

# Issues Survey of AEs 2012

## Results Overview



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 Responses: Completes  
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7. What major changes do you see in the next few years in your Association?	
#	Response
1	Generational change in leadership and RE firm ownership.
2	The beginnings of our next growth cycle as the market continues to strengthen.
3	all the talks of consolidation
4	Not sure.
5	We must adapt or we will continue to shrink in size. We are one of 3 local associations in the rural, Delmarva Peninsula of MD. We are bordered on each side by Delaware and VA which are also rural. We have 5 MLS's on the Delmarva Peninsular and 7 local associations and 2 state associations. It is overburdening as members who see their market area increasing and having to join multiple associations. However, we can not get any of the MLS's to consider data sharing or consolidation of services. We keep believing we will outlast it.
6	Statewide MLS, merger of local associations, decrease volunteer participation, membership loss.
7	more scrutiny from members/leaders about budgeting and oversight into financial details that never happened in the past; less autonomy as an AE due to the stress the volunteers are under in their careers; less courtesy in the business & more professional standards complaints from members and consumers
8	More 1 or 2 man shops opening up Large Offices getting smaller Retirements of Boomers Association getting younger Unification of the Profession Loss of membership thus staff Improvement of the Commercial/Residential Boards relations especially for political clout MLS will increase its Primary Service Area
9	An effort to improve the Realtor/Association brand and show the consumer the importance of a realtor in a real estate transaction.
10	If we can get through hurdles, regionalization of MLS.
11	Smaller numbers but we are still extremely financially stable. Other smaller local Associations may want to work in with us. I am seeing an increase in membership involvement. They members are a little miffed about issues such as a State and National dues increase as well as national and local political issues affecting their industry. In a way, they are getting back to more communicating face-to-face in addition to utilizing today's technology. We are bringing back our Broker Manager Roundtables.
12	Increased reliance on non dues income Elimination of non core products, services & programs
13	More cooperation between associations.
14	Less volunteer participation, veteran REALTORS retiring from the business (such a loss of knowledge, experience, mentoring, volunteering)
15	membership decline
16	Regionalization of our MLS.
17	*EVERYTHING will change! *New staff skills *How to have enough staff to provide the CUSTOM services each member needs *new deliveries of target education *find a way to change the agent attitude of seeking ways to get around the rules and just live by them.
18	Hopefully that we purchase our own building...one large enough so that we can house our MLS meetings and host large education classes and other meetings and events. I see our younger members emerging, and getting involved. As our market rebounds, I see the need for hiring more staff, as at this time, this association gets A LOT for their money out of the staff they employ. We really try to do all that we can to keep costs down...and do everything ourselves as much as we can. But, there does come a time when even I, who has been staying until 7:00 at night 3-4 nights a week...can only do that for so long. We will be transitioning to RAMCO this spring...and we welcome the opportunity to have more of our workload programmed, and the ability for our members to pay their dues on-line will be wonderful. I see this association getting more involved in the city/county planning...and government/civic affairs. And truly having a voice. And, I see a very positive image in the community being created by the public being made aware of all that this association IS giving back to the community...and that it is making the community aware of in regards to real property rights.
19	We are going to have to grow out of our long established charter. We will either expand geographically or in the groups we serve. We will struggle to establish cooperative services with our state association. Our governance will continue to evolve to be more fluid and responsive.
20	Possibly staff reduction due to continued drop in membership. Possible exploration of MLS consolidation.
21	Possibly merging with other boards
22	We have very few young agents coming in, but that will start to change shortly as the market turns and the younger generation uses the technology to their advantage.

23	Smaller board of directors. Fewer committees. Increased focus on core services and recognition that we can't be all things to all people. More staff hands-on work due to reduced volunteer involvement. More community outreach and involvement.
24	Potential migration to a dues-only revenue model, and possible relocation of office to more convenient, central site.
25	Lower membership, loss of income, increased professional standards complaints due to poor market conditions and a sense of desperation.
