



Board of Directors Meeting Materials Winter 2024

Board of Directors Meeting Agenda

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Fall 2023 Board of Directors Meeting Minutes

Executive Committee Meeting Minutes

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Missouri REALTORS® Code of Conduct

Ownership Disclosure and Conflict of Interest Policy

Missouri REALTORS® Agreement to Serve



BOARD OF DIRECTORS MEETING AGENDA

January 18, 2024, 10:00am
St. Louis Union Station | St. Louis, MO

- | | | |
|----|--|--|
| 1. | Call to Order | <i>Derek Schriewer
President</i> |
| 2. | Pledge of Allegiance | <i>T. David Rogers</i> |
| 3. | Approval of W. B. "Bart" Tichenor, JD, PRP, as Parliamentarian
<i>Action Item via Unanimous Consent</i> | <i>Derek Schriewer</i> |
| 4. | Approval of Agenda
<i>Action Item via Unanimous Consent</i> | <i>Derek Schriewer</i> |
| 5. | Approval of Minutes – September 21, 2023, Board Meeting
<i>Action Item via Unanimous Consent</i> | <i>Derek Schriewer</i> |
| 6. | CEO Report | <i>Breanna Vanstrom
Chief Executive Officer</i> |
| 7. | Credentials Report
<i>Action Item via Unanimous Consent</i> | <i>Breanna Vanstrom</i> |
| 8. | Induction of New Missouri REALTORS® Directors | <i>Bobbi Howe
President-Elect</i> |
| 9. | Presentations
<i>Women's Council of REALTORS® Missouri</i>
<i>Missouri REALTORS® Young Professionals Network</i>
<i>Missouri REALTORS® Educational Foundation</i>
<i>NAR Region 9 Vice President</i>
<i>NAR Eligible Candidate for First Vice President</i> | <i>Gerrie Moore</i>
<i>Dan Stoner</i>
<i>Forrest Stodghill</i>
<i>Amy Bladow</i>
<i>Christine Hansen</i> |

Continued

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|-----|---|--|
| 10. | President's Report | <i>Derek Schriewer</i> |
| 11. | 2023 Year-End Financial and Membership Report
<i>Action Item via Online Ballot</i> | <i>Brian Jared</i>
<i>Treasurer</i> |
| 12. | Executive Committee Report/Motions
<i>Action Item via Online Ballot</i> | <i>Derek Schriewer</i> |
| 13. | Committee Reports/Motions
<i>Action Item via Online Ballot</i> | <i>Derek Schriewer</i> |
| 14. | Adjournment | <i>Derek Schriewer</i> |

*Next Board of Directors meeting will be at the
KC Marriott Downtown in Kansas City, MO – April 25, 2024*

ANTI-TRUST POLICY: As members of the Executive Committee or Board of Directors of Missouri REALTORS®, or participants in any Missouri REALTORS® meeting, all persons affiliated with the real estate industry need to be mindful of the constraints of the anti-trust laws. There shall be no discussions of agreements or concerted actions that may restrain competition. This prohibition includes the exchange of information concerning individual REALTOR® commissions, market practices or any other competitive aspect of an individual REALTORS® operation. Each Missouri REALTORS® Executive Committee member, Board of Director's member, or meeting participant is obligated to speak up immediately for the purpose of preventing any discussion falling outside the bounds indicated.



Voting Information

The meeting agenda notes the manner in which action items will be addressed; either “*Action Item via Unanimous Consent,*” or “*Action Item via Online Ballot.*”

Unanimous Consent expedites the approval of administrative items through “the silent consent of an assembly to a routine or minor matter proposed by the [President].” ([Source](#)) The President will state the action needed, then, hearing no objections, will approve the motion.

Items to be approved via **Online Ballot** will be handled with the ElectionBuddy online voting platform. Prior to arriving at the Board of Directors Meeting, [please watch this short video tutorial](#) to familiarize yourself with the platform; and, if you have issues logging into ElectionBuddy, please notify a Missouri REALTORS® staff member.

Should you fall out of the voting flow during the Board of Directors Meeting, don’t worry! You can access the online voting platform at anytime at <https://secure.electionbuddy.com/m/morealtors> OR at missourirealtor.org/vote.

Your ElectionBuddy Access Key is: **Your M1 Member ID** (formerly known as a NRDS ID; [click here](#) if you do not know your M1 Member ID), and your password is: **morealtor**

Items to be approved via the Online Ballot will be listed in the Motion Packet. This packet will be posted on The Landing in the Board of Directors community, and on the [conference site](#), on the evening of Wednesday, January 17, 2024, after all Committees have reported to the Executive Committee.

Be sure to review the Motions Packet as soon as you receive it, and then attend your District Briefing on Thursday morning before the Board of Directors meeting. Each local board/association is assigned to a District, as outlined on the “District Briefing Groups” page. This is when your Executive Committee Liaison will go over the action items that will come before the Board of Directors for a vote. Please note, printed copies of the meeting materials will NOT be available.

If you have any questions related to voting, please contact Tristan Asbury at tristan@morealtor.com prior to the conference, or stop by the registration desk during the conference for assistance.

Thank you in advance for your service to Missouri REALTORS®!

Missouri REALTORS®
Board of Directors Meeting
September 21, 2023
Oasis Hotel and Convention Center | Springfield, MO

Minutes

Call to Order

President Andrea Sheridan called the meeting to order at 10:00am

Pledge of Allegiance

Members were invited to stand and join in the Pledge of Allegiance led by Leah Petras of St. Charles REALTORS®.

Inspirational Message

Matt Muren of St. Louis REALTORS® shared an inspirational message with members.

Approval of Parliamentarian

By Unanimous Consent, motion to approve W.B. “Bart” Tichenor as Parliamentarian for the meeting was adopted.

Approval of Agenda

By Unanimous Consent, motion to approve the agenda was adopted.

Approval of Minutes

By Unanimous Consent, motion to approve the minutes of the April 13, 2023, meeting was adopted.

CEO Report

CEO Breanna Vanstrom shared an association update with members. She recognized the following Association Executives for their recent service anniversaries: Dan Sale (St. Louis): 5 years, Michelle Pointer (Central Missouri): 15 years, Monica Thacker (West Central): 15 years, and Donna Stone (Jefferson City Area): 40 years.

Credentials Report

CEO Breanna Vanstrom announced the approval of credentials for 2026 Regional Vice President Candidate, Nate Johnson.

She also referred members to the names of members being nominated as new State Directors. A motion was made to approve the certification of the candidates and new Directors. *Motion approved.*

Induction of New Missouri REALTORS® Directors

President-Elect Derek Schriewer inducted the new State Directors.

Elections

2025 Missouri REALTORS® Treasurer Candidates Will Klein and Brent Sager were each given three minutes to make a presentation to the Board of Directors. The election was held via online ballot. Brent Sager was elected 2025 Treasurer.

By Unanimous Consent, motion to approve Nate Johnson as the 2026 Regional Vice President candidate was adopted.

Presentations

Rebecca Prohm, Chair of the Missouri YPN Advisory Board shared a YPN update. She recognized the YPN sponsored business conference scholarship recipients for this conference.

Terri Gilgour, President of Missouri Women's Council shared a Women's Council update.

Lina Robertson, President of the Missouri REALTORS® Educational Foundation shared a foundation update.

