and Wellness (including financial)
4. Continued Implementation of the NAR Diversity,
Equity and Inclusion Initiative
5. Value and Engagement of the Commercial Sector
6. Continued Development of a Comprehensive,
Robust Member Database and Strategic
Communication Plan
7. Pursuit of Strategic Alliances and Partnerships
that Strengthen the REALTOR® Brand with
the Consumer

Questions?

Contact nargovernance@nar.realtor



NAR.realtor

DIVERSITY, EQUITY, AND INCLUSION STRATEGIC PLAN



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PILLAR: EXECUTIVE COMMITMENT

STRATEGIC OPPORTUNITY:

Diversity, Equity and Inclusion are prioritized, built into our association structures and process, and measured consistent with other NAR strategic initiatives.

OBJECTIVES

1. Create permanent D.E.I. infrastructure for the Association membership.
2. Establish accountability and measures for D.E.I. results.
3. Ensure NAR Leadership is educated on D.E.I.

PILLAR: MEMBERSHIP

STRATEGIC OPPORTUNITY:

We have a diverse membership that is represented in our leadership, governance, and committee structures.

OBJECTIVES

1. Remove bias from any stage of the selection process.
2. Utilize leadership academies to advance D.E.I.
3. Establish an expectation that serving on a national committee is an opportunity in succession planning. Members can move to other committees and recommend others to serve. It is important to ensure this is not implemented on a selective basis by maintaining and analyzing the service records.

PILLAR: PARTNERS

STRATEGIC OPPORTUNITY:

We identify and develop a diversity of partnerships to better serve our members, the real estate industry, and communities.

OBJECTIVES

1. Continue to enhance partnerships with four multicultural real estate organizations and continue to elevate these organizations at the national level in partnership with NAR.
2. Enhance pipeline development initiatives to increase diversity in the real estate industry.
3. Expand NAR D.E.I. priorities to include financial investment into homeownership and intergenerational wealth initiatives in multicultural communities.

PILLAR: COMMUNICATION & MARKETING MANAGEMENT

STRATEGIC OPPORTUNITY:

We deliver the D.E.I. message to the hearts and minds of our members, the real estate industry, and communities.

OBJECTIVES

1. Position the business case for Diversity, Equity, and Inclusion at NAR to support other D.E.I. efforts within our Association.
2. Cascade D.E.I. buy-in, ownership, and accountability from leadership through State Associations, Councils, and Committees.
3. Expand efforts to include and retain racially and ethnically diverse members within our Association.

PILLAR: CULTURE

STRATEGIC OPPORTUNITY:

We have an inclusive association culture where everyone feels welcomed, connected, a sense of belonging, and realizes the NAR value proposition.

OBJECTIVES

1. Improve consistency in realizing the NAR value proposition across all demographics.
2. Build capacity to value diversity and demonstrate inclusive behaviors.
3. Create a culture change plan; specifically address "cliquishness" and unintended exclusionary behaviors.

PILLAR: ADVOCACY

STRATEGIC OPPORTUNITY:

We promote public policy and provide programs to advance broader homeownership availability and affordability in all communities. We prioritize efforts to narrow homeownership gaps among demographic groups and promote strong enforcement of anti-discrimination laws in the housing market.

OBJECTIVES

1. Ensure participation of diverse member voices in development of NAR public policy positions.
2. Ensure the process for developing NAR public policy positions considers impact on groups that have been discriminated against in housing.
3. Update the training process for Federal Political Coordinators (FPCs) and association staff to encourage development of diversity in FPC program.
4. Ensure Real Estate Services Advisory Group and Top 50 Large Firm Directors include diverse participants and perspectives.
5. Ensure REALTOR® party programming and Community Outreach programs include diverse participants, activities, and perspectives.
6. Ensure, within legal confines, NAR's engagement in the NAR RPAC process incorporates diversity and considers NAR's commitment to fair housing.

RPAC COMMITTEE CHALLENGE

GOAL:

100%

**Investment from ALL
committees in 2023!**

The REALTORS® Political Action Committee is the backbone of the REALTOR® Party, and we need your help!

President Kenny is challenging all NAR committees to reach 100% participation by the REALTORS® Legislative Meetings in May – can we rise to the challenge?

