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#REALTORNATION2019  
#FLORIDAREALTORS



FloridaRealtors®  
The Voice for Real Estate® in Florida

Jan. 1  
2019

LEADERSHIP  
REFERENCE GUIDE



WOW!

LET'S GET  
IT DONE!!



YOUR TEAM...

# REALTOR® NATION!!!

CEO GRANT



PRES. SAIN



PRES.-ELECT GROOMS



VP LAMBERT



TREAS. PAPPAS



SEC. MCGRAW



LEADERSHIP (PG. 3) LOCAL ASSOCIATIONS (PG. 84)  
KEY DOCUMENTS (PG. 123) MGMT. TEAM (STAFF) (PG. 155)

YOU HAVE THE  
POWER!

# 2019 Leadership Reference Guide



Our superpowers help us make a difference in our profession. Thanks to our collective know-how and individual experience and expertise, every day we improve the quality of Florida's families and businesses. Your comprehensive Leadership Reference Guide (LRG) is carefully prepared to provide content and context for you to be a force for Florida Realtors.®

This 2019 edition contains a directory of committees and committee members, a locator map, policy and bylaws, Code of Ethics and calendar of events. Plus, contact information for state and local leaders, Florida cities cross-referenced with members' local affiliation and AEs organized by last name or association. Check for regular updates on your award-winning website, [floridarealtors.org](http://floridarealtors.org).

Share your ideas about making this annual publication more valuable. After using the guide, complete the brief reader comment card and return it to us postage paid. As your business partner, we are committed to help you do your best. We sincerely hope you find the 2019 LRG a useful tool.



**FloridaRealtors**<sup>®</sup>  
The Voice for Real Estate<sup>®</sup> in Florida



The bulk of the data contained in this publication reflects information as of November 2018. For the hearing-impaired wishing to communicate with Florida Realtors<sup>®</sup> via a TDD, call 800.955.8771.

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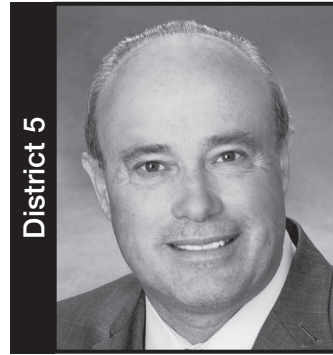
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# Institutes, Societies & Councils

Realtors® who wish to improve their expertise in a real estate specialty may take advanced education and earn professional designations through the institutes, societies and councils affiliated with the National Association of Realtors®.

Below is a list of these groups, the designations each offers and contact information for the Florida chapter, where applicable, or the national organization.

**Management Team Liaison:** Omar Ho-Sang

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## CCIM Institute



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Tampa 33602  
Tel: 813.935.9600  
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Email: tina@floridacommercialgroup.com

### Purpose

Members of this institute are recognized as experts in the disciplines of commercial real estate brokerage asset management, valuation and investment analysis.

### Designation

Certified Commercial Investment Member (CCIM)

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## Real Estate Buyer's Agent Council

**National Contact**  
**800.648.6224**

### Purpose

The Real Estate Buyer's Agent Council includes real estate practitioners who represent buyers in real estate transactions. Members complete education to improve their ability to represent consumers in residential transactions.

### Designation

Accredited Buyer Representative (ABR®)

## Institute of Real Estate Management



**Aaron M. Bosshardt**  
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### Purpose

Established in 1933, the Institute of Real Estate Management (IREM) promotes high professional standards among individuals engaged in property management. It offers a wide variety of educational programs.

### Designation

Accredited Commercial Manager (ACoM)  
Accredited Management Organization® (AMO®)  
Accredited Residential Manager® (ARM®)  
Certified Property Manager (CPM®)

---

## Realtors® Land Institute



**William H. Rollins, Jr.,**  
**ALC, CCIM**  
6810 International  
Center Blvd.  
Fort Myers 33912  
Tel: 239.489.4066  
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solutions.net

### Purpose

Established in 1944, RLI helps members improve their professional skills and enhance their marketing expertise in all phases of land brokerage, including agricultural and urban land as well as transitional and recreational properties.

### Designation

Accredited Land Consultant (ALC)

## Real Estate Business Institute



**Vicky Lee Santana, CRB, CRS, SRS**  
 132 Morgan Circle  
 Sebastian 32958  
 Tel: 877.538.8383, ext. 100  
 Cell: 772.538.8383  
 E-mail: vicky@nexthome  
 santana.com

### Mission

The Real Estate Business Institute (REBI) empowers a diverse community of real estate professionals who manage clients, teams and firms with the knowledge and resources to build and sustain profitable businesses and maximize success.

### Designations

Certified Real Estate Brokerage Manager (CRB)  
 Seller Representative Specialist (SRS)

### Certifications

Certified Real Estate Team Specialist (C-RETS)  
 Real Estate Negotiation Expert (RENE)

## The Counselors of Real Estate



**Robert Gallaher, CRE**  
 16655 S.W. 87th Place  
 Miami 33157  
 Cell: 305.793.8483  
 E-mail: bob@gbvalue.com

### Purpose

This group was established to provide skilled and independent real estate advice and guidance to property owners, investors and developers.

### Designation

Counselor of Real Estate (CRE™)

## Residential Real Estate Council



**Oscar N. Resek, CIPS, CRS**  
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 Miami 33138  
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### Purpose

RRC offers a host of educational programs including classroom courses, self-paced e-learning, live webinars, archived recordings and events and awards. The council awards the prestigious CRS designation to experienced Realtors® who have completed advanced professional training and demonstrated outstanding professional achievement in residential real estate.

### Designation

Certified Residential Specialist (CRS)

**(continued)**



## Society of Industrial and Office Realtors



**J.R. Steinbauer, SIOR**  
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### Purpose

Established in 1944, this society offers educational programs for practitioners who market industrial and office properties.

### Designation

Society of Industrial and Office Realtors (SIOR)

## Women's Council of Realtors®



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### Purpose

Founded in 1938, WCR provides a referral network and educational programs that prepare members for leadership roles in business and community service.

### Designation

Performance Management Network (PMN)

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## Other Specialty Groups, Designations & Certifications

In addition, the National Association of Realtors® has developed designation and certification programs specifically for other specialty members. Below is a brief overview of each, along with a contact number for more information. For general information about NAR programs, **Contact 800.874.6500.**

### At Home with Diversity (AHWD®)

Learn to work effectively with – and within – today's diverse real estate market. The At Home With Diversity certification teaches you how to conduct your business with sensitivity to all client profiles and build a business plan to successfully serve them.

**Tel: 800.874.6500, ext. 8393**

**E-mail: [ahwd@realtors.org](mailto:ahwd@realtors.org)**

### Broker Price Opinion Resource (BPOR)

The BPOR certification provides Realtors® with knowledge and skills to perform accurate and professional broker price opinions (BPOs) and comparative market analyses (CMAs), while reducing risk and increasing opportunities.

**Web: [bpor.org](http://bpor.org)**

### Certified International Property Specialist (CIPS)

Instantly align yourself with the best in international real estate by earning the CIPS designation. The program includes five full days of study focusing on the critical aspects of international real estate transactions, and an influential network of 2,000 professionals who turn to each other first when looking for referral partners.

**Tel: 800.874.6500, ext. 8369**

**E-mail: [cips@realtors.org](mailto:cips@realtors.org)**

### Certified Real Estate Team Specialist certification (CRETS)

The Certified Real Estate Team Specialist certification is designed to improve team development, individual leadership skills, and financial performance. The courses provide the tools, strategies, and knowledge that are required of today's real estate professionals who are either considering or currently operating in a team environment. It is for team leaders, team members, those looking to start a team, and those who simply want to sharpen their management skills.

**Tel: 800.621.8738**

**Web: [rebinstitute.com](http://rebinstitute.com)**

### e-PRO®

The e-PRO® certification teaches you to use cutting-edge technologies and digital initiatives to link up with today's savvy real estate consumer.

**Tel: 877.397.3132**

**E-mail: [epro@realtors.org](mailto:epro@realtors.org)**

### General Accredited Appraiser (GAA)

For general appraisers, this designation is awarded to those whose education and experience exceed state appraisal certification requirements.

**Tel: 800.874.6500 ext. 8268**

**E-mail: [appraisal@realtors.org](mailto:appraisal@realtors.org)**

### Graduate, Realtor® Institute (GRI)

Realtors® with the GRI designation have in-depth training in legal and regulatory issues, technology, professional standards, and the sales process. Earning the designation is a way to stand out to prospective buyers and sellers as a professional with expertise in these areas.

**Tel: 407.438.1400, ext. 2408**

**E-mail: [education@floridarealtors.org](mailto:education@floridarealtors.org)**

### Green Resource Council (GREEN)

Through NAR's Green designation, the Green Resource Council provides ongoing education, resources and tools to help real estate practitioners find, understand, and market properties with green features.

**Tel: 800.498.9422**

**E-mail: [greendesignation@realtors.org](mailto:greendesignation@realtors.org)**

**Web: [greenresourcecouncil.org](http://greenresourcecouncil.org)**

### Military Relocation Professional (MRP)

This certification focuses on educating real estate professionals about working with current and former military service members to find the housing solutions that best suit their needs and take full advantage of military benefits and support.

**Tel: 888.648.8321**

**E-mail: [mrp@realtors.org](mailto:mrp@realtors.org)**

**Web: [militaryrelocationpro.org](http://militaryrelocationpro.org)**

### Pricing Strategy Advisor (PSA)

Determining property values depends more than ever on professional expertise and competence, the best use of technology, and approaching the pricing assignment from various perspectives. Enhance your skills in pricing properties, creating CMAs, working with appraisers, and guiding clients through the anxieties and misperceptions they often have about home values with the PSA certification.

**Web: [pricingstrategyadvisor.org](http://pricingstrategyadvisor.org)**

### Real Estate Negotiation Expert (RENE)

The Real Estate Negotiation Expert (RENE) certification is for real estate professionals who want to sharpen their negotiation skills. The RENE certification program gives Realtors® the tips and tools they need to be skillful advocates for their clients.

**Tel: 800.621.8738**

**E-mail: [info@rebinstitute.com](mailto:info@rebinstitute.com)**

**Web: [rebinstitute.com](http://rebinstitute.com)**

### Residential Accredited Appraiser (RAA)

For residential appraisers, this designation is awarded to those whose education and experience exceed state appraisal certification requirements.

**Tel: 312.329.8268**

**E-mail: [appraisal@realtors.org](mailto:appraisal@realtors.org)**

### Resort & Second Home Property Specialist (RSPS)

This certification is designed for Realtors® who facilitate the buying, selling, or management of properties for investment, development, retirement, or second homes in a resort, recreational and/or vacation destination.

**Tel: 800.874.6500, ext. 8268**

**E-mail: [resort@realtors.org](mailto:resort@realtors.org)**

### Seller Representative Specialist (SRS)

The Seller Representative Specialist (SRS) designation is the premier credential in seller representation. It is designed to elevate professional standards and enhance personal performance. The designation is awarded to real estate practitioners by the Real Estate Business Institute (REBI) who meet specific educational and practical experience criteria.

**Tel: 800.621.8738**

**E-mail: [customerservice@srsCouncil.com](mailto:customerservice@srsCouncil.com)**

**Web: [srsCouncil.com](http://srsCouncil.com)**

### Seniors Real Estate Specialist (SRES)®

The SRES designation program educates Realtors® on how to profitably and ethically serve the real estate needs of the fastest growing market in real estate, clients age 50+. By earning the SRES designation, you gain access to valuable member benefits, useful resources, and networking opportunities across the U.S. and Canada to help you in your business.

**Tel: 800.500.4564**

**E-mail: [sres@realtors.org](mailto:sres@realtors.org)**

**Web: [seniorsrealestate.com](http://seniorsrealestate.com)**

### Short Sales and Foreclosures Resource (SFR)®

The SFR® certification teaches real estate professionals to work with distressed sellers and the finance, tax, and legal professionals who can help them, qualify sellers for short sales, develop a short sale package, negotiate with lenders, safeguard your commission, limit risk, and protect buyers.

**Tel: 877.510.7855**

**E-mail: [sfr@realtors.org](mailto:sfr@realtors.org)**

**Web: [realtorsfr.org](http://realtorsfr.org)**

*Some association employees pursue the following designations designed to enhance their association management capabilities.*

### Certified Association Executive (CAE)

Offered by the American Society of Association Executives, the CAE program helps key association employees excel in every facet of association management.

**Tel: 202.626.2759**

**E-mail: [lfurtado@asaecenter.org](mailto:lfurtado@asaecenter.org)**

### Realtor® Association Certified Executive (RCE)

RCE is the only professional designation designed specifically for Realtor® association executives. RCE designees exemplify goal-oriented AEs with drive, experience and commitment to professional growth.

**Tel: 312.329.8545**

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# Board of Directors

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 J.R. Steinbauer  
 H.B. Warren, II  
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 Jennifer Gross  
 Daniel A. Guerra  
 Frank J. Gulisano  
 John D. Gullahorn  
 Adam Gurske  
 Julio Guzman  
 Kyshana Guzman  
 David Hall  
 Monica Hands

Ida Hargaray	Cheryl Lee-Talbert	William Navarra	Jack Rodriguez
Andrew K. Harper	Diego Leiva	Keith W. Neff	Rigoberto Rodriguez
Ronald P. Harris	Dane Leslie	Marilia Neri	Alisa Rogers
Spencer E. Haynes	Charles M. Levine	Sharon M. Neuhofer	Michelle Rojas
Lynnette Hendricks	Marissa R. Levine	Afra M. Newell	Gregory D. Rokeh
Manuela B. Hendrickson	Jonathan H. Lickstein	Annette Newkirk	Stephen J. Romano
Daniel Hernandez	Vickie Lingerfelt	James D. Norton	Douglas W. Rooks
Joni L. Herndon	Cynthia Logan	Mark Noviello	Christina M. Rordam
Elias R. Hilal	Susan E. Logan	Jose Augusto P. Nunes	Filomena J. Rose
Russ Hilderbrand	Jill E. Long	Scott J. Nyman	Mark W. Rosener
Lisa G. Hill	David H. Longspaugh, Jr.	Charlene Oakowsky	Melinda S. Rovillo
Fred Hintenberger	Daniel A. Lopez	Neal A. Oates, Jr.	Larry R. Rowe
Brian Hinton	Enrique Lopez	Kathi A. Obendorfer	Steve Rudnianyn, II
Nicholas D. Hohman	Gregory Lord	Roberta Odom	Lance Ruffe
Melissa Honeycutt	Carola Lueder	Emel Onur	Lisa C. Ruiz-Castanet
Lyndie House	John W. Lynch, Sr.	Peter Ortega	Robert J. Russotto
Carol B. Housen	Vivian Macias	Jose M. Ortiz	Richard Rylott
Jonathan R. Howard	Susanna Madden	Donna L. Overman	Jennie Sammur
Susan M. Howell	Michael J. Mangrum	Addie Owens	Heidi Sanchez
Phillip Hudson	Tara Marchisello	Karen S. Palmer	Julio A. Sanchez
Michael L. Hughes	Cathy S. Marino	Jesse C. Pan	Leon S. Sarkisian
Mary Jalil	Renee Marquiss	Anthoula R. Papagiannakis	Rachel T. Sartain
Jeannette T. Jenkins	Holly A. Marth	Terry L. Paschal	Andy J. Scaglione
Debi A. Jensen	John P. Martin, III	Robert Pasquarello	Tom Scaglione
Joanna Jimenez	Randolph W. Martin	Maryellen Paterson	Ben G. Schachter
Justine Jimenez Garcia	Donnie R. Martinez	Tanner Peacock	Michele Schafer
Dawn M. Johnson	Edward Martinez	Deanna Pelfrey	James C. Schanz
George R. Johnson	Lazaro Martinez	John S. Perrone	James P. Schlimmer
Jason A. Johnson	Sonia G. Martinez	Thamara Pichardo	Joseph P. Schlitt
Adam R. Jonas	Reagan L. Masone	Jeanne Pickrel	A. Cristie Schmidt
Jonette Jones	Richard R. Masterson, Jr.	Vanessa Pierce	Claire G. Schwartz
Lamanda L. Jones	Dianne M. Mattiace	Terry J. Pilcher	Robin A. Schwartz
Lynn H. Jones	Deborah L. Mays	James A. Pilon	Amy K. Seeks
Barbara S. Jordan	Steve E. McAleer	Beverly Y. Pindling	Anton Seiss
Stephen Josselyn	Laura S. McAllister	John D. Pinson	Mike Selig
Michael Kanik	Scott McAllister	Christina R. Pitchford	David I. Serle
Katherine Karr-Garcia	Mary T. McCall	Patricia K. Pitocchi	Cynthia J. Shafer
Charles R. Kassaw	Corey R. McCloskey	Martha Pomares	Brian Sharkey
Marlene J. Katkin	John M. McCrory, Jr	William H. Poteet, Jr.	Thomas E. Shelly
Rose M. Kemp	Susan L. McEwen	Venus Proffer	Carl Sheningg
Kevin Kent	Cynthia A. McGuire	Frank X. Pulles	Suzanne Sherer
Herman L. Kentolall	Robin L. McKeever	Julia C. Pulles	Christel Silver
Gerri R. Kenyon	Caitlin McKinney	Tara J. Quailley	Kenneth Silverman
John P. Kern	Louise C. McLean	Jay Quigley	Patrick Simm
Lars Kier	Liz D. McMaster	Kerry M. Ramage	Cheryl A. Smith
Daniel Kijner	Wanda J. McReynolds	Vicki J. Raspa	Jacqueline M. Smith
John R. Kinney	Steven L. Merchant	Aroosa Rauf	Amy S. Snook
Timothy M. Kinzler	Kim M. Meredith-Hampton	Kathleen L. Razzano	Tansey M. Soderstrom
Sandy Kishon	Bonnie F. Metviner	Dianne M. Regalado	Miguel A. Soria
Howard Klahr	Tom Miesen	Donna Reid	Erlinda R. Soto-King
Kimberly M. Knapp	Nicholas T. Mihalich	Teresa B. Reilly-O'Doherty	Debra Spadafora
Christine M. Knighton	John J. Mike	Aura C. Rengifo	Virginia M. Spencer
Alex T. Krumm	Sherman A. Milton, III	Patricia A. Renna	Shane T. Spring
Christopher M. Krzemien	Robin Mitchell	Oscar N. Resek	Sarah Springer
Weslie E. Kunkle, Jr.	Harry J. Mitchem	Christopher S. Ricci	Mark Spurgeon
Diana Kurtz	Brad Monroe	Patricia Richard	Tom V. Steck
David A. Kurz	Julia Montei	Glen C. Richardson	Gina R. Steger
Clark R. LaBlond	Orlando Montero	Lynn B. Richey	Alan Steinberg
Lea Lagueux	Paul T. Morris	Phillip J. Riek	William Steinke
Brandy C. Lake	Victoria R. Morrison	Lynne Rifkin	Lisa M. Stewart
Ellie W. Lambert	Patricia A. Moser	Craig E. Rittenhouse	Madge Stewart
Amy M. Langleben	Nora Muci	Betzy B. Rivera	Reese Stewart
Benton W. Langley	Carol J. Muir	Lori C. Rivera	Donna M. Stout
Blair C. Lee	Amy Mullins	Joyce E. Roberts	Kathleen M. Stout
Michael D. Lee	James K. Mulvey, Jr	Jacqueline A. Robertson	

(continued)



Sandra R. Streit  
 Heather L. Swanson  
 Jackie L. Sylvester  
 Kitty Taylor  
 Michael B. Taylor  
 Betty H. Teichman  
 Terri Tennille  
 Enrique Teran  
 Rony Thessier  
 Jeremy L. Thomas  
 John T. Toney  
 R. E. Tonkinson  
 Dolores P. Toohey  
 Karen Tyree  
 Jean Ulrich  
 Theodora M. Uniken Venema  
 Shereen M. Vahabzadeh  
 Reinaldo M. Valdes  
 Xena A. Vallone  
 Philip W. Van Der Heyden  
 Kathy Lea Van Wert  
 Terrilyn VanGorder  
 Sue J. Vasquez  
 Adam H. Vellano  
 Tia J. Vincent  
 Bruce Vinnick  
 Lisa Vizcaino  
 Sharon P. Voss  
 J. Kyle Vreeland  
 John G. Waas  
 Lynda D. Walker  
 Brian Warner  
 Patricia K. Weeks  
 Annalisa Weller  
 Robert West  
 Lynn A. Whelpley  
 Bryan Whitehead  
 John D. Wiley  
 Kevin M. Williamson  
 Nancy L. Williamson  
 Linda J. Wilson  
 Lesley Wilson VanGoethem  
 Keith R. Wood  
 Amy L. Worth  
 Virginia K. Wright  
 Michael A. Wyckoff  
 Albert A. Yabor  
 Amgad Zaki  
 Rosalba Zamanillo  
 Donald Zenner  
 Stamatis P. Zeris  
 Judith W. Zimmer  
 Carol A. Zingone

**NATIONAL DIRECTORS**

David B. Abernathy  
 Fernando Arencibia, Jr.  
 Natalie L. Arrowsmith  
 Michael J. Artelli  
 Andrew G. Barbar  
 Dennis E. Basile  
 Kevin L. Batdorf  
 Christian E. Bohyn  
 Charles J. Bonfiglio, Jr.  
 Michael P. Brownell

Michael W. Bruno  
 Josh Burdine  
 Nancy C. Cardone  
 Abigail M. Carr  
 Mari L. Colgan  
 Darlene Davenport  
 Ann M. DeFries  
 John Dohm  
 Jonathan W. Dolphus  
 Howard B. Elfman  
 Bruce E. Elliott  
 Raul R. Estrada  
 Jeffrey M. "Jeff" Fagan  
 Richard E. Fioretti  
 Patricia S. "Patti" Fitzgerald  
 Richard T. "Dick" Fryer  
 William C. "Bill" Furst, Jr.  
 Brandi J. Gabbard  
 Diana Galavis  
 Kathleen A. Gallagher McIver  
 Cassandra G. Gallego  
 Brenda G. Ghibaudi  
 Francois K. Gregoire  
 Adam Grenville  
 Barry Grooms  
 Russell Grooms  
 Jorge L. Guerra, Jr.  
 Donna M. Guido  
 Carlos Gutierrez  
 Christine E. Hansen  
 Cynthia C. Haydon  
 Dan R. Hazy  
 Ines Hegedus-Garcia  
 Lynnette Hendricks  
 Paul B. Hendriks  
 Fred Hintenberger  
 Jason M. Jakus  
 George C. Jalil  
 Marc V. Jernigan  
 Connie M. Johnson  
 Karen Johnson  
 Jonathan Keith  
 Frank E. Kowalski  
 Cheryl Lambert  
 Joseph A. LaRosa  
 Ronald B. "Ron" Lennen  
 Jack H. Levine  
 Jeffrey J. Levine  
 Sharon R. Lindblade  
 Jarrod Lowe  
 John W. "Jack" Lynch, Sr.  
 Veronica C. Malolos  
 Jo Ann Mazzeo  
 Nina D. McCaslin-Horn  
 Joel D. "J.D." McClintock  
 G. "Mike" McGraw  
 Sherri L. Meadows  
 Carlos A. Melendez  
 Reinaldo L. "Rei" Mesa  
 Ellen R. Mitchel  
 Steven W. Moreira  
 Terrell P. Newberry  
 Louis H. Nimkoff  
 Michael W. "Mike" Owen  
 Christina Pappas

Roger M. Piro  
 Kim Price  
 Judy Ramella  
 Nancy J. Riley  
 Cherl R. Roane  
 Ed P. Roberts  
 Mark Sadek  
 Eric Sain  
 Thomas F. "Tom" Salomone  
 Jose M. Serrano  
 Brian Sharpe  
 Cynthia C. Shelton  
 John H. Slivon  
 Sally A. Suslak  
 Zsolt Szerencses  
 Clark W. Toole  
 Wesley Ulloa  
 Madeline H. "Matey" Veissi  
 Maurice J. "Moe" Veissi  
 Maria S. Wells  
 Catherine B. "Cathy" Whatley  
 Jennifer Wollmann  
 John R. Wood  
 Christopher Zoller

**PAST PRESIDENTS**

S. Dean Asher  
 Don L. Asher, Jr.  
 Andrew G. Barbar  
 Claude D. "Chip" Boring, III  
 R.J. Collins  
 R. Todd Dantzler  
 Wendell D. Davis  
 Michael A. Dooley  
 Patricia S. "Patti" Fitzgerald  
 Summer J. Greene  
 Russell Grooms  
 Christine E. Hansen  
 Frank E. Kowalski  
 Sherri L. Meadows  
 Michael W. "Mike" Owen  
 Nancy J. Riley  
 Thomas F. "Tom" Salomone  
 Cynthia C. Shelton  
 D.J. Snapp, III  
 Madeline H. "Matey" Veissi  
 Maurice J. "Moe" Veissi  
 William A. "Bill" Watson, Jr.  
 Maria S. Wells  
 Catherine B. "Cathy" Whatley  
 John R. Wood

**INSTITUTES, SOCIETIES  
 & COUNCILS**

Andrew J. Bell  
 Aaron M. Bosshardt  
 Tina Marie Eloian  
 Anthony M. Graziano  
 Oscar N. Resek  
 William H. Rollins  
 Vicky Lee Santana  
 J.R. Steinbauer

# Committee Leadership

## Committee Titles/Areas

## Chair

## Vice Chair

### ASSOCIATION GOVERNANCE

Audit Committee.....	Guy Trusty .....	Victor J. Raymos
Building Committee .....	Steven J. Louchheim .....	G.G. Galloway
Credentials Committee .....	Christine E. Hansen	
District Vice Presidents Info Exchange .....	Cheryl Lambert	
Executive Committee .....	Eric Sain .....	Barry Grooms
Finance Committee.....	Christina Pappas .....	Cheryl Lambert
Investment & Treasury Management Committee.....	Kathleen A. Gallagher McIver.....	Michael L. Hughes
Legal Action Fund Committee.....	Eric Sain	
Past Presidents Advisory Council .....	Maria S. Wells	
Strategic Thinking Committee.....	Steven J. David .....	Teresa A. Dyer

### REALTOR® ADVOCACY

Florida Realtors® PAC Trustees.....	William H. “Bill” Poteet, Jr. ....	Tim Weisheyer
Florida Realtor® Party Coordinating Committee.....	Diana Galavis.....	Rory A. Dubin
Issues Mobilization Committee.....	Jack H. Levine .....	Tina C. Harris
Legislative Think Tank .....	Brandi J. Gabbard.....	Jorge L. Guerra, Jr.
Public Advocacy Advisory Group.....	Nancy J. Riley	
Public Policy Committee .....	Keith R. Wood .....	Laura A. Benson
Realtor® Party Member Involvement Committee.....	Jason M. Jakus .....	Sharon P. Voss
Top Brokers Committee .....	Jorge L. Guerra, Jr. ....	Joseph A. LaRosa

### PROGRAMS AND SERVICES

Convention Committee .....	Gia M. Arvin .....	Michael W. Bruno
Communications Committee.....	Janelle Pruitt .....	Ellen Mitchel
Emerging Technology.....	Charles J. Bonfiglio, Jr. ....	Ines Hegedus-Garcia
Professional Development Committee .....	Sharon R. Lindblade .....	Cynthia M. DeLuca
Research Advisory Committee .....	Carlos A. Melendez.....	Josh Burdine

### LAW AND POLICY

Forms Content Committee.....	Dawn M. Johnson .....	Cathy J. Alley
Local Board/Assn. Attorneys Council.....	John Sherrard.....	John Soileau
MLS Administrators Information Exchange.....	Gloria Salinard	
Realtor®/Attorney Joint Committee .....	Patricia A. Moser .....	TBD

### MEMBER INVOLVEMENT

Board Leadership Forum.....	John H. Slivon.....	Paul B. Hendriks
Florida NAR Directors Committee.....	Christine E. Hansen	
Leadership Academy Committee.....	Sandra Fernandez.....	Renee Marquiss
NAR Strategy Committee .....	Patricia S. “Patti” Fitzgerald.....	Louis H. Nimkoff
Young Prof. Network Advisory Committee .....	Megan Farrell.....	Carlos A. Melendez

### REAL ESTATE SPECIALTIES

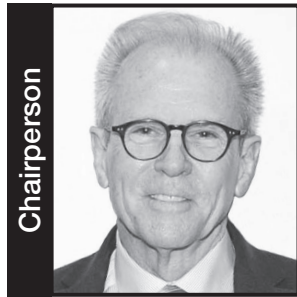
Association Executives Council .....	Marisol Espinoza.....	David B. Bennett
Commercial Alliance Committee .....	Jose M. Serrano.....	Karen Johnson
Global Business Committee .....	Brian Woods.....	Paula Angelopoulos Urbinati

### TRUSTS

Disaster Relief Fund.....	William G. “Glenn” East	
Education Foundation .....	Gia M. Arvin .....	Sharon P. Voss
Homeownership For All.....	John J. Mike	
Silent Angels .....	Maurice J. “Moe” Veissi	

# Association Governance

## Audit Committee



**Guy Trusty, CCIM**  
1717 N. Bayshore Drive,  
Apt. 1246  
Miami 33132-1151  
Tel: 305.445.3224  
Cell: 305.898.2107  
E-mail: gtrusty@lhradvisors.net

### Vice Chairperson

Victor J. Raymos, ABR, CRS, RCE  
458 Hefferon Drive  
St. Augustine 32084  
Tel: 904.829.8738  
Cell: 505.220.8683  
E-mail: band53@aol.com

### Members

Richard Baranski, Henry Blakiston, Harley P. Conrad, Jr., Nancy L. Hogan, Michael W. "Mike" Owen, Greg J. Owens, Christina Pappas

### Purpose

Employs a Certified Public Accountant (CPA) to provide for an annual audit, oversees the annual audit process, and reviews internal structure and procedures.

**Management Team Liaison:** Dave Garrison

---

## Building Committee



**Steven J. Louchheim, CAE, RCE**  
1029 Thomasville Rd.  
Tallahassee 32303  
Tel: 850.224.7713  
Cell: 850.591.5440  
Fax: 850.561.3710  
E-mail: steven@tbrnet.org

### Vice Chairperson

G.G. Galloway, GREEN  
570 Memorial Circle, Suite 300  
Ormond Beach 32174  
Tel: 386.672.8530  
Cell: 386.295.0839  
E-mail: ggalloway@cbcbenchmark.com

### Members

Ariomar "Ari" Alejo, Pedro J. "Peter" Aleman, Josh Burdine, Anthony Gambardella, Frank J. Gulisano, Veronica C. Malolos, Violet Migone, Julia Montei, Lorna Moodie, M. Dianne Pittman, Cheryl R. Roane, Jack Rodriguez, Greg Rokeh, Melinda S. Rovillo, Will Shepherd, Sofia Fahima Smith, Kathy Lea Van Wert, Brian Warner, Munodaoni "Monda" Williams, G. "Matthew" Wilson

### Purpose

Monitors the physical condition of the association's building assets in Orlando and Tallahassee and makes recommendations to maintain the properties' condition in a manner to ensure the highest market value.

**Management Team Liaison:** Dave Garrison

---

## Credentials Committee



**Christine E. Hansen,**  
**CIPS, CRB, GRI**  
 3010 E. Commercial Blvd.  
 Fort Lauderdale 33308-4312  
 Tel: 954.776.5400  
 Cell: 954.817.4881  
 E-mail: christinehansenfl@gmail.com

### Members

Laura A. Benson, Carlos Gutierrez, Melinda S. Rovillo, Catherine B. “Cathy” Whatley

### Purpose

Shall be charged with screening applications for office to determine if the applicant meets all mandatory requirements for office.

**Management Team Liaison:** Heidi Watzak

---

## District Vice Presidents Info Exchange



**Cheryl Lambert**  
 111 W. Main St., Suite 204  
 Inverness 34450  
 Tel: 352.765.4411  
 Cell: 352.228.9756  
 E-mail: cheryll@florida  
 realtors.org

### Members

Michael J. Artelli, Mari L. Colgan, Marc V. Jernigan, Kimberly D. Levensohn, Vicky L. McPhee, Mark A. Miller, Louis H. Nimkoff, Dominic L. Pallini, Manuel A. “Manny” Quiros, Will Shepherd, John H. Slivon, Stacy Stahl, H.B. Warren, II

### Purpose

Provides an opportunity for the DVPs to meet and exchange information and ideas.

**Management Team Liaison:** Mindy Wilson

---

## Executive Committee



**Eric Sain, CIPS, e-PRO, GRI**  
 316 N. Bromeliad  
 West Palm Beach 33401  
 Tel: 561.655.8222  
 Cell: 561.758.3959  
 E-mail: erics@floridarealtors.org

### Vice Chairperson

Barry Grooms  
 720 32nd St. W.  
 Bradenton 34205  
 Tel: 941.213.9400  
 Cell: 941.920.5757  
 E-mail: barryg@floridarealtors.org

### Members

Michael J. Artelli, Andrew J. Bell, Aaron M. Bosshardt, Michael W. Bruno, Mari L. Colgan, Tina Marie Eloian, Anthony M. Graziano, Russell Grooms, Jorge L. Guerra, Jr., Dionna Hall, Christine E. Hansen, Cynthia C. Haydon, Marc V. Jernigan, Cheryl Lambert, Ronald B. “Ron” Lennen, Kimberly D. Levensohn, G. “Mike” McGraw, Vicky L. McPhee, Mark A. Miller, Louis H. Nimkoff, Neal A. Oates, Jr., Dominic L. Pallini, Christina Pappas, Marilyn Pearson-Adams, Jeffrey D. Perry, Manuel A. “Manny” Quiros, Oscar N. Resek, William H. Rollins, Jr., Vicky Lee Santana, Will Shepherd, John H. Slivon, Stacy Stahl, J.R. Steinbauer, H.B. Warren, II, Tim Weisheyer, Maria S. Wells, Catherine B. “Cathy” Whatley

### Purpose

Makes recommendations to the board of directors; has full executive power when the board is not in session.

**Management Team Liaison:** Margy Grant

---



## Finance Committee



**Christina Pappas**

2121 S.W. 3rd Ave., Suite 100  
Miami 33129  
Cell: 305.803.4437  
Fax: 305.445.7468  
E-mail: christinap@floridarealtors.org

### Vice Chairperson

Cheryl Lambert  
111 W. Main St., Suite 204  
Inverness 34450  
Tel: 352.765.4411  
Cell: 352.228.9756  
E-mail: cheryll@floridarealtors.org

### Members

Andrew G. Barbar, David B. Bennett, Nicholas C. “Nick” Bobzien, Grey C. Burge, Nancy C. Cardone, Mark Dougherty, Jeffrey M. “Jeff” Fagan, Richard E. Fioretti, Kathleen A. Gallagher McIver, Brenda G. Ghibaudi, Barry Grooms, Lynnette Hendricks, Carol L. Kinnard, Debbie L. Kirkland, Jack H. Levine, Jarrod Lowe, G. “Mike” McGraw, Robin L. McKeever, Raymond A. Rivera, Eric Sain

### Purpose

Recommends procedures to properly finance the association, oversees the maintenance of a 3-year budget, manages the association’s assets, suggests regulations for the administration of funds, designates the fiduciary depositories for accounts, and performs those duties as defined by the Activity Budget System.

**Management Team Liaison:** Dave Garrison

---

## Investment & Treasury Management Committee



**Kathleen A. Gallagher McIver, CRS, SRES**

709 Cranes Court  
Maitland 32751  
Tel: 407.862.8000  
Cell: 407.718.2049  
Fax: 407.637.5729  
E-mail: kgmciver@gmail.com

### Vice Chairperson

Michael L. Hughes  
2520 County Barn Rd.  
Naples 34112-7416  
Tel: 239.261.2244, ext. 935  
Cell: 239.398.7572  
Fax: 239.262.1643  
E-mail: mhughes@dfryerealty.com

### Members

Robert Allaire, Liz McMaster, Christina Pappas, Andy J. Scaglione, Hemendra Thakkar

### Purpose

Oversees investment initiatives and the institutions responsible for handling capital investments and invested reserves, and suggests treasury management regulations for the administration of funds.

**Management Team Liaison:** Marcel Smyk

---

## Legal Action Fund Committee



Chairperson

**Eric Sain, CIPS, e-PRO, GRI**  
 316 N. Bromeliad  
 West Palm Beach 33401  
 Tel: 561.655.8222  
 Cell: 561.758.3959  
 E-mail: erics@floridarealtors.org

### Members

Robert W. “Bob” Caldwell, Barry Grooms, Christine E. Hansen, Cheryl Lambert, Michael W. “Mike” Owen, Christina Pappas

### Purpose

Decides in what matters Florida Realtors® should assist in legal actions and in distributing funds to support litigation that has significance to members, to private property rights or to the real estate profession as a whole; decisions subject to Executive Committee approval.

**Management Team Liaison:** Margy Grant

## Past Presidents Advisory Council



Chairperson

**Maria S. Wells, ABR, CRB, SRES**  
 52 S.W. Albany Ave.  
 Stuart 34994  
 Tel: 772.781.2345  
 Cell: 772.285.1457  
 E-mail: maria@mariawells.com

### Members

S. Dean Asher, Don L. Asher, Jr., Andrew G. Barbar, Claude D. “Chip” Boring, III, R.J. Collins, R. Todd Dantzler, Wendell D. Davis, Michael A. Dooley, Patricia S. “Patti” Fitzgerald, Summer J. Greene, Russell Grooms, Christine E. Hansen, Frank E. Kowalski, Sherri L. Meadows, Michael W. “Mike” Owen, Nancy J. Riley, Thomas F. “Tom” Salomone, Cynthia C. Shelton, D.J. Snapp, III, Madeline H. “Matey” Veissi, Maurice J. “Moe” Veissi, William A. “Bill” Watson, Jr., Catherine B. “Cathy” Whatley, John R. Wood

### Purpose

Gives support, advice and counsel to the Florida Realtors® President on issues of concern to the association.

**Management Team Liaison:** Mindy Wilson

## Strategic Thinking Committee



Chairperson

**Steven J. David, CRB, CRS, GRI**  
 2737 E. Oakland Park Blvd.,  
 Suite 203  
 Fort Lauderdale 33306-1641  
 Tel: 954.565.0014  
 Cell: 954.980.2643  
 E-mail: fppminc@gmail.com

### Vice Chairperson

Teresa A. Dyer  
 8200 Palm Cove Blvd.  
 Panama City Beach 32408-5205  
 Tel: 850.236.9707  
 Cell: 850.527.9707  
 Fax: 850.236.9707  
 E-mail: tdyer9707@gmail.com

### Members

Andrew J. Bell, Lindsay W. Dolamore, Brenda G. Ghibaudi, Margy Grant, Thomas D. “Gus” Grizzard, Barry Grooms, Dionna Hall, Lynnette Hendricks, Daniel “Danny” Hernandez, Carol L. Kinnard, Christine M. Knighton,

Cheryl Lambert, Jarrod Lowe, Susanna Madden, G. “Mike” McGraw, Helen D. “Holly” McMurry, Christina Pappas, Anand Patel, Mark Sadek, Eric Sain, Stacy Stahl, Zsolt Szerencses, Tim Weisheyer

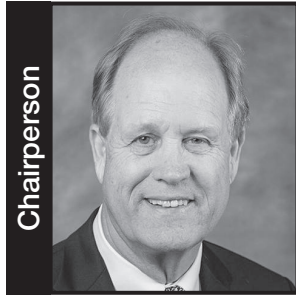
### Purpose

Ensures implementation of the Strategic Framework via programs and services that enhance member freedom and the ability to conduct their individual businesses successfully, with integrity and competency, and through collective action, promote the preservation of property rights.

**Management Team Liaison:** Jeff Zipper

# Realtor® Advocacy

## Florida Realtors® PAC Trustees



Chairperson

**William H. "Bill" Poteet, Jr.,**  
**AHWD, CIPS, GRI**  
6180 Star Grass Lane  
Naples 34116-6710  
Tel: 239.403.3840  
Cell: 239.293.9797  
Fax: 239.403.3841  
E-mail: poteetproperties@gmail.com



Vice Chairperson

**Tim Weisheyer,**  
**ABR, CRS, GRI**  
809 Mabbette St.  
Kissimmee 34741  
Tel: 407.847.5428  
Cell: 407.460.3211  
Fax: 407.847.8576  
E-mail: tim@dreambuildersrealty.com

### Purpose

Makes contributions to political candidates, committees and activities consistent with federal and state election laws.

**Management Team Liaison:** Andy Gonzalez

### Florida Realtors® PAC Trustees by District



**District 1**  
Millie S. "Millie" Kanyar



**District 2**  
G.G. Galloway



**District 3**  
Lauren W. Connolly



**District 4**  
Maurice J. "Moe" Veissi



**District 5**  
William H. "Bill" Poteet, Jr.



**District 6**  
Andy J. Scaglione



**District 7**  
Deborah A. Rector



**District 8**  
Lucretia S. Thomas



**District 9**  
Dennis Degroot



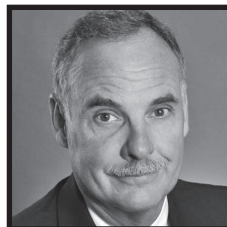
**District 10**  
Richard A. Hemenway



**District 11**  
Ann M. DeFries



**District 12**  
Tim Weisheyer



**District 13**  
William C. "Bill" Furst, Jr.



**CEO**  
Margy Grant

## Florida Realtor® Party Coordinating Committee



**Diana Galavis,**  
**BPOR, CIPS, GRI**  
1326 S. 3rd St.  
Jacksonville Beach 32250  
Tel: 904.249.8261  
Cell: 904.710.5387  
E-mail: dianasellsjax@gmail.com

### Vice Chairperson

Rory A. Dubin, CIPS, CRS, GRI  
3471 Hermitage Rd. E.  
Jacksonville 32277-2692  
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### Members

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### Subcommittees:

Fundraising

**Chairperson: Larissa Ortiz**

**Vice Chairperson: Joel D. "J.D." McClintock**

## Issues Mobilization Committee



**Jack H. Levine,**  
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### Vice Chairperson

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### Members

Nancy C. Cardone, Jonathan W. Dolphus, Bob S. Hudgens, Veronica C. Malolos, Louise C. McLean, Carol K. Platt, Patricia A. Renna, Trina R. Searcy

### Purpose

Responsible for the oversight and funding decisions for the issues mobilization fund; the funds are available to financially assist local associations on issues they deem to be important in protecting and promoting Realtor® member and/or property owner interests in their market area.

**Management Team Liaison:** Genessa Casanova

### Major Investor Recognition

**Chairperson: Teresa A. Dyer**

**Vice Chairperson: Jeffrey J. Levine**

### Participation

**Chairperson: Laura A. Benson**

**Vice Chairperson: Vince Price**

### Purpose

Tasked with organizing a strategic, coordinated effort to set and monitor the Florida Realtors® PAC fundraising, recognition events and participation goals. Further, to have oversight of the Major Investor (MI) recognition subcommittee, Participation subcommittee, and the Fundraising subcommittee. The Committee would also have oversight of the annual PAC auctions, RPAC recognition programs, and BIP grants.

**Management Team Liaison:** Genessa Casanova



## Legislative Think Tank



**Brandi J. Gabbard,**  
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### Vice Chairperson

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### Members

Jesse Acevedo, Diane J. Acken, Suzanne C. Alcorn, Dao Alderman, Ariomar "Ari" Alejo, Pedro J. "Peter" Aleman, David I. Alfin, Israel V. Ameijeiras, Susan Andrews, Paula Angelopoulos Urbinati, Francisco J. Angulo, Vincent R. Arcuri, Jean Armstrong, Robert C. "Chip" Armstrong, Tiffany L. Arthur, Michele Bailey, Tom R. Baker, Pamela L. Banks, Jill Barnwell, Mariela Bartens Santurri, Dennis E. Basile, Kevin L. Batdorf, Inga N. Bateman, C. Ben Bates, Kimberly B. Bell, Marc Bellapianta, Alma B. Betancourt, Rashad G. Blanchard, Georgina "Gina" Blanco, Ryan A. Bleggi, Nicholas C. "Nick" Bobzien, R. "Ginenne" Boehm, Gary M. Bonacci, Charles J. Bonfiglio, Jr., Carmen Bongiovanni, Karen Borrelli, Yazcara C. Bradley, Patrick J. Brazil, Jolita A. Brazzano, Kenneth R. "Ken" Breland, Jr., David H. Brewer, Susan S. "Susie" Brewer, Brett C. Brown, Ervin L. Brown, Claudette Bruck, Roger Brunswick, Kimberly A. Bryant, Ruth E. Bryson, Delilah R. "Dee" Bumbarger, Vanessa Bustamante, Jaime M. Caballero, Michael P. "Mike" Cadogan, Sr., Richard Candia, Caroline Carrara, Maria E. Carrillo, John L. Castelli, Candace M. Cecil, Adam R. Chicoine, Rebecca J. Chirillo, Phyllis Choy, William M. "B.C." Cloutier, Lauren W. Connolly, Blanca B. Contreras, Diane B. Cook, Michelle Crabtree, Carlos M. Cruz, Jose F. Cuetos, Beth A. Daly, Jason R. Daugherty, Darlene Davenport, Jennifer Daversa, Wendell D. Davis, Margaret M. DeGennaro, Marisol Delfi, Rosa Delgado, Jeanne Denton-Scheck, Dorothy Desvousges Sperber, Karen P. Dierickx, Scott Diffenderfer, Alfred J. DiNicola, Lindsay W. Dolamore, Jonathan W. Dolphus, Rory A. Dubin, Christine Ducille Taylor, Maria Dudley, Margaret E. Dunne, Sergio Duran, David Dweck, Major D. Easthagen, III, Josephine B. "Jo" Easton, Ian Edmonson, Noel A. Edwards, Ruth Edwards, Rodney K. Elkins, S.W. Ellis, Melanie Englander, Jeffrey M. "Jeff" Fagan, Megan Farrell, David R. "Dave" Ferro, Scott A. Field, Brenda C. Fioretti, Jaime Flasterstein, Maria L. Flores-Garcia, Marco

A. Fonseca, Barbara A. Fox, Richard T. "Dick" Fryer, Diane J. Fuchs, Darla A. Furst, Kathleen A. Gallagher McIver, Anthony Gambardella, William A. Geller, Brenda G. Ghibaudi, Paula J. Givler, Linda S. Goldfarb, Melissa Goldman, John Goldsborough, John B. Gonzalez, Jose I. Gonzalez, Daniele Gordon, Nishika N. Green, Troy A. Greenawalt, Francois K. Gregoire, Marie A. Gregorio, Cheryl L. Grieb, Barry Grooms, John G. Guerra, Donna M. Guido, Frank J. Gulisano, David Hall, Andrew K. Harper, Margaret Hart, Cynthia C. Haydon, Dan R. Hazy, Deborah G. Heard, Jeff W. Heard, Daniel "Danny" Hernandez, Joni L. Herndon, Elias R. Hilal, Edward Hirst, Nancy L. Hogan, Melissa Honeycutt, Susan M. "Missi" Howell, Kevin B. Hyde, Debi A. Jensen, Justine Jimenez Garcia, Dawn M. Johnson, Jason A. Johnson, Karen Johnson, Adam R. Jonas, Jeffrey M. "Jeff" Jones, Jonette "J.J." Jones, Lynn H. Jones, Barbara S. Jordan, Stephen "Steve" Josselyn, Marlene J. Katkin, Jaclyn C. Kelley, Kevin Kent, Herman "Leo" Kentolall, Clay B. Ketcham, Daniel Kijner, Sam Kinkaid, Howard Klahr, Christine M. Knighton, Erik V. Korzilius, Glenn O. Kouns, Belinda G. Krause, Christopher M. "Chris" Krzemien, Weslie E. Kunkle, Lea Lagueux, Ellie W. Lambert, Daniel Lang, Bev Larson, Lorie R. Leal, Blair C. Lee, Ronald B. "Ron" Lennen, Kimberly D. Levensohn, Charles M. "Chuck" Levine, Mary K. "Kathy" Levy, Ronald S. Lieberman, Marianne L. Lilly, Vilma Lopez, Gregory Lord, Carola Lueder, James W. "Jim" Maginness, Veronica C. Malolos, Marilue M. Maris, Holly A. Marth, Angelina M. Martinsen, Joel D. "J.D." McClintock, Bette McGilvray, Suzanne C. McGuire, Robin L. McKeever, Louise C. McLean, Vicky L. McPhee, Susan M. McQuillan, Sherri L. Meadows, Gonzalo M. Mejia, Lauren U. Melo, Tom Miesen, Imran Mohamed, Brad Monroe, Julia Montei, Lorna Moodie, Helen K. Moore, Joseph A. Murphy, Keith W. Neff, Marilia Neri, Terrell P. Newberry, Mark A. Newman, Louis H. Nimkoff, James D. "Jim" Norton, Charlene Oakowsky, Neal A. Oates, Jr., Larissa Ortiz, Michael W. "Mike" Owen, Kathy Pasha, Marilyn Pearson-Adams, Thamara Pichardo, Darlene Pifalo, Jackie A. Pilcher, James A. "Jim" Pilon, Christina R. Pitchford, Angela Pitre, M. Dianne Pittman, Carol K. Platt, Kathleen K. "Kathy" Price, Kim Price, Vince Price, Manuel A. "Manny" Quiros, Robin M. Raiff, Judy Ramella, Dianne M. Regalado, Patricia A. Renna, Glen C. Richardson, Lynn B. Richey, Lynne Rifkin, Betzy B. Rivera, LaTonyia M. Roberson, William M. Roberts, Jack Rodriguez, Greg Rokeh, Larry R. Rowe, Leanne D. Ruesch, Robert J. Russotto, Richard Rylott, Heidi Sanchez, Julio A. Sanchez, Adam Sanders, Bryce Sartory, Melissa Saumure, John R. Schmidt, David L. Schuldenfrei, Robin A. Schwartz, Trina R. Searcy, Lourdes Seda, Cynthia J. Shafer, Charles W. "Sonny" Shanks, Brian Sharpe, Thomas E. Shelly, Christel Silver, Kenneth Silverman, John H. Slivon, Rita B. Smith, Patsy A. Smith Wyant, Amy S. Snook, Erlinda R. "Rossana" Soto-King, Debra Spadafora, April A. Spaulding, Shane T. Spring, Tom V. Steck, Alan Steinberg, Reese Stewart, Barbara G. Susco, Sally A. Suslak, Karen D. Swanbeck, Kitty Taylor, Laure H. Taylor, Robert H. "Rob" Tessmer, Jr., Kristin K.

