

Issues Survey of Presidents 2012

Results Overview



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7. What major changes do you see in the next few years in your Association?

#	Response
1	mergers, selling services to other associations, MLS changes
2	Redefining the relevance and value of the association for the membership.
3	We will be struggling to keep new agents. In our office, we have an agent who will probably leave the business this year. We need a way to give our members tools and training to succeed in this business.
4	We'll have to continue to bring value to our members. I think we'll continue to lose members....hopefully not at the same rate as the past few years.
5	Our Association has made it through the worst (we believe) & have overcome a budget deficit to finally this year see the light. Top Producers are stepping up to become engaged in the Association & participate / share their knowledge / leadership. This makes others want to do the same. We are trying to make every this we do reflect back to our Strat Plan Goals. Hopefully there are no major changes but lots of small one....all for the Better
6	membership and affelant growth with more active partisapation by memebers
7	Hard work will pay off. More agents teaming up together Consolidation of firms into larger companies Some return back to basics after this less personal internet explosion of the past years
8	Rise in affiliate members
9	more new inexperienced members with less training. The aging realtors are retiring, leaving a void of well educated, trained realtors. We will be losing rural development style loans with few alternatives for first time home buyers to get qualified for purchases
10	Regional or Statewide MLS
11	Our EO is retiring 6/2013. He has been EO for 20+ yrs and at the assoc for 40.
12	I believe it will remain about the same Not very many new agents. A tough career for families. Perhaps more part time realtors
13	If the economy doesn't improve more significantly, we will probably see more mergers, acquisitions or closures of real estate companies. It's difficult for a real estate company to survive with high overhead, agents demanding more and not having ancillary services to surrport the cash flow.
14	I don't really foresee any major changes, probably a small drop in membership
15	increasing pressure from within to pursue one or more mergers with neighboring Associations
16	Possible loss of control of MLS, fewer agents, more non-licensees taking over the business. Licensed agents may no longer see a need to become a member of NAR or local association; or they may create a new association to compete with NAR that will be more inovative and cost less.
17	Because our market on one side is based on Tourism (good days plenty of spending money) and Agriculture (subject to many ups and downs) we are already flexible. If it is good times all is well and if it is bad times we loose a lot of agents.
18	loss of membership and partners. As we move forward with technology we are loosing the older more experienced agents they are our past and their can be no future without their experience.
19	The large association continue to enjoy nepatism from our state and national association.
20	Our Association continues to stay relevant to members' needs and as those needs constantly change, our services will need to stay current.
21	Disappearing completely due to the state and national organizations wanting to be in the MLS business and not fighting for our survival. Mergers and regional MLSs will take over our board completely and we will no longer be viable.
22	Association dues will be going up to keep with declining realtor membership.
23	Hopefully no major changes.
24	As we are currently without an AE, I hope to find a new AE who stays with our association for a while, adding to continuity and affording membership the administration of resources now offered by the State and National organizations.
25	Decline in membership, neighboring Associations dropping their dues by half to attract more members to their Association.
26	Lower income from decling membership.
27	growing larger and absorbing more of the smaller association around us. I also believe that we will be more useful to our members