President Sheridan recognized the 2023 REALTOR® Salesperson of the Year, Gerrie Moore, and REALTOR® of the Year, Jennifer Langston-Justus, who were honored during the Annual Meeting and Awards on Wednesday afternoon.

President's Report

President Andrea Sheridan stated that it has been an incredible week with all activities associated with the business conference. She acknowledged Home Warranty, Inc., USA Mortgage, Form Simplicity, TechHelpline, Realtor.com, and the Greater Springfield Board of REALTORS® as the main Fall Business Conference event sponsors.

Financial and Membership Report

Treasurer-Elect Brian Jared presented the draft financial and membership reports as well as the following motions:

Motion #1

To approve the 2024 budget as provided, with membership dues of \$157 for both Designated REALTORS® and REALTOR®/REALTOR® Associate members. *Motion approved.*

Motion #2

To approve the 2022 audit report as presented. *Motion approved.*

Motion #3

To donate \$50,000 to the National Association of REALTORS® Relief Foundation, to be funded from Unrestricted Net Assets. *Motion approved.*

Motion #4

To move \$168,785.98 from Unrestricted Net Assets to the Strategic Initiatives Reserve Fund to replenish the Fund to its Target. *Motion approved.*

Motion #5

To move \$44,485.10 from Unrestricted Net Assets to the Legal Action Reserve Fund to replenish the Fund to its Target. *Motion approved.*

Committee Report/Motions

Bylaws & Policy Committee Report and Motions

Vice Chair Michael Jacques brought forward the following motions:

Motion #6

To accept the amendments to Article XII, Section 3. Operations Reserve Fund, as provided. *Motion approved.*

Motion #7

To accept the amendments to Article XII, Section 5. Strategic Initiatives Reserve Fund, as provided. *Motion approved.*

Motion #8

To adopt Paragraph (c) under Section 3 of Policy 420 for a CPI-Based Dues Policy, as provided. *Motion approved.*

Motion #9

To adopt the amendments to Policy 444 — Reimbursement for Member Travel Expense, as provided. *Motion approved.*

Motion #10

To accept the amendments to Article XII, Section 4. Issues Reserve Fund, as provided. *Motion approved.*

New Business

No new business was brought forth.

President Sheridan called on Mark Emerick with Home Warranty Inc. to present the conference's grand prize winner.

Adjournment

There being no further business, President Sheridan adjourned the meeting at 11:25am.

Missouri REALTORS®
Executive Committee Meeting
September 19, 2023
Oasis Hotel & Convention Center | Springfield, MO
Minutes

Call to Order & Roll Call

President Andrea Sheridan called the meeting to order at 8:03 a.m.

Committee members present: Donny Allen, Kim Cameron, Edwina Conley, Jennifer Dick, Bobbi Howe, Brian Jared, Larry Keating, Rachele Maczuk, Jim Gamble, Brent Sager, Derek Schriewer, Dave Soto, Andrea Sheridan, and Breanna Vanstrom. Staff present: Steve Graham, Erin Hervey, and Jessi Jordan.

Approval of Agenda

A motion was made to approve the agenda. *Motion approved.*

Approval of Minutes

A motion was made to approve the minutes from the July 27-28, 2023, meeting. *Motion approved.*

Missourians for Fair Governance Update

David Barklage, Scott Charton, and Larry Keating provided updates on the campaign and conference activities.

Leadership Team Report

Andrea Sheridan provided updates on the new health and wellness webpage, the recommendations from the financial polices PAG, the 2024 budget and dues proposals, and membership survey for the Organizational Assessment. CEO Breanna Vanstrom provided updates on the association's harassment policies, staffing updates, and the building committee task force.

Treasurer's Report

Treasurer Bobbi Howe shared an update on the association's financials and membership counts, and invited committee members to the Budget Forum on Thursday morning.

New Business

No new business presented.

Adjournment

There being no further business, President Sheridan adjourned the meeting at 8:53 a.m.

Missouri REALTORS®
Executive Committee Meeting
September 20, 2023
Oasis Hotel & Convention Center | Springfield, MO
Minutes

Call to Order & Roll Call

President Andrea Sheridan called the meeting to order at 5:15 p.m.

Committee members present: Donny Allen, Kim Cameron, Edwina Conley, Jennifer Dick, Brian Jared, Larry Keating, Rachele Maczuk, John Mayfield, Jim Gamble, Brent Sager, Derek Schriewer, Dave Soto, Andrea Sheridan, and Breanna Vanstrom. Staff present: Steve Graham, Erin Hervey, and Jessi Jordan.

Approval of Agenda

A motion was made to approve the agenda. *Motion approved.*

Approval of Minutes

A motion was made to approve the minutes from the September 19, 2023, meeting. *Motion approved.*

Leadership Team Report

A motion was made to approve the Greater Springfield Board of REALTORS® Application to the National Association of REALTORS®, to establish a commercial overlay board, to be called the Greater Springfield Commercial Board of REALTORS®. *Motion approved.*

Treasurer's Report

Treasurer-Elect Brian Jared reported on the activity of the committee.

MOTION #1

To move \$168,785.98 from Unrestricted Net Assets to the Strategic Initiatives Reserve Fund to replenish the Fund to its Target. *Approved to be presented to the Board of Directors.*

MOTION #2

To move \$44,485.10 from Unrestricted Net Assets to the Legal Action Reserve Fund to replenish the Fund to its Target. *Approved to be presented to the Board of Directors.*

Committee Reports/Motions

Bylaws & Policy Committee: Michael Jacques, Bylaws & Policy Committee Chair, reported on the activity of the committee.

MOTION #3

To accept the amendments to Article XII, Section 3. Operations Reserve Fund, as provided. *Approved to be presented to the Board of Directors.*

MOTION #4

To accept the amendments to Article XII, Section 5. Strategic Initiatives Reserve Fund, as provided. *Approved to be presented to the Board of Directors.*

MOTION #5

To adopt Paragraph (c) under Section 3 of Policy 420 for a CPI-Based Dues Policy, as provided. *Approved to be presented to the Board of Directors.*

MOTION #6

To adopt the amendments to Policy 444 — Reimbursement for Member Travel Expense, as provided. *Approved to be presented to the Board of Directors.*

MOTION #7

To accept the amendments to Article XII, Section 4. Issues Reserve Fund, as provided. *Approved to be presented to the Board of Directors.*

New Business

Derek Schriewer shared a member request to display the results of the board votes during the meeting. The Executive Committee determined a policy should be created by the 2024 Bylaws & Policy Committee to clarify this, and a note will be incorporated into the President's remark during the 2023 Fall Business Conference Board meeting to address this.

Adjournment

There being no further business, President Sheridan adjourned the meeting at 5:51 p.m.



District Briefing Groups

District Briefings are held prior to the Board Meeting to provide Directors with an opportunity to review and discuss all motions. Briefings are done in a hybrid format and facilitated by Executive Committee members. District assignments are listed below, per Policy 426 of the Association's Bylaws and Policies.

Please refer to the [conference website](#) for the time and location/Zoom link for each District's Briefing.