Triolo, Tula A. Tucker, Kimberly A. Tuscani, Shereen M. Vahabzadeh, Xena A. Vallone, Kathy Lea Van Wert, Terrilyn VanGorder, Yulia Vargas, Janice S. “Sue” Vasquez, Madeline H. “Matey” Veissi, Lisa Vizcaino, Sharon P. Voss, Mary E. Waller, Wendy C. Waller, H.B. Warren, II, Tammie Watts, Patricia K. Weeks, Ursula S. “Uschi” Weinkauff, Beth Angela Welker, Annalisa Weller, Kate Wesner, Kelly M. Willey, Kevin M. Williamson, Nancy L. Williamson, Stephen S. Willis, Jennifer Wollmann, Keith R. Wood, Brian Woods, Virginia K. Wright, Albert A. Yabor, Joel Young, Clarence G. Zarnes

## Breakout Sessions

Appraisal

**Chairperson: Joni L. Herndon**

**Vice Chairperson: Howard Klahr**

Attainable/Workforce Housing

**Chairperson: S.W. Ellis**

**Vice Chairperson: Jennifer Wollmann**

Commercial Legislation

**Chairperson: David R. “Dave” Ferro**

**Vice Chairperson: Debra Spadafora**

Diversity

**Chairperson: Judy Ramella**

**Vice Chairperson: M. Diane Pittman**

Insurance

**Chairperson: Greg Rokeh**

**Vice Chairperson: Barbara S. Jordan**

Land Use, Property Rights and Sustainable Development

**Chairperson: Ian Edmonson**

**Vice Chairperson: Kevin B. Hyde**

Legislative and Regulatory Business Issues

**Chairperson: Thomas E. Shelly**

**Vice Chairperson: Cynthia C. Haydon**

Legislative and Regulatory Research

**Chairperson: Trina R. Searcy**

**Vice Chairperson: Tom R. Baker**

Property Management

**Chairperson: Lindsay W. Dolamore**

**Vice Chairperson: Jonette “J.J.” Jones**

Resort and Second Home Specialists

**Chairperson: Xena A. Vallone**

**Vice Chairperson: Kristin K. Triolo**

State and Local Taxation

**Chairperson: Cheryl L. Grieb**

**Vice Chairperson: David Dweck**

### Purpose

A direct opportunity for member grassroots engagement in issues of public policy that are important to Florida Realtors® and owners of private property.

**Management Team Liaison:** Danielle Scoggins

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## Public Advocacy Advisory Group



**Nancy J. Riley,**  
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### Members

David B. Bennett, Laura A. Benson, Barry Grooms, Dionna Hall, Jason M. Jakus, Cheryl Lambert, G. “Mike” McGraw, Sherri L. Meadows, Christina Pappas, William H. “Bill” Poteet, Jr., Eric Sain, Sharon P. Voss, Tim Weisheyer, G. “Matthew” Wilson, Keith R. Wood

### Purpose

The PAAG advises the President on legislative and regulatory issues, including those requiring expenditures from the Advocacy Fund, while the Legislature is in session and between the board of directors meetings.

**Management Team Liaison:** Margy Grant

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## Public Policy Committee



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### Members

Tom R. Baker, Claude D. “Chip” Boring, III, Grey C. Burge, Robert W. “Bob” Caldwell, Ann M. DeFries, David Dweck, Ian Edmonson, S.W. Ellis, David R. “Dave” Ferro, Richard E. Fioretti, Patricia S. “Patti” Fitzgerald, Brandi J. Gabbard, Diana Galavis, Francois K. Gregoire, Cheryl L. Grieb, Barry Grooms, Russell Grooms, Jorge L. Guerra, Jr., Carlos Gutierrez, Cynthia C. Haydon, Joni L. Herndon, Connie M. Johnson, Jonette “J.J.” Jones, Barbara S. Jordan, Debbie L. Kirkland, Howard Klahr, Erik V. Korzilius, Cheryl Lambert, Matthew Leger, Jeffrey J. Levine, Chris Lopez, G. “Mike” McGraw, Reinaldo L. “Rei” Mesa, Sharon M. Neuhofer, Christina Pappas, Marilyn Pearson-Adams, Terry J. Pilcher, Roger M. Piro, M. Dianne Pittman, Vince Price, Jesse Purdon, Judy Ramella, Deborah A. Rector, Nancy J. Riley, Greg Rokeh, Eric Sain, Trina R. Searcy, Thomas E. Shelly, Will Shepherd, Debra Spadafora, Shane T. Spring, Kristin K. Triolo, Xena A. Vallone, Tim Weisheyer, Craig D. Wilburn, Jennifer Wollmann

### Purpose

Coordinates and refines policy developed on legislative and regulatory issues; discusses, reports, and recommends action on matters of legislation and regulation as they affect the real estate profession, private property rights and other issues it determines proper; recommends Florida Realtors® positions on public policy issues.

**Management Team Liaison:** Danielle Scoggins

## Realtor® Party Member Involvement Committee



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### Subcommittees:

Key Contacts

**Chairperson: Alberto Carrillo**

**Vice Chairperson: Jeffrey D. Perry**

### Purpose

Discuss and make recommendations concerning the program and topics for Great American Realtor® Days. Create and identify opportunities on how to get the “grassroots” involved politically at all levels of government; this includes Key Contact training and political fundraising. Advance Florida Realtor®’s Public Policy initiatives, including but not limited to Calls to Action and legislative priorities.

**Management Team Liaison:** Genessa Casanova

## Top Brokers Committee



Chairperson

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### Purpose

Develops ongoing initiatives that identify the services, tools and strategic relationships that expand and enhance the business interests of our top Designated Realtors®.

**Management Team Liaison:** Trey Goldman

## Programs and Services

### Convention Committee



Chairperson

**Gia M. Arvin,**  
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### Vice Chairperson

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### Members

Israel V. Ameijeiras, Natalie L. Arrowsmith, Michael J. Artelli, Mariela Bartens Santurri, Hollie M. Billero Buldo, Patrick T. Bissett, Katherine F. Bourgeois, Jaime M. Caballero, Lori B. Cain, Alberto Carrillo, Joanne Chando, Mari L. Colgan, Anita Colletti, Carlos M. Cruz, Glenda S. DeVane, Bill Dryburgh, Teresa A. Dyer, Megan Farrell, Sherry S. Grooms, Carol W. Hawk, Robenson Juste, Kimberly D. Levensohn, Rosemary Mahoney, Jo Ann Mazzeo, Mary T. McCall, Joel D. "J.D." McClintock, Vicky L. McPhee, Bonnie F. Metviner, John J. Mike, Ellen R. Mitchel, Angela Pitre, Venus Proffer, Brenda Rabbitt, Peter E. Rivera, Elizabeth Ruggeri, Katie Shotts, Natalie D. Thomas

### Subcommittees:

Convention Content & Programming

**Chairperson: Kevin Kent**

**Vice Chairperson: Sonny J. Downey**

### Purpose

Primary role is to serve as marketers of the convention and to help increase attendance. Provide member input into content/potential speakers for education sessions in order to present innovative and industry-relevant programming. Committee members will also serve as ambassadors of the association during convention. The ambassador role includes on-site support in the form of greeting attendees, answering questions and taking tickets for special events.

**Management Team Liaison:** Jeanie Unterbrink



## Communications Committee



**Janelle Pruitt,**  
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### Vice Chairperson

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### Members

Israel V. Ameijeiras, Natalie L. Arrowsmith, Pamela L. Banks, Jill Barnwell, Inga N. Bateman, Hollie M. Billero Buldo, Carmen Bongiovanni, Katherine F. Bourgeois, Lori B. Cain, Caroline Carrara, Mari L. Colgan, Diana Cronkhite, R. Todd Dantzler, Jeanne Denton-Scheck, Robert G. Elliott, Darla A. Furst, David Hall, Monica Hands, Margaret Hart, Ines Hegedus-Garcia, Phillip Hudson, Jaclyn C. Kelley, Rose M. Kemp, Kevin Kersey, John W. “Jack” Lynch, Sr., Marilue M. Maris, Renee Marquiss, Holly A. Marth, Dianne M. Mattiace, Jo Ann Mazzeo, Mary T. McCall, Susan M. McQuillan, Brad Monroe, Helen K. Moore, Mark Noviello, Neal A. Oates, Jr., Thamara Pichardo, Christina R. Pitchford, Robin M. Raiff, Kathleen L. Razzano, Karen Rolland, Larry R. Rowe, Deborah Jean Schladweiler, Katie Shotts, Jacqueline M. Smith, Amy S. Snook, Jackie L. Sylvester, Mary E. Waller, Susan West, John D. Wiley, Amy L. Worth, Carol A. Zingone

### Purpose

Promotes the activities and professional stature of Florida Realtors® and its members, protects and enhances the term “Realtor®,” and publicizes various statewide functions of the association. Manages the Awards Program; promotes participation by Florida Realtors®, boards/associations and members in civic affairs.

**Management Team Liaison:** Jeff Zipper

## Emerging Technology



**Charles J. Bonfiglio, Jr.,**  
**CRS, e-PRO, GRI**  
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### Vice Chairperson

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### Members

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### Purpose

Provides insight and product ideas for the next generation of Realtor®-centric technology tools for Florida Realtor® members.

**Management Team Liaison:** Eric Forsman

## Professional Development Committee



Chairperson

**Sharon R. Lindblade,**  
**CIPS, PMN**  
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### Vice Chairperson

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### Members

Ben Acock, Kathleen A. Adkins, Michael C. Armstrong, Barbara A. Barnes, Kevin L. Batdorf, Charles S. Bonamer, Kenneth R. "Ken" Breland, Jr., Rob Brooks, Leah L. Chapin, Martin Cohen, Gertrude G. "Gwen" Davis-Gideon, Deborah Diesing, Sal DiStefano, Jean G. Dorazio, Josephine B. "Jo" Easton, Rodney K. Elkins, Cindy Foley, April Gayle Gausman, Marie A. Gregorio, Adam Gurske, Lisa Gurske, Delmas F. Harper, Lisa G. Hill, Kimberly M. "Kim" Knapp, Bob Lapietro, Daniel A. Lopez, Michelle McKenna, Kathi A. Obendorfer, Leticia "Letty" Oliver, Emel Onur, Denise E. Oyler, Kathy Pasha, Jerry W. Pemberton, Roger M. Piro, Patricia K. "Pat" Pitocchi, Martha Pomares, Aroosa Rauf, Karen Rolland, Vicky Lee Santana, Brian Sharkey, Glenn A. Smith, Alfreda J. Smith-Odato, Reese Stewart, Heather Swanson, Mary Tombs, Adam H. Vellano, John D. Wiley, Lesley Wilson VanGoethem, Jessica Wittenbrink, Darlene Yonce, Amgad Zaki, Judith W. Zimmer

### Subcommittees:

Curriculum Development

**Chairperson: Lynn M. Peters**

**Vice Chairperson: Jerry W. Pemberton**

Education Directors

**Chairperson: Ashley Wheeler**

**Vice Chairperson: Erin Rastetter**

Faculty

**Chairperson: Denise Oyler**

**Vice Chairperson: Gonzalo M. Mejia**

Program Development

**Chairperson: Mark R. Seeberg**

**Vice Chairperson: Tricia D. Luther**

## Research Advisory Committee



Chairperson

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### Members

Michael A. Bindman, Deborah M. Boza-Valledor, Ruth E. Bryson, Delilah R. "Dee" Bumbarger, Brenda C. Fioretti, Richard E. Fioretti, Darla A. Furst, Ines Hegedus-Garcia, Lisa Y. Hughley, Howard Klahr, Michael D. Lee, Anthony "Tony" Macaluso, Martin "Marty" Manion, Maggie D. Morris, James R. Oaksun, Christina R. Pitchford, Patricia K. "Pat" Pitocchi, Martha Pomares, Carl Shennings, Katie Shotts, Helen V. Sosso, Xena A. Vallone, Lisa Vizcaino, G. "Matthew" Wilson, Kara Wisely

### Purpose

Recommends products and services to meet member and local association data analysis needs in local markets, as well as recommends statewide products for research and development. Assists in planning the Florida Real Estate Trends summit.

**Management Team Liaison:** Brad O'Connor

### Purpose

Further cooperation between statewide educational programs; plans and executes the Graduate Realtor® Institute (GRI) and similar programs, assists and supports local boards' educational programming.

**Management Team Liaison:** Sharon Hoydich

# Law & Policy

## Forms Content



**Dawn M. Johnson, GRI**  
 1577 Meadowbrook Court  
 Niceville 32578  
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 Cell: 850.496.2051  
 E-mail: dawnjohnsonrealtor@gmail.com

### Vice Chairperson

Cathy J. Alley  
 821 Coldwater Creek Circle  
 Niceville 32578  
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 Cell: 850.585.2303  
 Fax: 850.678.0941  
 E-mail: eracj@cox.net

### Members

Stacy Allen, Tom R. Baker, Dore A. Baratta, Brenda Bray, Kimberly A. Bryant, Alexander R. Cika, David P. Clapp, Martin Cohen, Valerie B. Dailey, Lindsay W. Dolamore, Robert G. Elliott, Mindy Emerson-Hunley, Dave R. Gaudreau, Linda S. Goldfarb, Lisa Y. Hughley, John P. Kern, Diana Kurtz, Jack H. Levine, Debbie K. Lewis, Daniel A. Lopez, Elliot D. Marcus, Corey R. McCloskey, Harry J. “Jim” Mitchem, Robert “Bob” Pasquarello, Joe J. Perez, Lynn M. Peters, Rona Port, Oscar N. Resek, Marcia K. “Marcie” Roggow, Tess Scalise, James C. Schanz, Patrick Simm, Helen V. Sosso, Joyce M. Steward, Natalie D. Thomas, James L. Weix, Linda J. Wilson

### Purpose

Provides members direct input into the development of Florida Realtors® business forms. Members can suggest modification, creation, deletion or addition of business forms.

**Management Team Liaison:** Meredith Caruso

---

## Local Board/Association Attorney’s Council



**John Sherrard**  
 34 S.E. 5th St.  
 Stuart 34994  
 Tel: 772.283.9322  
 E-mail: jesesq@bellsouth.net

### Vice Chairperson

John Soileau  
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 Cocoa 32926  
 Cell: 321.631.1550  
 E-mail: jsoileau@brevardlawgroup.com

### Members

Don Anchors, Ellen Avery-Smith, Andrew Blasi, J. Robert Boyd, Joseph Boyd, David M. Campione, David Carter, George Collins, Jr., Clyde Davis, David Ged, Sylvia Golden-Norris, Jack Hackett, Mercedes G. Hale, Brian P. Hanafin, Kristy L. Harrington, Charles I. “Chic” Holden, Jr., Doug Kaplan, Erik V. Korzilius, James S. Lupino, Karen E. Maller, Jeffrey B. Marks, Brooke N. Martinez, Douglas K. McCoy, Douglas McKoy, Ken Misemer, William Morris, Gary J. Nagle, Don Perrin, James A. “Jim” Pilon, James N. Powell, David Rankin, Randy J. Schwartz, Stephen J. Simmons, Wayne L. Smith, Ben Solomon, Robert Stambaugh, Chene Thompson, Erin E. Thompson Wollett, Daniel Villazon, Stephen Watson, Charles A. Weddle, Ruben “Ben” Williams, Thomas D. Wright

### Purpose

Informs and discusses issues and practices relating to the real estate transaction and the cooperative role of attorneys and Realtors®; exchanges and disseminates legal and policy information beneficial to boards/associations.

**Management Team Liaison:** Marcia Tabak

---

## MLS Administrators Information Exchange



**Gloria Salinard, e-PRO**  
1013 McClelland Ave.  
Port St. Joe 32456  
Tel: 850.653.3322  
Cell: 850.653.6626  
E-mail: gloria@rafgc.com

### Members

Wendy Alley, Lynda S. Anthony, Michael Bustamante, Angela Campbell, Cindy Carlslake, Cindy Cornman, Merri Jo Cowen, Paul A. Galloway, Eugene R. Gibbins, Lisa Gurske, Nicole D. Hagood, Madelyn Hermetet, Daniel Maldonado, Marisa Moleiro, Eben V. Moran, Francisco Oquendo, Cassandra Pittman, Sheila Richards, Bill Robinson, Rob Rowlinson, Wendy Sapp, Ronald G. Stephan, Josh Summers, Jeffrey W. Weiss

### Purpose

Offers an opportunity to discuss ideas and issues relating to MLS operations and services.

**Management Team Liaison:** Anne Cockayne

---

## Realtor®/Attorney Joint Committee



**Patricia A. Moser, GRI**  
P.O. Box 520  
Alachua 32616-0520  
Tel: 386.462.4020  
Cell: 352.538.1773  
Fax: 386.462.3848  
E-mail: pmoser@horizon  
realty-realtors.com

### Vice Chairperson

TBD

### Members

Tom R. Baker, Teresita “Terri” Bersach, David P. Clapp, Julie A. Horstkamp, Denise Hutson, Frederick W. Jones, Ronald B. “Ron” Lennen, Scott Marcus, Greg J. Owens, Martha Pomares, Raymond A. Rivera, Melinda S. Rovillo, Denise Rowan, Dirk Schroeder, Racquel L. Schroeder, Jalal Shehadeh

### Purpose

Promotes cordial relations between Realtors® and attorneys; provides the opportunity to review and update the Florida Realtors®/BAR Contract for Sale and Purchase and any appropriate riders.

**Management Team Liaison:** Marcia Tabak

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# Member Involvement

## Board Leadership Forum



**John H. Slivon, CIPS**  
 4940 S.W. Hammock Creek Drive  
 Palm City 34990  
 Tel: 772.207.7669  
 Cell: 772.486.0801  
 Fax: 772.283.6626  
 E-mail: john.slivon@florida  
 realtors.org

### Vice Chairperson

Paul B. Hendriks  
 360 Central Ave., Suite 800  
 St. Petersburg 33701  
 Tel: 727.490.2250  
 Cell: 727.403.6744  
 Fax: 727.362.1296  
 E-mail: paul@gulftobayteam.com

### Members

Kasey Albright, Vicki Anderson, Michele Archbell, William R. "Bill" Archer, Alexandra M. Arena Gil, Michael C. Armstrong, Natalie L. Arrowsmith, Bruce M. Badenoch, Carol E. Barber, Judith K. "Judy" Barnett, Scott Barrett, Dennis E. Basile, Kevin L. Batdorf, Marc Bellapianta, Deborah A. Bender, Ted A. Benjamin, Ileana Bogaert, Harold D. Briley, II, Ruth E. Bryson, Charles M. Bullock, Whitney Buntentbach, Josh Burdine, Kenneth "Lenny" Byrd, Jaime M. Caballero, Carrie A. Cahoon, Leah L. Chapin, Billy R. Chapman, Adam R. Chicoine, Georgina Clamage, David P. Clapp, Jeff J. Clark, Julianne W. Clark, James F. Clements, Teresa S. Cole, Diane B. Cook, Marsha Corby, Shannon M. Cornell, Katherine G. Cosgrove, Linda J. Cridland, Darlene Davenport, William "Bill" Deese, Benjamin F. DeHaven, Richard C. Dempsey, Jeanne Denton-Scheck, David B. "Dave" Derrenbacker, Tina DiCharia, Karen D. Donnelly, Bill Dryburgh, Susan L. Eagle, Ian Edmonson, James "J.B." Edwards, Ruth Edwards, Raymond M. Eggermont, Jeffrey M. "Jeff" Fagan, Addison "Drew" Farrar, Megan Farrell, Mike Ferrie, Lisa H. Ferringo, Eva Fifer, Jaime Flasterstein, Travis Ford, Michael J. Gallo, Wendy Giffin, Lawrence D. Gilbert, Scarlett Godfrey, Douglas A. Goethel, Melissa Goldman, Andrew W. Gonzalez, John B. Gonzalez, Archibald Grant, Heidi H. Gravel, Jorge L. Guerra, Jr., Karen J. Guffey, John D. Gullahorn, Daniel D. Hake, Hollie D. Hansen, Ida Hargaray, Andrew K. Harper, Ronald P. "Ron" Harris, Cynthia C. Haydon, David Hazellief, Dan R. Hazy, Daniel "Danny" Hernandez, Kelsey Heustess, Brian Hinton, Vicky Holloway, Susan M. "Missi" Howell, Jason M. Jakus, Kevin Jarrett, George R. Johnson, Karen Johnson, Jeffrey M. "Jeff" Jones, Lamanda L. Jones, Stephen "Steve" Josselyn, James F. Kahler, Michael Kanik, Alexandra "Alley" Kelley,

Tracy King-MacCornack, Sandy Kishton, Nathan Krueger, Steve J. Ladrado, Ellie W. Lambert, Robert "Greg" Lane, Benton W. Langley, Cheryl Lee-Talbert, Jack H. Levine, Jeffrey J. Levine, Bruno Lodwig, Cynthia Logan, David H. Longspaugh, Gregory Lord, Jarrod Lowe, John W. "Jack" Lynch, Sr., Michael J. Mangrum, Fran Markowitz, Mitchell B. Martin, Donnie R. Martinez, Lazaro Martinez, Reagan L. Masone, Jo Ann Mazzeo, James L. McCann, Nina D. McCaslin-Horn, Susan L. McEwen, Vangela McFarland, Robin L. McKeever, Caitlin McKinney, Lauren U. Melo, Tom Miesen, Nicholas T. Mihalich, Jennifer Miller, Robin H. Mitchell, Karen E. Montgomery, Helen K. Moore, Victoria R. Morrison, Patricia A. Moser, Amy Mullins, William "Bill" Navarra, Charles "Charlie" Neal, Sharon M. Neuhofer, Afra M. Newell, Kathi A. Obendorfer, Roberta "Berta" Odom, Addie Owens, Terry L. Paschal, Robert "Bob" Pasquarello, Paul Penn, Jr., Jeanne Pickrel, John D. Pinson, Gregory F. Pittas, Samantha Prueter, Patricia Richard, Glen C. Richardson, Jacqueline A. "Jackie" Robertson, Alisa Rogers, Kerry Rosselet, Lisa C. Ruiz-Castanet, Mark Sadek, A. Cristie Schmidt, Robin A. Schwartz, Christina Serafine, Jose M. Serrano, Mary D. Seymour, Tabetha Sibley-Tyner, Tansy M. Soderstrom, Andy Spears, Mark Spurgeon, Tom V. Steck, Gina R. Steger, Caryn D. Stephenson, Madge Stewart, Reese Stewart, Heather Swanson, Alice G. Taylor, Kitty Taylor, Michael B. Taylor, Bebe H. Teichman, Terri Tennille, Joan Tersigni, Monique Thiel, Jeremy L. Thomas, John T. Toney, R. E. Tonkinson, Jean Ulrich, Philip W. "Phil" Van Der Heyden, Julie B. Vandegrift, Adam H. Vellano, Bruce Vinnick, Lynda D. Walker, Patricia K. Weeks, Ursula S. "Uschi" Weinkauff, Susan West, Jeanne L. Wheeler, Dena Wilcoxon, Wendy D. Wilson, Keith R. Wood, Amy L. Worth, Virginia K. Wright, Donald "Don" Zenner

### Purpose

Encourages the exchange of ideas and information among local board/association leaders.

**Management Team Liaison:** Joel Maxson

## Florida NAR Directors Committee



Chairperson

**Christine E. Hansen,**  
**CIPS, CRB, GRI**  
3010 E. Commercial Blvd.  
Fort Lauderdale 33308-4312  
Tel: 954.776.5400  
Cell: 954.817.4881  
E-mail: christinehansenfl@gmail.com

### Members

David B. Abernathy, Fernando Arencibia, Jr., Natalie L. Arrowsmith, Michael J. Artelli, Andrew G. Barbar, Dennis E. Basile, Kevin L. Batdorf, Christian E. Bohyn, Charles J. Bonfiglio, Jr., Michael P. Brownell, Michael W. Bruno, Josh Burdine, Nancy C. Cardone, Abigail M. Carr, Mari L. Colgan, Darlene Davenport, Ann M. DeFries, John Dohm, Jonathan W. Dolphus, Howard B. Elfman, Bruce E. Elliott, Raul R. Estrada, Jeffrey M. "Jeff" Fagan, Richard E. Fioretti, Patricia S. "Patti" Fitzgerald, Richard T. "Dick" Fryer, William C. "Bill" Furst, Jr., Brandi J. Gabbard, Diana Galavis, Kathleen A. Gallagher McIver, Cassandra G. Gallego, Brenda G. Ghibaudi, Francois K. Gregoire, Adam Grenville, Barry Grooms, Russell Grooms, Jorge L. Guerra, Jr., Donna M. Guido, Carlos Gutierrez, Cynthia C. Haydon, Dan R. Hazy, Ines Hegedus-Garcia, Lynnette Hendricks, Paul B. Hendriks, Fred Hintenberger, Jason M. Jakus, George C. Jalil, Marc V. Jernigan, Connie M. Johnson, Karen Johnson, Jonathan Keith, Frank E. Kowalski, Cheryl Lambert, Joseph A. LaRosa, Ronald B. "Ron" Lennen, Jack H. Levine, Jeffrey J. Levine, Sharon R. Lindblade, Jarrod Lowe, John W. "Jack" Lynch, Sr., Veronica C. Malolos, Jo Ann Mazzeo, Nina D. McCaslin-Horn, Joel D. "J.D." McClintock, G. "Mike" McGraw, Sherri L. Meadows, Carlos A. Melendez, Reinaldo L. "Rei" Mesa, Ellen R. Mitchel, Steven W. Moreira, Terrell P. Newberry, Louis H. Nimkoff, Michael W. "Mike" Owen, Christina Pappas, Roger M. Piro, Kim Price, Judy Ramella, Nancy J. Riley, Cheryl R. Roane, Ed P. Roberts, Mark Sadek, Eric Sain, Thomas F. "Tom" Salomone, Jose M. Serrano, Brian Sharpe, Cynthia C. Shelton, John H. Slivon, Sally A. Suslak, Zsolt Szerencses, Clark W. Toole, Wesley Ulloa, Madeline H. "Matey" Veissi, Maurice J. "Moe" Veissi, Maria S. Wells, Catherine B. "Cathy" Whatley, Jennifer Wollmann, John R. Wood, Christopher Zoller

### Purpose

Allows NAR Directors representing Florida the ability to stay informed about issues at NAR and their impact on Florida Realtors®, its members and the state of Florida.

**Management Team Liaison:** Heidi Watzak

## Leadership Academy Committee



Chairperson

**Sandra Fernandez,**  
**CIPS, CRB, CRS**  
2780 S.W. 87th Ave., Suite 106  
Miami 33165  
Tel: 786.655.0801  
Cell: 305.342.2960  
Fax: 305.907.5239  
E-mail: sandra@fernandezhomes.com

### Vice Chairperson

Renee Marquiss, SFR  
3828 Glen Oaks Manor Drive  
Sarasota 34232  
Tel: 941.706.1717  
Cell: 941.807.5950  
Fax: 941.706.1711  
E-mail: reneemarquiss@gmail.com

### Members

David I. Alfin, Cathy J. Alley, Ophelia J. "Opey" Angelone, Cora A. Baker, Barbara A. Barnes, Mariela Bartens Santurri, Marc Bellapianta, Alberto Carrillo, Ashley Christie, Lauren W. Connolly, Blanca B. Contreras, Diane B. Cook, Michael A. DeLorenzo, William G. "Glenn" East, Maria L. Flores-Garcia, Ryan T. Ford, Brenda G. Ghibaudi, John Goldsborough, Sharon R. Gould, Meighan A. Harris, Lynnette Hendricks, Paul B. Hendriks, Marc V. Jernigan, Barbara S. Jordan, Timothy M. Kinzler, Susanna Madden, Rosemary Mahoney, Louise C. McLean, Susan M. McQuillan, Bonnie F. Metviner, Terrell P. Newberry, Thamara Pichardo, M. Dianne Pittman, Victor J. Raymos, Cheryl R. Roane, Robin A. Schwartz, Katie Shotts, Rita B. Smith, Alfreda J. Smith-Odato, Tom V. Steck, Robert H. "Rob" Tessmer, Jr., Janice S. "Sue" Vasquez, Jeffrey Ward, Robert West, Amy L. Worth, Carol A. Zingone

### Purpose

Interviews and selects candidates for the academy as well as promotes and provides an educational program to enhance the skills of potential leaders.

**Management Team Liaison:** Dana Bricker

## NAR Strategy Committee



**Patricia S. "Patti" Fitzgerald,**  
**ABR, CRB, GRI**  
5693 S.E. Crooked Oak Ave.  
Hobe Sound 33455  
Tel: 772.236.5400  
Cell: 561.346.1339  
Fax: 772.210.6553  
E-mail: pfitz422@aol.com

### Vice Chairperson

Louis H. Nimkoff, CCIM, CPM  
740 Williams Drive  
Winter Park 32789  
Cell: 407.405.3368  
E-mail: loun@floridarealtors.org

### Members

Pamela L. Banks, Andrew G. Barbar, Ann M. DeFries,  
William C. "Bill" Furst, Jr., Francois K. Gregoire, Barry  
Grooms, Russell Grooms, Christine E. Hansen, Cheryl  
Lambert, Nancy J. Riley, Eric Sain, Thomas F. "Tom"  
Salomone, Cynthia C. Shelton, D.J. Snapp, III, Maurice J.  
"Moe" Veissi, Maria S. Wells, Catherine B. "Cathy" Whatley

### Subcommittee:

NAR Director Mentoring

**Chairperson: Cynthia C. Shelton**

**Vice Chairperson: Patricia S. "Patti" Fitzgerald**

### Purpose

Provides direction and recommends support of NAR issues and candidates for NAR office to the NAR Directors from Florida; when applicable interviews and provides recommendations on NAR Director Candidates to the Board of Directors; contributes to the influence and shaping of policy and the mission of NAR by recommending Florida members for committee service and assisting in their advancement at NAR.

**Management Team Liaison:** Heidi Watzak

---

## Young Professionals Network Advisory Committee



**Megan Farrell**  
25 Claymont Court S.  
Palm Coast 32137  
Tel: 386.246.1560  
Cell: 386.597.3545  
E-mail: megan@themeganfarrellteam.com

### Vice Chairperson

Carlos A. Melendez, e-PRO, SFR  
6436 Grand Cypress Circle  
Lake Worth 33463  
Tel: 561.433.2477  
Cell: 561.676.7112  
Fax: 866.676.4428  
E-mail: carlos@themelendezgroup.com

### Members

Kasey Albright, Ariomar "Ari" Alejo, Hollie M. Billero  
Buldo, Danielle J. Boutin, Ruth E. Bryson, Michael  
Bustamante, Vanessa Bustamante, Alberto Carrillo, Candace  
M. Cecil, Ashley Christie, Jennifer Daversa, Michael A.  
DeLorenzo, Jonathan W. Dolphus, Amanda D. Fell, Ryan  
T. Ford, Ana P. Gazzara, Meighan A. Harris, Nicholas D.  
"Nico" Hohman, Melissa Honeycutt, Kevin Kersey, Amy M.  
Langleben, Marissa R. Levine, Catherine McLaney, Anthoula  
R. Papagiannakis, Manuel A. "Manny" Quiros, Peter E.  
Rivera, Cole W. Slate, April A. Spaulding, Jackie L. Sylvester,  
Robert H. "Rob" Tessmer, Jr., Wesley Ulloa, Stephen S.  
Willis, Kara Wisely

### Purpose

Provides direction and strategy for the YPN members in determining the communication, information and education necessary to reach out to young professional members, and provide an opportunity for direct input to Florida Realtors®.

**Management Team Liaison:** Lisa Walker

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# Real Estate Specialties

## Association Executives Council



**Marisol Espinoza, RCE**  
 700 Avenue B S.W.  
 Winter Haven 33880-2832  
 Tel: 863.294.3163  
 Cell: 863.332.2749  
 E-mail: marisole@epcar.com

### Vice Chairperson

David B. Bennett, CAE, RCE  
 4590 Ulmerton Rd.  
 Clearwater 33762  
 Cell: 727.710.1231  
 E-mail: dbennett@tampabayrealtor.com

### Members

Lynda S. Anthony, Jeff Arakelian, Debbie Ashbrook, Cora A. Baker, Barbara A. Barnes, Angela Campbell, Wayne E. Carter, Sammie Copeland, A. Keith Dean, Renee DeJane, Dorothy Desvousges Sperber, Mark Dougherty, William G. "Glenn" East, Sue Fern, Darla Frye-Guevremont, Dan Gherna, Suzanne Giacchino, Lisa Gurske, Dionna Hall, Meighan A. Harris, Carol W. Hawk, Brittany J. Jackson, Beate Jones, Teresa King Kinney, Twis H. Lizasuain, Cliff Long, Steven J. Louchheim, Nancy Macaluso, Dennis MacDonald, Tracy Mallette, Martin "Marty" Manion, Marlene Merkle, Chuck Michaels, Janet O'Brien, Kathy O'Cain, Linda Pizarro, Victor J. Raymos, Sheila Richards, Bill Robinson, Brenda C. Rodgers, Gloria Salinard, Wendy Sapp, Leah M. Selig, Katie Shotts, Kandy Sweeney, Ryan J. Tucholski, Wendy C. Waller, Darlene Yonce

### Subcommittee:

Government Affairs Directors  
**Chairperson: Nancy E. Garcia**  
**Vice Chairperson: Joe Farrell**

### Purpose

Assists Florida Realtors® in promoting sound, efficient and progressive practices in the administration and management of boards/associations.

**Management Team Liaison:** Anne Cockayne

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## Commercial Alliance Committee



**Jose M. Serrano, CCIM**  
 10950 N. Kendall Drive,  
 Suite 200  
 Miami 33176  
 Tel: 305.635.5000  
 Cell: 305.283.0492  
 E-mail: jserrano@  
 newmiamirealty.com

### Vice Chairperson

Karen Johnson  
 10415 Cobalt Court  
 Parkland 33076  
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### Members

Diane J. Acken, Dao Alderman, Fernando Arencibia, Jr., Jean Armstrong, Robert C. "Chip" Armstrong, Dennis E. Basile, Gary M. Bonacci, Claudette Bruck, Josh Burdine, Richard Candia, Ian Edmonson, Sue Fern, David R. "Dave" Ferro, Scott A. Field, Jaime Flasterstein, Angela Foster, G.G. Galloway, Anthony Gambardella, Frank J. Gulisano, Clay B. Ketcham, Daniel Kijner, Carol L. Kinnard, Howard Klahr, Joshua E. Kohn, Belinda G. Krause, Weslie E. Kunkle, Daniel Lang, Bev Larson, Blair C. Lee, Diego Leiva, Cindy L. Marsh Tichy, John P. "Jack" Martin, Tom Miesen, Julia Montei, Steven W. Moreira, Mark A. Newman, John S. Perrone, William H. "Bill" Poteet, Jr., Cheryl R. Roane, William M. Roberts, Jack Rodriguez, Douglas W. Rooks, Charles W. "Sonny" Shanks, Brian Sharpe, Sofia Fahima Smith, Debra Spadafora, April A. Spaulding, Virginia M. Spencer, Alan Steinberg, Maria Stopa, Yulia Vargas, Beth Angela Welker, Jennifer Wollmann

### Purpose

Provides commercial practitioners an opportunity to discuss issues that affect their business and ability to do business; serves as a mechanism for input to Florida Realtors® regarding the development of legislative initiatives and contract development as they relate to commercial real estate practitioners.

**Management Team Liaison:** Andrew Rutledge

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## Global Business Committee



**Brian Woods, ABR, CIPS, GRI**

119 Granada St.  
Royal Palm Beach 33411  
Tel: 561.459.4361  
Cell: 561.714.6560  
Fax: 561.290.1483  
E-mail: blwoods@team  
realtydelivers.com

**Vice Chairperson**

Paula Angelopoulos Urbinati,  
CIPS, CRS, PMN  
624 104th Ave. N.  
Naples 34108-3227  
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**Members**

Julisa Aguilar, Alma J. Alexander, Carlos D. Alleyne,  
Barbara E. Ashley-Jones, Margit Barth, David B. Bennett,  
Peter R. Bobris, Christian E. Bohyn, Patrick J. Brazil,  
Odney Bredy, Mary Kay Brickey, Brett C. Brown, Carole  
L. Burgess, Sarita Cabrera, Claes R. Carlsson, Paula J.  
Cashi, Phyllis Choy, Blanca B. Contreras, Cleberto L.  
Copetti, Jason R. Daugherty, Silvia Dukes, Sergio Duran,  
Sean J. Ferguson, Katherine Figueroa Santiago, Chandra  
Garbarino, Ana P. Gazzara, Steven S. Graul, Sherry S.  
Grooms, German M. Guardiola, Deborah G. Heard, Jeff  
W. Heard, Edward Herbst, Susan M. “Missi” Howell, Uzma  
Husain, Marina Johnson, Milagros S. “Millie” Kanyar,  
Herman “Leo” Kentolall, Teresa King Kinney, Christine M.  
Knighton, Terry T. Kuykendall, Lea Lagueux, Cassandra  
M. Lamoureux, Peter Leon, Anthony P. Listrom, Cliff  
Long, Nancy Macaluso, William “Will” Mathews, Scott  
McAllister, Cynthia A. McGuire, Sherri L. Meadows, Rita  
M. Meagher, Gonzalo M. Mejia, Imran Mohamed, Marilia  
Neri, Neal A. Oates, Jr., Emel Onur, Larissa Ortiz, Anthoula  
R. Papagiannakis, John D. Pinson, Carol K. Platt, Elaine  
Pumarejo, Manuel A. “Manny” Quiros, Donna Reid, Lynn  
B. Richey, Phillip J. Riek, Lynne Rifkin, Keyla Rivera,  
Mark Sadek, Christel Silver, Miguel A. Soria, Virginia M.  
Spencer, Kristin K. Triolo, Mollyana Ward, Ursula S. “Uschi”  
Weinkauff, Annalisa Weller, Munodaoni “Monda” Williams,  
Jessica Wittenbrink, Christopher Zoller

**Purpose**

Creates mechanisms to serve the specialized needs of  
members globally and to position Florida Realtors® globally  
as the most influential and authoritative representative of the  
Florida real estate business and profession.

**Management Team Liaison:** Maria Grulich

---

# Trusts

## Disaster Relief Fund



Chairperson

**William G. "Glenn" East, CAE, CRB, RCE**  
 7801 Deercreek Club Rd.  
 Jacksonville 32256  
 Tel: 904.394.9132  
 Cell: 904.613.8568  
 E-mail: glenneast@nefar.org

**Trustees**

Phyllis Choy, Kevin B. Hyde, Patti E. Ketcham, Craig D. Wilburn

**Purpose**

To raise and distribute funds for members of the Realtor® family who have experienced substantial damage or loss to their residence or office due to a natural disaster.

**Management Team Liaison:** Meredith Caruso

---

## Homeownership For All



Chairperson

**John J. Mike, CRS, GRI**  
 8439 Cargill Point  
 West Palm Beach 33411  
 Tel: 561.932.0444  
 Cell: 561.722.5028  
 Fax: 561.932.0445  
 E-mail: johnmike@remax.net

**Additional Trustees**

John L. Castelli, Michael A. Dooley, Sandra Fernandez, Spencer E. Haynes, Vilma Lopez, Louise C. McLean, Sherri L. Meadows, Mark Noviello, Elizabeth Ruggeri, Sharon P. Voss

**Purpose**

The "Support Homeownership for All" license plate funds seek to provide foundations and other groups with resources and support to take the initiative to address affordable housing issues in Florida. Proceeds are used to fund programs that provide and promote affordable housing in Florida.

**Management Team Liaison:** Nathan Greene

---

## Florida Realtors® Education Foundation



Chairperson

**Gia M. Arvin, CRS, GRI, PMN**  
 3947 Newberry Rd.  
 Gainesville 32607  
 Tel: 352.372.3930  
 Cell: 352.870.4428  
 Fax: 352.372.3039  
 E-mail: askthearvins@yahoo.com

**Vice Chairperson**

Sharon P. Voss, CIPS, CRS, GRI  
 223 S. Shadowbay Blvd.  
 Longwood 32779  
 Tel: 407.862.2013  
 Cell: 407.463.0030  
 E-mail: vossrs@aol.com

**Directors**

Brenda C. Fioretti, Michelle L. Ginn, Ida Hargaray, Tina C. Harris, Steven Lerner, Michelle Rojas

**Purpose**

To provide, fund, administer and implement real estate related scholarships.

**Management Team Liaison:** Janet Valentine

---

## Silent Angels



Chairperson

**Maurice J. "Moe" Veissi**  
 12396 S.W. 82nd Ave.  
 Pinecrest 33156  
 Tel: 305.665.9299  
 Cell: 786.367.0171  
 Fax: 305.665.8095  
 E-mail: moeveissi@gmail.com

**Additional Trustees**

Claudette Bruck, Anita Colletti, Susanna Madden, G. "Mike" McGraw, Maggie D. Morris, Eric Sain, Thomas F. "Tom" Salomone, Cynthia J. Shafer, Madeline H. "Matey" Veissi

**Purpose**

To provide funds, supplies and services to individuals who are making a determined effort, yet are financially needy or otherwise distressed.

**Management Team Liaison:** Allison Cochran

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## Members of NAR Committees

The appointments listed below are subject to change; please see [realtor.org](http://realtor.org) for the official committee and director appointments.

**Diane Acken**

Commercial Comm.

**Sandra Adomatis**

Sustainability Advisory Group

**Dao Alderman**

Commercial Comm.

**Israel V. Ameijeiras**

Diversity Comm.

**Paula Angelopoulos Urbinati**

Global Business and Alliances Comm.

**Patricia Anglero**

Global Business and Alliances Comm.

**Francisco J. Angulo**

Diversity Comm.

Global Alliances Advisory Board

**Natalie L. Arrowsmith**

Board of Directors

**Michael J. Artelli**

Public Policy Coordinating Comm.

**Cora A. Baker**

AEC-RCE Certification

Advisory Board

**Richard Baranski**

Professional Development Comm.

**Andrew G. Barbar**

Board of Directors

Realtor® Party Trustees for

Campaign Services Comm.

**Daniel Barber**

Multiple Listing Issues  
and Policies Comm.

**Barbara Barnes**

AEC-RCE Certification

Advisory Board

**Dennis E. Basile**

Commercial Real Estate

Research Advisory Board

**Kevin L. Batdorf**

Professional Standards Comm.

**Charles Bates**

Insurance Comm.

**David B. Bennett**

AEC-RCE Certification

Advisory Board

**Jeff Berger**

Multicultural Real Estate

Leadership Advisory Group

**Alma B. Betancourt**

Commercial Comm.

Global Business and Alliances Comm.

**Michael A. Bindman**

Business Issues Policy Comm.

**Patrick T. Bissett**

Risk Management Issues Comm.

**Ileana Bogaert**

CIPS Advisory Board

Global Alliances Advisory Board

**Christian Bohyn**

Board of Directors

Global Alliances Advisory Board

Global Business and Alliances Comm.

Public Policy Coordinating Comm.

**Alexis Bolin**

Professional Development Comm.

**Charles J. Bonfiglio, Jr.**

Board of Directors

Federal Taxation Comm.

**Danielle Bowden**

Sustainability Advisory Group

**Deborah M. Boza-Valledor**

CIPS Advisory Board

**Corrales Bradley Yazcara**

Global Business and Alliances Comm.

**Mary Kay Brickey**

AEC-RCE Certification

Advisory Board

**Brett C. Brown**

CIPS Advisory Board

**Vivian Browning**

State and Local Issues Policy Comm.

**Michael Bruno**

Meeting and Conference Comm.

**Ruth Bryson**

CIPS Advisory Board

**Josh Burdine**

Research Comm.

**Michael Bustamante**

Multiple Listing Issues and

Policies Comm.

**Jaime Caballero**

Federal Technology Policy Comm.

Resort and Second Home

Real Estate Comm.

**Robert W. "Bob" Caldwell**

Public Policy Coordinating Comm.

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Consumer Advocacy Outreach

Advisory Board

Smart Growth Advisory Board

State and Local Issues Mobilization

Support Comm.

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Board of Directors

**Caroline Carrara**

Professional Standards Comm.

**Alberto Carrillo**

Federal Financing & Housing  
Policy Comm.

**Paula J. Cash**

Risk Management Issues Comm.

Sustainability Advisory Group

**John L. Castelli**

Public Policy Coordinating Comm.

**Candace M. Cecil**

Professional Standards Comm.

**Joanne Chando**

CIPS Advisory Board

**Mari L. Colgan**

Board of Directors

Consumer Communications Comm.

**Anita Colletti**

Leading Edge Advisory Board

**Cristina Comstock**

Diversity Comm.

**Diane Cook**

Business Issues Policy Comm.

Federal Technology Policy Comm.

**Merri Jo Cowen**

Federal Technology Policy Comm.

**Judy Curry**

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**Darlene Davenport**

Board of Directors

**Ann M. Defries**

Board of Directors

Membership Policy and Board

Jurisdiction Comm.

**Rosa Delgado**

Conventional Financing

and Policy Comm.

**Jeanne Denton-Scheck**

Federal Taxation Comm.

**John Dohm**

Commercial Comm.

**Jonathan W. Dolphus**

Board of Directors

Housing Opportunity Comm.

**David Dweck**

State and Local Issues Policy Comm.

**Josephine B. "Jo" Easton**

Federal Financing & Housing

Policy Comm.

**Howard B. Elfman**

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Resort and Second Home

Real Estate Comm.

**Bruce E. Elliott**

Board of Directors

**Jeffrey M. "Jeff" Fagan**

Board of Directors

Business Issues Policy Comm.

**Megan Farrell**

Professional Development Comm.

**Amanda D. Fell**

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**Jorge Fernandez**

Multiple Listing Issues and Policies Comm.

Young Professionals Network Advisory Board

**Lynda Fernandez**

Consumer Advocacy Outreach Advisory Board

**Sandra Fernandez**

Global Business and Alliances Comm.

**Norkis Fernandez-Valdez**

Diversity Comm.

**Vira Ferreira**

Global Alliances Advisory Board

**David R. “Dave” Ferro**

Public Policy Coordinating Comm.

**Brenda C. Fioretti**

Research Comm.

**Richard E. Fioretti**

Professional Standards Comm.

**Patricia S. “Patti” Fitzgerald**

Board of Directors

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Diversity Comm.

**Barbara A. Fox**

Multiple Listing Issues and Policies Comm.

**Darla Frye-Guevremont**

Leading Edge Advisory Board

**Richard T. “Dick” Fryer**

Business Issues Policy Comm.

**William C. “Bill” Furst, Jr.**

Public Policy Coordinating Comm.

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Insurance Comm.

**Diana Galavis**

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Strategic Thinking Advisory Comm.

**Kathleen A. Gallagher McIver**

Board of Directors

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Commercial Comm.

Commercial Real Estate

Research Advisory Board

Research Comm.

**Anthony Gambardella**

Commercial Comm.

**Dave Garrison**

AEC-AE Institute Advisory Board

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Meeting and Conference Comm.

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**Martha Gillespie-Beeman**

Leading Edge Advisory Board

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Small Board Forum

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Corporate Investor Council

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Support Comm.  
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**Kimberly Wiggins**

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**Lu Anne Wilson**

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Jurisdiction Comm.