26	The viability of our MLS. Our MLS is involved in a datashare with most of the MLS's in the state. Could this lead to a statewide MLS instead of a datashare?
27	Keeping the association relevant. Once this economy hits the agent's pocketbook, they start to look for things they can do without. It is more important than ever that Assoc's keep providing services that the agents NEED to do business.
28	Probably go through a merger with one or two Boards. Possibly a loss of my job or my assistants job.
29	merging of Boards members growing older lack of young members entering the Profession
30	Our strategic plan calls for a major technology upgrade (which we have already began). I see us doing fewer of the traditional programs (American Home Week, Scholarship golf tournament, etc.) and more education that will be not only live, but webinars and pre-recorded offerings that members can come in and take at their leisure or possibly take at home.
31	hopefully not MAJOR changes - don't know how much more our associations can cope with.
32	Replacement of retiring AE
33	The aging and approaching retirement of a great number of members without nearly as many younger/new members to take their place.
34	Endless governmental regulation and control
35	Continued drop in membership will require raising dues or dropping services. With current attitude, that latter is probably more likely to happen.
36	The emergence of younger, tech saavy REALTORS as top producers and office owners. Increased competition from non-traditional firms OUTSIDE the REALTOR family.
37	The retirement of the "old guard" members and younger agents coming into the business with a different attitude and method of conducting selling real estate.
38	learning to continue to provide all the services on a lower budget. members who want it all but won't pay another \$5 a month (even though they drink \$10 worth of Starbucks coffee every day). Members frustrated because they aren't doing as well. loss of membership dues with more part-time members needing full time employment.
39	Shifting to much more advocacy, less education and fewer events.
40	We have cut expenses by more than 40% and have had to use reserves two years running. We are one of the larger boards and we provide quality, personalized service, but something has to give. We lost at least 10% of our membership solely because NAR raised dues this year...\$40 broke the camel's back, not the reason for the hike as much as the hike itself. We lost another 10% due to the economy. This is after an 18% drop last year.
41	Loss of membership, has already started.
42	Increased usage of social media. Possible decrease of members due to attrition.
43	a consolidation to emphasize core services
44	Review and modifications to our structure. Streamlining everything from education to staff sizes
45	Increasing dues and fees unless mergers occur or surrounding associations dissolve. Membership resistance to any changes in MLS,KeyBoxes or membership database changes.
46	Less Association social programs and more focus on techology needs of the members. Pressure to reduce dues and fees.
47	More opportunities for internal and community relationship building.
48	it is imprudent to believe that the average member will continue to pay dues for the Code of Ethics and government affairs a growing phenomena in this area is brokers forming dual companies, one a member, one is not. Below see excerpt from recent recruiting material. Are you tired of paying Realtor dues?? Are you happy with the fees associated with your transactions? If you are ready to leverage your earnings to your favor and do away with Realtor dues, then consider the affiliation options at Gallery of Homes Realtors & Gallery of Homes Real Estate, LLC. We are a privately owned Real Estate Agency that is thriving with activity. When you affiliate with Gallery of Homes, you have the option of joining the Realtors Association or not.
49	Budget restrains just to keep the office open during normal business hours.
50	Not many but I hope they return to being more involved at the state and national level.
51	As revenue streams change, the focus will change, where to all depends on where new streams develop
52	Struggles to stay relevant to the local member and not all State Assn orientated. The State has become more aggressive in their promotion efforts to local members.
53	Younger members, more technology oriented members

54	Decreased participation on both the member and leadership level. More difficulties communicating with the membership. More merging of MLS's either statewide or regionally.
55	I would like to merge with neighboring Boards and create a regional Association with much higher dues to refine the membership and drive it towards the "professional" practitioner and away from the part-time "weekend warrior". The lack of professionalism and ethics in our industry will be our downfall.