	and offer more benefits
28	Consolidation with another association to reduce expense.
29	Our association will continue to meet all challenges and find efficient ways to better serve our members
30	Smaller # of agents, MLs moving to regional and losing the revenue.
31	Less people using MLS due to trulia, zillow etc
32	Slight growth in membership and add more services for our membership
33	To become total mobile.
34	One major change is we are trying to put some money aside for large repairs needed on our building and unexpected items not budgeted. We continue to drop in membership and will continue to find ways of saving money. The main issue is our membership, like everyone elses, continues to drop and try to keep our budget in line without increasing membership dues.
35	Nationally, I hope to see our Association restore our previous stature after the revisions to the sales data. This error mislead developers, investors and individuals on a critical component of the economy.
36	Staff size reduced, less services provided by the association to members.
37	Less members but the ones that are left are going to be strong and in the business for the long haul
38	I see apathy within my Association. Very few members wanting to volunteer despite the honor of being asked to participate.
39	Our path is to continue to increase our member communication and educational offerings and generate an attitude of advocacy on key issues that is not up to par at present. I think our changes will be incremental in terms of services and activities we focus on rather than major.
40	Another association possibly merging with ours. Loss of affiliates. Lack of service. Same leadewrs doing it all.
41	Merging.
42	Aging out of long term brokers.
43	I see our mls having to merge with larger mls's. It is something that will be faught against for a long time but eventually we will have one statewide mls. It only makes sense.
44	Uneducated members because of cost. Our association is aging faster than what we are able to this point to recruit.
45	Older agents getting out of the buisness
46	Other than the decrease in agents, I do not foresee any major changes. We are a strong association and have tried to position ourselves to deal with whatever the economy throws at us.
47	I'd like to think our membership numbers have stabilized, but I'm afraid we may loose more members which will be devastating to our Association.
48	loss of good agents because they can't make a living in real estate any longer
49	Changing of the guard. As the new, younger agents are coming on board they do not have the love for "NAR, MAR" as a whole and think very individually and not as a team. No unity!
50	Hopefully greater participation from members in our educational and networking opportunities as we are building a new, more convenient building.
51	membership is revolting against the state and national associations that require more money from us when we have to lay off staff and reduce services every day; it is time for the nat'l and state orgs to focus better.
52	If the economy continues to decline and the expenses continue to rise our association may end up going under or merging with another association.
53	joint service with other boards
54	consolidation
55	Continuing to find non-dues revenue and keep a strong, educated membership of committed full time Realtors.
56	We have reduced our spending dramatically. We will be making fewer trips to NAR Conventions unless they on the east coast. We can still attend Mid-Year, since it's within driving distance. We are back to our historic number of members, so I look forward to a steady increase in our numbers with younger people getting in the business.
57	More emphasis on education. Possible sharing of data between adjoining MLS's.
58	We are currently doing a complete overhaul of the Board. Bylaws AE MLS everything...I hope with this change for the better our board members will start to see a benefit to board membership instead of just a provider for the MLS.
59	As an ageing group...we need to see more young people in real estate and take leadership roles.
60	We would like to combine the three local associations MLS services under the state level. The Economy may assist in this.
	Our Association started in 2011 by writing an association member services plan, that included a series of Professional Development

61	programs, increased participation in major community events (funded by our Board), a united effort (all member REALTORS) in community charity drives, informative member e-newsletter, more professional presentations at general member meetings, in-depth trend analysis of our "local" marketplace.
62	Possible partnership or even merger with other associations and MLS , Fewer REALTORS doing more of the business. Smaller board, less staff
63	Making sure we have future leaders in our pipeline. Figuring out how to offer the same services and benefits with less members and trying to figure out ways to raise non dues revenue and get members active and involved in our association.
64	Showing value to our members for the cost of dues they pay to be a member. With limited agents taking advantage of training courses this is a concern. I see a greater need for the associations to provide a level of advice for policies to limit liability based on the high level of smaller firms in the area. Legal hot lines will be needed.
65	Loss of MLS status and revenue. Decline in membership and dissatisfaction with local, state and national associations taking agents' dollars.
66	Less Realtors, more paperwork, loan requirements tighter, flat market.
67	Technology. We need to find a way to embrace it and make it work for us. Both our local and state AE's are getting close to retirement and we need to find younger, knowledgeable executives that can move us forward
68	our A/E will be retiring and we will need to find a replacement.
69	Lower membership therefore harder to give the same services Less volunteers as time needs to be spent making money
70	None
71	Technology advances.
72	Having an MLS outside of NAR. It's the only thing keeping most members in.
73	Too early to predict, our strategic planning session in March will give insights into the mindsets and vision of the board.
74	More young Realtor involvement in our local board with fresh ideas and knowledge. I have been mentoring several of them and know they will step up to the challenge.
75	We are in the process of changing our by laws which will give membership a more active role. The issue will be in trying to rally involvement.
76	Ever expanding technology. Increasing pressure for local boards to merge with other boards.
77	I feel our association is going to continue to grow, our market and overall economy is improving. Our association has focused on more for less and to increase the value in being a member.
78	I think our association will downsize staff and services in order to preserve our reserves.
79	Our highly qualified and capable AE left in May. We do not have strong leadership at this time and I would expect status quo at best.
80	Fewer new agents are wanting to commit to serving on the Board of Directors or as part of a committee. I see the structure of the Association needing to change to a smaller size with reduced membership based benefits.
81	Hopefully improvement in the market and to increase membership and especially member participation.
82	Hopefully an influx of new, young blood.
83	Possible merger with other associations. Changes in staff to more technology driven people. Outfitting our new building with better technology.
84	Non-Realtor companies having a greater presence in the market. This will have an affect on our membership numbers and will create needs for more efficiencies and consolidations
85	I see nothing huge on the immediate horizon. We do have a small, but energetic Young Professionals Network (YPN) and a growing number of graduates of the Texas Realtors Leadership Program (TRLP) from which I see youthful, enthusiastic leaders emerging. Some of their ideas are daunting and uncomfortable to those of us who all too often subscribe to the "if it isn't broken, don't fix it" philosophy, but we are nevertheless excited about the challenges and the changes that lie ahead.
86	Smaller and leaner staff and number of members. Over the past several years, we have been providing new and inovative ways to conduct business for our members.
87	We have had a deficit budget the last several years and I do not see a turning point in the near future where we will be able to break even. We may have to go to a part time person in the office or a virtual office.
88	I see the aging baby boomers retiring from real estate because the expense of doing business is becoming too costly and the hours have doubled and tripled in the time that it takes to get a transaction to close, resulting in a negative cash flow on their income. In the same manner, there will be less NEW agents coming in to the field because of the start up costs and they high cost of doing business.
89	Decline in membership. Probable consolidation of membership with associations 20-100 miles away
90	Need to involve our younger members, as our association is getting older.
91	change of executive officer,upgrated/new computer system,revamp of staff responsibilities,members really questioning the value of

