

## 2014 Annual Meeting of the Berkshire County Board of REALTORS and Multiple Listing Service, Inc.



**Mark McIlquham**  
2014 Board of REALTORS  
President



**Karen Climo**  
2014 Multiple Listing Service  
President

Handouts online:  
<http://berkshirerealtors.net/annual-meeting-handouts>

- I. **Welcome & President's Report**
  - President: Mark McIlquham
- II. **Strategic Plan**
  - Overview: Mark McIlquham
  - NARs New Core Standards: Sandy Carroll
  - DR Effectiveness: Kathy Hazelett
  - 2015 Execution: Steve Ray
- III. **MLS & Technology Report**
  - MLS President: Karen Climo
- IV. **Association Activities**
  - Audit & Investment Report: Mark McIlquham
  - Contracts & Forms Workgroup: Steve Ray
  - Issues Awareness Committee: Anne Meczywor
  - REACT: Paula McLean
  - Grievance: Mike Sorrentino
  - Professional Standards: Suzanne Crerar
- V. **Industry Issues**
  - Scams, Safety, Disclosures, Drones, Emerging Issues
  - Sustainable Berkshires, IT Bond Bill, Gas Pipeline, Train
- VI. **Board Voting Issues**
  - Call to Order Meeting, establish quorum
  - 2015 Approval of Proposed Budget
  - 2015 Election of Officers and Directors
  - Adjourn Board of REALTORS Portion of Meeting
- VII. **MLS Voting Issues**
  - Call to Order MLS Meeting; establish quorum
  - 2015 Approval of Proposed Budget
  - 2015 Election of Officers and Directors
  - Adjourn MLS Meeting
- VIII. **Raffle for Membership**

## Berkshire REALTOR Tributes: Our Esteem and Thanks to You!



40 Year Membership  
Doreen Perras  
REALTOR Emeritus



40 Year Membership  
Arnold (Arnie) Perras  
REALTOR Emeritus



30 Year Service to Assn  
Debbie Dwyer  
Life Member



Thanks to Our  
Association Counsel  
Mike Shepard



We're happy to congratulate **Barbara Osborne** of Ashmere Realty, Past President and current board member and state director on her selection as the 2014 REALTOR of the YEAR! She has dedicated hours and hours of service to the local, state and national associations of REALTORS and has helped us champion home-ownership rights and serve our area REALTORS.

[http://berkshirerealtors.net/bosborne\\_rotv2014](http://berkshirerealtors.net/bosborne_rotv2014)

[READ MORE >](#)

We are thrilled to congratulate **Suzann Ward** of Barnbrook Realty for recognition as the **2014 Berkshire AND Massachusetts REALTOR Good Neighbor**. Suzann was awarded this distinguished honor for dedication to the outstanding success of the **Breaking Bread Kitchen and Pantry**, working out of the American Legion in Sheffield.

[http://berkshirerealtors.net/sward\\_goodneighbor](http://berkshirerealtors.net/sward_goodneighbor)



[READ MORE >](#)

The Real Estate Agent's Charitable Taskforce (REACT) is proud to present to Christa Collier & Laura Baran of the Berkshire County Kids' Place and Violence Prevention Center, the proceeds from the 3<sup>rd</sup> Annual Charitable Chili Cook-off.



This is a safe place where help can begin for children who have experienced violence in their lives, either as a victim of abuse or witness to domestic violence. They provide a caring, home-like atmosphere that coordinates the combined knowledge of law enforcement, social services, medical, prosecutorial and mental health agencies to ensure an effective resource to trauma.

[www.kidsplaceonline.org/](http://www.kidsplaceonline.org/)

## How's the Market?

<http://berkshirerealtors.net/market-info/re-market-watch/>

3rd Quarter residential sales show a slight increase in sales volume, with a slight decrease in the total number sold. The active inventory is also the same as the previous 3rd quarter residential sales statistics, as is the median sale price countywide, now at \$183,200. Northern Berkshire saw a decrease in the sold volume, while southern Berkshire showed an increase over 2013 YTD sales. Overall, the Residential market is remarkably level to last year.

