



BOARD OF DIRECTORS

MEETING AGENDA

October 20, 2026 / 10:00 a.m.

CALL TO ORDER:

ROLL CALL:

Courtney Wing (President)
Mischelle Griffin (President Elect)
Carol Hardy (Secretary/Treasurer)
Byron Hobbs (Ex Officio)
Kim Lookabaugh (TR Director)
Brenda Burdick
Matthew Butter
Forest Henson
Lisa Love
Ruth Reed
Gay Wheeler

CEO Update

2027 Budget Process - Update
HLMLS IRS Income Tax Form 1120 Filing - Update
HLAoR IRS Income Tax Forms 990/990T Filing - Update
Staffing - Update

FINANCIAL REPORTS:

September 2026 Association Financials - For Acceptance	Pg(s)	4-8
September 2026 MLS Financials - For Acceptance	Pg(s)	9-15
September 2026 Investment Accounts - For Review & Discussion YTD Overview	Pg(s)	16

CONSENT AGENDA:

September 15, 2026 Board of Directors Meeting Minutes	Pg(s)	17-19
Acceptance of New Members (September 2026)	Pg(s)	20-21
Committee Reports		
Budget Finance Committee	Pg(s)	22-24
Community Outreach Committee	Pg(s)	25-26

Governmental Affairs Committee	Pg(s)	27-28
Membership Committee	Pg(s)	29-30
Professional Development Committee - No Meeting		
Property Tour Committee	Pg(s)	31
TREPAC Committee	Pg(s)	32

HIGHLAND LAKES MLS BOARD OF DIRECTORS

Non REALTOR® Member Access to MLS - Update

MEMBER COMMENTS (20 Minutes)

Members wishing to address the Board must sign up onsite prior to the start of the 10:00 a.m. Board meeting. Each member will be allotted up to three (3) minutes to address the Board. The Member Comments portion of the meeting will be limited to a total of twenty (20) minutes.

UNFINISHED BUSINESS:

September 2026 Member Count Report - For Review & Discussion (*handout*) Pg(s) 33

NEW BUSINESS:

Member/Subscriber Request to Terminate Forms - For Discussion Pg(s) 34-35

Member Correspondence – Strategic Planning & Prior Board Actions -
For Discussion Pg(s) 36-54

Member Priorities & Strategic Planning Survey - For Approval Pg(s) 55-61

Budget/Finance & Bylaws Committees – Member Selection and Appointment Process -
For Approval Pg(s) 62

2027 Committee Application(s) - For Approval
Budget Finance Committee Pg(s) 63-64
Bylaws Committee Pg(s) 65-66

2027 HLMLS Board of Directors Application - For Approval Pg(s) 67-70

Membership Committee Recommendation Pg(s) 71
To hold the BoD Installation as a holiday luncheon

Membership Committee Recommendation Pg(s) 72
To grant six months of free mls for new secondary members

EXECUTIVE SESSION:

Board Governance Matter

Paragon Contract - For Approval

NEXT MEETING DATE:

The next meeting will be held on Tuesday, **November 17, 2026 at 9:00 a.m.**

ADJOURN

Highland Lakes Association of REALTORS

Financial Dashboard

9/30/2026

CASH FLOW			
Security State Bank & Trust	HLAOR	\$	203,809
	MLS	\$	213,995
		\$	417,804
Edward Jones	HLAOR	\$	191,032
Raymond James	HLAOR	\$	564,290
Total Bank Balances		\$	1,173,126
Reserve (Current Assets minus Current Liabilities)			
HLAOR		\$	782,595
MLS		\$	192,971
Total		\$	975,566
Total Operating Expenses		\$	953,777

Months: 12.3

Equity		
HLAOR	\$	1,384,941
MLS	\$	192,971
Total	\$	1,577,912

TOTAL INCOME YTD		
HLAOR	\$	165,077
MLS	\$	492,525
Total	\$	657,602

TOTAL EXPENSES YTD		
HLAOR	\$	231,267
MLS	\$	446,309
Total	\$	677,576

TOTAL NET INCOME YTD		
HLAOR	\$	(66,191)
MLS	\$	46,216
Total	\$	(19,975)

Highland Lakes Association of REALTORS

Budget vs. Actuals January - September, 2026

	Sep 2026			Total			Annual Budget
	Actual	Budget	over Budget	Actual	Budget	over Budget	
Income							
Board Income							
4000 Dues							
4010 Local Association Dues	10,569	9,886	682	90,751	85,827	4,924	116,011
4020 Affiliate Local Dues	1,600	1,435	165	13,041	12,918	123	17,224
Total 4000 Dues	12,169	11,322	847	103,792	98,745	5,047	133,235
4100 Board Fee Income							
4027 Annual Dues Late Fee				1,900	1,000	900	4,250
4110 New Member App Fee	500	600	(100)	5,900	5,400	500	7,200
4111 Office Change Fee		133	(133)		1,200	(1,200)	1,600
Total 4100 Board Fee Income	500	733	(233)	7,800	7,600	200	13,050
4200 Event/Education Income							
4040 Education - Income	668	917	(249)	7,980	8,250	(270)	11,000
4062 TRLP Income		81	(81)	1,444	731	713	975
4070 Membership Luncheon		1,650	(1,650)	520	3,300	(2,780)	3,300
4071 Election Social/Annual Meeting					1,500	(1,500)	1,500
4072 TREPAC Fundraising Event		467	(467)	3,136	4,200	(1,064)	5,600
4074 Installation							3,000
Total 4200 Event/Education Income	668	3,115	(2,447)	13,080	17,981	(4,901)	25,375
4900 Other Board Income							
4050 Interest Income	1,522	2,116	(594)	17,969	19,044	(1,076)	25,392
4055 Grant Income		267	(267)		2,400	(2,400)	3,200
4075 Forewarn Ads	100	100		625	900	(275)	1,200
Total 4900 Other Board Income	1,622	2,483	(861)	18,594	22,344	(3,751)	29,792
Total Board Income	14,959	17,652	(2,694)	143,266	146,671	(3,405)	201,453
Total Income	14,959	17,652	(2,694)	143,266	146,671	(3,405)	201,453
Gross Profit	14,959	17,652	(2,694)	143,266	146,671	(3,405)	201,453
Expenses							
6000 Personnel							
6095 Employee Salaries	12,759	10,750	2,009	99,541	96,746	2,795	128,995
6145 Employee Benefits	1,278	1,298	(20)	11,399	11,682	(283)	15,576
6175 Contract Labor		67	(67)	80	600	(520)	833
6179 Staff Bonuses				563	280	283	4,280
6182 Payroll Taxes - Medicare	169	161	8	1,435	1,455	(20)	1,999
6183 Payroll Taxes - Soc Sec	783	645	138	5,942	5,822	120	7,996
6184 Payroll Taxes-Federal Unemp		10	(10)	67	89	(22)	123
6185 Payroll Taxes - State Unempl		8	(8)	36	69	(33)	95
6420 Payroll Services	78	93	(14)	798	835	(37)	1,113
Total 6000 Personnel	15,067	13,031	2,036	119,862	117,578	2,283	161,011
6100 Travel/Meeting Expenses							
6040 Directors Expense Conf/Seminar	910	1,709	(800)	11,108	15,384	(4,276)	20,512
6050 Strategic Planning		63	(63)		563	(563)	750
6051 Leadership Training		83	(83)	1,120	750	370	1,000
6060 TREPAC - Election Social/Annual Meeting		125	(125)	747	1,125	(378)	1,500
6165 Staff -Mileage Reimbursement	71	17	55	227	149	78	199
6201 AE Travel and Training		767	(767)	3,161	6,905	(3,744)	9,207
6205 Staff Training Travel and Training		26	(26)	194	235	(41)	314
Total 6100 Travel/Meeting Expenses	981	2,790	(1,809)	16,558	25,111	(8,554)	33,482
6200 Event/Education Expenses							
6020 EDU - Education Course Expense	100	875	(775)	3,942	7,875	(3,933)	10,500
6030 TRLP		417	(417)	672	3,750	(3,078)	5,000
6070 Installation Dinner							4,500
6071 Affiliate EXPO		167	(167)		1,500	(1,500)	2,000
6072 TREPAC Fundraising		500	(500)	4,899	4,500	399	6,000
6073 TREPAC -Apprec Investor Dinner		100	(100)		900	(900)	1,200
6080 TREPAC - Major Investor Party		500	(500)		4,500	(4,500)	6,000
6090 Misc Meals / Mixers		167	(167)	1,596	1,500	96	2,000
6230 Membership Luncheons		250	(250)	1,439	2,250	(811)	3,000
Total 6200 Event/Education Expenses	100	2,975	(2,875)	12,549	26,775	(14,227)	40,200
6300 Bank/Professional Services							
6250 Bank/Credit Card Fees	1,133	1,049	84	3,306	3,537	(230)	5,055
6320 IT Services	184	204	(20)	1,747	1,833	(87)	2,444
6330 Prof Fees - Acct		2,678	(2,678)		2,678	(2,678)	2,678
6335 Prof Fees - Bruin bookkeeping	2,125	2,125		19,125	19,125		25,500
6340 Prof Fees - Audit		2,625	(2,625)		2,625	(2,625)	2,625
6350 Prof Fees - Legal		42	(42)	1,361	375	986	500
Total 6300 Bank/Professional Services	3,442	8,722	(5,280)	25,539	30,173	(4,634)	38,802
6400 Building/Office Expenses							
6260 Office Supplies / Misc	125	206	(80)	1,411	1,852	(441)	2,470
6301 Janitorial	113	125	(12)	1,070	1,123	(53)	1,497
6310 Lawn	263	391	(128)	2,158	3,520	(1,362)	4,693
6360 Building R & M	126	233	(107)	785	2,100	(1,315)	2,800
6390 Water/Trash/Sewer	110	252	(142)	663	1,264	(601)	1,601
6401 Electricity	170	146	24	1,035	1,679	(645)	2,002
6410 Internet / Phone	251	256	(5)	2,303	2,300	4	3,066
Total 6400 Building/Office Expenses	1,158	1,609	(451)	9,425	13,838	(4,413)	18,129
6500 Equipment/Technology Expenses							
6265 Office Technical Services	42	61	(18)	382	547	(165)	729

Highland Lakes Association of REALTORS

Budget vs. Actuals January - September, 2026

	Sep 2026			Total			Annual Budget
	Actual	Budget	over Budget	Actual	Budget	over Budget	
6290 Copier Lease	114	121	(7)	1,028	1,093	(64)	1,457
6329 Tangilla / Monthly	1,275	1,500	(225)	11,792	13,500	(1,708)	18,000
6370 Equipment R & M		5	(5)		44	(44)	59
6501 Website Maintenance		29	(29)		264	(264)	353
Total 6500 Equipment/Technology Expenses	1,432	1,716	(285)	13,202	15,448	(2,246)	20,598
6600 Advertising/PR Expenses							
6005 Advertising		104	(104)		938	(938)	1,250
6006 PR - Food Pantry		208	(208)	2,490	1,875	615	2,500
6007 Outreach / Charitable Donation		167	(167)	152	1,500	(1,349)	2,000
6008 Flood Relief Donation	500	208	292	500	1,875	(1,375)	2,500
6009 PR - First Responder		75	(75)	290	675	(385)	900
6010 Gifts/Awards	203	83	119	302	750	(448)	1,000
7020 EDU - Scholarship Donations				10,000	10,000		10,000
Total 6600 Advertising/PR Expenses	703	846	(143)	13,733	17,613	(3,879)	20,150
6700 Government Affairs							
6076 GA - Public Aware. Advertis		125	(125)		1,125	(1,125)	1,500
6077 GA - Board Edu. Workshops		42	(42)		375	(375)	500
6078 GA - Mobilization Meeting		33	(33)		300	(300)	400
Total 6700 Government Affairs		200	(200)		1,800	(1,800)	2,400
6900 Other Board Expenses							
6210 Dues & Publications	113	114	(1)	919	1,030	(111)	1,373
6220 Insurance	267	289	(22)	2,419	2,600	(182)	3,467
6266 Copies / Shredding		23	(23)	90	203	(113)	270
6270 Postage & Freight		4	(4)	53	37	17	49
6271 Forewarn	1,446	1,392	54	12,995	12,901	94	17,707
Total 6900 Other Board Expenses	1,827	1,822	5	16,476	16,770	(294)	22,866
Total Expenses	24,709	33,712	(9,002)	227,344	265,106	(37,762)	357,637
Net Operating Income	(9,751)	(16,059)	6,309	(84,078)	(118,435)	34,358	(156,184)
Other Income							
3025 Unrealized (Gains) Loss on Inv	(7,449)		(7,449)	6,920		6,920	
4044 Dividend Income	1,012	968	44	11,186	8,712	2,474	11,616
4047 Gain (Loss) on Disp of Investm	122		122	3,705		3,705	
Total Other Income	(6,315)	968	(7,283)	21,811	8,712	13,099	11,616
Other Expenses							
6251 Investment Broker Fees	197	167	30	3,924	3,585	339	4,780
Total Other Expenses	197	167	30	3,924	3,585	339	4,780
Net Other Income	(6,512)	801	(7,313)	17,887	5,127	12,760	6,836
Net Income	(16,263)	(15,258)	(1,004)	(66,191)	(113,308)	47,118	(149,348)

