MINNEAPOLIS AREA REALTORS®

2026 Leadership Guide

MINNEAPOLIS AREA REALTORS®

2026 MAR Leadership | Board of Directors

A board of directors is a body of elected or appointed members who jointly oversee the activities of a company or organization.

Officers			
Aarica	Coleman	President	aaricacoleman@gmail.com
Geoffrey	Bray	President-Elect	geoffrey.bray@evrealestate.com
William	Huffman	Treasurer	william@agoodlifegroup.com
Julia	Lashay Israel	Secretary	julialashay@kw.com
Frank	D'Angelo	Immediate PP	DAngelo@exitrealtynexus.com
Directors			
Ben	Ancel	Director	ben@boldnorthrealestate.com
Rhea	Barrow	Director	rhea@putyourrootsdown.com
Gina	Dumas	Director	gina@ginadumas.com
Melanie	Dunker	Director	melanie@allamericantitleco.com
Dane	Everett	Director	DEverett@counselorrealty.com
Andy	Fazendin	PP Appointment	andy@fazhomes.com
Emily	Green	Director	Emilygreenrealtor.com
Shae	Hanson	Director	shae@rerootgroup.com
Ashle	Johnson	Director	ashlejohnson@edinarealty.com
Carissa	Kemnitz	Director	carissa.kemnitz@cbrealty.com
Sam	Leverson	Director	samleverson@edinarealty.com
John	Njoes	Director	john.njoes@lakesmn.com
Doneva	Rawls	Director	msdoneva111@yahoo.com
Jeremy	Rock	Director	jeremy@rockrea.com
Judy	Shields	PP Appointment	jshields@cbburnet.com
Kyle	Synowczynski	Director	kyle@stonearchrealty.com
Jacob	Walton	Affiliate Director	jake.walton@usbank.com

MINNEAPOLIS AREA REALTORS®

2026 MAR Leadership | Committee Leadership

Committees are ongoing, with leadership and members appointed annually by the Association President.

Awards & Community Engagement		
Chair	Cate Kuria	catekuria@gmail.com
Vice Chair	Katie Reilly	katie.reilly@compass.com
Staff Liaison	Anne Kehtel	annek@mplsrealtor.com
Diversity, Equity, and Inclusion		
Chair	Ashle Johnson	ashlejohnson@edinarealty.com
Vice Chair	Amy Gildemeister	amygildemeister@edinarealty.com
Staff Liaison	Myles Artis	mylesa@mplsrealtor.com
Finance		
Chair	William Huffman	william@agoodlifegroup.com
Vice Chair	Rhea Barrow	rhea@putyourrootsdown.com
Staff Liaison	Marcella de la Torre	marcellad@mplsrealtor.com
Foundation Trustees		
Chair	Melanie Dunker	melanie@allamericantitleco.com
Vice Chair	Jennifer Wolff	jennifer@jenwolff.com
Staff Liaison	Katie Lewis	katiel@mplsrealtor.com
Government Affairs		
Chair	Kyle Synowczynski	kyle@stonearchrealty.com
Vice Chair	Karen Nielsen	karen.nielsen@lakesmn.com
Staff Liaison	Myles Artis	mylesa@mplsrealtor.com
Nominating		
Chair	Frank D'Angelo	DAngelo@exitrealtynexus.com
Vice Chair	Aarica Coleman	aaricacoleman@gmail.com
Staff Liaison	Katie Lewis	katiel@mplsrealtor.com
Personnel		
Chair	Frank D'Angelo	DAngelo@exitrealtynexus.com
Vice Chair	Aarica Coleman	aaricacoleman@gmail.com
Staff Liaison	Marcella de la Torre	marcellad@mplsrealtor.com
Sustainability		
Chair	Ben Ancel	ben@boldnorthrealestate.com
Vice Chair	Ayeh Asiaii	ayehrealtor@gmail.com
Staff Liaison	Liz Erstad-Hicks	lize@mplsrealtor.com
YPN		
Chair	Carissa Kemnitz	carissa.kemnitz@cbrealty.com
Vice Chair	April Wehlander	april@rerootgroup.com
Staff Liaison	Chelsea Dolan	chelsead@mplsrealtor.com

MAR Staff contact list can be found on our website:
https://www.mplsrealtor.com/about/staff/

Minneapolis Area REALTORS®

Mission Statement
Providing the resources and leadership for REALTORS® to succeed while promoting stronger, sustainable communities.