### Residential

	Total Active			Number Sold			Sold Volume			Median Sale Price		
	2013	2014	% CHG	2013	2014	% CHG	2013	2014	% CHG	2013	2014	% CHG
<b>Central</b>	1151	1152	0	380	355	-6	69,635,709	69,155,525	0	157,000	159,900	1
<b>North</b>	537	537	0	140	134	-4	25,270,656	22,746,337	-9	145,500	134,750	-7
<b>South</b>	1500	1478	-1	282	285	1	110,247,166	114,760,950	4	279,375	273,000	-2
<b>Total</b>	3188	3167	0	802	774	-3	205,153,531	206,662,812	0	183,500	183,200	0

Multifamily sales show a gain countywide, with the largest increase in the central Berkshire marketplace. The rest of the region was level or slightly lower in sales rates than the previous year.

### Multifamily

	Total Active			Number Sold			Sold Volume			Median Sale Price		
	2013	2014	% CHG	2013	2014	% CHG	2013	2014	% CHG	2013	2014	% CHG
<b>Central</b>	179	173	-3	34	36	5	4,191,615	5,303,600	26	115,250	116,750	1
<b>North</b>	126	124	-1	34	35	2	4,046,800	3,919,150	-3	110,000	95,000	-15
<b>South</b>	60	77	28	7	7	0	1,683,500	1,692,500	0	185,000	220,000	18
<b>Total</b>	365	374	2	75	78	4	9,921,915	10,915,250	10	117,000	113,250	-3

Land sales have retracted again, and are considerably lower than the 2013 third quarter sales rates.

### Lots/Land

	Total Active			Number Sold			Sold Volume			Median Sale Price		
	2013	2014	% CHG	2013	2014	% CHG	2013	2014	% CHG	2013	2014	% CHG
<b>Central</b>	252	251	0	16	15	-6	2,145,000	1,025,750	-52	58,000	42,000	-38
<b>North</b>	153	170	11	16	9	-43	1,001,500	479,900	-52	41,250	20,000	-106
<b>South</b>	695	645	-7	42	40	-4	7,551,000	3,564,400	-52	100,000	70,000	-42
<b>Total</b>	1100	1066	-3	74	64	-13	10,697,500	5,070,050	-52	67,250	49,500	-26

Condo sales are down countywide, reflecting double digit decreases in both the number sold and the sales volume. Median prices are continuing to fall, to a low of \$195,000 countywide.

### Condominium






	Total Active			Number Sold			Sold Volume			Median Sale Price		
	2013	2014	% CHG	2013	2014	% CHG	2013	2014	% CHG	2013	2014	% CHG
<b>Central</b>	147	136	-7	28	21	-25	7,640,355	5,173,600	-32	261,750	223,900	-16
<b>North</b>	58	63	8	10	6	-40	1,896,000	1,241,300	-34	175,000	168,000	-4
<b>South</b>	166	166	0	41	34	-17	12,095,800	10,344,200	-14	170,000	190,000	11
<b>Total:</b>	371	365	-1	79	61	-22	21,632,155	16,759,100	-22	228,000	195,000	-14

Information is deemed to be reliable, but is not guaranteed. © 2014 MLS and FBS. Prepared by Berkshire County Board MLS on Monday, October 27, 2014

## Who makes up the Berkshires?

We have access to an enlightening report from the REALTOR Property Resource (RPR) that identifies consumer and household demographic information for our region, compared to those in the rest of the state and throughout the US. This data can help you determine current market strengths, and upcoming niches that could play a role in the developing housing market. Below are a few interesting samples from the report: <http://berkshirerealtors.net/economic-report>

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Income: <b>Median Household Income</b> <b>\$48,217</b>	Age: <b>Median Age</b> <b>45.0</b>	Population Stats: <b>Total Population</b> <b>131,846</b>	Segmentation: <b>1st Dominant Segment</b> <b>Prosperous Empty Nesters</b>		
<b>Consumer Segmentation</b>					
Life Mode <b>What are the people like that live in this area?</b>	<b>Senior Styles</b> Senior lifestyles by income, age and housing type	Urbanization <b>Where do people like this usually live?</b>	<b>Suburban Periphery I</b> Married-couple families in lower density, suburban expansion		
<b>Top Tapestry Segments</b>					
<b>% of Households</b>	7,767 (13.9%)	6,250 (11.1%)	4,199 (7.6%)	4,153 (7.4%)	3,573 (6.4%)
<b>% of Massachusetts</b>	70,098 (2.7%)	28,719 (1.1%)	57,673 (2.2%)	21,984 (0.9%)	79,121 (3.1%)
	<b>Prosperous Empty Nesters</b>	<b>Rural Resort Dwellers</b>	<b>Cozy and Comfortable</b>	<b>Midlife Junction</b>	<b>Retirement Communities</b>
					