Central District

Liaison: Larry Keating

Bagnell Dam
Jefferson City Area
Lake of the Ozarks
Lebanon
Ozarks
Pulaski County
South Central
West Central

Eastern District

Liaison: Edwina Conley

St. Louis

Northern District

Liaison: Jennifer Dick

Central Missouri
Columbia
East Central
Heart of Missouri
Mark Twain
Northeast Central
Randolph County

Southern District

Liaison: Shari Asher

Greater Springfield
Four Corners
Ozark Gateway
Ozark Trail
Southwest Missouri
Tri-Lakes
West Plains

South Eastern District

Liaison: Rachele Maczuk

Bootheel Regional
Franklin County
Mineral Area
Southeast Missouri
Southern Gateway
St. Charles
Three Rivers

Western District

Liaison: Jim Gamble

Kansas City Regional
Five County Chapter of Kansas City Regional
Midwest Missouri Chapter of Kansas City Regional
Northwest Chapter of Kansas City Regional
St. Joseph Chapter of Kansas City Regional

Missouri REALTORS®
DIRECTOR NOMINATIONS
January 18, 2024

Bagnell Dam

Mary Albers
Colleen Brown
S. Lynn Farrell

Bootheel Regional

Melonie Payne

Central Missouri

Shelly O'Bryan

Columbia

Billy Dexheimer
Monica Hansman
Travis Kempf

East Central

Kenny Block

Four Corners

William (Bill) DuParri
Rob Lotufo

Franklin County

Stephen Flannery
Janie Schriewer

Greater Springfield

Sara Brodersen
Blake Cook
Laura Duckworth
Billie Jacoby
Bud Jones
Rebekah Jones
Betty Knowles
Pam Long
Antonio Serrano
Christy Serrano
Mackenzie Serrano
Tami Smith
Todd Thomas

Heart of Missouri

Dani Little
Kathy Werdehausen

Jefferson City Area

Denise McCorkle

Kansas City Regional

Danielle Biggins
Craig Conant
Chris Cribb
Marcia Cull
Thomas Garrett
Rebecca Giles
Aundre Gray
Sandy Green
Heath Grimes
Dan Hartman
Stacey Johnson Cosby
Erik Juergensen
Jennifer Langston-Justus
Sandra Maag
Kathy McCarty
Melissa Phillips
Johanna Pruitt
Ed Rippee
Monica Ritter
John (JC) Sanders
Eddy Saylor
Pamela Steele
Angela Stephenson
Evelyn Tobar
Lin Van Meter
Sydney West
Angel Williams

Lebanon

Jessica Rodden

Mark Twain

Jacki Thurman

Mineral Area

Cary Combs
Karly Rion

Northeast Central

Sonja Gittings

Ozark Gateway

Crystal Pierson

Ozark Trail

Alex O'Neill

Ozarks

Steve Hubbert

Pulaski County

Rebecca Prohm

Randolph County

Christy Ames
Sharon Hunt

South Central

Cindy Beger

Southeast Missouri

Rebecca Buehler
Amy Chiles
Vicki Stroud

Southern Gateway

Dean Eshelman
Butch Fehr
Benjamin Hammond
Madison Kohler
Andi Tidwell

Southwest Missouri

Justin Green
Jennifer Prine

St. Charles

Judy Bateman
Annie Callaway
Chad Elledge
Cindy Fox
Kim Kleenwein
Beck Klein
Michael Lamartina
Leah Petras
Jamy Phillips
Justin Radle
Jackie Wolverton

St. Louis

Brandon Balk
Antonette Bilicki
Demica (Rene) Brauner
Liz Bruch
Tyra Buchanan
Kim Cameron
Rachel Carson
Michael Carter
Christina Casey
Letty DeMay
Mel Desemone
Marcellus Duffy
Nancy Gordan
Felicia Govro
Scott Haggerty
Shanna Hall
Hunter Hindman
Jessica Krieger Urich
Vennessa Mastroianni
Matt Muren
Marcia Parks
Charles Partee
Jennifer Piglowski
Gina Taylor
Stacy Lough
Beverly Taki
Janelle Stowers