Vision
To ignite professional success and grow vibrant communities as the expert resource and trusted leader in the residential real estate industry.

Values
We strive for **Excellence**
We are **Sustainable**
We are **Inclusive**
We **Give Back**
We are **Leaders**

Introduction to Leadership

Welcome to the leadership at the Minneapolis Area REALTORS® (MAR). As you expand your involvement, the skills you possess will become important to your success as a leader.

Our mission is to provide the resources and leadership for REALTORS® to succeed. As a MAR leader, you are now part of a long and documented history of excellence which includes:

- Building an organized real estate market
- Promoting a vibrant real estate market
- Responsible for protecting a vibrant real estate market
- Supporting the business success of REALTOR® members

The MAR Leadership Guide provides officers, directors, and committee chairpersons with an overview of what MAR is all about. In this guide you will find information to help you be effective in your role and responsibilities as a leader of the association.

Board of Directors Overview

The Board of Directors is the governing body of the association. Directors are elected by the membership or appointed by the president to be responsible for the performance and direction of the Association. The Board of Directors sets policies, adopts, or modifies programs and services, and plans based on membership needs and available resources of volunteers, financials, and staff.

The Board of Directors consists of 22 voting members:

- Five Executive Officers (President, President-Elect, Treasurer, Secretary, Immediate Past President)
- 15 REALTOR® members (three elected; two appointed by the President each year)
- Two Past-Presidents
- One Affiliate Director

Executive Committee Duties

MAR's five officers – president, president-elect, secretary, treasurer, plus the immediate past president – make up the association's Executive Committee. Each officer serves a one-year term.

The President presides at Board of Directors meetings and is the chair of the Executive Committee. As chair of the Board of Directors, the president leads the other officers and directors to develop policies and programs which further the mission statement and strategies of the Association. This person is also the key connection to the CEO and serves as the Association's chief media relations spokesperson supported by the VP, Communications & Engagement.

The President-Elect presides at Board of Directors meetings in the absence of the president. The president may assign special projects to the president-elect. The president-elect uses this year as a time to learn about the Association and is the EC liaison to the MAR committees. The president-elect appoints committee leadership and members for the following year with the consent of the Board of Directors. The bylaws state that while not absolutely bound by the provision, the president-elect "would normally be elected president of the Association the following year."

The Secretary serves on the Board of Directors. As a corporate officer there are actions taken by the Board of Directors that require the secretary's certification. The secretary is responsible for reporting minutes to the board liaison if any actions are made in the executive session of the board meeting. The secretary is also responsible to be the EC liaison to the member engagement work of the association.

The Treasurer serves on the Board of Directors and chairs the Finance Committee. Maintenance of the Association's actual accounting records is the responsibility of staff assigned personnel, subject to the Finance Committee review and Board oversight.

The Immediate Past President serves on the Board of Directors and chairs the Nominating and Personnel committees for continuity of governance and association operations. This person is also an alternate for the Association's media relations spokesperson needs in the event the President is unavailable.

Board of Directors Duties

1. Shall determine the policies and activities of the Association and all its subsidiaries. The Board of Directors does not operate the day-to-day business of the Association. In delegating that function to others, it must set policy and oversee the Executive Management and committees assigned to complete the task. Policies include:
    a. Amend and adopt bylaws
    b. Approve the strategic plan and annual goals and objectives
    c. Assume responsibility for actions of all committees
2. Elect the Officers of the Board
3. Approve all budgets and extraordinary expenditures.

4. Review Association financial statements. Consider recommendations received from committees relative to financial matters and annual adoption of independent auditor's reports, tax returns and audited financial statements.
5. Adhere to all Board Fiduciary Duties outlined below

Fiduciary Duties

1. Pursuant to state law, individuals serving on an Association's board of directors as directors or officers ("Association Leaders") owe fiduciary duties to the association.
2. Fiduciary duties are owed to the Association and not to the association's members.
3. In general, fiduciary duties require Association leaders to act in good faith, in the best interest of the Association at all times, and to never make decisions based on furthering a personal or outside business interest.
4. Specifically, fiduciary duties may include the duties of care, confidentiality, loyalty, obedience, and accounting.
5. Association leaders must avoid, disclose, and resolve any conflicts of interest prior to voting, or otherwise participating in any deliberations concerning an association matter.