### Median Household Income

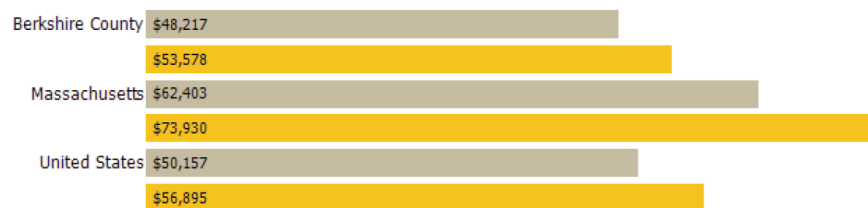
This chart shows the median household income in an area, compared with other geographies.

Data Source: U.S. Census American Community Survey via Esri, 2012

Update Frequency: Annually

■ 2012

■ 2017 (Projected)



## Are we a Sustainable Community?

The Berkshire Regional Planning Commission (BRPC) was awarded one of 45 inaugural nationwide federal Housing and Urban Development (HUD) Sustainable Communities Planning Grants. The Sustainable Berkshires Plan created from 3 years of extensive research contains eight separate reports. Each report, linked to below, contains information about the topic area, an analysis of key issues and opportunities, a vision for a desired future, goals, policies and strategies to achieve that vision and a list of tools to accomplish the identified strategies. The Executive Summary is an extensive 40 page overview. >> *continued next page*

## How's the Membership?

To examine all facets of our industry for the Strategic Planning process, we also examined the make-up of our membership, dug into the industry challenges and opportunities you face via surveys and calculated the rate of engagement we have in the industry. It was fascinating! These research documents not only helped set the direction of our strategic plan, but they will also help us day-to-day determine where to focus our efforts and time.

### Top Sustainable Berkshire Trends We Can Have an Impact On

Trend 1: Overall Berkshire **population is declining** while our **elderly population is growing**. To change population decline, the county will need to be **more inclusive & welcoming** of other cultures and people from different backgrounds.

Trend 2: Generations after baby boomers are not as well off, **with less income and savings**. Solving the college debt problem and creating a desirable live-work place for an educated workforce can create financial stability.

Trend 3: We have **not experienced extensive development** in our economic sectors. Development that has marginally occurred is in rural areas and industry expansion into the region doesn't seem likely. Incubating current start-ups to grow here can help.

Trend 4: We have an extensive array of **rich resources** and a significant amount of **protected land**. A better balance can ease blocks to progress.

Trend 5: Cities and towns in the **Berkshires lack affordable housing**. True especially in the urban areas, we have housing that is aged and in poor condition.

Trend 6: With the shift away from manufacturing to service and tourism jobs, the economy has **fewer living - wage employment** opportunities. Education, poverty and employment attention is critical

Trend 7: As the nation's economy moves more towards a global market, the **Berkshire's work force is increasingly not competitive** in that market. We must halt the 'brain drain' of college graduates leaving the Berkshires for good.

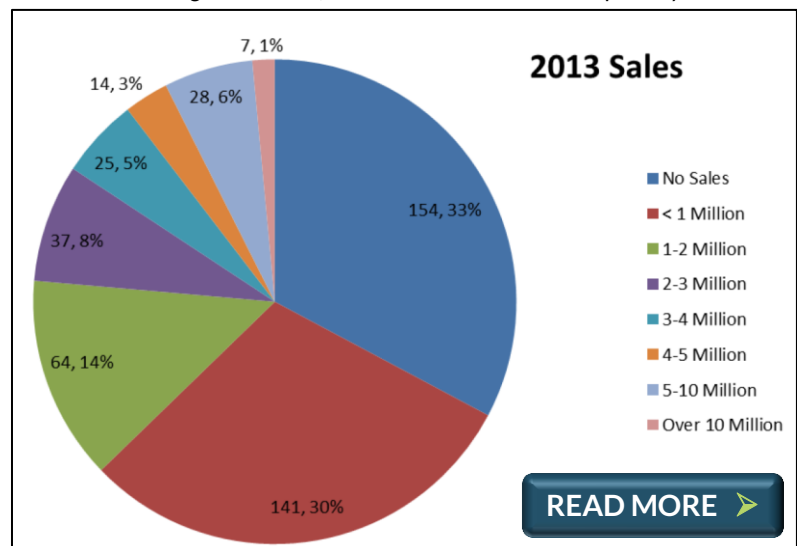
Trend 8: Municipalities struggle to provide services on **dwindling or stagnant revenue** streams caused by low property taxes due to low growth. Impacts of climate change is only one of many emerging priorities that must be dealt with & funded despite burdened budgets.