Three Rivers

Zack Bacon
Quentin Duff

Tri-Lakes

Matthew Brock
Jon Holloway
Jon Hulsizer
Thayne Robertson

West Central

Holly Hatzenbuehler
Kat Laxague
Clint Schweitzer



Financial Statements - DRAFT

12/31/2023



Statement of Financial Position - DRAFT

	12/31/2023	12/31/2022	YOY % Chg	YOY \$ Chg		12/31/2023	12/31/2022	YOY % Chg	YOY \$ Chg
Assets					Liabilities				
Cash and Cash Equivalents					Accounts Payable				
Checking	687,765.48	494,986.56	38.9%	192,778.92	Accounts Payable	36,653.48	33,401.84	9.7%	3,251.64
Loyalty Money Market Account	4,595,315.56	5,616,318.95	-18.2%	(1,021,003.39)	Accounts Payable Holding	(149,952.31)	106,220.23	-241.2%	(256,172.54)
Private Client Reserve	308,567.68	306,145.01	0.8%	2,422.67	Total Accounts Payable	(113,298.83)	139,622.07	-181.1%	(252,920.90)
Northwest FCU	12,668.92	12,663.63	0.0%	5.29					
Region IX Fund	148,230.58	124,389.35	19.2%	23,841.23	Accrued Liabilities				
Professional Standards Escrow	2,750.00	2,750.00	0.0%	-	Accrued Payroll Costs	0.00	21,854.61	-100.0%	(21,854.61)
Property Mgmt Section Checking	0.00	12,210.93	-100.0%	(12,210.93)	Total Accrued Liabilities	0.00	21,854.61	-100.0%	(21,854.61)
Appraisal Section Checking	0.00	4,306.80	-100.0%	(4,306.80)					
Petty Cash	1,793.94	2,350.73	-23.7%	(556.79)	Deferred Revenue				
Total Cash and Cash Equivalents	5,757,092.16	6,576,121.96	-12.5%	(819,029.80)	Deferred Revenue	1,993,128.00	2,010,302.03	-0.9%	(17,174.03)
					Total Deferred Revenue	1,993,128.00	2,010,302.03	-0.9%	(17,174.03)
Accounts Receivable									
Accounts Receivable	32,282.85	15,810.00	104.2%	16,472.85	Other Liabilities				
Accounts Receivable Holding	5,416.92	83,773.58	-93.5%	(78,356.66)	NAR Local Dues Payable	14,907.84	20,345.84	-26.7%	(5,438.00)
Total Accounts Receivable	37,699.77	99,583.58	-62.1%	(61,883.81)	Custodial Funds	31,228.45	1,037,741.13	-97.0%	(1,006,512.68)
					Accrued Compensated Absences	82,205.81	82,205.81	0.0%	-
Other Current Assets					Local Board Dues Payable	17,594.27	28,018.49	-37.2%	(10,424.22)
Custodial Accounts	31,228.45	1,037,741.13	-97.0%	(1,006,512.68)	Total Other Liabilities	145,936.37	1,168,311.27	-87.5%	(1,022,374.90)
Accrued Interest	0.00	35,837.09	-100.0%	(35,837.09)					
Total Other Current Assets	31,228.45	1,073,578.22	-97.1%	(1,042,349.77)	Intercompany Payable				
					RPAC Payable	78,850.52	18,256.16	331.9%	60,594.36
Prepaid Expenses					Education Foundation Payable	(956.90)	0.00	(956.90)	(956.90)
Prepaid & Deferred Expenses	197,414.70	206,206.82	-4.3%	(8,792.12)	Relief Foundation Payable	0.00	1,141.50	-100.0%	(1,141.50)
Prepaid Insurance	12,448.72	11,271.48	10.4%	1,177.24	Property Mgmt Payable	0.00	490.00	-100.0%	(490.00)
Prepaid Operating Lease Expense	2,526.02	2,526.02	0.0%	-	Total Intercompany Payable	77,893.62	19,887.66	291.7%	58,005.96
Total Prepaid Expenses	212,389.44	220,004.32	-3.5%	(7,614.88)					
Long-Term Investments					Total Loans Payable - Long Term	0.00	26,129.95	-100.0%	(26,129.95)
Investments	9,446,024.74	8,601,358.33	9.8%	844,666.41	Operating Lease Liability	618,827.77	618,827.77	0.0%	-
Certificate of Deposit	2,188,275.76	573,785.96	281.4%	1,614,489.80	Financing Lease Liability	56,833.54	19,653.90	189.2%	37,179.64
Investments - REach 2018 LP	189,812.00	189,812.00	0.0%	-	Total Liabilities	2,779,320.47	4,024,589.26	-30.9%	(1,245,268.79)
Total Investments	11,824,112.50	9,364,956.29	26.3%	2,459,156.21					
					Net Assets by Reserve				
Property & Equipment					Unrestricted Fund Balance	4,175,804.70	3,276,635.89	27.4%	899,168.81
Furniture and Equipment	108,680.17	108,680.17	0.0%	-	Operating Reserve Fund Balance	1,002,695.98	1,002,695.98	0.0%	-
Accumulated Depreciation	(161,056.76)	(133,145.64)	21.0%	(27,911.12)	Repair/Replacement Reserve Fund Balance	250,000.00	250,000.00	0.0%	-
Lease Improvements	162,491.56	162,491.56	0.0%	-	Building/Facilities Reserve	1,625,000.00	1,625,000.00	0.0%	-
Vehicle	0.00	44,653.00	-100.0%	(44,653.00)	Legal Action Reserves Fund Balance	350,000.00	350,000.00	0.0%	-
Financing Lease - Right of Use	57,133.35	37,808.69	51.1%	19,324.66	Issues Reserve Fund Balance	7,662,156.69	6,870,316.69	11.5%	791,840.00
Financing Lease - Accumulated Depreciation	(18,845.51)	(18,845.51)	0.0%	-	Strategic Initiatives Reserve Fund Balance	500,000.00	466,631.64	7.2%	33,368.36
Operating Lease - Right of Use Asset	616,301.75	616,301.75	0.0%	-	Property & Equipment Reserve Fund Balance	99,751.46	127,662.58	-21.9%	(27,911.12)
Total Property & Equipment	764,704.56	817,944.02	-6.5%	(53,239.46)	Region IX Fund Balance	182,497.58	158,656.35	15.0%	23,841.23
Total Assets	18,627,226.88	18,152,188.39	2.6%	475,038.49	Total Net Assets by Reserve	15,847,906.41	14,127,599.13	12.2%	1,720,307.28
					Total Liabilities and Net Assets by Reserve	18,627,226.88	18,152,188.39	2.6%	475,038.49

2023 Missouri REALTORS® Statement of Activities & Budget Comparison

Month Ending

12/31/2023 DRAFT

	2022 Actual	2023 Budget	2023 YTD	2023 Projected	2023 Budget vs Actual		2023 Budget vs Projection	
INCOME								
Dues and Fee Income								
Designated REALTOR® Dues	530,168	540,000	560,580	561,000	3.8%	20,580.37	3.9%	21,000.00
REALTOR®/REALTOR® Associate Dues	3,222,420	3,271,000	3,411,659	3,412,000	4.3%	140,658.80	4.3%	141,000.00
Affiliate Dues	5,845	6,500	6,124	6,200	-5.8%	(375.83)	-4.6%	(300.00)
New Member Application Fees	612,100	582,000	515,200	516,000	-11.5%	(66,800.00)	-11.3%	(66,000.00)
Reinstatement Fees	8,200	8,500	6,900	6,900	-18.8%	(1,600.00)	-18.8%	(1,600.00)
TOTAL DUES AND FEE INCOME	4,378,733	4,408,000	4,500,463	4,502,100	2.1%	92,463.34	2.1%	94,100.00
Other Income								
Branded Credit Card Income	-	-	-	-		-		-
Miscellaneous Income	57,997	1,000	7,300	7,300	630.0%	6,300.00	630.0%	6,300.00
TOTAL OTHER INCOME	57,997	1,000	7,300	7,300	630.0%	6,300.00	630.0%	6,300.00
Advocacy - Dept 10								
103-Capitol Receptions	7,890	-	-	-		-		-
105-State/Local Govt Representation	3,996	4,000	3,996	4,000	-0.1%	(4.00)	0.0%	-
107-Local Board Relations	1,100	2,000	900	900	-55.0%	(1,100.00)	-55.0%	(1,100.00)
Total Advocacy	12,986	6,000	4,896	4,900	-18.4%	(1,104.00)	-18.3%	(1,100.00)
Member Engagement - Dept 20								
203-Special Events	-	49,500	66,228	71,148	33.8%	16,728.00	43.7%	21,648.00
206-REALTOR® Leadership Academy	18,677	12,600	17,301	17,301	37.3%	4,700.50	37.3%	4,700.50
210-Awards and Recognition Programs	2,500	-	2,500	2,500		2,500.00		2,500.00
217-YPN	13,670	1,500	7,655	6,500	410.3%	6,155.00	333.3%	5,000.00
290-Member Engagement Committee	1,170	-	1,155	1,155		1,155.00		1,155.00
Total Member Engagement	36,017	63,600	94,839	98,604	49.1%	31,238.50	55.0%	35,003.50
Risk Management - Dept 30								
301-Professional Standards	110,876	116,000	133,787	133,787	15.3%	17,787.00	15.3%	17,787.00
302-Standard Forms	25,000	25,000	25,000	25,000	0.0%	-	0.0%	-
303-Risk Management	6,700	4,000	3,150	3,150	-21.3%	(850.00)	-21.3%	(850.00)
306-Education Courses	8,285	8,200	7,138	7,138	-12.9%	(1,061.56)	-12.9%	(1,061.56)
307-Graduate REALTOR® Institute	9,882	14,000	8,293	8,293	-40.8%	(5,707.10)	-40.8%	(5,707.10)
390-Risk Management Committee	-	-	-	-		-		-
Total Risk Management	160,744	167,200	177,368	177,368	6.1%	10,168.34	6.1%	10,168.34
Governance - Dept 40								
401-CEO	-	8,000	-	-	-100.0%	(8,000.00)	-100.0%	(8,000.00)
406-Business Conferences	113,366	115,000	88,133	88,133	-23.4%	(26,867.10)	-23.4%	(26,867.10)
408-Region IX Activity	40,302	-	-	-		-		-
409-O2 Training	75	-	-	-		-		-
Total Governance	153,743	123,000	88,133	88,133	-28.3%	(34,867.10)	-28.3%	(34,867.10)
Marketing & Communications - Dept 50								
502-Branding	2,912	-	1,194	1,194		1,194.32		1,194.32
504-Technology	1,036	2,500	-	-	-100.0%	(2,500.00)	-100.0%	(2,500.00)
Total Marketing & Communications	3,948	2,500	1,194	1,194	-52.2%	(1,305.68)	-52.2%	(1,305.68)
Association Management - Dept 60								
601-Association Management Services	50,287	58,100	59,988	59,988	3.2%	1,888.00	3.2%	1,888.00
Total Association Management	50,287	58,100	59,988	59,988	3.2%	1,888.00	3.2%	1,888.00
TOTAL PROGRAM INCOME	417,725	420,400	426,418	430,187	1.4%	6,018.06	2.3%	9,787.06
TOTAL INCOME	4,854,455	4,829,400	4,934,181	4,939,587	2.2%	104,781.40	2.3%	110,187.06