Nuts and Bolts

Fiduciary duty is defined by Black's Law Dictionary as *"a duty of utmost good faith, trust, confidence, and candor owed by a fiduciary (such as a lawyer or corporate officer) to the beneficiary (such as a lawyer's client or a shareholder); a duty to act with the highest degree of honesty and loyalty toward another person and in the best interests of the other person."*

An Association leader's specific fiduciary duties may include:

1. Duty of Care - requires Association leaders to exhibit honesty, act in good faith, and exercise ordinary and reasonable care in the discharge of their duties. Directors must attend, thoroughly prepare for, and actively engage in deliberations during meetings, and when necessary, seek advice from third-party experts, such as attorneys or accountants.
2. Duty of Confidentiality - requires Association leaders to maintain the confidentiality of board discussions and deliberations and prohibits the disclosure of any non-public information an Association leader may be privy to by virtue of their position. The Association's best interests will be served when healthy debate, and candid conversations take place, which requires Association leaders to have confidence that their colleagues will also uphold their duty of confidentiality.
3. Duty of Loyalty - requires an undivided allegiance and duty of faithfulness to the Association. The best interests of the Association must prevail over any individual interest, and the use of an Association leader's position, or information gained through such position for any personal benefit is prohibited. Association leaders must avoid, disclose, and resolve any conflicts of interest. If a conflict of interest is not resolved, the duty of loyalty may require an Association leader to abstain from voting, participating in discussion, and potentially from hearing debate.
4. Duty of Obedience - requires Association leaders to act in accordance with, and in furtherance of, the Association's mission and governing documents (i.e. bylaws, rules, policies), as well as applicable laws and regulations. The duty of obedience requires Association leaders to support, help implement, and carry out the actions taken by the Association's board of directors. Association leaders must avoid undermining a decision

of the board of directors', even if the Association leader disagrees with the action taken on a particular issue.

5. Duty of Accounting - requires Association leaders to safeguard, protect, and preserve Association assets by adopting, and following, proper accounting procedures and controls. Association leaders should ensure Association funds are used for lawful purposes.

Conflict of Interest for Multi-Board Directors

Association leaders should be keenly attuned to, and able to recognize potential conflicts of interest that may hinder an Association leader's ability to carry out their fiduciary duties. Association leaders who serve on more than one board of directors should avoid serving for an organization whose mission or interests may conflict with those of the Association. In the REALTOR® organization context, it is possible that an Association leader may sit on the board of directors for their state and local REALTOR® Associations. Association leaders must be sure to avoid allowing the interests of one association influence their decision-making ability with respect to the other. When an unavoidable conflict arises, Association leaders should disclose and attempt to resolve the conflict of interest prior to engaging in any discussion or vote on the matter. To determine if a conflict has been resolved, an Association leader should be able to affirmatively answer the following question: *Can I give my undivided allegiance to the association on the matter at issue?*

Breach of Fiduciary Duty

Being an Association leader is a serious, and important responsibility. Association leaders are entrusted with the power to direct and influence the business and affairs of the Association, and a breach of an Association leader's fiduciary duties may result in potential liability for the Association as well as the Association leader. That said, the law does not require perfection. The "Business Judgement Rule", a manifestation of state law, will protect Association leaders from personal liability for mistakes or bad decisions provided that at the time of the decision-making, the Association leader acted in good faith and sought the best interests of the association.

Board of Directors Processes and Procedures

Board of Directors Meetings: Staying Informed

- The Board of Directors are scheduled to meet annually for an orientation, and then at least six times a year.
- Meetings are scheduled for two hours, with time for executive session within that agenda. The President may call for ad hoc meetings between regularly scheduled meetings when business needs demand more timely discussion.
- Prior to each meeting, all directors are emailed a packet that includes the agenda and background information on agenda items one week in advance. It is crucial to thoroughly review these to participate effectively in board discussion and votes.
- Whenever a vote is taken, a simple majority of those present will determine if the motion passes or fails. Fifty-one percent of the members of the Board of Directors shall constitute a quorum.
- If you must be absent, please notify the President and Board Liaison, Katie Lewis, via email in advance.