<http://berkshirerealtors.net/sustainable-berkshires/>

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There are 86 agents working for new companies, 384 are with companies that have been in existence for more than 5 years.

- 174 agents (32%) have less than 5 years' experience. 21% have 5-9 years.
- Staff communicates with only 38% of our members fairly regularly.
- 28% DRs have under 10 years' experience, 21% are nearing retirement.
- Agents are divided 55% female, 45% male.
- 48% of our members work in southern Berkshire, 35% central, 14% north.
- REALTORS registered for 3,692 events we offered in the past 2 years.



<http://berkshirerealtors.net/membership-demographics>

- The large majority (57%) of our membership is comprised of baby boomers.
- The large majority of our NEW members, with under 5 years' experience (48%) are predominately baby boomers as well.
- The next greatest demographic of new members is Gen X, with 37%.
- We are still getting Silent generation agents applying for new membership.

	# Offices	% of Board
<b>Large: Over 10</b>	19	16%
<b>Medium: 5-10</b>	21	17%
<b>Single</b>	40	33%
<b>Small: Under 5</b>	42	34%

## Strategic Plan Main Areas of Focus

Share your Skills & Expertise to Help Shape our Future on 2015 Task Forces



1. Member Services: Provide the resources you need to operate at a high level of professionalism
2. Brokers / Brokerages: Strengthen broker knowledge and effectiveness in the marketplace
3. Technology / MLS: Enable you to effectively use the tools needed to transact real estate today
4. Communications: Be the primary source of Berkshire County Real estate information
5. Strong Governance: Create a solid foundation of industry strength & unity for our association
6. Consumer Outreach: Meaningful engagement in real estate, economic and community issues
7. Public Advocacy: Advocate for private property rights and real property ownership

<http://berkshirerealtors.net/member-center/get-involved/#nom>

## What are the three (3) biggest challenges you face today? Survey SAYS...

Answer Choices	Responses
Keeping up with emerging technology	60.58%
Keeping up with financing, legal and environmental changes	41.35%
Dealing with less informed / unprofessional cooperating brokers	35.58%
Creating a healthy work   life balance	33.65%
Managing client communications expectations	32.69%
Satisfying consumer demands for more information	25%
Other: Tell us your biggest challenge in the business <span style="float: right;">Responses</span>	23.08%
Juggling social and online marketing	22.12%
Mastery of sales and negotiations skills	16.35%
Maintaining my personal online reputation and brand	13.46%

The detailed results of our last 2 surveys as well as the Membership Demographic Report can be found at <http://berkshirerealtors.net/membership-demographics>

**READ MORE** ➤

## NAR Core Standards

Local, state, and territorial associations of REALTORS®, as a condition of membership in the National Association of REALTORS®, must meet NAR's [Organizational Alignment Core Standards](#), a set of in the following categories:

1. Code of Ethics
2. Advocacy
3. Consumer Outreach
4. Unification Efforts and Support of the REALTOR® Organization
5. Technology
6. Financial Solvency

REALTOR® associations must certify compliance with the standards by June 30, 2015—and by June 30 of each subsequent year—or be subject to revocation of their charter.

**MANDATORY ASSOCIATION CORE STANDARDS**

 NATIONAL ASSOCIATION of REALTORS®



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## Professional Standards Local Options in Brief:

The professional standards committee reviewed local options for processing of Arbitration, Ethics and Mediation matters and recommended changes. The committee was charged with looking at all of the options in place and either updating or confirming them. Their recommendations were unanimously approved by the Board of Directors.