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**Summer J. Greene, Plantation, 2012**

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**Patricia S. "Patti" Fitzgerald, Jupiter, 2011**

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**Charles J. Bonfiglio, Sr., Cooper City, 2008\***

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**Frank E. Kowalski, Miami, 2005**

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**Marie Powell, Treasure Island, 1995\***

**James R. Kasper, Kissimmee, 1994\***

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**R.J. Collins, Killeen, Texas, 1992**

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**Michael W. "Mike" Owen, Delray Beach, 1991**

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**Robert W. Byrd, Tallahassee, 1990†**

James M. Parrish, Gainesville, 1989\*  
 Myrtle T. "Andy" Anderson, Fort Lauderdale, 1988\*  
 Roger P. Enzor, Pensacola, 1987\*  
 George M. Linville, Jacksonville, 1986\*  
 Robert H. Elrod, Orlando, 1985\*  
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 Fermon Minshew, Pensacola, 1983\*  
 Jack I. Korenblit, Cocoa Beach, 1982\*  
 William A. "Bill" Watson, Jr., Jacksonville, 1981  
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 Parker G. Banzhaf, Sarasota, 1980\*  
 Edgar L. Schlitt, Vero Beach, 1979\*  
 E. "Guy" Bass, Jr., Fort Lauderdale, 1978\*  
 Lawrence R. Condict, Orlando, 1977\*  
 William L. Brookfield, Jr., Daytona Beach, 1976\*  
 James D. Mott, Tampa, 1975\*  
 Phillip Pickens, Lake City, 1974\*  
 Howard C. Babcock, Jr., Orlando, 1973\*  
 Enrique Valledor, Miami, 1972\*  
 John R. Wood, Naples, 1971  
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 Levie D. Smith, Jr., Lakeland, 1970\*  
 James E. Hollenbeck, Jr., Palm Beach Gardens, 1969\*  
 David Nussbaum, Sr., Jacksonville, 1968\*  
 David C. Jones, Jr., Naples, 1967\*  
 Walter B. Decker, St. Petersburg, 1966\*  
 Ted L. Staton, Orlando, 1965\*  
 H.J. Vordermeier, Fort Lauderdale, 1964\*  
 J.R. Boring, Tampa, 1963\*  
 James O. Buck, Jacksonville, 1962\*  
 Arthur B. Boazman, Miami, 1961\*  
 James H. Adkinson, Pensacola, 1960\*  
 William G. Haynie, Orlando, 1959\*  
 Sylvan M. Maxwell, Miami, 1958\*  
 L.M. Studstill, West Palm Beach, 1957\*  
 Jack Justice, Miami Beach, 1956\*  
 D. Harold Stimpson, Orlando, 1955\*  
 Morrison I. Taylor, Jacksonville, 1954\*  
 Robert T. Brinkley, Tallahassee, 1953\*  
 Larry W. Long, St. Petersburg, 1952\*  
 E.D. Keefer, Miami Beach, 1951\*  
 S. Merle Heasley, Orlando, 1950\*  
 Richard D. Barker, Jacksonville, 1949\*  
 Walter S. Hardin, Bradenton, 1948\*  
 Al Werly, St. Petersburg, 1947\*  
 Jack L. Robinson, Daytona Beach, 1946\*

J.L. Hearin, Tampa, 1945\*  
 J.E. Hollenbeck, West Palm Beach, 1944\*  
 Harold R. Davis, Miami Beach, 1943\*  
 Kenneth S. Keyes, Miami, 1942\*  
 O.A. Gane, West Palm Beach, 1941\*  
 S.H. Bowman, Clermont, 1939-40\*  
 Harry J. Wood, Fort Myers, 1938\*  
 Stephen F. McReady, Ocala, 1937\*  
 Frank R. Jewett, Vero Beach, 1936\*  
 Walter B. Wilson, Miami Beach, 1935\*  
 W.H. Toole, Tampa, 1934\*  
 O.P. Swope, Orlando, 1932-33\*  
 Lon Worth Crow, Miami, 1931\*  
 Louis R. Hall, Sarasota, 1930\*  
 Alfred H. Wagg, West Palm Beach, 1929\*  
 Charles P. Glover, Tampa, 1927-28\*  
 Carl C. McClure, Fort Myers, 1926\*  
 Walter W. Rose, Orlando, 1924-25\*  
 Ernest L. Hill, Jacksonville, 1922-23\*  
 Thomas C. Hammond, Tampa, 1916-21\*

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 Jack Justice, Miami Beach\*  
 Kenneth S. Keyes, Miami\*  
 Walter W. Rose, Orlando\*

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# Locations of Local Associations and Boards of Realtors®

Below are Florida's local boards/associations listed alphabetically by district. To find a board/association on the map, use the reference number given immediately after its name. For contact information, turn to the page listed to the right of each line.

Florida Realtors' 13 districts are delineated by white lines and numbers.

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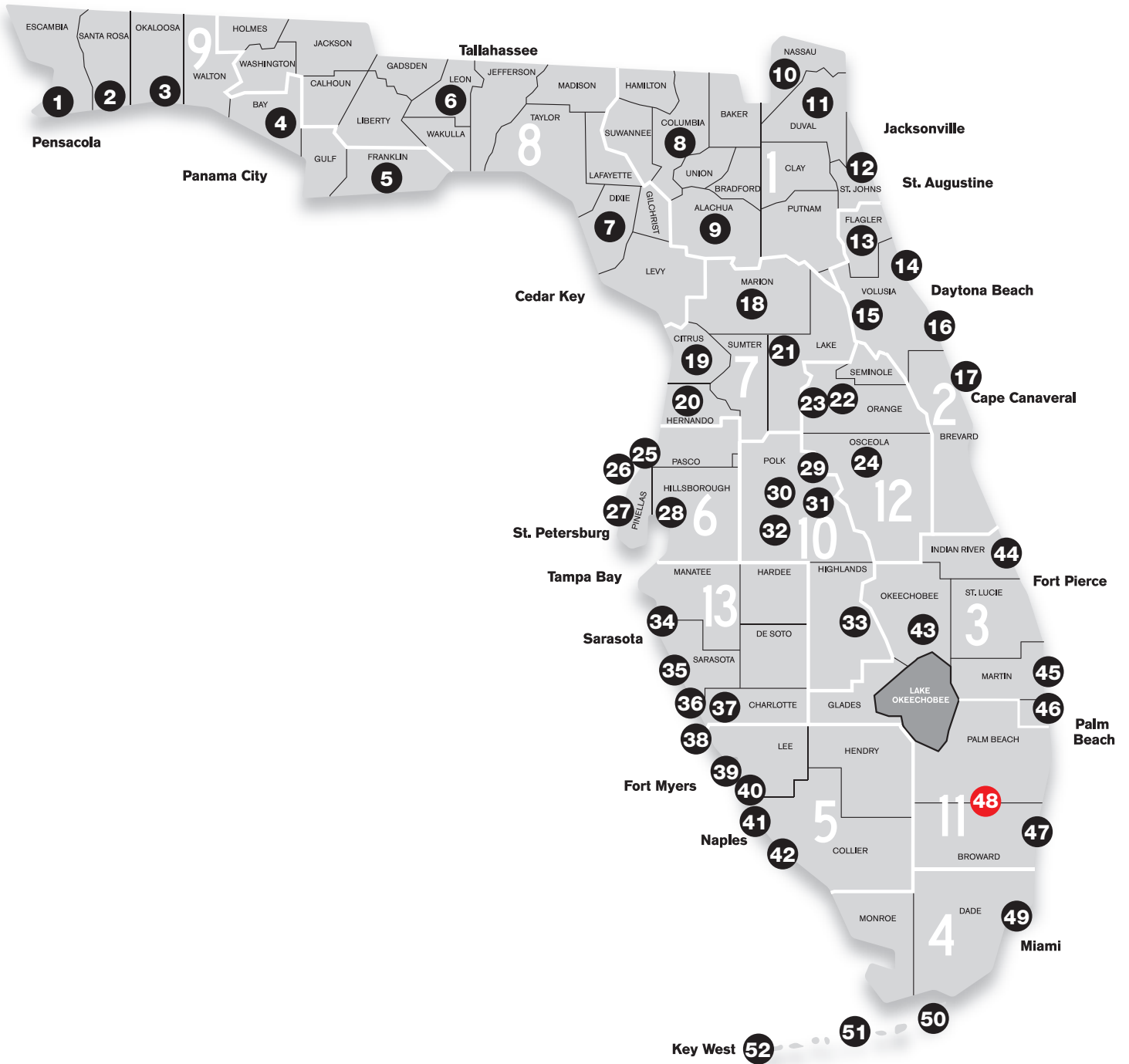
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Map reference numbers do not correspond with official NAR board/association numbers. Board/association locations on map are relative and do not indicate jurisdiction.


# Local Associations and Boards of Realtors®

All membership records reflect Florida Realtors® records as of November, 2018



<b>DISTRICT 1 (10) Amelia Island-Nassau County Assn.</b>		<b>☎ 904.261.8133</b>
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 <p><b>Association Executive</b> Wendy Sapp 910 S. 14th St. Fernandina Beach 32034 Tel: 904.261.8133 Fax: 904.261.8998 E-mail: wendy@aincar.org</p>		
<b>Active, Primary members: 482</b>		Operating year starts: January

<b>DISTRICT 10 (32) Bartow Board</b>		<b>☎ 863.533.1767</b>
 <p><b>President</b> James F. Clements 1295 S. Orange Ave. Bartow 33830 Cell: 863.287.4334 E-mail: jfclements@gmail.com</p>	<p><b>President-Elect</b> Judith K. "Judy" Barnett 145 E. Main St. Bartow 33830 Cell: 863.559.3237 Fax: 863.533.7843 E-mail: judybarnett@verizon.net</p>	<p><b>fax</b> 863.533.8047 <b>e-mail</b> julianne.clark@verizon.net <b>website</b> bartowboardof realtors.com</p>
<p><b>Board Office</b> 1510 N. Broadway Bartow 33830 Tel: 863.533.1767 Fax: 863.533.8047 E-mail: julianne.clark@ verizon.net</p>	<p><b>Secretary</b> Karen J. Guffey 125 E. Main Bartow 33830 Cell: 863.512.1761 Fax: 863.533.7038 E-mail: kguffey@gibsonandwirt.com</p>	<p><b>Treasurer</b> Julianne W. Clark 2060 E. Cherokee Bartow 33830 Tel: 863.533.1767 Cell: 863.944.2772 Fax: 863.533.8047 E-mail: julianne.clark@verizon.net</p>
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<b>DISTRICT 5 (40)</b>		<b>Bonita Springs-Estero Realtors®</b>	<b>☎ 239.992.6771</b>
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<b>Active, Primary members: 964</b>		Operating year starts: January	



<b>DISTRICT 12 (23)</b>		<b>Central Florida Commercial Assn.</b>	<b>☎ 407.942.4570</b>
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<b>Active, Primary members: 73</b>			





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<b>DISTRICT 8 (7)</b>		<b>Dixie-Gilchrist-Levy Counties Board</b>	<b>☎ 352.493.9683</b>
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<b>DISTRICT 10 (29)</b>		<b>East Polk County Association</b>	<b>☎ 863.294.3163</b>
 <p><b>President</b> Lamanda L. Jones P.O. Box 9 Dundee 33838 Cell: 863.557.3627 Fax: 863.299.5772 E-mail: lamanda.jones@gmail.com</p>	<p><b>President-Elect</b> Deborah A. Bender, GRI 3958 Bedford Ave. Winter Haven 33884 Cell: 941.405.6078 E-mail: psrealty@yahoo.com</p>		<p><b>fax</b> 863.299.5772 <b>e-mail</b> marisole@epcar.com <b>website</b> epcar.com</p>
	 <p><b>Association Executive</b> Marisol Espinoza, RCE 700 Ave. B S.W. Winter Haven 33880-2832 Tel: 863.294.3163 Cell: 863.332.2749 Fax: 863.299.5772 E-mail: marisole@epcar.com</p>	<p><b>Vice President</b> Benjamin F. DeHaven 1731 Roanoke Ave. Lakeland 33803 Cell: 321.501.2999 E-mail: ben@havenrealtyfl.com</p>	
<b>Active, Primary members: 690</b>		Operating year starts: October	

<b>DISTRICT 9 (3)</b>		<b>Emerald Coast Association</b>	<b>850.243.6145</b>
 <p><b>President</b> Nina D. McCaslin-Horn 291 S. Gulf Drive Santa Rosa Beach 32459 Tel: 850.231.6052 Cell: 850.685.0198 E-mail: nina@scenicisr.com</p>	 <p><b>Association Executive</b> A. Keith Dean 10 Hollywood Blvd. S.E. Fort Walton Beach 32548 Tel: 850.243.6145 Cell: 850.980.3745 Fax: 850.243.6147 E-mail: keith@ecaor.com</p>	<p><b>President-Elect</b> Kitty Taylor, CIPS, CRS, GRI 133 DeFuniak St. Santa Rosa Beach 32459 Tel: 850.231.2886 Cell: 850.585.5334 Fax: 850.534.0882 E-mail: kitty@graytoncoastproperties.com</p>	<p><b>fax</b> 850.243.6147 <b>e-mail</b> barbara@ecaor.com <b>website</b> emeraldcoastrealtors.com</p>
		<p><b>Vice President</b> Tom Miesen, e-PRO 66 Highway 20 E. Freeport 32439 Tel: 850.290.3555 Cell: 850.259.7771 E-mail: tom@nexthomebayside.com</p>	<p><b>Key Employees</b> Accounting &amp; Finance: Michael Young, mike@ecaor.com; Communications: Dave Fiore, dave@ecaor.com; Education &amp; Professional Standards: Paula Cook, paulac@ecaor.com; Government Affairs &amp; MLS: Josh Summers, josh@ecaor.com; Membership: Chris Peavy, chris@ecaor.com</p>
<p><b>Active, Primary members: 3,289</b></p>		<p><b>Treasurer</b> Keith R. Wood, MRP 119 Berger Place N.E. Fort Walton Beach 32548 Tel: 850.609.4629 Cell: 850.200.2039 E-mail: keith.wood@era-american.com</p>	<p>Operating year starts: January</p>

<b>DISTRICT 13 (36)</b>		<b>Englewood Area Board</b>	<b>941.474.6664</b>
 <p><b>President</b> Mark Spurgeon P.O. Box 686 Boca Grande 33921 Tel: 941.964.0338 Cell: 941.270.0647 E-mail: mark.spurgeon@bgre1.com</p>	 <p><b>Association Executive</b> Dianne Clark 3952 N. Access Rd. Englewood 34224 Tel: 941.474.6664 Cell: 941.208.5546 Fax: 941.475.8070 E-mail: dclark@eabor.net</p>	<p><b>President-Elect</b> Kathi A. Obendorfer, SFR 120 Stanford Drive Englewood 34223-5740 Tel: 941.473.7399 Cell: 941.445.3775 Fax: 941.473.7199 E-mail: kathi@kathihomes.com</p>	<p><b>fax</b> 941.475.8070 <b>e-mail</b> info@eabor.net <b>website</b> englewoodareaboardofrealtors.com</p>
		<p><b>Secretary</b> Philip W. "Phil" Van Der Heyden 8264 Wiltshire Drive, Unit A Port Charlotte 33981-2807 Tel: 941.698.1300 Cell: 941.740.8587 E-mail: southgulfcoveralty@yahoo.com</p>	<p><b>Treasurer</b> Raymond M. Eggermont, CRS, GRI, SRES 12267 S. Access Rd. Port Charlotte 33981-6213 Cell: 941.697.9400 E-mail: ray@onlinefrs.com</p>
<p><b>Active, Primary members: 788</b></p>		<p>Operating year starts: January</p>	

<b>DISTRICT 2 (13)</b>		<b>Flagler County Association</b>	<b>☎ 386.437.0095</b>
 <p><b>President</b> Megan Farrell 25 Claymont Court S. Palm Coast 32137 Tel: 386.246.1560 Cell: 386.597.3545 E-mail: megan@themeganfarrellteam.com</p>	<p><b>President-Elect</b> Bruce Vinnick 235 Palm Coast Parkway N.E., Unit B Palm Coast 32137 Cell: 386.503.0612 E-mail: brucevinnick@realtyexecutives.com</p>		<p><b>fax</b> 386.437.6070 <b>e-mail</b> info@flaglercountyrealtors.com <b>website</b> flaglercountyrealtors.com</p>
	 <p><b>Association Executive</b> Dorothy Desvousges Sperber, e-PRO, PSA, RCE 704 E. Moody Blvd., #1216 Bunnell 32110 Tel: 386.437.0095 Cell: 386.986.5156 Fax: 386.437.6070 E-mail: ae@flaglercountyrealtors.com</p>	<p><b>Vice President</b> Marc Bellapianta 87 Colechester Lane Palm Coast 32137-9061 Tel: 386.246.9222 Cell: 386.449.9262 E-mail: mbellapianta@fpcpm.com</p> <p><b>Secretary</b> Marsha Corby, AHWD, RSPS, SFR 20 Wood Center Lane Palm Coast 32164 Cell: 386.931.6185 Fax: 386.986.1896 E-mail: corbymarsha@bellsouth.net</p>	
<p><b>Active, Primary members: 1,021</b></p>		<p><b>Treasurer</b> Katherine G. Cosgrove 8 Shinnecock Court Palm Coast 32137 Cell: 303.888.4983 E-mail: gailcosgrove22@gmail.com</p> <p><b>Key Employees</b> Accounting/Finance: Catherine Osborne, ext. 101, billing@flaglercountyrealtors.com; Communications &amp; Government Affairs: Nicole Williams, ext. 103, gad@flaglercountyrealtors.com; Education: Marie Miller, marketing@flaglercountyrealtors.com; Membership: Alexis Allard, ext. 102, membership@flaglercountyrealtors.com; MLS: Cassandra Pittman, ext. 104, mls@flaglercountyrealtors.com</p> <p>Operating year starts: January</p>	



<b>DISTRICT 6 (26)</b>		<b>Florida Gulfcoast Commercial Assn.</b>	<b>☎ 727.939.4227</b>
 <p><b>President</b> Wendy Giffin One Tampa City Centre, Suite 3600 Tampa 33602 Cell: 727.599.3799 E-mail: wendy.giffin@cushwake.com</p>	<p><b>President-Elect</b> Lawrence D. Gilbert 1744 N. Belcher Rd., Suite 200 Clearwater 33765 Tel: 727.441.1951 E-mail: lgilbert001@gmail.com</p>		<p><b>fax</b> 727.942.4570 <b>e-mail</b> memberservices@fgcar.org <b>website</b> fgcar.org</p>
	 <p><b>Association Executive</b> Sue Fern 5123 Kernwood Court Palm Harbor 34685 Tel: 727.942.4503 Fax: 727.942.4570 E-mail: sue@fernmanagement.com</p>	<p><b>Secretary/Treasurer</b> Kevin Yeager 311 Park Place Blvd. Clearwater 33765 Tel: 727.214.4590 E-mail: kevin.yeager@colliers.com</p> <p><b>Key Employees</b> Communications, Education, Membership &amp; Professional Standards: Suzanne Giacchino, suzanne@fernmanagement.com</p>	
<p><b>Active, Primary members: 202</b></p>		<p>Operating year starts: January</p>	

<b>DISTRICT 4 (50)</b>		<b>Florida Keys Board</b>	<b>☎ 305.852.9294</b>
 <p><b>President</b> Cheryl Lee-Talbert 98880 Overseas Highway Key Largo 33037 Cell: 305.731.6720 E-mail: cheryl@real estateflkeys.com</p>	 <p><b>Association Executive</b> Lynda S. Anthony 97670 Overseas Highway 2nd Floor Key Largo 33037 Tel: 305.852.9294 Cell: 305.746.8210 Fax: 305.852.0716 E-mail: lynda@flkeysboard ofrealtors.com</p>	<p><b>President-Elect</b> Michael Kanik 99353 Overseas Highway, Suite 9 Key Largo 33037 Cell: 305.509.1244 E-mail: michael@allkeysrealty.com</p>	<p><b>fax</b> 305.852.0716 <b>e-mail</b> info@flkeysboard ofrealtors.com <b>website</b> flkeysboard ofrealtors.com</p>
		<p><b>Secretary</b> Charles M. Bullock, ABR 140 Kahiki Drive Tavernier 33070 Cell: 305.394.7607 E-mail: kahikichaz48@gmail.com</p>	<p><b>Key Employee</b> Membership: Kim Carter kimmcarter@flkeysboard ofrealtors.com</p>
<p><b>Active, Primary members: 389</b></p>		<p><b>Treasurer</b> Jennifer Miller P.O. Box 988 Tavernier 33070 Cell: 305.240.0592 E-mail: floridakeyshomes@ yahoo.com</p>	<p>Operating year starts: January</p>

<b>DISTRICT 1 (9)</b>		<b>Gainesville-Alachua County Association</b>	<b>☎ 352.332.8850</b>
 <p><b>President</b> Heather Swanson, CRS, GRI, PMN 3501 S.W. 79th Terrace Gainesville 32608 Tel: 352.372.3930 Cell: 352.222.6344 Fax: 352.372.3039 E-mail: heather@ hswanson.com</p>	 <p><b>Association Executive</b> Lisa Gurske, e-PRO 1750 N.W. 80th Blvd. Gainesville 32606 Tel: 352.332.8850 Cell: 352.650.2193 Fax: 352.371.7911 E-mail: lgurske@gacar.com</p>	<p><b>President-Elect</b> Jeremy L. Thomas 4907-A N.W. 43rd St. Gainesville 32606 Tel: 352.375.1002 Cell: 352.665.3295 Fax: 352.373.7058 E-mail: jeremythomas@remax.net</p>	<p><b>fax</b> 352.371.7911 <b>e-mail</b> lgurske@gacar.com <b>website</b> gacar.com</p>
		<p><b>Vice President</b> Patricia A. Moser, GRI P.O. Box 520 Alachua 32616-0520 Tel: 386.462.4020 Cell: 352.538.1773 Fax: 386.462.3848 E-mail: pmoser@horizon realty-realtors.com</p>	<p><b>Key Employees</b> Accounting &amp; Finance: Teri Creasman, tcreasman@gacar.com; Communications &amp; Gov. Affairs: Matt Umanos, mumanos@gacar.com; Education &amp; Professional Standards: Teresa Layne, tlayne@gacar.com; Membership: Kenyada Higgins, khiggins@gacar.com; MLS: Danny Maldonado, dmaldonado@gacar.com</p>
<p><b>Active, Primary members: 1,078</b></p>		<p><b>Secretary/Treasurer</b> Mitchell B. Martin, ABR, CRS, GRI 5542 N.W. 43rd St. Gainesville 32653 Tel: 352.371.6100 Cell: 352.316.5527 Fax: 352.378.2737 E-mail: mmrealtor@mac.com</p>	<p>Operating year starts: January</p>






<b>DISTRICT 6 (28)</b>		<b>Greater Tampa Realtors®</b>		<b>☎ 813.879.7010</b>	
 <p><b>President</b> Dan R. Hazy, GRI 806 Walsingham Way Valrico 33594 Cell: 813.545.7372 E-mail: dan@danhazy.com</p>		<p><b>President-Elect</b> Darlene Davenport 14612 Mirasol Manor Court Tampa 33626 Tel: 813.839.3800 Cell: 813.309.3100 E-mail: ddaven1@msn.com</p>		<p><b>fax</b> 813.879.8977 <b>e-mail</b> info@tamparealtors.org <b>website</b> tamparealtors.org</p>	
 <p><b>Association Executive</b> Dennis MacDonald CIPS, GRI, RCE 2918 W. Kennedy Blvd. Tampa 33609 Tel: 813.769.7180 Cell: 813.731.5696 Fax: 813.879.8977 E-mail: dennis@tampa realtors.org</p>		<p><b>Vice President</b> Ellie W. Lambert, AHWD, SRES 13544 Avista Drive Tampa 33624 Cell: 813.690.0319 E-mail: ellielambert@me.com</p>		<p><b>Treasurer</b> Robert "Bob" Pasquarello 701-A Del Webb Blvd. W. Sun City Center 33573 Tel: 813.634.5517 Cell: 813.505.7430 Fax: 813.658.1335 E-mail: bobpasquarello@c21be.com</p>	
<p><b>Active, Primary members: 11,116</b></p>		<p><b>Secretary</b> Ruth E. Bryson, CIPS, CRS, GRI 2103 Crestmont Court Valrico 33596-7833 Cell: 813.263.6687 Fax: 813.436.5354 E-mail: bryson.ruth23@gmail.com</p>		<p><b>Key Employees</b> Accounting &amp; Finance: Laura Izzo, 813.769.7182, laura@tamparealtors.org; Communications: Kim Chin, 813.769.7188, kim@tamparealtors.org; Education: Jennifer Garula-Mers, 813.769.7186, jennifer@tampa realtors.org; Gov. Affairs: Brenda Rabbitt, 813.769.7190, brenda@tamparealtors.org; Membership: John Lutch, 813.769.7191, john@tamparealtors.org; Professional Standards: Lisa Couture, 813.769.7181, lisa@tamparealtors.org</p>	
		<p>Operating year starts: January</p>			



<b>DISTRICT 10 (33)</b>		<b>Heartland Association</b>		<b>☎ 863.385.6014</b>	
 <p><b>President</b> Madge Stewart 1821 Lakeview Drive Sebring 33870 Cell: 863.381.3678 E-mail: mds@madge stewart.com</p>		<p><b>President-Elect</b> Lazaro Martinez 1018 Lake Reserve Rd. Sebring 33875 Cell: 863.458.0532 E-mail: listwithlaz@gmail.com</p>		<p><b>fax</b> 863.385.4944 <b>e-mail</b> heartlandrealtors1@gmail.com <b>website</b> heartlandrealtors.org</p>	
 <p><b>Association Executive</b> Sheila Richards 815 U.S. Highway 27 S. Sebring 33870 Tel: 863.385.6014 Cell: 863.381.4252 Fax: 863.385.4944 E-mail: sheila@heartland realtors.org</p>		<p><b>Vice President</b> Tracy King-MacCornack P.O. Box 1665 Avon Park 33826-1665 Cell: 863.443.6969 E-mail: tammac21@msn.com</p>		<p><b>Treasurer</b> Whitney Buntenbach 5008 Lakewood Rd Sebring 33875 Cell: 863.634.2691 E-mail: whitneysells@gmail.com</p>	
<p><b>Active, Primary members: 446</b></p>		<p><b>Secretary</b> Jeanne L. Wheeler 611 E. Cornell S. Avon Park 33825 Cell: 863.202.4444 E-mail: jeanne@realestatecorp.com</p>		<p><b>Key Employee</b> Membership: Lisa Littles, heartland realtors2@gmail.com</p>	
		<p>Operating year starts: January</p>			

<b>DISTRICT 7 (20)</b>		<b>Hernando County Association</b>	<b>☎ 352.799.1971</b>
 <p><b>President</b> Patricia Richard, GRI 5160 Mariner Blvd. Spring Hill 34609 Tel: 352.686.2222 Cell: 352.584.2102 E-mail: patrichard@patricia.richard.com</p>	<p><b>President-Elect</b> Michele Archbell, GRI 5327 Commercial Way, Suite B110 Spring Hill 34606 Cell: 352.279.1829 E-mail: realtormarchbell@gmail.com</p> <p><b>Secretary</b> Tabetha Sibley-Tyner 3300 Commercial Way Spring Hill 34606 Tel: 352.484.0881 Cell: 352.428.2371 E-mail: tabethasibleyteam@gmail.com</p> <p><b>Treasurer</b> Nathan Krueger, SFR, SRS 3377 Mariner Blvd. Spring Hill 34609 Tel: 352.686.0540 Cell: 352.801.3100 E-mail: nathan.krueger@yahoo.com</p>	<p><b>fax</b> 352.799.4350 <b>e-mail</b> info@hernando.realtors.com <b>website</b> hernandorealtors.com</p>	
		<p><b>Associate Executive</b> Brenda Rabbitt 7321 Sunshine Grove Rd. Brooksville 34613 Tel: 352.799.1971 Cell: 727.215.8342 Fax: 352.799.4350 E-mail: brenda@hernando.realtors.com</p>	<p><b>Key Employees</b> Accounting &amp; Finance: Madelyn Hermetet, ext. 13, madelyn@hernandorealtors.com; Education &amp; Membership: Linda Vilar, ext. 15, linda@hernandorealtors.com; Government Affairs: Joseph Farrell, joe@hernandorealtors.org; MLS: Cindy Litwinsky, ext. 10, cindy@hernandorealtors.com</p> <p>Operating year starts: January</p>
<b>Active, Primary members: 744</b>			

<b>DISTRICT 4 (52)</b>		<b>Key West Association</b>	<b>☎ 305.296.8259</b>
 <p><b>President</b> Benton W. Langley 336 Duval St. Key West 33040 Cell: 305.394.9020 E-mail: will@keys.realestate.com</p>	<p><b>President-Elect</b> Robin H. Mitchell 333 Fleming St. Key West 33040 Cell: 305.797.9099 E-mail: robinmitchell@kw.com</p> <p><b>Secretary</b> Monique Thiel 300 Southard St., Unit 101 Key West 33040 Cell: 305.879.9064 E-mail: monique@moniquethiel.com</p> <p><b>Treasurer</b> Jaime M. Caballero 130 Simonton St. Key West 33040 Tel: 305.296.6667 Cell: 305.797.5252 Fax: 305.712.6712 E-mail: jaime@kwvpr.com</p>	<p><b>fax</b> 305.296.2701 <b>e-mail</b> ceo@keywestrealtors.org <b>website</b> keywestrealtors.org</p>	
		 <p><b>Association Executive</b> Darla Frye-Guevremont 3422 Duck Ave. Key West 33040 Tel: 305.296.8259 Cell: 540.974.5302 Fax: 305.296.2701 E-mail: ceo@keywestrealtors.org</p>	<p><b>Key Employees</b> Membership: Daria Lopez, 305.849.2326, kwaradmin@keywestrealtors.org</p> <p>Operating year starts: January</p>
<b>Active, Primary members: 396</b>			

<b>DISTRICT 1 (8)</b>		<b>Lake City Board</b>	<b>☎ 386.755.3966</b>
 <p><b>President</b> Sandy Kishon, ABR, CRS, GRI P.O. Box 2153 Lake City 32056 Cell: 386.344.0433 Fax: 877.279.5757 E-mail: skishon@comcast.net</p>	 <p><b>Association Executive</b> Dan Gherna 326 N.W. Houseman Court Lake City 32055 Tel: 386.755.3966 Cell: 386.365.2080 Fax: 386.752.8160 E-mail: dan@nflmls.com</p>	<p><b>President-Elect</b> Susan L. Eagle 258 N.W. Bert Ave. Lake City 32055 Cell: 386.623.6612 Fax: 386.758.7851 E-mail: susanholton@bellsouth.net</p>	<p><b>fax</b> 386.752.8160 <b>e-mail</b> info@nflmls.com <b>website</b> northfloridarealtors.com</p>
		<p><b>Secretary</b> Samantha Prueter P.O. Box 356 Jennings 32053 Cell: 386.623.1217 Fax: 386.758.5882 E-mail: samanthaprueter@remax.net</p>	<p><b>Key Employees</b> MLS: Wendy Williams wendy@nflmls.com</p>
<b>Active, Primary members: 238</b>		Operating year starts: January	

<b>DISTRICT 10 (31)</b>		<b>Lake Wales Association</b>	<b>☎ 863.676.1721</b>
 <p><b>President</b> Addison "Drew" Farrar 244 E. Park Ave., Suite 6 Lake Wales 33853 Cell: 863.528.3771 E-mail: frewg34@gmail.com</p>	 <p><b>Association Executive</b> Renee L. DeJane 318 N. Scenic Highway Suite 50 Lake Wales 33853 Tel: 863.676.1721 E-mail: lwarnet@hotmail.com</p>	<p><b>Vice President</b> Heidi H. Gravel 343 W. Central Ave., Suite 102 Lake Wales 33853 Tel: 863.676.8058 Cell: 863.528.1935 E-mail: westlakerealestate@comcast.net</p>	<p><b>e-mail</b> lwarnet@hotmail.com <b>website</b> lwar.net</p>
		<p><b>Secretary</b> Vicky Holloway 212 W. Stuart Ave. Lake Wales 33853 Tel: 863.676.0200 Cell: 863.557.9003 E-mail: vickiholloway@msn.com</p>	<p><b>Treasurer</b> James F. Kahler 318 N. Scenic Highway Lake Wales 33853 Tel: 863.676.1614 Cell: 863.632.3016 E-mail: info@waterproperties.com</p>
<b>Active, Primary members: 43</b>		Operating year starts: January	



<b>DISTRICT 10 (30)</b>		<b>Lakeland Association</b>	<b>☎ 863.687.6111</b>
 <p><b>President</b>                  Lisa C. Ruiz-Castanet, CRS                  5925 Imperial Parkway,                  Suite 111                  Mulberry 33860                  Cell: 863.838.1318                  Fax: 863.701.8309                  E-mail: lisa@native                  palmonline.com</p>	 <p><b>Association Executive</b>                  Barbara A. Barnes, RCE                  619 E. Orange St.                  Lakeland 33801                  Tel: 863.687.6111                  Cell: 910.315.8988                  Fax: 863.688.8253                  E-mail: bbarnes@                  lakelandrealtors.org</p>	<p><b>President-Elect</b>                  Richard C. Dempsey, ALC                  2646 Verandah Vue Drive                  Lakeland 33812                  Cell: 863.581.1903                  Fax: 863.607.9254                  E-mail: richard@saunders                  realestate.com</p>	<p><b>fax</b> 863.688.8253  <b>e-mail</b> bbarnes@lakeland                  realtors.org  <b>website</b> lakelandrealtors.org</p>
		<p><b>Secretary/Treasurer</b>                  Shannon M. Cornell                  303 Van Lakes Blvd.                  Auburndale 33823                  Cell: 863.899.4082                  E-mail: shannon@arricorealty.com</p>	<p><b>Key Employees</b>                  Communications: Melissa Sanchez,                  ext. 103, msanchez@lakelandrealtors.                  org; Education: Heather Cook, ext.                  102, hcook@lakelandrealtors.org;                  Membership: Suzanne Fry, ext. 105,                  sfry@lakelandrealtors.org</p>
<p><b>Active, Primary members: 1,107</b></p>			<p>Operating year starts: January</p>

<b>DISTRICT 4 (51)</b>		<b>Marathon &amp; Lower Keys Association</b>	<b>☎ 305.743.2485</b>
 <p><b>President</b>                  Lisa H. Ferringo                  651 Pattison Drive                  Cudjoe Key 33042                  Tel: 305.872.3050                  Cell: 305.797.1221                  Fax: 305.832.0162                  E-mail: lisaferringo@gmail.com</p>	 <p><b>Association executive</b>                  Wayne Carter, AHWD, e-PRO                  5800 Overseas Highway,                  Unit 15                  Marathon 33050                  Tel: 305.743.2485                  Cell: 305.853.6348                  Fax: 305.743.4679                  E-mail: ceo@mlkar.com</p>	<p><b>President-Elect</b>                  Caitlin McKinney                  389 27th Street Ocean                  Marathon 33050                  Tel: 305.743.5181                  Cell: 305.304.7397                  Fax: 305.743.7012                  E-mail: caitlin@cbschmitt.com</p>	<p><b>fax</b> 305.743.4679  <b>e-mail</b> ceo@mlkar.com  <b>website</b> mlkar.com</p>
		<p><b>Secretary</b>                  Douglas A. Goethel                  29116 Rose Drive                  Big Pine Key 33043                  Cell: 305.240.1244                  Fax: 305.872.4220                  E-mail: 1ringo@comcast.net</p>	<p><b>Treasurer</b>                  Alexandra "Alley" Kelley, AHWD                  593 Sombrero Beach Rd., Unit 12A                  Marathon 33050                  Tel: 305.735.4095                  Cell: 727.459.0493                  Fax: 305.735.4447                  E-mail: flk.allykelley@gmail.com</p>
<p><b>Active, Primary members: 286</b></p>			<p>Operating year starts: January</p>



<b>DISTRICT 5 (42)</b>		<b>Marco Island Area Association</b>		<b>☎ 239.394.5616</b>	
	<b>President</b>		<b>Association Executive</b>	<b>President-Elect</b>	<b>fax</b> 239.394.8149 <b>e-mail:</b> info@marcorealtor.com <b>website</b> marcorealtor.com
	Stephen "Steve" Josselyn P.O. Box 264 Marco Island 34146 Cell: 239.877.7810 Fax: 239.394.1477 E-mail: marcosteve27@gmail.com		Kandy Sweeney, Interim 140 Waterway Drive Marco Island 34145 Tel: 239.394.5616 Fax: 239.394.8149 E-mail: kandysweeney@marcorealtor.com		
			<b>Secretary/Treasurer</b>	<b>Key Employees</b> Membership & MLS: Pattie Ziesig, pattieziesig@marcorealtor.com; Professional Standards: Linda Johns Carroll, lindajohns@marcorealtor.com	
			Charles "Charlie" Neal, GRI 1103 Bald Engle Drive Marco Island 34145 Tel: 239.394.6000 Cell: 239.248.4296 Fax: 239.394.6004 E-mail: ccneal@sprintmail.com		
<b>Active, Primary members: 533</b>			Operating year starts: January		

<b>DISTRICT 3 (45)</b>		<b>Martin County Realtors® of the Treasure Coast</b>		<b>☎ 772.283.1748</b>	
	<b>President</b>		<b>Association Executive</b>	<b>President-Elect</b>	<b>fax</b> 772.288.0215 <b>e-mail</b> info@martincountyrealtors.org <b>website</b> martincountyrealtors.org
	John B. Gonzalez 600 S.E. Ocean Blvd. Stuart 34994 Tel: 772.494.6999 Cell: 772.631.6450 E-mail: john.gonzalez@evusa.com		Janet O'Brien, RCE 3204-A S.E. Federal Highway Stuart 34997 Tel: 772.678.7248 Cell: 570.352.2193 Fax: 772.288.0215 E-mail: jobrien@martincountyrealtors.org		
			<b>Vice-President</b>	<b>Secretary/Treasurer</b> Andy Spears, GRI 11706 S.E. Federal Highway Hobe Sound 33455 Tel: 772.545.9555 Cell: 772.263.2515 E-mail: andyspearsfl@gmail.com	
			David B. "Dave" Derrenbacker 3727 S.E. Ocean Blvd., Suite 100 Stuart 34996 Tel: 772.220.4343 Fax: 772.220.0343 E-mail: dave@waterpointe.com		
<b>Active, Primary members: 789</b>			Operating year starts: October		




<b>DISTRICT 4 (49)</b>		<b>Miami Association</b>	<b>☎ 305.468.7000</b>
 <p><b>Chairperson</b> Jose M. Serrano, CCIM 10950 N. Kendall Drive, Suite 200 Miami 33176 Tel: 305.635.5000 Cell: 305.283.0492 E-mail: jserrano@new miamirealty.com</p>	 <p><b>Association Executive</b> Teresa King Kinney, CAE, CIPS, RCE 700 S. Royal Poinciana Blvd. Suite 400 Miami 33166 Tel: 305.468.7010 Cell: 305.218.0123 Fax: 305.468.7070 E-mail: tkinney@miamire.com</p>	<p><b>Chairperson-Elect</b> Jorge L. Guerra, Jr., CRS 814 Ponce De Leon Blvd., Suite 503 Coral Gables 33134 Tel: 305.392.1497 Cell: 305.725.2828 E-mail: j@resf.com</p>	<p><b>fax</b> 305.468.7070 <b>e-mail</b> info@miamire.com <b>website</b> miamirealtors.com</p>
		<p><b>Secretary</b> Mark Sadek, CIPS 2920 N. University Drive Coral Springs 33065-5014 Tel: 954.752.0900 Cell: 954.326.8708 Fax: 954.315.6926 E-mail: marksadek@keyes.com</p>	<p><b>Key Employees</b> Accounting &amp; Finance: Eureka R. Brown, 305.468.7082, eureka@miamire.com; Communications: Lynda M. Fernandez, 305.468.7040, lynda@miamire.com; Education: Leticia "Letty" Oliver, 305.468.7077, letty@miamire.com; Government Affairs: Danielle Blake, 305.468.7015, danielle@miamire.com; Membership: Marty D. Nash, 305.468.7001, marty@miamire.com; MLS: Bill Cole, 954.843.9780, bill@miamire.com; Prof. Standards: Xochitl "Xochi" Rieche, 305.468.7044, xochi@miamire.com</p>
<p><b>Active, Primary members: 43,798</b></p>		<p><b>Treasurer</b> Jack H. Levine, ABR, CRB, CRS 7901 Ludlam Rd. Miami 33143-4538 Tel: 305.665.6645 Cell: 305.812.1301 E-mail: jlevine@levinerealty.com</p>	<p>Operating year starts: July</p>


<b>DISTRICT 5 (41)</b>		<b>Naples Area Board</b>	<b>☎ 239.597.1666</b>
 <p><b>President</b> Jeffrey M. "Jeff" Jones, GRI 837 5th Ave. S., Suite 102 Naples 34102-6660 Tel: 239.692.9449 Cell: 239.777.1730 Fax: 877.814.0466 E-mail: jeff.jones@evusa.com</p>	 <p><b>Association Executive</b> Martin "Marty" Manion CAE, RCE 1455 Pine Ridge Rd. Naples 34109-2139 Tel: 239.597.1666 Cell: 717.576.3008 Fax: 239.597.7725 E-mail: marty@nabor.com</p>	<p><b>President-Elect</b> Lauren U. Melo 3960 Radio Rd., Unit 105 Naples 34104-3741 Tel: 239.449.8498 Cell: 239.641.4377 Fax: 888.797.2226 E-mail: frsforu@gmail.com</p>	<p><b>fax</b> 239.597.7725 <b>e-mail</b> membership@nabor.com <b>website</b> nabor.com</p>
		<p><b>Vice President/Secretary</b> Adam H. Vellano, GRI 9719 Acqua Court, Unit 211 Naples 34113-8124 Tel: 239.304.8252 Cell: 561.714.8184 E-mail: floraline13@gmail.com</p>	<p><b>Key Employees</b> Accounting &amp; Finance: Carl Russell, carl@nabor.com; Communications: Marcia Albert, marcia@nabor.com; Education: Michelle McKenna, michelle@nabor.com; Government Affairs: Jesse Purdon, jesse@nabor.com; Membership: Elizabeth Saggio, elizabeth@nabor.com; MLS: Eben Moran, eben@nabor.com; Professional Standards: Corie Chase, corie@nabor.com</p>
<p><b>Active, Primary members: 6,139</b></p>		<p><b>Treasurer</b> William R. "Bill" Archer 2575 Northbrooke Plaza Drive, Suite 207 Naples 34119-8099 Tel: 239.325.8038 Cell: 239.324.9845 E-mail: billarcher@ bkhomesrealty.com</p>	<p>Operating year starts: January</p>

<b>DISTRICT 9 (2)</b>		<b>Navarre Area Board</b>	<b>850.939.3870</b>
 <p><b>President</b> Lynda D. Walker, GRI P.O. Box 5460 Navarre 32566 Cell: 850.449.9575 E-mail: lwalker@ldwalker.com</p>	 <p><b>Association Executive</b> Angela Campbell 1917 Navarre School Rd. Navarre 32566 Tel: 850.939.3870 Cell: 850.420.7934 Fax: 850.936.9718 Email: naborangela@bellsouth.net</p>	<p><b>President-Elect</b> Amy Mullins 1651 Beachcomber Drive Gulf Breeze 32563 Cell: 850.516.7438 E-mail: amy.mullins@floridamoves.com</p>	<p><b>fax</b> 850.936.9718 <b>e-mail</b> nbbor@bellsouth.net <b>website</b> navarrerealtors.org</p>
		<p><b>Secretary</b> Scarlett Godfrey, GRI 2942 Bay St. Gulf Breeze 32563 Cell: 850.293.3829 E-mail: sgodfrey@drhorton.com</p>	<p><b>Key Employee</b> Education, Membership &amp; MLS: Paula Bailey, naborstaff@bellsouth.net</p>
<p><b>Active, Primary members: 329</b></p>		<p><b>Treasurer</b> Billy R. Chapman 8871 Navarre Parkway Navarre 32566 Cell: 850.217.0275 E-mail: billy.chapman@floridamoves.com</p>	<p>Operating year starts: January</p>



<b>DISTRICT 2 (16)</b>		<b>New Smyrna Beach Board</b>	<b>386.428.2104</b>
 <p><b>President</b> Gina R. Steger 466 Champagne Circle Port Orange 32127 Cell: 386.547.2213 E-mail: gina@exitreps.com</p>	 <p><b>Association Executive</b> Cora A. Baker, CAE, CIPS, RCE 725 W. Canal St. New Smyrna Beach 32168 Tel: 386.428.2104 Cell: 386.690.8008 Fax: 386.426.6564 E-mail: cora@nsbboard.com</p>	<p><b>President-Elect</b> Eva Fifer, GRI 394 DeSoto Drive New Smyrna Beach 32169 Cell: 386.314.6877 Fax: 386.427.2633 E-mail: evafifer@gmail.com</p>	<p><b>fax</b> 386.426.6564 <b>e-mail</b> cora@nsbboard.com <b>website</b> newsmyrnabeachrealtors.com</p>
		<p><b>Secretary</b> Kelsey Heustess 402 Flagler Ave. New Smyrna Beach 32169 Tel: 386.427.0002 Cell: 386.527.3168 Fax: 386.427.0038 E-mail: kelseyb@gmail.com</p>	<p><b>Treasurer</b> Travis Ford 9 Palm Drive New Smyrna Beach 32169 Cell: 386.690.1664 E-mail: travisford@nsbhomes.com</p>
<p><b>Active, Primary members: 567</b></p>		<p>Operating year starts: January</p>	<p><b>Key Employees</b> Accounting, Finance &amp; Membership: Margie Lutz, margie@nsbboard.com; Education &amp; MLS: Nicole Hagood, nicole@nsbboard.com; Government Affairs: Elizabeth Fetterhoff, elizabeth@nsbboard.com</p>

<b>DISTRICT 1 (11)</b>		<b>Northeast Florida Association</b>	<b>904.394.9494</b>
 <p><b>President</b> Jeanne Denton-Scheck, AHWD, PMN 100 E. Town Place, Suite 100 St. Augustine 32092 Tel: 904.940.5000 Cell: 904.868.6996 E-mail: jdenton@davidson realtync.com</p>	 <p><b>Association Executive</b> William G. "Glenn" East CAE, CRB, RCE 7801 Deercreek Club Rd. Jacksonville 32256 Tel: 904.394.9132 Cell: 904.613.8568 E-mail: glenneast@nefar.org</p>	<p><b>President-Elect</b> Ronald P. "Ron" Harris 4154 Dawnridge Rd. E. Jacksonville 32277-1491 Cell: 904.509.2838 E-mail: harrisrepartners@aol.com</p>	<p><b>e-mail</b> glenneast@nefar.org <b>website</b> nefar.com</p>
		<p><b>Secretary</b> Diane B. Cook, GRI, PMN 2350 Holly Lane Orange Park 32073 Tel: 904.531.9545 Cell: 904.773.3894 Fax: 904.398.8025 E-mail: dianesellsjax@gmail.com</p>	<p><b>Key Employees</b> Accounting &amp; Finance: Celeta McClamma, ext. 1201, cmcclamma@nefar.org; Communications: Melanie Green, ext. 1204, mgreen@nefar.org; Education: Cindy Foley, ext. 1202, cfoley@nefar.org; Government Affairs: Nancy Garcia, ext. 1205, ngarcia@nefar.org; Membership: Deanna Sims, ext. 1208, dsims@nefar.org; MLS: Ron Stephan, ext. 1230, ron@realtweb.net; Professional Standards: Susan Rodehaver, ext. 1206, susanr@nefar.org</p>
<p><b>Active, Primary members: 8,168</b></p>		<p><b>Treasurer</b> Susan M. "Missi" Howell, CIPS, CRS, GRI 615 Highway A1A Ponte Vedra Beach 32082 Tel: 904.285.6300 Cell: 904.716.1713 Fax: 904.285.5330 E-mail: missihowell@watson realtycorp.com</p>	<p>Operating year starts: January</p>

