



**REALTORS<sup>®</sup>  
ASSOCIATION**  
of Hamilton-Burlington

~ Since 1921 ~

**2020**



**Nomination  
Schedule**



# RAHB Nominations Package

## 2020



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# RAHB at a Glance

**Year Established – 1921**

**Vision – Be the ultimate choice of REALTORS<sup>®</sup>**

**Mission – Empowering REALTORS<sup>®</sup> to Succeed**



**3,240**  
Members  
as of  
December 31, 2019



**2,500**  
Square Kilometers  
Covering Hamilton,  
Burlington, Glanbrook,  
Grimsby, West Lincoln,  
Caledonia, Dunnville,  
Hagersville and Other  
Small Centres South to  
Port Maitland on the  
Shores of Lake Erie



**13,256**  
Transactions  
Conducted by RAHB  
Members in 2019

**\$7.9 Billion**  
Value of Transactions  
Conducted by RAHB  
Members in 2019



**102**  
Professional  
Development  
Events for  
Members/REALTORS<sup>®</sup>  
in 2019



**99**  
Volunteers  
on RAHB Committees  
& Task Forces  
in 2019



**\$112,500**  
Provided to Students  
Through the Karan Barker  
Memorial Scholarship  
Since 2001



**Over**  
**\$1.2 Million**  
Raised for RAHB  
Charity Auctions  
Since 1987



**\$42,180**  
Donated Back to  
Our Communities  
in 2019  
(Not including  
Charity Auction)

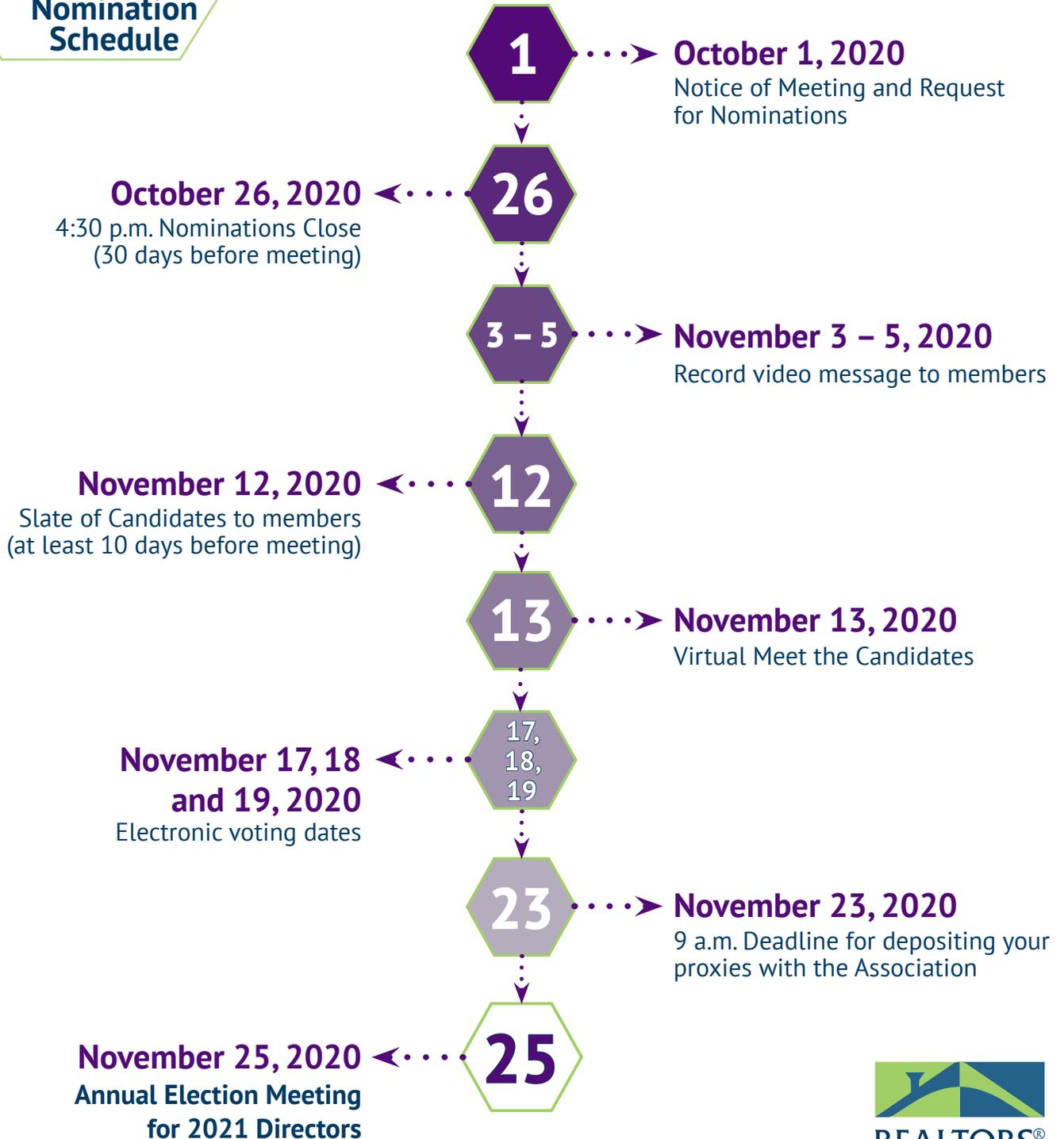
**78**  
Students Who Have Received  
Karan Barker Memorial  
Scholarships Since 2001