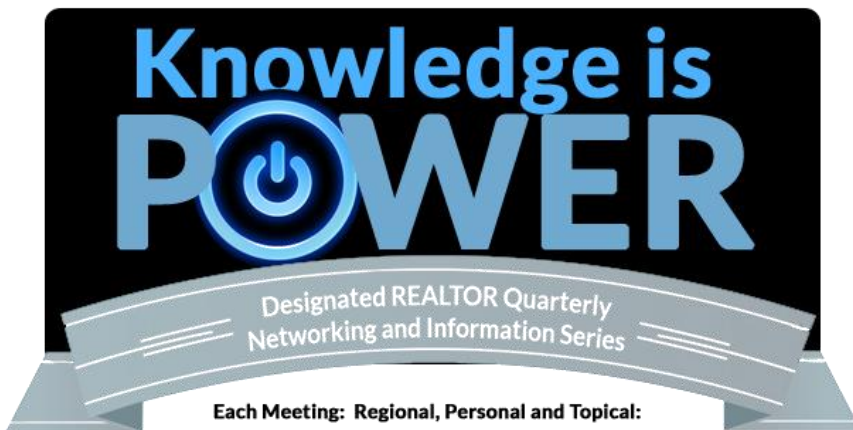
In brief, three key areas were addressed:

1. fees
2. forms
3. expedited procedures

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Full action report: <http://berkshirerealtors.net/prostandards-local-options>

## DR / Broker Effectiveness



Industry Issues, Common DR Questions, Trends, Risk Management, Q&A, Problem Solving, Networking, Business Inspiration and the tools you need to succeed in business.

November 17 @ 9:30 am - 11:00 am  
@ Alton & Westall  
77 Water St, Williamstown, MA

November 19 @ 2:00 am - 4:00 am  
@ Dayspring, REALTORS, Inc.,  
55 Church St, Pittsfield, MA 01201

November 20 @ 3:00 pm - 5:00 pm  
@ Barnbrook Realty  
271 Main St, Great Barrington, MA

### Knowledge Is Power DR Series First Session Features Guest Speakers

- Sandy Carroll about Emerging Trends and Copyright, Independent Contractor Agreements.
- Colby Lewis, inspirational talk on business profit and success.
- Agenda Includes: Q& A, Identify and Brainstorm Issues, Open Discussions and Networking (snacks!)

*Register for the session in the region easiest for you!*

## Foundations in Real Estate (F. I. R. E.) course.

January 15, January 22, January 29, 2015 from 9 a.m. - 4 p.m.  
\$30 per full day class, includes lunch and materials.



**Foundations In Real Estate**  
*Everything you need to set your career on fire*

Offered by the Berkshire County Board of REALTORS, Inc.

- ✓ Business Planning
- ✓ Identifying Sources of Business
- ✓ The Buyer Consultation
- ✓ The Listing Presentation
- ✓ Servicing the Listing
- ✓ Preparing for Open Houses
- ✓ Negotiating "Win Win"
- ✓ Managing the Transaction
- ✓ Diversity in the Marketplace
- ✓ Professional Courtesy
- ✓ Association Membership
- ✓ Future Education Opportunities
- ✓ Follow up Activity Planner

## Tech Tuesday: REVAMPED

Photo Tips and Tricks on November 18  
@ 2:00 pm - 3:30 pm

The series kicks off with **Photo Tips and Tricks on Tuesday, November 18, 2014**. In just over an hour, staff will cover the basics of photo importing, uploading, and saving; the easiest ways to edit, crop, brighten and enhance your photos for display and maximum impact; and outline free software that is easy to use and can make your photo projects pop! We will also cover how to take a great photo and some mistakes to avoid, before opening up the floor to your questions!

To Register for this event, or any others we host: <http://berkshirerealtors.net/events>



**READ MORE** ➤

Placemaking is a way to make your community a better place to live and work by transforming public spaces into vibrant community places. As a place becomes more desirable and welcoming, properties around that place increase in value.

Turning a parking lot into a farmer's market. Attracting people to a little-used park to gather, play or listen to music. Brightening up an otherwise drab courtyard or vacant lot. Envisioning how a block can be revitalized. This is Placemaking.