	2022 Actual	2023 Budget	2023 YTD	2023 Projected	2023 Budget vs Actual		2023 Budget vs Projection	
EXPENSES								
Advocacy - Dept 10								
101-Regional Advocacy Coordinators	102,561	113,050	124,279	124,279	-9.0%	(11,228.58)	-9.0%	(11,228.58)
102-Advocacy Days	14,692	20,500	28,143	28,143	-27.2%	(7,643.26)	-27.2%	(7,643.26)
103-Capitol Receptions	10,269	-	-	-				
104-Federal Govt Representation	49,647	68,000	48,589	48,589	39.9%	19,411.06	39.9%	19,411.06
105-State/Local Govt Representation	229,235	265,500	275,313	275,317	-3.6%	(9,812.84)	-3.6%	(9,816.58)
190-Advocacy Committee & Ogs	-	15,000	10,000	10,000	50.0%	5,000.00	50.0%	5,000.00
107-Local Board Relations	29,015	43,600	29,056	29,056	50.1%	14,544.45	50.1%	14,544.45
Total Advocacy	435,418	525,650	515,379	515,383	2.0%	10,270.83	2.0%	10,267.09
Member Engagement - Dept 20								
203-Special Events	-	111,000	203,081	203,081	-45.3%	(92,080.64)	-45.3%	(92,080.64)
206-REALTOR® Leadership Academy	73,654	69,200	80,471	80,471	-14.0%	(11,271.20)	-14.0%	(11,271.20)
210-Awards and Recognition Programs	22,093	21,150	15,253	15,253	38.7%	5,896.63	38.7%	5,896.63
217-YPN	16,464	7,500	11,288	11,288	-33.6%	(3,788.17)	-33.6%	(3,788.17)
220-Affiliate Relations	1,346	1,500	752	752	99.4%	747.85	99.4%	747.85
290-Member Engagement Committee	4,662	15,000	10,226	10,226	46.7%	4,774.22	46.7%	4,774.22
Total Member Engagement	118,219	225,350	321,071	321,071	-29.8%	(95,721.31)	-29.8%	(95,721.31)
Risk Management - Dept 30								
301-Professional Standards	18,756	25,500	27,688	27,688	-7.9%	(2,187.86)	-7.9%	(2,187.86)
302-Standard Forms	27,846	25,000	36,901	36,901	-32.3%	(11,900.58)	-32.3%	(11,900.58)
303-Risk Management	69,378	108,500	84,222	84,222	28.8%	24,278.02	28.8%	24,278.02
306-Education Courses	4,851	5,300	1,841	1,841	187.9%	3,459.10	187.9%	3,459.10
307-Graduate REALTOR® Institute	4,363	13,900	5,103	5,103	172.4%	8,797.30	172.4%	8,797.30
390-Risk Management Committee	-	15,000	2,982	2,982	403.1%	12,018.42	403.1%	12,018.42
Total Risk Management	125,193	193,200	158,736	158,736	21.7%	34,464.40	21.7%	34,464.40
Governance - Dept 40								
401-CEO	27,620	56,400	30,610	32,778	84.3%	25,789.91	72.1%	23,622.17
402-Leadership Team/Executive Committee	77,136	77,000	62,845	67,415	22.5%	14,154.69	14.2%	9,585.21
404-Strategic Planning Committee	14,912	11,300	14,010	14,010	-19.3%	(2,710.01)	-19.3%	(2,710.01)
405-Finance & Budget Committee	11,888	14,500	20,186	20,186	-28.2%	(5,686.29)	-28.2%	(5,686.29)
406-Business Conferences	535,410	616,400	511,370	511,370	20.5%	105,030.20	20.5%	105,030.20
407-National Association	58,654	131,000	89,352	89,352	46.6%	41,648.16	46.6%	41,648.16
408-Region IX Activity	104,730	7,500	10,606	10,540	-29.3%	(3,106.22)	-28.8%	(3,040.00)
409-Q2 Training	44,726	67,500	38,460	38,460	75.5%	29,039.53	75.5%	29,039.53
Total Governance	875,075	981,600	777,440	784,111	26.3%	204,159.97	25.2%	197,488.97
Marketing & Communications - Dept 50								
502-Marketing & Communications	49,539	56,400	35,263	35,263	59.9%	21,137.03	59.9%	21,137.03
504-Technology	123,390	116,000	113,155	113,517	2.5%	2,844.55	2.2%	2,483.15
Total Marketing & Communications	172,930	172,400	148,418	148,780	16.2%	23,981.58	15.9%	23,620.18
Association Management - Dept 60								
601-Association Management Services	6,589	7,400	5,891	5,891	25.6%	1,508.95	25.6%	1,508.95
Total Association Management	6,589	7,400	5,891	5,891	25.6%	1,508.95	25.6%	1,508.95
TOTAL PROGRAM EXPENSES	1,733,423	2,105,600	1,926,936	1,933,972	9.3%	178,664.42	8.9%	171,628.28
Operating Expenses								
General & Administrative	882,950	638,700	746,381	750,227	-14.4%	(107,681.23)	-14.9%	(111,526.68)
Staffing & Professional Development	2,027,581	2,412,700	2,209,238	2,291,824	9.2%	203,462.36	5.3%	120,875.90
TOTAL OPERATING EXPENSES	2,910,532	3,051,400	2,955,619	3,042,051	3.2%	95,781.13	0.3%	9,349.22
TOTAL EXPENSES	4,643,955	5,157,000	4,882,554	4,976,022	5.6%	274,445.55	3.6%	180,977.50
NET PROFIT (LOSS) FROM OPERATIONS	210,500	(327,600)	51,627	(36,435)	734.6%	379,226.95	-799.1%	291,164.56
Unrestricted Net Asset Allocation								
Reserve Fund Allocations	-	160,000	152,418	152,418	5.0%	7,582.38	5.0%	7,582.38
Investment Income (Loss)	(979,433)	37,000	954,802	954,803	-96.1%	(917,802.20)	-96.1%	(917,802.73)
TOTAL PROFIT (LOSS)	(768,933)	(130,600)	1,158,847	1,070,785	111.3%	1,289,446.77	112.2%	1,201,384.91