56	We plan to switch annual billing from December to July (as both focus groups and surveys supported such a change in 2011) this summer. At the same time we'll drop quarterly payments, which will save staff time. We plan to drop MLS fees by 50% next year, and shift the \$\$ amounts to several new line items. For instance, (these numbers are not correct but I'll list for example purposes only: Dues \$175 MLS \$249 The Answer Desk \$99 DocuSign \$19.99 Mortgage and Taxes \$140 Ethics Enforcement \$6 CE Pass \$39.50 KeySafe Access Fee \$12 Political Edge \$99 REALTOR Image \$20 Web Portal \$24 Community Building \$55 Legal Reserve \$10
57	more programs going away with newer younger programs in its place. Starting a YPN group and more member/community based gatherings.
58	We will continue to face change, and our older established members will be retiring, and we need to increase the involvement of our younger members.
59	Possible change in MLS provider. Maybe moving into buying services from a much larger regional MLS since right now our members are paying double to 2 different MLS and this could save them money.
60	More sharing of resources with other related organizations (and not just with other Realtor associations.)
61	Keeping membership stable. I'd like to enhance/increase our Board's involvement beyond our own noses.
62	becoming more automated in member services, teaching them how to help themselves, promote their understanding of just how valuable their data is but only in useable formats, becoming the service association that the members need and want....
63	Hopefully, link our commercial practitioners into a functioning, GROWING CIE
64	Loss of members, MLS merger
65	Fewer quality volunteer members.
66	MLS data sharing;loss of membershi due to the aging REALTOR populations and less younger applicants
67	More asked of staff and fewer volunteers
68	continued progresion in on line education; a remaining demand for actual classroom as well but reduced; less volunteer time
69	New faces. Association will need to offer more services, - with less revenue.
70	Increasing member value and provide more products and services through sharing and collaboration.
71	More demands on our time and less staff to get it all done. Fewer agents with the time and willingness to volunteer.
72	Continued attrition. Trying to maintain membership levels in really tough economic conditions.
73	lay off of staff and they seem to want to take the avenue of outsourcing
74	More willingness to embrace change, try new things, let go of the old.
75	Smaller membership Less events and focus more on programs that help the agents - contract training, better CE, focus groups, finding out what our members want and implementing those programs/changes. Our "Branding" is being worked on now to focus on how to bring more value from the Association to the Member.
76	A more regional approach.
77	Continued membership decline for 2013 then hopefully stabilization. Refocus on advocacy and moving to a Legislative focused meeting in the state capitol city for Feb instead of the traditional resort Inaugural meeting.
78	Fewer members earning fewer dollars....more technology making the sharp agents sharper and the slower ones extinct
79	-Demand for decreases in fees, yet more benefits & better service -Pressure from staff for better pay & benefits -Data sharing efforts with surrounding MLSs, possible MLS regionalization
80	A more technologically proficient membership that will change the service equation, the kinds of services and their delivery, requiring a different staff skill set from today.
81	I am afraid that we will still be losing members over the next few years until the market turns around. We have very few full time agents at this point.
82	Technology, virtual meetings, mobile offices
83	More dependence on volunteers to maintain current level of service...do more with less staff in a declining membership. New and better ways of communication.
84	Smaller more efficient. Educate our leadership to consider merger and leave our egos at the front door during strategic planning. Forget the way we used to do things, be ahead of change. Learn to adapt, improvise and overcome!
85	we'll probably invest in the new blue tooth lockboxes in the next two years. We'll reach out to some of the smaller surrounding boards to offer enhanced MLS services. Otherwise we are financially very healthy, and my leadership is comfortably forward-looking,

	so i think we will thrive in the near and long term.
86	My plans are to strengthen the Association, get more of our members involved on the state level, help them see the benefits of the association as a group and the power we hold together.
87	For the Association - becoming less dependent on dues dollars.
88	We will continue to grow geographically as smaller associations around us are no longer able to survive. We will also continue to be asked to do more with less.