**1**

### Placemaking Micro-Grant:

*To help plan, organize, implement and maintain projects to improve a neighborhood w/small, inexpensive, incremental projects which will help to make the neighborhood a better place to live, work and play.*

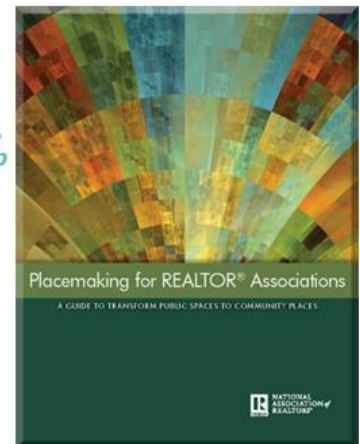
**2**

### Smart Growth Action Grant:

*For larger Placemaking activities, such as Better Block and Main Street®, which support land-use related activities.*

<http://berkshirerealtors.net/placemaking-grants>

**READ MORE** ➤



Placemaking can be undertaken by anyone in a community but what is often needed is someone to take the lead or initiative. Who better to do this than a REALTOR® Association or REALTOR®, as REALTORS® are already engaged in their communities and know the neighborhoods and the properties, and are likely to know where to focus efforts to improve a place.

## Special Thanks To Those Who Shared a Video Update:

- Massachusetts Senator Ben Downing – IT Bond Bill
- MAR Legal Counsel Mike McDonough - Gas Pipeline Disclosures
- Nat Karns Berkshire Regional Planning Commission - Sustainable Berkshires
- Karen Christiansen - Bring Back the Trains Campaign



The proposed Rules of Procedure may be amended by the majority of voting members.

## Proposed Rules of Procedure

In order to keep this meeting progressing smoothly and allow full debate of the issues, we're going to follow Roberts Rule of Order closely. If you have a question about the process anytime today, we encourage you to ask – questions about the process are always welcome. Please rise and be recognized by the chair to share your questions of procedure at any time.

- Each voting member can only speak twice to the same issue.
- Each voting member will have up to 3 minutes to speak when given the floor.
- Rights to debate are not transferable. A member cannot yield any unexpired portion of his/her time to another member, or reserve any portion of his time for a later time.
- A time keeper will be appointed during the meeting to assist the President in keeping on schedule and making sure all have a fair time to speak. The timekeeper will raise their hand at 15 seconds remaining, and then rise to end comments.
- Given that we have a requirement to record the audio of this meeting, those wishing to be recognized should rise and go to the microphone at the front of the room.

The election of Officers for the board shall be by raised ballots since there is not a contested election. The MLS election of Offices and Directors shall be handled by raised ballot if there is not a contested election, or a secret ballot if there is a nominee from the floor. If contested, election rules shall be as follows:

- *A candidate must receive a majority of the total ballot of votes to be elected.*
- *Each candidate in a contested election will be provided with three (3) minutes to speak to their qualifications, or defer their time to another member to speak on their behalf.*
- *So that there is no advantage for the last speaker, each candidate shall leave the room while the other candidate/ candidate representative is speaking. The speaking order will be determined by coin toss.*
- *The President will appointed the current Secretary / Treasurers of each organization to serve as tellers to collect and count the ballots, unless that position is contested, in which case the highest ranking officer that is not challenged will serve as a teller.*
- *Each candidate for office may assign one witness to oversee the collection and counting of ballots to ensure accuracy. Staff is also directed to oversee the collection and counting of ballots.*
- *The tellers will prepare a tellers' report for each office involved, and submit the result to the chair, for reading to the voting members.*