Membership Reports

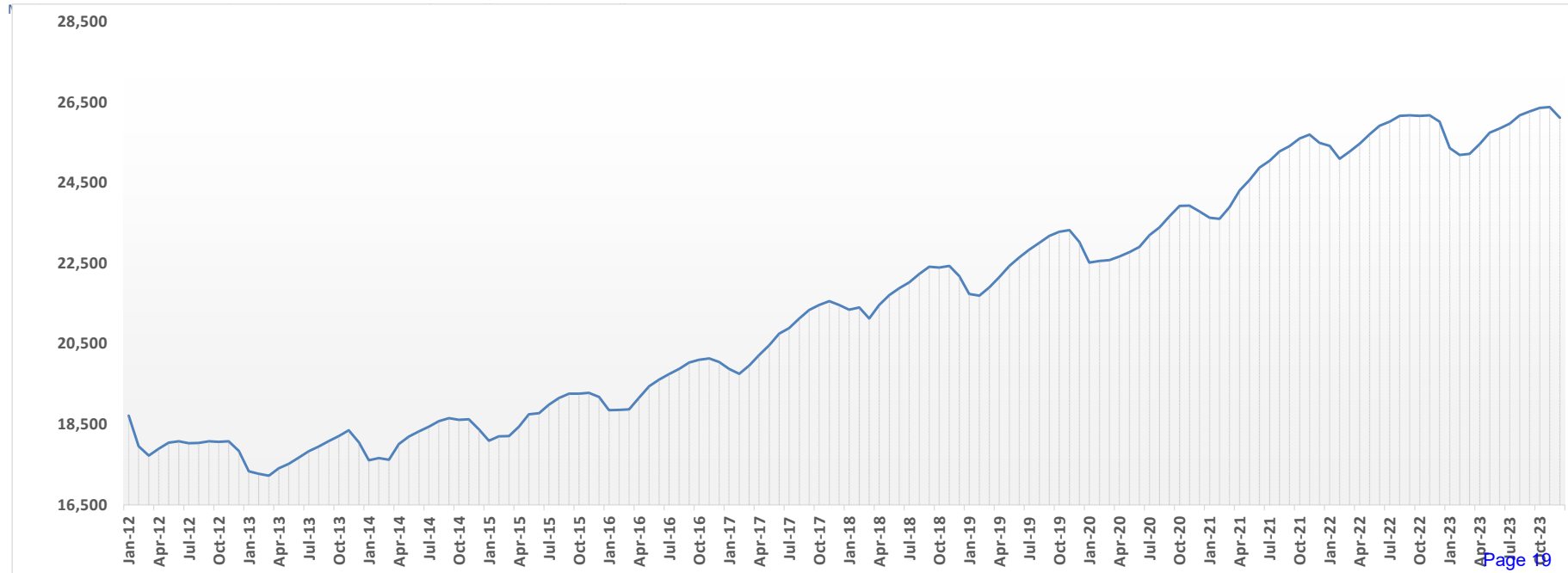
12/31/2023

Missouri REALTORS - Membership Count

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2012	18,714	17,949	17,718	17,890	18,038	18,078	18,026	18,031	18,076	18,062	18,072	17,837
2013	17,328	17,267	17,222	17,405	17,514	17,673	17,830	17,946	18,082	18,203	18,349	18,050
2014	17,604	17,655	17,616	18,009	18,188	18,318	18,434	18,576	18,646	18,609	18,620	18,369
2015	18,089	18,198	18,203	18,437	18,742	18,773	18,986	19,147	19,259	19,260	19,278	19,174
2016	18,848	18,857	18,867	19,152	19,445	19,609	19,746	19,873	20,030	20,098	20,135	20,041
2017	19,876	19,750	19,956	20,217	20,460	20,745	20,883	21,124	21,337	21,458	21,552	21,460
2018	21,346	21,401	21,126	21,460	21,704	21,877	22,020	22,229	22,413	22,391	22,428	22,176
2019	21,735	21,689	21,896	22,149	22,428	22,640	22,833	23,004	23,174	23,278	23,317	23,024
2020	22,514	22,553	22,574	22,661	22,771	22,899	23,196	23,385	23,661	23,921	23,928	23,782
2021	23,629	23,596	23,887	24,301	24,561	24,874	25,040	25,276	25,404	25,597	25,693	25,489
2022	25,408	25,087	25,270	25,468	25,698	25,911	26,015	26,155	26,172	26,158	26,172	26,015
2023	25,358	25,188	25,213	25,460	25,738	25,841	25,964	26,169	26,266	26,355	26,379	26,109

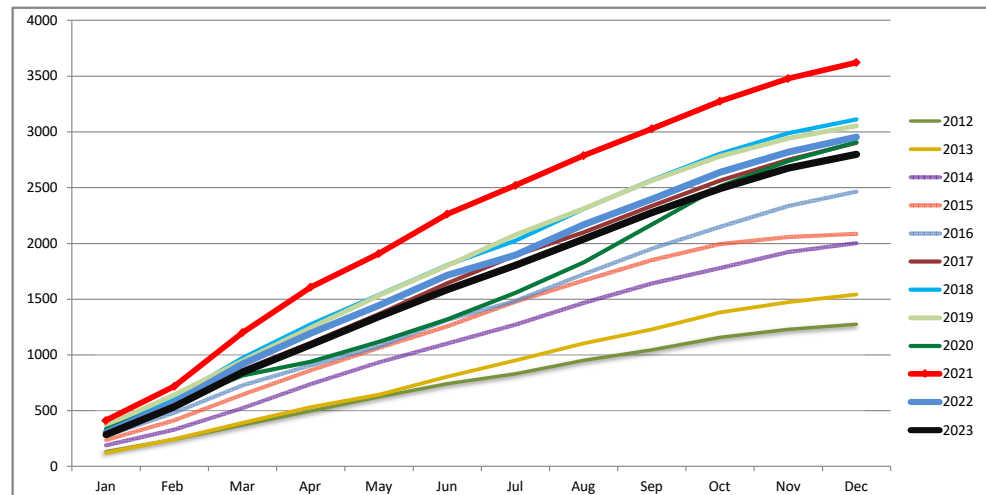
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2010		-2.93%	-1.79%	1.31%	0.56%	0.00%	-0.17%	0.49%	0.10%	-0.95%	-0.67%	-2.44%
2011	-0.68%	-4.11%	-0.51%	0.25%	0.30%	0.34%	0.74%	0.65%	0.07%	-0.82%	0.14%	-1.65%
2012	-0.93%	-4.09%	-1.29%	0.97%	0.83%	0.22%	-0.29%	0.03%	0.25%	-0.08%	0.06%	-1.30%
2013	-2.85%	-0.35%	-0.26%	1.06%	0.63%	0.91%	0.89%	0.65%	0.76%	0.67%	0.80%	-1.63%
2014	-2.47%	0.29%	-0.22%	2.23%	0.99%	0.71%	0.63%	0.77%	0.38%	-0.20%	0.06%	-1.35%
2015	-1.52%	0.60%	0.03%	1.29%	1.65%	0.17%	1.13%	0.85%	0.58%	0.01%	0.09%	-0.54%
2016	-1.70%	0.05%	0.05%	1.51%	1.53%	0.84%	0.70%	0.64%	0.79%	0.34%	0.18%	-0.47%
2017	-0.82%	-0.63%	1.04%	1.31%	1.20%	1.39%	0.67%	1.15%	1.01%	0.57%	0.44%	-0.43%
2018	-0.53%	0.26%	-1.28%	1.58%	1.14%	0.80%	0.65%	0.95%	0.83%	-0.10%	0.17%	-1.12%
2019	-1.99%	-0.21%	0.95%	1.16%	1.26%	0.95%	0.85%	0.75%	0.74%	0.45%	0.17%	-1.26%
2020	-2.22%	0.17%	0.09%	0.39%	0.49%	0.56%	1.30%	0.81%	1.18%	1.10%	0.03%	-0.61%
2021	-0.64%	-0.14%	1.23%	1.73%	1.07%	1.27%	0.67%	0.94%	0.51%	0.76%	0.38%	-0.79%
2022	-0.32%	-1.26%	0.73%	0.78%	0.90%	0.83%	0.40%	0.54%	0.06%	-0.05%	0.05%	-0.60%
2023	-2.53%	-0.67%	0.10%	0.98%	1.09%	0.40%	0.48%	0.79%	0.37%	0.34%	0.09%	-1.02%