Highland Lakes Association of REALTORS
Balance Sheet
As of September 30, 2026

	<u>9/30/2026</u>	<u>9/30/2025</u>
ASSETS		
Current Assets		
Bank Accounts		
1015 Rio Bank Checking -0615		247,522
1017 Lone Star Capital Sweep account		93,215
1021 EJ - Investments	191,032	179,523
1027 Raymond James Investment	564,290	529,451
1030 Petty Cash	100	100
3600 Security State Bank & Trust Sweep Account	87,428	
7636 Security State Bank & Trust	116,381	
Total Bank Accounts	<u>959,231</u>	<u>1,049,811</u>
Other Current Assets		
1301 Prepaid Expenses	8,863	11,928
1302 Prepaid Insurance	6,312	6,218
1303 Prepaid Travel	2,558	3,233
1400 AR Tangilla	89,599	100,961
1410 Intercompany - MLS	(216,736)	(123,917)
Total Other Current Assets	<u>(109,404)</u>	<u>(1,579)</u>
Total Current Assets	<u>849,827</u>	<u>1,048,232</u>
Fixed Assets		
1200 Furniture	39,411	39,411
1210 Telephone System	3,520	3,520
1220 Computer System	36,041	36,041
1221 Computer Software	7,818	7,818
1230 Copier	5,700	5,700
1250 Business Park Bldg. Construct	902,936	902,936
1260 Accumulated Depreciation	(423,221)	(395,479)
1300 Building Land -Business Park	30,141	30,141
Total Fixed Assets	<u>602,346</u>	<u>630,088</u>
TOTAL ASSETS	<u>1,452,173</u>	<u>1,678,320</u>
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2000 Accounts Payable (A/P)	4,759	106,206
Total Accounts Payable	<u>4,759</u>	<u>106,206</u>
Credit Cards		
2006 Ramp -4648		(650)
2007 Credit Card - 0021	1,302	3,779

Highland Lakes Association of REALTORS

Balance Sheet

As of September 30, 2026

	9/30/2026	9/30/2025
Total Credit Cards	1,302	3,129
Other Current Liabilities		
2010 State/National Payable	750	(230)
2045 Sales Tax Payable	19,509	18,281
2080 Accrued Payroll	4,416	2,167
2100 Deferred Revenue	(10)	
2162-1 Deferred 2025 Realtor Dues		33,579
2162-2 Deferred 2025 Affiliate Dues		4,782
2163-1 Deferred 2026 Realtor Dues	31,706	
2163-2 Deferred 2026 Affiliate Dues	4,800	
Total 2100 Deferred Revenue	36,496	38,361
Total Other Current Liabilities	61,170	58,579
Total Current Liabilities	67,232	167,914
Total Liabilities	67,232	167,914
Equity		
3000 Capital	222,411	222,411
3030 Retained Earnings	1,228,721	1,354,668
Net Income	(66,191)	(66,673)
Total Equity	1,384,941	1,510,406
TOTAL LIABILITIES AND EQUITY	1,452,173	1,678,320

HLAOR-MLS
Budget vs. Actuals
January - September, 2026

	Sep 2026			Total			Annual
	Actual	Budget	over Budget	Actual	Budget	over Budget	Budget
Income							
MLS Income							
5000 MLS Dues Income							
5030 FEES - MLS Agent	29,561	30,624	(1,063)	251,123	264,618	(13,495)	356,901
5035 FEES - MLS Designated Realtor	15,800	17,010	(1,210)	138,750	149,450	(10,700)	203,229
5040 FEES - MLS Assistant	533	550	(17)	4,867	4,560	307	6,608
Total 5000 MLS Dues Income	45,894	48,184	(2,290)	394,740	418,628	(23,888)	566,737
5100 MLS Fee Income							
5050 MLS Agent Application Fees	1,300	3,256	(1,956)	29,500	29,300	200	39,067
5060 MLS Designated Realtor App Fee	1,750	2,256	(506)	13,850	20,300	(6,450)	27,067
5070 Dues - MLS Fines		192	(192)	1,325	1,725	(400)	2,300
5075 MLS Late & Reconnect Fees		100	(100)	4,100	3,900	200	8,000
5200 Change of Office Fee	125		125	950		950	
Total 5100 MLS Fee Income	3,175	5,803	(2,628)	49,725	55,225	(5,500)	76,433
5300 Sales Income							
5080 MLS Lock Boxes Sold		376	(376)	1,759	3,383	(1,624)	4,510
5940 Member Store Income	19	120	(101)	491	1,080	(589)	1,441
Total 5300 Sales Income	19	496	(477)	2,250	4,463	(2,213)	5,951
5400 IDX Vendor FEES	4,638	4,396	242	43,381	39,564	3,817	52,752
Total MLS Income	53,726	58,879	(5,153)	490,096	517,881	(27,785)	701,874
Total Income	53,726	58,879	(5,153)	490,096	517,881	(27,785)	701,874
Expenses							
6000 Personnel							
6095 Employee Salaries	19,138	16,124	3,014	149,312	145,119	4,192	193,492
6145 Employee Benefits	1,917	1,897	20	17,099	17,074	25	22,766
6175 Contract Labor		100	(100)	120	900	(780)	1,200
6179 Staff Bonuses				845	420	425	6,420
6182 Payroll Taxes - Medicare	253	242	11	2,153	2,183	(31)	2,984
6183 Payroll Taxes - Soc Sec	1,174	967	207	8,912	8,732	180	11,995
6184 Payroll Taxes-Federal Unemp		15	(15)	101	134	(33)	194
6185 Payroll Taxes - State Unempl		11	(11)	54	103	(49)	156
6420 Payroll Services	118	139	(21)	1,198	1,253	(55)	1,670
Total 6000 Personnel	22,601	19,496	3,104	179,793	175,919	3,874	240,877
6100 Travel/Meeting Expenses							
6040 Directors Expense Conf/Seminar	227	427	(200)	2,777	3,846	(1,069)	5,128
6050 Strategic Planning		63	(63)		563	(563)	750
6051 Leadership Training		83	(83)	1,120	750	370	1,000
6165 Staff Mileage Reimbursement	107	25	82	341	225	116	301
6201 AE Travel and Training		767	(767)	3,161	6,905	(3,744)	9,207
6205 Staff Training & Travel		78	(78)	582	706	(124)	941
Total 6100 Travel/Meeting Expenses	334	1,444	(1,110)	7,981	12,995	(5,013)	17,327
6200 Event/Education Expenses							
6030 TRLP				2,650		2,650	
6070 Installation Dinner							4,500
6090 Misc Meals / Mixers		42	(42)	399	375	24	500
Total 6200 Event/Education Expenses		42	(42)	3,049	375	2,674	5,000
6300 Bank/Professional Services							
6250 Bank/Credit Card Fees	3,543	3,493	50	10,210	11,016	(806)	15,362
6320 IT Services	184	204	(20)	1,747	1,833	(87)	2,444
6330 Prof Fees - Acct		2,678	(2,678)		2,678	(2,678)	2,678
6335 Prof Fees - Bruin bookkeeping	2,125	2,125		19,125	19,125		25,500
6340 Prof Fees - Audit		2,625	(2,625)		2,625	(2,625)	2,625
6350 Prof Fees - Legal		375	(375)	12,246	3,375	8,871	4,500
Total 6300 Bank/Professional Services	5,852	11,500	(5,647)	43,328	40,652	2,676	53,109
6400 Building/Office Expenses							
6260 Office Supplies / Misc	188	341	(153)	2,117	3,071	(955)	4,095
6301 Janitorial	169	187	(18)	1,604	1,685	(80)	2,246
6310 Lawn	263	398	(135)	2,158	3,584	(1,425)	4,778
6360 Building R & M	190	350	(160)	1,177	3,150	(1,973)	4,200
6390 Water/Trash/Sewer	164	378	(214)	999	1,895	(897)	2,400
6401 Electricity	255	219	36	1,552	2,519	(967)	3,003
6410 Internet / Phone	376	383	(7)	3,455	3,449	6	4,598
Total 6400 Building/Office Expenses	1,605	2,257	(652)	13,063	19,353	(6,290)	25,321
6500 Equipment/Technology Expenses							
6265 Office Technical Services	64	91	(28)	572	820	(248)	1,093
6290 Copier Lease	171	182	(11)	1,543	1,639	(97)	2,186
6329 Tangilla / Monthly	1,912	2,250	(338)	20,188	20,250	(62)	27,000
6370 Equipment R & M		25	(25)		225	(225)	300
6501 Website Maintenance		44	(44)		397	(397)	529
Total 6500 Equipment/Technology Expenses	2,147	2,592	(445)	22,303	23,331	(1,027)	31,108
6600 Advertising/PR Expenses							
6005 Advertising		104	(104)		938	(938)	1,250
6006 PR - Food Pantry		208	(208)	2,490	1,875	615	2,500
6007 Outreach / Charitable Donation		167	(167)	152	1,500	(1,349)	2,000

HLAOR-MLS
Budget vs. Actuals
January - September, 2026

	Sep 2026			Total			Annual Budget
	Actual	Budget	over Budget	Actual	Budget	over Budget	
6009 PR - First Responder		75	(75)	290	675	(385)	900
6010 Gifts/Awards	203	83	119	302	750	(448)	1,000
Total 6600 Advertising/PR Expenses	203	638	(435)	3,234	5,738	(2,504)	7,650
6900 Other Board Expenses							
6210 Dues & Publications	113	114	(1)	916	1,030	(113)	1,373
6220 Insurance	267	289	(22)	2,419	2,600	(182)	3,467
6266 Copies / Shredding		23	(23)	90	203	(113)	270
6270 Postage & Freight		3	(3)	53	30	24	39
Total 6900 Other Board Expenses	380	429	(49)	3,478	3,862	(384)	5,149
7000 MLS Expenses							
7010 MEMBER STORE EXP		79	(79)	719	710	9	946
7011 Lockboxes Purchased for Resale	1,149	224	926	2,340	2,012	328	2,683
Total 7010 MEMBER STORE EXP	1,149	302	847	3,059	2,722	337	3,629
7025 MLS Expenses / Subscriptions	299	377	(77)	3,488	3,389	99	4,519
7040 MLS Paragon Fee	18,961	16,986	1,975	163,533	151,268	12,264	201,193
7061 MLS Events / Seminars		258	(258)		258	(258)	258
7062 Contract Labor / MLS Related		83	(83)		750	(750)	1,000
Total 7000 MLS Expenses	20,410	18,006	2,403	170,080	158,387	11,693	210,599
Total Expenses	53,533	56,404	(2,871)	446,309	440,611	5,698	596,140
Net Operating Income	193	2,474	(2,281)	43,787	77,270	(33,483)	105,734
Other Income							
4050 Interest Income	246	54	192	2,429	490	1,939	653
Total Other Income	246	54	192	2,429	490	1,939	653
Net Other Income	246	54	192	2,429	490	1,939	653
Net Income	439	2,529	(2,089)	46,216	77,760	(31,544)	106,387

HLAOR-MLS
Balance Sheet
As of September 30, 2026

	<u>9/30/2026</u>	<u>9/30/2025</u>
ASSETS		
Current Assets		
Bank Accounts		
1019 Rio Bank Checking -6056		297,843
7784 Security State Bank & Trust	100,000	
8400 Security State Bank & Trust Sweep Account	113,995	
Total Bank Accounts	213,995	297,843
Other Current Assets		
1350 Prepaid Federal Income Taxes	25,000	7,000
2010 Intercompany - HLAOR	216,736	123,917
Total Other Current Assets	241,736	130,917
Total Current Assets	455,731	428,760
TOTAL ASSETS	455,731	428,760
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
2090 Federal Income Taxes Payable		185
2100 Deferred Revenue		
2151-3 Deferred MLS Agent	168,960	169,840
2152-3 Deferred MLS DR	90,900	97,800
2153-3 Deferred MLS Assistant	2,900	3,200
Total 2100 Deferred Revenue	262,760	270,840
Total Other Current Liabilities	262,760	271,025
Total Current Liabilities	262,760	271,025
Total Liabilities	262,760	271,025
Equity		
Retained Earnings	146,755	91,482
Net Income	46,216	66,253
Total Equity	192,971	157,735
TOTAL LIABILITIES AND EQUITY	455,731	428,760