	the dues they pay.
92	Members need to know their association is helping them in all facets of the realestate business
93	Being taken over by a large board.
94	New faces of Leadership at my Association will be two: (1) the young & dynamic and (2) the generation that is engaging for the first time. These two groups will create new programs and ways to increase the awareness of the value of membership.
95	Shared services with other boards
96	None really.
97	if we survive
98	decreased membership. no new/able and willing leadership in the pipeline to help run things. no one will want to pay for dues because you can't make the money you used to be able to- a long time ago!!!
99	Fewer members
100	We are strong and I hope we stay that way. I can see a small drop in agents but I think we will pull thru and be better for it.
101	I think we will be seeing an increase in membership after forecasting a decline for 3 years which did not occur
102	I can't foresee any. We just opened a time capsule form 2000 and almost nothing changed in the tools we are using. I would guess more internet and quicker means of media.
103	We have just restructured our leadership. Don't anticipate anything major.
104	to save internal \$\$, we're looking at RAMCO but it takes so long to get this up and operating...long wait list. Devote more NAR staff to this so we can get up and running.
105	Hire new executive officer. New lockbox system. MLS change possible. Addition other boards to our board.
106	We are losing many older members and not pickup up any new members. We need to turn this around. But HOW?
107	It will have to adapt new programs that will allow Realtors in the auction and property management business to participate.
108	I see regionalized associations. Smsll associations are not going to continue to be competitive with the "big" ones who are knocking on the door and enticing agents to them with better services and reduced costs.
109	reduction in the number of Realtor's.
110	I think we are going to see a steady decline in our membership, unless the market comes back. I think we will be cutting back more and more on our spending and cutting services if we don't have the dues dollars to fund the things that we have been able to fund in the past. We are already talking about not having the ability to send people to NAR Conventions because we have lost members. I think that this will take us more out of the loop. I think that we may have to cut one of our employees and that will definitely change the service we will be able to provide to our members.
111	I expect to see membership drop slightly and demand increase for more value for their membership dues.
112	The MLS is still a battleground. Restriction of information by some boards has created problems. We all need to work together. I see a desire to keep our listings close to our belts out of fear. When exposure is in the best interest of the client.
113	Consolidation
114	Mergers
115	Less people wanting to help because they themselves are struggling.
116	Changing BOD size and makeup, member and staff reduction. Ever changing value proposition.
117	Our association staff is aging. The staff is not laddered and when our current AE who has been with the association for more than 25 years decides to retire, it is likely that other key staff will decide to retire at the same time. This news is troubling. We need to think about this event 3-5 years into the future. I'm not certain that our association will be viable if the real estate economy does not improve over the next couple of years.
118	Even more electronic things that are probably in the 'pipeline' that we don't even know about. Real estate will, however, still be a people business. with that said probably more tech. with cameras on i-pads or smart phones that will broascast HD. Would be good thing, than we can 'read' the buyers/sellers and they us.
119	I see our association getting more involved with the local government to assist with suggestions on opening up more land for more houses. Unlike most markets, Kodiak has a shortage of housing in the low to moderate price range.
120	Trying to gain focus from customers to use local knowledgable agents
121	Challenges for Leadership Team seeking ways to provide services to membership with the decrease in Members, Board staff, and funds.
122	I think it will stay the same
123	With the explosive growth and strong market in Williamson County, Texas, I see us poised to grow in members and continue to be in the drivers seat for Central Texas Real Estate. We would like support in ways to garner more licensees into Association Members and strive to have unique lead generation tools for our members.