<b>DISTRICT 7 (18)</b>		<b>Ocala/Marion County Association</b>	<b>352.629.2415</b>
 <p><b>President</b> Victoria R. Morrison, CCIM, CIPS 4172 S.W. 46th Terrace Ocala 34477 Cell: 352.362.8888 Fax: 352.351.1209 E-mail: vickybryantmorrison@gmail.com</p>	 <p><b>Association Executive</b> Darlene Yonce, AHWD 3105 N.E. 14th St. Ocala 34470 Tel: 352.629.2415 Cell: 352.598.7164 Fax: 352.629.5490 E-mail: darlene@omcar.com</p>	<p><b>President-Elect</b> Gregory Lord, CIPS 2455 N.W. 44th Ave. Ocala 34482 Tel: 352.732.3276 Cell: 352.266.6180 Fax: 352.732.7998 E-mail: greg@homes toranches.com</p>	<p><b>fax</b> 352.629.5490 <b>e-mail</b> darlene@omcar.com <b>website</b> omcar.com</p>
		<p><b>Vice President</b> Gregory F. Pittas 119 S.E. 1st Ave. Ocala 34471 Tel: 352.347.0786 Cell: 352.427.1500 Fax: 352.347.3562 E-mail: gpittas@remax.net</p>	<p><b>Secretary/Treasurer</b> Virginia K. Wright, GRI 2403 S.E. 17th St., Suite 502 Ocala 34471 Tel: 352.566.7494 Cell: 352.207.7412 E-mail: ocalareobroker@gmail.com</p>
<p><b>Active, Primary members: 1,921</b></p>		<p>Operating year starts: January</p>	<p><b>Key Employees</b> Communications, Education &amp; Professional Standards: Mikhalea Hack, mikhalea@omcar.com; Membership: Cheri Fountain, cheri@omcar.com; MLS: Kay Osborn, 352.629.7077, kay@omcar.com</p>



<b>DISTRICT 3 (43)</b>		<b>Okeechobee County Board</b>	<b>863.467.0004</b>
 <p><b>President</b> A. Cristie Schmidt 425 S.W. Park St. Okeechobee 32972-4164 Tel: 863.763.5335 Cell: 863.634.3604 Fax: 863.763.7390 E-mail: cristieschmidt@gmail.com</p> <p><b>Association Executive</b> Judy Noel 427 S.W. Park St., Suite 2 Okeechobee 34972 Tel: 863.467.0004 Fax: 863.467.8438 E-mail: okeerealtors@gmail.com</p>	<p><b>Vice President</b> David Hazellief 1200 S. Parrott Ave. Okeechobee 34974 Tel: 863.763.2104 Cell: 863.610.1553 E-mail: david@c21okee.com</p> <p><b>Secretary</b> Vicki Anderson 21442 E. S.R. 78 Okeechobee 32974 Cell: 863.634.4106 Fax: 863.467.7822 E-mail: vic_anderson@earthlink.net</p>	<p><b>fax</b> 863.467.8438 <b>e-mail</b> okeerealtors@gmail.com <b>website</b> okeechobeerealtorsassociation.org</p> <p><b>Treasurer</b> Vangela McFarland 104 N.W. 7th Ave. Okeechobee 34972 Tel: 863.763.4010 Cell: 863.261.3630 E-mail: vangela1954@hotmail.com</p>	
	<p><b>Active, Primary members: 69</b></p>		<p>Operating year starts: January</p>

<b>DISTRICT 12 (22)</b>		<b>Orlando Regional Realtors®</b>	<b>407.253.3580</b>
 <p><b>President</b> Jeffrey M. "Jeff" Fagan 1485 Travertine Terrace Sanford 32771 Tel: 407.772.3686 Cell: 904.219.7228 E-mail: jefffagan@watsonrealtycorp.com</p>  <p><b>Association Executive</b> Cliff Long, CIPS, RCE 1330 Lee Rd. Orlando 32810 Tel: 407.513.7261 Cell: 407.774.2270 Fax: 407.293.6380 E-mail: cliff@orlandorealtors.org</p>	<p><b>President-Elect</b> Reese Stewart, ABR, SRS 6985 Wallace Rd. Orlando 32819 Tel: 407.352.5800, ext. 612 Cell: 407.374.3302 E-mail: reese@reeseestewart.com</p> <p><b>Secretary</b> Tansey M. Soderstrom, ABR 7925 W. Sand Lake Rd., Suite 202 Orlando 32819 Tel: 407.581.5550 Cell: 407.617.6305 Fax: 407.581.5551 E-mail: tsoderstrom@reforlando.com</p> <p><b>Treasurer</b> Natalie L. Arrowsmith, GRI, PMN, SFR 175 E. Main St., Suite 104 Apopka 32703 Tel: 407.992.8955 Cell: 407.408.7628 Fax: 407.992.8956 E-mail: natalie@arrowsmithrealty.com</p>	<p><b>fax</b> 407.293.6380 <b>e-mail</b> orra@orlandorealtors.org <b>website</b> orlandorealtors.org</p> <p><b>Key Employees</b> Accounting &amp; Finance: Robert Muszynski, ext. 7554, robertm@orlandorealtors.org; Communications: Laura Haag, ext. 7272, laurah@orlandorealtors.org; Education: Ashley Wheeler, ext. 7270, ashleyw@orlandorealtors.org; Government Affairs: Frankie Elliott, ext. 7276, frankiee@orlandorealtors.org; Membership: Cathy Case, ext. 7307, cathyc@orlandorealtors.org; Professional Standards: Donna Willey, ext. 7263, donnaw@orlandorealtors.org</p>	
	<p><b>Active, Primary members: 14,955</b></p>		<p>Operating year starts: January</p>

<b>DISTRICT 12 (24)</b>		<b>Osceola County Association</b>	<b>☎ 407.846.0117</b>
 <p><b>President</b> Daniel "Danny" Hernandez, GRI 4683 Caverns Drive Kissimmee 34758 Tel: 407.557.3040, ext. 7012 Cell: 407.729.3795 E-mail: dhernandez@evistaresources.com</p>	 <p><b>Association Executive</b> Twis H. Lizasuain 1105 Shady Lane Kissimmee 34744 Tel: 407.846.0117 Cell: 407.973.2627 Fax: 407.846.0217 E-mail: tlizasuain@osceola-realtors.com</p>	<p><b>President-Elect</b> George R. Johnson, CRB 2180 E. Irlo Bronson Memorial Highway Kissimmee 34744 Cell: 407.301.5055 Fax: 407.891.0542 E-mail: gjohnson@myfloridamove.com</p>	<p><b>fax</b> 407.846.0217 <b>e-mail</b> tlizasuain@osceola-realtors.com <b>website</b> osceolarealtors.org</p>
		<p><b>Secretary</b> Alexandra M. Arena Gil P.O. Box 915211 Longwood 32791 Tel: 407.339.5757 Cell: 321.228.6377 E-mail: rehunters@gmail.com</p>	<p><b>Key Employees</b> Accounting &amp; Finance: Jo Ann O'Shaughnessy, ext. 203, accounts@osceola-realtors.com; Communications: Kathleen Milord, ext. 205, kmilord@osceola-realtors.com; Education: Mona Somers, ext. 207, msomers@osceola-realtors.com; Membership &amp; MLS: Elvira Perez, ext. 209, eperez@osceola-realtors.com</p>
<p><b>Active, Primary members: 3,629</b></p>		<p><b>Treasurer</b> Donnie R. Martinez, ABR, GRI 2021 13th St. St. Cloud 34769 Tel: 407.343.0909 Cell: 407.908.4765 Fax: 407.957.7859 E-mail: donbeetle@aol.com</p>	<p>Operating year starts: January</p>

<b>DISTRICT 3 (46)</b>		<b>Palm Beach Board</b>	<b>☎ 561.659.3810</b>
 <p><b>President</b> James L. McCann 125 Worth Ave., Suite 221 Palm Beach 33480 Tel: 561.655.5505 Cell: 561.296.8720 Fax: 561.655.5506 E-mail: jim@premierestateproperties.com</p>	 <p><b>Association Executive</b> Tracy Mallette, CIPS 140 Royal Palm Way Suite 205 Palm Beach 33480 Tel: 561.659.3810 Cell: 561.801.5256 Fax: 561.835.8692 E-mail: tracy@pbbor.com</p>	<p><b>President-Elect</b> James "J.B." Edwards 340 Royal Poinciana Way, Suite 337 Palm Beach 33480 Tel: 561.629.3555 Cell: 561.370.4141 Fax: 561.655.2359 E-mail: jb@jbedwardsinc.com</p>	<p><b>fax</b> 561.835.8692 <b>e-mail</b> tracy@pbbor.com <b>website</b> pbbor.com</p>
		<p><b>Vice President</b> John D. Pinson, GRI P.O. Box 3386 Palm Beach 33480 Tel: 561.655.2424 Cell: 561.329.2524 E-mail: john@pinson.com</p>	<p><b>Treasurer</b> John O. Pickett, III 50 Coconut Row, Suite 104 Palm Beach 33480 Tel: 561.659.6400 Cell: 561.301.5266 Fax: 561.659.0782 E-mail: jpickett@bhsusa.com</p>
<p><b>Active, Primary members: 534</b></p>		<p><b>Secretary</b> Karen D. Donnelly 125 Worth Ave., Suite 310 Palm Beach 33480 Tel: 561.655.6570 Cell: 561.358.9352 Fax: 561.655.6573 E-mail: kdonnelly@fitegroup.com</p>	<p>Operating year starts: January</p>





<b>DISTRICT 9 (1)</b>		<b>Pensacola Association</b>	<b>☎ 850.434.5507</b>
 <p><b>President</b> John W. "Jack" Lynch, Sr., MRP 9905 Stone Meadow Rd. Pensacola 32514 Tel: 850.944.3233 Cell: 850.293.9953 E-mail: jack.lynch@mygulffre.com</p>	<p><b>President-Elect</b> John D. Gullahorn 2400 W. Nine Mile Rd. Pensacola 32534 Tel: 850.478.6800 Cell: 850.723.9193 Fax: 850.478.6895 E-mail: info@dangullahorn.com</p>		<p><b>fax</b> 850.432.2615 <b>e-mail</b> chuckm@pensacolarealtors.org <b>website</b> pensacolarealtors.org</p>
	 <p><b>Association Executive</b> Chuck Michaels, CAE 107 W. Main St. Pensacola 32502 Tel: 850.434.5507 Cell: 850.207.9824 Fax: 850.432.2615 E-mail: chuckm@pensacolarealtors.org</p>	<p><b>Secretary/Treasurer</b> Michael J. Mangrum 4475 Bayou Blvd. Pensacola 32503 Cell: 850.748.2264 Fax: 850.469.8775 E-mail: mike.mangrum@nrtllc.com</p>	
<b>Active, Primary members: 2,193</b>		Operating year starts: January	


<b>DISTRICT 6 (27)</b>		<b>Pinellas Suncoast Association</b>	<b>☎ 727.347.7655</b>
 <p><b>Chairperson</b> Kevin L. Batdorf, GRI 1801 Nevada Ave. N.E. St. Petersburg 33703 Tel: 727.527.4800 Cell: 727.560.7373 Fax: 727.521.2209 E-mail: batdorfrealestate@gmail.com</p>	<p><b>Chairperson-Elect</b> Cynthia C. Haydon, CIPS 116 131st Ave. E., Unit E Madeira Beach 33708 Tel: 813.855.4982 Cell: 727.710.8035 Fax: 727.797.6265 E-mail: cyndee@sandbarsto-sunsets.com</p>		<p><b>fax</b> 727.231.8060 <b>e-mail</b> dbennett@tampabayrealtor.com <b>website</b> pinellasrealtor.org</p>
	 <p><b>Association Executive</b> David B. Bennett, CAE, RCE 4590 Ulmerton Rd. Clearwater 33762 Tel: 727.216.3002 Cell: 727.710.1231 Fax: 727.231.8060 E-mail: dbennett@tampabayrealtor.com</p>	<p><b>Secretary</b> Tom V. Steck, GRI, RENE 4775 Cove Circle, Unit 502 St. Petersburg 33708 Tel: 727.398.2774 Cell: 727.641.7771 Fax: 727.393.9000 E-mail: tomkatrealty@gmail.com</p>	
<b>Active, Primary members: 8,750</b>		Operating year starts: January	

<b>DISTRICT 13 (37)</b>		<b>Punta Gorda-Port Charlotte-N. Port Assn.</b>	<b>☎ 941.629.8261</b>
 <p><b>President</b> Afra M. Newell, CIPS 1675 W. Marion Ave., Suite 112 Punta Gorda 33950 Tel: 941.875.9060 Cell: 941.626.2472 E-mail: afra.newell@gmail.com</p>	 <p><b>Association Executive</b> Linda Pizarro 3320 Loveland Blvd. Port Charlotte 33980 Tel: 941.258.3040 Cell: 941.769.7630 Fax: 941.627.4142 E-mail: lpizarro@pgpcnprealtors.com</p>	<p><b>President-Elect</b> Bill Dryburgh 601 Shreve St., Unit 61C Punta Gorda 33950 Tel: 941.637.1090 Fax: 941.637.5827 E-mail: jubilee1980@yahoo.com</p>	<p><b>fax</b> 941.627.4142 <b>e-mail</b> lpizarro@pgpcnprealtors.com <b>website</b> pgpcnprealtors.com</p>
		<p><b>Secretary</b> Sharon M. Neuhofer, GRI P.O. Box 511136 Punta Gorda 33951 Tel: 941.637.1090 Cell: 941.815.0586 Fax: 866.303.7057 E-mail: sharon.neuhofer@coldwellbanker.com</p>	<p><b>Treasurer</b> Cynthia Logan, CIPS 1675 W. Marion Ave., Suite 112 Punta Gorda 33950 Tel: 941.875.9060 Cell: 941.380.2456 E-mail: cynthialogan@loganteam.com</p>
<p><b>Active, Primary members: 1,236</b></p>		<p><b>Key Employees</b> Communications: Simone Petche-Antuono, spetche-antuono@pgpcnprealtors.com; Education &amp; Professional Standards: Mary Tombs, mtombs@pgpcnprealtors.com; Membership: Sonya Addison, saddison@pgpcnprealtors.com</p> <p>Operating year starts: January</p>	

<b>DISTRICT 13 (34)</b>		<b>Realtor® Association of Sarasota and Manatee</b>	<b>☎ 941.952.3400</b>
 <p><b>President</b> Amy L. Worth, GRI, PMN 7847 Limestone Lane Sarasota 34233 Tel: 941.929.9090 Cell: 941.928.5342 Fax: 941.929.9191 E-mail: amywpaul@gmail.com</p>	 <p><b>Association Executive</b> Jeff Arakelian, AHWD, RCE 2320 Cattlemen Rd. Sarasota 34232 Tel: 941.952.3403 Cell: 860.841.6711 Fax: 941.952.3401 E-mail: jeff@myrasm.com</p>	<p><b>President-Elect</b> David P. Clapp, GRI, SFR 1547 Shelburne Lane Sarasota 34231 Tel: 941.954.5454 Cell: 941.376.1443 E-mail: dclapp@alliancegroupfl.com</p>	<p><b>fax</b> 941.952.3401 <b>e-mail</b> info@myrasm.com <b>website</b> sarasotamanatee realtors.com</p>
		<p><b>Secretary</b> Georgina Clamage, ABR, GRI 440 Gulf of Mexico Drive Longboat Key 34228-4010 Tel: 941.383.7591 Cell: 941.586.3789 Fax: 941.383.5860 E-mail: georginaclamage@michaelsaunders.com</p>	<p><b>Treasurer</b> Adam R. Chicoine 2000 Webber St. Sarasota 34239 Tel: 941.954.5454 Cell: 941.809.3003 Fax: 941.954.5455 E-mail: adam@crgsrq.com</p>
<p><b>Active, Primary members: 6,728</b></p>		<p><b>Key Employees</b> Accounting &amp; Finance: Leanne Eros, 941.952.3409, leanne@myrasm.com; Communications: Gina White, 941.952.3405, gina@myrasm.com; Education: Janet Sowers, 941.952.3404, janet@myrasm.com; Government Affairs: Maxwell Brandow, 941.952.3410, max@myrasm.com; Membership &amp; MLS: Jessica Montague, 941.952.3407, jessica@myrasm.com; Professional Standards: Dianne Clark, 941.952.3402, dianne@myrasm.com</p> <p>Operating year starts: January</p>	

<b>DISTRICT 7 (19)</b>		<b>Realtors® Association of Citrus County</b>		<b>☎ 352.746.7550</b>	
	<b>President</b> Ruth Edwards 111 W. Main St., Suite 204 Inverness 34450 Tel: 352.765.4411 Cell: 352.586.0115 E-mail: ruthedwardsrealtor@outlook.com		<b>Association Executive</b> Brittany J. Jackson 714 S. Scarboro Ave. Lecanto 34461 Tel: 352.746.7550 Cell: 813.833.1065 Fax: 352.746.3223 E-mail: ae@raccff.com	<b>President-Elect</b> Jeanne Pickrel, CRS, GRI 3182 S. Black Mountain Drive Inverness 34450 Tel: 352.726.6668 Cell: 352.212.3410 E-mail: pickjean@gmail.com	<b>fax</b> 352.746.3223 <b>e-mail</b> ae@raccff.com <b>website</b> raccff.com
	<b>Active, Primary members: 696</b>		<b>Secretary</b> Kerry Rosselet 3618 N. Baltusrol Path Lecanto 34461 Tel: 352.726.6668 Cell: 352.697.5487 E-mail: caerphillyborn@yahoo.com	<b>Key Employees</b> Accounting & Finance: Laura Beggs, bookkeeper@raccff.com; Communications: Paula Anspagh, communications@raccff.com; Education: Dorothy Williams, admin@raccff.com; Membership: Marsha Coleman, membership@raccff.com	
			<b>Treasurer</b> Linda J. Cridland, CRB, CRS, GRI 957 S. Lois Terrace Inverness 34453 Tel: 352.344.5535 Cell: 352.634.1721 E-mail: ljccridland.com	Operating year starts: January	

<b>DISTRICT 9 (5)</b>		<b>Realtors® Assn. of Franklin &amp; Gulf Counties</b>		<b>☎ 850.653.3322</b>	
	<b>President</b> Jean Ulrich, GRI 19 11th St. Apalachicola 32320 Tel: 850.927.2360 Cell: 850.566.2171 E-mail: jean@century21collinsrealty.com		<b>Association Executive</b> Gloria Salinard, e-PRO 78 11th St. Apalachicola 32320 Tel: 850.653.3322 Cell: 850.653.6626 Fax: 850.653.3710 E-mail: gloria@rafgc.com	<b>President-Elect</b> Carol E. Barber 433 River Rd. Carrabelle 32322 Tel: 850.697.1010 Cell: 850.528.4141 E-mail: bbarber54@gmail.com	<b>fax</b> 850.653.3710 <b>e-mail</b> gloria@rafgc.com <b>website</b> rafgc.com
	<b>Active, Primary members: 237</b>		<b>Secretary</b> Mary D. Seymour 301 Sweet Bay Circle Eastpoint 32328 Cell: 850.728.8578 E-mail: mary@seymourrealtysgi.com	<b>Treasurer</b> Paul Penn, Jr. 161 Palm Breeze Way Port St. Joe 32456 Tel: 850.227.9600 Cell: 850.227.6242 E-mail: paul@floridagulfcoast.com	
				Operating year starts: January	

<b>DISTRICT 3 (44)</b>		<b>Realtors® Association of Indian River County</b>		<b>☎ 772.567.3510</b>	
	<b>President</b> Andrew K. Harper, GRI 1775 Cedar Lane Vero Beach 32963 Tel: 772.231.1270 Cell: 772.633.6336 E-mail: akharper@bellsouth.net		<b>Association Executive</b> Carol W. Hawk CAE, e-PRO, RCE 3250 67th St. Vero Beach 32967 Tel: 772.567.3510 Cell: 772.538.2467 Fax: 772.778.6490 E-mail: chawk78198@aol.com	<b>President-Elect</b> Michael C. Armstrong, GRI 1245 42nd Ave. Vero Beach 32960 Tel: 772.257.8000 Cell: 772.633.2733 E-mail: michael@sellingdream	<b>fax</b> 772.778.6490 <b>e-mail</b> receptionist@rairc.com <b>website</b> rairc.com  <b>Secretary/Treasurer</b> Wendy D. Wilson, GRI 5055 Highway A1A, Suite A Vero Beach 32963 Tel: 772.234.1111 Cell: 772.559.2160 Fax: 772.365.0510 E-mail: wendy@associated-realty.com  <b>Key Employees</b> Accounting, Finance, Gov. Affairs & Membership: Troy Greenawalt, membership@rairc.com; Communications & Education: Ashley Osteen, education@rairc.com; MLS: Cindy Carslake, mls@rairc.com
			<b>Vice President</b> Andrew W. Gonzalez 4625 N. Highway A1A, #3A Vero Beach 32963 Tel: 772.231.4880 Cell: 772.633.7512 Fax: 772.231.5776 E-mail: andrew.gonzalez@cbparadise.com	Operating year starts: October	
<b>Active, Primary members: 1,051</b>					

<b>DISTRICT 7 (21)</b>		<b>Realtors® Association of Lake &amp; Sumter Counties, Inc.</b>		<b>☎ 352.343.3003</b>	
	<b>President</b> Michael B. Taylor, ABR 16508 Spring Park Drive Clermont 34711 Tel: 561.404.7263 Cell: 352.552.6222 Fax: 561.262.0866 E-mail: miketaylor@signatureflorida.com		<b>Association Executive</b> Michael B. Taylor, ABR (interim) 16508 Spring Park Drive Clermont 34711 Tel: 561.404.7263 Cell: 352.552.6222 Fax: 561.262.0866 E-mail: miketaylor@signatureflorida.com	<b>President-Elect</b> Addie Owens, CRS 2785 S. Bay St., Suite C Eustis 32726 Cell: 352.223.0053 Fax: 866.881.9212 E-mail: realtoraddie@gmail.com	<b>fax</b> 352.343.7876 <b>e-mail</b> info@ralsc.org <b>website</b> ralsc.org  <b>Key Employees</b> Accounting & Finance: Marj Graham, marj@ralsc.org; Communications: Scott Rollins, scott@ralsc.org; Education & Government Affairs: Nanette Milton, nanette@ralsc.org; Membership: Kathy Hamilton, kathy@ralsc.org
			<b>Treasurer</b> Terry L. Paschal 2318 Vindale Rd. Tavares 32778 Tel: 352.639.4937 Cell: 407.399.4409 E-mail: terry.arre@yahoo.com	Operating year starts: January	
<b>Active, Primary members: 2,187</b>					

**DISTRICT 11 (47)****Realtors® of the Palm Beaches and Greater Fort Lauderdale****☎ 561.585.4544****President**

Jeffrey J. Levine,  
ABR, CIPS, CRS  
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**Association Executive**

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**President-Elect**

Jarrold Lowe, GRI  
3350 N.W. Royal Oak Drive  
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**First Vice President**

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**Treasurer**

Jo Ann Mazzeo, GRI  
5839 La Gorce Circle  
Lake Worth 33463  
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Accounting & Finance: Jennifer Merritt, 561.727.2765, jmerritt@rapb.com; Communications: Anthony Acevedo, 561.727.2796, aacevedo@rapb.com; Education: Jessica Wittenbrink, 561.727.2781, jwittenbrink@rapb.com; Government Affairs: Matthew Leger, 561.727.2760, mleger@rapb.com; Membership: Suzie Nimrouzi, 561.727.2794, snimrouzi@rapb.com; MLS: Kim Hansen, 561.727.2751, khansen@rapb.com; Professional Standards: Janet Golding, 954.567.5035, jgolding@r-world.com

Operating year starts: October

**Active, Primary members: 29, 203****DISTRICT 5 (39)****Royal Palm Coast Realtor® Association****☎ 239.936.3537****President**

Josh Burdine, ABR, CIPS, SFR  
204 S.E. 29th Terrace  
Cape Coral 33904  
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Cell: 239.229.5732  
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**Association Executive**

Beate Jones  
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**President-Elect**

Robin L. McKeever,  
AHWD, PMN, RSPS  
3910 S.W. 11th Place  
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**Secretary**

John T. Toney  
1216 S.W. 4th St., Suite 2  
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Tel: 239.573.3377  
Fax: 239.573.3392  
E-mail: john@johntoney.com

**Treasurer**

Jason M. Jakus, CRB, CRS, GRI  
1400 Colonial Blvd., #260  
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**fax** 239.936.2836**e-mail** association@rpcra.org**website** rpcra.org**Key Employees**

Accounting & Finance: Sean O'Brien, ext. 231, Sean@rpcra.org; Communications: Lori Ersolmaz, ext. 344, lori@rpcra.org; Education: Ines Cooper, ext. 225, ines@rpcra.org; Government Affairs: Chris Lopez, ext. 244, chris@rpcra.org; Membership: Bonnie Messmer, ext. 230, bonnie@rpcra.org; MLS: Sharon Jenkins, ext. 229, sharon@rpcra.org; Professional Standards: Andrea Davis, ext. 234, andrea@rpcra.org



Operating year starts: January

**Active, Primary members: 6,797**





<b>DISTRICT 1 (12)</b>		<b>St. Augustine &amp; St. Johns County Board</b>	<b>☎ 904.829.8738</b>
 <p><b>President</b>                  Ian Edmonson                  992 San Remo Rd.                  St. Augustine 32086                  Cell: 904.315.0997                  E-mail: ian@eare.cc</p>	<p><b>President-Elect</b>                  Roberta "Berta" Odom                  1670 U.S. Highway 1 S.                  St. Augustine 32080                  Tel: 904.461.9500                  Cell: 904.466.0114                  Fax: 904.461.9501                  E-mail: propertybyberta@aol.com</p> <p><b>Secretary</b>                  Kenneth "Lenny" Byrd                  2820-A U.S. 1 S.                  St. Augustine 32086                  Tel: 904.797.6000                  Cell: 386.986.8565                  Fax: 904.797.7963                  E-mail: lennysellsre@gmail.com</p>	<p><b>fax</b> 904.823.9512  <b>e-mail</b> ae@stjohnsrealtors.org  <b>website</b> staugustine                  stjohnsbor.com</p>	
		 <p><b>Association Executive</b>                  Victor J. Raymos                  ABR, CRS, RCE                  1789 Lakeside Ave.                  St. Augustine 32084                  Tel: 904.829.8738                  Cell: 505.220.8683                  Fax: 904.823.9512                  E-mail: ae@stjohnsrealtors.org</p>	<p><b>Treasurer</b>                  Steve J. Ladrado                  661 A1A Beach Blvd.                  St. Augustine 32080                  Tel: 904.471.5000                  Cell: 904.377.9577                  Fax: 904.471.4216                  E-mail: steveladrado@gmail.com</p> <p><b>Key Employees</b>                  Accounting &amp; Finance: Sharon Lainhart,                  member@stjohnsrealtors.org; Education:                  Lise Tomlinson, education@                  stjohnsrealtors.org; MLS: Michael                  Bustamante, mls@stjohnsrealtors.org</p>
<p><b>Active, Primary members: 824</b></p>		<p>Operating year starts: January</p>	



<b>DISTRICT 5 (38)</b>		<b>Sanibel &amp; Captiva Islands Association</b>	<b>☎ 239.472.9353</b>
 <p><b>President</b>                  Kasey Albright,                  AHWD, e-PRO, RSPS                  1149 Periwinkle Way                  Sanibel 33957                  Cell: 239.850.7602                  E-mail: kasey@                  stkrealstate.com</p>	<p><b>President-Elect</b>                  Bruce M. Badenoch                  P.O. Box 449                  Sanibel 33957                  Tel: 239.472.2659                  Cell: 239.292.1233                  E-mail: mikeandfrancie@msn.com</p> <p><b>Secretary</b>                  Tina DiCharia, ABR                  1560 Periwinkle Way                  Sanibel 33957                  Tel: 239.472.5187                  Cell: 239.340.5636                  Fax: 239.472.0996                  E-mail: trdicharia@gmail.com</p>	<p><b>fax</b> 239.472.8792  <b>e-mail</b> sancap@sanibelrealtors.com  <b>website</b> sanibelrealtors.com</p>	
		 <p><b>Association Executive</b>                  Bill Robinson, AHWD                  2353 Periwinkle Way, Suite 201                  Sanibel 33957                  Tel: 239.472.9353                  Cell: 239.699.4932                  Fax: 239.472.8792                  E-mail: bill@sanibelrealtors.com</p>	<p><b>Treasurer</b>                  Ted A. Benjamin                  1560 Periwinkle Way                  Sanibel 33957                  Tel: 239.472.5187                  Cell: 239.900.7323                  Fax: 239.472.0996                  E-mail: tbenjamin@viprealty.com</p> <p><b>Key Employees</b>                  Education: Megan Rose, megan@                  sanibelrealtors.com; Membership:                  Sharon Jones, sharon@sanibel                  realtors.com</p>
<p><b>Active, Primary members: 207</b></p>		<p>Operating year starts: January</p>	

<b>DISTRICT 11 (48)</b>		<b>South Broward Board</b>		<b>☎ 954.431.5300</b>	
 <p><b>President</b> Jaime Flasterstein, CIPS 3140 S. Ocean Drive, Apt. 410 Hallandale Beach 33009 Cell: 954.709.8627 Fax: 954.431.6698 E-mail: jaime@1on1real estate.com</p>		<p><b>Vice President</b> Joan Tersigni 3903 N.W. 89th Way Cooper City 33024 Cell: 954.444.9161 Fax: 954.435.7399 E-mail: joantre@aol.com</p>		<p><b>fax</b> 954.431.2313 <b>e-mail</b> info@southbroward realtors.com <b>website</b> southbroward realtors.com</p>	
 <p><b>Association Executive</b> Nancy Marchese CIPS, CRS, ABR 701 Promenade Drive, Suite 101 Pembroke Pines 33026 Tel: 954.431.5300 Cell: 561.301.2171 Fax: 954.431.2313 E-mail: nancy@southbroward realtors.com</p>		<p><b>Secretary</b> Fran Markowitz, CRS, e-PRO 5111 N.W. 169th Hallandale 33009 Cell: 954.698.8052 Fax: 954.431.6999 E-mail: fran@franandsusan.com</p>		<p><b>Key Employees</b> Communications: Leah Cronkrite, leah@southbrowardrealtors.com; Membership: Lumarie Infante, lmarie@southbrowardrealtors. com; MLS, Catalino Yee, cyee@ southbrowardrealtors.com</p>	
<p><b>Active, Primary members: 1,070</b></p>		<p><b>Treasurer</b> Archibald Grant 540 N.W. 165th St. Rd., #309 Miami 33169 Cell: 561.221.1711 Fax: 888.519.4124 E-mail: archieg@infinity internationalrealty.com</p>		<p>Operating year starts: October</p>	



**The South Broward Board has merged with RAPB+GFLR**

<b>DISTRICT 2 (17)</b>		<b>Space Coast Association</b>		<b>☎ 321.242.2211</b>	
 <p><b>President</b> Dennis E. Basile, CCIM 2330 N. Wickham Rd., #8 Melbourne 32935 Tel: 321.751.4500 Cell: 321.427.9560 E-mail: dennis@dbasile.com</p>		<p><b>President-Elect</b> Melissa Goldman, ABR 323 Brookcrest Circle Rockledge 32955 Tel: 321.259.9115 Cell: 321.960.4658 E-mail: melissa@tropical realtyhomes.com</p>		<p><b>fax</b> 321.255.7669 <b>e-mail</b> leah.selig@space321.com <b>website</b> spacecoastmls.com</p>	
 <p><b>Association Executive</b> Leah M. Selig, RCE 2950 Pineda Plaza Way Melbourne 32940 Tel: 321.242.2211 Cell: 321.759.7391 Fax: 321.255.7669 E-mail: leah.selig@ space321.com</p>		<p><b>Secretary</b> Patricia K. Weeks 1351 Tarton Way Cocoa 32926 Cell: 321.759.8563 E-mail: patriciaweeks@bellsouth.net</p>		<p><b>Key Employees</b> Accounting &amp; Finance: Marie Strohm, ext. 208, marie.strohm@space321.com; Communications: Christine Edwards, ext. 269, christine.edwards@space321. com; Education: Kathy Pollard, ext. 202, kathy.pollard@space321.com; Government Affairs: Tammie Watts, ext. 211, governmentaffairs@space321.com; Membership: Annette Richard, ext. 212, membership@space321.com; MLS: Rob Rowlinson, ext. 201, rowlinson@ space321.com; Professional Standards: Cindi Hintz, ext. 209, cindi.hintz@ space321.com</p>	
<p><b>Active, Primary members: 4,112</b></p>		<p><b>Treasurer</b> Reagan L. Masone 2040 Highway A1A, Suite 207 Indian Harbour Beach 32937 Tel: 321.428.3878 Cell: 321.693.4315 Fax: 321.676.5765 E-mail: team@suncoastbrevard.com</p>		<p>Operating year starts: January</p>	

<b>DISTRICT 8 (6)</b>		<b>Tallahassee Board</b>	<b>☎ 850.224.7713</b>
 <p><b>President</b> Leah L. Chapin, GREEN, GRI, SRES 1203 Thomasville Rd. Tallahassee 32303 Tel: 850.681.0600 Cell: 850.212.7753 Fax: 850.270.6677 E-mail: leah@ketcham realty.com</p>	 <p><b>Association Executive</b> Steven J. Louchheim, CAE, RCE 1029 Thomasville Rd. Tallahassee 32303 Tel: 850.224.7713 Cell: 850.591.5440 Fax: 850.561.3710 E-mail: steven@tbrnet.org</p>	<p><b>President-Elect</b> Nicholas T. Mihalich, GRI 242 Lafayette Circle Tallahassee 32303 Tel: 850.386.7579 Cell: 850.545.2866 E-mail: nick@tapstally.com</p>	<p><b>fax</b> 850.561.3710 <b>e-mail</b> information@tbrnet.org <b>website</b> tbrnet.org</p>
		<p><b>Secretary</b> Robert "Greg" Lane 3015 Shannon Lakes N., Suite 301 Tallahassee 32309 Tel: 850.894.2500 Cell: 850.509.5886 E-mail: greglane@timberlane value.com</p>	<p><b>Key Employees</b> Communications: Susan Ray, susanr@tbrnet.org; Education: Kim Lisenby, kim@tbrnet.org; Membership: Keri Matewa, kerit@tbrnet.org; MLS: Paul Galloway, paul@tbrnet.org</p>
<p><b>Active, Primary members: 1,555</b></p>		<p><b>Treasurer</b> Mike Ferrie, SFR 7910 Mallard Hill Drive Tallahassee 32309 Cell: 850.566.8373 Fax: 850.329.7252 E-mail: mike@mikeferrie.com</p>	<p>Operating year starts: January</p>

<b>DISTRICT 13 (35)</b>		<b>Venice Area Board</b>	<b>☎ 941.484.0614</b>
 <p><b>President</b> Jacqueline A. "Jackie" Robertson, GRI 6113 Erice St. Venice 34293 Cell: 941.441.7223 Fax: 941.493.4000 E-mail: jackie.robertson@ floridamoves.com</p>	 <p><b>Association Executive</b> Marlene Merkle 680 Substation Rd. Venice 34285 Tel: 941.484.0614 Cell: 941.376.5475 Fax: 941.484.1974 E-mail: marlene@vabr.org</p>	<p><b>President-Elect</b> Donald "Don" Zenner 152 Serpentine Drive Venice 34285 Cell: 386.275.5609 E-mail: donaldzenner@gmail.com</p>	<p><b>fax</b> 941.484.1974 <b>e-mail</b> marlene@vabr.org <b>website</b> vabr.org</p>
		<p><b>Vice President</b> Bebe H. Teichman, GRI, SFR 404 Baynard Drive Venice 34285 Cell: 941.232.8271 E-mail: bebeteichman@gmail.com</p>	<p><b>Treasurer</b> Helen K. Moore 110 Nokomis Ave. N. Venice 34285-1948 Tel: 941.485.5421 Cell: 941.724.2030 E-mail: helenmoore@ michaelsaunders.com</p>
<p><b>Active, Primary members: 853</b></p>		<p><b>Secretary</b> Karen E. Montgomery 127 E. Tampa Ave., Suite 3 Venice 34285 Tel: 941.786.9912 Cell: 239.404.7713 Fax: 866.329.5801 E-mail: karen.anchorrealty@ gmail.com</p>	<p>Operating year starts: January</p>

<b>DISTRICT 6 (25)</b>		<b>West Pasco Board</b>	<b>727.848.8507</b>
 <p><b>President</b> David H. Longspaugh 7031 S.R. 52 Bayonet Point 34667 Tel: 727.863.2402 Cell: 813.967.5727 Fax: 727.863.2673 E-mail: david@yoursunsetrealty.com</p>	<p><b>President-Elect</b> Michael J. Gallo 8143 Dedham Drive Port Richey 34668 Cell: 727.271.2667 Fax: 727.868.2673 E-mail: movewithmike@icloud.com</p>		<p><b>fax</b> 727.845.4937 <b>e-mail</b> sammie@wpbor.com <b>website</b> wpbor.com</p>
	 <p><b>Association Executive</b> Sammie Copeland 5409 Sunset Rd. New Port Richey 34652 Tel: 727.848.8507 Cell: 727.992.2091 Fax: 727.845.4937 E-mail: sammie@wpbor.com</p>	<p><b>Secretary</b> Alice G. Taylor, GRI P.O. Box 386 Port Richey 34673 Cell: 727.817.1519 Fax: 727.848.9520 E-mail: taylorrealest@aol.com</p> <p><b>Treasurer</b> Scott Barrett 10526 Sabella Drive New Port Richey 34655 Tel: 727.372.6611 Cell: 727.243.3664 Fax: 727.861.5599 E-mail: sbarrett@floridaluxury.com</p>	
<b>Active, Primary members: 1,106</b>			

<b>DISTRICT 2 (15)</b>		<b>West Volusia Association</b>	<b>386.774.6433</b>
 <p><b>President</b> Christina Serafine, GRI 425 S. Volusia Ave. Orange City 32763 Cell: 386.848.2210 E-mail: christinaserafinesells@gmail.com</p>	<p><b>President-Elect</b> Bruno Lodwig 425 S. Volusia Ave. Orange City 32763 Cell: 386.804.2309 E-mail: brunolodwig@gmail.com</p>		<p><b>fax</b> 386.774.7422 <b>e-mail</b> info@westvolusiarealtor.org <b>website</b> westvolusiarealtors.com</p>
	 <p><b>Association Executive</b> Ryan Tucholski, CAE, RCE 425 S. Volusia Ave. Orange City 32763 Tel: 386.774.6433 Cell: 407.754.7820 Fax: 386.774.7422 E-mail: ryan@westvolusia-realtor.org</p>	<p><b>Treasurer</b> Teresa S. Cole 425 S. Volusia Ave. Orange City 32763 Cell: 386.848.0548 E-mail: teresa@teresa-saracocole.com</p>	
<b>Active, Primary members: 736</b>			

# Notes







# Regional Multiple Listing Services



<b>Northeast Florida MLS, Inc.</b>		<b>☎ 904.394.9494</b>
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		 <p><b>Chief Executive Officer</b> Ronald G. Stephan, RCE 7801 Deercreek Club Rd., Suite 1 Jacksonville 32256 Tel: 904.394.9494 Fax: 904.296.6181 E-mail: ron@realtyweb.net</p>



<b>Stellar MLS</b>		<b>☎ 407.960.5300</b>
 <p><b>President</b> Melinda S. Rovillo, GRI 13035 Park Blvd. Seminole 33776 Cell: 727.641.6773 Fax: 727.289.7211 E-mail: mrovillo@imapp realty.com</p>	<p><b>Service areas:</b> Charlotte, DeSoto, Hillsborough, Lake, Manatee, Orange, Osceola, Pinellas, Polk, Sarasota, Seminole, Sumter, Pasco and Volusia counties</p> <p><b>Participating groups:</b> Bartow Bd., East Polk County Assn., Englewood Area Bd., Realtors® Assn. of Lake &amp; Sumter Counties, Greater Tampa Assn., Lake Wales Assn., Lakeland Assn., Orlando Regional Realtors®, Osceola County Assn., Pinellas Suncoast Assn., Punta Gorda-Port Charlotte-N. Port Assn., Realtor® Association of Sarasota and Manatee, Venice Area Bd., West Pasco Bd., West Volusia Assn.</p>	<p><b>e-mail</b> info@mfrmls.com <b>website</b> mfrmls.com</p>
		 <p><b>Chief Executive Officer</b> Merri Jo Cowen, e-PRO, RCE 247 Maitland Ave. Altamonte Springs 32701 Tel: 407.960.5300 Cell: 775.772.3005 Fax: 407.960.5450 E-mail: ceo@mfrmls.com</p>


# Entities Within Local Boards and Associations

<b>My Florida Commercial Real Estate</b>		<b>☎ 407.960.5300</b>
	<p><b>Chairperson</b>                  Carlos A. Fuentes, CCIM, CIPS                  23738 Peace Pipe Court                  Lutz 33559                  Cell: 813.598.4224                  E-mail: cfuentes@ccim.net</p>	<p><b>e-mail</b> ceo@mfrmls.com  <b>website</b> mfcrc.com</p>
	<p><b>Chief Executive Officer</b>                  Merri Jo Cowen, e-PRO, RCE                  247 Maitland Ave.                  Altamonte Springs 32701                  Tel: 407.960.5300                  Cell: 775.772.3005                  Fax: 407.960.5450                  E-mail: ceo@mfrmls.com</p>	<p>Operating year starts: July</p>

<b>Realtor® Association of Sarasota and Manatee Commercial Investment Division</b>		<b>☎ 941.952.3400</b>
	<p><b>President</b>                  Susan Goldstein, CCIM                  100 S. Washington Blvd.                  Sarasota 34236-8500                  Tel: 941.957.3730                  Cell: 941.350.9747                  Fax: 941.552.5216                  E-mail: susangoldstein@michaelsaunders.com</p>	<p><b>fax</b> 941.952.3401  <b>e-mail</b> info@myrasm.com  <b>website</b> sarasotamanatee                  realtors.com</p>
	<p><b>Executive</b>                  Jeff Arakelian, AHWD, RCE                  2320 Cattlemen Rd.                  Sarasota 34232                  Tel: 941.952.3403                  Cell: 860.841.6711                  Fax: 941.952.3401                  E-mail: jeff@myrasm.com</p>	<p>Operating year starts: January</p>

<b>Realtors® Commercial Alliance of the Miami Assn. of Realtors®</b>		<b>☎ 305.468.7000</b>
	<p><b>President</b>                  Jennifer Wollman, AHWD                  550 S. Dixie Highway                  Coral Gables 33146                  Tel: 305.960.2418                  Cell: 305.776.2792                  Fax: 305.662.5646                  E-mail: wollman.j@ewm.com</p>	<p><b>fax</b> 305.468.7070  <b>e-mail</b> info@miamire.com  <b>website</b> miamirealtors.com</p>
	<p><b>Senior Vice President</b>                  Paul Cauchi                  700 S. Royal Poinciana Blvd., Suite 400                  Miami 33166                  Tel: 305.468.7060                  Cell: 305.332.1109                  Fax: 305.468.7070                  E-mail: paul@miamire.com</p>	<p>Operating year starts: July</p>

<b>Realtors® Commercial Alliance/RAPB+GFLR</b>		<b>☎ 561.727.2773</b>
	<p><b>President</b>                  Blair C. Lee                  4440 PGA Blvd., Suite 600                  Palm Beach Gardens 33410                  Tel: 561.691.0353                  Cell: 561.628.6683                  E-mail: blair@lighthousealtysvs.com</p>	<p><b>fax</b> 561.727.2273  <b>e-mail</b> bkrause@rapb.com  <b>website</b> rcapb.com</p>
	<p><b>Executive Director</b>                  Belinda G. Krause                  3200 N. Military Trail, Suite 102                  Boca Raton 33431                  Tel: 561.727.2773                  Cell: 561.797.9055                  Fax: 561.727.2273                  E-mail: bkrause@rapb.com</p>	
		Operating year starts: January

<b>Residential Miami Assn. of Realtors®</b>		<b>☎ 305.468.7000</b>
	<p><b>President</b>                  Ines Hegedus-Garcia                  1201 N.E. 98th St.                  Miami Shores 33138                  Tel: 305.932.6365                  Cell: 305.206.9366                  Fax: 305.758.2324                  E-mail: ines@miamism.com</p>	<p><b>fax</b> 305.468.7070  <b>e-mail</b> info@miamire.com  <b>website</b> miamirealtors.com</p>
	<p><b>Chief Operating Officer</b>                  Deborah Boza-Valledor, CIPS, CRB, CRS                  700 S. Royal Poinciana Blvd., Suite 400                  Miami 33166                  Tel: 305.468.7080                  Cell: 305.439.4667                  Fax: 305.468.7070                  E-mail: deborah@miamire.com</p>	
		Operating year starts: July

# Association Executives

Most local boards/associations employ an association executive (AE) who is the chief employee. The AEs in Florida are listed below, first alphabetically by last name and second alphabetically by board/association name. For contact information, turn to the page listed after the board/association name.