	Period	Rate Change		Period	Rate Change
2012	Jan-Dec	-4.69%	2012	Dec-Dec	-5.57%
2013	Jan-Dec	4.17%	2013	Dec-Dec	1.19%
2014	Jan-Dec	4.35%	2014	Dec-Dec	1.77%
2015	Jan-Dec	6.00%	2015	Dec-Dec	4.38%
2016	Jan-Dec	6.33%	2016	Dec-Dec	4.52%
2017	Jan-Dec	7.97%	2017	Dec-Dec	7.08%
2018	Jan-Dec	3.89%	2018	Dec-Dec	3.34%
2019	Jan-Dec	5.93%	2019	Dec-Dec	3.82%
2020	Jan-Dec	5.63%	2020	Dec-Dec	3.29%
2021	Jan-Dec	7.87%	2021	Dec-Dec	7.18%
2022	Jan-Dec	2.39%	2022	Dec-Dec	2.06%
2023	Jan-Dec	2.96%	2023	Dec-Dec	0.36%



Missouri REALTORS, NEW MEMBERS

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2012	133	242	371	498	623	743	831	950	1045	1158	1229	1274
2013	121	246	391	533	645	806	950	1104	1231	1381	1474	1541
2014	190	330	525	739	934	1101	1269	1465	1641	1779	1922	2001
2015	236	413	643	862	1063	1255	1477	1666	1849	1992	2055	2085
2016	274	480	727	906	1076	1314	1482	1723	1952	2147	2335	2463
2017	313	558	866	1110	1368	1642	1892	2100	2336	2563	2750	2901
2018	338	617	973	1276	1541	1807	2024	2309	2570	2806	2988	3110
2019	367	641	949	1243	1534	1800	2075	2310	2564	2781	2944	3053
2020	334	572	816	940	1117	1318	1557	1829	2172	2512	2740	2908
2021	414	719	1201	1609	1909	2262	2521	2789	3030	3275	3480	3622
2022	305	569	919	1194	1446	1714	1896	2168	2398	2639	2819	2952
2023	286	536	845	1092	1344	1586	1803	2040	2278	2491	2675	2798



R vs DR- 2023 New memberships

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
R/RA	283	526	828	1075	1325	1564	1776	2007	2238	2446	2625	2746
DR	3	10	17	17	19	22	27	33	40	45	50	52

Missouri REALTORS, Member Drops by Month

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2015	384	787	1010	1098	1149	1228	1392	1463	1544	1752	1843	2067
2016	387	810	1134	1183	1233	1317	1411	1522	1619	1790	1933	2175
2017	339	882	1102	1174	1251	1315	1422	1494	1589	1685	1780	1990
2018	425	718	1355	1405	1456	1538	1665	1775	1895	2156	2274	2420
2019	800	1170	1260	1385	1443	1522	1610	1706	1824	1973	2096	2373
2020	780	1197	1467	1526	1689	1771	1866	1978	2085	2222	2377	2560
2021	716	1043	1347	1778	1841	1938	2036	2150	2282	2407	2578	2890
2022	411	1028	1398	1488	1571	1651	1758	1898	2112	2324	2536	2844
2023	809	1239	1625	1708	1798	1924	2020	2145	2282	2444	2610	2975



Investment Analysis

&

Reserve Report

12/31/2023



Reserve Fund & Cash Analysis

Reserve Fund Analysis

Fund Name	Balance 12/31/2023	%	% of Operating Expense Budget	Reserve Target	Fund Floor
Operating Reserve	1,002,696	6%	19%	1,000,000	750,000
Building R/R Reserve	250,000	2%	5%	250,000	200,000
Building/Facilities Reserve	1,625,000	10%			
Legal Action Reserve	350,000	2%	7%	350,000	300,000
Issues Reserve	7,662,157	46%		8,000,000	-
Strategic Initiatives	500,000	3%	10%	500,000	250,000
Gen Net Assets - Unrestricted	5,138,264	31%			
Total	16,528,117				
	2023				
Operating Revenue - Budget	4,829,400				
Operating Expenses - Budget	5,157,000				

Fund Descriptions

Operations Reserve: The specific purpose of which shall be to maintain funds that can be accessed in the event of an emergency or other unexpected circumstance that either materially affects the normal income of the State Association or requires one or more unbudgeted expenditures.

Spending Authority: The Executive Committee shall have the authority to approve withdrawals from the Operations Reserve in furtherance of the above purpose as long as the balance of the Operations Reserve after such withdrawal is not less than **\$750,000** (the "Fund Floor").

Building R&R Reserve: the specific purpose of which shall be to provide a means to fund the repair or replacement of State Association real property, building(s), furniture (but excluding office and other production equipment), fixtures, and to provide for any necessary future expansion of the State Association building(s).

Spending Authority: The Executive Committee shall have the authority to approve withdrawals from the BFRR Reserve in furtherance of the above purpose as long as the balance of the BFRR Reserve after such withdrawal is not less than **\$200,000** (the "Fund Floor").

Legal Action Reserve: the specific purpose of which shall be to provide a means to fund the implementation of the State Association's Legal Action Program as set forth in Policy 425. Receives an annual \$25,000 or such lesser amount replenish each calendar year.

Spending Authority: The Executive Committee shall have the authority to approve withdrawals from the LA Reserve in furtherance of Policy 425 as long as the balance of the LA Reserve after such withdrawal is not less than **\$300,000** (the "Fund Floor").

Issues Reserve: the specific purpose of which shall be to provide a means to fund the Mobilization and Advocacy Program as set forth in Policy 105. b. Unless otherwise determined by the Board of Directors, each annual budget of the State Association shall include a minimum of \$40 per member that is allocated to the Issues Reserve until such time as the balance of the Issues Reserve equals or exceeds **\$8,000,000** ("Issues Reserve Target").

Spending Authority: Funds may be withdrawn from the Issues Reserve in furtherance of the above purpose only upon recommendation by two-thirds (2/3) vote of the Advocacy Committee and the approval by the Executive Committee. Funds may be withdrawn from the Issues Reserve for purposes other than those specified above only upon recommendation by a three-fourths (3/4) vote of the Executive Committee and a two-thirds (2/3) vote of the Board of Directors.

Strategic Initiatives: the specific purpose of which is to provide a means to fund strategically important programs, initiatives, purchases or events that are not otherwise included in the annual budget of the State Association. b. Funds may be withdrawn from the SIRF in furtherance of the above purpose only upon recommendation by the Strategic Planning Committee and approval by the Board of Directors. Receives an annual \$20,000 or such lesser amount replenish each calendar year.