124	Fewer agents interested in supporting the association unless they receive solid value; the demise of small associations
125	More high tech training & outreach to members currently not participating. Lower RPAC investment
126	I believe that our small, member-owned MLS of less than 400 subscribers will be absorbed by the much larger regional MLS.
127	Looking for more non-dues revenue Finding adequate training for the needs in this unique market. Looking for more Property Management related training.
128	No major changes. Just keep up with new technology.
129	Our association is strong in membership and financially however I see other nearby associations wanting a piece of the pie and even suggesting a name change yet once they are in better shape they want to go back to their association name leaving us to start all over again and I don't see that well at all. We have had people work hard to make our association what it is today and I don't think its fair to do name change. If others want to join no problem but no need to change name.
130	Young people not wanting to volunteer for leadership
131	Nothing major. We have been around since 1889.
132	more computer and online tools, hopefully better communication, ie agents actually reading material sent to them, and government involvement
133	Fewer members, higher fees and costs and less personal interaction (too many thumb talkers).
134	We are getting smaller each year but have lots of younger members joining
135	No major changes forseen. We are traditionally a stable market.
136	Must find a way to get out of our building ownership situation. It is too big and cumbersome to maintain With declining revenues.
137	NONE
138	decrease in membership
139	Members asking for more services for their membership dollars.
140	Consolidation with surrounding Associations.
141	less bricks & mortar; more independent shops; more virtual ofc
142	The need to work closer with neighboring Associations to do what is best for our "area"
143	I really don foresee any major changes in our association. We are lucky to have a very active and knowledgeable AE that keeps us updated well on the state & national levels.
144	I think our association will need to find new ways to raise non-dues revenue as our membership declines. I also think our association will have to continue to offer added benefits to both increase membership and membership involvement.
145	decline in membership, the younger agents in now are going to be more successful due to the fact they adapt to change more willingly.
146	the increased need to seek out non MLS income dollars. doing more with less from the association staff, more technology.
147	Staying relevent to the members. Keeping the government a bay. They have proven through HVCC that has done nothing, now it is the Bulk sale of properties with 5 year rental. They to work with people that are in the field. REALTORS
148	We see the need to encourage additional involvement with our members and have had a very active YPN group and have started an After Dark Professional Group which is open to all agents ~ it is a monthly meeting with networking and education opportunities to enable our part time agents to stay connected and involved. Our membership increased 10% last year and we are hoping to continue that trend by researching what our members would benefit the most from and then addressing those areas.
149	We anticipate some changes in membership through attrition and new, younger agents. Sadly, the newer folks will probably be less likely to be involved in the association. Therefore, not enough change will occur to keep us moving forward.
150	Getting new members to serve on committees and on the Board of Directors. How to increase membership.
151	Budget cuts.
152	Loyalty of our members as they look to us for help dealing with MLS issues, outside vendors using our information & the minimulization of the Realtors & Brokers value.
153	Tighter budgets. We have lost 20-25% of our membership in the past five years, but we don't feel we can raise our dues because both NAR and MAR have raised theirs.
154	I anticipate many communities in Ohio changing in the next 3 yrs. The revenue from the drilling will improve our area greatly. The jobs will increase the demand for housing, retail, etc...
155	Trying to operate with 1/2 the membership we had several years ago. Budgets...not having to raise dues. Keeping our offices REALTOR offices, trying to build the membership back up, recruiting more affiliates.
156	A change in MLS systems to become stand alone again and away from a regional MLS system.
157	I see MLS merging and sharing more information