Highland Lakes Association of REALTORS
Transaction Report
September 2026

Date	Transaction Type	Num	Name	Memo/Description	Account	Amount	Balance
Intercompany - MLS							
	Beginning Balance						206.92
09/01/2026	Bill	5273410771	Honeywell Security Americas LLC	August dated bill, received 10/06/26, booking as 09/01/26 - MLS 7011	1410 Intercompany - MLS	1,149.33	1,356.25
09/11/2026	Deposit		MLS Technology Deposit	MLS Technology P/Cashflow36 MLS MLS Technology P/Cashflow36 MLS Technology Platform, L	1410 Intercompany - MLS	(4,637.96)	(3,281.71)
09/24/2026	Expense		ChatGPT	OPENAI *CHATGPT SUBSCR OPENAI.COM CA	1410 Intercompany - MLS	53.20	(3,228.51)
09/30/2026	Journal Entry	10783		26B Semi-Annual MLS R (5030)	1410 Intercompany - MLS	(156,640.00)	(159,868.51)
09/30/2026	Journal Entry	10783		Sales- 26B Semi-annual MLS Broker GL 5035	1410 Intercompany - MLS	(90,900.00)	(250,768.51)
09/30/2026	Journal Entry	10783		26B Semi-Annual MLS Appr (5030)	1410 Intercompany - MLS	(11,660.00)	(262,428.51)
09/30/2026	Journal Entry	10783		Sales- 26B Semi-Annual MLS NLA (5040)	1410 Intercompany - MLS	(2,900.00)	(265,328.51)
09/30/2026	Journal Entry	10783		Sales - GL5060 - MLS Broker Application Fees	1410 Intercompany - MLS	(1,750.00)	(267,078.51)
09/30/2026	Journal Entry	10783		Sales - GL5050 - MLSO Agent/Appraiser Application	1410 Intercompany - MLS	(1,200.00)	(268,278.51)
09/30/2026	Journal Entry	10783		Sales- 26A Semi-Annual MLS R	1410 Intercompany - MLS	(293.28)	(268,571.79)
09/30/2026	Journal Entry	10783		Sales- 26A Semi-annual MLS Broker GL 5035	1410 Intercompany - MLS	(250.00)	(268,821.79)
09/30/2026	Journal Entry	10783		Sales - GL5200 - MLS Change of Office Fee/Key	1410 Intercompany - MLS	(125.00)	(268,946.79)
09/30/2026	Journal Entry	10783		Sales- (5050) MLS Realtor Application	1410 Intercompany - MLS	(100.00)	(269,046.79)
09/30/2026	Journal Entry	10783		Sales - Store Sales - GL5000	1410 Intercompany - MLS	(19.00)	(269,065.79)
09/30/2026	Journal Entry	10783		Sales- 26a semi-annual MLS Appr	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10783		Sales - MLS Only Agent Biannual (5030)	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10783		Sales - MLS Broker (5035) - GL2152-3 Deferred MLS DR 24	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10783		Sales - MLS Broker (5035) - GL2152-3 Deferred MLS DR 25	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10783		Sales- 26a Semi-Annual MLS NLA (5040)	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10783		Sales - GL5070 - MLS Fines	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10783		Sales- MLS Reinstatement/Late (5075)	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10783		Sales- Lockbox (5080)	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10783		GL 5030- MLS Only Agent- Biannual Fee	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		60% of Hourly Clerical Overtime	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		60% of Contract Labor	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		60% of Staff Bonuses	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		60% of Payroll Taxes - All	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		60% of Payroll Taxes-Federal Unemp	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		60% of Payroll Taxes - State Unempl	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		75% of Training Travel and Training	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		50% Strategic Planning	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		50% Leadership Training	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		50% of AE Travel and Training	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		50% of Installation Dinner	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		20% of Misc Meals/Mixers	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		50% of Prof Fees - Acct	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		50% of Prof Fees - Audit	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		90% of Prof Fees - Legal	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		60% of Equipment R & M	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		60% of QB Online Services	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		60% of Video / Photography	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		60% of Website Maintenance	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		50% of Advertising	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		50% of PR - Food Pantry	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		50% of Outreach / Charitable Donation	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		50% of PR - First Responder	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		50% of Copies / Shredding	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		50% of Postage & Freight	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		100% of MEMBER STORE EXP	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		100% of MLS Federal Income Tax	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		100% of Staff MLS Training	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		100% of MLS Events / Seminars	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		100% of Contract Labor / MLS Related	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		100% of ShowingTime / Monthly	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	10828		100% of MLS Grid	1410 Intercompany - MLS		(269,065.79)
09/30/2026	Journal Entry	9881		iLovePDF Membership: GL 7025 - Period Dates 10/17/25-10/17/26	1410 Intercompany - MLS	5.00	(269,060.79)
09/30/2026	Journal Entry	9948		RESO 2026 Annual membership #7025 MLS Expenses / Subscriptions 01/01/26 - 12/31/26	1410 Intercompany - MLS	45.84	(269,014.95)
09/30/2026	Journal Entry	10828		60% of Office Technical Services	1410 Intercompany - MLS	63.59	(268,951.36)
09/30/2026	Journal Entry	10076		UseScape Hot Spot 5 Licenses: GL 7025 - Period Dates 01/01/26-12/31/26	1410 Intercompany - MLS	90.12	(268,861.24)
09/30/2026	Journal Entry	10156		CMLS Membership Dues 2025: GL 7025 - Period Dates 01/01/26-12/31/26	1410 Intercompany - MLS	105.00	(268,756.24)
09/30/2026	Journal Entry	10828		60% of Mileage Reimbursement	1410 Intercompany - MLS	106.70	(268,649.54)
09/30/2026	Journal Entry	10828		50% of Dues & Publications	1410 Intercompany - MLS	113.21	(268,536.33)
09/30/2026	Journal Entry	10828		60% of Payroll Services	1410 Intercompany - MLS	117.72	(268,418.61)
09/30/2026	Journal Entry	10828		60% of Water/Trash/Sewer	1410 Intercompany - MLS	164.48	(268,254.13)

Highland Lakes Association of REALTORS
Transaction Report
September 2026

Date	Transaction Type	Num	Name	Memo/Description	Account	Amount	Balance
09/30/2026	Journal Entry	10828		60% of Janitorial	1410 Intercompany - MLS	168.88	(268,085.25)
09/30/2026	Journal Entry	10828		60% of Copier Lease	1410 Intercompany - MLS	171.40	(267,913.85)
09/30/2026	Journal Entry	10828		50% of IT Services	1410 Intercompany - MLS	184.03	(267,729.82)
09/30/2026	Journal Entry	10828		60% Office Supplies / Misc	1410 Intercompany - MLS	188.07	(267,541.75)
09/30/2026	Journal Entry	10828		60% of Building R & M	1410 Intercompany - MLS	189.74	(267,352.01)
09/30/2026	Journal Entry	10828		50% of Gifts/Awards	1410 Intercompany - MLS	202.52	(267,149.49)
09/30/2026	Journal Entry	10828		20% of Directors Expense Conf/Seminar	1410 Intercompany - MLS	227.41	(266,922.08)
09/30/2026	Journal Entry	10828		60% of Payroll Taxes - Medicare	1410 Intercompany - MLS	253.10	(266,668.98)
09/30/2026	Journal Entry	10828		60% of Electricity	1410 Intercompany - MLS	255.01	(266,413.97)
09/30/2026	Journal Entry	10828		50% of Lawn	1410 Intercompany - MLS	263.04	(266,150.93)
09/30/2026	Journal Entry	10828		50% of Insurance	1410 Intercompany - MLS	267.28	(265,883.65)
09/30/2026	Journal Entry	10828		60% of Internet / Phone	1410 Intercompany - MLS	376.11	(265,507.54)
09/30/2026	Journal Entry	10828		60% of Soc Sec	1410 Intercompany - MLS	1,174.49	(264,333.05)
09/30/2026	Journal Entry	10828		60% of Tangilla / Monthly	1410 Intercompany - MLS	1,912.41	(262,420.64)
09/30/2026	Journal Entry	10828		60% of Employee Benefits	1410 Intercompany - MLS	1,917.44	(260,503.20)
09/30/2026	Journal Entry	10828		50% of Bruin Bookkeeping	1410 Intercompany - MLS	2,125.00	(258,378.20)
09/30/2026	Journal Entry	10821		77% of CC fees to MLS	1410 Intercompany - MLS	3,543.26	(254,834.94)
09/30/2026	Journal Entry	10828		60% of Employee Salaries	1410 Intercompany - MLS	19,138.10	(235,696.84)
09/30/2026	Bill	823854969524MLS	Black Knight Technologies, LLC	Invoice#: 823854969524MLS . Acct#: TX78654	1410 Intercompany - MLS	18,961.32	(216,735.52)
Total for Intercompany - MLS						<u>(216,942.44)</u>	
TOTAL						(216,942.44)	

HLAOR-MLS
Transaction Report
September 2026

Date	Transaction Type	Num	Name	Memo/Description	Account	Amount	Balance
Intercompany - HLAOR							
	Beginning Balance						(206.92)
09/11/2026	Journal Entry	199	MLS Technology Platform		2010 Intercompany - HLAOR	4,637.96	4,431.04
09/30/2026	Journal Entry	205	60% of Employee Salaries		2010 Intercompany - HLAOR	(19,138.10)	(14,707.06)
09/30/2026	Journal Entry	203	Black Knight		2010 Intercompany - HLAOR	(18,961.32)	(33,668.38)
09/30/2026	Journal Entry	201	77% of CC fees to MLS		2010 Intercompany - HLAOR	(3,543.26)	(37,211.64)
09/30/2026	Journal Entry	205	50% of Prof Fees - Bruin Bookkeeping		2010 Intercompany - HLAOR	(2,125.00)	(39,336.64)
09/30/2026	Journal Entry	205	60% of Employee Benefits		2010 Intercompany - HLAOR	(1,917.44)	(41,254.08)
09/30/2026	Journal Entry	205	60% of Tangilla / Monthly		2010 Intercompany - HLAOR	(1,912.41)	(43,166.49)
09/30/2026	Journal Entry	205	60% of Payroll Taxes - Soc Sec		2010 Intercompany - HLAOR	(1,174.49)	(44,340.98)
09/30/2026	Journal Entry	200	August dated bill, received 10/06/26, booking as 09/01/26 - MLS 7011		2010 Intercompany - HLAOR	(1,149.33)	(45,490.31)
09/30/2026	Journal Entry	205	60% of Internet / Phone		2010 Intercompany - HLAOR	(376.11)	(45,866.42)
09/30/2026	Journal Entry	205	50% of Insurance		2010 Intercompany - HLAOR	(267.28)	(46,133.70)
09/30/2026	Journal Entry	205	50% of Lawn		2010 Intercompany - HLAOR	(263.04)	(46,396.74)
09/30/2026	Journal Entry	205	60% of Electricity		2010 Intercompany - HLAOR	(255.01)	(46,651.75)
09/30/2026	Journal Entry	205	60% of Payroll Taxes - Medicare		2010 Intercompany - HLAOR	(253.10)	(46,904.85)
09/30/2026	Journal Entry	205	20% of Directors Expense Conf/Seminar		2010 Intercompany - HLAOR	(227.41)	(47,132.26)
09/30/2026	Journal Entry	205	50% of Gifts/Awards		2010 Intercompany - HLAOR	(202.52)	(47,334.78)
09/30/2026	Journal Entry	205	60% of Building R & M		2010 Intercompany - HLAOR	(189.74)	(47,524.52)
09/30/2026	Journal Entry	205	60% Office Supplies / Misc		2010 Intercompany - HLAOR	(188.07)	(47,712.59)
09/30/2026	Journal Entry	205	50% of IT Services		2010 Intercompany - HLAOR	(184.03)	(47,896.62)
09/30/2026	Journal Entry	205	60% of Copier Lease		2010 Intercompany - HLAOR	(171.40)	(48,068.02)
09/30/2026	Journal Entry	205	60% of Janitorial		2010 Intercompany - HLAOR	(168.88)	(48,236.90)
09/30/2026	Journal Entry	205	60% of Water/Trash/Sewer		2010 Intercompany - HLAOR	(164.48)	(48,401.38)
09/30/2026	Journal Entry	205	60% of Payroll Services		2010 Intercompany - HLAOR	(117.72)	(48,519.10)
09/30/2026	Journal Entry	205	50% of Dues & Publications		2010 Intercompany - HLAOR	(113.21)	(48,632.31)
09/30/2026	Journal Entry	205	60% of Stall Mileage Reimbursement		2010 Intercompany - HLAOR	(106.70)	(48,739.01)
09/30/2026	Journal Entry	186	CMLS Membership Dues 2025: GL 7025 - Period Dates 01/01/26-12/31/26		2010 Intercompany - HLAOR	(105.00)	(48,844.01)
09/30/2026	Journal Entry	186	UseScape Hot Spot 5 Licenses: GL 7025 - Period Dates 01/01/26-12/31/26		2010 Intercompany - HLAOR	(90.12)	(48,934.13)
09/30/2026	Journal Entry	205	60% of Office Technical Services		2010 Intercompany - HLAOR	(63.59)	(48,997.72)
09/30/2026	Journal Entry	204	OPENAI *CHATGPT SUBSCR OPENAI.COM CA		2010 Intercompany - HLAOR	(53.20)	(49,050.92)
09/30/2026	Journal Entry	186	RESO 2026 Annual membership #7025 MLS Expenses / Subscriptions 01/01/26 - 12/31/26		2010 Intercompany - HLAOR	(45.84)	(49,096.76)
09/30/2026	Journal Entry	182	iLovePDF Membership: GL 7025 - Period Dates 10/17/25-10/17/26		2010 Intercompany - HLAOR	(5.00)	(49,101.76)
09/30/2026	Journal Entry	197	Sales - MLS assistant (5040) - GL2153-3 Deferred MLS Assistant Q1 26		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	197	Sales - GL5075 - MLS Late & Reconnect Fees		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	197	Sales - GL 5070 - MLS Fines		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	197	Sales - GL5080 - MLS Lock Boxes Sold		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	60% of Hourly Clerical Overtime		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	60% of Contract Labor		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	60% of Staff Bonuses		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	60% of Payroll Taxes - All		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	60% of Payroll Taxes - Federal Unemp		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	60% of Payroll Taxes - State Unempl		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	75% of Staff Training and Travel		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	50% Strategic Planning		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	50% Leadership Training		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	50% of AE Travel and Training		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	50% of Installation Dinner		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	20% of Misc Meals/Mixers		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	50% of Prof Fees - Acct		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	50% of Prof Fees - Audit		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	90% of Prof Fees - Legal		2010 Intercompany - HLAOR		(49,101.76)