2020



Nomination  
Schedule

# Elections for 2021 RAHB Directors



For more information, please visit [www.rahb.ca](http://www.rahb.ca)





# Why Be A Director?

## Benefits for the Profession:

- Influence decisions with regards to emerging technology
- Work with the Canadian Real Estate Association (CREA) and the Ontario Real Estate Association (OREA) to guide RAHB through changes to the profession
- Network with REALTORS® and association/board staff from across Canada and beyond, and share resources to improve the profession as a whole
- Help guide decisions regarding data-sharing across Ontario and Canada

## Benefits for RAHB:

- Helping guide how RAHB uses and shares data
- Your skills and expertise in running a business helps the Association run effectively
- Your insight and fresh perspective on the decisions being made for RAHB
- Help lay the foundation for the future of RAHB

## Benefits for Me:

- 100-Year Anniversary takes place in 2021, and you could be a big part of the planning and celebrations for this historic event.
- Professional Development Opportunities – You'll have access to \$3,000 per year as a Director to improve/increase your abilities and skills. The knowledge and experience gained stays with you long past your time served on the Board.
- Remuneration - Directors are remunerated for their time dedicated to their roles on the Board of Directors, because RAHB knows your time is valuable.
- Future ambitions? Being a Director at RAHB can open the door for other Director-level opportunities – such as with CREA, OREA or RECO, as well as with hospitals, charities, etc. Being a RAHB Director is a respected position.



# Director Qualifications

RAHB Bylaw, Article 6 – Board of Directors, Section 1  
– Board of Directors, Sub-Section 1.02

1.02 The Board of Directors shall consist of eleven (11) Directors; nine (9) elected by the Membership and two (2) appointed as follows:

- (i) President-Elect who shall be appointed to the position of President, as of right;
- (ii) The outgoing President shall remain a Director and shall assume the office of Immediate Past President, as of right.

Of the eleven (11) Directors referred to above, there must be a minimum of three (3) Brokers, one of whom must be a Broker of Record/Manager.

## Qualifications of Directors – Who Can Run?

- You have been a member of organized real estate for at least three (3) years, and a member in good standing of this Association for two (2) years, immediately preceding their nomination
- You do not have an undischarged bankruptcy or have been convicted of a criminal offense, unless a pardon has been granted
- You demonstrate financial stability, such as, but not limited to, maintaining your Association account
- You can provide confirmation of committee work in the Association or other Real Estate associations
- You have not been found by a Discipline Hearing Panel (as defined in Article 9) to have violated or not complied with this Bylaw or the CREA Code in the past three (3) years
- You have not been found by a discipline committee, or authority established under the Act, to have failed to comply with the RECO Code in the past three (3) years
- You have not been convicted of an offence under the Act in the past three (3) years
- You sign the Code of Conduct – Directors, once elected

No more than two (2) members employed by the same Brokerage may serve as Directors at the same time, as outlined in *RAHB Bylaw Article 6, Section 2.02*. Any candidates from REMAX Escarpment Realty Inc. will not qualify for 2021 election year as outlined in Section 2.02 (above).