Robert's Rules of Order

MAR, per its bylaws, has adopted Robert's Rules of Order as the governing guidelines for Association business.

Rules of Order Terms

Agenda ensures that important business is covered, and discussions are on topic. This must be set and distributed by the Chair in advance of the meeting.

Motions are proposals for action, beginning with, "I move we..."

Second is required for the motion to be discussed.

Amendments may be made to most motions if they improve the intent or clarify the original motion.

Tabling lays the motion aside.

Voting is the official action after discussion to adopt, amend, kill or table the motion.

Minutes protect the organization by recording the time and location of the meeting, participants, and the outcome of the motions. They are not a place to record conversations, assignments, reports, etc.

Quorum is the number of directors required to conduct business. [51% of the members of the MAR Board of Directors shall constitute a quorum.]

Committee and Taskforce Reports

Much of the ongoing work of Association programs and services is carried out through committees and taskforces. When a committee or task force makes a recommendation, it is reviewed by the Board of Directors. The motion, as recorded in the minutes, is communicated to the Board of Directors. The Board of Directors will discuss the recommendation and then vote to approve or disapprove.

MAR Policies

Relationship with the News Media

As a trade association representing thousands of REALTORS® in the greater Minneapolis area, MAR often receives inquiries from news reporters for information about housing trends and other real estate matters. While MAR pursues positive media coverage to promote the REALTOR® brand, educate consumers and elevate its credibility, there are times when media attention is not in the best interest of the association or its members. These include stories about a national or local lawsuit, a controversial housing policy or other sensitive issues.

To protect MAR's reputation and that of its members, MAR requires employees and volunteers who are contacted by the media to refrain from commenting until getting prior approval from the Senior Director of Communications & Engagement.

MAR's official spokespersons are the President and President-Elect, with other members of the Executive Committee and the CEO as alternates. The Senior Director of Marketing &

Communications is the staff responsible for evaluating media inquiries and directing interview requests to the appropriate person(s).

Social Media Policies

Social media is rapidly evolving and having a larger influence on the real estate industry. With great power comes great responsibility. Therefore, associations need to be sure its volunteer leaders and staff use social media responsibly, particularly when representing the association.

Social media refers to all forms of social media, social networking sites, and internet postings. As an employee or volunteer and representative of MAR, you are expected to demonstrate best practices and appropriate etiquette on social media, including but not limited to the following rules of conduct:

1. Be Kind and Courteous: We're all in this together to create a welcoming environment. Treat everyone with respect. Healthy debates are natural, but kindness is required. Post professionally and respectfully, even when encountering difference of opinion.
2. No Promotions or Spam: Self-promotion, spam and irrelevant links are not allowed on MAR pages. Property listings or buyer needs should be posted on personal pages.
3. Respect Everyone's Privacy: Do not share information personally identifying or confidential to an employee or member. Do not share the association's confidential, sensitive, financial, or proprietary information, including the content of board or committee discussions.
4. Adhere to NAR's Code of Ethics & Standards of Practice, including but not limited to:
    a. Standard of Practice 10-3
        i. REALTORS® shall not print, display, or circulate any statement or advertisement with respect to selling or renting of a property that indicates any preference, limitations or discrimination based on race, color, religion, sex, handicap, familial status, national origin, sexual orientation, or gender identity. (Adopted 1/94, Renumbered 1/05 and 1/06, Amended 1/14)
    b. Standard of Practice 10-5
        i. REALTORS® must not use harassing speech, hate speech, epithets, or slurs based on race, color, religion, sex, handicap, familial status, national origin, sexual orientation, or gender identity. (Adopted and Effective 11/2020)
5. Follow the Law: Do not post content that violates trademark, copyright, publicity rights, antitrust, intellectual property and Fair Housing laws.
    a. Title VIII of the Fair Housing Act prohibits the use of advertising that indicates a preference for or against prospective buyers or tenants of a particular race, religion, sex, color, national origin, handicap, or familial status.
6. MAR's Right to Remove Inappropriate Content: MAR reserves the right to remove comments that are considered inappropriate, off-topic, or abusive; are being used to promote and solicit for third-party sites, initiatives or products, violate NAR's Code of Ethics & Standards of Practice or Fair Housing; or otherwise violate MAR's guidelines.
7. MAR Liability Disclaimer: MAR does not represent/endorse the accuracy of information displayed on its pages by any other person/entity. MAR disclaims liability for any damages or losses, direct or indirect, that may result from use of or reliance on information on its pages.