HLAOR-MLS
Transaction Report
September 2026

Date	Transaction Type	Num	Name	Memo/Description	Account	Amount	Balance
09/30/2026	Journal Entry	205	60% of Equipment R & M		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	60% of QB Online Services		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	60% of Video / Photography		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	60% of Website Maintenance		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	50% of Advertising		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	50% of Food Pantry		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	50% of Outreach / Charitable Donation		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	50% of PR - First Responder		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	50% of Copies / Shredding		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	50% of Postage & Freight		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	100% of Member Store EXP		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	100% of MLS Federal Income Tax		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	100% of Staff MLS Training		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	100% of MLS Events / Seminars		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	100% of Contract Labor / MLS Related		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	100% of Showingtime Monthly		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	205	100% of MLS Grid		2010 Intercompany - HLAOR		(49,101.76)
09/30/2026	Journal Entry	197	Sales - Store Sales - GL5940 Member Store Income		2010 Intercompany - HLAOR	19.00	(49,082.76)
09/30/2026	Journal Entry	197	Sales - GL5200 - MLS Change of Office Fee		2010 Intercompany - HLAOR	125.00	(48,957.76)
09/30/2026	Journal Entry	197	Sales - MLS Broker (5035) - GL2152-3 Deferred MLS DR Q1 26		2010 Intercompany - HLAOR	250.00	(48,707.76)
09/30/2026	Journal Entry	197	Sales - MLS Agent (5030) - GL2151-3 Deferred MLS Agent Q1 26		2010 Intercompany - HLAOR	293.28	(48,414.48)
09/30/2026	Journal Entry	197	Sales - GL5050 - MLS Agent Application Fees		2010 Intercompany - HLAOR	1,300.00	(47,114.48)
09/30/2026	Journal Entry	197	Sales - GL5060 - MLS Designated Realtor App Fees		2010 Intercompany - HLAOR	1,750.00	(45,364.48)
09/30/2026	Journal Entry	197	26B Semi-annual MLS NLA (5040)		2010 Intercompany - HLAOR	2,900.00	(42,464.48)
09/30/2026	Journal Entry	197	26B Semi-Annual MLS Appr (5030)		2010 Intercompany - HLAOR	11,660.00	(30,804.48)
09/30/2026	Journal Entry	197	26B Semi-annual MLS Broker GL 5035		2010 Intercompany - HLAOR	90,900.00	60,095.52
09/30/2026	Journal Entry	197	26B Semi-Annual MLS R (5030)		2010 Intercompany - HLAOR	156,640.00	216,735.52
Total for Intercompany - HLAOR						216,942.44	
TOTAL						216,942.44	

Investment Performance Summary

As of 09/30/2026

	EoM Balance JAN 2026	EoM Balance FEB 2026	EoM Balance MAR 2026	EoM Balance APR 2026	EoM Balance MAY 2026	EoM Balance JUN 2026	EoM Balance JUL 2026	EoM Balance AUG 2026	EoM Balance SEP 2026
Edward Jones	\$185,301	\$186,921	\$176,264	\$187,602	\$192,046	\$190,825	\$190,729	\$193,852	\$191,032
Raymond James	\$543,921	\$547,728	\$537,333	\$551,381	\$555,979	\$561,712	\$563,331	\$566,535	\$564,290

Performance Analysis			Initial Investment	EoM Balance SEP 2026			Gain/Loss on Initial Investment (%)	Gain/Loss on Since JAN 2026 (%)
1021	Edward Jones / Corey Skahill (Initial investment in June 2022)		\$134,001	\$191,032			42.56%	3.09%
1027	Raymond James / Russell Riggan * (Initial investment in June 2022)		\$459,000*	\$564,290			22.94%	3.74%
	*\$100K added to initial investment in Feb '24							



BOARD OF DIRECTORS

Meeting Minutes

September 15, 2026 / 10:00 a.m.

CALL TO ORDER: 10:00 AM

ROLL CALL: (Check if in attendance)

Courtney Wing (President)	P	Staff:
Mischelle Griffin (Secretary/Treasurer)	A	Luanne Coleman
Byron Hobbs (Ex Officio)	A	Sally McBryde
Kim Lookabaugh (TR Director)	P	Joshua Guenter
Brenda Burdick	P	
Matthew Butter	P	
Carol Hardy	P	
Forest Henson	A	
Lisa Love	P	
Ruth Reed	P	
Gay Wheeler	P	

Guest:	Natalie Virdell	Dale Brown
	Roy Busse	Larry Hartwell
	Kristen Ribera	Stephanie Bliss
	Zina Rodenbeck	Tammie Bennett
	Suzanne Russell	Todd Fox
	Becky Nutt	Trey Berry
	Stacey Alexander	Jane Marie Hurst

FINANCIAL REPORTS:

August 2026 **Association** Financials - For Acceptance

Presented by Luke Bruins, Bruins & Associates.

MOTION: The **Association** August 2026 financial statements are received and filed as recommended by the Budget/Finance Committee.

August 2026 **MLS** Financials - For Acceptance

Presented by Luke Bruins, Bruins & Associates.

MOTION: The **MLS** August 2026 financial statements are received and filed as recommended by the Budget/Finance Committee.

August 2026 Investment Accounts - For Review & Discussion
Reports Provided.

CONSENT AGENDA:

August 27, 2026 Board of Directors Meeting Minutes

August 28, 2026 Board of Directors Meeting Minutes

Acceptance of New Members (August 2026)

Committee Reports

Budget Finance Committee

Community Outreach Committee - No Meeting

Governmental Affairs Committee - No Meeting

Membership Committee

Professional Development Committee - No Meeting

Property Tour Committee - No Meeting

TREPAC Committee - No Meeting

TR Director Report / Kim Lookabaugh

Director Conference Reports

Carol Hardy / TR Shaping Texas Conference

MOTION: A Vote was taken and approved unanimously to accept the September 15, 2026 Consent Agenda items as presented, with an amendment to the Budget & Finance Committee report clarifying that the budget reductions are applicable to the 2026 fiscal year only and will be reviewed during the next budget cycle.

HIGHLAND LAKES MLS BOARD OF DIRECTORS:

Non REALTOR® Member Access to MLS - Update

One non-REALTOR® member subscriber to date to MLS an Austin Appraiser.

UNFINISHED BUSINESS:

August 2026 Member Count Report - For Review & Discussion (handout)

Report provided.

Association/MLS Next Steps - For Discussion

The President provided an update on discussions regarding the future direction of the Association. The Board discussed potential next steps, including gathering additional member input through surveys and the possible formation of a Strategic Planning Task Force to evaluate options and make recommendations. No action was taken.

Potential 2026 Budget Cuts - For Discussion

MOTION: A Motion was made and unanimously approved to proceed with the 2026 Installation Dinner/Holiday Party, increasing the budgeted Installation Income (Account #4073) to \$6,000 through higher attendee fees to help offset event expenses, while leaving Expense Account #6070 unchanged.

NEW BUSINESS:

Sept 3, 2026 Bi-Annual Billing - For Discussion

The Committee reviewed the September 2026 bi-annual MLS billing and year-over-year billing trends. The September billing totaled \$268,860, compared with \$280,660 in September 2025 and \$304,900 in September 2024.

Total MLS billings for 2026 were \$528,260, compared with an annual budget of \$566,737, resulting in billings \$38,477 below budget. For comparison, total MLS billings were \$553,020 in 2025 and \$608,020 in 2024.

2027 Budget Process - For Discussion

Overview and update provided by Luanne Coleman. Meeting will take place in 2 weeks. Initial work to be completed by Bruin to create a foundation for staff and committee input.

Board of Directors Meeting Schedule - For Consideration/Approval

MOTION: A motion was made and approved unanimously to resume monthly Board of Directors meetings, replacing the current every-other-month meeting schedule.

EXECUTIVE SESSION:

Staffing Update

MOTION: A Motion was made and approved unanimously to enter into Executive Session.

The CEO informed the Board that Joshua Guenter's last day of employment would be September 25, 2026, and that the MLS & Communications Director position would remain vacant for the remainder of 2026. The CEO is evaluating the Association's overall staffing structure and will present staffing scenarios for 2027 to the Budget/Finance Committee and Board of Directors within the next 45–60 days.

GENERAL DISCUSSION *(if applicable)*

The following members addressed the Board regarding various concerns and matters of interest: Natalie Virdell, Zina Rodenbeck, Stacey Alexander, Tammie Bennett, Todd Fox, and Kristen Ribera. The Board listened to the comments presented and encouraged members to submit any specific questions in writing for further consideration. No discussion or action was taken by the Board.

NEXT MEETING DATE:

The next meeting will be held on Tuesday, **October 20, 2026 at 10:00 a.m.**

ADJOURN

The meeting adjourned at 11:19 a.m.

MINUTES PREPARED BY:

Sally McBryde

FORM RESPONSES REPORT

Form responses for form id af4f85f8-6856-49cb-8b4f-83a0704bfd34

Report Generated : 01-Oct-2026 06:01 CDT

Person ID	Completed Date	First Name	Last Name	Cell Number	Email Address	Membership Type	Office Name
120414	03-Sep-2026	Jill	Cipriano	5122890909	jillmcipriano@gmail.com	MLSOnly	N/A
2088548	02-Sep-2026	Donald	Hemingway	5127893356	Don@DonHemingway.com	MLSOnly	N/A
119829	26-Sep-2026	Misty	Preece	2546246231	Misthomas9699@gmail.com	Transfer	N/A
119916	28-Sep-2026	Chasity	Rojas	5126887555	oppenaire@gmail.com	Secondary	N/A
2090680	21-Sep-2026	Laura	Phelps	8307778840	lauraphelps@adthomes.com	MLSOnly	N/A
2091392	25-Sep-2026	Bonnie	Palmer	5125078980	bonnie.palmer@compass.com	MLSOnly	N/A
120189	29-Sep-2026	Holly	Dees	5122899299	holly@hollydees.com	MLSOnly	N/A
2008108	01-Sep-2026	Shelli	Beck	5127397780	shelli.beck@compass.com	MLSOnly	N/A
2089312	09-Sep-2026	Marah	Maynard	5124109003	Shorty42396@gmail.com	NewM1	N/A
119916	22-Sep-2026	Chasity	Rojas	5126887555	oppenaire@gmail.com	MLSOnly	N/A
2090294	16-Sep-2026	Lea	McFalls Zeqiri	2147156939	Leazeqiri@yahoo.com	MLSOnly	N/A
2089905	14-Sep-2026	Sarah	Saqueli	2633705345	sarah@kodyhall.com	ReinstateM1	N/A
2088457	01-Sep-2026	David	Garcia	2107235121	davidgarcia@serhant.com	MLSOnly	N/A
2090059	15-Sep-2026	Heather	Carrigan	3252127134	hcarrigan.realtor@gmail.com	MLSOnly	N/A
2089456	09-Sep-2026	Spero	Stavros	5126619404	spero@stavrosrealty.com	MLSOnly	N/A
2090680	21-Sep-2026	Laura	Phelps	8307778840	lauraphelps@adthomes.com	Secondary	N/A

FORM RESPONSES REPORT

Form responses for form id ba2bf24e-dde9-48a4-a8c4-e8bffb5f7add

Report Generated : 01-Oct-2026 06:01 CDT

Person ID	Completed Date	Tangilla Role Code	First Name	Last Name	Cell Number	Email Address	Firm Name	Office Name
2088499	01-Sep-2026	FSC	Tabitha	Pruitt	7262433499	TabithaP@orhomewarranty.com	Old Republic Home Warranty	N/A
119247	14-Sep-2026	SPC	Fabian	Suarez	8303850416	fabian@txmadeinspections.com	Texas Made Home Inspections LLC	N/A



BUDGET / FINANCE COMMITTEE
Meeting Minutes
September 15, 2026 / 9:00 am

CALL TO ORDER:	Insert Time	9:00am
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ROLL CALL: (Check if in attendance)

Carol Hardy (Chair)	P	Staff:	
Brenda Burdick	P	Luanne Coleman	
Joe Don Dockery	P	Joshua Guenter	
Mischelle Griffin	A		
Byron Hobbs	P	Guest:	
John Osbourne	P	Kim Lookabaugh	Roy Busse
Courtney Wing	P	Natalie Virdell	Zina Rodenbeck
		Kristen Ribera	Suzanne Russell

MEETING MINUTES:

June 30, 2026 Meeting Minutes - For Acceptance
The Meeting Minutes were accepted as presented.

FINANCIAL REPORTS:

August 2026 Association Financials - For Acceptance
Presented by Luke Bruin, Bruin & Associates.

MOTION: The BFC has moved that the **Association** August 2026 financial statements be received and filed as presented by the HLAoR Board of Directors.

August 2026 MLS Financials - For Acceptance
Presented by Luke Bruin, Bruin & Associates.

MOTION: The BFC has moved that the **MLS** August 2026 financial statements be received and filed as presented by the HLAoR Board of Directors.

August 2026 Intercompany Transfer - For Review
Report provided.

August 2026 Investment Accounts - For Review
Report provided.

UNFINISHED BUSINESS:

August 2026 Member Count Report - For Review

Report provided. Discussed budgeted decrease of members and subscribers for Association and MLS budgets in 2026.

Potential 2026 Budget Cuts - For Discussion

Presented options to lower budget for review, including TREPAC events and relief funds. Planned staffing changes will result in a reduction of costs through 2026 - other options were presented as considerations.

MOTION: A motion was made and unanimously approved to recommend that the Board of Directors adjust the 2026 budget by limiting director travel to one director for the 2026 NAR NXT Conference, eliminating Board donations for the remainder of 2026, and eliminating the 2026 Installation Dinner.

NEW BUSINESS:

September 3, 2026 Bi-Annual MLS Billing - For Discussion

The Committee reviewed the September 2026 bi-annual MLS billing and year-over-year billing trends. The September billing totaled \$268,860, compared with \$280,660 in September 2025 and \$304,900 in September 2024.