For this nomination/election cycle (2020), there will be seven (7) vacancies.

## RAHB Director Commitments List

- Approximately eight (8) Director meetings each calendar year
- Preparation for Director meetings, including reviewing large packages
- Continuing dialogue on important issues on the RAHB Board Portal
- Attendance at annual CREA and OREA conferences, RAHB member meetings, and other various events and conferences
- Representing RAHB in the community and amongst other associations/boards, and acting as official spokesperson in the media for RAHB, if you become President
- Making important decisions that affect the Association and the profession

# QUALITIES OF A DIRECTOR

## Governance

- 1.1 Demonstrates an understanding of the distinction between governance (what the Board of Directors does) and operations (what staff do) and acts appropriately in a governance role.
- 1.2 Understands the Association's mission, vision, goals and strategic plan, and is able to evaluate and provide insight into strategic direction.
- 1.3 Contributes to the achievement of the Association's objectives by effectively applying knowledge, experience and expertise to the issues confronting the Association.
- 1.4 Provides insight into Board effectiveness and identifies opportunities to enhance Board application of governance models.

## Knowledge and Judgment

- 2.1 Demonstrates adequate knowledge of the profession to understand and question the assumptions upon which the Association's business plans are based.
- 2.2 Demonstrates sufficient knowledge of financial matters to judge financial indicators of the Association's performance.
- 2.3 Appropriately questions and discusses data and information presented to the Board for its deliberations.
- 2.4 Demonstrates an ability to identify the costs, benefits and risk implications of Board decisions.

# REQUIREMENTS AND EXPECTATIONS OF DIRECTORS

## Participation and Preparation

- 3.1 Prepares appropriately for meetings (is prepared, knows material and actively participates).
- 3.2 Arrives on time, is attentive and present for the duration of all meetings.
- 3.3 Is available when needed, accessible and approachable.
- 3.4 Accepts and volunteers for tasks and related work that further the strategic direction of the Association.

## Communication

- 4.1 Respects the confidentiality of the Association's business information and the deliberations of the Board.
- 4.2 Contributes meaningfully and knowledgeably to Board discussions, providing input and advice to management.
- 4.3 Expresses views frankly and openly in Board meetings.
- 4.4 Listens to, respects and encourages the expression of opinions by other Board members.

## Teamwork

- 5.1 Demonstrates a high standard of personal values and ethics and expects ethical behaviour from members of the Association.
- 5.2 Interacts well with other Board members, staff and the membership, as appropriate.
- 5.3 Shows sensitivity to complex relationships that exist among governments, the Association, special interest groups, other stakeholders, the Board Chair and CEO.
- 5.4 Understands the importance of solidarity in Board decisions, even when in disagreement with a decision made by the Board.

## Overall Board Performance

- 6.1 Makes a positive contribution to the long term viability of the Association as a professional association and the succession of the Board.
- 6.2 Demonstrates an ability to assist the Board in meeting the strategic objectives of the Association.
- 6.3 Contributes to consensus-building and decision-making by consensus.
- 6.4 Shows an understanding of and willingness to respond to members' needs.
- 6.5 Contributes to the overall effectiveness of the mission and preferred future of the Association.