If any Director is found to be acting in ways inconsistent with the social media policy as determined by the Executive Committee and CEO, the association may require Directors to remove, correct, or revise online postings that are found in violation of the policies.

A violation of the applicable social media policy might be cause for removing a Director from his/her position, as determined by the Executive Committee on behalf of the Board.
See below a few examples:

- Example post: "MAR believes that Realtors should… and its Board has approved that we take…. action."
- Or, "As a MAR Board member I am glad we are discussing lock box violations…"

These statements are not permitted per our policy unless you are the President or CEO, as it is speaking as a representative of the entire organization about the beliefs of the org and about an action taken by the Board or topic of discussion in the closed Board meeting. All of those characteristics would put these posts out of compliance.

We do encourage our volunteers to share information on social media related to the mission, policy positions, advocacy efforts and other MAR news because this information is intended for the public.
Example post: "MAR's Diversity Committee is hosting a panel discussion tomorrow; I hope you'll join me there…"

This promotes the work and news of an event, and that news is intended for the public, so it is within the policy.

Harassment Policies

We are committed to providing an environment where MAR employees and volunteers are treated with dignity, decency, and respect. In keeping with this policy, we will not tolerate bullying, harassment, offensive behaviors, or retaliation (hereinafter, "harassment," unless otherwise noted). This policy extends to harassment involving others such as vendors, suppliers, consultants, or members. Conduct prohibited by this policy is unacceptable at MAR and in any MAR-related setting outside of the MAR office building, such as during business trips, business meetings and events, or where there is an impact to MAR members or staff.

What is Harassment?

Harassment is hostile or offensive physical conduct, verbal comments, or written comments including, but not limited to, electronic communications, such as online posts or text messaging if that conduct:

- Has the purpose or effect of creating an intimidating, hostile or offensive environment.
- Unreasonably interferes with an individual's work performance, volunteer role or related opportunities; or
- Otherwise affects the terms and conditions of employment or volunteer engagement.

Harassment because of the individual's race, color, religion, sex (including sexual orientation and gender identity), pregnancy, citizenship, national origin, age, disability, military service, veteran status, genetic information, union membership, creed, marital status, familial status, status with regards to public assistance, or membership in a local human rights commission.

Definition of Sexual Harassment

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, sexually motivated physical contact, comments (verbal or written), or physical conduct of a sexual nature when:

- Submission to the conduct is made either explicitly or implicitly on a term or condition of an individual's employment or volunteer engagement; or

- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions or volunteer engagement affecting that individual; or
- The conduct has the purpose or effect of unreasonably interfering with an individual's work performance or volunteer engagement; or
- The conduct has the purpose or effect of creating an intimidating, hostile or offensive working environment or volunteer experience.

Sexual harassment may involve individuals of the same or different gender.

Reporting Procedure

You are responsible for, and have an obligation to, report harassing or inappropriate behavior, whether it is directed at you or is something you saw or heard that was directed at someone else. Any MAR staff member or volunteer who learns of or observes harassing or inappropriate behavior, or receives a complaint about this kind of behavior, must immediately report the behavior or complaint to the CEO or Board President.

If you *experience* harassment at MAR, whether by employees or volunteers, take the following steps:

- Take immediate action rather than ignoring the problem and waiting for it to go away.
- Tell the offending person, if you feel comfortable doing so, that his or her actions or comments are unwelcome, that the behavior is offensive, and it must stop immediately.
- Report the incident as soon as possible to the CEO or Board President; and
- Remember that we will not tolerate any retaliation against you for reporting concerns about harassing behavior or conduct.

If you *witness* harassment, take the following steps:

- Take the incident(s) seriously.
- Refuse to condone or participate in the behavior.
- Encourage the victim to speak with the CEO or Board President; and
- Express suspicions or concerns to the CEO or Board President so that we can be alerted to any possibly harassing situations.