Total MLS billings for 2026 were \$528,260, compared with an annual budget of \$566,737, resulting in billings \$38,477 below budget. For comparison, total MLS billings were \$553,020 in 2025 and \$608,020 in 2024.

2026 Financial Review - Update

Joe Jack and Bruin have begun the financial review, which is a requirement of NAR Core Standards. Completion time is estimated to be early December.

2027 Budget Process - For Discussion

Overview and update provided by Luanne Coleman. Meeting will take place in 2 weeks. Initial work to be completed by Bruin to create a foundation for staff and committee input.

GENERAL DISCUSSION *(if applicable)*

NEXT MEETING DATE:

The next meeting is scheduled for Tuesday, September 29, 2026 at 9:00a.m.

ADJOURN

The meeting adjourned at 9:40a.m.

MINUTES PREPARED BY:

Joshua Guenter



BUDGET / FINANCE COMMITTEE

Meeting Minutes

September 29, 2026 / 9:00 am

CALL TO ORDER:	Insert Time	9:00am
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ROLL CALL: <i>(Check if in attendance)</i>		
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Carol Hardy (Chair)	P	Staff: Luanne Coleman
Brenda Burdick	P	
Joe Don Dockery	P	
Mischelle Griffin	A	Guest: Stacy Alexander Kristen Ribera
Byron Hobbs	A	
John Osbourne	P	
Courtney Wing	P	

UNFINISHED BUSINESS:

Presentation & Discussion of Preliminary 2027 Budget Scenarios

Luke Bruin presented two preliminary 2027 budget scenarios. Revenue projections were based on a starting membership of 706, with 621 anticipated renewals and a projected year-end membership of 693. MLS subscriber projections were based on 1,195 subscribers in January, declining to 1,159 by year-end 2027.

The two scenarios reflected different staffing options. Both included proposed increases in registration fees for member events and reductions in charitable donations.

NEXT MEETING DATE:

The next meeting is scheduled for Tuesday, October 20, 2026 at 9:00 a.m.

ADJOURN

The meeting adjourned at 10:15 a.m.

MINUTES PREPARED BY:

Luanne Coleman



COMMUNITY OUTREACH COMMITTEE

Meeting Minutes

October 7, 2026 / 11:00 am - 12:00 pm

CALL TO ORDER: 11:02 AM

ROLL CALL: (Check if in attendance)

Kandis Catlett / Chair	P	Staff: Sally McBryde
Ruth Reed / Board Liaison	P	
Tommy Salem	P	
Tina Jehl	P	
Jeffery Boyd	A	
Cheryl Medeiros	P	

MINUTES:

June, 2026 Minutes - For Review / Approval

The Meeting Minutes were accepted as they were presented.

NEW BUSINESS:

First Responders

Staff will go to Amazon Wish list for Buchanan Dam and select products for the VFD in the month of October.

Burnet County Sheriff Department scheduled for November 5th, 9 am. Staff will bring breakfast tacos for 15.

Next Volunteer Day / Possibilities

The Committee discussed conducting a donation drive at the December Installation Luncheon, with the specific type of drive to be determined.

2027 Committee

Most have committed to continue serving in 2027. The one(s) unsure will notify us.

2027 Budget

Motion: A motion was made and unanimously approved to recommend that the Finance Committee recommend the 2027 Community Outreach Committee budget to the Board of Directors for approval.

GENERAL DISCUSSION (if applicable)

NEXT MEETING DATE:

The next meeting will be held on Wednesday, November 4, 2026 at 11 am.

ADJOURN

The meeting adjourned at 11:33 am.

MINUTES PREPARED BY:

Sally McBryde



GOVERNMENTAL AFFAIRS COMMITTEE

Meeting Minutes

October 13, 2026 / 2:30pm

CALL TO ORDER: 2:29 PM

ROLL CALL: *(Check if in attendance)*

Chair: Matthew Butter

Chair Elect: N/A

Mischelle Griffin

Natalie Virdell

Joe Don Dockery

Becky Nutt

P

A

P

P

P

Staff:

Sally McBryde

Guest: Val Diaz

MINUTES:

July 7, 2026 - For Review/Approval

The Meeting Minutes were accepted as presented.

UNFINISHED BUSINESS:

2027 Local Meetings

Continue to provide information pertaining to Real Estate from meetings attended from committee members and from minutes posted on websites.

NEW BUSINESS:

Update on Interim Sessions

Staff and committee members provided dates for upcoming meetings for Llano, Marble Falls and Burnet City Council meetings.

Update from Joe Don Dockery, Burnet County Commissioner Prec. 4

Joe Don updated the committee on the Transportation Plan for Burnet County.

TR Updates

Val Diaz, Texas REALTORS® field representative provided an overview of what has been happening for the last month. Very busy with the election going on and sending final checks to candidates that TR supported around the state.

2027 Budget

MOTION:

A Motion was made and unanimously approved to recommend that the Finance Committee recommend the 2027 Governmental Affairs Committee budget to the Board of Directors for approval.

GENERAL DISCUSSION *(if applicable)*

NEXT MEETING DATE:

December 1, 2026 9:00AM

ADJOURN

The meeting adjourned at 3:20 PM.

MINUTES PREPARED BY:

Sally McBryde



MEMBERSHIP COMMITTEE

Meeting Minutes

October 7, 2026 / 9:30 - 10:30 am

CALL TO ORDER: 9:33 AM

ROLL CALL: *(Check if in attendance)*

Jennifer White (Chairperson)	P	Staff: Sally McBryde Luanne Coleman
Gay Lynn Wheeler (Board Liaison)	A	
Janet Henley	A	
Jacque Horn	P	Guest: Reene Bradshaw Kristen Ribera
Christina Hopson	P	
Max Johnson	P	
Tami Randolph	A	

MINUTES:

September, 2026 Minutes - For Review/Approval

The Meeting Minutes were accepted as presented.

OLD BUSINESS:

Membership Luncheon / October 1 / Christian Fletcher - EDC / HLAoR

The luncheon was well received. The presentation provided informative and valuable content, and the presenter and catering were both excellent. Despite unfavorable weather conditions, the luncheon was considered a successful and informative event.

AFFILIATE EXPO / November 3 / 11a-2p / HLAoR

HLAoR will provide an All-American Hot Dog Lunch at no charge to everyone attending the event. Staff discussed prize giveaways, and the Committee will assist with event setup on October 30 at 3:00 p.m.

NEW BUSINESS:

Approval New HLAoR Members / September 2026

Motion: A Motion was made and approved unanimously that the Board of Directors accept the new HLAoR members (September 2026) as presented by the Membership Committee.

2026 Installation Dinner / Christmas Party

The Committee discussed the Board's previous directive to proceed with the 2026 Installation Dinner/Holiday Party, including increasing the associated income account to better offset event expenses. Concerns were raised regarding the feasibility of charging the higher registration fee necessary to meet the revised income projection, recent member comments requesting cancellation of the event, and current staffing limitations. Following discussion, the Committee recommended that the event instead be held as a holiday-themed Installation Luncheon at the HLAoR office.

Motion: A motion was made and unanimously approved to recommend to the Board of Directors that the 2026 Installation event be held as a holiday-themed luncheon at the HLAoR office on either December 8 or December 10, 2026, rather than as an evening dinner.

2027 Membership Committee

The Committee discussed the 2027 Membership Committee. Members present indicated their willingness to continue serving on the Committee in 2027, with the exception of Max Johnson, who will be leaving the Association and will therefore not continue serving on the Committee.

2027 Budget

Motion: A Motion was made and unanimously approved to recommend that the Finance Committee recommend the 2027 Membership Committee budget to the Board of Directors for approval.

Motion: A Motion was made and unanimously approved to recommend that the Board of Directors approve a promotion allowing new members who have never previously been members of HLAoR and who join as either Primary or Secondary members to receive waived local membership dues.

GENERAL DISCUSSION *(if applicable)*

NEXT MEETING DATE:

The next meeting will be held on Wednesday, November 4, 2026.

ADJOURN

The meeting adjourned at 10:19am.

MINUTES PREPARED BY:

Sally McBryde

PROPERTY TOURS COMMITTEE
Meeting Minutes
October 15, 2026 /12:00 pm

CALL TO ORDER: **TIME: 12:04 PM**

ROLL CALL: *(Check if in attendance)*

Brett Pippenger (Chairperson)
Forest Henson (Board Liaison)
Suzanne Brown
Valerie Kelly
Cooper Wilson

P
A
P
P
A

Staff:

Lisa Holley

MINUTES:

October 15, 2026 Meeting Minutes - Accepted as presented.

UNFINISHED BUSINESS:

Recap of Boat Tour August, September and October's Property Tours

The August, September, and October Property Tours were conducted successfully, with no issues reported.

The Kingsland boat tour had strong attendance, and Wake2U provided the boats for the event.

Past Property Tours Statistics

Recruiting 2026 Property Tour Committee Members

Brett will continue as 2027 Property Tour Chair and contact Bryce Murphy and Bailey Heinatz about joining the committee. Valerie will continue serving in 2027. Suzanne plans to serve but may not be available for the full year.

NEW BUSINESS:

Discuss Upcoming Routes/Schedules/Captains

Brett will serve as Property Tour Captain for the November 11 tour in Burnet and Bertram. The January 13 property tour will feature the Horseshoe Bay and Cottonwood Shores areas.

GENERAL DISCUSSION *(if applicable)*

NEXT MEETING DATE:

The next meeting will be held on January 14, 2027.

ADJOURN

The meeting adjourned at 12:35pm.

MINUTES PREPARED BY:

Lisa Holley

TREPAC COMMITTEE
Meeting Minutes
October 13, 2026 / 9:30 am

CALL TO ORDER: 9:28 AM

ROLL CALL: (Check if in attendance)

Lisa Love - Chair	P	Staff: Sally McBryde
Carol Hardy - Board Liaison	P	
Brenda Burdick - Board Liaison	P	
Valerie Chachere	P	
Miranda Leal Pollard	P	
Rich Strasser	P	

MINUTES:

September 22, 2026 Meeting Minutes - For Review /Approval

The Meeting Minutes were accepted as presented.

UNFINISHED BUSINESS:

2026 TREPAC Numbers

The HLAoR TREPAC numbers through September 30, 2026 were reviewed. HLAoR exceeded its goal for 2026, in the amount of \$44,210+, with a member participation of 110.76% contributions, 597 total members.

TREPAC Future Events

TREPAC committee is looking into having some type of Chili/Soup/Salas Cookoff. Dates and venue to be firmed up in December but committee is looking in March 2027.

NEW BUSINESS:

2027 Committee

All current committee members will continue to serve, with the exception of Carol Hardy, who will not be returning to the committee.

2027 Budget

MOTION: A Motion was made and unanimously approved to recommend that the Finance Committee recommend the 2027 TREPAC Committee budget to the Board of Directors for Approval.

GENERAL DISCUSSION (if applicable)

NEXT MEETING DATE:

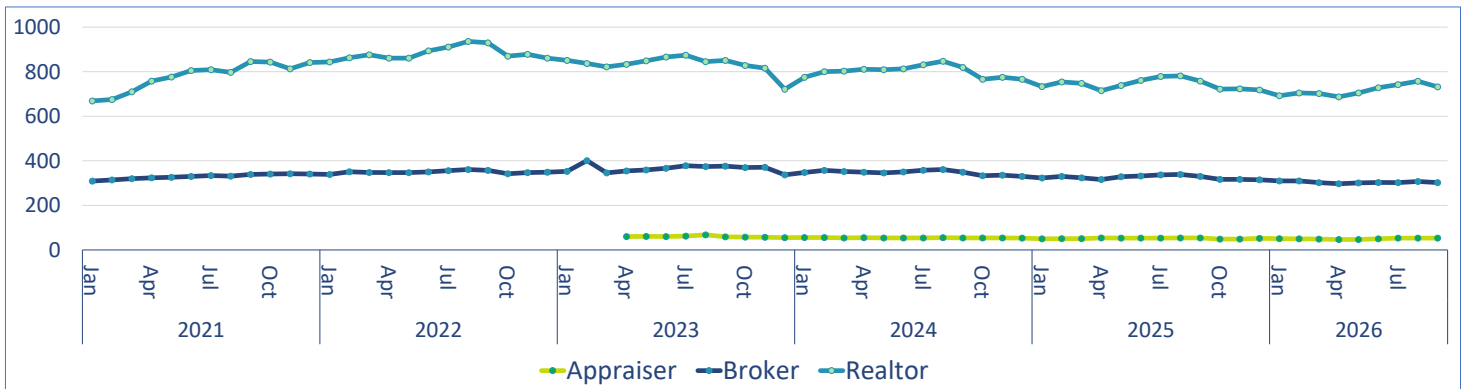
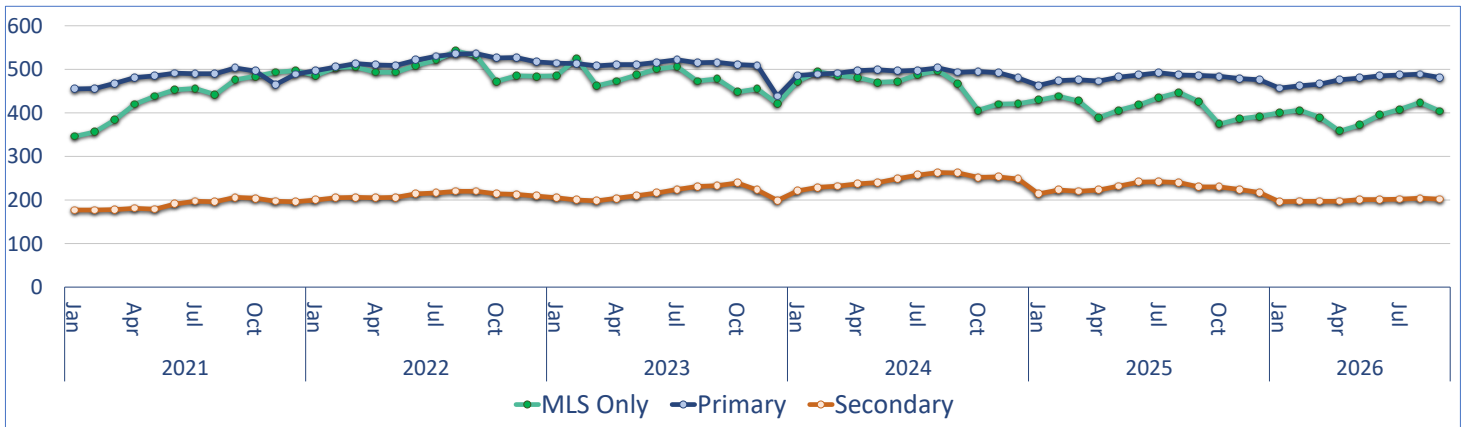
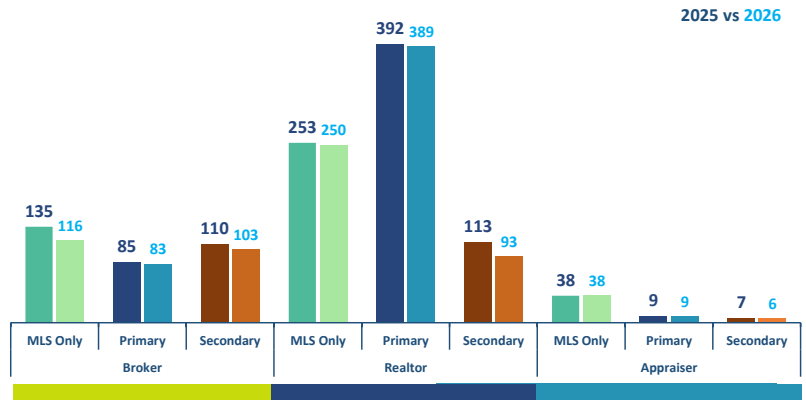
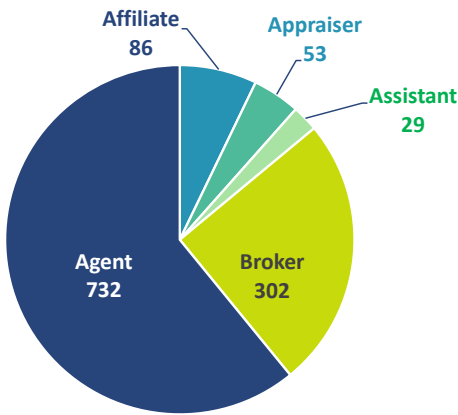
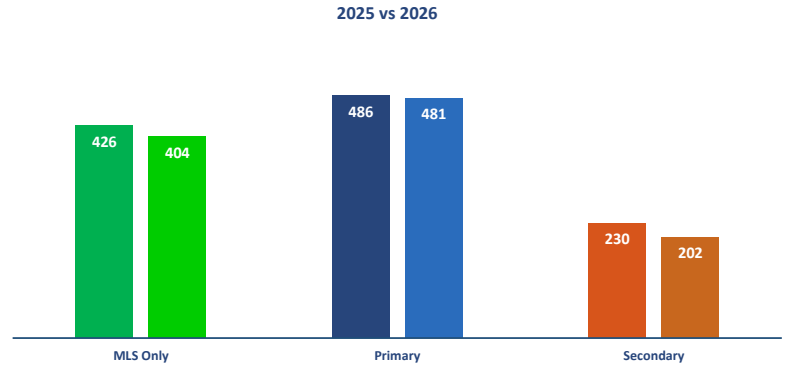
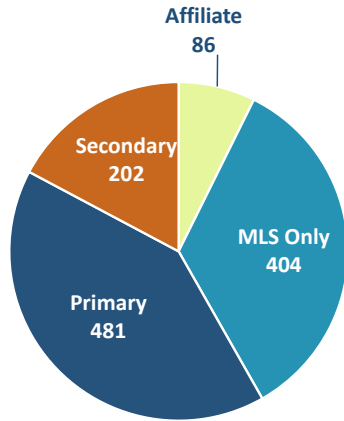
The next meeting will be held on Tuesday, November 10, 2026 at 9:30 a.m.

ADJOURN

The meeting adjourned at 10:34 a.m.

MINUTES PREPARED BY:

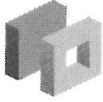
Sally McBryde



Cancellation Request 9/1/26 - 10/14/26

9/1/2026	Wendy Jansky-Serra	R-MLS Only	Not selling enough in the area at this time to keep the membership active.	9/30/2026
9/4/2026	Rica Greenwood	R-MLS Only	No longer serving clients in the Highland Lakes market	
9/4/2026	Jason McMillon	DR-MLS Only	Cost considerations	
9/4/2026	Don Honeycutt	DR-MLS Only	Changing brokerages	
9/4/2026	Kasey Mercurio	R-Secondary	Broker canceled the agent's access through the portal. 9/4	
9/8/2026	Billy Wiegner	R-MLS Only	No longer serving clients in the Highland Lakes market	
9/8/2026	Raymond Torres	R-MLS Only	No longer using features/tools	9/30/2026
9/8/2026	Sarah Caver	R-MLS Only	No longer using features/tools	9/30/2026
9/8/2026	Natalie Land	DR-MLS Only	Cost considerations	
9/8/2026	H.J. Winnett	R-MLS Only	No longer serving clients in the Highland Lakes market	
9/8/2026	MaryAlice Ramirez	R-MLS Only	No longer serving clients in the Highland Lakes market	
9/8/2026	Tammy Young	R-MLS Only	No longer using features/tools	
9/8/2026	Gigi Noch	DR-MLS Only	No longer using features/tools	
9/9/2026	Susan Colvin	R-Secondary- Broker canceled board membership	I'm already a member of ABOR and get more activity on my listings thru them	30-Sep
9/9/2026	Elizabeth Tumlinson	R-Primary	Going inactive with TREC	
9/10/2026	John Colvin	R-Secondary	Moving to another association/MLS	
9/10/2026	Emily Hudkins	DR-Primary	Retiring from real estate	
9/14/2026	Heather Powell	R-MLS Only	No longer serving clients in the Highland Lakes market	
9/14/2026	Jessica McGraw	R-MLS Only	No longer using features/tools	
9/16/2026	Robert Hasty	DA-MLS Only	Service no longer needed	
9/16/2026	Max Son	R-MLS Only	No longer serving clients in the Highland Lakes market	9/30/2026
9/16/2026	Shannon Owen	R-MLS Only	No longer serving clients in the Highland Lakes market	
9/17/2026	Caroline Williams	R-MLS Only	No longer serving clients in the Highland Lakes market	9/30/2026
9/18/2026	Sarah Atchison	DR-MLS Only	Removed my association with ADTR- Broker let go.	
9/18/2026	Brenda Burke	R-MLS Only	No longer serving clients in the Highland Lakes market	
9/18/2026	Terri Harris	DR-MLS Only	No longer serving clients in the Highland Lakes market	
9/18/2026	Richard Giesecke	DR-Primary	Retiring from real estate	
9/18/2026	Kelly Bellard	R-Primary	Broker retiring and having to find a new broker- New Broker has joined as Secondary.	
9/18/2026	Lynda Kidd	Non-Member Licensee	Broker retiring	
9/18/2026	Dolores Peters	R-Primary BO	Broker retiring	
9/22/2026	Mark Virdell	R-Primary	Retiring from real estate	9/30 & 12/31
9/23/2026	John Little	R-MLS Only	No longer serving clients in the Highland Lakes market	
9/23/2026	Traylon Goolsby	R-Secondary	Moving to another association/MLS	9/30 & 12/31
9/23/2026	Kim Christman	R-MLS Only	No longer serving clients in the Highland Lakes market	
9/23/2026	Melissa Keller	R-Secondary	Going inactive with TREC	
9/24/2026	Frank West	R-MLS Only	Cost considerations	
9/25/2026	Jim Hollis	DR-MLS Only	Cost considerations	
9/28/2026	Michelle Craig	R-Secondary	Moving to another association/MLS	
9/29/2026	Terri Taylor	Assistant	Broker is moving to another association/ MLS	
9/29/2026	Reed Henderson	DR-MLS Only	No longer using features/tools	
9/29/2026	Michael Bacon	DR-Secondary	Moving to another association/ MLS	

9/30/2026	J. Kessler	R- MLS Only	Expressed feedback regarding the decision not to merge with ABoR.(called) Broker canceled.	
9/30/2026	Jason Ehrig	R- Primary	No longer using features/tools	
9/30/2026	Mike Fulmer	DR- MLS Only	Membership was temporary.	
9/30/2026	Mary Jo Callaway	R- Primary	Going inactive with TREC	
9/30/2026	Patty Squair	R- Primary	Retiring from real estate	
10/1/2026	Sherri Breaux	R- MLS Only	No longer using features/tools	
10/1/2026	John Armour	DA- MLS Only	Retiring from real estate	
10/1/2026	Thorlin Lee	R- Primary	Cost considerations	
10/2/2026	Hector Rivera	R- MLS Only	No longer serving clients in the Highland Lakes market	
10/2/2026	T. Noel Wood	R- Primary BO	Broker requested cancellation of membership.	
10/2/2026	Michelle McKinnerney	Assistant	Broker requested cancellation of membership.	
10/2/2026	Rhonda Wyatt	R-Primary	Broker requested cancellation of membership.	
10/2/2026	Jordan Burkhart	R-Primary	Broker requested cancellation of membership.	
10/2/2026	Bonnie Burkhart	R- Primary	Broker requested cancellation of membership.	
10/2/2026	Jerry Burkhart	R- Primary	Broker requested cancellation of membership.	
10/2/2026	Ricky McKinnerney	DR- Primary	No longer serving clients in the Highland Lakes market	
10/2/2026	Lolita Doll	R- Secondary	No longer serving clients in the Highland Lakes market	
10/2/2026	Kasey Mercurio	R- Secondary	The broker has canceled his membership.	
10/5/2026	Mark Lemmons	R- MLS Only	Cost considerations	
10/5/2026	Susan Tyler	Assistant	No longer works at the office.	
10/6/2026	Susan Palomino	R- Secondary	My broker does not want to continue with the membership.	

21477**System**

Sep 23 2026, 02:30 PMPrivate

AI Summary Generated: A member appreciates the board's clarity on merger discussions and looks forward to voting on the proposal.

Customer

Joy Jordan

Email

joypettyjordan@gmail.com

Phone

—

Customer ID

—

Contacted Via

Email

Status

Active

Category

—

Reporting Tags

—

JJ

Joy Jordan

Sep 23 2026, 02:30 PMPublic

From: Joy Jordan - joypettyjordan@gmail.com

To: support@hlaor.realtor

Subject: Re: Update From Your HLAoR Board President

Thank you for this very clear timeline of events. I appreciate the work the board did. This couldn't have been an easy discussion or decision. I hope me and the rest of the membership get a chance to vote on the merger idea soon.

Thanks,

Joy Jordan



The Texas Real Estate Commission requires license holders to provide the [Texas Real Estate Commission Consumer Protection Notice](#) & the [Real Estate Commission Information About Brokerage Services](#) to prospective clients.

21469

**System**

Sep 23 2026, 09:56 AMPrivate

Customer

lakelbjshawna@gmail.com

Email

lakelbjshawna@gmail.com

Phone

—

Customer ID

—

Contacted Via

Email

Status

Active

Category

—

Reporting Tags

—

LA

lakelbjshawna@gmail.com

Sep 23 2026, 09:56 AMPublic

From: lakelbjshawna@gmail.com

To: support@hlaor.realtor

Subject:RE: Update From Your HLAoR Board President

No survey of the membership was ever considered? That's very odd. And, no news of the "combination" takeover by ABOR until very late in the game.

Not a very transparent board or administration. Not good for the members at large.

We need a change.

From: HLAoR Announcements <announcements@hlaor.realtor>

Sent: Wednesday, September 23, 2026 8:20 AM

To: LakeLBJshawna@gmail.com

Subject: Update From Your HLAoR Board President



Presidential Report: HLAoR/ABoR Collaboration & Rescinded Vote

Purpose

This report is intended to provide the membership with a factual timeline of the discussions, research, due diligence, negotiations, and Board actions surrounding the proposed collaboration with the Austin Board of REALTORS® (ABOR), including the subsequent decision to rescind the membership vote.

The purpose is not to advocate for or against the proposed combination, but to document the process and provide context for the decisions made by the Board.

1. Background & Initial Discussions

January–March 2026

The Board and Executive Committee began ongoing discussions regarding several issues facing the Association and the broader REALTOR® industry, including:

- o Ongoing discussion regarding issues in our Association

Ongoing budget deficit

Membership decline

Increasing operational costs

Potential future dues increase

Long-term financial sustainability

The changing role and value of a local REALTOR® association

MLS/data considerations

Reviewing the broader trend of REALTOR® association mergers and consolidations occurring nationally

April 14, 2026 - Executive Committee Meeting

The Executive Committee met to discuss whether exploring a potential relationship or collaboration with ABOR was a path worth investigating.