Spending Authority: The Strategic Planning Committee shall have the authority to approve withdrawals from the SIRF in furtherance of the above purpose as long as the balance of the SIRF after such withdrawal is not less than **\$250,000** (the "Fund Floor"). Funds may be withdrawn from the SIRF for purposes other than those specified above only upon recommendation by a three-fourths (3/4) vote of the Executive Committee and a two-thirds (2/3) vote of the Board of Directors.

Reserve Fund Investment Allocation

Investment Vehicle	Reserve \$	% of Reserve Funds	Total Cash & Investments	% of Cash & Investment
Cash (Prepaid)	6,543,583	39.59%	8,946,659	47.26%
Equities	2,873,426	17.39%	2,873,426	15.18%
Fixed Income	7,111,108	43.02%	7,111,108	37.56%
Total	16,528,117		18,931,193	
Total Excess Cash	2,403,076			



Missouri
REALTORS®

2024 EVENTS



Winter Business Conference

January 16-18 • St. Louis

St. Louis Union Station Hotel (*Room rate: \$185**/night*)

Inaugural Night

January 17 • St. Louis

St. Louis Union Station Hotel

Region 9 Conference

February 17-19 • Oklahoma City, OK

Spring Business Conference

April 23-25 • Kansas City

Kansas City Marriott Downtown (*Room rate: \$202**/night*)

NAR REALTORS® Legislative Meetings & Trade Expo

May 4-9 • Washington, D.C.

Association Executives Workshop

July 25-26 • Lake Ozark

Camden On The Lake Resort (*Room rate: \$167**/night*)

Fall Business Conference

September 24-26 • Branson

Hilton Branson Convention Center (*Room rate: \$216**/night*)

NAR NXT, The REALTOR® Experience & Governance Meetings

November 6-11 • Boston, MA

2025 O2 Leadership and Local President Retreat

December 3-4 • Columbia

Courtyard by Marriott Columbia

**These room rates are the secured group rate for a standard room. The rates include projected taxes and applicable fees. Please know these specific amounts are subject to change.

Additional details at missourirealtor.org



MISSOURI REALTORS® CODE OF CONDUCT

To promote a positive public image and role for the REALTOR® association and the real estate industry, all Executive Committee Members, Directors, and Committee Chairs shall strive:

- To act in the best interests of and fulfill obligations to the organization and its members.
- To actively promote and encourage the highest degree of ethics at all levels within the real estate industry and to act honestly, fairly, ethically and with integrity.
- Maintain the highest standards of personal conduct by acting in a professional, courteous and respectful manner.
- To comply with all federal, state or local laws governing the organization and to understand and adhere to all governing documents, laws and regulations applicable to the organization.
- To act in good faith responsibly with due care, competence and diligence, without allowing their independent judgment to be subordinated.
- To follow all policies regarding conflicts of interests and ownership disclosures of the organization.
- To make available and to share with the Board of Directors any information that may be appropriate to ensure the proper conduct and sound operation of the organization's governance and management.
- To respect and maintain the confidentiality of information relating to affairs of the organization acquired in the course of service, except when authorized or legally required to disclose such information; and to use information acquired in the course of service only for organizational, not personal, purposes.
- To maintain loyalty to the REALTOR® association and pursue its objectives in ways that are consistent with member and public interest.
- To serve all association members fairly and impartially and to strive for excellence in all aspects of leading and managing the association.
- To engage in no activities for personal gain at the expense of the association or the real estate industry.
- To refuse to engage in, or countenance, unlawful discrimination.
- To seek members input and opinion in matters coming for consideration by the management of the association.
- To ensure the objective of all association actions and pursuits is to provide the best possible services for REALTOR® members.
- To ensure elected officers of a local board/association will not serve simultaneously as an elected officer on the Missouri or National Association of REALTORS®.



MISSOURI REALTORS® OWNERSHIP DISCLOSURE AND CONFLICT OF INTEREST POLICY

Ownership Disclosure Policy

1. When the National Association of REALTORS® (“NAR”) and/or the Missouri REALTORS® (“State Association”) has an ownership interest* in an entity and a member has an ownership interest in that same entity, such member must disclose the existence of his or her ownership interest prior to speaking to a decision making body on any matter involving that entity.

2. If a member has personal knowledge that NAR and/or the State Association is considering doing business with an entity in which a member has any financial interest**, or with an entity in which the member serves in a decision-making capacity, then such member must disclose the existence of his or her financial interest or decision making role prior to speaking to a decision making body about the entity.

3. If a member has a financial interest in, or serves in a decision-making capacity for, any entity that the member knows is offering competing products and services as those offered by NAR and/or the State Association, then such member must disclose the existence of his or her financial interest or decision-making role prior to speaking to a decision making body about an issue involving those competing products and services.

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

Conflict of Interest Policy

A member of any of the State Association’s decision making bodies will be considered to have a conflict of interest whenever that member:

1. Is a principal, partner or corporate officer of a business providing products or services to NAR and/or the State Association or in a business being considered as a provider of products or services (“Business”); or
2. Holds a seat on the board of directors of the Business unless the person’s only relationship to the Business is service on such board of directors as NAR and/or the State Association’s representative; or
3. Holds an ownership interest of more than one (1) percent of the Business.

Members with a conflict of interest must immediately disclose their interest at the outset of any discussions by a decision making body pertaining to the Business or any of its products or services. Such members may not participate in the discussion relating to that Business other than to respond to questions asked of them by other members of the body. Furthermore, no member with a conflict of interest may vote on any matter in which the member has a conflict of interest, including votes to block or alter the actions of the body in order to benefit the Business in which they have an interest.

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

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



MISSOURI REALTORS® BOARD OF DIRECTORS AGREEMENT TO SERVE

As acknowledged on the application to become a Director for Missouri REALTORS® (“State Association”), all Directors have agreed:

- To faithfully execute the responsibilities of a State Association Director.
- To uphold the Bylaws of the State Association and the National Association of REALTORS®.
- To serve as an example of the Code of Ethics of the National Association REALTORS® in all of actions, both as a Director and as a REALTOR®.
- To not disclose any confidential or sensitive information that they may learn as a Director of the State Association to non-Directors except to the extent such disclosure is required by law or authorized by the Board of Directors of the State Association.
- To abide by the State Association’s Code of Conduct and the Ownership Disclosure and Conflict of Interest policies.
- To seek the opinions of the members of my Local Board/Association on major issues facing the State Association and the real estate industry in general and to convey non-confidential information concerning the actions and decisions of the State Association to my Local Board/Association.
- To represent the welfare of the entire membership of the State Association in the decisions and activities of the State Association, fully understanding that the role of Director requires that they serve all the members of the State Association, that they represent the members in the decisions and activities they undertake and that their responsibility is always to place the interests of the membership above their personal considerations.
- To uphold and support the decisions made by the Board of Directors of the State Association as expressed by the will of the majority.
- To use their best efforts to attend every meeting of the Board of Directors of the State Association. Directors understand that if they fail to attend at least two (2) of the regularly scheduled Board of Directors meetings during any year of my term, they will be deemed to have resigned from the office of Director of the State Association as of December 31 of that year.