158	A slow and steady growth in membership. I see a need for more education of BROKERS. Which is hard with so many grandfather...myself being one. But staying current with the changes and times is how we grow.
159	I think some of us are wondering if we will have a local association.
160	Fundraising that was for RPAC now has to go to the local association to pay bills prior to going for RPAC. With the number of members lost at this point we are going to have to go after the Affiliate membership to increase our income to pay our bills.
161	We are exploring a state wide or SW MLS system, which could bring in discount brokers. The discount brokers will really change our market in a small association!
162	Paring back.
163	Less involvement in the membership with Association, Kentucky Association of REALTORS and NAR activities.
164	I beleive the biggest change will be a much lower membership count but more professional and better service to the consumer.
165	We want to be a regional MLS provider.
166	The membership numbers will remain about the same. We will continue on a trend to become more politically involved within the communities served by our Association. Internally, our board will become more forward-thinking and evolve out of the 1990's (where I feel we are frozen), and become much closer, technologically and operationally, to catching up with current techniques.
167	more business like approach and belt tightening
168	Shrinking revenues and increasing costs, lots of apathy for voluntering, but opportunities for those who stick it out.
169	Membership numbers decreasing ie: parttimeers. A more realistic full time professional who has weathered the last few years with patience, grace, a steady income and very crucial experience.
170	I don't see any major changes. We are a very stable association with a very strong financial base. My goal would be to help some of the surrounding associations by offering consolidation of their associations with us. We have a great deal to offer besides financial stability, and my goal would be to prove that to the struggling boards.
171	I'm going to try to help us grow and make an impact on both our clients and our comminities. I would also like to guide our varied local communities into feeling more connected instead of feeling so far apart.
172	More automated, more information. If some of the "old-school" agents can see past the end of their noses, there will be more consolidated services to save money.
173	Unless we can significantly increase non-dues revenue as a percentage of our overall income, merger with another (or other) MLS will be inevitable.
174	We are pushing classes, lunch and learn programs . ARPAC projects and participation
175	Our association just purchase a commercial building. We have invested in this market like we tell our investors. We can say we walk the talk. I also think the need for increased education is going to be need. As the we continue to go into a more modern paperless time, we need to keep agents trained in technology. We are going to see some changes in the next few years that is going to be industry changing.
176	that is hard to tell. we are experiencing many staff changes and I believe it will be for the positive
177	We are fortunate that we have a financially stable Association. However, drop of membership in both our Association and our MLS will cause budget cuts for both agent and consumer education.
178	A lack of new member involvement will make the running of the Association more difficult
179	How we use technology to stay relevant to members over a large geographic area.
180	If membership continues to fall more Associations may need to blend. We need help and training on the best way to keep a strong Association and offer Members tangible incentives to maintain memberships. I would like our Association to spend more time training the agents on current issues and trends.
181	none
182	Our Association is fairly static.
183	Depending on how state wide mls goes, we may be obsorbed by a larger association. Moral wise we should see a boost with younger and tech savy members.
184	During these tough times agents often feel they don't have time or money to be involved or actively participate in their association. In fact, it is during these times member participation is more important than ever. Our industry needs all members to be actively involved.
185	I am hopeful that we too will merge with a larger board but there are many against such a merger at this time.
186	More ways to make the membership more involved to help overcome the attack on home ownership
187	More non realtor pressure in our market
188	Less face to fact interaction, unfortunately.
189	We are a healthy association. I don't see major changes.

