

**BOARD OF DIRECTORS MINUTES  
WEDNESDAY, JANUARY 28, 2026  
RESIDENTIAL REAL ESTATE COUNCIL  
BOARD OF DIRECTORS MEETING**

**MINUTES**

**Chairperson:** Teresa Pitt, CRS

**CEO:** Jeff Hornberger, CAE

Following are the minutes of the Residential Real Estate Council Board of Directors Meeting on Wednesday, January 28, 2026 in Chicago, IL.

**CALL TO ORDER:**

The meeting was called to order at 1:01 p.m. by the Chair, Teresa Pitt, CRS. The chair welcomed the Board to the meeting and reminded the board to read the Council's mission statement, purpose, disclosure statement and confidentiality agreement.

**APPROVAL OF AGENDA:**

The agenda of the meeting was approved by consensus.

**APPROVAL OF MINUTES:**

The minutes of the Board of Directors meeting held on Friday, November 14, 2025, at the Hyatt Regency Downtown Houston and were approved by consensus.

**DISCUSSIONS:**

Board Survey Results Discussion - The survey asked members how well statements described the Board, with room for anonymous comments. The survey timing will shift earlier (Sept/Oct), so results can be reviewed by the current board, not the incoming one.

Board Norms & Governance Culture - A portion of the meeting focused on cultural and procedural board norms, and the need for clearer expectations and consistency in board operations.

- Norms discussed included:
  - Courtesy and respectful dialogue
  - Avoiding interruptions and side conversations (including Zoom chats)
  - Agreeing to disagree professionally
  - Confidentiality and risk awareness
  - Adequate preparation time (meeting packets ideally 7 days in advance)

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The Board directed staff to create an “Agreement to Serve” document for board and leadership roles. This agreement would outline expectations, conduct, and leadership responsibilities. Some norms (like confidentiality and professionalism) may be embedded here, while others (closed meetings) require separate board policy decisions.

Policy Manual Review – The proposed policy manual changes were presented, and most changes were non-contentious and administrative.

**Action Motion:**

It was **MOVED, SECONDED, and CARRIED** to accept all non-contentious changes to the policy manual as written.

Staff were directed to further study Policy 104 and Policy 213 (membership discipline and related governance concerns).

Membership Discipline & Due Process - Discussion surfaced around whether the Council has adequate mechanisms to address “bad actor” members who disparage the organization.

- Board members emphasized:
  - Discipline must align with the due process and the Realtor arbitration manual.
  - Leadership agreements may allow quicker removal from volunteer roles, but general membership expulsion is more complex.
- Suggestion made to map a full “workflow” for suspension/expulsion to identify gaps and risks.

Finance Committee Leadership Structure - A concern was raised that the First Vice President becomes Finance Chair without prior committee experience. The role is codified in the bylaws 5.2.3. The board felt that staff should explore solutions to better onboarding, including:

- Automatically adding newly elected First Vice Presidents to Finance Committee earlier for onboarding (ex, Spring of year before service).
- Reviewing insurance and liability implications before expanding access to sensitive information.

**Action Motion:**

It was **MOVED, SECONDED and CARRIED** to direct staff to evaluate how to prepare the incoming Finance Committee Chair prior to serving their term.

Staff will make recommendations at the next scheduled Board meeting.

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**TASK FORCE UPDATES:**

An update was given on the task forces.

- Sell-a-bration Task Force – Registrations are strong, and board members are encouraged to promote the event via short videos. Staff will send board members a schedule and expectations.
- Partnership Task Force – The group is exploring strategic partnership ideas, focusing on partnerships that support strategy.
- Strategic Planning Task Force – The group will recommend a strategic planning format and recommend a facilitator.

**STRATEGIC PLANNING KICKOFF:**

A strategic planning presentation was given to the board on strategy.

**ADJOURNMENT:**

The meeting was officially adjourned at 4:30PM CT

**RESIDENTIAL REAL ESTATE COUNCIL  
2026 BOARD OF DIRECTORS ATTENDANCE**

<b>Name</b>	<b>JANUARY 28</b>
Teresa Pitt, CRS	Present
Debra Beagle, CRS	Present
Addie Owens, CRS	Present
Vivian Macias, CRS	Present
Lindsey Culver, CRS	Present
Julie Erickson, CRS	Present
Ingrid Prather, CRS	Present
Alison Wisnom, CRS	Present
Laurence Birch	Present

**RESIDENTIAL REAL ESTATE COUNCIL  
2026 STAFF PRESENT**

Alexandra Campbell, Vice President of Professional Development  
Jeff Hornberger, Chief Executive Officer  
Colleen McMahon, Chief Member & Volunteer Services Officer  
Patricia Stodolny, Executive Assistant