

LCAR + GHAR Potential Merger

Frequently Asked Questions

1. Why are LCAR and GHAR exploring a merger?

Both associations are looking ahead and asking an important question: **Can we serve our members even better together than we can separately?**

The potential merger is being explored to deliver increased member value, expand opportunities for REALTORS® across the region, strengthen advocacy, create greater operational efficiencies, and build an even stronger organization for the future.

2. What could members gain from a combined association?

A larger, stronger association could create opportunities to expand programs, services, education, technology, professional development, networking, and other resources available to members.

It could also provide the scale to invest more strategically in the tools and services REALTORS® need to build successful businesses.

3. How could the merger strengthen our voice?

Together, LCAR and GHAR would represent a larger community of real estate professionals across Central Pennsylvania.

That broader representation could strengthen the association's voice with elected officials, community leaders, consumers, and other organizations while expanding our ability to advocate for private property rights, homeownership, and the real estate profession.

4. What does "greater operational efficiency" mean?

Today, both associations maintain their own operations, systems, governance structures, technology, programs, and administrative functions.

A merger creates the opportunity to evaluate where resources can be shared, streamlined, or strengthened. The goal is not simply to reduce costs. It is to make sure more of the organization's time, talent, and resources are focused on delivering meaningful value to members.

5. Will one association simply take over the other?

No. The potential merger is being evaluated by a joint Task Force as an opportunity to build a new, stronger organization together.

The Task Force and both Boards are participating in the process. The goal is to bring forward the strongest qualities, programs, expertise, and ideas from both organizations.

6. Who is evaluating the potential merger?

A dedicated Task Force with equal representation from LCAR and GHAR has been carefully evaluating the opportunity.

The group is examining governance, finances, member services, staff operations, technology, advocacy, and other areas that would be important to the success of a combined organization.

7. Has the merger already been decided?

No.

LCAR and GHAR have signed a Memorandum of Understanding that allows the associations to actively explore the potential merger and develop a proposed structure.

Both Boards will review the final proposal. If both Boards approve moving forward, the members of each association will make the final decision.

8. Will members have an opportunity to vote?

Yes. A merger cannot happen without member approval from both LCAR and GHAR.

Members will have an opportunity to learn about the proposed organization, understand how it would work, ask questions, and make an informed decision before voting.

9. How will members be kept informed?

Transparency is a key priority throughout the process.

Members will receive regular updates as discussions progress, along with opportunities to ask questions and participate in conversations about the potential merger at a Town Hall.

10. What areas are being considered as part of the merger discussions?

The Task Force is taking a comprehensive look at what it would take to create a successful combined association, including:

- Governance and leadership
- Financial strength and sustainability
- Member programs and services
- Staff and operations
- Technology
- Education and professional development
- Advocacy and government affairs
- Communications and member engagement
- Opportunities to create additional value for members

11. Why explore a merger now?

The real estate industry is changing rapidly. Technology, consumer expectations, regulation, business models, and the needs of REALTORS® continue to evolve.

Exploring a merger gives both associations the opportunity to be proactive rather than reactive and consider how a larger organization could provide greater resources, wider expertise, and increased capacity to serve members for years to come.

12. What is the ultimate goal of the proposed merger?

The goal is simple: to build an association that will provide a stronger foundation for REALTOR® success.

By combining the strengths of LCAR and GHAR, the organizations are exploring whether they can create an association with greater resources, broader opportunities, a stronger regional voice, and the scale to deliver even more value to members today and into the future.

13. Will services I use today go away?

The objective is to increase member value, not reduce it.

The Task Force is reviewing programs and services from both associations to determine what members value most, where strong programs can be expanded across the entire membership, and where new resources could be added.

A combined association also creates the opportunity to evaluate overlapping programs and redirect resources toward services that have the greatest impact on the success of its members and the businesses they run.

14. Will I have access to programs currently offered only by the other association?

Expanding access is one of the most exciting potential benefits of a merger.

A combined association could make successful education programs, networking opportunities, professional development, advocacy resources, events, technology, and other services available to a much larger group of members.

Instead of two separate sets of resources, members could benefit from the best programs and ideas of both associations.

15. Will one area have more influence than the other?

The merger is being designed around the principle that this is a partnership, not an acquisition.

Equal representation from LCAR and GHAR has been built into the merger planning process, and considerable attention is being given to creating a governance structure that fairly represents members across the combined service area.

Over time, the goal is to move beyond thinking in terms of “LCAR members” and “GHAR members” and build one organization focused on serving all members effectively.

16. How could a merger improve advocacy?

A combined association would represent more REALTORS® and a broader regional real estate economy.

That scale can strengthen relationships with elected officials, increase the association’s visibility on issues affecting real estate and private property rights, and provide additional resources for government affairs and community engagement.

At the same time, local issues remain important. A larger association can combine a stronger regional voice with focused attention on the communities it serves.

17. Is this merger about saving money?

Cost savings through greater operational efficiency is one benefit, but it is not the primary reason for exploring the merger.

The larger opportunity is to use resources more effectively. Instead of maintaining two separate organizational infrastructures, a combined association could invest more deeply in member services, technology, advocacy, education, communications, professional development, and future initiatives.

The real measure of success is not simply whether the association spends less. It is whether members receive more value.

18. Will members have fewer opportunities to participate in leadership?

A larger association can create new ways for members to become involved.

In addition to Board service, there may be more varied opportunities for service through committees, workgroups, advisory groups, professional networks, advocacy efforts, special events, and other initiatives.

The goal is to create meaningful ways for members throughout our region to contribute their expertise and help shape the association.

19. What should members ultimately use to judge whether this merger makes sense?

The most important question is whether the combined organization will be better positioned to help members succeed.

Members should look at whether the merger creates stronger services, broader opportunities, greater advocacy influence, better use of resources, continued local accessibility, long-term financial strength, and an organization that is prepared to respond to the changing needs of REALTORS®.

That is the standard LCAR and GHAR are using as they evaluate the opportunity.

20. Who serves on the Joint Task Force?

Greg Bardell
Tom Blefko
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