<b>Board of REALTORS Proposed Budget</b>		<b>2015 Proposed</b>	<b>2014 Actual</b>	<b>+/- Prev Budget</b>
<b>Income</b>				
1	Advertising & Sponsors	\$7,200	\$6,500	\$700
2	Dues Income: Affiliate	\$14,485	\$12,025	\$2,460
3	Dues Income: BCBR	\$100,740	\$96,673	\$4,067
4	Dues Income: MAR	\$69,460	\$64,175	\$5,285
5	Dues Income: NAR	\$71,300	\$65,875	\$5,425
6	Dues Income: Reinstatement/Late	\$2,000	\$1,500	\$500
7	Education Income	\$13,020	\$15,320	(\$2,300)
8	Interest Income	\$7,279	\$2,000	\$5,279
9	Other Income	\$1,000	\$1,800	(\$800)
10	Realtor Community Service Income	\$0	\$0	\$0
<b>Total Income</b>		<b>\$286,484</b>	<b>\$265,868</b>	<b>\$20,616</b>
<b>Less: Cost of Goods Sold</b>				
12	Dues Paid: MAR	\$69,460	\$64,175	\$5,285
13	Dues Paid: NAR	\$71,300	\$65,875	\$5,425
14	Dues Paid: Reinstatement	\$0	\$100	(\$100)
<b>Gross Profit</b>		<b>\$145,724</b>	<b>\$135,718</b>	<b>\$10,006</b>
<b>Expenses</b>				
15	Advertising / Market	\$800	\$0	\$800
16	Awards	\$800	\$550	\$250
17	Conference & Training	\$9,650	\$8,550	\$1,100
18	Credit Card Expenses	\$3,150	\$3,500	(\$350)
19	Depreciation Expenses	\$1,500	\$1,500	\$0
20	Dues & Subscriptions	\$557	\$737	(\$180)
21	Education Expenses	\$16,575	\$14,433	\$2,142
22	Equipment Maintenance	\$100	\$100	\$0
23	Insurance	\$850	\$750	\$100
24	Licenses and Permits	\$50	\$50	\$0
25	MAR Charitable Donation	\$100	\$100	\$0
26	Meeting Expenses	\$2,680	\$2,000	\$680
27	Membership Data Base	\$2,250	\$1,440	\$810
28	Memorials	\$300	\$300	\$0
29	Office Supplies	\$3,500	\$3,500	\$0
30	Payroll Expense	\$79,969	\$78,179	\$1,790
31	Postage & Delivery	\$300	\$600	(\$300)
32	Printing & Reproduction	\$500	\$500	\$0
33	Professional Fees	\$5,750	\$3,000	\$2,750
34	Property Maintenance	\$1,200	\$1,200	\$0
35	Realtor Community Service	\$200	\$200	\$0
36	Rent	\$11,697	\$11,709	(\$12)
37	Taxes	\$200	\$200	\$0
38	Telephone & Internet	\$1,600	\$1,600	\$0
39	Web Page	\$800	\$800	\$0
<b>Total Expenses</b>		<b>\$145,078</b>	<b>\$135,498</b>	<b>\$9,580</b>
<b>Amount Presented for Approval</b>		<b>\$646</b>	<b>\$220</b>	<b>\$426</b>

**The proposed budget is based on the following:**

The finance committee recommends no increase in local dues for 2015, keeping the BCBR at one of the lowest rates in Massachusetts.

We are conservatively budgeting for 460 members. Currently we are at 474 members. (3% decrease)

The investment committee has formulated a new investment strategy, which is anticipated to yield, conservatively, a 4% return. This increased yield is reflected in the interest income line.

Advertising and marketing has been added into the budget to allow for photographing at events for use in marketing and on social media.

There is an anticipated decrease in credit card fees as a result of a change to the processing of dues payments through our membership database. NAR and MAR will assume the costs on their portion of the proceeds. In order for all staff to be utilizing the database at the same time, we have increased our contract with RAMCO (provider) for three (3) users; reflected in the membership database line.

We have seen an increase in member attendance at CE, and less non member attendance. The budget reflects a decrease in income while assuming an increase in expenses for cost of living increases.

The NAR core standards mandates that a review must be performed each year to maintain the Association's charter. The professional fee line item reflects an increase in costs associated with the review.

### Board of REALTORS Proposed 2015 Slate of Officers

In accordance with Article XI, Section 4 of the Bylaws of the Berkshire County Board of REALTORS the following Slate of Officers is presented by the Nominating Committee: Barbara Osborne, Chair, Andy Perenick, Suzanne Crerar, John McLean and Lynne Blake. No Additional Candidates by Petition

President	Steve Ray	2015
President Elect	Maureen McFarland	2015
Vice President	Churchward David	2015
Sec/Treasurer	Stephen Schoenfeld	2015
Director (2 yr)	Eric Steuernagle	2016
Director (2 yr)	Selina Lamb	2016
Director (2 yr)	Doug Collins	2016
Director (2 yr)*	Colleen Zajac	2015



Steve Ray, 2015 President

*Also serving on the Board in 2015 but not requiring a vote: Mark McIlquham as Past President. Cindy Poulin and Kirsten Fredsall have Director terms expiring in 2015. The MLS President will serve as ex-officio. \* 2 year director position replaced for vacant seat held by Churchward Davis due to ascension.*