## Association Executives by Last Name

Lynda S. Anthony ..... Florida Keys Bd., p. 92  
 Jeff Arakelian, AHWD, RCE ..... Realtor® Assn. of Sarasota and  
 and Manatee, p. 104  
 Debbie Ashbrook ..... Central Panhandle Assn., p. 88  
 Cora A. Baker, CAE, CIPS, RCE ... New Smyrna Beach Bd., p. 99  
 Barbara A. Barnes, RCE ..... Lakeland Assn., p. 96  
 David B. Bennett, CAE, RCE ..... Pinellas Suncoast Assn., p. 103  
 Angela Campbell ..... Navarre Area Bd., p. 99  
 Wayne Carter, AHWD, e-PRO ..... Marathon & Lower Keys  
 Assn., p. 96  
 Dianne Clark ..... Englewood Area Bd., p. 90  
 Sammie Copeland ..... West Pasco Bd., p. 111  
 A. Keith Dean ..... Emerald Coast Assn., p. 90  
 Renee L. DeJane ..... Lake Wales Assn., p. 95  
 Dorothy Desvousges Sperber, e-PRO, PSA, RCE... Flagler Co. Assn., p. 91  
 Mark Dougherty, e-PRO ..... Daytona Bch. Area Assn., p. 88  
 Sue Fern ..... Florida Gulfcoast Commercial  
 Assn., p. 91  
 William G. "Glenn" East, CAE, CRB, RCE .. Northeast Florida Assn., p. 100  
 Marisol Espinoza, RCE ..... East Polk Co. Assn., p. 89  
 Darla Frye-Guevremont ..... Key West Assn., p. 94  
 Dan Gherna ..... Lake City Bd., p. 95  
 Lisa Gurske, e-PRO ..... Gainesville-Alachua Co.  
 Assn., p. 92  
 Dionna Hall, RCE ..... Realtors® of the Palm Beaches and  
 Greater Fort Lauderdale, p. 107  
 Meighan A. Harris, AHWD, e-PRO, RCE ..... Bonita Springs-Estero Realtors®, p. 87  
 Carol W. Hawk, CAE, e-PRO, RCE ... Realtors® Assn. of Indian  
 River Co., p. 106  
 Brittany J. Jackson ..... Realtors® Assn. of Citrus  
 Co., p. 105  
 Beate Jones ..... Royal Palm Coast  
 Realtor® Assn., p. 107  
 Teresa King Kinney, CAE, CIPS, RCE... Miami Assn., p. 98  
 Twis H. Lizasuaín ..... Osceola Co. Assn., p. 102  
 Cliff Long, CIPS, RCE ..... Orlando Regional Realtors®, p. 101  
 Steven J. Louchheim, CAE, RCE... Tallahassee Bd., p. 110  
 Nancy Macaluso, CIPS, CRS, PMN..... South Broward Bd., p. 109  
 Dennis MacDonald, CIPS, GRI, RCE .... Greater Tampa Realtors®, p. 93  
 Tracy Mallette, CIPS ..... Palm Bch. Bd., p. 102  
 Martin "Marty" Manion, CAE, RCE... Naples Area Bd., p. 98  
 Marlene Merkle ..... Venice Area Bd., p. 110  
 Chuck Michaels, CAE ..... Pensacola Assn., p. 103  
 Janet O'Brien, RCE ..... Martin County Realtors® of the  
 Treasure Coast, p. 97  
 Judy Noel ..... Okeechobee Bd., p. 101  
 Linda Pizarro ..... Punta Gorda-Port Charlotte-  
 North Port Assn., p. 104  
 Brenda Rabbitt ..... Hernando Co. Assn., p. 94  
 Victor J. Raymos, ABR, CRS, RCE.. St. Augustine & St. Johns Co.  
 Bd., p. 108  
 Sheila Richards ..... Heartland Assn., p. 93

Bill Robinson, AHWD ..... Sanibel & Captiva  
 Islands Assn., p. 108  
 Gloria Salinard, e-PRO ..... Realtors® Assn. of Franklin &  
 Gulf Counties, p. 105  
 Wendy Sapp ..... Amelia Island-Nassau  
 Co. Assn., p. 86  
 Leah M. Selig, RCE ..... Space Coast Assn., p. 109  
 Kandy Sweeney, Interim ..... Marco Island Area Assn., p. 97  
 Carol Tanner, CCIM, interim ..... Central Florida Commercial  
 Assn., p. 87  
 Michael B. Taylor, ABR (interim) .. Realtors® Assn. of Lake &  
 Sumter Cos., Inc., p. 106  
 Ryan Tucholski, CAE, RCE ..... West Volusia Assn., p. 111  
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 Darlene Yonce, AHWD ..... Ocala/Marion Co. Assn., p. 100

## Association Executives by Local Board/Association Name

Amelia Island-Nassau Co. Assn., p. 86 ..... Wendy Sapp  
 Bartow Bd., p. 86 ..... N/A  
 Bonita Springs-Estero Realtors®, p. 87 ... Meighan A. Harris, AHWD, e-PRO, RCE  
 Central Florida Comm. Assn., p. 87 ..... Sue Fern  
 Central Panhandle Assn., p. 88 ..... Debbie Ashbrook  
 Daytona Bch. Area Assn., p. 88 ..... Mark Dougherty, e-PRO  
 Dixie-Gilchrist-Levy Cos. Bd., p. 89 ..... Wendy C. Waller  
 East Polk Co. Assn., p. 89 ..... Marisol Espinoza, RCE  
 Emerald Coast Assn., p. 90 ..... A. Keith Dean  
 Englewood Area Bd., p. 90 ..... Dianne Clark  
 Flagler Co. Assn., p. 91 .... Dorothy Desvousges Sperber, e-PRO, PSA, RCE  
 Florida Gulfcoast Commercial Assn., p. 91 ..... Sue Fern  
 Florida Keys Bd., p. 92 ..... Lynda S. Anthony  
 Gainesville-Alachua Co. Assn., p. 92 ..... Lisa Gurske, e-PRO  
 Greater Tampa Realtors®, p. 93 .. Dennis MacDonald, CIPS, GRI, RCE  
 Heartland Assn., p. 93 ..... Sheila Richards  
 Hernando Co. Assn., p. 94 ..... Katie Shotts, e-PRO, RCE  
 Key West Assn., p. 94 ..... Darla Frye-Guevremont  
 Lake City Bd., p. 95 ..... Dan Gherna  
 Lake Wales Assn., p. 95 ..... Renee L. DeJane  
 Lakeland Assn., p. 96 ..... Barbara A. Barnes, RCE  
 Marathon & Lower Keys Assn., p. 96 ..... Wayne Carter, AHWD, e-PRO  
 Marco Island Area Assn., p. 97 ..... Kandy Sweeney, Interim  
 Martin County Realtors® of the  
 Treasure Coast, p. 97 ..... Janet O'Brien, RCE  
 Miami Assn., p. 98 ..... Teresa King eas, CAE, CIPS, RCE  
 Naples Area Bd., p. 98 ..... Martin "Marty" Manion, CAE, RCE  
 Navarre Area Bd., p. 99 ..... Angela Campbell  
 New Smyrna Beach Bd., p. 99 ..... Cora A. Baker, CAE, CIPS, RCE  
 Northeast Florida Assn., p. 100 .. William G. "Glenn" East, CAE, CRB, RCE  
 Ocala/Marion Co. Assn., p. 100 ..... Darlene Yonce, AHWD  
 Okeechobee Co. Bd., p. 101 ..... Judy Noel  
 Orlando Regional Realtors®, p. 101 ..... Cliff Long, CIPS, RCE  
 Osceola Co. Assn., p. 102 ..... Twis H. Lizasuaín

Palm Beach Bd., p. 102 .....	Tracy Mallette, CIPS	St. Augustine & St. Johns	
Pensacola Assn., p. 103 .....	Chuck Michaels, CAE	Co. Bd., p. 108 .....	Victor J. Raymos, ABR, CRS, RCE
Pinellas Suncoast Assn., p. 103 .....	David B. Bennett, CAE, RCE	Sanibel & Captiva	
Punta Gorda-Port Charlotte-North Port		Islands Assn., p. 108.....	Bill Robinson, AHWD
Assn., p. 104 .....	Linda Pizarro	<del>South Broward Bd., p. 109 .....</del>	<del>Nancy Macaluso, CIPS, CRS, PMN</del>
Realtor® Assn. of Sarasota		Space Coast Assn., p. 109 .....	Leah M. Selig, RCE
and Manatee, p. 104 .....	Jeff Arakelian, AHWD, RCE	Tallahassee Bd., p. 110 .....	Steven J. Louchheim, CAE, RCE
Realtors® Assn. of Citrus Co., p. 105 .....	Brittany J. Jackson	Venice Area Bd., p. 110 .....	Marlene Merkle
Realtors® Assn. of Franklin &		West Pasco Bd., p. 111 .....	Sammie Copeland
Gulf Counties, p. 105 .....	Gloria Salinard, e-PRO	West Volusia Assn., p. 111 .....	Ryan Tucholski, CAE, RCE
Realtors® Assn. of Indian			
River County, p. 106 .....	Carol W. Hawk, CAE, e-PRO, RCE		
Realtors® Assn. of Lake & Sumter			
Cos., Inc., p. 106 .....	Michael B. Taylor, ABR (interim)		
Realtors® of the Palm Beaches			
and Greater Fort Lauderdale, p. 107 .....	Dionna Hall, RCE		
Royal Palm Coast Realtor® Association, p. 107 .....	Beate Jones		

## Local Boards/Associations by Size Category

Local boards/associations in Florida are divided into four size categories — small, medium, large and mega — for various purposes.

Below is a list of the boards/associations in each category. Membership counts include primary, active members as of November, 2018.

For contact information for a group, turn to the page listed after its name.

### Small (1-499 members)

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Florida Keys Bd. ....	p. 92
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### Medium (500-1999 members)

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Treasure Coast .....	p. 97
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### Large (2,000-6,999 members)

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Space Coast Assn. ....	p. 109

### Mega (7,000+ members)

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and Greater Fort Lauderdale .....	p. 107





Daytona Beach Shores..... Daytona Beach Area Assn.  
 DeBary..... Central Florida Commercial Assn.,  
 Orlando Regional Realtors®, West Volusia Assn.  
 DeFuniak Springs..... Emerald Coast Assn.  
 DeLand..... Central Florida Commercial Assn.,  
 West Volusia Assn.  
 Deerfield Beach..... Miami Assn.,  
 Realtors® of the Palm Beaches and Greater Fort Lauderdale,  
**South Broward Board**  
 DeLeon Springs..... West Volusia Assn.  
 Delray Beach..... Realtors® of the Palm Beaches and Greater Fort Lauderdale  
 Deltona..... Central Florida Commercial Assn.,  
 Daytona Beach Area Assn., West Volusia Assn.  
 Destin ..... Emerald Coast Assn.  
 Doral..... Miami Assn.  
 Dunedin..... Pinellas Suncoast Assn.  
 Florida Gulfcoast Commercial Assn.  
 Dunellon..... Central Florida Commercial Assn.,  
 Ocala/Marion County Assn.

## E

East Palatka..... Northeast Florida Assn.  
 Eastpoint..... Realtors® Assn. of Franklin & Gulf Counties  
 Edgewater ..... Central Florida Commercial Assn.,  
 Daytona Beach Area Assn., New Smyrna Beach Board  
 Ellenton ..... Realtor® Assn. of Sarasota and Manatee  
 Englewood ..... Englewood Area Board, Venice Area Board  
 Enterprise..... West Volusia Assn.  
 Estero..... Bonita Springs-Estero Realtors®, Naples Area Board,  
 Royal Palm Coast Realtor® Assn.  
 Eustis ..... Central Florida Commercial Assn.,  
 Realtors® Assn. of Lake & Sumter Counties, Inc.

## F

Fanning Springs ..... Dixie-Gilchrist-Levy County  
 Fern Park..... Orlando Regional Realtors®  
 Fernandina Beach..... Amelia Island-Nassau Co. Assn.  
 Flagler Beach... Central Florida Commercial Assn., Flagler County Assn.  
 Florida City..... Miami Assn.  
 Fort Lauderdale .... Realtors® of the Palm Beaches and Greater Fort Lauderdale,  
**South Broward Board**, Venice Area Board  
 Fort Myers ..... Bonita Springs-Estero Realtors®  
 Royal Palm Coast Realtor® Assn.  
 Sanibel & Captiva Islands Assn.  
 Fort Myers Beach ..... Bonita Springs-Estero Realtors®  
 Royal Palm Coast Realtor® Assn.  
 Fort Pierce..... Realtor® Assn. of Martin County,  
 Realtors® of the Palm Beaches and Greater Fort Lauderdale  
 Fort Walton Beach ..... Emerald Coast Assn.  
 Freeport ..... Emerald Coast Assn.  
 Frostproof ..... Lake Wales Assn.  
 Fruitland Park ..... Central Florida Commercial Assn.,  
 Realtors® Assn. of Lake & Sumter Counties, Inc.

## G

Gainesville..... Gainesville-Alachua County Assn.  
 Geneva ..... Orlando Regional Realtors®  
 Grant ..... Space Coast Assn.  
 Green Cove Springs..... Northeast Florida Assn.  
 Greenacres... Realtors® of the Palm Beaches and Greater Fort Lauderdale  
 Groveland ..... Central Florida Commercial Assn.,  
 Realtors® Assn. of Lake & Sumter Counties, Inc.  
 Gulf Breeze ..... Navarre Area Board, Emerald Coast Assn.,  
 Pensacola Assn.  
 Gulfport..... Pinellas Suncoast Assn.

## H

Haines City..... East Polk County Assn.  
 Hallandale..... Miami Assn.,  
 Realtors® of the Palm Beaches and Greater Fort Lauderdale,  
**South Broward Board**  
 Havana..... Tallahassee Board  
 Heathrow ..... Orlando Regional Realtors®  
 Hernando..... Realtors® Assn. of Citrus County  
 Hialeah..... Miami Assn., **South Broward Board**  
 Hialeah Gardens..... Miami Assn.  
 High Springs ..... Gainesville-Alachua County Assn.  
 Highland Beach .... Realtors® of the Palm Beaches and Greater Fort Lauderdale  
 Hobe Sound..... Miami Assn., Realtor® Assn. of Martin County  
 Holiday ..... Pinellas Suncoast Assn., West Pasco Board  
 Holly Hill ..... Central Florida Commercial Assn.,  
 Daytona Beach Area Assn.  
 Hollywood ..... Miami Assn.,  
 Realtors® of the Palm Beaches and Greater Fort Lauderdale,  
**South Broward Board**

Holmes Beach ..... Realtor® Assn. of Sarasota and Manatee  
 Holt ..... Emerald Coast Assn.  
 Homestead..... Miami Assn.  
 Homosassa ..... Realtors® Assn. of Citrus County  
 Howey-in-the-Hills ..... Central Florida Commercial Assn.,  
 Realtors® Assn. of Lake & Sumter Counties, Inc.  
 Hudson ..... West Pasco Board  
 Hypoluxo .... Realtors® of the Palm Beaches and Greater Fort Lauderdale

## I

Indialantic..... Central Florida Commercial Assn.,  
 Space Coast Assn.  
 Indian Harbour Beach ..... Central Florida Commercial Assn.,  
 Space Coast Assn.  
 Indian Shores ..... Pinellas Suncoast Assn.  
 Indian Rocks ..... Florida Gulfcoast Commercial Assn.,  
 Pinellas Suncoast Assn.  
 Inglis ..... Dixie-Gilchrist-Levy Counties Board  
 Interlachen ..... Northeast Florida Assn.  
 Inverness ..... Realtors® Assn. of Citrus County  
 Islamorada..... Florida Keys Board

## J

Jacksonville ..... Northeast Florida Assn.  
 Jacksonville Beach ..... Northeast Florida Assn.  
 Jasper ..... Lake City Board  
 Jay ..... Pensacola Assn.  
 Jensen Beach ..... Realtor® Assn. of Martin County  
 Juno Beach..... Miami Assn.,  
 Realtors® of the Palm Beaches and Greater Fort Lauderdale  
 Jupiter ..... Miami Assn.,  
 Realtors® of the Palm Beaches and Greater Fort Lauderdale

## K

Key Biscayne ..... Miami Assn.  
 Key Colony ..... Marathon & Lower Keys Assn.  
 Key Largo..... Florida Keys Board  
 Key West..... Key West Assn.  
 Keystone Heights ..... Northeast Florida Assn.  
 Kissimmee..... Central Florida Commercial Assn.,  
 Orlando Regional Realtors®, Osceola County Assn.

**For Realtors® In... See This Board/Association**

**L**

LaBelle ..... Royal Palm Coast Realtor® Assn.  
 Lady Lake ..... Central Florida Commercial Assn.,  
 Ocala/Marion Co. Assn.,  
 Realtors® Assn. of Lake & Sumter Counties, Inc.  
 Lake City ..... Lake City Board  
 Lake Helen ..... West Volusia Assn.  
 Lake Mary ..... Central Florida Commercial Assn.,  
 Orlando Regional Realtors®  
 Lake Park .... Realtors® of the Palm Beaches and Greater Fort Lauderdale  
 Lake Placid ..... Heartland Assn.  
 Lake Wales ..... Lake Wales Assn., East Polk County Assn.  
 Lake Worth ..... Realtors® of the Palm Beaches and Greater Fort Lauderdale  
 Lakeland ..... Bartow Board, East Polk County Assn.,  
 Florida Gulfoast Commercial Assn., Lakeland Assn.  
 Land O'Lakes ..... Greater Tampa Realtors®, Pinellas Suncoast Assn.,  
 Lantana ..... Realtors® of the Palm Beaches and Greater Fort Lauderdale  
 Largo ..... Florida Gulfcoast Commercial Assn., Pinellas Suncoast Assn.  
 Lauderdale Lakes ..... Realtors® of the Palm Beaches and Greater Fort Lauderdale  
 Lauderdale by the Sea ..... Realtors® of the Palm Beaches and Greater Fort Lauderdale  
 Lauderdalehill ..... Realtors® of the Palm Beaches and Greater Fort Lauderdale  
 Lecanto ..... Realtors® Assn. of Citrus County  
 Leesburg ..... Central Florida Commercial Assn.,  
 Realtors® Assn. of Lake & Sumter Counties, Inc.  
 Lehigh Acres ..... Royal Palm Coast Realtor® Assn.  
 Lighthouse Point .... Realtors® of the Palm Beaches and Greater Fort Lauderdale  
 Lithia ..... Greater Tampa Realtors®  
 Live Oak ..... Lake City Board  
 Longboat Key ..... Realtor® Assn. of Sarasota and Manatee  
 Longwood ..... Central Florida Commercial Assn.,  
 Orlando Regional Realtors®  
 Loxahatchee .... Realtors® of the Palm Beaches and Greater Fort Lauderdale  
 Lutz ..... Greater Tampa Realtors®, Pinellas Suncoast Assn.  
 Lynn Haven ..... Central Panhandle Assn.

**M**

MacClenny ..... Northeast Florida Assn.  
 Madeira Beach ..... Pinellas Suncoast Assn.  
 Maitland ..... Central Florida Commercial Assn.,  
 Orlando Regional Realtors®  
 Manalapan ..... Palm Beach Board,  
 Realtors® of the Palm Beaches and Greater Fort Lauderdale  
 Marathon ..... Marathon & Lower Keys Assn.  
 Marco Island ..... Marco Island Area Assn., Naples Area Board  
 Margate ..... Realtors® of the Palm Beaches and Greater Fort Lauderdale,  
 South Broward Board  
 Marianna ..... Central Panhandle Assn.  
 Mary Esther ..... Emerald Coast Assn.  
 Matlacha ..... Royal Palm Coast Realtor® Assn.  
 Melbourne ..... Central Florida Commercial Assn.,  
 Space Coast Assn.  
 Melbourne Beach ..... Central Florida Commercial Assn.,  
 Space Coast Assn.  
 Melrose ..... Gainesville-Alachua County Assn.  
 Merritt Island ..... Central Florida Commercial Assn.,  
 Orlando Regional Realtors®,  
 Space Coast Assn.  
 Mexico Beach ..... Central Panhandle Assn.,  
 Realtors® Assn. of Franklin & Gulf Counties  
 Miami ..... Miami Assn.  
 Miami Beach ..... Miami Assn.  
 Miami Lakes ..... Miami Assn.

Miami Shores ..... Miami Assn.  
 Miami Springs ..... Miami Assn.  
 Micco ..... Space Coast Assn.  
 Middleburg ..... Northeast Florida Assn.  
 Milton ..... Pensacola Assn.  
 Minneola ..... Realtors® Assn. of Lake & Sumter Counties, Inc.  
 Miramar ..... Miami Assn.,  
 Realtors® of the Palm Beaches and Greater Fort Lauderdale,  
 South Broward Board  
 Miramar Beach ..... Emerald Coast Assn.  
 Monticello ..... Tallahassee Board  
 Mount Dora ..... Central Florida Commercial Assn.,  
 Realtors® Assn. of Lake & Sumter Counties, Inc.  
 Mulberry ..... Lakeland Assn.

**N**

Naples ..... Bonita Springs-Estero Realtors®,  
 Marco Island Area Assn., Naples Area Board,  
 Royal Palm Coast Realtor® Assn.  
 Navarre ..... Emerald Coast Assn., Navarre Area Board,  
 Pensacola Assn.  
 Neptune Beach ..... Northeast Florida Assn.  
 New Port Richey ..... Pinellas Suncoast Assn., West Pasco Board  
 New Smyrna Beach ..... Central Florida Commercial Assn.,  
 Daytona Beach Area Assn., New Smyrna Beach Board  
 West Volusia Assn.  
 Newberry ..... Gainesville-Alachua County Assn.  
 Niceville ..... Emerald Coast Assn.  
 Nokomis .... Realtor® Assn. of Sarasota and Manatee, Venice Area Board  
 North Bay Village ..... Miami Assn.  
 North Fort Myers ..... Royal Palm Coast Realtor® Assn.  
 North Miami ..... Miami Assn.  
 North Miami Beach ..... Miami Assn.  
 North Palm Beach ..... Miami Assn., Palm Beach Board,  
 Realtors® of the Palm Beaches and Greater Fort Lauderdale  
 North Port ..... Englewood Area Board,  
 Punta Gorda-Pt. Charlotte-N. Port Assn.  
 North Redington Beach ..... Pinellas Suncoast Assn.

**O**

Oakland Park .... Realtors® of the Palm Beaches and Greater Fort Lauderdale,  
 South Broward Board  
 Ocala ..... Central Florida Commercial Assn.,  
 Ocala/Marion County Assn.  
 Ocean Ridge ..... Palm Beach Board,  
 Realtors® of the Palm Beaches and Greater Fort Lauderdale  
 Ocoee ..... Central Florida Commercial Assn.,  
 Orlando Regional Realtors®  
 Odessa .... Florida Gulfcoast Commercial Assn., Greater Tampa Realtors®  
 Okeechobee ..... Okeechobee County Board  
 Old Town ..... Dixie-Gilchrist-Levy Counties Board  
 Oldsmar ..... Pinellas Suncoast Assn.  
 Opa Locka ..... Miami Assn.  
 Orange City ..... Central Florida Commercial Assn., West Volusia Assn.  
 Orange Park ..... Northeast Florida Assn.  
 Orlando ..... Central Florida Commercial Assn.,  
 Orlando Regional Realtors®, Osceola County Assn.  
 Ormond Beach ..... Central Florida Commercial Assn.,  
 Daytona Beach Area Assn., West Volusia Assn.  
 Osprey ..... Realtor® Assn. of Sarasota and Manatee, Venice Area Board  
 Oviedo ..... Central Florida Commercial Assn.,  
 Orlando Regional Realtors®  
 Ozona ..... Pinellas Suncoast Assn.

<b>P</b>		<b>S</b>	
Pace.....	Pensacola Assn.,	Safety Harbor.....	Pinellas Suncoast Assn.
Palatka.....	Northeast Florida Assn.	San Antonio.....	Greater Tampa Realtors®
Palm Bay.....	Central Florida Commercial Assn., Space Coast Assn.	Sanford.....	Central Florida Commercial Assn., Orlando Regional Realtors®, West Volusia Assn.
Palm Beach.....	Palm Beach Board, Realtors® of the Palm Beaches and Greater Fort Lauderdale	Sanibel.....	Naples Area Board, Royal Palm Coast Realtor® Assn.
Palm Beach Gardens.....	Miami Assn., Palm Beach Board, Realtors® of the Palm Beaches and Greater Fort Lauderdale, <b>South-Broward-Board</b>	Santa Rosa Beach.....	Emerald Coast Assn.
Palm City.....	Miami Assn., Realtor® Assn. of Martin County	Sarasota.....	Realtor® Assn. of Sarasota and Manatee, Venice Area Board
Palm Coast.....	Central Florida Commercial Assn., Flagler County Assn.	Satellite Beach.....	Central Florida Commercial Assn., Space Coast Assn.
Palm Harbor.....	Florida Gulfcoast Commercial Assn., Greater Tampa Realtors®, Pinellas Suncoast Assn., West Pasco Board	Satsuma.....	Northeast Florida Assn.
Palm Springs ...	Realtors® of the Palm Beaches and Greater Fort Lauderdale	Seagrove Beach.....	Emerald Coast Assn.
Palmetto.....	Realtor® Assn. of Sarasota and Manatee	Sebastian.....	Realtors® Assn. of Indian River County
Panacea.....	Tallahassee Board	Sebring.....	Heartland Assn.
Panama City.....	Central Panhandle Assn.	Seminole.....	Florida Gulf Coast Commercial Assn., Pinellas Suncoast Assn.
Panama City Beach.....	Central Panhandle Assn., Emerald Coast Assn.	Shalimar.....	Emerald Coast Assn.
Parkland.....	Realtors® of the Palm Beaches and Greater Fort Lauderdale, <b>South-Broward-Board</b>	Silver Springs.....	Ocala/Marion County Assn.
Parrish.....	Realtor® Assn. of Sarasota and Manatee	Sorrento.....	Central Florida Commercial Assn., Orlando Regional Realtors® Realtors® Assn. of Lake & Sumter Counties, Inc.
Pembroke Pines.....	Miami Assn., Realtors® of the Palm Beaches and Greater Fort Lauderdale, <b>South-Broward-Board</b>	South Daytona.....	Daytona Beach Area Assn.
Pensacola.....	Pensacola Assn.	South Miami.....	Miami Assn.
Pensacola Beach.....	Pensacola Assn.	Spring Hill.....	Florida Gulf Coast Commercial Assn., Hernando County Assn., West Pasco Assn.
Pinecrest.....	Miami Assn.	St. Augustine.....	Northeast Florida Assn., St. Augustine & St. Johns County Board
Pinellas Park.....	Pinellas Suncoast Assn.	St. Cloud.....	Central Florida Commercial Assn., Osceola County Assn.
Placida.....	Englewood Area Board	St. George Island.....	Realtors® Assn. of Franklin & Gulf Counties
Plantation.....	Miami Assn., Realtors® of the Palm Beaches and Greater Fort Lauderdale, <b>South-Broward-Board</b>	St. James City.....	Royal Palm Coast Realtor® Assn.
Plant City.....	Florida Gulfcoast Commercial Assn., Greater Tampa Realtors®	St. Pete Beach.....	Pinellas Suncoast Assn.
Polk City.....	Lakeland Assn.	St. Petersburg.....	Florida Gulfcoast Commercial Assn., Greater Tampa Realtors®, Pinellas Suncoast Assn.
Pompano Beach.....	Miami Assn., Realtors® of the Palm Beaches and Greater Fort Lauderdale, <b>South-Broward-Board</b>	Starke.....	Northeast Florida Assn.
Ponce Inlet.....	Daytona Beach Area Assn.	Stuart.....	Miami Assn., Realtor® Assn. of Martin County, Realtors® of the Palm Beaches and Greater Fort Lauderdale
Ponte Vedra Beach.....	Northeast Florida Assn., St. Augustine & St. Johns County Board	Sugarloaf Key.....	Marathon & Lower Keys Assn.
Port Charlotte.....	Englewood Area Board, Punta Gorda-Port Charlotte-N. Port Assn.	Summerfield.....	Central Florida Commercial Assn., Ocala/Marion County Assn.
Port Orange.....	Central Florida Commercial Assn., Daytona Beach Area Assn., West Volusia Assn.	Summerland Key.....	Marathon & Lower Keys Assn.
Port Richey.....	West Pasco Board	Sun City Center.....	Greater Tampa Realtors®
Port St. Joe.....	Realtor® Assn. of Franklin & Gulf Counties	Sunny Isles Beach.....	Miami Assn.
Port St. Lucie.....	Realtor® Assn. of Martin County, Realtors® of the Palm Beaches and Greater Fort Lauderdale	Sunrise.....	Miami Assn., Realtors® of the Palm Beaches and Greater Fort Lauderdale
Punta Gorda.....	Englewood Area Board, Punta Gorda-Port Charlotte-N. Port Assn.	Surfside.....	Miami Assn.
		Suwannee.....	Dixie-Gilchrist-Levy Counties Board
<b>Q</b>		<b>T</b>	
Quincy.....	Tallahassee Board	Tallahassee.....	Tallahassee Board
<b>R</b>		Tamarac.....	Realtors® of the Palm Beaches and Greater Fort Lauderdale, <b>South-Broward-Board</b>
Redington Beach.....	Pinellas Suncoast Assn.	Tampa.....	Florida Gulfcoast Commercial Assn., Greater Tampa Realtors®, Pinellas Suncoast Assn.
Riverview.....	Greater Tampa Realtors®	Tarpon Springs.....	Florida Gulfcoast Commercial Assn., Greater Tampa Realtors®, West Pasco Board
Riviera Beach.....	Miami Assn., Realtors® of the Palm Beaches and Greater Fort Lauderdale	Tavares.....	Central Florida Commercial Assn., Realtors® Assn. of Lake & Sumter Counties, Inc.
Rockledge.....	Central Florida Commercial Assn., Space Coast Assn.	Tavernier.....	Florida Keys Board
Royal Palm Beach...	Realtors® of the Palm Beaches and Greater Fort Lauderdale	Temple Terrace.....	Florida Gulfcoast Commercial Assn., Greater Tampa Realtors®
Ruskin.....	Greater Tampa Realtors®	Tequesta.....	Miami Assn., Realtors® of the Palm Beaches and Greater Fort Lauderdale

**For Realtors® In... See This Board/Association**

Tierra Verde ..... Pinellas Suncoast Assn.  
 Titusville ..... Central Florida Commercial Assn., Space Coast Assn.  
 Treasure Island ..... Pinellas Suncoast Assn.  
 Trenton ..... Dixie-Gilchrist-Levy Counties Board  
 Trinity ..... Florida Gulf Coast Commercial Assn.,  
 Pinellas Suncoast Assn., West Pasco Board

**U**

Umatilla ..... Central Florida Commercial Assn.,  
 Realtors® Assn. of Lake & Sumter Counties, Inc.  
 University Park ..... Realtor® Assn. of Sarasota and Manatee

**V**

Valrico ..... Florida Gulfcoast Commercial Assn.,  
 Greater Tampa Realtors®  
 Venice ..... Realtor® Assn. of Sarasota and Manatee, Venice Area Board,  
 Vero Beach ..... Realtors® Assn. of Indian River County,  
 Realtors® of the Palm Beaches and Greater Fort Lauderdale  
 Viera ..... Space Coast Assn.

**W**

Wauchula ..... Heartland Assn.  
 Wellington ..... Miami Assn.  
 Realtors® of the Palm Beaches and Greater Fort Lauderdale  
 Wesley Chapel ..... Greater Tampa Realtors®  
 West Melbourne ..... Space Coast Assn.  
 West Palm Beach ..... Miami Assn., Palm Beach Board,  
 Realtors® of the Palm Beaches and Greater Fort Lauderdale  
 Weston ..... Realtors® of the Palm Beaches and Greater Fort Lauderdale,  
**South Broward Board**  
 Wilbur-by-the-Sea ..... Daytona Beach Area Assn.  
 Wildwood ..... Central Florida Commercial Assn.,  
 Realtors® Assn. of Lake & Sumter Counties, Inc.  
 Williston ..... Dixie-Gilchrist-Levy Counties Board  
 Wilton Manors .... Realtors® of the Palm Beaches and Greater Fort Lauderdale  
 Windermere ..... Central Florida Commercial Assn.,  
 Orlando Regional Realtors®, Osceola County Assn.  
 Winter Garden ..... Central Florida Commercial Assn.,  
 Orlando Regional Realtors®,  
 Realtors® Assn. of Lake & Sumter Counties, Inc.  
 Winter Haven ..... Bartow Board, East Polk County Assn.,  
 Florida Gulfcoast Commercial Assn.  
 Winter Park ..... Central Florida Commercial Assn.,  
 Orlando Regional Realtors®  
 Realtors® Assn. of Lake & Sumter Counties, Inc.  
 Winter Springs ..... Central Florida Commercial Assn.,  
 Orlando Regional Realtors®

**Z**

Zellwood ..... Central Florida Commercial Assn.,  
 Orlando Regional Realtors®  
 Zephyrhills ..... Greater Tampa Realtors®, Pinellas Suncoast Assn.



# General Policies

Amended August 2018

## SECTION 1. ADMINISTRATION

### 1.1 Office Location

The offices of the Florida Association of REALTORS® (Florida Realtors®) are at 7025 Augusta National Drive, Orlando, FL 32822 (headquarters); and 200 S. Monroe Street, Tallahassee, FL 32301.

### 1.2 Tax Status

#### A. Internal Revenue Service

Florida Realtors® is organized as a 501(c) 6 organization under the Internal Revenue Code.

### 1.3 References

All references to committees, forums, officers, etc., in the document shall be considered to refer to Florida Realtors® unless otherwise noted.

## SECTION 2. ASSOCIATION STRUCTURE

### 2.1 Membership and Member Services

#### A. Membership Lists; Members' Contact Information

##### (1) Mailing Labels and Lists

a. External Requests: Mailing labels and lists containing the names and U.S. Postal Service addresses of Florida Realtors® members shall be provided upon request after completion of a fee-based direct mail license agreement. Strict guidelines regarding the appropriateness of materials to be mailed shall apply. Florida Realtors® members shall have the opportunity to notify Florida Realtors® not to release their names and mailing addresses for direct mail purposes.

b. Internal Usage: Mailing labels and lists containing the names and U.S. Postal Service addresses of Florida Realtors® members may be used by Florida Realtors® to disseminate information and offers as approved by the Florida Realtors® President and/or Florida Realtors® Board of Directors. Florida Realtors® members shall have the opportunity to notify Florida Realtors® not to send such information and/or offers.

##### (2) Electronic Contact Information

Florida Realtors® shall not make available members' e-mail addresses, telephone numbers or fax numbers except to the following for the purpose of conducting Florida Realtors® business: Florida Realtors® officers; and chairmen of Florida Realtors® committees, forums, councils, information exchanges, and task forces (to use only for their respective group) and to provide information on Florida Realtors® products and services. Florida Realtors® members shall have the opportunity to notify Florida Realtors® not to send such information and/or offers.

##### (3) Solicitation

Except as provided for in "1. Mailing Labels and Lists" above, Florida Realtors® shall not provide commercial solicitations to members by U.S. Postal Service address or electronically unless requested by members who want to receive commercial solicitations.

#### B. Life Membership for Florida Realtors® Past Presidents

Florida Realtors® past presidents shall receive a life membership in Florida Realtors® (Florida Realtors® dues are waived).

#### C. New Member Fee (*See Bylaws: Article III, Section 4.*)

There shall be a new member fee established by the Board of Directors for all classes of membership except institute affiliate members.

#### D. Non-member Licensee

(1) If a non-member licensee affiliated with a designated REALTOR® becomes a REALTOR® or REALTOR®-Associate, no additional dues shall be required in the fiscal year that he/she becomes a member if the designated REALTOR® paid increased dues for that person. However, as a new member, he/she must pay a new-member fee established by the Board of Directors.

(2) If a non-member licensee transfers affiliation from one designated REALTOR® who has paid increased dues for that person to another designated REALTOR®, no additional dues for that fiscal year shall be required of the designated REALTOR® to whom he/she transfers.

#### E. Prerequisites for Affiliate Membership (*See Bylaws: Article III, Section 3.*)

(1) It shall be mandatory for applicants for Florida Realtors® affiliate membership to hold affiliate membership in a local board/association.

(2) Florida Realtors® affiliate membership shall not be mandatory for local board/association affiliate members.

#### F. Affiliate Members Services

Benefits for state affiliate members shall be as follows: Florida Realtors® publications distributed to the general membership, insurance programs, all discount programs and member registration rate at the convention.

They shall not be entitled to service on these Florida Realtors® committees: Strategic Planning, Finance, Professional Standards, MLS, Political Affairs, Public Policy or Executive. They shall not be allowed to have access to the Legal Hotline, hold office, be a chair or vice chair of a committee or have use of the REALTOR® collective membership mark.

#### G. Payment of Dues (*See Bylaws: Article III, Section 4.*)

Florida Realtors® shall assume the payment of Florida Realtors® dues, fees and assessments for REALTOR® and REALTOR-Associate® members who are in the reserves and have been called to active military duty. Florida Realtors® shall assume the payment of Florida Realtors® dues, fees and assessments for REALTOR® and REALTOR-Associate® members whose spouse or significant other is in the reserves and has been called to active military duty. Either the member or his/her local association executive may submit appropriate documentation to waive the dues.

#### H. International Member Services

Benefits for international members shall be as follows: Florida Realtors® publications distributed to the general membership; discount programs, products and services that Florida Realtors® endorses or other businesses may make available to international members; and member registration rate at convention. International members may serve on the International Operations Committee and/or subcommittees. International members are not entitled to: insurance programs, service on Florida Realtors® committees other than specified above, access to the Florida Realtors® Legal Hotline or Tech Helpline, hold office, be chair or vice chair of a committee or have use of the

REALTOR® collective membership mark except as permitted by NAR.

**I. General Member Services**

A listing of member services for REALTORS® and REALTOR-Associates® shall be included in a products and services guide produced by Florida Realtors® Communication Department and posted on the Florida Realtors® website.

**J. Student Members Services**

Benefits for student members shall be as follows: Florida Realtors® publications distributed to the general membership, discount programs, products and services that Florida Realtors® endorses or other businesses may make available to student members; and member registration rate at convention. Student members may serve as non-voting members on committees, councils and forums other than permanent and standing committees. Student members are not entitled to insurance programs, access to the Florida Realtors® Legal Hotline or Tech Helpline, access to Florida Realtors® Industry Data and Analysis except for statewide summary data, access to MLS Advantage, access to Florida Realtors® Forms Library, hold office, be chair or vice chair of a committee or have use of the REALTOR® collective membership mark except as permitted by NAR.

**K. Academic Professional Members Services**

Benefits for academic professional members shall be as follows: Florida Realtors publications distributed to the general membership, discount programs, products and services that Florida Realtors endorses or other businesses may make available to academic professional members; and member registration rate at convention. Academic professional members may serve as non-voting members on committees, councils and forums other than permanent and standing committees. Academic professional members are not entitled to insurance programs, access to the Florida

Realtors® Legal Hotline or Tech Helpline, access to Florida Realtors Industry Data and Analysis except for statewide summary data, access to MLS Advantage, access to Florida Realtors® Forms Library, hold office, be chair or vice chair of a committee or have use of the REALTOR® collective membership mark except as permitted by NAR.

**2.2 Elected Officers (See Bylaws: Article IV.)**

**A. Mandatory Qualifications for Florida Realtors® Officer Candidates**

These qualifications are for the express purpose of determining whether an “applicant” is to be found an “eligible candidate” to run for state office by the Credentials Committee. All mandatory qualifications must be completed prior to the time the eligible candidate takes office.

**(1) Office of the Vice President**

**a. Description of Office:**

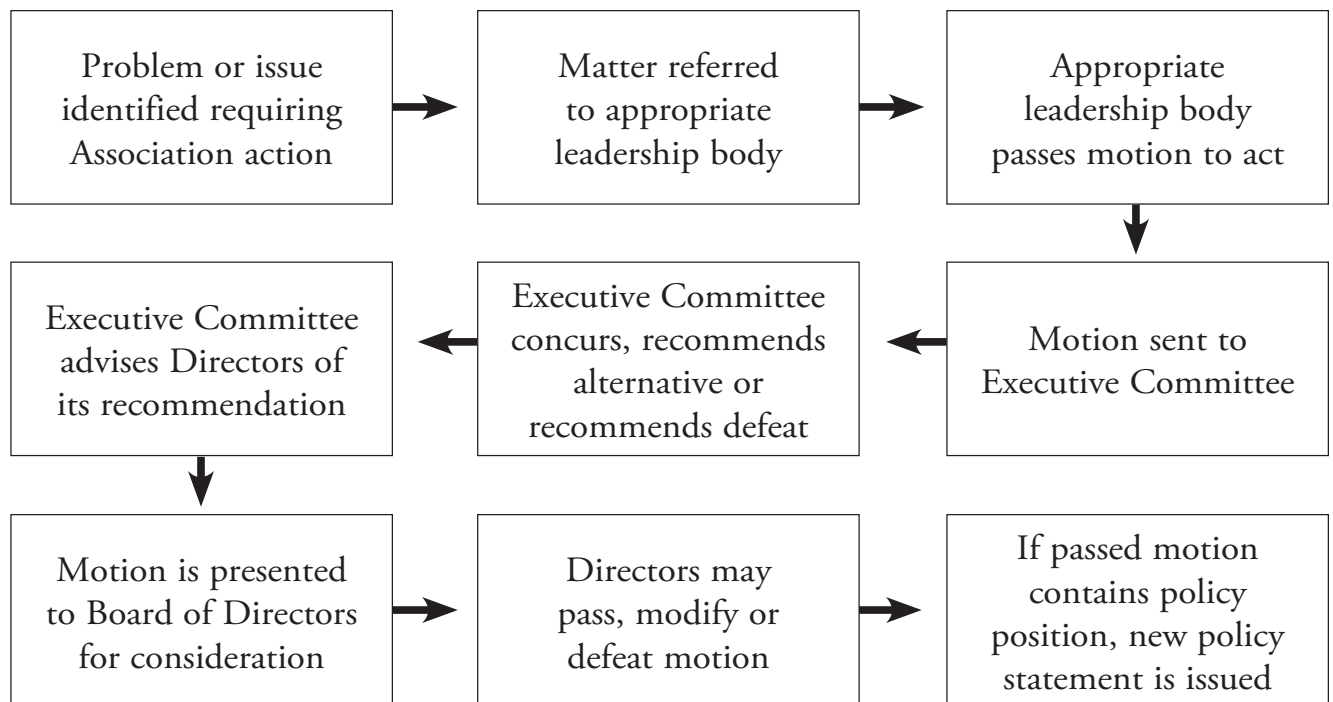
It shall be the duty of the vice president to assist the president with duties as assigned from time to time, and to perform the president’s and president-elect’s duties in his/her absence.

**b. Mandatory Qualifications of Candidates:**

Applicants shall be deemed eligible candidates by the Credentials Committee provided they meet the criteria below:

- i.** Shall have served as president or chair of a local member board/association, or have served as an elected president/chair of a residential or commercial board within that board/association.
- ii.** Shall have served on the Florida Realtors® Executive Committee within the past five years.
- iii.** Shall have served on the Florida Realtors® Leadership Team (see Bylaws Article X, Section 1) or have served as a chair of a Florida Realtors® permanent or standing committee or have served as a Florida Realtors® district vice president, or have served as a president of a NAR institute, society, or council.

## How Association Policy is Made



iv. Shall have attended a minimum of four of the past six Florida Realtors® meetings. Meetings are defined as the mid-winter business meetings and the annual meeting.

v. Shall be actively engaged in the real estate profession.

vi. Must hold a current, valid Florida real estate license, certification or registration as set forth in Florida statute Chapter 475, parts 1 and 2, and be a REALTOR® or REALTOR-Associate® member in good standing with Florida Realtors®.

vii. Must have no Code of Ethics violations which resulted in termination or suspension.

**c. All mandatory qualifications must be completed prior to the time the eligible candidate takes office.**

**(2) Office of the Treasurer**

**a. Description of Office:** The treasurer shall serve as the Finance Committee chair. The treasurer shall have general supervision of the financial affairs and shall provide reports on the financial condition of this association from time to time as may be required by the president, the Chief Executive Officer, the Finance Committee or the board of directors.

**b. Mandatory Qualifications of Candidates:**

Applicants shall be deemed eligible candidates by the Credentials Committee provided they meet the criteria below:

i. Shall have served as president or chair of a local member board/association, or have served as an elected president/chair of a residential or commercial board within that board/association.

ii. Shall have served on the Florida Realtors® Leadership Team (see Bylaws Article X, Section 1) or have served as a chair of Florida Realtors® permanent or standing committee or served as president of a NAR institute, society or council, or have served as a District Vice President.

iii. Shall have served on the Florida Realtors® Executive Committee within the last five years.

iv. Shall have served at least one year on the Florida Realtors® Finance Committee.

v. Shall have attended a minimum of four of the last six Florida Realtors® meetings. Meetings are defined as the mid-winter business meetings and the annual meeting.

vi. Shall be actively engaged in the real estate profession.

vii. Must hold a current, valid Florida real estate license, certification or registration as set forth in Florida statute Chapter 475, parts 1 and 2, and be a REALTOR® or REALTOR-Associate® member in good standing with Florida Realtors®.

viii. Must have no Code of Ethics violations which resulted in termination or suspension.

**c. All mandatory qualifications must be completed prior to the time the eligible candidate takes office.**

**(3) Office of the Secretary**

**a. Description of Office:** It shall be the duty of the secretary to supervise the keeping of records of the proceedings and meetings, perform other limited duties as required and assume some responsibilities of the president and president-elect in their absence. Additional duties may include assisting in chair orientation at the Leadership Conference;

meeting with committee chairs to convey recommendations; helping coordinate committee information and visiting district meetings.

**b. Mandatory Qualifications of Candidates:**

Applicants shall be deemed eligible candidates by the Credentials Committee provided they meet the criteria below:

i. Shall have served as president or chair of a local member/board association, or have served as an elected president/chair of a residential or commercial board within that board/association.

ii. Shall have served on the Florida Realtors® Leadership Team (see Bylaws Article X, Section 1), or have been chair or president of a Florida Realtors® committee, forum, or council, or NAR institute, society or council, or have served as a District Vice President.

iii. Shall have served on the Florida Realtors® Executive Committee within the last 5 years.

iv. Shall have served as a District Vice President

v. Shall have attended a minimum of four of the last six Florida Realtors® meetings. Meetings are defined as the mid-winter business meetings and the annual meeting.

vi. Shall be actively engaged in the real estate profession.

vii. Must hold a current, valid Florida real estate license, certification or registration as set forth in Florida statute Chapter 475, parts 1 and 2, and be a REALTOR® or REALTOR-Associate® member in good standing with Florida Realtors®.

viii. Must have no Code of Ethics violations which resulted in termination or suspension.

**c. All mandatory qualifications must be completed prior to the time the eligible candidate takes office.**

**(4) Office of the District Vice President**

**a. Description of Office:** Each district vice president shall serve as an officer of this association for his/her district; act in an advisory capacity to the member boards/associations in his/her district; and frequently visit said boards/associations.

**b. Mandatory Qualifications of Candidates:**

Applicants shall be deemed eligible candidates by the Credentials Committee provided they meet the criteria below:

i. Shall have served as president or chair of a local member board/association, or have served as an elected president/chair of a residential or commercial board within that board/association.

ii. Shall have served on a Florida Realtors® committee, forum, or council, or NAR committee, forum, council, advisory group or advisory board, or NAR institute, society or council.

iii. In the event that an applicant's home board merges into a new district, the applicant shall have the ability to amend their application to reflect their new district if such a merger occurs. In the event of a merger, when a DVP's new district is a district currently represented by another DVP, both DVPs shall serve the remainder of their terms. Merger shall be defined as local board/association approval by all board/associations involved in the merger.

iv. Shall have attended a minimum of three of the last six Florida Realtors® meetings. Meetings are defined as the mid-winter business meetings and the annual meeting.

v. Shall have served as a Florida Realtors® director.

vi. The Florida Realtors® district vice president candidate's primary board/association must be within the district.

vii. Shall be actively engaged in the real estate profession.

viii. Must hold a current, valid Florida real estate license, certification or registration as set forth in Florida statute Chapter 475, parts 1 and 2, and be a REALTOR® or REALTOR-Associate® member in good standing with Florida Realtors®.

ix. Must have no Code of Ethics violations which resulted in termination or suspension.

**c. All mandatory qualifications must be completed prior to the time the eligible candidate takes office.**

**B. Disclosure Requirements for Elected Officers and Officer Candidates**

- (1) For the purposes of this paragraph, Elected Officers shall include the offices of President, President-Elect and Vice President. Officer Candidates shall include the offices of Vice President, Treasurer, and Secretary. Elected Officers and Officer Candidates shall be required to make disclosures and grant authorization for Florida Realtors® to obtain information on background reports. Office of General Counsel shall conduct reviews for the purpose of determining whether the officer or candidate has items on any of the authorized reports which might trigger grounds for a disclosure to be reported to the Credentials Committee. The disclosures will not preclude an officer or candidate from holding a state office, nonetheless, any issues must be disclosed to the Office of General Counsel.
- (2) Disclosure Criteria include but not limited to:
  - a. Felony convictions
  - b. Current delinquent tax filings and/or payments as determined by the Internal Revenue Service. Legal extensions allowed by the IRS are not considered delinquent tax filings as long as the appropriate documentation has been provided to the IRS
  - c. Liens and judgments, including tax liens, both personal and business
  - d. Misdemeanor convictions (except traffic citations) and convictions for Driving Under the Influence
  - e. Any personal and/or business bankruptcy
  - f. Any personal and/or business foreclosure
  - g. Delinquent child support payments
  - h. Pending regulatory investigations (personal or business) as well as regulatory investigations where a violation was found
  - i. Pending personal or business litigation
  - j. Social media presence that could rise to the level of slander or defamation of the Realtor® Association and/or Realtor Association leaders at any level (local, state or national)

k. Non-compliance with established Florida Realtors® campaign rules regarding campaigning prior to being deemed eligible to run for the office being sought.

**C. Applications for the Offices of Vice President, Treasurer and Secretary**

- (1) Any member in good standing with Florida Realtors® may file for consideration as an applicant for the office of vice president, treasurer or secretary for which he/she meets the mandatory qualifications and is willing to serve.
- (2) The application for vice president, treasurer and secretary shall include a form authorizing release and review of credit, tax and criminal background reports by individual(s) authorized to review these documents. The credit report and tax information shall be reviewed by Office of General Counsel. The criminal background investigation and the legal audit shall be reviewed by the Office of the General Counsel.
- (3) All applications shall be submitted to Florida Realtors® between September 1 and March 31. Potential candidates (hereafter referred to as "applicants") should include with their application a personal Financial Disclosure Statement and any additional background documentation or detailed explanation regarding financial or legal indiscretions that may be disclosed in the credit, tax, legal and criminal background check reports the applicant is authorizing for release and review.
- (4) In the event no applications are received for either officer, the application process shall reopen on May 1 and close on May 31.
- (5) The application shall be completed online and any additional information being submitted should be marked "Personal and Confidential" and mailed to:  
 Florida Realtors® General Counsel  
 Florida Realtors®  
 7025 Augusta National Drive  
 Orlando, FL 32822
- (6) Applicants should ensure they mail their application with sufficient time for it to be received at Florida Realtors® headquarters on or before March 31.

**D. Applications for the Office of District Vice President**

- (1) Any member in good standing with Florida Realtors® may make application for consideration as an applicant for the office of a district vice president. Applications shall be submitted to Florida Realtors® no later than March 31 each year.
- (2) All applicants for Florida Realtors® office shall agree that their applications shall be posted and published to the Florida Realtors® official website for member viewing.
- (3) Applicant signature block:  
 "To my knowledge, the above information is true and complete. I am actively engaged in the real estate profession, and I am a member in good standing with the \_\_\_\_\_ Association/ Board of REALTORS®."  
 Signed: \_\_\_\_\_  
 (Applicant)



### E. Processing Applications for Elected Office

- (1) The Florida Realtors® Office of the General Counsel, upon receipt of an application for the office of vice president, treasurer, or secretary or an application to fill a vacancy in the officer of president-elect, shall order a credit and background check.
  - a. If the reports are consistent with the application submitted General Counsel shall forward the application to the Credentials Committee.
  - b. If the reports contain information not disclosed on the application, General Counsel shall contact the applicant via telephone or by letter. The applicant may either withdraw the application or amend the application including the information from the credit and background checks and send it forward to the Credentials Committee.
  - c. General Counsel shall forward a report to the Credentials Committee confirming information on the applications as consistent with the background checks.
- (2) Applications for district vice presidents shall be forwarded directly to the Credentials Committee without review by the General Counsel.