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# Events, Accomplishments and Future

## Annual RAHB Events\*

- RAHB Annual Service Gala (January)
- RAHB Annual General Meeting (March)
- ProDev+ (Virtually in May 2020)
- ProDev+ Speaker Series (Virtually in September - December of 2020)
- Open Forums (Virtual in September and October of 2020)
- Broker of Record / Manager Meetings (throughout the year)
- RAHB Annual Election Meeting (Virtually in November 2020)

*\* No in-person events did or are to take place during the COVID-19 pandemic*

## RAHB Accomplishments in 2019/2020

- Data-sharing extended to the Ontario Collective (OC), once the OC-ORTIS entity is formed
- New monthly statistics packages, including CREA data and HPI
- OpenHouses.ca now includes all local active listings – not just open houses
- RAHB member value package, RAHB Advantage, was developed to provide members, and in some cases clients, with discounts not available to the general public
- We currently have the greatest number of RAHB members on record (over 3,200), making us the second largest real estate board/association in Ontario
- Conversion of in-person events to virtual during COVID-19
- Almost no disruptions in service to RAHB members during COVID-19
- RAHB Online Realty Shoppe

## Future Projects and Activities

- Future of the Association – it's strategic goals and path
- The future of data-sharing across Ontario and Canada
- Changes to the real estate industry and profession
- Advancing technology
- RAHB's 100-year anniversary
- Changing political landscape at the municipal, provincial and federal levels
- Housing affordability

The Board of Directors shall consist of eleven (11) Directors; nine (9) elected by the Membership and two (2) appointed as follows:

- (i) President-Elect who shall be appointed to the position of President, as of right;
- (ii) The outgoing President shall remain a Director and shall assume the office of Immediate Past President, as of right.

Of the eleven (11) Directors referred to above, there must be a minimum of three (3) Brokers, one of whom must be a Broker of Record/Manager.

There are **SEVEN (7)** vacancies for a two-year term.

**Appointees:** *Donna Bacher*, Broker/Manager, Pure Realty Inc., Brokerage will become President  
*Kathy Della-Nebbia*, Salesperson, Royal LePage State Realty, Brokerage will become Immediate Past President

**Directors who will continue in 2021:**  
*Stephanie Pinet*, Salesperson, RE/MAX Escarpment Realty Inc., Brokerage  
*Conrad Zurini*, Broker of Record, RE/MAX Escarpment Realty Inc., Brokerage

**Incumbent Directors whose term are expiring:**  
*Hank Balfourt*, Broker, Right at Home Realty Inc., Brokerage  
*Jacqueline Norton*, Salesperson, Realty Network: 100 Inc., Brokerage  
*Andrew Robertson*, Broker of Record, Keller Williams Complete Realty, Brokerage  
*Julie Sergi*, Salesperson, Royal LePage Burloak Real Estate Services, Brokerage  
*Brian Shaw*, Salesperson, Royal LePage State Realty, Brokerage  
*Bob Van de Vrande*, Broker of Record, Apex Results Realty Inc., Brokerage  
*Nicolas von Bredow*, Broker/Manager, Royal LePage Macro Realty, Brokerage

**Article 6 – Board of Directors, Section 2 - Qualifications of Directors**

- 2.01** Every Director prior to taking office must:
- have been a Member of organized real estate for at least three (3) years, and a Member in good standing of this Association for two (2) years immediately preceding their nomination;
  - not be an undischarged bankrupt or have been convicted of a criminal offense, unless a pardon has been granted;
  - demonstrate financial stability, such as, but not limited to, maintaining their Association account current;
  - provide confirmation of committee work in the Association or other Real Estate Associations;
  - not have been found by a Discipline Hearing Panel (as defined in Article 9) to have violated or not complied with this Bylaw or the CREA Code in the past three (3) years;
  - not have been found by a discipline committee, or authority established under the Act, to have failed to comply with the RECO Code in the past three (3) years
  - not have been convicted of an offence under the Act in the past three (3) years; and
  - sign the Code of Conduct - Directors

**2.02** Not more than two (2) Members employed by the same Brokerage may serve as Directors at the same time.

**NOMINATION FORM**

(Candidates must be nominated and seconded by VOTING MEMBERS ONLY)

I, \_\_\_\_\_ Nominate and  
(print name) (Signature)

I, \_\_\_\_\_ Second the Nomination  
(print name) (Signature)

I, \_\_\_\_\_ accept the Nomination and, if elected, will serve as a Director.  
(print name)

\_\_\_\_\_  
(Date) (Candidate's Signature)

**NOMINATIONS CLOSE: October 26, 2020 at 4:30 p.m.**

**STEP1:** Return this completed **NOMINATION FORM** to **CAROLYN** via e-mail [nominations@rahb.ca](mailto:nominations@rahb.ca) with a high resolution photograph for use on the candidate slate.