190	Tight budget
191	Membership growth and more participation in association goals ; also. Also, I see a membership increase.
192	Only the serious and productive members will survive and stay on
193	increased focus on professionalism
194	Probably more consolidation. We are a relatively small Board with other small boards nearby. They cannot all survive by themselves.
195	Reduction of members, consolidation of committees and focus on technology.
196	Not sure
197	Getting back to a normal market, where we don't have as many reo's short sales and the like.
198	I feel as our listings keep getting harder to obtain, we will see members taking other jobs. (especially the younger members). Bismarck is the #1 market in the US right now. Consequently, we have a shortage of listings and a large supply of buyers.
199	Fewer members spread the cost to those remaining.
200	Our association has provided lots of training in the last few years to keep us current on issues. We hope to continue that in the areas of technology, lending & environmental issues.
201	The services we provide and the way in which we interact with our membership will continue to evolve. As with communicating with clients and customers, communicating with association customers; our members will continue to be done so more with electronic means.
202	The biggest change will be the retirement of our long tenured EO.
203	Stronger membership with increased involvement (started a new member mentoring program-first 3 months), new electronic lockbox system, more technology advancement and increased awareness of the importance of Realtor advocacy.
204	drop in membership
205	I see a definite shift in members embracing this change or falling away. I also see a dramatic change is the realtor who is doing business.
206	If things do not turn around we are going to see fewer members. I see an erosion of our rights to do business in a conventional way. Too much disclosure. It makes most buyers nervous and skeptical of our brokers and agents. We have tipped the scale on this issue. But I am afraid it is going to get worse. Giving the consumer more access to our listings I think is counter productive. Where do you put the brakes on? next they will demand the right to make their own appointments and cut out the broker and agent. We will then become listing agents and then eventually not sales agents either as the consumer will negotiate their own transaction and there will be no need for us in their eyes. The way things are going, my gut feeling after being in the Real Estate Business for 48 years is that in 5 to 10 years we will not recognize the industry as we know it today. I would love to be back on NAR Strategic Planning Committee where I once served many years ago. Great minds are on that committee who help shape the industry.
207	possible merging with another association
208	We are doing everything we can to bring REALTOR benefits to light. We are also updating all technology tools.
209	Reduced membership. We need lean and mean dues and we need to focus on essentials.
210	more education
211	Expect to see an slight increase in the number of members but volunteer numbers down. We need to better "tell the story" about the value of being a REALTOR member and what we can do together. RPAC investments will be down as money and sales remain down.
212	No Major changes, we just need to, more than ever, stress the benefits of membership!
213	Decreasing number of seasoned Realtors, more novices. More one or two person shops.
214	More information being shared electronically will result in local boards becoming less and less relevant to it's members. I am already struggling to increase participation and find ways for my association to take the lead on local issues.
215	The reduction of staff and the cutting of outside expenses.
216	dealing with the above issues, the attempt of out of area agents dealing in an area out of their geographical area of expertise(increase in law suits we will be dragged into). This was a major article in the 4/06 issue of our Real Estate magazine but was brushed under the rug with the adoption of the State Wide MLS and the CAL RED FIASCO! Innocent agents need protection from the big brother companies and fellow agents who are more interested in making a commission that servicing their clients. We seem to have lost that approach at CAR.
217	Possibly are MLS will change to a state wide program, less funding for our individual boards.
218	MLS changes b/c of RPR and other internet sites giving info to consumers & not needing the MLS anymore
219	I think agents are feeling disenfranchised. Our association lost two full offices that have gone "non Realtor". The dues are simply too high in the current economy. Payment plans would be beneficial.
220	retiring of many agents; soliciting and training (upgraded) of new agents; increasing risk(s)
	This year we will be online with the statewide mls. I feel this will lead to some positive growth. We are a association with a lot of

221	senior membership. I am in hopes young people will be stepping up which will cause change. Emerging Technology, of course.
222	decling membership and rising costs to do business.
223	Increased pressure to provide more benefits for less money. We run the risk of the large companies in our market deciding they do not need us. Relevance will be the key
224	none
225	Possible merger, possible change with MLS ownership
226	Need to update technology, improvement on delivery of member services - or we die!!!
227	I do not predict many changes in my association- I forsee many "inactive" agents becoming active when the market returns...
228	Regionalization is going to be critical for associations to be able to deliver the level of service that members seek and need to be able to be successful in this business.
229	Possible combination with other associations
230	we are looking to purchase a building, as prices are right.
231	FOCUS ON MEMBERS FINANCIAL NEEDS, IN DEPTH OUTREACH TO MEMBERS. STRONG PROMOTION OF AFFILIATE MEMBERS TO INCREASE BUSINESS, SOLICIT MORE FEEDBACK FROM MEMBERS TO REFOCUS ASSOCIATION PRIORITIES (CUT COSTS/IMPROVE SERVICE AND COMMUNICATIONS)
232	Just to get our membership to be more involved. Our Board is only as good as our volunary members.
233	I see a more prodding from other Realtor Associatons in Minnesota to join the statewide MLS. Also, a lot of the Realtors will be leaving the industry because of age, and difficulty recruiting new Realtors. Most Realtors do not make a decent income. I also see a demand for better housing choices in our area due to an anticipated increase in industrial business.
234	Less member meetings. Events in past done for Charity will be done for revenue. Less Real Estate companies, decreases the number of qualified leadership for the board.
235	Totally depends on the economy. If the economy improves steadily, our association will grow and we will sell more property. If the economy continues to decline, we will lose more realtors and have to cut our budget accordingly.
236	How we deliver our services.
237	Association reviewing / realigning its MLS provider, providing same or increased services on reduced budget
238	Careful attention to our budget and keeping fees affordable.
239	We have had a major overhaul in our assn because 2 of the larger offices decided to go to another assn over \$255 dollars a year in dues. That put a big dent in our revenue stream. We have revamped our spending and found new areas of revenue sources. We have always been in touch with our members and have always had the best service of any board in the state but it still came down to the money. We are now more intuned to the basics and the way our members feel and where they need us to be to serve them the best. It has been a real learning process but the board has really come together over the process too.
240	Regionalized MLS
241	Fighting to stay in business. Our state association, CAR, is proposing statewide MLS, therefore will be the doom of smaller local assoc.