### F. Approved Candidate Campaign Activities

The following criteria apply to all candidacies for election as a Florida Realtors® officer:

- (1) The candidate for office may officially announce his/her candidacy and begin campaign activities immediately following the posting their name as an eligible candidate on the Florida Realtors® web site.
- (2) There may be announcements and brochures containing only information about the candidate themselves;
- (3) All campaign communications shall contain factually accurate information;
- (4) Electronic media communications to members shall be allowed and must include an “opt-out” provision;
- (5) Members of the Leadership Team and the Credentials Committee may promote their own candidacy, but may not participate in the candidacy of any candidate outside of the meeting of the Credentials Committee.
- (6) Only these activities as listed are allowed.

### G. District-wide “Meet the Candidates Forum”

District-wide “Meet the Candidates Forums” may be offered, and if offered shall be scheduled through Florida Realtors®. Florida Realtors® shall notify all eligible officer candidates of all known scheduled forums. All local boards/associations within the district should be invited to participate in its District-wide Forum to interact with the candidates.

### H. Candidates Forum

A Candidates Forum shall be held in conjunction with the annual meetings of the board of directors in the format established by the Elections Committee.

### I. Election of Candidates for Office

- (1) The board of directors shall elect the candidates for office by affirmative vote of a majority of the members of the board of directors present and voting.
- (2) If a clear majority is not established on the first ballot the candidate receiving the least number of votes shall be dropped from the next ballot and this procedure shall be followed until one person receives a clear majority.

- (3) Election rules shall be adopted by the board of directors immediately prior to the election of Florida Realtors officers and national directors at the annual meeting.
- (4) The election rules shall require a majority vote for approval.

### 2.3 Office of the Florida Realtors® National Directors

#### A. Mandatory Qualification for National Directors

- (1) **Description of Office:** These individuals shall serve as directors-at-large and represent the interests of all members at the national level.
- (2) **Mandatory Qualifications of Candidates:** Applicants shall be deemed eligible candidates by the Credentials Committee provided they meet the criteria below:
  - i. Must signify willingness to attend each of the regular meetings of national directors each year during his/her term of office, and each of the Florida caucus meetings and each of the regional caucus meetings.
  - ii. Shall have served on the Florida Realtors® leadership team (see Bylaws Article X, Section 1), or have served on a Florida Realtors® committee, forum, or council, or NAR institute, council or society.
  - iii. Must have served on a NAR Committee, Council, Advisory Group or Advisory Board or served as a NAR Forum Chair within the last 3 years.
  - iv. Shall be actively engaged in the real estate profession.
  - v. Must hold a current, valid Florida real estate license, certification or registration as set forth in Florida statute Chapter 475, parts 1 and 2, and be a REALTOR® or REALTOR-Associate® member in good standing with Florida Realtors.
  - vi. Must have no Code of Ethics violations which resulted in termination or suspension.

#### B. Guidelines for National Directors Representing Florida Realtors®

- (1) Each year the Florida Realtors® Board of Directors shall elect the number of NAR directors allocated by the National Association of REALTORS® (NAR). In addition, the Florida Realtors Board of Directors shall elect an equal number of alternate NAR directors to those allocated to be elected each year. State-allocated director terms shall be governed by the current Constitution of the National Association of REALTORS®.
- (2) The Florida Realtors® President-elect, Vice President and Immediate Past President shall automatically receive a state-allocated NAR director position unless they are serving an already existing director term. If their existing director term expires during their tenure, as one of the above-mentioned, then upon expiration they shall receive a state-allocated NAR director position.
- (3) The NAR directors and alternates shall be recommended to the board of directors based upon the ranking of votes cast by the NAR Strategy Committee. The NAR Strategy Committee shall recommend the most qualified candidates who also possess the possibility of serving in a NAR committee leadership capacity.
- (4) The NAR directors who are eligible to run again shall be considered on the basis of their attendance



records and their potential to serve in a NAR committee leadership capacity.

- (5) Florida Realtors® shall reimburse Florida NAR directors, including local board allocations and directors representing large firms, who are members of Florida Realtors® and who comply with attendance noted in the Florida Realtors® guidelines and reimbursement policies and the mandatory qualifications of the Florida Realtors® NAR Director. Florida Realtors shall reimburse NAR committee chairs and vice chairs, and forum chairs and vice chairs who are not NAR directors, providing they meet the Florida Realtors® attendance guidelines and comply with Florida Realtors® reimbursement policies.
- (6) NAR Directors shall elect the Region 5 Vice President when from Florida, except when the next NAR Officer Candidate from Florida approved by the NAR Directors has not yet served as Region 5 Vice President, in which case, the approved NAR Officer Candidate shall automatically become the nominee for Florida's next available Region 5 Vice President position. The election shall occur by secret written ballot in the year that the RVP candidate appears before the Region 5 Nominating Committee. Any candidate who wishes to have their name removed from the ballot prior to election may do so.
- (7) No NAR Director from Florida shall campaign or send letters of support in Region 5 races when the candidate is outside of Florida.
- (8) NAR Directors shall review the recommendations of the NAR Strategy Committee for future NAR officer candidates and shall have final approval of candidates by a majority vote.

**2.4 Board of Directors (See Bylaws: Article VII.)**

**A. Board of Directors Legal Responsibilities**

Florida Realtors® is incorporated in the State of Florida; therefore, the responsibilities and actions of the directors fall under the broad scope of corporate law. Corporations, by necessity, must act and take corporate initiatives through individuals in responsible roles, such as directors.

As the representatives of the corporation, directors may authorize the ordinary business of a corporation within the scope of its Articles of Incorporation. The Board of Directors of Florida Realtors® is responsible for making policy decisions that govern the association within the Florida Realtors® Articles of Incorporation and Bylaws. Among other duties, the directors have the responsibility to:

- (1) Approve the association's annual budget;
- (2) Establish membership dues;
- (3) Determine public policy positions as they pertain to the real estate industry;
- (4) Approve governing policies of the association;
- (5) Enact necessary amendments to the Articles of Incorporation and Bylaws; and
- (6) Elect association officers and NAR state-allocated directors.

**B. Good Faith Effort Required**

Directors of the corporation have a fiduciary relationship toward the corporation and are required to use the utmost good faith in the exercise of their power in the interests of the corporation. A director must perform his/her duties as a director in a manner he/she reasonably

believes to be in the best interests of the corporation, with such care as an ordinarily prudent person in a like position would use under similar circumstances.

**C. Contracts**

No contract or other transaction between a corporation and one or more of its directors or any other corporation, firm, association or entity in which one or more of its directors are directors or officers or are financially interested shall be either void or voidable because of such relationship or interest, because such director or directors are present at the meeting of the Board of Directors or a committee thereof which authorizes, approves or ratifies such contract or transaction, or because his or her or their votes are counted for such purpose, if:

- (1) The fact of such relationship or interest is disclosed or known to the Board of Directors or committee which authorizes, approves or ratifies the contract or transaction by a vote or consent sufficient for the purpose without counting the votes or consents of such interested directors;
- (2) The fact of such relationship or interest is disclosed or known to the members entitled to vote on such contract or transaction, if any, and they authorize, approve or ratify it by vote or written consent; or
- (3) The contract or transaction is fair and reasonable as to the corporation at the time it is authorized by the board, a committee or the members.
- (4) Common or interested directors may be counted in determining the presence of a quorum at a meeting of the Board of Directors or a committee thereof which authorizes, approves or ratifies such contract or transaction.
- (5) Directors' standard of care and policies concerning conflict of interest are set forth in Florida Statutes 617.0830 and 617.0832.

**D. Representing Florida Realtors® Interests, Not Local Interests**

Under Florida law, once an individual assumes the position of an officer or a director, he/she is not representative of the body that elected him/her, but rather is a representative of the parent corporation, and due to this is required to act in the best interest of the corporation. As a member of the Board of Directors, directors represent all Florida Realtors® members, not only those in their local board/association or real estate company. An officer or director cannot be dictated by anyone how to vote, and is not obligated to vote a certain way because his/her constituency has a certain opinion. Officers and directors are not proxies for the electing group. If they abrogate their right to vote and just follow the wishes of others, they are in breach of their duty.

**SECTION 3. COMMITTEES (See Bylaws: Article XI.)**

**3.1 Creation of Subcommittees and Task Forces**

No task force or subcommittee shall be created unless approved by the president. A committee chair may appoint members from his or her committee to a work group. Approval of the president shall be required if there are budgetary considerations.

**3.2 Conduct of Committee Business**

To the fullest extent permitted by law committees may conduct business by electronic means. Such participation

shall be at the discretion of the committee chairman and shall constitute presence at the meeting.

### **3.3 Local Association Executives on Florida Realtors® Committees**

The president shall appoint a local association executive as chair and/or vice chair of the Association Executives Council. Local association executives may be appointed as voting members of committees, forums or councils unless otherwise provided.

### **3.4 Confidentiality Agreement Requirement**

Because of the sensitive and proprietary nature of the work of some committees, all members including the chairman shall be required to sign a confidentiality agreement when directed by the president.

### **3.5 Open Meetings**

All meetings of Florida Realtors® committees shall be open for attendance by all Florida Realtors® members except those committee meetings that may contain issues and discussion of a sensitive nature. The president or the committee chair, with the approval of the president, may require certain regular or special meetings be closed.

### **3.6 Public Advocacy Advisory Group (PAAG)**

#### **A. Decisions During Legislative Sessions and Between Directors Meetings**

The PAAG advises the President on legislative and regulatory issues, including those requiring expenditures from the Advocacy Fund, while the legislature in session and between the board of directors meetings.

#### **B. Growth Management**

Florida Realtors® shall continue to take a pro-active, leadership role to help the state of Florida define its growth management and infrastructure needs, and to meet those needs on a prioritized basis. This shall include closely working with the implementation of and necessary changes to the Growth Management Act, and helping the state identify and develop a reasonable tax policy.

### **3.7 Credentials Committee (See Bylaws: Article VI.)**

#### **A. Candidate Qualification Appeal Process**

The Credentials Committee shall be charged with screening applications for office to determine if the applicant meets all mandatory qualifications for a respective office. If the Credentials Committee determines that the applicant meets all mandatory qualifications for a respective office the applicant shall be deemed eligible.

In the event an applicant does not meet all mandatory qualifications and eligibility requirements, the applicant shall be notified in writing by the Office of General Counsel. The applicant may choose to withdraw his/her application or may choose to continue to seek office with the understanding that the Executive Committee may determine the applicant is unqualified. In the event the applicant who chooses to proceed to be considered for election to office, he/she shall have a period of five days from notification to submit supplementary information or justification as to why the applicant believes he/she should be considered eligible by the Executive Committee.

The supplementary information or justification shall be immediately provided to the Executive Committee. The entire Executive Committee shall consider all infor-

mation and justifications, and has the sole authority to determine if the information and justifications submitted on appeal are sufficient to deem the applicant eligible.

### **B. Miscellaneous Credentialing Policies**

- (1) Members of the Leadership Team and the Credentials Committee may promote their own candidacy, but may not participate in the candidacy of any other candidate.
- (2) No applicant, except sole applicants for NAR director; may serve as a member of the Credentials Committee.
- (3) In no event will an applicant for NAR Director, who is a member of the Credentials Committee participate in the screening and eligibility determination of their own application for NAR Director or any other applicant for NAR Director.

### **C. Report and Recommendations**

- (1) All Candidates for Florida Realtors® office deemed eligible by the Credentials Committee, shall be placed on the ballot for election at the annual meeting of the board of directors. Any eligible candidates for Florida Realtor® office who chooses to remove their name from the ballot, must notify Florida Realtors®, in writing, no later than 5 days prior to the annual meeting of the board of directors.
- (2) Candidates for NAR Director will only appear on the ballot if recommended by NAR Strategy Committee. Eligible candidates for NAR director, not recommended by the NAR Strategy Committee, may run from the floor but are required to notify Florida Realtors® in writing, no less than 5 days prior to the annual meeting of the board of directors.
- (3) Any candidate for NAR director, who wishes to run from the floor shall have completed the current years' application screening process.

### **3.8 NAR Strategy Committee (See Bylaws: Article X.)**

#### **A. Region 5 Vice President (RVP) Selection**

The NAR Strategy Committee shall interview RVP Candidates and nominate a candidate to the Florida NAR Directors. In the event there are two or more candidates running for the position of RVP, a slate containing all candidates' names, including the committee's recommended nominee, shall be presented to the Florida NAR Directors. In the event the NAR Directors have approved an NAR Officer Candidate from Florida, who has not yet served or been elected to serve as Region 5 Vice President, that individual shall automatically become the nominee for Florida's next available Region Vice President position.

#### **(1) Applications for Office**

By September 1 of the year prior to making its RVP nomination to the Florida NAR Directors, the NAR Strategy Committee shall solicit candidate applications in accordance with the current year's NAR qualifications. Candidates who wish to be considered for the office of Region 5 Vice President shall submit a Florida Realtors® Region 5 Vice President Candidate Application to Florida Realtors® by March 31 of the year of nomination. All candidate applications shall be provided to the NAR Strategy Committee for review. In the event no applications are received for the office or position, the application process shall reopen on May 1 and close on May 31 of the year of nomination.

**B. Region 5 Vice President Candidates from other Region 5 states**

No member of the committee shall campaign, including the sending of letters of recommendation, for an RVP candidate when that candidate is not from Florida.

**C. NAR Officer Candidates**

The committee shall interview NAR candidates running for Treasurer or First Vice President. All recommendations shall be brought forward to the Florida NAR Directors for approval until a majority vote in the affirmative is achieved. Any member of the committee who is seeking to be a candidate for NAR office shall not be present for the committee's discussion of the candidate or any opposing candidates for the same office, nor shall they be eligible to vote on that race once they have announced to the committee their intention to be considered for the elected position.

**D. Committee Member's National Political Involvement**

Members are required to give full disclosure when they agree to work for any NAR officer candidate. Committee members are encouraged to become acquainted with NAR officer candidates from other states. However, when Florida endorses an NAR candidate, any member who is actively working for any other NAR candidate running for the same position must either resign as a campaign volunteer of that candidate or resign from the committee.

**E. NAR Committee Recommendations for Florida Realtors® Members**

Any committee member may submit an on-line recommendation for any member who is seeking a NAR committee appointment. An early deadline shall be set (the Friday before the NAR Legislative Mid-Year Meetings) for Florida members to apply for NAR committee assignments for the ensuing year. While Florida Realtors® cannot mandate when a member applies, members who desire a possible recommendation from the NAR Strategy Committee will be encouraged to submit by the early deadline. The committee shall review the roster of Florida members requesting NAR committee appointments and create a short recommendation list of members (five to 10 members) for NAR submission.

**F. Miscellaneous Policies**

- (1) Florida Realtors® is encouraged to establish and foster cooperative relationships with all other states.
- (2) The committee shall meet a minimum of twice a year at the Florida Realtors® Mid-Winter Business Meetings and the Florida Realtors® Annual Meeting. Each meeting shall have a minimum two-hour time-frame.
- (3) The committee shall meet at least once during the year outside of the two regularly scheduled Florida Realtors® meetings.
- (4) An educational forum for Florida Realtors® members "How and Why to Get Involved at NAR" shall be held annually at the Florida Realtors® Mid-Winter Business Meetings.
- (5) The committee should provide support and mentoring opportunities for Florida members to assist them in their advancement at NAR.
- (6) The committee shall make recommendations as to NAR officers and candidates for NAR office who should be invited for official Florida Realtors® visits. Invitations shall be extended by the President with arrangements and administration handled by staff in

coordination with the chair of the committee. The only announced NAR candidates and/or NAR aspirants who shall be allowed to appear before the committee are those specifically invited by the committee and approved by the Florida Realtors® President.

- (7) The committee shall make recommendations to the Florida NAR Directors and the Leadership Team with respect to issues, policies and elections within Region 5.
- (8) The committee shall interview NAR director candidates. Each committee member shall be provided with a copy of the applications and support material for the applicants seeking election. All interviews shall be recorded on video or other electronic media for rebroadcasting in their entirety and provided to the board of directors, no less than 10 days prior to the annual meeting.
- (9) The committee shall recommend a candidate for NAR's Distinguished Service Award (DSA), including applications received from local associations, to be submitted by the Florida Realtors® President. This procedure shall be conducted yearly at the NAR Strategy Committee meeting during the Florida Realtors® Mid-Winter Business Meetings, in order to meet NAR's DSA application deadline.

**SECTION 4. FINANCIAL MANAGEMENT**

**4.1 Investment and Treasury Management Committee**

The committee shall be composed of a chair, from the general board membership, a vice chair, from the general board membership, the immediate past chair, the Florida Realtors® Treasurer, an additional member of the Leadership Team, and two members who along with the chair and vice chair shall possess expertise in market stocks, mutual funds, etc., and shall oversee the investment initiatives and institutions responsible for handling capital investments and reserves to invest.

**A. Treasury Management**

Florida Realtors® shall establish policies that maintain reasonable security of the association's cash and liquid assets. Accordingly:

- (1) Check signatories on all operational accounts shall be reviewed by the committee on an annual basis. This review shall also be performed when any new accounts are opened.
- (2) Checks that are \$50,000 or greater shall require the original signature of two of the three signatories: chief executive officer, president, treasurer. These signatories will also be notified of pending wire payments greater than \$50,000. The wire payments will be made upon the electronic or written approval of any two signatories.
- (3) Selected employees highly involved in the cash management process shall be bonded unless adequate applicable insurance is in place.
- (4) Motions presented to the Board of Directors which require financial commitments of association funds that are greater than 5% of the reserve fund balance need to be presented to the Finance Committee for fiscal soundness prior to the Board of Directors meeting.
- (5) The Investment and Treasury Management Committee, with a majority of the Leadership Team's approval, has the authority to temporar-



ily act outside of the Florida Realtors® Investment Policy in order to preserve and protect Florida Realtors® assets.

- (6) A report will be provided to the Investment Committee at least once per quarter which assesses whether the outside investment managers are conforming to the Florida Realtors® Investment Policy fund mix.

#### **B. Operational Funds**

Florida Realtors® shall maintain safety of principal for current year operational funds while providing sufficient liquidity to meet cash needs. Investments shall be limited to instruments that are backed or underwritten by the U.S. government or its agencies. Changes in the investment institutions used for operational funds shall be made at the direction of the president, treasurer and chief executive officer, with review by the Finance Committee.

#### **C. Reserve Funds**

Florida Realtors® shall achieve the highest rate of return for reserve funds, while maintaining safety of principal through sound investment practices, diversification and limited exposure to changing economic conditions. Funds within reserves shall be invested at the discretion of the Investment and Treasury Management Committee, selecting investment options proposed by Florida Realtors® investment management firms, which shall be selected and monitored by the Finance Committee.

#### **D. Financial Statement for Florida Realtors® Directors**

Members of the Board of Directors shall be provided a copy of a financial statement at each of Florida Realtors® regular meetings. Florida Realtors® shall furnish a financial statement to any Board of Directors' member upon request. The financial statement shall be posted electronically no later than 10 days prior to the Board of Directors meeting. Meetings are defined as the mid-winter business meetings and the annual meeting.

### **4.2 Fund Policy**

#### **A. Legal Action Fund**

- (1) A legal action fund shall be established and maintained which shall be a source of funds to defray costs incurred by members, local boards/associations of REALTORS®, Florida Realtors® or other persons involved in litigation that has significance to REALTORS®/REALTOR-Associates® as a class, private property rights or the real estate industry as a whole.
- (2) Control of the legal action fund shall be by majority vote of the Legal Action Fund Committee. The committee shall be comprised of the immediate past president, the president, the president-elect, the vice president, the treasurer and up to two members. The two members shall be appointed by the president. The president shall be the chair of the committee. The committee shall adopt such forms in order to carry out the provisions of this document and the purposes of the legal action fund. The actions of the committee shall be subject to review by the Executive Committee.
- (3) Any Legal Action request form is to be submitted without attachments. The legal report shall state the following:
  - a. Whether or not the local board/association has approved the request;

- b. Whether or not the local board/association would help defray the cost;
- c. Whether or not there is E & O insurance available;
- d. A summary of the facts;
- e. An opinion from Florida Realtors® General Counsel as to whether or not the issue has significance to members, and any possible impact on private property rights and/or the real estate profession;
- f. A recommendation from Florida Realtors® General Counsel on whether or not Florida Realtors® should become involved. If involvement is recommended, should it include financial support, and amicus brief, or both.

This above synopsis will be sent electronically to all members of the Legal Action Fund Committee. If the committee feels it is a matter for Florida Realtors® to become involved in, the committee shall instruct Florida Realtors® General Counsel electronically to notify the requesting party and/or their attorney. If there is a split decision among the Legal Action Fund Committee, a conference call with the committee shall be convened.

- (4) The legal fund shall be funded by annual transfers from the operating fund, replenishing the uncommitted fund balance to \$50,000 at the beginning of each fiscal year.

#### **B. Operating Fund**

- (1) An operating fund shall be established and maintained which shall be a source of funds for the association's ongoing operational activities.
- (2) Control of the operating fund shall reside with the Management Team, at the direction of the Leadership Team and Finance Committee in accordance with the budget approved by the Board of Directors.
- (3) The operating fund shall be funded by current sources of revenues such as dues, tuitions, registrations and other services.

#### **C. Reserve Fund**

- (1) A reserve fund shall be established and maintained which shall be a source of funds for authorized association activities that exceed revenue sources; and which shall fund the sinking fund set-aside program for major fixed-asset expenditures.
- (2) Disbursements from the reserve fund shall require a majority vote of an officially called meeting of the Board of Directors, with 30 days' advance notice provided the directors, when possible, of intentions to use any part of the fund.
- (3) The reserve fund shall be funded by transfers from operational revenue sources, occurring on an annual basis, to maintain liquid asset balances in the fund no less than fifty percent (50%) of the association's current-year net operational expenditures; plus the accumulated capital setback (sinking fund) balance to be maintained over a five-year projected time period. When the annual audit has been completed and presented to Florida Realtors® for the previous year, the finance committee shall transfer all excess from the operational revenue sources to the reserve funds.

#### **D. Retirement Fund**

- (1) A retirement fund shall be established and maintained for the purpose of funding certain deferred compensation agreements authorized by the Board of Directors.

- (2) Authorization to dispense funds per the deferred compensation agreements shall reside with the Management Team.
- (3) In the event the expenditures or liabilities of the fund exceed the fund's assets, funds shall be transferred from the operating fund.

**E. Advocacy Fund**

**(1) Purpose and Funding**

- a. An advocacy fund shall be established and maintained which shall be a source of funds which can be used to express Florida Realtors® views on, or to support political education activities regarding a particular issue.
- b. Funding shall be achieved by a per-member assessment established by the board of directors.

**(2) Funding Authority**

- a. Base Authority. The PAAG shall have authority to approve funding in an aggregated amount up to \$5 million per issue. Aggregated funding for a single issue includes, but is not limited to, advertising, lobbying, member and consumer education, coalition expenses, etc. The aggregated total is tied to the issue and is not limited to a calendar year spending but rather all spending on that single issue. Advocacy funds shall not be used for contributions to candidates for political office.

**b. Additional Authority.**

- i. If the total for a single issue reaches \$5 million, the Florida Realtors® Executive Committee shall approve continuing to spend funds to either support or defeat the issue and authorize additional funds to be spent from the advocacy fund.
- ii. If the total expenses reach \$10 million on a single issue, the Florida Realtors® Board of Directors may vote to authorize additional funding on that issue. Should the situation arise where all money in the advocacy fund has been depleted, the board of directors may decide to spend additional resources on the advocacy issue either by using reserves, charging an additional special assessment, or enacting any other means agreed upon by the board of directors.

**(3) Fund Management**

The advocacy fund shall be managed by the Public Advocacy Advisory Group (PAAG)

- a. Composition. The PAAG shall consist of sixteen (16) trustees:
  - i. The president,
  - ii. President-elect,
  - iii. Vice president,
  - iv. Treasurer,
  - v. Secretary,
  - vi. Public Policy Committee chair,
  - vii. Public Policy Committee vice chair,
  - viii. REALTOR® Party Member Involvement chair,
  - ix. REALTOR® Party Member Involvement vice chair,
  - x. PAC Trustees chair
  - xi. PAC Trustees vice chair, and
  - xii. Five (5) members-at-large all of which should be PAC major investors and content experts
    - a) One local association executive

- b) At least one Florida Realtors past president.
- c) Members-at-large shall serve three year staggered terms.

**b. Chair.** The chair shall be appointed by the president.

**c. Duties.** The PAAG shall be:

- i. responsible for acting on legislative and regulatory issues while the legislature is in session and between meetings of the board of directors; and
- ii. responsible for authorizing expenditures from the Advocacy fund

**d. Meetings.** The PAAG shall meet at the call of the president.

**i. Quorum.** A majority of the PAAG shall constitute a quorum for all meetings.

**ii.** To the fullest extent permitted by law, the PAAG may conduct business by electronic means.

**e. Reporting.** Once an issue is approved for funding, the PAAG shall file periodic reports to the Executive Committee and to the board of directors. The reports shall provide an update on the status of the issue and the amount being spent from the Advocacy fund to influence its outcome.

**F. Issues Mobilization (IM) Fund**

**(1) Purpose and Funding**

- a. An issues mobilization fund shall be established and maintained which shall be a source of funds to financially assist local associations on issues they deem to be important in protecting and promoting REALTOR® member and/or property owner interest in their market area.
- b. The IM fund shall be funded by annual transfers from the advocacy fund, replenishing the uncommitted fund balance of \$250,000 at the beginning of each fiscal year.

**(2) Local Association Requirements and Limitations**

- a. Requirements. Local association applying for financial assistance with a local issue shall pledge to have some vested involvement in their local issue.
  - i. The association's commitment may be through REALTOR® member grassroots activity involvement (including, but not limited to, attending council or local committee meetings on the issue, canvassing communities, phone bank participation, etc.), or
  - ii. The local association shall be financially contributing to the local issue.
- b. Limitations. There shall be no limit to the amount of funding a local association can request in assistance. The limitation shall be in the levels of approval needed based upon the amount of the funding being requested.

**(3) Fund Management**

The IM fund shall be managed by the Issues Mobilization Committee

- a. Composition. The committee shall be comprised of up to ten members appointed by the president. Appointees shall be other than members of the Public Advocacy Advisory Group (PAAG).
- b. Chair. The chair shall be appointed by the president.
- c. Duties. The committee shall be



- i. responsible for developing, publishing and reviewing the grant application process by which a local association submits a formal written request for IM fund assistance, and
  - ii. responsible for all funding decisions.
- d. Meetings. The committee shall meet at the call of the committee chair or on the request of three members.
- i. The committee shall meet not only at Florida Realtor® meetings but as often as necessary to be able to quickly respond to local association needs.
  - ii. Quorum. A majority of the committee members shall constitute a quorum for all meetings.
  - iii. To the fullest extent permitted by law, the committee may conduct business by electronic means.

#### (4) Funding Authority

- a. Base Authority. The Issues Mobilization Committee shall have authority to approve a local issue request up to \$25,000.
- b. Additional Authority.
  - i. For an issue funding request between \$25,000 - \$50,000 the approval of both the committee and the Leadership Team shall be required.
  - ii. For a funding request over \$50,000, the committee, the Leadership Team, and the Executive Committee must all approve the funding.

#### G. Housing Fund

- (1) A housing fund shall be established and maintained which shall be a source of funds to aid Florida Realtors® employees with first-time home purchase grants.
- (2) Authority shall reside with the chief executive officer to expend money from the fund, as per the guidelines approved by the Board of Directors.
- (3) Funding shall be achieved by transfers from the operating fund at the direction of the Leadership Team, replenishing the fund up to \$30,000.

#### 4.3 Annual Audit (*See Bylaws: Article IX.*)

##### A. Annual Audit

An annual audit of the Florida Realtors® finances shall be made by an external CPA firm, conducted at approximately the same time every year (spring/summer). The annual audit shall be conducted according to generally accepted accounting practices.

##### B. Audit Firm Qualifications

Florida Realtors® auditors shall be certified public accountants. Independent CPAs shall not be considered, as a CPA firm is necessary due to the association's size and scope of activities. The qualifications of an audit firm shall include a verifiable number of clients and experience commensurate with the needs of the association.

##### C. CPA Firm

The committee will bid on new CPA firms not less than once every five years. In the event that the same firm is retained more than five years, the audit engagement partner must be changed.

#### 4.4 Supplemental Budget Requests

Any program proposed for funding after adoption of the annual budget must be presented as a separate Activity Package or incorporated into an existing and approved Activity Package, and must include the same decision-making information as if proposed during the normal budget cycle. The program proposal shall be reviewed by the chair and vice chair of the Finance Committee to verify financial impact.

The Leadership Team, by majority vote, has to approve the program to enable the president to authorize the allocation of funds. Said allocation shall be reported at the next meeting of the Executive Committee and Board of Directors.

#### 4.5 Reimbursable Activities (**Note: Policy subject to annual budgetary allowance limits**)

##### A. Compliance with the IRS

Florida Realtors® travel reimbursement guidelines shall comply with the Internal Revenue Service's "Accountable Plan" reimbursement regulations. The guidelines shall also comply with the most current Internal Revenue Service's "Standard Mileage Rates for Business Purposes".

##### B. President, President-elect and Vice President

Florida Realtors® shall reimburse the president, president-elect and vice president for expenses incurred while visiting local boards/associations, conducting business of the association or when attending meetings of the state or national associations. Reimbursement shall extend to spouse or guest travel-related expenses when joint representation is appropriate.

##### C. Treasurer and Secretary

Florida Realtors® shall reimburse the treasurer and secretary for expenses incurred when attending the following:

- (1) Florida Realtors® regularly scheduled business meetings
- (2) NAR regularly scheduled business meetings
- (3) Spokesperson Issues Training
- (4) Officers' orientation
- (5) Great American REALTOR® Days
- (6) Travel on behalf of the president

##### D. District Vice Presidents

- (1) Florida Realtors® shall reimburse district vice presidents for travel expenses incurred while performing officer responsibilities inside their districts. Other reimbursable expenses directly relating to performing duties of the position within the district include registration fees, long-distance calls, and postage and limited supplies.
- (2) Florida Realtors® shall reimburse travel expenses and registration fees for the following meetings:
  - a. Florida Realtors® regularly scheduled business meeting
  - b. Spokesperson Issues Training
  - c. Officers' orientation
  - d. Great American REALTOR® Days
  - e. Meetings to which the DVP has received a presidential invite

##### E. Immediate Past President

- (1) Florida Realtors® shall reimburse the immediate past president for expenses incurred when attending the following meetings:
  - a. Florida Realtors® regularly scheduled business meetings
  - b. NAR regularly scheduled business meetings
  - c. Great American REALTOR® Days
  - d. Travel on behalf of the president
- (2) Reimbursement shall extend to spouse or guest travel-related expenses when joint representation is appropriate.

##### F. NAR Directors

Florida Realtors® shall reimburse Florida NAR directors for the NAR mid-year meetings and the annual conference, including local board allocations and directors repre-

senting large firms, who are members of Florida Realtors® and who meet the Florida Realtors® attendance guidelines and comply with Florida Realtors® reimbursement policies and the minimum qualifications of the Florida Realtors® NAR Director. Florida Realtors® shall reimburse NAR committee chairs and forum chairs who are not NAR directors, providing they meet the Florida Realtors® attendance guidelines and comply with Florida Realtors® reimbursement policies.

**G. Members**

Florida Realtors® shall reimburse members appointed to committees, subcommittees and task forces for expenses incurred when attending special meetings approved by the president, other than those meetings that occur during the regular business meetings of the association.

**SECTION 5. MEETINGS AND CONVENTIONS**

**5.1 Education Core Law**

Only non-brokerage-related proprietary real estate schools, colleges and universities may joint-venture a Core Law course with Florida Realtors® using specific criteria.

**5.2 Convention Program Policy**

Any programs presented by Florida Realtors® committees that would conflict with Florida Realtors® paid speaker events at the annual meeting shall not be permitted without obtaining prior approval.

**A. Public Officials Attending Florida Realtors® Meetings**

Any Florida Realtors® member or group of members desiring to invite a non-member of Florida Realtors®, or a candidate for, or incumbent of, any state or federal office or position, to appear on any program during any Florida Realtors® meeting shall fully advise and consult the Florida Realtors® President or Chief Executive Officer before such invitation is extended. Such invitation must then be made by either the Florida Realtors® President or Chief Executive Officer in an official capacity. Any such invitation should not imply endorsement of the speaker by the association.

**B. Registration Fees at Florida Realtors® Mid-Winter Business Meetings and Annual Convention**

- (1) Attendance at governance meetings is open to REALTOR®, REALTOR-Associate, Institute Affiliate, Student, Academic Institution, REALTOR® Emeritus members and Association and MLS Executives and Staff. Allow attendance without registration fee at all governance meetings of Florida Realtors® and of Florida chapters of NAR's institutes, societies and councils.
- (2) Allow members of state chapters to purchase tickets for their chapters' banquets without paying an annual convention registration fee.
- (3) Allow free annual convention registration for a paid registrant's spouse, guest and dependent child (without a real estate appraisal license or certificate).
- (4) Establish a reduced registration fee for admission to the trade show only

**SECTION 6. LEGAL**

**6.1 Contracts**

The Chief Executive Officer of Florida Realtors® is specifically authorized and empowered to execute, terminate and bind Florida Realtors® on contracts pertaining to routine operations of Florida Realtors® and contracts that implement

programs approved by the association's Board of Directors. Exceptions to these two areas require approval of the president and shall be reported to the Finance Committee.

**6.2 Forms Library Policy**

The Florida Realtors® Legal Department, subject to the approval of the Florida Realtors® Leadership Team, is authorized to create, maintain, and update a forms library as needed. Such forms published and revised shall be based upon member suggestions, committee recommendations, and industry or legal needs or requirements with updates provided to the membership of Florida Realtors® on a regular basis. Final changes to the Florida Realtors®/Florida Bar Purchase and Sale contracts are subject to joint approval of the Florida Realtors® Leadership Team and the Florida Bar.

**6.3 Alcoholic Beverage Policy**

Florida Realtors® shall comply with appropriate Florida laws and contracts with hotels concerning alcoholic beverages.

**6.4 Establishment of Policy**

Florida Realtors® policy shall be established by a majority vote of the Board of Directors. Policy recommendations and/or policy changes shall occur as follows:

- (1) Florida Realtors® committees provide policy recommendations and/or changes to the Board of Directors through the Executive Committee; or
- (2) The Executive Committee provides policy recommendations and/or changes to the Board of Directors; or
- (3) Policy recommendations and/or policy changes may come from any Florida Realtors® director at a meeting of the Board of Directors.

# Activity Budget System (ABS)

## Overview

The Activity Budget System (ABS) integrates the Strategic Framework and the budget through the delivery of programs, products and services. It incorporates the differing roles of the leadership groups and allows the Directors to review and approve all of Florida Realtor's activities within the budget. The ABS process starts with the definition of Activity Packages, which are program, product or service packages to be delivered by the association. The ABS involves six separate leadership groups: Strategic Thinking Committee, Committee Chairs and Vice Chairs, Leadership Team, Finance Committee, Executive Committee and Board of Directors. Through these groups the Activities are packaged, evaluated, and have their Core Level Components, their Core Plus Level Components, and their Expansion Level Components defined. For each year within the three year budget cycle all Activity Package proposals are equally evaluated for funding.

During the ABS process the Management Team also plays a particularly critical role in providing information to the leadership groups mentioned above. This information should be both concise and informative so that sound decisions about the use of association resources can be made. Of significant note are the financial information and estimates provided by the Accounting Department, as well as the information and feedback provided by Committee Liaisons to their respective Chairs and Vice Chairs.

## Purpose

The purpose of the Activity Budget System (ABS) is to align the resources of Florida Realtors® with overall organizational priorities in light of its strategic framework and its current situation. This is accomplished by identifying Association Activities to be continued, added, expanded, changed or dropped. The ABS relies on the integration of the strategic framework and the budget via the programs, products and services to be delivered.

The ABS process focuses on the involvement of various leadership groups acting within the policies of the Association. The "check and balance" system of the process reinforces the roles of policy review and decision-making with those groups specifically responsible for such. Broad member involvement builds understanding through knowledge, an atmosphere of

openness, and general support for the resulting budget. Ultimately the Board of Directors finalizes the entire process through review and approval of the strategic framework, the budget, and all Activities to be delivered each year of the three year budget cycle.

## Activities

To effectively manage a multi-million dollar budget, the ABS relies on packaged Activities to consolidate the information for decision-making purposes. Each program, product and service of the association requiring financial support from dues income is offered in an Activity package explaining its purpose and expenditure needs. Activities may encompass multiple programs, products and services. These Activities are then grouped underneath the Management Team Vice President assigned to coordinate them.

Activities are presented as containing a Core Level Component and possibly a Core Plus Level Component or an Expansion Level Component. These components are based on conceptual definitions of the level of service provided. They are not defined based on any given dollar percentage increase in costs. It is the ongoing responsibility of the association to explore ways that the levels of service provided by each of the components within a given Activity Package can be carried out in a manner that meets the objective at the lowest possible cost.

**Core Level Component** – An Activity Package will have a base level of expenditure that it requires in order to reasonably exist. This lowest reasonable level is considered the Core Level Component. It is possible that an Activity Package could relate to a program that is so basic in its nature that it only has a Core Level Component.

**Core Plus Level Component** – An Activity Package may also have a level of expenditure that goes beyond the Core Level. These additional expenditures bring the service provided in the Activity Package to a level that would be considered substantially complete in the delivery the core service itself. Substantially complete is defined as the utilization of a level of expenditure necessary to cover all aspects of the core program or service which would produce an exceptional result.

**Expansion Level Component** – An Activity Package could also have a level of expenditure that goes

beyond either Core Level. These additional expenditures would result in significant augmentation to the Activity Package that would materially change the experience provided.

**Involvement**

Six leadership groups are involved in the ABS process. They are: Strategic Planning Committee, Committee Chairs and Vice Chairs, Leadership Team, Finance Committee, Executive Committee and the Board of Directors. Each group has a unique viewpoint and related responsibility, thus creating a self-regulating check and balance system.

**Strategic Thinking Committee** – (Long-term view) This committee starts the process by identifying issues affecting the members of the association through the creation of a strategic plan. This will give guidance to leadership groups on the long-range objectives of the association and how the Activity Packages relate to those objectives. There should always be a sense of how a given Activity is meeting one of those objectives.

**Committee Chairs and Vice-Chairs** – (prior year experience and future plans) They will define all the Activities to be considered based on current experience and future plans. They will also provide input as to the levels described above. Committee Chairs and Vice Chairs work in conjunction with their Management Team Liaisons.

**Leadership Team** – (Prior year experience, short-term view, and future plans) The Leadership Team will review, in detail, all Activities. They make the final presentation decisions on the program content and packaging for a particular Activity. Accordingly, they have the opportunity to add Activities that they may be aware of, but Committee Chairs and Vice-Chairs may not be.

**Finance Committee** – (Financial integrity and membership expectations) The committee will analyze the expense and revenue components of the programs in each Activity and the integrity of those numbers, including any user fee structures they feel appropriate. The committee will also set revenue and membership estimates for the coming year; make recommendations on sinking fund expenditures, capital budget items, and the reserve fund component of the budget.

**Funding Availability** – The Finance Committee will recommend the amount of money available to fund the Activities. Should the Activities requested and deemed worth recommending to the Execu-

tive Committee exceed what the Finance Committee feels is available from a financial stability point, they can make recommendations to the Executive Committee and the Directors for alternative funding sources, including a dues structure change or the use of reserve funds.

**Member’s Perspective** – The Finance Committee will also review and discuss the Activity Packages from the member’s perspective and what Florida Realtors® should be offering. This should be done in accordance with the Strategic Framework.

**Prioritization and Funding of Activity Packages** – After discussing all of the Activity Packages the Committee will finalize and prioritize them. When that prioritization is complete, the Finance Committee will then determine whether the proposed funding sources can support all the activities on the list. If not, either additional funding sources will need to be provided or the higher priority activities will be funded first. Apart from the alternate funding sources mentioned above, it will be recommended that those activities without a source not be implemented.

Regardless of whether projected funding sources exist for all proposed Activity Packages, all levels of every Activity Package will be ranked individually in order of priority to the Association. This will be done in case the projected funding does not materialize in the upcoming year. The approved priority rankings will be among the resources used at that time to make budget adjustments. In this ranking process, entire programs and activates will be ranked. Therefore it is quite possible that the Expansion Level of a given Activity Package will ranked as a higher priority than the Core Level of different Activity Package. Within a given Activity Package, however, succeeding levels cannot be ranked higher. In other words, a Core Plus Level should not be given a higher ranking than its Core Level. The Expansion Level within that package should also not be ranked higher than either of the Core Levels. The very rare exception to this rule would occur if an Expansion Level component of an Activity Package was so unique that there was a desire to consider it a new Core Level program and to offer that instead of the original Core Level Activity Package by ranking it higher.

The Finance Committee will participate in this process holistically. Financial estimates and budgets will first be presented in order for the committee to discuss



and approve the funds available. The detailed activities will also be reviewed to see if costs can be reduced. Finally, those detailed activities will be reviewed to discuss and establish the priority rankings in relation to the Strategic Framework and meeting the needs of the membership.

The culmination of the financial analysis and the ranking of the Activity Packages will be a comprehensive budget. This budget, containing revenue and membership estimates, Activity Packages of all levels, Capital Expenditures, and recommendations on sinking fund set asides, is what will be presented to the Executive Committee. This proposed budget will be made available to the Executive Committee and the Board of Directors at least two weeks in advance of the annual convention.

**Executive Committee** – (Historical perspective) The Executive Committee has members with a long history of experience at Florida Realtors®. They will review all recommended Activity Packages and funding sources coming from the Finance Committee. The Executive Committee will also review capital expenditure and sinking fund plans, and reserve funding requirements. They will make any changes they think appropriate and submit recommendations on all items to the Board of Directors.

**Board of Directors** – (Final authority) The Directors, as the final authority, will review and approve the Activity Packages and the funding sources. The Directors will also review and approve capital expenditure and sinking fund plans, and reserve funding requirements. If necessary, the Directors will approve any changes in the dues structure.

**Management Team** – (Supporting the concepts of prior year experience, short-term view, and future plans) The Management Team liaisons are critical in providing data and historical insights into the programs offered. They are instrumental in understanding the organization and sharing thoughts about future programs.

### Interim Procedures

**New Activities** – New program ideas may occur in a budget year between business meetings. If the need arises to create a new program, product or service that is intended to become an ongoing Activity Package, the budgeting process described above will be employed. Namely the Core, Core Plus, and Expansion Levels will be defined and the Activity Package will be presented to the Finance Committee to determine whether they recommend that it be funded and added to the current approved budget. If the recommendation is to fund

the Activity Package, then the funding source will also be determined. The Executive Committee will then make a decision regarding the recommendation from the Finance Committee. The Treasurer will report the one addition of the Activity Package to the approved budget at the next regularly scheduled meeting of the Board of Directors.

**Critical Issues** – When an issue, challenge or concern not anticipated in the ABS process arises that is beyond the scope of a new program as described above, the ABS provides the flexibility for Florida Realtors to act. If the issue is of significant impact upon the association or the real estate industry, the Leadership Team, upon unanimous consent, can spend up to 5% of the Florida Realtor's reserves, net of the sinking fund balance, to address the concern. This amount shall not exceed \$500,000. The President will report the allocation from reserves to the Finance Committee, the Executive Committee and the Board of Directors at their next regularly scheduled meetings. These are true allocations not to be returned to the Reserve Fund.

The Leadership Team can use the same unanimous consent and notification guidelines to authorize temporary use of Reserve Fund assets in the event of a cash flow shortage in the Operating Fund. Under these circumstances, when the cash balance in the Operating Fund stabilizes, the assets would be returned to the Reserve Fund.

**Cutting Activities** – If a year is experiencing revenue shortfalls as compared to budget, the ABS provides for cutting expenses based upon the expenditure priorities already approved by the Directors for that budget year. When the expected revenue shortfalls are less than 5% of reserves net of the sinking fund balance, the Leadership Team can make these decisions upon unanimous consent. The rankings established when the budget was approved will be the starting point for such decisions. These cuts shall not exceed \$500,000. The President will report the cuts made at the next regularly scheduled meeting of the Executive Committee and the Board of Directors.

In the event that anticipated revenue shortfalls are greater than 5% of reserves, the Finance Committee will review the approved budget for that year and will recommend to the Executive Committee a source of funding for the shortfall. That source could come from reserves, from the ranked list of expense reductions, or from a combination of the two. The Executive Committee will approve a final funding source to account for the anticipated shortfall.



**Current Year Actions** – Opportunities to enhance the Florida Realtors® mission can occur in a budget year between business meetings of the association, yet not fit within the above defined areas (New Activities, Cutting Activities, or Critical Issues). The Leadership Team, by their unanimous consent, can authorize expenditures from Surplus Net Operating Income. The aggregate amount of all expenditures from Surplus Net Operating Income in the calendar year will not exceed 5% of the current year’s reserves of Florida Realtors® net of the Sinking Fund balance. This amount shall not exceed \$500,000, but is separate from the amount available described above in cutting activities or critical issues. The President will report the expenditure from Surplus Current Year Net Operating Income to the Executive Committee and the Board of Directors at the next regularly scheduled meeting.

Florida Realtors®, towards delivering the best possible set of programs, products and services within the framework of financial realities and accountability.

August 2018

### **Timing**

The entire ABS process is designed to have the final approval on the association’s operating budget for the upcoming year enacted by the Board of Directors during the annual convention. This approval establishes Florida Realtors®’ budget for the next year and communicates any dues level or other fee changes associated with the budget to local boards/associations in time for local implementation.

In order to accomplish that goal, the process will follow the approximate timetable listed below.

- Committee Chair and Vice Chair interaction with liaisons – February through April
- Strategic Thinking Committee – late March or early April
- Leadership Team Review – mid to late May or early June
- Finance Committee – mid to late June
- Electronic Posting of Final Proposed Budget – at least two weeks prior to annual convention

### **Summary**

The Activity Budget System provides Florida Realtors® with a rational and systematic tool to respond to both short term and long term resource allocation needs. It brings together the efforts of various leadership groups with different responsibilities and focuses them toward a common goal. The defining of Core, Core Plus, and Expansion Activity Levels supports the association’s ability to react to its ever changing needs. The end result directs the energies and resources of

# Articles of Incorporation

Amended January 2010

## Article I. Name

The name of the Corporation shall be “Florida Association of REALTORS®” (hereafter termed “Florida Realtors®”) and the principal office of Florida Realtors® shall be located at 7025 Augusta National Drive in the city of Orlando, Orange County, Florida, 32822-5017.

## Article II. Purpose

The purpose of Florida Realtors® is to serve the REALTOR® community by providing, promoting and delivering programs, products and services that will enhance members’ skills and ability to operate their businesses profitably and ethically; to advance the real estate industry; and to preserve and extend the right to own, use and transfer real property.

## Article III. Member Boards/Associations, Members

Members of Florida Realtors® shall be member boards/associations and other classes of members as shall be determined from time to time by the board of directors. The territorial jurisdiction of each member board/association shall be fixed by the board of directors, subject to the approval of the board of directors of the National Association of REALTORS® (hereafter termed “NAR”).

## Article IV. Officers, Board of Directors, Executive Committee

### Section 1. Officers

The officers of Florida Realtors® shall be the president, president-elect, vice president, treasurer, secretary, and the district vice presidents, one from each district of the state; all of whom shall be REALTOR® or REALTOR®-Associate members of member boards/associations and be elected in accordance with the bylaws.

### Section 2. Board of Directors

- A. The board of directors shall constitute the governing body of Florida Realtors®.
- B. The method of election of the board of directors shall be as stated in Florida Realtors® Bylaws.

### Section 3. Executive Committee

The Executive Committee shall have full executive power when the board of directors is not in session.

### Article V. Bylaws

Bylaws consistent with laws applicable in the state of Florida, these Articles of Incorporation, or the bylaws and policies of NAR may be adopted and amended by the board of directors.

### Article VI. Amendments

The Articles of Incorporation may be amended at any regular meeting of the board of directors by a two-thirds vote of the directors present and voting provided:

- A. A quorum is present,
- B. Notice of the amendment, stating the substance thereof, shall have been sent to each director and each member board/association at least 30 days prior to the meeting.

# Bylaws

Amended August 2018  
(Includes NAR Mandated Amendments to Article II, Section 2C)

## ARTICLE I. Name and Purpose

### Section 1. Name

The name of the Corporation shall be “Florida Association of REALTORS®” (hereafter termed “Florida Realtors®”).

### Section 2. Purpose

The purpose of Florida Realtors® is to serve the REALTOR® community by providing, promoting and delivering programs, products and services that will enhance members’ skills and ability to operate their businesses profitably and ethically; to advance the real estate industry and to preserve and extend the right to own, use and transfer real property.

### Section 3. References

All references to committees, forums, officers, etc., in the document shall be considered to refer to Florida Realtors® unless otherwise noted.