**STEP2:** Complete the attached candidate profile and questionnaire

**STEP3:** Once we receive your completed nomination form, photograph and profile/questionnaire, your application will be complete!

In order to create a diverse board, we are looking for a wide range of skills.  
Please highlight your strengths. *\*All questions must be answered.*

Candidate's Name: \_\_\_\_\_

How long have you been a member of:      Organized real estate \_\_\_\_\_      RAHB \_\_\_\_\_

Relevant skills for RAHB Board of Directors.

Please rate your level of qualification  
in the following areas.  
**Scale:** 1 – no experience  
5 – significant experience

How recently have you used these skills.  
**Scale:** 1 – over 5 yrs. ago  
2 – 2-5 yrs. ago  
3 – within the last 2 yrs.

**1. Director skills**

- |   |                          |                          |
|---|--------------------------|--------------------------|
| A. Analytical and critical thinking                 | <input type="checkbox"/> | <input type="checkbox"/> |
| B. Informed, evidence-based decision making         | <input type="checkbox"/> | <input type="checkbox"/> |
| C. Group communication and collaboration            | <input type="checkbox"/> | <input type="checkbox"/> |
| D. Strategic business planning                      | <input type="checkbox"/> | <input type="checkbox"/> |
| E. Accountability and oversight (monitoring)        | <input type="checkbox"/> | <input type="checkbox"/> |
| Years of experience in not-for-profit sector: _____ |                          |                          |

**2. Board experience and expertise**

- |   |                          |                          |
|---|--------------------------|--------------------------|
| A. Volunteer board director (organized real estate) | <input type="checkbox"/> | <input type="checkbox"/> |
| B. Volunteer board director (other)                 | <input type="checkbox"/> | <input type="checkbox"/> |
| C. Board chair                                      | <input type="checkbox"/> | <input type="checkbox"/> |
| D. Committee member                                 | <input type="checkbox"/> | <input type="checkbox"/> |
| E. Committee chair                                  | <input type="checkbox"/> | <input type="checkbox"/> |

**3. Professional/work experience and expertise**

- |   |                          |                          |
|---|--------------------------|--------------------------|
| A. Significant and current real estate                    | <input type="checkbox"/> | <input type="checkbox"/> |
| B. Finance and accounting                                 | <input type="checkbox"/> | <input type="checkbox"/> |
| C. Sales and marketing (other than real estate per above) | <input type="checkbox"/> | <input type="checkbox"/> |
| D. Legal, legislative and/or regulatory                   | <input type="checkbox"/> | <input type="checkbox"/> |
| E. Government and/or public relations, advocacy           | <input type="checkbox"/> | <input type="checkbox"/> |

## CANDIDATE PROFILE continued

Candidate's Name: \_\_\_\_\_

Please provide the Nomination Committee with a **TYPED** response to the following question.  
(NOTE: your responses will be forwarded to the membership with the final slate of candidates)

- 1. Why do you want to be a Director and how will you use your skills for the benefit of the Association and its Members?**

Any additional information you would like to provide:

By accepting this nomination I confirm that I have read and understood the quality requirements and expectations of Directors, and believe that I possess the necessary qualifications as outlined.

Candidate's Signature: \_\_\_\_\_

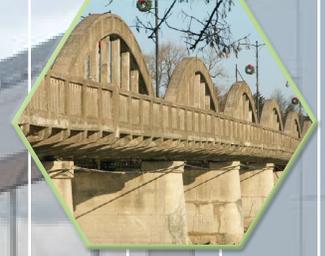




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The REALTORS<sup>®</sup> Association of  
Hamilton-Burlington covers the Hamilton,  
Burlington, Haldimand and  
Niagara North areas.