If you *engage in harassing behavior or have been accused of engaging in harassing* or inappropriate behavior, take the following steps:

- Stop the behavior immediately.
- Listen to the person complaining about the behavior; and
- Learn from the experience and do not repeat it.

You are protected from retaliation for making a complaint or exercising other rights protected by law.

Whistleblower Policy

We strive to create an ethical and open work environment, to ensure we have a governance and accountability structure that supports our mission, and to encourage and enable you to raise legitimate concerns about the occurrence of illegal or unethical actions within our company. Examples of illegal, unethical, or dishonest activities include, but are not limited to:

- Violations of federal, state or local laws
- Activities that potentially violate healthcare reform laws
- Theft or inappropriate removal or possession of property
- Unethical, immoral, or criminal conduct in or outside of the workplace
- Falsification of timekeeping records

- Violation of OSHA or other regulatory standards
- Sexual or other unlawful or unwelcome harassment
- Unauthorized disclosure of business "secrets" or confidential information

If you have knowledge of or a concern about actual or potential illegal, dishonest, or fraudulent activity, contact the Chief Administrative Officer (CAO). You must exercise sound judgment to avoid baseless allegations. You are not responsible for formally investigating the activity or determining fault or corrective measures. The CAO will investigate your concerns and determine the proper course of corrective action. If CAO is the subject of the whistleblower complaint, the CEO will become responsible. If the executive team is the subject of the complaint, the volunteer should contact the Board President who will hold this complaint in confidence and secure the appropriate outside assistance.

Insofar as possible, we will try to maintain your confidentiality. However, your identity may have to be disclosed to conduct a thorough investigation, to comply with the law and to provide accused individuals their legal rights of defense. We will not retaliate, nor permit retaliation against anyone who brings forward a legitimate concern under this policy. If you believe you are being retaliated against, contact the CAO immediately. Protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

If you intentionally or recklessly file a false or baseless report of wrongdoing, you will be subject to discipline up to and including suspension or removal from your leadership role.

Conflict of Interest and Ownership Disclosure Policy

1. When MAR, RMLS, MNAR or NAR (REALTOR® organization) 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 the REALTOR® organization 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 the REALTOR® organization, 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.

A member of any of the REALTOR® organization'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 the REALTOR® organization 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 the REALTOR® organization's representative; or
3. Holds an ownership interest of more than one percent of the business.

Members with a conflict of interest must 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.

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*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.

Board Member Code of Conduct Agreement

As a member of a MAR Board of Directors, I agree to the below Code of Conduct and understand that violations of the Code may result in sanctions including my removal from the Board and may be used as the basis for not appointing me to future leadership positions at MAR. I will:

1. Actively attend and participate at meetings, adhering to the attendance requirement to miss no more than two consecutive meetings annually, or to receive an excused absence from the Chair.
2. Adhere to the social media policy outlined on pg. 8 of the MAR Leadership Guide
3. Adhere to the harassment policy outlined on pgs. 9-10 of the MAR Leadership Guide
4. Adhere to the Conflict of Interest policy outlined on pgs. 6 & 11of the MAR Leadership Guide
5. Adhere to the Whistle Blower policy outlined on pg. 10-11 of the MAR Leadership Guide
6. Respect and support the decisions of the Board and the committees you represent.
7. Understand that discussions regarding the business of the Board are confidential and shall not be discussed with anyone outside the members of the Board unless expressly stated that the Board wants that information shared with membership.
8. Keep informed of developments relevant to issues, prepare for meetings, review meeting minutes and comment on strategic reports.
9. Work to learn more about your role on the MAR Board of Directors, inquire when needed, seek clarification to better understand your leadership position.
10. Encourage members to participate in all Minneapolis Area REALTORS® activities and participate in actively recruiting applicants to the committees.
11. Support advocacy efforts.

I WILL NOT:

- Promise prior to a meeting how I will vote on an issue in the meeting.
- Disparage fellow volunteers or MAR staff, even when in disagreement on an issue.
- Disregard the authority of the decisions of the Board and management team.
- Constrain or disrupt staff responsibilities or the authority granted the CEO for day-to-today operations.
- Use the Association for personal, brokerage or company affiliations' advantage.

Please follow the link to confirm you've reviewed and agree to abide by MAR's Board Member Code of Conduct and related Leadership Guide.