## ARTICLE II. Membership

### Section 1. Classes of Members

Members of Florida Realtors® shall consist of nine classes:

- A. Member Boards/Associations
- B. Board/Association Members
- C. Direct Members
- D. Institute Affiliate Members
- E. Affiliate Members
- F. Realtors® Emeritus
- G. International Members
- H. Student Members
- I. Academic Professional Members

### Section 2. Definitions of Classes

#### A. Member Board/Associations

Member boards/associations within the state of Florida that are approved by and have a charter from the National Association of REALTORS® (hereafter termed “NAR”), all the REALTOR® and REALTOR®-ASSOCIATES who hold membership in Florida Realtors® and NAR.

#### B. Board/Association Members

Individuals who meet NAR’s criteria for REALTOR® or REALTOR®-ASSOCIATE membership in a member board/association. Each board/association member is required to hold membership in the member board/association, in Florida Realtors® and in NAR.

#### C. Direct Members

Individuals actively engaged in the real estate profession, whose places of business are located where there is no member board/association jurisdiction and who meet the criteria of NAR for REALTOR® or REALTOR®-ASSOCIATE membership.

1. State-registered, licensed or certified real estate appraisers whose places of business are located where there is no member board/association, may become direct members as REALTOR® members.
2. Direct members shall have all the rights, privileges, and obligations of board/association members.
3. An applicant for REALTOR® membership who is a sole proprietor, partner, corporate officer, or branch office manager of a real estate firm shall supply evidence satisfactory to the association through its membership committee or otherwise that he/

she is actively engaged in the real estate profession, and maintains a current, valid real estate broker’s or salesperson’s license or is licensed or certified by an appropriate state regulatory agency to engage in the appraisal of real property, has a place of business within the state or a state contiguous thereto (unless a secondary member), has no record of recent or pending bankruptcy\*, has no record of official sanctions involving unprofessional conduct\*\*.

4. Individuals who are actively engaged in the real estate profession other than as sole proprietors, partners, corporate officers, or branch office managers, in order to qualify for REALTOR® membership, shall at the time of application, be associated either as an employee or as an independent contractor with a designated REALTOR® member of the association or a designated REALTOR® member of another association (if a secondary member) and must maintain a current, valid real estate broker’s or salesperson’s license or be licensed or certified by an appropriate state regulatory agency to engage in the appraisal of real property, has no record of official sanctions involving unprofessional conduct\*\*, shall complete a course of instruction covering the Bylaws of the State Association, and the Constitution and Bylaws and Code of Ethics of the NATIONAL ASSOCIATION OF REALTORS®, and shall pass such reasonable and nondiscriminatory written examinations thereon as may be required by the membership committee and shall agree in writing that if elected to membership he/she will abide by such Constitution, Bylaws, Rules and Regulations, and the Code of Ethics.

\*No recent or pending bankruptcy is intended to mean that the applicant or any real estate firm in which the applicant is a sole proprietor, general partner, corporate officer, or branch office manager, is not involved in any pending bankruptcy or insolvency proceedings or, has not been adjudged bankrupt in the past three (3) years. If a bankruptcy proceeding as described above exists, membership may not be rejected unless the association establishes that its interests and those of its members and the public could not be adequately protected by requiring that the bankrupt applicant pay cash in advance for association and MLS fees for up to one (1) year from the date that membership is approved or from the date that the applicant is discharged from bankruptcy (whichever is later). In the event that an existing member initiates bankruptcy proceedings, the member may be placed on a “cash basis” from the date that bankruptcy is initiated until one (1) year from the date that the member has been discharged from bankruptcy.

\*\*No record of official sanctions involving unprofessional conduct is intended to mean that the association may only consider:

- a. judgments against the applicant within the past three (3) years of violations of (1) civil rights laws, (2) real estate license laws, and (3) or other laws prohibiting unprofessional conduct against the applicant rendered by the courts or other lawful authorities.
- b. criminal convictions if (1) the crime was punishable by death or imprisonment in excess of one year

under the law under which the applicant was convicted, and (2) no more than ten (10) years have elapsed since the date of the conviction or the release of the applicant from the confinement imposed for that conviction, whichever is the later date. (Amended 5/07)

5. The CEO (or his/her appointed designee) shall review and act on all applications for membership. An application may not be rejected without providing the applicant with an opportunity to appear before the board of directors to make such statements as he/she deems relevant. If the board of directors determines that the application should be rejected, it shall record its reasons with the secretary. If the board of directors believes that denial of membership to the applicant may become the basis of litigation and a claim of damage by the applicant, it may specify that denial shall become effective upon entry in a suit by the association for a declaratory judgment by a court of competent jurisdiction of a final judgment declaring that the rejection violates no rights of the applicant.
6. The board of directors may adopt an application fee for REALTOR® membership in reasonable amount, not exceeding three times the amount of the annual dues for REALTOR® membership, which shall be required to accompany each application for REALTOR® membership and which shall become the property of the association upon final approval of the application.
7. Designated REALTOR® members. Each firm (or office in the case of firms with multiple office locations) shall designate in writing one REALTOR® member who shall be responsible for all duties and obligations of membership, including the obligation to arbitrate (or to mediate if required by the association) pursuant to Article 17 of the Code of Ethics and the payment of association dues as established in Article II of the Bylaws. The “designated REALTOR®” must be a sole proprietor, partner, corporate officer, or branch office manager acting on behalf of the firm’s principal(s) and must meet all other qualifications for REALTOR® membership established in these Bylaws.
8. Any direct REALTOR® member of the association may be disciplined by the board of directors for violations of these Bylaws, the Code of Ethics, or other duties of membership, after a hearing as described in the Code of Ethics and Arbitration Manual of the association, provided that the discipline imposed is consistent with the discipline authorized by the Professional Standards Committee of the NATIONAL ASSOCIATION OF REALTORS®, as set forth in the Code of Ethics and Arbitration Manual of the National Association.

#### **D. Institute Affiliate Members**

Individuals who hold a class of membership, as determined by NAR, in a commercial real estate institute, society or council affiliated with NAR, who are not REALTOR® or REALTOR®-ASSOCIATE members, who have met the criteria for and have elected to obtain Institute Affiliate membership and for whom annual dues have been paid to Florida Realtors® from the institute, society or council in the amount determined by NAR.

#### **E. Affiliate Members**

Individuals, partnerships, corporations or associations who are not engaged in the real estate profession, but who have

interests that benefit from the services of Florida Realtors® and its member boards/associations, who are in agreement with the objectives of Florida Realtors® and who hold similar membership in a member board/association.

#### **F. REALTOR® Emeritus Members**

Any member who has been designated as a REALTOR®-Emeritus by NAR.

#### **G. International Members**

Individuals engaged in the real estate business outside the United States, its insular possessions or the commonwealth of Puerto Rico; and who do not have a real estate business office or hold a real estate license in the United States, its insular possessions or the commonwealth of Puerto Rico. International members shall receive member services as determined by the board of directors.

#### **H. Student Members**

Individuals who are enrolled as students in a post-secondary educational institution, have an interest in real estate issues, including brokerage, land use, finance, investment and property rights, are at least eighteen years of age and who do not hold a real estate or appraisal license or certification from any state shall be eligible for membership in Florida Realtors® in the “Student Members” category. Student Members shall have such privileges, duties and rights of membership and shall pay such dues as determined by the board of directors, but shall not be entitled to vote, hold office, or use the terms REALTOR® or REALTOR-ASSOCIATE®.

#### **I. Academic Professional Members**

Individuals who are full and part-time faculty, post-doctoral researchers or department heads currently employed by an accredited college or university whose primary assignment is teaching courses and/or conducting research in real estate or related areas. This category of membership may also include a dean of a college, university or other post-secondary institution. Academic Professional Members shall have such privileges, duties and rights of membership and shall pay such dues as determined by the board of directors, but shall not be entitled to vote, hold office, or use the terms REALTOR® or REALTOR-ASSOCIATE®.

### **ARTICLE III. Dues**

#### **Section 1. Member Boards/Associations**

The annual dues of each member board/association shall be equal to:

- A.** An amount to be determined by the Florida Realtors® Board of Directors times the number of REALTORS® and REALTOR®-ASSOCIATES who hold primary membership in the member board/association, plus
- B.** An additional amount to be determined by the board of directors times the number of licensees and state-registered, licensed, or certified real estate appraisers associated with the designated REALTOR® members of the member board/association who are not themselves board/association members.
- C.** An individual shall be deemed to be associated with a REALTOR® member if the license of the individual is held by a REALTOR® member (except as otherwise provided).
- D.** An individual shall be deemed not to be associated with a REALTOR® member when a REALTOR® with a direct or indirect ownership interest in an entity engaged exclusively in soliciting and/or referring clients and customers to the REALTOR® for consideration on a substantially exclusive basis annually files with the REALTOR®’s primary board/



association a list of the licensees affiliated with that entity and certifies that all the licensees affiliated with the entity are solely engaged in referring clients and customers and are not engaged in listing, selling, leasing, managing, counseling or appraising real property. (list shall be known as “certified NAR form”.)

**E.** The dues owed by the member board/association shall be adjusted, in accordance with Article III, Section 4B, for any licensee included on a certified NAR form submitted to a member board/association who during the same calendar year applies for REALTOR® or REALTOR®-ASSOCIATE membership in a member board/association, except that in the case of a new member who held REALTOR® or REALTOR®-ASSOCIATE membership during the preceding calendar year, the adjustment to member board/association dues shall not be prorated.

**F.** If two or more REALTOR® members are principals of the same firm, partnership or corporation, the REALTOR® member designated in writing (the “Designated REALTOR”) by the firm, partnership or corporation shall be required to pay the portion of the dues that is computed on the basis of the number of licensees and state-registered, licensed or certified real estate appraisers associated with the firm, partnership or corporation who are not themselves members.

**Section 2. Direct Members**

The annual dues of each direct member shall be equal to

- A.** An amount to be determined by the board of directors, plus
- B.** An additional amount to be determined by the board of directors times the number of licensees and state-registered, licensed or certified real estate appraisers associated with the direct member who are not themselves direct members.
- C.** Refer to Article III, Section 1, D.

**Section 3. Affiliate Members, Institute Affiliate Members, International Members, Student Members and Academic Professional Members**

The amount of the annual dues of each affiliate member, each international, each student member and each academic institution shall be determined by the board of directors. The amount of the annual dues of each Institute affiliate member shall be determined by NAR.

**Section 4. Dues Payable**

**A. Annual Dues**

- 1.** Annual dues for each class of members is payable in advance for each calendar year and shall be paid to Florida Realtors® by January 1 for the ensuing year.
- 2. (a)** Annual dues for member boards/associations not received within 60 days of the date due shall accrue interest at the rate of 1.5 percent per month from the due date.
- (b)** If, in extenuating circumstances, a member board/association is unable to remit annual dues within the 60-day time limit, the Leadership Team shall be authorized to decrease the amount of or waive the interest penalty.
- 3.** Direct members and Institute Affiliate members and international members who are not members of a member board/association, shall automatically be dropped from membership if their annual dues are not received within 60 days of the due date.
- 4.** No portion of dues paid shall be refunded to persons dropping membership.

**B. Dues for New Members**

- 1.** Dues for new board/association members, and for new direct members, shall be prorated on a monthly basis and paid to Florida Realtors® by the last day of the month following the month the new member is granted active REALTOR® or REALTOR®-ASSOCIATE status as evidenced in the NAR database system. However, membership dues shall not be prorated for any licensee included on the certified NAR form submitted to the member board/association who during the same year applies for REALTOR® or REALTOR®-ASSOCIATE membership, if the licensee held a REALTOR® or REALTOR®-ASSOCIATE membership during the preceding calendar year.
- 2.** Dues for board/association members and direct members who are principals, partners, corporate officers, or trustees, and whose dues increased during a month because they became associated with other and/or additional licensees and for state-registered, licensed or certified real estate appraisers who are not board/association members or direct members shall be prorated and paid to Florida Realtors® on a monthly basis prior to the last day of the following month.
- 3.** A comparison of Florida Realtors® membership records with Department of Business and Professional Regulation (DBPR) licensee records shall be made at least quarterly, and notification shall be given to all board/association members and direct members whose dues increased during the quarter because they became associated with other and/or additional licensees and to state-registered, licensed or certified real estate appraisers who are not board/association members or direct members.
- 4.** Dues owed but not received in accordance with this section shall accrue interest at the rate of 1.5 percent per month from the due date.

**C. Dues for Reinstated Members**

- 1.** Dues for reinstated board/association members for whom Florida Realtors® received dues for the previous calendar year, but for whom Florida Realtors® did not receive annual dues within 90 days of January 1 of the current year, shall be an amount equal to Florida Realtors® current annual dues and assessments plus an amount equal to the new-member processing fee. Such amounts shall not be prorated.
- 2.** Dues for reinstated direct members who paid Florida Realtors® dues for the previous calendar year, but for whom Florida Realtors® did not receive annual dues within 90 days of January 1 of the current year shall be an amount equal to Florida Realtors® current annual dues and assessments plus an amount equal to the new-member processing fee. Such amounts shall not be prorated.
- D.** The portion of annual dues and assessments of member boards/associations that is attributable to a member holding REALTOR® Emeritus status with NAR or Florida Realtors® shall be waived.

**Section 5. Good Standing**

Upon payment to Florida Realtors® of the dues required under Sections 1 through 4 of this Article, individuals or member boards/associations shall be deemed members in good standing in Florida Realtors®, provided that they are in compliance with all other membership obligations.



## **Section 6. Dues — Membership in Secondary Board/ Association**

A member board/association shall have its dues reduced by an amount to be determined by the board of directors times the number of its REALTOR® or REALTOR®-ASSOCIATE members who hold primary membership in another member board/association.

## **ARTICLE IV. Officers and Duties**

### **Section 1. Officers**

The elected officers of Florida Realtors® shall be the president, president-elect, vice president, treasurer, secretary and the district vice presidents, one from each district of the state; all of whom shall be REALTOR® or REALTOR®-ASSOCIATE members of member boards/associations.

### **Section 2. Qualifications**

**A.** The mandatory qualifications which shall be established in Florida Realtors General Policies shall be met by all officer candidates.

**B.** The president, president-elect, vice president, treasurer and secretary shall submit disclosures of financial, legal and criminal criteria which shall be established in Florida Realtors General Policies.

### **Section 3. Term of Office**

The term of office shall be one year, or until their successors are elected, beginning the first day of January following the year of election.

**A.** The president-elect shall automatically become president for the ensuing year.

**B.** The vice president shall automatically become president-elect for the ensuing year.

**C.** The remaining officers shall be elected each year at the annual meeting.

### **Section 4. Overall Duties and Responsibilities**

All Florida Realtors® officers shall:

**A.** Support the policies and programs adopted by the board of directors and Executive Committee.

**B.** Promote active participation in Florida Realtors® on the part of the membership.

**C.** Represent Florida Realtors® at national, state and local boards/associations meetings and conventions as assigned.

### **Section 5. President**

It shall be the duty of the president to

**A.** Perform the duties prescribed in these Bylaws and in the parliamentary authority adopted by Florida Realtors®

**B.** Preside at meetings of Florida Realtors®, including the board of directors and the Executive Committee

**C.** Act as chief elected officer of Florida Realtors®, and

**D.** Act in the absence of a local board president or designated representative of a board/association as a voting delegate at the NAR delegate body meetings. The president of Florida Realtors® shall be a member in good standing of a specific board/association for the purpose of representing that board/association, in the absence of the president or a designated representative of the board/association, as a voting delegate at the NAR delegate body meetings. If the Florida Realtors® President is not a member of the board/association, all local board/association dues for him or her shall be waived.

**E.** Appoint, from a list provided by the NAR Strategy Committee, a Florida member to represent Florida Realtors® on the NAR Credentials & Campaign Rules Committee and an alternate should the designated representative be unable to serve.

### **Section 6. President-elect**

It shall be the duty of the president-elect to

**A.** Assist the president with his/her duties as assigned from time to time

**B.** In the absence of the president, perform the duties of the president, and

**C.** Serve as vice chair of the Executive Committee.

### **Section 7. Vice President**

It shall be the duty of the vice president to

**A.** Fulfill the responsibilities of the President and President-elect in the absence of either party, and

**B.** Perform other such duties as may be required.

### **Section 8. Treasurer**

It shall be the duty of the treasurer to

**A.** Have general supervision of the financial affairs of Florida Realtors®

**B.** Serve as chair of the Finance Committee, and

**C.** Perform other such duties as may be required.

### **Section 9. Secretary**

It shall be the duty of the secretary to

**A.** Supervise the keeping of records of the proceedings and meetings of Florida Realtors®, and

**B.** Perform other such duties as may be required.

### **Section 10. District Vice Presidents**

It shall be the duty of each district vice president to

**A.** Act in an advisory capacity to the member boards/associations in his/her district

**B.** Visit member boards/associations in his/her district

**C.** Report to the Florida Realtors® President the condition and progress of said member boards/associations

**D.** In the year immediately following his/her term of office, three DVPs selected in a random rotation will be placed on will on the Credentials Committee. Random rotation is defined as conducting a random drawing through a random number generator.

**E.** DVP candidates currently running for office shall not be allowed to serve on the Credentials Committee, and

**F.** Perform duties as may be required.

### **Section 11. Vacancies**

**A.** If the office of president becomes vacant, it shall automatically be filled by the president-elect, or if the president-elect is unable to serve, by the immediate past president.

**B.** The president-elect who fills the vacancy will automatically become president for a full term upon the completion of the unexpired term.

**C.** If the office of president-elect becomes vacant, it shall be automatically filled by the vice president.

**D.** If the office of the vice president becomes vacant, the President shall have the authority to assign the duties of the vice president to the other elected officers of Florida Realtors® until such time as the Credentials Committee shall make recommendations to the Board of Directors, who shall elect a person to occupy the office of vice president for the unexpired term.

**E.** A vacancy in any office other than the president-elect or vice president shall be filled by the president, subject to ratification by the board of directors at its next meeting.

**F.** The president shall have the authority to assign the duties of the vacant office to other officers until such time as the vacancy has been filled by these procedures.

**Section 12. Sustaining Officer Qualification**

Current incumbents of the office of president, president-elect, vice president, secretary and treasurer shall submit a disclosure and criminal background check each year.

**Section 13. Removal of Officers or Directors**

The board of directors may remove an officer or director at any time with a two-thirds vote of the board of directors present.

**ARTICLE V. NAR Representation**

**Section 1. NAR Directors**

**A. Election and Term:** Florida Realtors® shall be represented on the board of directors of the National Association of Realtors® as specified in the bylaws of NAR. The requisite number of state-allocated NAR directors shall be elected by a plurality vote by the Florida Realtors® Board of Directors at its annual meeting and shall serve for a term of three years. To assure complete representation of Florida Realtors® on the national level, an equal number of alternates shall also be elected by plurality vote for a term of one year.

**B. Duties:** It shall be the duty of a NAR Director to

1. Serve as director-at-large and represent the interest of all members at the national level;
2. Serve as a member of the Florida NAR Directors Forum and the Region 5 Caucus; and
3. Participate in the election of the Region 5 Vice President when from Florida.
4. Approve future NAR officer candidates when from Florida.

**C. Vacancies:** If the office of a state-allocated NAR Director becomes vacant, it shall automatically be filled by the highest-ranked state-allocated NAR Director Alternate willing and able to serve.

**Section 2. NAR Credentials and Campaign Rules Committee**

Florida Realtors®, when it is Florida’s turn to serve, shall be represented on the NAR Credentials and Campaign Rules Committee as specified in the NAR bylaws. The selection of a primary representative and alternate shall be made by the president as specified in Article IV, Section 5. Paragraph E.

**ARTICLE VI. Eligibility and Election of Officers**

**Section 1. Credentialing**

**A.** There shall be a Credentials Committee composed of:

1. Two past Florida Realtors® presidents willing to serve, one of whom shall be the immediate past president. The most immediate past president shall serve as chair, and
2. Three immediate past district vice presidents
3. No two members of the Credentials Committee may be from the same district.
4. No district will have district vice presidents appointed in consecutive years.
5. In the event a district vice president or past president is randomly selected from a district that falls under the preclusion in (3) and (4) above that member is disqualified, and a new member will be randomly selected. Random rotation is defined as conducting a random drawing through a random number generator.

**B.** The Credentials Committee shall be charged with screening applications for office to determine if the applicant meets all mandatory requirements for office.

1. For the office of vice president, treasurer, and secretary or for filling a vacancy in the office of president-elect the Credentials Committee shall

determine if the applicant meets the mandatory qualifications set forth in general policies. If the Credentials Committee determines that the applicant meets these qualifications the applicant shall be deemed eligible.

2. For the district vice presidents and applicants’ for directors of NAR, The Credentials Committee shall be charged with screening applications for office to determine if the applicant meets the mandatory qualifications for office. If the Credentials Committee determines that the applicant meets the mandatory qualifications the applicant shall be deemed eligible.

**Section 2. Election of Officers**

Officers shall be elected by a majority vote at the annual meeting of the board of directors by ballot (paper or electronic). If there is only one candidate for an office, a voice vote shall be taken.

**ARTICLE VII. Board of Directors**

**Section 1. Membership**

**A.** The board of directors shall be composed of

1. The members of the Executive Committee
2. All active Florida Realtors® past presidents
3. All Florida Realtors® permanent and standing committee chairs, and
4. Two directors from each member board/association and one additional director from each member board/association for every full or partial increment of 300 board/association members over the first 750 board/association members. The number of additional directors to which each member board/association is entitled for the ensuing year shall be determined by the number of its paid, active board/association members who hold primary membership in the member board/association as of September 30. All directors from each member board/association shall be selected by each member board/association and officially reported in writing to the chief administrative officer of Florida Realtors®.
5. The state presidents of Florida chapters of NAR’s councils, institutes, and societies. In the event there is not an elected state president, one chapter representative from each of NAR’s councils, institutes and societies or their professional designation chapters.
6. Any member who is a NAR director.
7. Other than as specified in sub-paragraph 5, only REALTOR® or REALTOR®-ASSOCIATE members shall qualify as directors.

**B.** The qualification of each voting director shall be established by written certification of membership on the board of directors no later than 24 hours prior to the next board of directors meeting.

**C.** In the event of death or resignation of a director from a member board/association, a new director shall be selected by and certified in writing to Florida Realtors® with the certificate having been signed by that member’s board/association’s officer or association executive a minimum of 24 hours prior to the next Florida Realtors® Board of Directors meeting.

**D.** In the event of a temporary illness or inability to attend, a substitute director may be selected by and certified in writing to Florida Realtors® with the certificate having been signed by that member’s board/association’s officer or association executive a minimum of 24 hours prior to the

next Florida Realtors® Board of Directors meeting.

### **Section 2. Duties**

The board of directors shall:

- A. Constitute the governing body of Florida Realtors®
- B. Adopt the annual budget, and
- C. As specified, exercise the rights of Florida Realtors® as shareholder, member, holder or other ownership interest in any other entity.

### **Section 3. Meetings**

- A. Regular meetings of the board of directors shall be held two times each year.
- B. The second regular meeting in a year shall be known as the annual meeting and shall be for the purpose of electing officers and for conducting other association business.
- C. Special meetings may be called by the president, or upon the written request of boards/associations representing a majority of the membership.

### **Section 4. Vote Required**

In accordance with the requirements of the statutes under which Florida Realtors® is incorporated, adoption of a main motion and any election shall require the affirmative vote of a majority of the members of the board of directors present and voting.

### **Section 5. Quorum**

The quorum shall consist of a majority of the members of the board of directors.

## **ARTICLE VIII. Executive Committee**

### **Section 1. Membership**

The Executive Committee shall consist of the

- A. President
- B. President-elect
- C. Vice President
- D. Treasurer
- E. Secretary
- F. District Vice Presidents
- G. Immediate Past President
- H. The state presidents of Florida chapters of NAR's councils, institutes, and societies.
- I. 10 members including not more than two members from any one Florida Realtors® district.
- J. The NAR Region 5 Vice President and/or NAR Region 5 Vice President-elect when a member of Florida Realtors®.
- K. One association executive of a local board/association shall be appointed annually by the Florida Realtors® President to serve as a non-voting liaison to the Executive Committee.

### **Section 2. Duties**

The Executive Committee shall

- A. Make recommendations to the board of directors; and
- B. Have full executive power when the board of directors is not in session.

### **Section 3. Meetings**

- A. Regular meetings of the Executive Committee shall be held prior to each meeting of the board of directors.
- B. Special meetings may be called by the president or upon written request of the majority of members of the Executive Committee.
- C. A majority of the Executive Committee shall constitute a quorum for all meetings.
- D. To the fullest extent permitted by law, the Executive Committee may conduct business by electronic means.

## **ARTICLE IX. Electronic Meetings and Communications**

### **Section 1. Meetings**

The Florida Realtors® Executive Committee, the Leadership Team, and all committees and subcommittees shall be authorized to meet by telephone conference or through other electronic communications media so long as all the members can simultaneously hear each other and participate during the meeting.

### **Section 2. Communication**

Unless members indicate otherwise to Florida Realtors® headquarters, all communications required in these bylaws, including meeting notices, may be sent electronically.

## **ARTICLE X. Leadership Team**

### **Section 1. Membership**

The Leadership Team shall consist of the

- A. President
- B. President-elect
- C. Vice President
- D. Treasurer
- E. Secretary

### **Section 2. Duties**

The Leadership Team shall

- A. Make recommendations to the Executive Committee, and
- B. Perform such duties as are listed in these Bylaws and as the Executive Committee and/or board of directors shall direct.
- C. The President or a member of the Leadership Team in descending ranking order shall serve as the Florida representative on the NAR Region 5 Nominating Committee.

### **Section 3. Meetings**

The Leadership Team shall meet

- A. At the call of the president, or
- B. At the request of three members of the Leadership Team.

## **ARTICLE XI. Committees**

### **Section 1. Permanent Committees**

The permanent committees of Florida Realtors® shall be Finance, Public Policy, Strategic Planning, Audit, Investment and Treasury Management, REALTOR® Party Member Involvement and NAR Strategy. The President-elect shall appoint from the membership and the association executives the members to serve for the ensuing year on all permanent committees as directed by the bylaws and policies of the association. All actions of permanent committees shall be subject to the approval of the board of directors unless otherwise authorized by the bylaws or general policies of the association.

#### **A. Finance Committee**

- 1. Composition: The committee shall be composed of the
  - a. Treasurer, as chair
  - b. President
  - c. President-elect
  - d. Vice President
  - e. Immediate past chair
  - f. Secretary
  - g. One Association Executive;
  - h. Fifteen members serving three-year staggered terms, and
  - i. The chair of the Investment and Treasury Management Committee

No member of the Audit Committee may serve on the Finance Committee in the same year, except for the Treasurer.

2. Duties: The Finance Committee shall
  - a. Consider and recommend ways and means to properly fund Florida Realtors® operating activities,
  - b. Submit to the board of directors for adoption a budget of estimated receipts and expenditures for the ensuing year
  - c. Be responsible for the maintenance, care and control of Florida Realtors® assets, and
  - d. Perform those duties as defined by the Activity Budget System.
3. Fiscal Year. The fiscal year shall be the calendar year.
- B. Public Policy Committee**
  1. Composition: The committee shall be composed of
    - a. A chair
    - b. A vice chair,
    - c. Members to be determined by the president-elect
  2. Duties: to discuss, report and recommend action on matters of legislation and regulation as they affect the real estate industry, private property rights and other issues it determines proper and to recommend Florida Realtors® positions on public policy issues.
- C. Strategic Planning Committee**
  1. Composition: The committee shall be composed of
    - a. President
    - b. President-elect
    - c. Vice President
    - d. Treasurer
    - e. Secretary
    - f. Chief Executive Officer, and
    - g. 21 members, serving three-year staggered terms or a one year appointment.
  2. Duties: to envision the future of the real estate profession and develop possible future directions free of all constraints.
- D. Audit Committee**
  1. Composition: The committee shall be composed of
    - a. A chair
    - b. A vice chair
    - c. The Florida Realtors® Treasurer, who will serve as a non-voting member
    - d. Five members who shall possess general financial literacy, and of which at least one member must have a degree of financial expertise associated with being an executive officer, financial officer, or financial/accounting professional, and
    - e. One Certified Public Accountant who may or may not be a Florida Realtors® member.
  2. Term  
Committee members shall serve staggered three-year terms.

No member of the Finance Committee may serve on the Audit Committee in the same year, except for the Treasurer.

  3. Duties  
The Audit Committee shall
    - a. Identify, interview and hire auditors,
    - b. Together with the Management Team, work with the auditors to determine the scope of the audit within the budget, and
    - c. Accept the audited financials including the management letter, and present them as appropriate.
    - d. Oversee Florida Realtors® internal control structure and procedures related to both reporting as well as financial integrity.
- E. Investment and Treasury Management Committee**
  1. Composition: The committee shall be composed of
    - a. A chair, from the general board membership,
    - b. A vice chair, from the general board membership,
    - c. The immediate past chair
    - d. The Florida Realtors® Treasurer,
    - e. Three members who along with the chair and vice chair shall possess expertise in market stocks, mutual funds, etc., and shall oversee the investment initiatives and institutions responsible for handling capital investments and reserves to invest.
  2. Term  
The chair and the members shall serve staggered three-year terms. Members may not serve consecutive three-year terms. The immediate past chair shall serve at least a one-year term.
  3. Duties  
The Committee shall
    - a. Oversee Florida Realtors® investment initiatives and the institutions responsible for handling capital investments and invested reserves
    - b. Annually review and recommend any changes to the Florida Realtors® Investment Policy
    - c. Prepare suggested treasury management regulations for the administration of Florida Realtors® funds, which shall be subject to the approval of the Executive Committee and the board of directors,
    - d. Designate the fiduciary depositories for Florida Realtors® accounts, and
    - e. Meet at least three times a year; additional meetings to be called at the discretion of the chair.
- F. REALTORS® Political Involvement Committee**
  1. Composition: The composition of this committee shall be determined by the president-elect.
  2. Duties  
The committee shall
    - a. Discuss and make recommendations concerning the program and topics for Great American REALTOR® Days.
    - b. Create and identify opportunities on how to get the “grassroots” involved politically at all levels of government; this includes Key Contact training and political fundraising.
    - c. Advance Florida Realtor’s® Public Policy initiatives, including but not limited to Calls to Action and legislative priorities.
- G. NAR Strategy Committee**
  1. Composition: The committee shall be composed of
    - a. A chair
    - b. A vice chair, who shall automatically ascend to chairperson, appointed by the vice-president to serve a 3-year term
    - c. The President
    - d. The President-Elect
    - e. The Vice President
    - f. The Immediate Past President (who also serves as the NAR Directors Forum Chair)
    - g. Nine members
    - h. Florida Realtors® members who are Past Presidents of NAR, willing to serve
    - i. The NAR Region 5 Vice President and/or NAR Region 5 Vice President-Elect when a member of Florida Realtors®.



**2. Term**

The members shall serve staggered three-year terms.

**3. Duties**

The NAR Strategy Committee shall

- a. Provide direction on NAR issues;
- b. Recommend support of issues or candidates for NAR office to the NAR Directors from Florida;
- c. Provide recommendations on NAR Director candidates to the Florida Realtors® board of directors;
- d. Contribute to the influence and molding of policy and the mission of NAR.
- e. Provide to the president a list of a minimum of four qualified members who meet NAR's requirements to serve on the NAR Credentials and Campaign Rules Committee in those years when it is Florida's turn to serve.

**Section 2. Standing Committees**

Standing committees are those committees established annually by the board of directors upon recommendation of the president-elect. The president-elect shall appoint, from the membership and the association executives, members to serve on standing committees for the ensuing year or until their successors are appointed. All actions of standing committees shall be subject to the approval of the board of directors.

**Section 3. Special Committees**

Special committees may be created by the president as deemed necessary or as directed by the board of directors.

**Section 4. Councils, Forums, Information****Exchanges and Teams**

Councils, forums, information exchanges, and teams for the ensuing year may be established by the president-elect. These groups shall hold meetings, discuss issues and business related to their purpose and shall report directly to the president.

**Section 5. Subcommittees**

**A.** Subcommittees of any permanent committee, standing committee or special committee may be appointed by the president.

**B.** Subcommittees may include non-members of a committee.

**Section 6. Action without Meeting**

Any committee may take action without a meeting if the action is taken by all members of the committee. The action must be evidenced by one or more written consents describing the action taken and signed by each committee member.

**ARTICLE XII. General Administration****Section 1. Executive Officer**

**A.** An executive officer, whose title shall be Chief Executive Officer, shall be recommended by a special committee appointed by the president subject to confirmation by the Executive Committee.

**B.** The Chief Executive Officer shall

1. Act as chief administrative officer of Florida Realtors®
2. Perform such duties as may be directed by the president, board of directors and Executive Committee, and
3. Be employed under a written employment contract.

**ARTICLE XIII. Districts**

For administrative purposes, the state shall be divided into districts, the boundaries and numbers of which shall be fixed or changed from time to time by the board of directors.

**Section 1. Vice Presidents**

Each district shall be represented by a district vice president of Florida Realtors®.

**Section 2. Inter-District Board/Association Transfers**

A member board/association, subject to the application of its members and approval by the Florida Realtors® Board of Directors, may be transferred from a district to an adjoining district.

**ARTICLE XIV. Code of Ethics**

The Code of Ethics of NAR is adopted as the Code of Ethics of Florida Realtors®, shall be considered as a part of its rules and regulations and shall in the future be deemed to have been amended and changed whenever said Code of Ethics has been amended or changed by NAR.

**ARTICLE XV. Professional Standards**

A local board/association, prior to referring an ethics complaint or arbitration request for review to Florida Realtors®, should exhaust all efforts to impanel an impartial tribunal to conduct either the original hearing or the appeal or procedural review. These efforts may include the appointment of knowledgeable members of the board/association on an ad hoc basis to serve either on a hearing panel or on behalf of the board of directors. If, because of notoriety, etc., the board/association cannot impanel an impartial tribunal, the board may refer the matter to Florida Realtors®, and Florida Realtors® may delegate to another board/association or a regional enforcement facility, the authority to hear the case on behalf of Florida Realtors®. No board/association or regional enforcement facility, however, may be required to accept this delegation of authority. If no other entity is amenable to conducting the review, Florida Realtors® shall be responsible for conducting the hearing.

**Section 1.**

Allegations of ethical violations and contractual disputes (and specific non-contractual disputes as defined in Standard of Practice 17-4) between REALTORS® and between REALTORS® and their customers or clients may be submitted to an ethics or arbitration panel at the state association level in the following circumstances:

**A.** Allegations of unethical conduct made against a REALTOR® or REALTOR®-ASSOCIATE who is directly a member of Florida Realtors® and not a member of any local board/association.

**B.** Allegations of unethical conduct made against a REALTOR® or REALTOR®-ASSOCIATE in the instance in which the local board/association because of size or other valid reason, determines that it cannot provide a due process hearing of the matter and petitions Florida Realtors® to provide the means to conduct a hearing.

**C.** Contractual disputes (and specific non-contractual disputes as defined in Standard of Practice 17-4) between REALTORS® who are directly members of Florida Realtors® and are not members of any board/association.

**D.** Contractual disputes (and specific non-contractual disputes as defined in Standard of Practice 17-4) between a REALTOR® who does not hold membership in any board/association, but is directly a member of Florida Realtors®, and a REALTOR® who is a member of a board/association.

**E.** Contractual disputes (and specific non-contractual disputes as defined in Standard of Practice 17-4) between REALTOR® Members of the same board/association where the board/association with good and sufficient



reason is unable to arbitrate the controversy. (Explanation: This provision is not designed to relieve a local board/association of its primary responsibility to resolve differences arising between members of the same board/association. The section recognizes that in some boards/associations with limited membership, usual arbitration procedures may be impossible.)

F. Contractual disputes between a customer or a client and a REALTOR® where the board/association with good and sufficient reason is unable to arbitrate the dispute or the REALTOR® is a direct member of Florida Realtors®.

**Section 2.**

The responsibility of the association and of association members relating to the enforcement of the Code of Ethics, the disciplining of Members, the arbitration of disputes, and the organization and procedures incident thereto shall be governed by the Code of Ethics and Arbitration Manual of the National Association of REALTORS®, as from time to time amended, which by this reference is made a part of these Bylaws.

**Section 3.**

New Member Code of Ethics Orientation: Applicants for REALTOR® and REALTOR®-ASSOCIATE membership shall complete an orientation program on the Code of Ethics of not less than two hours and thirty minutes of instructional time. This requirement does not apply to applicants who have completed comparable orientation in another association, provided that membership has been continuous, or that any break in membership is for one year or less. Failure to satisfy this requirement within 90 days of the date of application will result in denial of the membership application.

**Section 4.**

Continuing Member Code of Ethics Training: Effective January 1, 2001, through December 31, 2004, and for successive four year periods thereafter, each REALTOR® and REALTOR®-ASSOCIATE member of Florida Realtors® shall be required to complete quadrennial ethics training of not less than two hours and thirty minutes of instructional time. This requirement will be satisfied upon presentation of documentation that the member has completed a course of instruction conducted by this or another association, or the NATIONAL ASSOCIATION OF REALTORS®, or any other recognized educational institution or provider which meets the learning objectives and minimum criteria established by the NATIONAL ASSOCIATION OF REALTORS® from time to time.

Members who have completed training as a requirement of membership in another association and members who have completed the New Member Code of Ethics Orientation during any four year cycle shall not be required to complete additional ethics training until a new four year cycle commences. Failure to satisfy this requirement shall be considered a violation of a membership duty for which REALTOR® membership shall be suspended until such time as the training is completed.

Members suspended for failing to meet the requirement for the first four (4) year cycle (2001 through 2004) will have until December 31, 2005 to meet the requirement. Failure to meet the requirement by that time will result in automatic termination of membership.

Failure to meet the requirement for the second (2005 through 2008) cycle and subsequent four (4) year cycles will result in suspension of membership for the first two months

(January and February) of the year following the end of any four (4) year cycle or until the requirement is met, whichever occurs sooner. On March 1 of that year, the membership of a member who is still suspended as of that date will be automatically terminated. (Adopted 1/01, revised 5/05)

**ARTICLE XVI. Use of the Terms “REALTOR®”, “REALTORS®”, and “REALTOR®-ASSOCIATE”**

**Section 1. Control of the Terms**

Use of the terms “REALTOR®,” “REALTORS®” or “REALTOR®-ASSOCIATE” by members shall at all times be subject to the provisions of the Constitution and Bylaws of NAR and to the rules and regulations prescribed by its board of directors. The state association shall have the authority to control, jointly and in full cooperation with NAR, use of the terms within those areas of the state not within the jurisdiction of a Member Board. Any misuse of the terms by members is a violation of a membership duty and may subject members to disciplinary action by the board of directors after a hearing as provided for in the association’s Code of Ethics and Arbitration Manual. (Amended 06/2006)

**Section 2. Members’ Use of the Terms “REALTOR®”, “REALTORS®” or “REALTOR®-ASSOCIATE”**

Only board/association members and direct members, as REALTOR® or REALTOR®-ASSOCIATE members, shall have the privilege of using the terms “REALTOR®,” “REALTORS®” or “REALTOR®-ASSOCIATE” in conjunction with their places of business within the state of Florida, or a state contiguous thereto as long as they remain REALTOR® or REALTOR®-ASSOCIATE members in good standing. No other class of members shall have this privilege.

**Section 3. All Principals of a Firm, Partnership, Corporation, or Trust**

A member of a firm, partnership, corporation or trust may use the terms “REALTOR®”, “REALTORS®” or “REALTOR®-ASSOCIATE” only if all the principals of such firm, partnership, corporation or trust who are actively engaged in the real estate profession within the state or a state contiguous thereto are REALTOR® members or institute affiliate members of the member board/association or of Florida Realtors® as direct members.

**ARTICLE XVII. Assessments**

The board of directors of Florida Realtors® by majority vote may implement assessments.

**ARTICLE XVIII. Parliamentary Authority**

*Robert’s Rules of Order* (Newly Revised, latest edition) shall be recognized as the authority governing the meetings of this association when not in conflict with the Articles of Incorporation and Bylaws.

**ARTICLE XIX. Amendments**

**Section 1. Procedure**

Amendments to these Bylaws may be made at any meeting of the board of directors by a two-thirds vote of the directors present and voting, provided that

1. A quorum is present, and
2. Notice of the amendment, stating the substance thereof, shall have been sent to each director and each member board/association at least 30 days prior to the meeting.

**Section 2. NAR Approval**

Amendments to these Bylaws affecting the admission or qualifications of REALTOR® or REALTOR®-ASSOCIATE members and Institute affiliate members, the use of the terms “REALTOR®”, “REALTORS®” or “REALTOR-ASSOCIATE®” or any alteration in the territorial jurisdiction of a member board/association shall become effective upon approval of the NAR board of directors.

**Section 3. NAR Mandated Amendments**

When Bylaws amendments are mandated by NAR policy, these Bylaws may be automatically amended to reflect the mandate as of the effective date of the mandatory policy authorized by the National Association of REALTORS®. Florida Realtors® shall provide notice of that change in a regular or special membership communication.

**Article XX. Harassment**

Any member of Florida Realtors® may be reprimanded, placed on probation, suspended or expelled for harassment of a Florida Realtors® employee or Florida Realtors® officer or director after an investigation in accordance with the procedures of the association. As used in this section, harassment means any verbal or physical conduct including threatening or obscene language, unwelcome sexual advances, stalking, action including strikes, shoves, kicks or other similar physical contacts, or threats to do the same, or any other conduct with the purpose or effect or unreasonably interfering with an individual's work performance by creating a hostile, intimidating or offensive work environment.

The decision to the appropriate disciplinary action to be taken shall be made by an investigatory team comprised of the president, president-elect, and/or secretary and one member of the board of directors selected by the highest-ranking officer not named in the complaint, upon consultation with Florida Realtors® legal counsel. Disciplinary action may consist of any sanction authorized in the NAR Code of Ethics and Arbitration Manual. If the complaint involves the president, president-elect, or secretary, they may not participate in the proceedings and shall be replaced by the immediate past president or, alternatively, by another member of the board of directors selected by the highest-ranking officer not named in the complaint.

**Article XXI. Whistleblower**

Any member of Florida Realtors® may be reprimanded, placed on probation, suspended or expelled for retaliation against a Florida Realtors® employee or Florida Realtors® officer or director for the legitimate reporting of inappropriate behavior on the part of members, vendors, coworkers or any other Association contact after a hearing in accordance with the procedures established by the association. Disciplinary action may consist of any sanction authorized in the NAR Code of Ethics and Arbitration Manual. The decision on the appropriate disciplinary action to be taken shall be made by an investigatory team comprised of the president, president-elect, and/or secretary and one member of the board of directors selected by the highest-ranking officer not named in the complaint, upon consultation with Florida Realtors® legal counsel. If the complaint involves the president, president-elect, or secretary, they may not participate in the proceedings and shall be replaced by the immediate past president or, alternatively, by another member of the board of directors selected by the highest-ranking officer not named in the complaint.

**Article XXII. Defense and Indemnification of Officers and Directors**

In the event of suits or claims in which one or more current or past officers or directors or employees of the association are named as a result of their status as such or decisions or actions taken in good faith and reasonably understood to be within the scope of their authority or employment during their term as such, Florida Realtors® shall, directly or through insurance secured for the benefit of such officers and directors and employees, secure counsel to act on behalf of and provide a defense for such officers, directors and employees; pay reasonable defense expenses incurred in advance of final disposition of such case; and indemnify such officers, directors and employees with respect to any liability assessed or incurred as a result of any such claim, suit or action. The above stated defense and indemnification of officers, directors and employees shall extend to those individuals when serving at the request of Florida Realtors® as a director, officer or employee of another entity, but only after indemnification and insurance coverage from such other entity has been exhausted.

**ARTICLE XXIII. Dissolution**

Upon the dissolution of Florida Realtors®, the board of directors, after providing for payment of all obligations, shall distribute any remaining assets to the National Association of REALTORS® pursuant to Chapter 617, Florida Statute.

# Code of Ethics

**National Association of Realtors®**  
**Effective January 1, 2019**

Where the word Realtors® is used in this Code and Preamble, it shall be deemed to include Realtor®-Associates.

While the Code of Ethics establishes obligations that may be higher than those mandated by law, in any instance where the Code of Ethics and the law conflict, the obligations of the law must take precedence.

## **Preamble...**

*Under all is the land. Upon its wise utilization and widely allocated ownership depend the survival and growth of free institutions and of our civilization. Realtors® should recognize that the interests of the nation and its citizens require the highest and best use of the land and the widest distribution of land ownership. They require the creation of adequate housing, the building of functioning cities, the development of productive industries and farms, and the preservation of a healthful environment.*

*Such interests impose obligations beyond those of ordinary commerce. They impose grave social responsibility and a patriotic duty to which Realtors® should dedicate themselves, and for which they should be diligent in preparing themselves. Realtors®, therefore, are zealous to maintain and improve the standards of their calling and share with their fellow Realtors® a common responsibility for its integrity and honor.*

*In recognition and appreciation of their obligations to clients, customers, the public, and each other, Realtors® continuously strive to become and remain informed on issues affecting real estate and, as knowledgeable professionals, they willingly share the fruit of their experience and study with others. They identify and take steps, through enforcement of this Code of Ethics and by assisting appropriate regulatory bodies, to eliminate practices which may damage the public or which might discredit or bring dishonor to the real estate profession. Realtors® having direct personal knowledge of conduct that may violate the Code of Ethics involving misappropriation of client or customer funds or property, willful discrimination, or fraud resulting in substantial economic harm, bring such matters to the attention of the appropriate Board or Association of Realtors®. (Amended 1/00)*

*Realizing that cooperation with other real estate professionals promotes the best interests of those who utilize their services, Realtors® urge exclusive representation of clients; do not attempt to gain any unfair advantage over their competitors; and they refrain from making unsolicited comments about other practitioners. In instances where their opinion is sought, or where Realtors® believe that comment is necessary, their opinion is offered in an objective, professional manner, uninfluenced by any personal motivation or potential advantage or gain.*

*The term Realtor® has come to connote competency, fairness, and high integrity resulting from adherence to a lofty ideal of moral conduct in business relations. No inducement of profit and no instruction from clients ever can justify departure from this ideal.*

*In the interpretation of this obligation, Realtors® can take no safer guide than that which has been handed down through the centuries, embodied in the Golden Rule, "Whatsoever ye would*

*that others should do to you, do ye even so to them."*

*Accepting this standard as their own, Realtors® pledge to observe its spirit in all of their activities whether conducted personally, through associates or others, or via technological means, and to conduct their business in accordance with the tenets set forth below.*

## **Article 1**

When representing a buyer, seller, landlord, tenant, or other client as an agent, Realtors® pledge themselves to protect and promote the interests of their client. This obligation to the client is primary, but it does not relieve Realtors® of their obligation to treat all parties honestly. When serving a buyer, seller, landlord, tenant or other party in a non-agency capacity, Realtors® remain obligated to treat all parties honestly. (Amended 10/00)

## **Article 2**

Realtors® shall avoid exaggeration, misrepresentation, or concealment of pertinent facts relating to the property or the transaction. Realtors® shall not, however, be obligated to discover latent defects in the property, to advise on matters outside the scope of their real estate license, or to disclose facts which are confidential under the scope of agency or non-agency relationships as defined by state law. (Amended 11/99)

## **Article 3**

Realtors® shall cooperate with other brokers except when cooperation is not in the client's best interest. The obligation to cooperate does not include the obligation to share commissions, fees, or to otherwise compensate another broker. (Amended 1/95)

## **Article 4**

Realtors® shall not acquire an interest in or buy or present offers from themselves, any member of their immediate families, their firms or any member thereof, or any entities in which they have any ownership interest, any real property without making their true position known to the owner or the owner's agent or broker. In selling property they own, or in which they have any interest, Realtors® shall reveal their ownership or interest in writing to the purchaser or the purchaser's representative. (Amended 11/99)

## **Article 5**

Realtors® shall not undertake to provide professional services concerning a property or its value where they have a present or contemplated interest unless such interest is specifically disclosed to all affected parties.

## **Article 6**

Realtors® shall not accept any commission, rebate, or profit on expenditures made for their client, without the client's knowledge and consent.

When recommending real estate products or services (e.g., homeowner's insurance, warranty programs, mortgage financing, title insurance, etc.), Realtors® shall disclose to the client or customer to whom the recommendation is made, any financial benefits or fees, other than real estate referral

fees, the Realtor® or Realtor's® firm may receive as a direct result of such recommendation. (Amended 1/99)

#### **Article 7**

In a transaction, Realtors® shall not accept compensation from more than one party, even if permitted by law, without disclosure to all parties and the informed consent of the Realtor's® client or clients. (Amended 1/93)

#### **Article 8**

Realtors® shall keep in a special account in an appropriate financial institution, separated from their own funds, monies coming into their possession in trust for other persons, such as escrows, trust funds, clients' monies, and other like items.