21464

SE

Sue Ellett

Sep 23 2026, 11:41 AMPrivate

Customer

Sue Ellett

Request Changed:

Request changed from "CLOSED" to "OPEN"

Status changed from "Waiting for Reply" to "Active"

Email

sue@suesellsaust

Phone

—

SE

Sue Ellett

Sep 23 2026, 11:41 AMPublic

Customer ID

—

From: Sue Ellett - sue@suesellsaustin.com

To: support@hlaor.realtor

Subject:Re: Cancellation Request - Highland Lakes Association of REALTORS® (21464)

Contacted Via

Email

No, I did not ask to cancel at this time.

Status

Active

Category

Membership

Reporting Tags

—

PNG

Email Signature - Sue.png

**Sue Ellett**

Broker Associate

Synergy Property Group | Bramlett *Partners***M** 512.422.7182**W** 737.307.1669**E** Sue@SueSellsAustin.com**W** www.SynergyHomefinders.com[Download Full Size Reattach](#)**Lisa Holley**

Sep 23 2026, 11:35 AMPrivate

Request Changed:

Reassigned from "Lisa Holley" to "INBOX"

Request changed from "OPEN" to "CLOSED"

Status changed from "Active" to "Waiting for Reply"

Category changed from "" to "Membership"

Email subject changed from "Re: Update From Your HLAoR Board President" to "Cancellation Request - Highland Lakes Association of REALTORS®"

**Lisa Holley**

Sep 23 2026, 11:35 AMPublic

Subject:Cancellation Request - Highland Lakes Association of REALTORS®

To: sue@suesellsaustin.com



Sue

We've received your request to cancel your membership/MLS subscription. To begin the process, please complete the following form:

[Cancellation of Service Request](#)

Once completed, our team will handle the rest.

If you have any questions in the meantime, feel free to contact us at (830) 693-5787 or support@hlaor.realtor.

Thank you,
HLAoR Support



Lisa Holley

Sep 23 2026, 11:35 AMPrivate

Request Changed:

Reassigned from "INBOX" to "Lisa Holley"



System

Sep 23 2026, 08:30 AMPrivate

AI Summary Generated: The ticket discusses a proposal for collaboration between HLAoR and ABOR, reflecting on its potential benefits and challenges.

SE

Sue Ellett

Sep 23 2026, 08:30 AMPublic

From: Sue Ellett - sue@suesellsaustin.com

To: support@hlaor.realtor

Subject:Re: Update From Your HLAoR Board President

Combining with ABOR is a GREAT idea! Maybe the structure needs to be adjusted, but it would help everyone and reduce costs for agents ultimately, as well as provide much needed additional access and information. I have been a member of HL for probably 20 years. ***I will likely rescind my membership in Q1 2027.***

Sue Ellett

On Sep 23, 2026, at 8:19 AM, HLAoR Announcements <announcements@hlaor.realtor> wrote:



Presidential Report: HLAoR/ABoR Collaboration & Rescinded Vote

Purpose

This report is intended to provide the membership with a factual timeline of the discussions, research, due diligence, negotiations, and Board actions surrounding the proposed collaboration with the Austin Board of REALTORS® (ABOR), including the subsequent decision to rescind the membership vote.

The purpose is not to advocate for or against the proposed combination, but to document the process and provide context for the decisions made by the Board.

1. Background & Initial Discussions

January–March 2026

The Board and Executive Committee began ongoing discussions regarding several issues facing the Association and the broader REALTOR® industry, including:

- o Ongoing discussion regarding issues in our Association
 - Ongoing budget deficit
 - Membership decline
 - Increasing operational costs
 - Potential future dues increase
 - Long-term financial sustainability
 - The changing role and value of a local REALTOR® association
 - MLS/data considerations
 - Reviewing the broader trend of REALTOR® association mergers and consolidations occurring nationally

April 14, 2026 - Executive Committee Meeting

The Executive Committee met to discuss whether exploring a potential relationship or collaboration with ABOR was a path worth investigating.

Important distinction:At this point, the discussion was exploratory. No decision had been made to combine the organizations.

21315**System**

Sep 8 2026, 08:02 AMPrivate

AI Summary Generated: User seeks clarification on the canceled ABoR proposal, addressing financial concerns and future plans for Highland Lakes.

Customer

Inc. Langley Homes

Email

ricky@langleyhomesinc.com

Phone

—

Customer ID

—

Contacted Via
Email

Status

Active

Category

—

Reporting Tags

—

IL

Inc. Langley Homes

Sep 8 2026, 08:02 AMPublic

From: Langley Homes, Inc. - ricky@langleyhomesinc.com

To: support@hlaor.realtor

Subject: Questions Regarding the ABoR Proposal and the Future of Highland Lakes

Good Morning,

I wanted to reach out following the decision to cancel the vote regarding the proposed affiliation with ABoR.

I had already voted in favor of the proposal before the vote was canceled, and I was very disappointed that it did not move forward. Based on the information Highland Lakes provided, I thought the proposal made a great deal of sense for the association and its members.

One of the things that stood out to me was that approximately 65% of Highland Lakes members are already members of ABoR MLS. That seems to create a significant amount of duplication. I also understood from the information provided that there were financial and operational reasons for considering the affiliation, along with potential benefits from sharing resources, technology, services, and administrative costs with a much larger organization.

Those underlying concerns are what I am most interested in now. Canceling the vote does not necessarily eliminate the financial or operational issues that caused Highland Lakes to explore the proposal in the first place.

I would appreciate some clarification about what the plan is going forward.

In particular, I would like to know:

- What is the association's plan for addressing those issues independently?
- Was the decision to cancel the vote based on feedback from a majority of the membership, or primarily on the amount of opposition being expressed by a smaller group of members?
- Does Highland Lakes plan to survey or otherwise formally determine how the overall membership feels about the proposal?
- Is there any possibility that an affiliation, merger, or similar arrangement with ABoR could be reconsidered in the future?

I am asking because I am currently evaluating my own membership. I am already a member of ABoR MLS, and I have always valued my relationship with Highland Lakes. At the same time, I have to consider whether maintaining both memberships continues to make sense from a business standpoint.

I am also concerned that other members who already belong to ABoR may be asking themselves the same question. If membership declines, that could potentially make some of the financial concerns that prompted the original proposal even more difficult.

I am not looking to criticize the board's decision. I would simply like to understand what changed, what the association's plan is now, and what members can expect going forward so that I can make an informed decision about my membership.

I would sincerely appreciate any information you can provide.

Thank you,

Ann Langley, Broker
Langley Realty Group

**RICKY & ANN
LANGLEY***President & Treasurer* (512) 734-3171 Ricky@langleyhomesinc.com 717 N. Water St. Burnet, TX 78611 LangleyHomesInc.com

PNG

image.png [Download](#) [Full Size](#) [Reattach](#)

21178*No Reply Needed***Lisa Holley**

Aug 24 2026, 09:20 AM Private

Request Changed:

Reassigned from "INBOX" to "Lisa Holley"

Customer

Leslie Vandivier

Email

leslie@realtortex.com

Phone

—

Customer ID

—

Contacted Via

Email**System**

Aug 21 2026, 06:38 PM Private

AI Summary Generated: The ticket discusses a merger between Highland Lakes and Austin Board of REALTORS, aimed at improving services and sustainability.

LV

Leslie Vandivier

Aug 21 2026, 06:38 PM Public

From: Leslie Vandivier - leslie@realtortex.com

To: support@hlaor.realtor

Subject: Re: Special Board Announcement: Highland Lakes' Next Chapter

Thank you HLAOR,

I'm in favor of this next chapter with adopting the changes you have outlined . It has been needed for quite some time in my professional opinion to merge with ABOR. Perhaps this move will broaden our reach & the HLA won't be overlooked and we can grow our businesses more efficiently.

Sincerely ,

Leslie Vandivier

Broker / Owner

Vandivier Real Estate

Sent from my iPhone

On Aug 20, 2026, at 2:47 PM, HLAoR Announcements

<announcements@hlaor.realtor> wrote:

Status

Active

Category

—

Reporting Tags

—

HIGHLAND LAKES
Association of REALTORS®



Dear Leslie,

Urgent Request

First Name Tammy

Email tammy@hometownlbj.com

Last Name Manning

Phone Phone

Email

Customer ID Customer ID

Request History

[Summarize history](#)[Quote Public History](#)[Show: Full History](#)**Lisa Holley**

Aug 24 2026, 09:34 AMPrivate

Request Changed:

Request changed from "CLOSED" to "OPEN"

Status changed from "Problem Solved" to "Active"

**Joshua Guenter**

Aug 21 2026, 12:34 PMPrivate

Request Changed:

Request changed from "OPEN" to "CLOSED"

Status changed from "Active" to "Problem Solved"

**Joshua Guenter**

Aug 21 2026, 12:34 PMPrivate

Subject:Re: Special Board Announcement: Highland Lakes' Next Chapter

resolved

**Tammy Manning**

Aug 21 2026, 12:32 PMPrivate

Request Changed:

Request changed from "CLOSED" to "OPEN"

Status changed from "Problem Solved" to "Active"

**Tammy Manning**

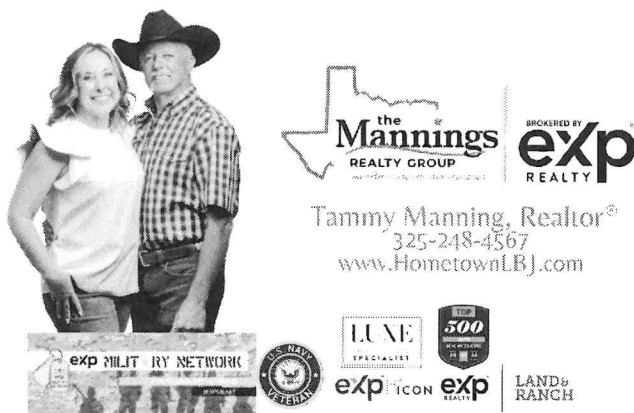
Aug 21 2026, 12:32 PMPublic

From: Tammy Manning - tammy@hometownlbj.com

To: support@hlaor.realtor

Subject:Re: Special Board Announcement: Highland Lakes' Next Chapter {21166}

Thank you Luanne!



IABS

Consumer Protection Notice



Joshua Guenter

Aug 21 2026, 08:55 AM Private

Request Changed:

Request changed from "OPEN" to "CLOSED"

Status changed from "Active" to "Problem Solved"

Customer first name changed from "Luanne" to "Tammy"

Customer last name changed changed from "Coleman" to "Manning"

Customer email changed from "membership@hlaor.realtor" to "tammy@hometownlbj.com"

Customer phone changed from "8306935787" to ""



Joshua Guenter

Aug 21 2026, 08:55 AM Public

Subject: Re: Special Board Announcement: Highland Lakes' Next Chapter

To: tammy@hometownlbj.com

Hi Tammy.

That's a fair question.

Even under the ABoR/Unlock MLS structure, keeping a local chapter matters because it's what lets us stay us.

Without it, we'd basically become a satellite of a much larger, Austin-based organization, and a lot of what makes this feel like our Association would get harder to hold onto.

A local chapter means we keep our own governmental affairs and advocacy work alive. Burnet and Llano County issues — growth, water, county budget decisions — need someone local paying attention and speaking up, and that's something the chapter structure protects.

It also shows up in smaller ways that still matter. When we give back to local charities, first responders and other local causes, that support comes from REALTORS® in Highland Lakes — a name people here know and trust. If that same giving started coming from Austin instead, it just wouldn't carry the same meaning to the folks receiving it.

Thank you,
Luanne Coleman

**Joshua Guenter**

Aug 21 2026, 08:54 AM Private

Request Changed:

Reassigned from "INBOX" to "Joshua Guenter"

**Lisa Holley**

Aug 21 2026, 08:13 AM Private

Subject: Re: Special Board Announcement: Highland Lakes' Next Chapter

Notified: Joshua Guenter, Luanne Coleman, Sally McBryde

From: Tammy Manning <tammy@hometownlbj.com>

Sent: Thu, 20 Aug 2026 15:51:02 -0500

To: support@hlaor.realtor

Subject: Re: Special Board Announcement: Highland Lakes' Next Chapter

My question will be why do we need both then? If we are under ABOR/Unlock what is the benefit of a local chapter?

On Thu, Aug 20, 2026 at 2:47 PM HLAoR Announcements <announcements@hlaor.realtor> wrote:

HIGHLAND LAKES
Association of REALTORS®

Dear Tammy,

Today we're sharing an important decision your Board of Directors has made to protect the long-term strength of our Highland Lakes community.

Yesterday, the Board voted to enter into a definitive agreement with the Austin Board of REALTORS® to combine association and MLS services by the end of the year. Pending a member-wide vote next month, HLAoR would become the Highland Lakes Chapter of ABoR, and Highland Lakes MLS would unify with Unlock MLS.

After months of research, discussion, and due diligence, the Board believes this proposal offers the strongest path to preserve Highland Lakes' local identity, maintain local representation, and keep the Association sustainable and relevant for decades to come.



Lisa Holley

Aug 24 2026, 09:27 AMPrivate

Customer **Linda Moreau**

Request Changed:

Request changed from "CLOSED" to "OPEN"

Status changed from "Problem Solved" to "Active"

Email **lindamaynardmoreau@gmail.com**

Phone

—



Joshua Guenter

Aug 21 2026, 12:36 PMPrivate

Customer ID

Request Changed:

Request changed from "OPEN" to "CLOSED"

Status changed from "Active" to "Problem Solved"

Contacted Via **Email**

Status

Active



Joshua Guenter

Aug 21 2026, 12:36 PMPublic

Category **Other**

Subject:Re: Special Board Announcement: Highland Lakes' Next Chapter

To: lindamaynardmoreau@gmail.com

Hi Linda.