If every committee member invests \$15, we've collectively invested \$45,000 toward NAR's advocacy for policy initiatives that strengthen the ability of Americans to own, buy and sell real property.

Learn more about RPAC or make an investment at <https://realtorparty.realtor/rpac/invest>

"Contributions to RPAC are not deductible for federal income tax purposes. Contributions are voluntary and are used for political purposes. The amounts indicated are merely guidelines and you may contribute more or less than the suggested amounts. The National Association of REALTORS® and its state and local associations will not favor or disadvantage any member because of the amount contributed or a decision not to contribute. You may refuse to contribute without reprisal. Your contribution is split between National RPAC and the State PAC in your state. Contact your State Association or PAC for information about the percentages of your contribution provided to National RPAC and to the State PAC. The National RPAC portion is used to support federal candidates and is charged against your limits under 52 U.S.C. 30116. Federal election law prohibits RPAC from soliciting contributions from persons outside the restricted class. Any contributions received from outside the restricted class will be returned."

COMMITTEE ONBOARDING

Resource Guide

President's Challenge

As NAR continues to strengthen its commitment to fair housing in the real estate industry, 2023 President Kenny Parcell is asking that our appointed and elected leaders in the association lead by example by completing the **Fair Housing Challenge** and the **REALTORS® Commitment to Excellence program**.

Fair Housing Challenge

The Fair Housing Challenge includes three training components:

1. Fairhaven: A Fair Housing Simulation,
2. Bias Override: Overcoming Barriers to Fair Housing (either by video or by classroom training);
3. At Home with Diversity®, an optional certification.

More information available soon at nar.realtor/presidentschallenge



REALTORS® Commitment to Excellence Challenge

Complete the REALTORS® Commitment to Excellence Challenge by earning your REALTORS® Commitment to Excellence (C2EX) Endorsement. C2EX is a way to take your professionalism and service to the next level.

nar.realtor/realtors-commitment-to-excellence



Amp up your career at C2EX.realtor



RIDING WITH THE BRAND



What is Riding with the Brand?

Riding with the Brand is a 2023 NAR initiative that kicks off at REALTOR® Party Training Conference at the end of November and concludes at NAR NXT: The REALTOR® Experience in Anaheim, November 2023.

Riding with the Brand is a nationwide, multi-stop association member activation tour.

NAR will partner with every US state REALTOR® association while conducting events across the country that showcase the value of REALTORS®, associations, and the importance of real estate and REALTORS® to local communities. These events will highlight everything from market condition trends to REALTOR®-supported programs and policy initiatives.

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There will either be a motor coach or an activation crate at each state's event which will provide the space to network and share the power of the R[®] to help current and future member prospects learn about the vast array of benefits provided by local, state and national REALTOR[®] associations.

Members will have the opportunity to participate in a nationwide sweepstakes to win the custom REALTOR[®] motorcycle by donating \$50 up to a max of 3 entries per person. All proceeds raised will funnel directly to the REALTORS[®] Relief Foundation, which helps U.S. communities rebuild and recover after natural disasters and other destructive events.

To find out when Riding with the Brand will be part of or your state's event, please visit the Tour Stops at www.nar.realtor/riding or reach out to your state association.

For more information visit – www.nar.realtor/riding

Text **RWTB** to
41444

or visit
www.nar.realtor/riding



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NAR EVENTS HIGHLIGHT

President's Circle

March 1-4

Cancun, Mexico

nar.realtor/events/rpac-presidents-circle-conference

Broker Summit

April 17-18

Kansas City, Missouri

nar.realtor/events/realtor-broker-summit

REALTORS® Legislative Meetings

May 6-11

Washington, DC

[Legislative.realtor](https://legislative.realtor)

iOi Summit

August 29-30

Miami, Florida

loisummit.realtor

C5 Summit

September 28-30

Atlanta, GA

c5summit.realestate

NAR NXT, The REALTOR® Experience

November 14-16

Anaheim, California

Narnxt.realtor



Mark your calendar for
these important events
in 2023!

QUESTIONS?

Contact NAR staff at...

nargovernance@nar.realtor.

Find additional committee resource information at...

nar.realtor/national-leadership/committee-members-liaisons