#### **Article 9**

Realtors®, for the protection of all parties, shall assure whenever possible that agreements shall be in writing, and shall be in clear and understandable language expressing the specific terms, conditions, obligations and commitments of the parties. A copy of each agreement shall be furnished to each party upon their signing or initialing. (Amended 1/95)

#### **Article 10**

Realtors® shall not deny equal professional services to any person for reasons of race, color, religion, sex, handicap, familial status, or national origin, or sexual orientation. Realtors® shall not be parties to any plan or agreement to discriminate against a person or persons on the basis of race, color, religion, sex, handicap, familial status, national origin, or sexual orientation, or gender identity.

Realtors®, in their real estate practices shall not discriminate against any person or persons on the basis of race, color, religion, sex, handicap, familial status, national origin, or sexual orientation, or gender identity. (Amended 11/13)

#### **Article 11**

The services which Realtors® provide to their clients and customers shall conform to the standards of practice and competence which are reasonably expected in the specific real estate disciplines in which they engage; specifically, residential real estate brokerage, real property management, commercial and industrial real estate brokerage, land brokerage, real estate appraisal, real estate counseling, real estate syndication, real estate auction, and international real estate.

Realtors® shall not undertake to provide specialized professional services concerning a type of property or service that is outside their field of competence unless they engage the assistance of one who is competent on such types of property or service, or unless the facts are fully disclosed to the client. Any persons engaged to provide such assistance shall be so identified to the client and their contribution to the assignment should be set forth. (Amended 11/10)

#### **Article 12**

Realtors® shall be honest and truthful in their real estate communications and shall present a true picture in their advertising, marketing and other representations. Realtors® shall ensure that their status as real estate professionals is readily apparent in their advertising, marketing and

other representations, and that the recipients of all real estate communications are, or have been, notified that those communications are from a real estate professional. (Amended 11/07)

#### **Article 13**

Realtors® shall not engage in activities that constitute the unauthorized practice of law and shall recommend that legal counsel be obtained when the interest of any party to the transaction requires it.

#### **Article 14**

If charged with unethical practice or asked to present evidence or to cooperate in any other way, in any professional standards proceeding or investigation, Realtors® shall place all pertinent facts before the proper tribunals of the Member Board or affiliated institute, society, or council in which membership is held and shall take no action to disrupt or obstruct such processes. (Amended 1/99)

#### **Article 15**

Realtors® shall not knowingly or recklessly make false or misleading statements about other real estate professionals, their businesses or their business practices. (Amended 11/11)

#### **Article 16**

Realtors® shall not engage in any practice or take any action inconsistent with the agency or other exclusive relationship recognized by law that other Realtors® have with clients. (Amended 1/98)

#### **Article 17**

In the event of contractual disputes or specific non-contractual disputes as defined in Standard of Practice 17-4 between Realtors® (principals) associated with different firms, arising out of their relationship as Realtors®, the Realtors® shall mediate the dispute if the Board requires its members to mediate. If the dispute is not resolved through mediation, or if mediation is not required, Realtors® shall submit the dispute to arbitration in accordance with the policies of the Board rather than litigate the matter.

In the event clients of Realtors® wish to mediate or arbitrate contractual disputes arising out of real estate transactions, Realtors® shall mediate or arbitrate those disputes in accordance with the policies of the Board, provided the clients agree to be bound by any resulting agreement or award.

The obligation to participate in mediation and arbitration contemplated by this Article includes the obligation of Realtors® (principals) to cause their firms to mediate and arbitrate and be bound by resulting agreement or award. (Amended 11/11)

**The Code of Ethics was adopted in 1913. Amended at the NAR Annual Convention in 1924, 1928, 1950, 1951, 1952, 1955, 1956, 1961, 1962, 1974, 1982, 1986, 1987, 1989, 1990, 1991, 1992, 1993, 1994, 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2013, 2014, 2015, 2017 and 2018.**



# Florida Realtors® Strategic Plan

## MISSION STATEMENT

Florida Realtors® Is The Voice For Real Estate In Florida.

## VISION STATEMENT

*Through the efforts of Florida Realtors® . . .*

- Members have the knowledge, resources and freedom to be productive, profitable and maintain the utmost integrity.
- Local associations are a strong, respected member resource and industry advocate in their market area, and an effective partner with Florida Realtors®.
- Through collective action, real property rights and quality of life in the State of Florida are preserved, and consumers recognize Realtors® as advocates and trusted advisors.

## CORE VALUES

*External Values [What we believe in. What we stand for.]*

**Quality of Life.** We preserve, protect and support private property rights and quality of life for all Floridians.

**The Realtor® Difference.** We believe that Realtor® stands for professionalism, ethical practice and lifelong learning.

**Community Involvement:** We are engaged in and committed to the enhancement of our neighborhoods.

**The Sanctity of Home.** We are dedicated to a safe, comforting place for all to call home.

**Commercial/Business.** We serve those serving the public in the locating, acquiring, leasing and valuation of businesses and investments.

*Internal Values [How we operate the Association and serve our members. How we agree to work together.]*

**Inclusive.** We pursue the participation, respect and recognition of all members.

**Meaningful Communication.** We support the business needs of our members through clear, concise, and substantive two-way communication.

**Value to Members.** Florida Realtors® is committed to providing members with the support, resources and the influential voice they need to be profitable and to operate in a professional and ethical manner.

**Culture of Innovation.** We embrace open thought and work to create an environment where fresh ideas are welcomed as a means to stay pro-active and relevant to our members' changing needs.

## FLORIDA REALTORS® GOALS AND 2019 OBJECTIVES

### Key Result Area: ADVOCACY AND INFLUENCE

**GOAL 1:** Fully engage and leverage the power and influence of all stakeholders – including consumers – who benefit from a thriving real estate market.

#### 2019 OBJECTIVES

- **(Priority Objective)** Create an educated, informed base of consumers and other stakeholders – property owners, tenants, industries and interest groups – who are ready to respond to Florida Realtors® calls-to-action.
- Give Realtors® and others who ascribe to Realtors® positions the opportunity to direct, develop and influence public policy.
- Help each member connect in a personal way with the need and impact of grassroots engagement in advocacy and RPAC.
- Build a more robust issue fund to address real estate and community issues.
- Create an integrated, statewide advocacy team to wield the full power of the Association on priority issues.

### Key Result Area: COMMUNICATION AND OUTREACH

**GOAL 2:** Deliver a concise and compelling message defining Realtor® as a trusted advisor and consumer advocate.

#### 2019 OBJECTIVES

- **(Priority Objective)** Retool the message regarding the central role and impact of the Realtor® as the market expert.
- Deliver the message in innovative ways through members, local associations and State communication vehicles such that it shapes *individual* attitudes and perceptions.

**Note:** Numbers and letters are for identification only and do not denote priority.



**GOAL 3:** Clarify and strengthen the relationship with local associations and brokers to better engage and serve the members.

*2019 OBJECTIVES*

- **(Priority Objective)** Define and enhance the symbiotic relationship between the State and Local Associations.
- Demonstrate the value of increased broker engagement at the State level and the connection to agent productivity.

**Key Result Area: VALUE TO MEMBERS**

**GOAL 4:** Develop education, resources and tools that enhance member productivity and profitability, and that draw upon the unique assets and competence of Florida Realtors®

*2019 OBJECTIVES*

- **(Priority Objective)** Offer tools and resources that members can customize and share.

**GOAL 5:** Ensure that members are aware of and can access Florida Realtors® programs and services whenever, wherever and however they prefer.

*2019 OBJECTIVES*

- **(Priority Objective)** Continue to evolve the Florida Realtors® Web site enabling access to information ‘on the fly’ using interactive push technology.

**GOAL 6:** Be the source for accurate, timely and complete data on the Florida real estate market, and the analysis and tools members need to better serve their clients.

*2019 OBJECTIVES*

- **(Priority Objective)** Develop a member statistics platform to provide interactive market statistics on demand.
- Aggregate and communicate market data to all stakeholders.
- Consider development of a reliable, trusted listing portal for the State of Florida in both online and mobile platforms.

**Key Result Area: LOCAL ASSOCIATION RELATIONS AND SUPPORT**

**GOAL 7:** Build strong, effective local associations as full partners in serving the members and representing the interests of the real estate industry and property owners.

*2019 OBJECTIVES*

- **(Priority Objective)** Support local associations in achieving mandated core operating standards.
- Facilitate shared services on a local, regional and State level (such as GAD services, education, professional standards, RCA, and Global Business Councils).

**Key Result Area: MEMBER ENGAGEMENT AND LEADERSHIP DEVELOPMENT**

**GOAL 8:** Through targeted outreach efforts and meaningful, flexible opportunities to participate, cultivate the involvement of real estate professionals, at all career stages, and tap their fresh ideas and perspectives to achieve Florida Realtors® goals.

*2019 OBJECTIVES*

- **(Priority Objective)** Mine, collect and utilize data on members to better leverage member skill sets and strengths to move ideas and issues forward.
- Develop convenient ways for members to participate and contribute their ideas and expertise.
- Leverage the influence of Florida Realtors® through more active engagement of Florida Realtors® members at the national level.
- More fully engage the agents in State volunteer and leadership opportunities with the full support of their brokers.
- “Looks Like Florida”: encourage inclusiveness and engagement of the full spectrum of the profession within Florida Realtors®

# Florida Realtors® & NAR Events

## 2019

**Florida Realtors® Mid-Winter Business Meetings**  
January 23-26  
Renaissance Orlando Resort  
Orlando, FL  
Contact: 800.669.4327

**Great American Realtor® Days**  
March 18-20  
Tallahassee, FL  
Contact: 800.669.4327

**NAR Association Executives Institute**  
March 29-April 1  
Austin, TX  
Contact: 800.650.6893

**Realtors® Legislative Meetings & Trade Expo**  
May 13-18  
Washington, D.C.  
Contact: 800.650.6893

**Florida Realtors® Association Executive Education Workshop**  
June 26-28  
Cocoa Beach, FL  
Contact: 800.669.4327

**Florida Realtors® Convention/ Governance Meetings**  
Convention - August 21-22  
Governance - August 23-25  
Rosen Shingle Creek  
Orlando, FL  
Contact: 800.669.4327

**Realtors® Conference & Expo**  
November 6-11  
San Francisco, CA  
Contact: 800.650.6893

## 2020

**Florida Realtors® Mid-Winter Business Meetings**  
January 22-25  
Renaissance Orlando Resort  
Orlando, FL  
Contact: 800.669.4327

**Great American Realtor® Days**  
Date TBD  
Tallahassee, FL  
Contact: 800.669.4327

**NAR Association Executives Institute**  
March 13-16  
San Diego, CA  
Contact: 800.650.6893

**Realtors® Legislative Meetings & Trade Expo**  
May 11-16  
Washington, D.C.  
Contact: 800.650.6893

**Florida Realtors® Association Executive Education Workshop**  
Date TBD  
Location TBD  
Contact: 800.669.4327

**Florida Realtors® Convention/ Governance Meetings**  
Convention - August 26-27  
Governance - August 28-30  
Rosen Shingle Creek  
Orlando, FL  
Contact: 800.669.4327

**Realtors® Conference & Expo**  
November 11-16  
New Orleans, LA  
Contact: 800.650.6893

## 2021

**Florida Realtors® Mid-Winter Business Meetings**  
Date TBD  
Location TBD  
Contact: 800.669.4327

**Great American Realtor® Days**  
Date TBD  
Tallahassee, FL  
Contact: 800.669.4327

**NAR Association Executives Institute**  
March 19-22  
Houston, TX  
Contact: 800.650.6893

**Realtors® Legislative Meetings & Trade Expo**  
May 10-15  
Washington, D.C.  
Contact: 800.650.6893

**Florida Realtors® Association Executive Education Workshop**  
Date TBD  
Location TBD  
Contact: 800.669.4327

**Florida Realtors® Convention/ Governance Meetings**  
Convention - August 25-26  
Governance - August 27-29  
Rosen Shingle Creek  
Orlando, FL  
Contact: 800.669.4327

**Realtors® Conference & Expo**  
November 10-15  
San Diego, CA  
Contact: 800.650.6893

# Management Team Job Descriptions

## Executive

### Chief Executive Officer ..... 2443

Margy Grant oversees the administration of the association's programs, services and policies, and its financial condition. She maintains constructive relationships with local boards and associations, other state associations and the National Association of Realtors® (NAR). Margy oversees all office administration, personnel and workload assignments for all management team and independent contractors.

[margyg@floridarealtors.org](mailto:margyg@floridarealtors.org)

### Director of Leadership Services ..... 2429

Mindy Wilson is the principal contact for all Leadership Team outreach, activity and governance. She directs the Florida Realtors® leadership activities on a state, regional and national level, including NAR campaigns and NAR director development. Mindy manages the activities of the district vice presidents, past presidents, Executive Committee, and Board of Directors. She also oversees the effective operations of the association's elections, Florida Realtors® committee appointment processes, bylaws, policies and the management of the Leadership Team's calendar and travel.

[mindyw@floridarealtors.org](mailto:mindyw@floridarealtors.org)

### Director of Local Association Services ..... 2106

Anne Cockayne serves as a primary policy analysis contact for local association leadership, AEs and members in the areas of professional standards, Code of Ethics, MLS policies, and arbitration. She oversees member and Association Executive programming throughout the year. Anne provides contract tracking and compliance support for Florida Realtors® contracts, conducts research relating to service usage, creates reports and assists with compliance matters.

[annec@floridarealtors.org](mailto:annec@floridarealtors.org)

### Florida/NAR Activities Manager ..... 2409

Heidi Watzak coordinates all state, regional, and national activities involving Florida members, including the Leadership Team calendars. She facilitates the activities of the NAR Strategy Committee and Florida NAR Directors. She manages the committee appointment process and coordinates the association's election process. Heidi also supports the activities of the Executive Committee and Board of Directors.

[heidw@floridarealtors.org](mailto:heidw@floridarealtors.org)

### Executive Offices Coordinator ..... 2428

Omar Ho-Sang is the principal contact for all institutes, societies, and councils and the development of the new Student membership and Academic Professional membership categories. He provides administrative assistance to various Executives, the Florida Realtors® Leadership Team and for the Regional Vice Presidents (when from Florida). Administrative support will also be provided for the Florida Realtors® committee appointment process.

[omarh@floridarealtors.org](mailto:omarh@floridarealtors.org)

### Director of Global Business ..... 2456

Maria Grulich oversees and develops all global initiatives and programs for Florida Realtors®, advising and supporting Realtor® members and association/board staff on global matters and markets at the local, state and federal levels, strengthening relationships and cooperation with international real estate organizations. She manages activities such as international expos, conferences and trade missions, and serves as the staff liaison to all NAR global efforts.

[mariag@floridarealtors.org](mailto:mariag@floridarealtors.org)

### Director of Human Resources ..... 2147

Kerri Hartman directs all Florida Realtors® human resource functions such as employee benefit programs, new employee orientations, adherence to employment policies, adherence to state and federal employment laws and other human resources activities. Kerri also manages the front desk and other office support functions.

[kerrih@floridarealtors.org](mailto:kerrih@floridarealtors.org)

### HR/Benefits Coordinator ..... 2113

Julie Gomez provides administrative assistance to the Director of Human Resources. She serves as the benefit administrator for all optional employee benefits. She provides primary back-up for the receptionist, which includes member inquiries received through websites. Julie also assists the Finance and Internal Operations team as needed.

[julieg@floridarealtors.org](mailto:julieg@floridarealtors.org)

### Receptionist ..... 2101

Lisa Hinton serves as the first point of contact for all incoming calls to the switchboard, fielding calls and assuring their appropriate dissemination. She assists members with questions received via websites, maintaining a database of inquiries and issuing responses. Lisa also provides HR and other administrative support as needed.

[lisah@floridarealtors.org](mailto:lisah@floridarealtors.org)

### Senior Director of Meeting Services ..... 2411

Jeanie Unterbrink directs all logistic preparations and on-site management of all Florida Realtors® events including: materials, catering, equipment, reservations, speaker needs, registration processes, trade expo, negotiations with meeting facilities and related vendors and the scheduling of committee and business meetings. She also directs logistic preparations for Florida Realtors® functions held during NAR meetings.

[jeanieu@floridarealtors.org](mailto:jeanieu@floridarealtors.org)

### Registration/Meeting Services Coordinator ..... 2431

Nathaly Diaz administers the registration and confirmation process, creates and maintains event registration forms and collateral materials, generates registration reports and provides member support, answering inquiries for all Florida Realtors® events. This includes administration for charges and refunds. Nathaly also handles hotel rooming lists for key events.

[nathalyd@floridarealtors.org](mailto:nathalyd@floridarealtors.org)

**Meeting Services Coordinator/Expo Manager ..... 2455**

Emily Becker coordinates the scheduling of meeting rooms at the Florida Realtors® Orlando headquarters, manages the Trade Expo and Solutions Center at the Annual Convention & Trade Expo and assists with the logistical support of business meetings and other events including supplies, sponsorships and hospitality suites.

**emilyb@floridarealtors.org**

**Meeting Services/PAC Accounting Assistant ..... 2498**

Nacia Bradley performs dual administrative duties for Meeting Services and the PAC Accountant. Responsibilities include handling reservations and rooming lists for meetings held at Orlando headquarters. She also handles dinner/transportation reservations, along with performing administrative support to the Meeting Services team. She also supports the PAC by assisting with Florida Realtors PAC batch processing, and organization and maintenance of PAC files. Nacia also serves as the back-up on the registration 800-line, and as a secondary back-up for the front desk.

**naciab@floridarealtors.org**

**Communications**

**Senior Vice President of Communications & Marketing ..... 2314**

Jeff Zipper directs all internal and external mass communications, marketing, advertising, branding and media relations. He presents the association and its printed and digital materials in a concise, clear, consistently professional manner. Jeff coordinates and produces seminars and workshops, media training programs, statements on issues and activities and Florida Realtors® presentations.

**jeffz@floridarealtors.org**

**Senior Director of Communications & Marketing ..... 2325**

Lisa Walker oversees Florida Realtors® digital media, including floridarealtors.org, *Florida Realtors® Start Smart*, *Florida Realtors® Legal News* and *Florida Realtors® News*, the association's daily e-news service. In addition, Lisa directs communications programs for the Office of Public Policy, promotes the Realtor® and Realtor® organization, directs Florida Realtors® social media efforts and develops new communications programs.

**lisaw@floridarealtors.org**

**Media Relations & Communications Manager ..... 2326**

Marla Martin works closely with the media and manages various areas of consumer and Realtor® contact for the association. She also writes and edits articles for floridarealtors.org, produces news stories for *Florida Realtors® News*, the association's daily e-news service, and assists with the Spokesperson Issues Training program.

**marlam@floridarealtors.org**

**Writer, Producer, Director ..... 2318**

Sev Scaglia creates, writes, directs, produces and manages assignments in a variety of media to promote/advertise Realtors®, Florida Realtors®, Florida Realtors® PAC, issues, services, events, etc. to members and/or the public and subsets of members and the public.

**sevs@floridarealtors.org**

**Video Production Manager ..... 2305**

Chris Des Marais manages the day-to-day video creation, editing, design and production for Florida Realtors®. Chris develops and executes video outreach programs to increase member awareness and participation in Association issues, programs, services and events. This includes consumer awareness and understanding with regard to the value and integrity of Realtors®. Chris works in close collaboration with the Writer, Producer, Director.

**chrisd@floridarealtors.org**

**Project Editor ..... 2338**

Kerry Smith generates content for *Florida Realtors® News*, the association's daily e-news service, and floridarealtors.org, the association's member website. Kerry also oversees Florida Realtors® Legal News and supports other areas of Communications.

**kerrys@floridarealtors.org**

**Online Managing Editor ..... 2335**

Kim Hays manages, writes, edits and packages content for floridarealtors.org, the association's award-winning website. In addition, she collaborates with Florida Realtors® management team members to ensure accuracy and content delivery to the association websites. Kim also works closely with designers and technical staff on layout and design of content.

**kimh@floridarealtors.org**

**Marketing & Engagement Manager ..... 2410**

Jessica Cherinka oversees the conception, development and execution of marketing and outreach programs to boost awareness of Florida Realtors® and increase participation in its functions, including the Association's advertising and promotion activities. She measures performance for such products, services and events, collaborating with staff liaisons to adjust and build upon marketing strategies as necessary.

**jessicac@floridarealtors.org**

**Senior Web Designer ..... 2313**

James Savino designs and produces web pages/microsites and other digital media for the association that are consistent with the association's image and meet technical specifications. He oversees meeting apps, updates web content via the content management system and provides production support to the Communications group.

**james@floridarealtors.org**

**Editor-in-Chief, Florida Realtor® magazine  
Manager of Business Development ..... 2322**

Kevin Ireland is responsible for the content of *Florida Realtor®* magazine by evaluating reader needs and focusing editorial policy. He generates article ideas, solicits authors and columnists, performs research, conducts interviews, edits submitted materials and writes articles, and will also serve as content editor for *Florida Realtor®* magazine online.

**kevini@floridarealtors.org**

**Sales Director ..... 2351**

Jeff Felbab oversees all aspects of advertising and marketing functions for *Florida Realtor®* magazine. He generates revenue by selling advertising for Florida Realtors® and endorsed services on the floridarealtors.org website. Jeff also develops marketing and promotional materials to increase brand awareness, including exhibits and sponsorships at real estate industry trade events for *Florida Realtor®* magazine.

**jefff@floridarealtors.org**



**Art Director ..... 2332**

Tracey Flanagan establishes the conceptual and stylistic direction of Florida Realtors® print media, including *Florida Realtor*® magazine, advertising campaigns, collateral and corporate publications. Tracey works with copywriters to develop design concepts for *Florida Realtor*® magazine and other promotional campaigns, and also orchestrates the work of illustrators, photographers, prepress technicians, printers and anyone else involved in the development of a project.

[traceyf@floridarealtors.org](mailto:traceyf@floridarealtors.org)

**Creative Director ..... 2304**

Sean Kiem is responsible for the “look” of the organization. He protects, preserves and promotes the brand. He establishes the conceptual and stylistic direction of print and multimedia for the association, including advertising campaigns, collateral and corporate publications. He develops the imagery concepts and design strategies used in a variety of creative projects, including presentations, brochures, magazines, advertisements, catalogs, direct mail and branding identity pieces. He oversees the work of illustrators, photographers, prepress technicians, printers and anyone else involved in the development of a project.

[seank@floridarealtors.org](mailto:seank@floridarealtors.org)

**Project Associate ..... 2343**

Gina Wittenhagen works on specific projects to ensure proper coordination and completion. Guides vendors and management team so projects are completed on-time, on-budget and to standards. Provides support for *Florida Realtor*® magazine and manages other projects in the Communications department. Gina also handles the Awards program and assists with Strategic Planning, CEO Symposium and Spokesperson Issues Training.

[ginaw@floridarealtors.org](mailto:ginaw@floridarealtors.org)

**Finance, Professional Development and Internal Operations**

**Vice President of Finance, Professional Development and Internal Operations ..... 2320**

Dave Garrison is the staff financial officer for the association. He is responsible for the management of financial activities, investment portfolio, physical assets and risk management for the association. Dave oversees the development and management of the annual budget, financial forecasts and internal control policies for the association. He oversees all Orlando building maintenance functions, and provides supporting financial input for the Silent Angels Fund, Disaster Relief Fund, Florida Realtors® PAC funds and the Florida Realtors® Education Foundation. Dave also directs the association’s professional development and educational programming. This includes educational programming at the Annual Convention & Trade Expo, the Leadership Academy and the suite of ongoing educational programs made available to local associations. Additionally, Dave provides liaison support to the Finance, Building, and Audit Committees.

[daveg@floridarealtors.org](mailto:daveg@floridarealtors.org)

**Facilities Manager ..... 2103**

Dave Hemmings manages building operations, assuring the optimal functioning of all Orlando building systems, including mechanical, fire/life, safety, elevators, electrical systems, office furniture, etc. He oversees contractors for building-related upgrades, build-outs, improvements and maintenance. Dave also processes all outgoing mail for the association.

[davidh@floridarealtors.org](mailto:davidh@floridarealtors.org)

**Controller ..... 2111**

Marcel Smyk manages the association’s accounting system, developing cash flow projections and payroll oversight. Marcel is directly responsible for monthly financial statements, bank account reconciliation activities, and income tax filings, and financial audits for the Association. Marcel also provides supporting financial input for the “Support Homeownership for All” license plate. Marcel additionally provides liaison support to the Investment Committee.

[marcels@floridarealtors.org](mailto:marcels@floridarealtors.org)

**Senior Accountant ..... 2327**

Tammie Bentley manages the monthly journal entries, corporate AMEX credit card processing, fixed asset tracking, and departmental budget counseling for the Association.

[tammieb@floridarealtors.org](mailto:tammieb@floridarealtors.org)

**Florida Realtors® PAC Accountant ..... 2331**

Diane Arrington coordinates campaign check requests and bank depositing activities for the Florida Realtors® PAC. She also maintains the Realtors® Political Involvement Committee accounting, NAR reporting and state election filing.

[dianea@floridarealtors.org](mailto:dianea@floridarealtors.org)

**Accountant ..... 2324**

Carol Blaggrove is responsible for payroll, filing sales tax returns and certain payroll account reconciliations. She is also responsible for other accounting projects.

[carolb@floridarealtors.org](mailto:carolb@floridarealtors.org)

**Accountant ..... 2317**

Marilyn DuBrule maintains and coordinates the accounts payable system for the association. She is also responsible for the payable records, the files for 1099 filings and any other accounting projects.

[marilynd@floridarealtors.org](mailto:marilynd@floridarealtors.org)

**Accounting Assistant ..... 2237**

Barbarann Harder maintains the accounts receivable system and handles billing and receipts for the association. Barbarann reconciles the Florida Realtors® PAC bank accounts and processes all reimbursements for members and employees. She is also responsible for the corporate Visa program processing and other accounting projects.

[barbarannh@floridarealtors.org](mailto:barbarannh@floridarealtors.org)

**Director of Member Records ..... 2436**

Donna Davis organizes and directs all automated member records and acts as liaison to NAR and local boards/associations with regard to membership records, dues processing and reporting of membership information. She also oversees the credentialing of Florida Realtors® directors.

[donnad@floridarealtors.org](mailto:donnad@floridarealtors.org)

**Member Records Coordinator ..... 2439**

Chris Desgrottes updates records in the membership files, working with local associations/boards to correct members’ records by updating NRDS for floridarealtors.org and IDX purposes.

[chris.desgrottes@floridarealtors.org](mailto:chris.desgrottes@floridarealtors.org)



**Member Records Administrator..... 2438**

Tanya McGhee maintains membership data, including the posting of dues payments of membership records and the reconciliation of dues receipts from local associations/boards. She generates and distributes reports about membership records. She also processes label license agreements.

**tanyam@floridarealtors.org**

**Director of Professional Development..... 2418**

Sharon Hoydich assures members have access to high quality educational programs to enhance their ability to achieve ongoing success. She oversees professional development programming, scheduling of conference speakers/instructors and coordinates instructor training. Sharon manages education partnerships with affiliated organizations and industries. She oversees the activities of the Professional Development Committee and its subcommittees, and also the submission of courses to the Florida Real Estate Commission to obtain all types of license renewal credit.

**sharonh@floridarealtors.org**

**Education Manager..... 2356**

Miriam Cortez is the primary processor of education programs offered by Florida Realtors®. She oversees the daily activities of the Realtor® Institute Program, including coordination of details for the individual GRI course presentations and Realtor® Institute diplomas and certificates; issues continuing education grade letters for Realtor® Institute and letters of attendance for CE Express courses; transmits electronic rosters for CE credit to DBPR; processes CE Express, REBAC sponsorships and course request forms; maintains the online education calendar; coordinates Florida Realtors® Education Award; and submits new CE Express courses and renewal requests to the Department of Business and Professional Regulation. Linda also serves as Management Team liaison to the Program Development Subcommittee and Local Education Director Subcommittee.

**miriamc@floridarealtors.org**

**Education Program Coordinator ..... 2420**

Dana Bricker coordinates and distributes all course materials for Florida Realtors® GRI/CE education programs to all local boards and associations, administers the course and instructor evaluation process and compiles information from the evaluations for instructors, committees and staff, processes billing for GRI/CE programs and creates course reconciliation sheets, organizes details for all retake exams, updates forms and documents and develops promotional fliers, assists with formatting and branding all Florida Realtors® materials as needed. She is the liaison to the Leadership Academy.

**danab@floridarealtors.org**

**Curriculum Coordinator ..... 2427**

Maureen Finch supports the development, implementation, evaluation and update of course curriculum. She provides oversight in the ongoing development and improvement of instructional programs. Maureen collaborates with faculty members and subject matter experts in the review of all materials, and investigates/researches new programs and services. She coordinates bids for new courses and writes course material as needed. She assures the updating of all Florida Realtors®-owned courses and coordinates all of the details relating to the iCE program and its related courses. Maureen is also the liaison to the Curriculum Development Subcommittee.

**maureenf@floridarealtors.org**

**Education Resource Coordinator..... 2211**

Joann Casiano works closely with instructors and faculty, updating current information for faculty members. She tracks and maintains records for instructor continuing education, and coordinates new instructor and written auditions. She supports the Instructor Workshops, Education Director Workshops, Instructor Training and Learning-Centered Instructor Workshop. She also provides liaison support to the Faculty Subcommittee and any other committees as needed.

**joannc@floridarealtors.org**

**Law and Policy**

**Vice President of Law and Policy**

**and General Counsel ..... 2311**

Juana Watkins directs the member legal services program that includes the Florida Realtors® Legal Hotline, and various publications on legal issues. She provides internal association legal advice and manages all related contract negotiations, copyright protections and other transactions. Juana oversees legal updates, professional standards, MLS and equal opportunity in housing. She also responds to inquiries on board/association policies.

**juanaw@floridarealtors.org**

**Deputy General Counsel ..... 2422**

Marcia Tabak presents legal-based education seminars, drafts contracts for the association, and contributes to the association's various publications. Marcia works on the standard business forms program and serves as liaison to the Florida Realtors®/BAR Committee and the Unauthorized Practice of Law Committee of the Florida Bar. She provides advice and counsel with respect to corporate matters, ensuring compliance regarding legal requirements. Marcia also serves as Florida Realtors® liaison to the Florida Real Estate Commission and the Florida Real Estate Appraisal Board.

**marciat@floridarealtors.org**

**Manager of Member Legal Communications ..... 2434**

Meredith Caruso manages all member legal communications. She creates and revises forms for the Florida Realtors® forms library, researches legal issues and writes legal memoranda. Meredith also writes legal articles for *Florida Realtor®* magazine and *Florida Realtors® Legal News*, and develops, updates and writes legal content for floridarealtors.org, the member website.

**meredithc@floridarealtors.org**

**Director of Member Legal Services..... 2433**

Joel Maxson manages the Florida Realtors® Legal Hotline. In addition, he regularly presents legal updates and training programs to local associations. Joel provides legal opinions on issues relevant to the association and/or its members at the direction of General Counsel, and he also serves as liaison to the Board Leadership Forum.

**joelm@floridarealtors.org**

**Senior Counsel ..... 2413**

Carrol McKee serves as the staff liaison to the Florida Realtors® Education Foundation. She also answers questions on the Florida Realtors® Legal Hotline and provides legal opinions on issues relevant to the association and/or its members.

**carrolm@floridarealtors.org**

**Attorneys**

The attorneys answer questions on Florida Realtors® Legal Hotline and provide legal opinions on issues relevant to the association and/or its members. They also conduct legal research as necessary.

**Shannon Allen** ..... 2435  
[shannona@floridarealtors.org](mailto:shannona@floridarealtors.org)

**Heather Barry** ..... 2430  
[heatherb@floridarealtors.org](mailto:heatherb@floridarealtors.org)

**Patrick Cairns** ..... 2425  
[patc@floridarealtors.org](mailto:patc@floridarealtors.org)

**Allison Cochran** ..... 2432  
[allisonc@floridarealtors.org](mailto:allisonc@floridarealtors.org)

**Jaime Fowler** ..... 2403  
[jaimef@floridarealtors.org](mailto:jaimef@floridarealtors.org)

**Maria Marchante** ..... 2442  
[mariam@floridarealtors.org](mailto:mariam@floridarealtors.org)

**Ty Martin** ..... 2412  
[tym@floridarealtors.org](mailto:tym@floridarealtors.org)

**Rich Swank** ..... 2421  
[richards@floridarealtors.org](mailto:richards@floridarealtors.org)

**Legal Assistant** ..... 2426  
 Janet Valentine provides administrative and legal support for the association's attorneys and the Law & Policy committees, including the Legal Action Fund. She is also the administrator for three of the Florida Realtors® charities: Silent Angels, Disaster Relief Fund and the Florida Realtors® Education Foundation. Janet also maintains the law library.  
[janetv@floridarealtors.org](mailto:janetv@floridarealtors.org)

**Office of Public Policy**

Tallahassee telephone: 850.224.1400

**Interim Vice President**

Danielle Scoggins directs all public policy activities and political operations, programs, products and services, and sets the direction of current and future public policy priorities and initiatives. She also serves as an advocate for Realtors® on state and federal regulatory and legislative matters, and manages the employees and operations of the Public Policy office.

[danielles@floridarealtors.org](mailto:danielles@floridarealtors.org)

**Legislative Counsel** ..... 2505

Trey Goldman serves as a legislative and executive branch lobbyist for Florida Realtors®, identifying, analyzing, tracking and advocating on behalf of Realtors® regarding legislative and regulatory issues that impact the real estate industry. Trey advises and assists members and member committees on state and federal regulatory and legislative matters. He also provides legal support for Florida Realtors® legislative and regulatory efforts.  
[treyg@floridarealtors.org](mailto:treyg@floridarealtors.org)

**Public Policy Representative** ..... 2514

Andrew Rutledge serves as a liaison to elected officials in state government and assists in tracking pending legislation and regulations. He also advises and assists association members and member committees on state and federal regulatory and legislative matters.

[andrewr@floridarealtors.org](mailto:andrewr@floridarealtors.org)

**Public Policy Representative/PAC Director** ..... 2506

Andy Gonzalez analyzes pending regulations and legislation, and presents the association's point of view on behalf of its members to elected officials, agency and legislative staff. He also advises and assists association members and association/board staff on legislative matters at the local, state and federal level. Additionally, Andy is responsible for tracking PAC expenditures and budget, and reporting this information to the PAC Trustees.

[andyg@floridarealtors.org](mailto:andyg@floridarealtors.org)

**Public Policy Communications Director** ..... 2513

Tom Butler manages the communications activities for the Office of Public Policy including all facets of legislative-related communications for Florida Realtors® and communications for Florida Realtors® PAC. He also works with local associations on developing communication and education opportunities to promote the legislative priorities of Florida Realtors® and the importance of investing in the Florida Realtors® PAC. Additionally, Tom serves as a liaison to elected officials in state government.

[thomasb@floridarealtors.org](mailto:thomasb@floridarealtors.org)

**Director of Operations** ..... 2503

Suzanne Hughes coordinates the planning and production of Great American Realtor® Days, manages the Tallahassee office, property and building, and oversees the human resource functions for the Tallahassee office. She also tracks budget expenditures and accounts payable for the Public Policy office.

[suzanneh@floridarealtors.org](mailto:suzanneh@floridarealtors.org)

**Director of Advocacy and Field Operations**... 305.479.8719

Genessa Casanova manages the execution of all fundraising activities and campaign initiatives implemented by both the Florida Realtors® and the local Associations/Boards to ensure compliance with state and federal campaign finance and election laws and National Association of Realtors Regulations. Genessa coordinates and oversees the Regional Directors of Advocacy and Public Policy, Realtor® Party programs, tracks financial independent expenditures from NAR and plays a crucial role in the training and campaign initiatives.

[genessac@floridarealtors.org](mailto:genessac@floridarealtors.org)

**Regional Directors of Advocacy and Public Policy**

The Regional Directors are the conduits between NAR and the local Realtor® Associations throughout Florida, directing the implementation of the suite of programs offered by NAR's Realtor® Party Program. This team partners with local Associations, assisting them with the design and implementation of campaign programs, communications, and providing support to local Associations in working with NAR to secure My Realtor® Party funds. They also serve as lobbyists for Florida Realtors® and provide state and federal lobbying when necessary.

**Brent Anderson (Northwest Florida) ..... 941.232.8854  
brenta@floridarealtors.org**

**Kevin Besserer (Tampa area)..... 703.999.7684  
kevinb@floridarealtors.org**

**Nathan Greene (Northeast Florida) ..... 850.443.2099  
nathang@floridarealtors.org**

**Political Activities Coordinator ..... 2511**

Amy Glover handles Florida Realtors® PAC contribution tracking and distribution of Florida Realtors® PAC awards and recognition. She also provides administrative support to the Florida Realtors® PAC.

**amyg@floridarealtors.org**

**Legislative Assistant ..... 2500**

Robin Harrell serves as administrative assistant to the Vice President of Public Policy, Legislative Counsel and the Public Policy Representatives. Robin also provides front desk support.

**robinh@floridarealtors.org**

**Public Policy Assistants**

The Public Policy Assistants are temporary/part-time employees who provide general administrative support to the entire Public Policy team and who fulfill receptionist duties for the Tallahassee office. They maintain a comprehensive legislative tracking and filing system during the legislative session, conduct research on issues and assist in tracking amendments to key legislation.

**Tyler Fahs ..... 2584**

**Ava Larson ..... 2507**

**Nate Parsons ..... 2502**

**Research**

**Chief Economist ..... 2345**

Brad O'Connor directs the function and management of the compilation, creation and dissemination of Florida real estate-related research, analysis and statistics to members, affiliated Realtor® organizations, the media and other outlets. He reviews and interprets internal and external sources of research and statistics on current economic and real estate trends and conditions in Florida, and he serves as the association's chief spokesperson on these topics. Brad also oversees the construction and analysis of databases and statistical models which utilize economic, demographic, and other real estate-related data. He manages the day-to-day operations of the Research team, supervising the staff, and he also serves as an in-house statistician, providing guidance in the proper usage and interpretation of statistics to Florida Realtors® members, staff and Florida's local Realtor® organizations.

**brado@floridarealtors.org**

**Economist & Director of Housing Statistics..... 2346**

Erica Plemmons plans, conducts and reports economic and real estate research which assists members of Florida Realtors® in their business activities and allows them to better serve in their roles as trusted and knowledgeable advisors to their clients. Erica directs the day-to-day production and dissemination of statistics on Florida's housing markets, demographics, and other facets of the state's economy. She identifies member demand for innovative new statistical research products and carries out their execution. She also handles customized data requests from the team's economists and Florida Realtors® staff and members. Erica is responsible for the front-end programming and production automation of the Research team's widely cited monthly housing market reports. She discovers and articulates important trends in Florida's economy and real estate markets and identifies new data sources of potential use to the Research team in their work.

**ericap@floridarealtors.org**

**Economist & Director of Economic Development .... 2350**

Jennifer Quinn plans, conducts and reports economic and real estate research which assists members of Florida Realtors® in their business activities and allows them to better serve in their roles as trusted and knowledgeable advisors to their clients. Jennifer leads the production and dissemination of research related to economic development and related facets of the state's economy. She advises members on matters related to economic development and how to work with their local economic development professionals. Jennifer assesses member demand for innovative new research products and services. She also discovers and articulates important trends in Florida's economy and real estate markets and identifies new data sources of potential use to the Research team in their work.

**jenniferq@floridarealtors.org**

**Research Analyst ..... 2347**

(Vacant) This person will provide economic research and support to the Research team. The analyst will assist in the collection, organization, analysis and distribution of economic, demographic and other real estate-related data from numerous sources. This person will also handle customized data requests from the team's economists and Florida Realtors® staff and members, and will assist members who have research-related questions.

**Technology Services**

**Vice President of Technology Services ..... 2722**

Eric Forsman oversees the design, development, testing, implementation, operation, support and maintenance of information technology systems and services. He is responsible for the project planning, resource management and task management functions within the department.

**ericf@floridarealtors.org**

**Director of Information Technology ..... 2342**

Ed DeRosa oversees all internal computer-related services provided within the data center, including application-based servers, management team support for network and desktop computer systems installation, technology desktop support for the management team, network design, operations and systems security support, e-mail systems, telecommunications operation and support and disaster recovery.

**edd@floridarealtors.org**

**Senior Network Operations Manager ..... 2310**

Chris Brown is responsible for the design, operation, administration, security and support of the association network, Internet connectivity, hand-held device integration and connectivity, and e-mail systems. He also provides computer-related support to management team members.

[chrisb@floridarealtors.org](mailto:chrisb@floridarealtors.org)

**Network Technician ..... 2323**

Zachary Voskuil is responsible for providing team technical support for network operations. His responsibilities include the operation, installation, support and security of all telecommunications systems, including the phone system, used by the management team. He also provides team technical support and desktop hardware and software support, primarily for Windows, Apple and Linux hardware and software users, along with video conferencing services.

[zacharyv@floridarealtors.org](mailto:zacharyv@floridarealtors.org)

**Desktop Support Technician ..... 2737**

Felix Morales installs, tests, maintains, documents and supports all desktop systems for both Mac and Windows. He supports the modification of existing software, and the introduction of new desktop software for specific enterprise needs. He also supports all video conferencing needs, and helps to ensure helpdesk coverage for internal users.

[felixm@floridarealtors.org](mailto:felixm@floridarealtors.org)

**Sr. Systems & Database Engineer ..... 2336**

Chris Moreno oversees the operation, installation, administration, security and support of the Windows, Mac and Linux server environment, including operating systems software, related software/hardware and systems backup/recovery operations in the data center. He also ensures the efficient design, build, installation, implementation, administration, operation, support, security and backup/recovery of the database systems.

[chrism@floridarealtors.org](mailto:chrism@floridarealtors.org)

**Jr. Database Administrator ..... 2742**

Ian Couture assists with the functions associated with the efficient design, build, installation, implementation, administration, operation, support, security and backup/recovery of the database systems.

[ianc@floridarealtors.org](mailto:ianc@floridarealtors.org)

**Systems Technician ..... 2398**

Steven Pease works closely with the Sr. Systems & Database Engineer in supporting and maintaining the data center hardware and operating system environment, including Windows, Mac and Linux. He provides team technical support and desktop hardware and software support, primarily for Windows, Apple and Linux hardware and software users.

[stevenp@floridarealtors.org](mailto:stevenp@floridarealtors.org)

**Director of Tech Helpline ..... 2706**

Robert Calderon oversees the Florida Realtors® Tech Helpline contact center service and staff. He establishes call center policies and procedures, oversees staffing and ensures that service meets high-quality service and performance standards and strategic goals.

[robertc@techhelpline.com](mailto:robertc@techhelpline.com)

**Tech Helpline Manager ..... 2708**

Javian Melendez assists the manager in providing technical expertise for contact center activities. An in-house resource for Tech helpline analysts, Javian maintains the trouble ticket software and fields technology-related questions for Florida Realtors® Tech Helpline callers.

[javianm@techhelpline.com](mailto:javianm@techhelpline.com)

**Tech Helpline Analysts ..... 407.587.1450**

Tech Analysts provide detailed, knowledgeable and friendly advice to members with technology-related questions or issues. They provide special assistance to members with login questions and those who want to set up Florida member services.

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**Technology Training Manager ..... 2746**

Kaz Cisowski oversees training on all aspects of technology products for Florida Realtors® members and out-of-state clients, including scheduling, design, instructional delivery, policies and procedures, content, along with the training of other technology instructors. Kaz keeps up to date on training trends, developments and best practices, and coordinates training activities with the sales and marketing team.

[kazc@floridarealtors.org](mailto:kazc@floridarealtors.org)

**Director of Technology Products ..... 2714**

Tricia Stamper oversees the sales, marketing, client services and product development functions for the department's technology products, including Form Simplicity, Tech Helpline and MLSAdvantage. She develops business growth strategies and marketing programs to support the department's technology products and services. Tricia is also responsible for research and product reporting metrics.

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**Product Development Manager ..... 2721**

Jason Schatz is responsible for all phases of Form Simplicity product management, including product development, user advocacy and quality assurance, and feature request tracking for the application. Jason is also responsible for coordinating the user interface design of MLSAdvantage.

[jasons@floridarealtors.org](mailto:jasons@floridarealtors.org)



**Sales & Client Services Manager..... 2719**

Jessica Smith prospects new clients for both Form Simplicity and Tech Helpline, negotiates renewals for both products, facilitates brokerage upgrades and client training sessions for Form Simplicity, and communicates on a daily basis with clients at state, local association and brokerage levels. Jessica also travels across the country to showcase both products at trade shows and other events.

**jessicas@floridarealtors.org**

**Marketing Supervisor ..... 2720**

Jessica Rosado develops marketing strategies to promote the department's technology products through content marketing, email campaigns, social media, public relations, sponsorships, trade show marketing, e-newsletters and advertisements. She also assists with Form Simplicity's upgrade campaigns, creates campaigns to promote new Form Simplicity features to users and helps to support the sales team.

**jessicar@floridarealtors.org**

**Sales & Client Services Coordinator**

(Vacant) This person identifies new business opportunities for Form Simplicity and Tech Helpline, contacting associations, MLSs and brokerages throughout North America. This person also supports current clients by answering questions, helping to facilitate training for new clients, and responding to client requests. This position also represents Form Simplicity and Tech Helpline at trade shows.

**Sales & Client Services Coordinator..... 2747**

Caitlin Vaught identifies new business opportunities for Form Simplicity and Tech Helpline, contacting associations, MLSs and brokerages throughout North America. She also supports current clients by answering questions, helping to facilitate training for new clients, and responding to client requests. Caitlin also represents Form Simplicity and Tech Helpline at trade shows.

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**Marketing and Client Services Assistant..... 2704**

Melissa Becker provides administrative support to the Sales and Marketing team, including new client onboarding activities, marketing campaigns, invoicing, trade show preparation and promotion, and existing client administration and support.

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**Forms Programming and Quality**

**Assurance Manager ..... 2702**

Sue Barnes develops the Quality Assurance and Forms Project processes and ensures quality controls are met for forms production. She oversees the management and operation of the forms production team and she works directly with clients on all forms production matters.

**susanb@floridarealtors.org**

**Forms Programming and Quality**

**Assurance Coordinator ..... 2744**

Lelia Ekey verifies the accuracy of the programmed forms through the Quality Assurance process. She works with the forms designers, assisting with clarification of forms questions, and enhancing the forms programming processes to improve the forms product.

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**Forms Programmers**

This team designs and develops the forms to work inside the Form Simplicity software. They are responsible for form field layout and follow quality control processes to ensure accurate forms are delivered to Form Simplicity clients.

**Forms Programmers III**

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**Forms Programmers II**

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**Director of Applications Development ..... 2726**

Luis Pena oversees the Application Development team, which is responsible for the analysis, design, development, documentation, implementation, support and maintenance of software applications and systems.

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**Application Developers**

The team of Application Developers are responsible for the analysis, design, development, documentation, implementation, support and maintenance of the software applications and systems.

**Senior Application Developers**

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**Chet Ramnauth ..... 2312**  
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**Senior Web Developer**

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**Application Developers**

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**Shaun Lewin ..... 2328**  
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**Data Analyst/Developer..... 2749**

Daniel Arevalo develops, tests, documents, implements, maintains, and supports problem resolution of the association's data acquisition and processing systems.

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(rev. 12/12/18)



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# Reader Comments

## 2019 Leadership Reference Guide

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	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
This publication is well organized.	1	2	3	4	5
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I can find the phone numbers and addresses I need.	1	2	3	4	5
The Florida Realtors® information I need is included.	1	2	3	4	5
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This publication is useful to me.	1	2	3	4	5

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Comments:

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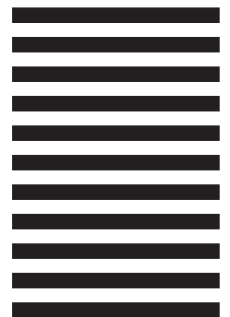
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### [floridarealtors.org](http://floridarealtors.org)

for Members

### Florida Living Network: [fl.living.net](http://fl.living.net)

for Consumers

### [media.floridarealtors.org](http://media.floridarealtors.org)

for Media

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### CCIM Institute

**Tel:** 312.321.4460

**Fax:** 312.321.4530

[ccim.com](http://ccim.com)

### Institute of Real Estate Management

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**Fax:** 800.338.4736

[irem.org](http://irem.org)

### Real Estate Business Institute

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[rebinstitute.com](http://rebinstitute.com)

### Real Estate Buyers Agent Council

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[rebac.net](http://rebac.net)

### Realtors® Land Institute

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[rliland.com](http://rliland.com)

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[crs.com](http://crs.com)

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[sior.com](http://sior.com)

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[cre.org](http://cre.org)

### Women's Council of Realtors®

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