89	1. Continued streamlining to focus on core competencies 2. Doing more with less 3. Boards growing in their strategic role and holding staff accountable, rather than dictating what work to do and how to do it. 4. Increasing member touches, big broker relations and hammering home value proposition (rooted in our core competencies) in every way we can.
90	Due to possible lower MLS revenue and membership, staff and leadership will be challenged to create value, while costs of goods and services to the Assoc. are rising.
91	1)Mergers. 2)Regionalization of MLS and other services. 3)More partnerships with other local, like-minded organizations like HBA, inclusive of sharing facilities and staff, etc. 4)Outsourcing. 5)Down-sizing. 6)Playing a more active role within the community via charitable organizations, and political arenas. 7)A stronger effort at interfacing with the public.
92	Smaller staff, less office hours, more work for staff, more volunteers needed and services cut to the bone.
93	MLS merger
94	Dealing with fewer members and creating value for their dues \$. They want tangible support, something they could get elsewhere, but don't need to because their trade association provides it for them. We have done a good job showing them the value of RPAC Nationally, Statewide, and locally, but they want more than political clout, they want education, interesting and informative meetings, and the ability to promote themselves to the public.
95	More emphasis on international and green.
96	Being the source for quality education. Too much competition. Continuing to collect dues for the 3-way - we are really getting beat up from the total amount - could use some help from State and National Keeping up with Technology Membership Management systems - RAMCO isn't ready, Rapattoni has slowed down in development and Avectra doesn't know the REALTOR world - what a mess
97	1) Declining membership 2) Continued competition from NAR & State Associations who are reaching out directly to members with services 3) More consolidations of r.e. companies 4) More 'freedom' shops and the effect of this phenomenon on the business and assn.
98	An aging membership - many will achieve "honorary status" and no longer pay dues. We will need to learn to not be so financially reliant upon our MLS which is our wholly owned for profit subsidiary.
99	This little association of less than 50 will probably not exist in 5 years.
100	Financial pressure on local associations is causing major stress at that level and calling into question the traditional 3-way separation. Many locals are just not able to offer the level of services that members demand based on traditional dues structures and/or the elimination of MLS revenue caused by regionalization. This pressure will greatly impact how we operate and the services we provide.
101	determining a new model for running an association
102	Decrease in membership, specificall non-performing members; focus on core services that members need to be successful and professional, not what the Association wants to create non dues revenue; increased demand for more FREE services/programs
103	While not major, we are seeing a modest increase in membership. As far as major changes, I just don't know....
104	The biggest thing, as I stated previously, is getting out of the mindset of doing something just because we always have. I see us adjusting our thinking from "this is our jurisdiction" to "the sky's the limit". Tradition is a good thing and gives you an amazing foundation to stand on, but if Associations don't start thinking outside the box, the foundation won't be worth much. We are looking at ways to provide services in niche areas rather than broad spectrum and shifting our thinking from just providing services to our members to funtioning a little less like a non-profit and more like a business and developing services we can sell to Associations and REALTORS on a broad scale.
105	Growing diversity of members. Broadened deliverly of professional development. Professional Standards and license law vigilance. Struggle to train and maintain volunteers and quality ethical leadership.
106	Decreased membership. Continued strains on budget and staffing. Need to streamline services and governance. Continued search for merger partners or new regional relationships.
107	Several seasoned offices closing due to their resistance to do business in a non face to face way.
108	Culling of some long-held member services that don't serve entire membership or provide lasting value.
109	More stress on staff benefits; more outsourcing of tasks and programs; fewer members; more legal threats
110	Less membership and its subsequent effects on services provided.
111	Budget constraints - how to remain relevant, how to provide services with less staff
112	Shrinkage of membership and the budget concerns that go with that as well as an increase in need for services for members

113	Greater emphasis on information needs of commercial sector, those members' roles in moving industry/association through market recovery in next few years
114	Fewer volunteers.
115	I don't see a "major change" in the Association in the next few years. We have defined who we are and what we do. We plan to stick with that.
