

In early 2022, a Governance Presidential Advisory Group (PAG) was created and charged with examining ways to streamline current processes thus leading to a more efficient and transparent operations of the Association. The PAG examined the current Bylaws and determined that changes are necessary to ensure a new system of governance that will move and sustain the Association forward. The recommended changes are meant to reflect today's business realities including:

- Focus on Clarity
- Transparency
- Nimbleness
- Knowledge Based Decision Making
- Engagement
- Accountability
- Efficiency

Below is a synopsis of the proposed WAAR Bylaw changes as recommended by the PAG and approved by the Board of Directors:

- Corrected grammatical errors such as capitalization of "Association", Board of Directors, Officers and Directors and other specific titles.
- Deleted all types/categories of membership not used in the past 30+ years.
- Moved all internal operating procedures to the "Policies and Procedures Handbook" (such as member "status changes", billing processes, dues refunds and annual Broker Certifications)
- Removed the mandate that the BOD approve all member resignations
- Clarified the impact to all REALTORS of a firm when a Designated REALTOR is suspended or expelled from the Association.
- Gave BOD flexibility of annual dues deadline (removed in advance of November).
- Changed authorization of "Extraordinary Expenditures from "aggregating \$10,000 or more over total budgeted expenditures or cash on hand" to greater than 15% of the net total budgeted expenditures.
- Changed the structure of the Board of Directors as follow:
  1. Removed the Vice President and Secretary positions.
  2. Made the Treasurer position a two-year term

3. Increased Director positions from two to four. Two positions will have two-year terms and two will have a one-year term + the WMLS President will continue to serve on WAAR BOD as a director (one-year term).

3. Changed the reference of a “Chief Executive Officer to a “Chief Staff Executive” who will be the “recording secretary” for the BOD but will not be an officer of the Corporation or a voting member of the BOD.

- Removed the requirement that elections must happen in October. This gives more flexibility for nominations, elections and installation of the BOD members.
- Revised the process for how additional candidates may be placed in nomination for BOD election if they do not make formal application to the Nominating Committee. Changed the requirement that additional candidates must obtain nomination from (3) REALTOR members eligible to vote to 15% of the members eligible to vote.
- Eliminated the “Election Committee” and tasked the Immediate Past President and the Chief Staff Executive: with certifying election results.
- Retitled “Annual Meeting” to “Membership Meetings and noted that a minimum of one meeting per fiscal year must be conducted. Removed the requirement that the Installation of BOD members will be conducted at the “Annual Meeting or renamed Membership Meeting”.
- Election of BOD will be held at an annual electronic “Election Meeting”. Both electronic votes and absentee votes will be accepted.
- Changed the quorum needed for members to conduct business/vote from 1/3 of the members eligible to vote to 15% of those members eligible to vote.
- Clarified the ability for the BOD, Committees and Members to conduct business electronically.
- Named the following “Standing Committees” - NOTE: the President can annually appoint additional special committees as needed to accomplish the strategic plan.
  - Finance (Includes Budget and Investments)
  - Nominating (Includes Nominating and Elections)
  - Professional Standards (Includes PS & Grievance)
  - Public Policy
- Changed structure of Nominating Committee and Finance Committee to include more “At-large” members (2 each).