### Multiple Listing Service Proposed 2015 Slate of Officers

In accordance with Article 7 of the Bylaws of the Multiple Listing Service, the following Slate of Officers is presented by the Nominating Committee: Jeff Rose Chair, Mary Jo Piretti, Mary White, Lance Vermeulen and Kim Burnham



Mary Jane White, MLS President

MLS President	Mary Jane White	2015
Vice President	Suzanne Crerar	2015
Sec/Treasurer	Tiffany Roberts	2015
Director (2 yr)	Mark Harris	2016
Director (2 yr)	Tim Lovett	2016

*Also serving on the Board in 2015 but not requiring a vote: Karen Climo, Past President. Kim Burnham and Craig Kahn have Director terms expiring in 2015. Steve Ray, Board President will serve as ex-officio.*

	Multiple Listing Service Proposed Budget	2015 Proposed	2014 Actual	+/- Prev Budget
<b>Income</b>				
1	Data Feeds	\$4,600	\$5,500	(\$900)
2	Handling Fees	\$6,600	\$4,825	\$1,775
3	Interest Income	\$4,940	\$500	\$4,440
4	Listing Fees	\$25,200	\$22,824	\$2,376
5	Membership Dues Revenue	\$202,500	\$197,900	\$4,600
6	Other Income: Reciprocal Listings	\$800	\$0	\$800
	<b>Total Income</b>	<b>\$244,640</b>	<b>\$231,549</b>	<b>\$13,091</b>
<b>Less: Cost of Goods Sold</b>				
7	Assessors Data	\$24,000	\$24,000	\$0
8	MLS Forms Expense	\$500	\$500	\$0
9	MLS Vendor Expenses	\$69,300	\$71,280	(\$1,980)
	<b>Total Income</b>	<b>\$150,840</b>	<b>\$135,769</b>	<b>\$15,071</b>
<b>Expense</b>				
10	Awards	\$550	\$550	\$0
11	Conference and Training	\$8,050	\$7,400	\$650
12	Credit Card Expense	\$3,000	\$3,000	\$0
13	Dues & Subscriptions	\$600	\$725	(\$125)
14	Education	\$0	\$900	(\$900)
15	Equipment Maintenance	\$250	\$250	\$0
16	Insurance	\$550	\$550	\$0
17	Meeting Expense	\$3,000	\$3,000	\$0
18	Membership Database	\$2,250	\$1,440	\$810
19	Office Equip & Furniture	\$200	\$187	\$13
20	Office Supplies	\$3,000	\$3,500	(\$500)
21	Payroll Expense	\$105,357	\$95,552	\$9,805
22	Postage Expense	\$750	\$750	\$0
23	Professional Fees	\$5,600	\$2,500	\$3,100
24	Property Maintenance	\$1,200	\$1,200	\$0
25	Rent	\$11,697	\$11,709	(\$12)
26	Taxes	\$500	\$109	\$391
27	Telephone & Internet	\$1,600	\$1,600	\$0
28	Website	\$800	\$800	\$0
	<b>Total Expense</b>	<b>\$148,954</b>	<b>\$135,722</b>	<b>\$13,232</b>
	<b>Amount Presented for Approval</b>	<b>\$ 1,886</b>	<b>\$ 47</b>	<b>\$ 1,839</b>

**The proposed budget is based on the following:**

We have far exceeded the budgeted line item for handling fees in 2014. This line has been adjusted accordingly for 2014.

Currently our MLS membership is 567; conservatively budgeted for 550 in 2015 (3% decrease).

Renewal of our FlexMLS contract was negotiated at a decrease in cost per agent by \$0.50.

The investment committee has formulated a new investment strategy, which is anticipated to yield, conservatively, a 4% return.

This increased yield is reflected in the interest income line.

In order for all staff to be utilizing the database at the same time, we have increased our contract with RAMCO (provider) for three (3) users; reflected in the membership database line.

MLS will assume 57% of the payroll costs for 2015, up from 55% in 2014 - to align with actual work load by staff.

The NAR core standards mandates that a review must be performed each year to maintain the Association's charter. The professional fee line item reflects an increase in costs associated with the review.