116	More discount programs to increase value in the Association to members. Increased number of affiliates to offset the lack of members in an effort to keep dues stable.
117	Share services or being absorbed by a larger association; just like any other business consolidation.
118	More free education classes on any member benefits we can provide them. Showing them membership values front and center.
119	Trying to move ahead into the 21st Century. Some members are afraid of technology or don't want to take the time to learn but to do business now we need to progress further into it. As an AE I could be a support system for that.
120	Doing more with less staff and cutting back on more expenses.
121	Opportunity for expanding association management services to other REALTOR associations and to associations in other industries.
122	Fewer REALTORS in the business.
123	more emphasis on data mining of information that provides the Association with political district demographics to help determine electibility of candidates; data to better determine market trends and conditions; homebuyer/seller expectations.
124	Possibility of a merger.
125	Possible merger
126	More agents going off on their own as a boutique brokerage, plus the large firms getting bigger.
127	A focus on developing a new local economy in partnership with local leaders from other segments of the community. A restructuring of the organization to allow for tomorrow's leader to participate in the time frame they choose.
128	I expect to see a merge in the next few years.
129	We will probably cut staff and expenses, which is going to make it more difficult to offer support to members, but we have to look closely at where the market is heading.
130	Brokers depending on associatiozns to train agents on economic conditions.
131	Continued attrition More professionalism More tech savvy Members More demand for services that the consumer already is using
132	1. pressure to reduce the budget that would result in staff cuts and the ability to provide the needed services to members. 2. The need to develop more sources of non-dues revenue.
133	cut backs
134	doing more with less - less money and less staff with fewer and fewer members. working hard on finding and generating meaningful non-dues revenue to replace the loss of dues revenue due to declining membership
135	Hopefully, an improved mind set from the membership as things DO stabilize....not so much frustration and angst. I believe we will head back and have seen the bottom, so things will improve.
136	Providing services with out having income as in previous years.
137	Our MLS will definitely join some type of regional MLS.
138	Priamrily a more virtual one providing serves tot he member no matter where they are and what method they connect with.
139	Those not tech/internet savvy will be more and more challenged to succeed in the brokerage business.
140	A passing of the 'old guard' members of the association, with no one to 'pass the baton' to.
141	The possibility of losing our MLS and associated revenues.
142	Use of changing technology in communicating with members (and public) - social media, texting, tweeting, U tube, the list goes on and will certainly be ever changing. More focus on core services on the state level - government advocacy and legal services. Fiscal challenges - more demands with less financial resources. Changes in membership demographics with related changes in meeting differing demands and expectations. Increasing difficulty in finding volunteers to participate.
143	We will have to communicated even better how we are protecting our industry under the economic and political pressure we will continue to face.
144	Nothing major. More diversity in leadership.
145	I don't know
146	Loss of membership is the biggest; more LFRO's as REALTORS find full time employment;
147	The MLS may not play the same role in the future. The Association may not have as many functions that are volunteer-driven. Newer and younger members may want less services.

148	down sizing
149	Just a decrease in membership, but not by much.
150	Continued loss of effective volunteers and leaders. Associations will need to change their business model to adapt to loss of volunteer manpower and the need for more output.
151	I can tell you for the first time we have had to rely on reserves to meet our budget. In all my 30 years this has never happened. We have already started reducing staff hours and expect if the market does not change we will be doing that again. These are dire times and we all need to keep our costs down to keep our members. Without them, there is no us!
152	More focus on the Brokers and implementing programs, products and services they want, not necessarily what we think they want or what comes from the State or National Association. More "hands on" in developing relationships with legislators to help protect the industry. More flexibility with hours (we open some Saturdays now but are considering staying open late one or two nights per week to accommodate those with other jobs).
153	Continued shift of associations aiding and monitoring regulatory reform and enforcement of real estate on local, state and federal levels.
154	Membership will drop before it gets better.
155	I'll be retiring, that will be the biggest change they have had in 25 years. Seriously, keeping up with technology is still our biggest challenge and any changes to what we do and how we do it will have to revolve around that.
156	Major technological changes to adopt modern IT standards and changing buyer/seller expectations, training initiatives to help REALTORS better understand how to handle non-standard sale types, promoting efficiency to allow REALTORS and boards to do more with less.
157	Purchase of a Building (Business Condos) which will help the Association financially. Hopefully, the reserves can be replenished quickly to be able to provide more services and reduce dues for the membership.
158	We continue to downsize in order to keep the best employees paid and rewarded appropriately, however, the added pressure for higher expectations is taking a toll. I do see this association making good choices about services and programs, letting go of those that do not put money in the pockets of our members.
159	nothing big, more benefits to our members
160	Consolidation of employee jobs to allow funds for technology.
161	Downsizing. Selling building and renting. Maybe taking our MLS back from the Regional.
162	decrease in volunteers and MLS merges or regionalization.
163	I see members leaving and becoming 'non-Realtor' offices. We had several do that this year and I am afraid it will be a trend here in our state. This will cause smaller local boards to dissolve. Perhaps local boards will become a thing of the past and the three board agreement will become a two board agreement. State and National
164	An effort to continue to bring high quality and affordable education to the members. Expand our communications with the members, continuing the monthly on line newsletter and reaching out more through office/broker visits.
165	I believe Realtor Boards that do not own an MLS will be seeking means to stay relevant to realtors. I also think there will be a wave of board consolidations as smaller boards will be harder pressed to take member dues to its maximum potential for their members.
166	possible reduction in staff hours
167	The struggle to remain relevant when so many large brokerages want to bypass the local boards,
168	Tighter budgets, slightly reduced membership, struggle for quality leadership, bigger struggle for member involvement in association programs.
169	For us there is a direct link to our membership numbers and our CIE that we have created. Brokers have been looking for an alternative to CoStar and we feel e-PD and our platform has given them an option. It has been a direct link to why our membership has not tanked. Commercial brokers do not feel the Association supports them. The CIE has given larger firms a way to effect their bottom line and smaller firms the ability to play on the same field with the big by using the information we provide.
170	NAR has a serious PR problem and members perceive less value in being a REALTOR. Attempting to put a positive spin on such things as RPR and the completely inept way in which the \$40 dues increase was implemented are big challenges as we try to recruit new members and retain current members. Please don't misunderstand my message. I get it regarding NAR's stepping up advocacy activities. Additionally, NAR leaders seem to be pushing and rolling out programs and initiatives before they are ready. This strategy is a PR nightmare and chips away at the credibility of NAR leaders. Again, hard for a local AE to defend. Consider RAMCO. My leadership is running out of patience. We've attended demos and heard predictions for when it will be up and running. Beta testing live makes us wonder how long this is going to continue. Again attempting to roll out RAMCO before it is ready is of great concern to us and another PR problem for NAR.
171	The struggle for locals survive. Many have no MLS, and with rising costs and lower revenue from non-dues income, NAR and states should take a good long look at the role of the local board and what would happen if they were to go away. Many are struggling. Some AEs and others think there is an effort to do away with locals. There are many good products and services NAR and state associations provide members - but very soon we need to have a serious discussion on the health of locals and what NAR and states can do to help. Thanks for giving us the opportunity to supply thoughts and opinions.
172	more marketing of membership value, technology training

173	We will move toward into a more streamlined and efficient operation
174	A significant drop in membership due to companies like realty mark who are NOT realtors and are actively recruiting realtors to not join associations
175	Franchisees providing traditional REALTOR® services. Less disposable income of members. Less volunteer time.
176	a continued loss in members until it gets down to that magic number of people able to continue to pay dues to the association, those who understand the true costs of doing business.
177	We are in a competitive market for membership, with three different business models emerging over the last few years. A robust marketing program will have to be a strong part of our services. Because we have expanded out 'territory' so much, we will have to learn how to deliver services and programming in the members' front yard.
178	MLS
179	More committees and grass roots efforts to keep housing in front of legislators and the public
180	management changes; cooperative efforts with other associations increasing; increasingly younger member involvement
181	Younger people are getting much more active here, and that's changing preferences for everything including communication techniques, meeting formats, etc.
182	our average age is 50 something, no YPN. it is possible that our "old" assn will fail unless we can recruit some youn forward thinkers.
183	Governance changes - perhaps a smaller Board of Directors - more managed by the Executive Committee. Less meetings.
184	a sig drop in agents....and an inability to even form a luncheon due to cutbacks. Less staff means thinner membership benefits from their home association.
185	Potential mergers, cultivating good volunteer leadership, retirement of key staff, assisting members in transitioning to a more virtual association - less conveniently located bricks and mortar bldgs.
186	Less involvement in the association as they just do not have time...their mind is on survial. cuts in travel to important meeting, last of interest in leadership
187	Our association will have to do more with less. We are not anticipating a speedy recovery and brokerages and agents' resources are tapped. Our association will help to educate, and provide services that meet the needs of a 2012 consumer.
188	Merging of MLS's to 1 statewide MLS. Combining of services across state
189	Drop in membership
190	I'm seeing our 15+ year, career-minded, professional members retaining their membership, which speaks volumes, but I'm not seeing very many younger people get into the business. That means more "recycled" leadership for board and committee positions versus grooming new leadership.
191	possible data sharing and other merged services
192	Board of Directors will run the Association
193	Fewer staff, ongoing pressures on education program, and change in multiple listing vendor.
194	I see it is getting more difficult to bring members in for classes. We're fortunate to have a good volunteer base, but one of our challenges is getting our younger members involved.
195	More agents joining low desk fee companies, shift from Realtor membership to MLS as is happening in areas like Seattle and Atlanta
196	Volunteers have to accept that the association can not possibly be all things to all people and when they budget they need to be way more conservative. The budgeting like it doesn't come out of their own bank account needs to stop.
197	Moving toward expansion into other markets. More value for commercial members. More technology advances
198	Trying to stay up with technology and progressive changes in real estate and keep members moving forward because they understand what it all means and can make a knowledgable decision ... not just make a decision because it has been presented in a power point and they need to vote to use yes or no.....sorry for the rambling:)
199	With the continued drop in membership I do not see any major changes. We need to continue to focus on our core services.
200	Adding MLS, developing technology resources and education, adding more services in-office for members
201	maintaining.
202	Regionalization Staff rollover due to age Staff reduction More intentional leadership development Much more public and political advocacy
203	I see added support staff costs for supporting technology based products. I am trying to make our association as paperless as possible, including using things like an automated teller to answer calls so that I may use those staff resources in a more productive way.
204	More diversity in membership and leadership. Addition of a satellite office and more time spent by staff in the field interacting with members at their offices and at networking events.
205	No significant changes anticipated. We believe the market is improving and we'll see a gradual increase in membership which will

	require us to be proactive and responsive to an increase demand for services.
206	I think every REALTOR association will be challenged to provide more value for a reduced fee or be completely wiped out by private enterprise that is going to replace our ancient system with new products, services and better customer service.
207	Downsizing. Developing a new business model for the association.
208	Fewer active realtors. The mean age group of our association is the older generation. I don't see many young people choosing real estate as a profession.
209	Major consolidation of the mls's in the state. Increased use of technology to communicate with members and bring them together. Total focus on items that contribute to value prop, to the exclusion of everything else.
210	Changes in mls and more coordination with other mls and association. A newer, less experienced leadership.

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