Here's a link to our Board of Directors roster: <https://www.hlaor.realtor/board>

If I can be of any further assistance, don't hesitate to reach out.

Thanks,

Joshua Guenter | MLS & Communications Director | CMLX2, TRLP, C2EX

Highland Lakes Association of REALTORS®

Reporting Tags

—



Lisa Holley

Aug 21 2026, 12:10 PMPrivate

Request Changed:

Reassigned from "INBOX" to "Lisa Holley"

Category changed from "" to "Other"



Lisa Holley

Aug 21 2026, 12:10 PMPrivate

Subject:Re: Special Board Announcement: Highland Lakes' Next Chapter

Notified:Joshua Guenter, Luanne Coleman, Sally McBryde

From: Linda Moreau <lindamaynardmoreau@gmail.com>

Sent: Fri, 21 Aug 2026 11:57:39 -0500

To: support@hlaor.realtor

Subject: Re: Special Board Announcement: Highland Lakes' Next Chapter

Can I find the persons on the Board now on the Board's website? Sorry, I have not kept up with who are elected each year for a while now. My initial impression was that, if this is implemented, it will reduce the number of transactions between local Board members, and will significantly increase the influx of agents from other areas who may not know specifics of our area complex and unique conditions. Per the NAR Code of Ethics, we are cautioned (actually denied) not to work in areas or in topics without expertise. I hope this will be part of the discussion later this month. Regards
- Im

On Thu, Aug 20, 2026 at 2:47 PM HLAoR Announcements

<announcements@hlaor.realtor> wrote:



Dear Linda,

Today we're sharing an important decision your Board of Directors has made to protect the long-term strength of our Highland Lakes community.

Yesterday, the Board voted to enter into a definitive agreement with the Austin Board of REALTORS® to combine association and MLS services by the end of the year. Pending a member-wide vote next month, HLAoR would become the Highland Lakes Chapter of ABoR, and Highland Lakes MLS would unify with Unlock MLS.

After months of research, discussion, and due diligence, the Board believes this proposal offers the strongest path to preserve Highland Lakes' local identity, maintain local representation, and keep the Association sustainable and relevant for decades to come.

21188*No Reply needed***Lisa Holley**

Aug 24 2026, 01:22 PM Private

Request Changed:

Reassigned from "INBOX" to "Lisa Holley"

Customer

JulieWinter

Email

JulieWinter@gmail.com

Phone

—

Customer ID

—

Contacted Via

Email**System**

Aug 24 2026, 01:18 PM Private

AI Summary Generated: The ticket discusses a meeting for voting on the unification of associations, highlighting its benefits and inviting member participation.

*JW***Julie Winter**

Aug 24 2026, 01:18 PM Public

Status

Active

From: Julie Winter - julie.winter@gmail.com

To: support@hlaor.realtor

Reply

To: JulieWinter@gmail.com

Subject Re: Combination with ABoR - Voting Open Now - Notice of Meeting and
: Request for Proxy

Category

—

Reporting Tags

—

This is a great idea! Glad you guys have the built in 5 year support too!

Thanks for all the behind the scenes work you've done and apologies for all the short sighted member garbage you're having to deal with.

Julie Winter

via mobile

direct 972-658-4592

On Mon, Aug 24, 2026 at 1:02 PM HLAoR Announcements

<announcements@hlaor.realtor> wrote:

HIGHLAND LAKES
Association of REALTORS®

Date: August 24, 2026

**System**

Aug 27 2026, 09:24 AMPrivate

Customer

lakelbjshawna

Email

lakelbjshawna@gmail.com

Phone

—

Customer ID

—

Contacted Via

Email

Status

Active

Category

—

Reporting Tags

—

LA

lakelbjshawna@gmail.com

Aug 27 2026, 09:24 AMPublic

From: lakelbjshawna@gmail.com

To: support@hlaor.realtor

Subject: RE: Important Update Regarding the Proxy Voting Process

The fact that an election cannot be held without questions being raised about its legitimacy is embarrassing and calls into question a lot more issues with this election and the dissolution of HLAoR.

From: HLAoR Announcements <announcements@hlaor.realtor>

Sent: Wednesday, August 26, 2026 12:59 PM

To: LakeLBjShawna@gmail.com

Subject: Important Update Regarding the Proxy Voting Process



Dear HLAoR Members,

We want to make you aware of an issue that has been identified with the electronic proxy submission process for the September 8 Special Called Membership Meeting.

Earlier today, we were notified of a concern regarding the safeguards within the electronic proxy system. Upon reviewing the issue, we confirmed that the current process could allow a proxy link to be shared and multiple submissions to be made under a single member ID.

We were not aware that the system would allow this to occur, and we agree that it presents a legitimate concern that must be addressed.

Even though the system provides an audit trail that allows us to identify and review submissions by member ID, we have discontinued the current electronic proxy process while we work to identify and implement an alternative method that provides appropriate safeguards for the membership.

The integrity of this vote is extremely important to us. Every eligible member should have confidence that their proxy is accurately recorded, properly attributed to them, and counted only once.

We are actively working through the details of the revised process and will provide all members with additional information and instructions as soon as they are finalized.

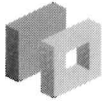
Thank you for your patience and understanding as we work through this important matter.

Highland Lakes Association of REALTORS®

[Website](#) | [Facebook](#) | [Instagram](#) | [Contact Us](#)

[Manage Your Email Subscriptions](#)

**No Reply Needed - just a comment*

**System**

Aug 28 2026, 04:23 PM Private

Customer

Brooke LeMond

AI Summary Generated: The ticket discusses a poll for member preferences regarding HLAoR and ABOR combination updates.

Email

brooke@lakehouses4sale.net

Phone

—

Customer ID

—

Contacted Via

Email

Status

Active

Category

—

Reporting Tags

—

BL

Brooke LeMond

Aug 28 2026, 04:23 PM Public

From: Brooke LeMond - brooke@lakehouses4sale.netTo: support@hlaor.realtorReply To: Brooke LeMond - brooke@lakehouses4sale.net

Subject: Re: Important Update Regarding HLAoR and ABOR

It would be great to have a poll to see what the majority of the members would actually like, opposed to a few that had louder voices.

**Brooke LeMond**

Direct (512)284-0799

www.LakeHouses4Sale.net*"Life is better at the lake"*

[Click Here](#) to Sign Up For Lake House Alerts!

----- Original Message -----

From "HLAoR Announcements" <announcements@hlaor.realtor>To brooke@lakehouses4sale.net

Date 8/28/2026 3:43:31 PM

Subject Important Update Regarding HLAoR and ABOR



Dear Members,

We want to provide you with an important update regarding the proposed combination of Highland Lakes Association of REALTORS® and Austin Board of REALTORS®.

**System**

Aug 31 2026, 05:05 PMPrivate

Customer
Greg Hodge

AI Summary Generated: Discussion regarding a proposed collaboration for a regional MLS system and the board's recent decisions.

Email
greg@hodgeteam.comPhone
—Customer ID
—Contacted Via
EmailStatus
ActiveCategory
—Reporting Tags
—

GH

Greg Hodge

Aug 31 2026, 05:05 PMPublic

From: Greg Hodge - greg@hodgeteam.com

To: support@hlaor.realtor

Subject: Re: A Message from Your Board President: Moving Forward, Together

Hello Courtney,

I have been on the board of directors at Williamson County (now Five Points) for several years, although I am not currently serving. During a portion of that time, we were addressing creating the regional CTXMLS. Highland Lakes as well as ABOR were asked to be at the table for discussions. Highland lakes came to the table and ABOR refused. Ultimately, both groups opted to stay independent for their own reasonings. What was created was a shared system where MLS could be regional, and Associations still serve locally. The is a collaborative shared system like NETRIS in the Dallas/FT Worth Area reaching as far south as Waco. A regional shared MLS system is the best of all worlds for the exact reason above, and I believe it is a good fit for Highland Lakes.

There is a lot of money at stake with the offered MLS system, and this is why Austin will never "collaborate" with another organization to "share" MLS. They only seek to acquire. CTXMLS offers an alternative that should also be explored: Why? The Highland Lakes Association can still survive as a board, still offer and profit from an MLS, and expand regionally with like-minded areas within the region. Four-Points is a member of CTXMLS and offers Guadalupe Lake properties similar to Highland Lakes, also many areas in the region offer land listings. All of these reasons further the mission of the members and do not seek to just hand over the keys.

Either way, just review all options before making a final decision and vote.

God Bless,

Greg

Greg Hodge, CRS

Broker Associate

Realty Capital City – Hodge Team

WCREALTORS REALTOR of the Year – 2017

Five-Star Professional Award (2011-2025, Texas Monthly)

Direct: 512-947-0794

From: HLAoR Announcements <announcements@hlaor.realtor>

Sent: Monday, August 31, 2026 3:10 PM

To: Greg Hodge <greg@hodgeteam.com>

Subject: A Message from Your Board President: Moving Forward, Together



Dear Members and Subscribers,

At this morning's membership meeting, our Board President announced the newly elected 2027 Board of Directors, addressed the recent vote to rescind the proposed collaboration with ABoR, and shared some thoughts on where the association goes from here. Given the level of interest and questions we've received over the past few weeks, we wanted to share those remarks with you today.

The remarks are included below in full.

**System**

Aug 31 2026, 03:53 PMPrivate

Customer
Marley Bautista

AI Summary Generated: Member expresses concern over board's decision process regarding collaboration with ABOR, seeking better communication and inclusion.

Email
marley@synergyhomefinders.comPhone
—Customer ID
—Contacted Via
EmailStatus
ActiveCategory
—Reporting Tags
—

MB

Marley Bautista

Aug 31 2026, 03:53 PMPublic

From: Marley Bautista - marley@synergyhomefinders.com

To: support@hlaor.realtor

Subject:Re: A Message from Your Board President: Moving Forward, Together

Thank you for sending this out to membership. I appreciate the interest in hearing all sides, although I personally feel it appears the only side that was heard was those who oppose the decision to connect with ABOR. Why do I feel that way? Because there was not enough information to show the pros (or cons) of the joining of forces of the two organizations.

How could any member feel comfortable moving forward when all they heard was a group of "concerned brokers" who didn't even identify themselves sending exceptionally long emails in opposition? In this case, it appears the old guard/squeaky wheels won after no attempt was made to have an open forum.

As a member who belongs to ABOR as my primary, I see clearly the value they bring to me. I'm struggling to see the that same value at HLAOR. The MLS system is far more antiquated and challenging to use. The added benefits are fewer and the lockboxes are restricted for reciprocity. That is not to the benefit of the consumers we represent.

I have participated in the TRLP program and have volunteered in committees through ABOR for several years. I am a 20 year veteran in the industry and have worked in sales, marketing and management in the field. Having input from agents from the Highland Lakes board would have been exceptionally important for those of us who work both areas. We have lost an opportunity to hear from agents like myself whose perspective is important and different than ABOR only members.

This was a miss on the part of the board. There could have been a candid conversation with the membership spotlighting the benefits and the cons. But none was welcomed until the conversation was killed by the board behind closed doors after "concerned brokers" wrote an email. This does not encourage confidence from your membership. It creates a space where we feel our opinions and industry experience holds no value.

I hope the conversation continues, as I strongly feel this merger could bring value to both the HLAOR and ABOR communities and membership. We are better together.

Thanks for taking time to read this,

Marley Bautista

Bramlett Partners

Synergy Property Group

512-608-1166

Sent from my iPhone

On Aug 31, 2026, at 3:10 PM, HLAoR Announcements <announcements@hlaor.realtor> wrote:



Dear Members and Subscribers,

At this morning's membership meeting, our Board President announced the newly elected 2027 Board of Directors, addressed the recent vote to rescind the proposed collaboration with ABOR, and shared some thoughts on where the association goes from here. Given the level of interest and questions we've received over the past few weeks, we wanted to share those remarks with you today.

The remarks are included below in full.

**System**

Aug 31 2026, 04:17 PMPrivate

Customer
Kelly Thate

AI Summary Generated: The user requests information regarding real estate market trends and board decisions affecting local Realtors and client satisfaction.

Email
kelly.thate@kw.comPhone
—Customer ID
—Contacted Via
EmailStatus
ActiveCategory
—Reporting Tags
—

KT

Kelly Thate

Aug 31 2026, 04:17 PMPublic

From: Kelly Thate - kelly.thate@kw.com

To: support@hlaor.realtor

Subject: Re: A Message from Your Board President: Moving Forward, Together

Thank you for the email.

Respectfully and mindfully, I have a few questions for the Highland Lakes Association of Realtors. Where are the buyers coming from? Are they coming from inside the Highland Lakes Board's service areas? Are the locals moving within the board's covered area? Are they moving up or downsizing within the board's boundaries? Or are the consumers coming from outside the Highland Lakes Board's service area? What are your current DOM, CTC, and MTD Inventory stats?

I realize that the Highland Lakes Board's responsibility is to take care of the agents. But be clear; keep in the forefront of your minds that our clients are the ones who ultimately need to be happy, not us Realtors, at least not on this big decision. If the clients are not happy, meaning successful with the purchase or sale of their investments within a reasonable timeframe, the board will ultimately fail its members.

Realtors are listing homes in the Highland Lakes area, but our listings are not selling or are taking a hit on the sales price when they do; if you had more eyes on those listings, they would sell. Agents should care about their clients' success.

At the end of the day, what is best for our clients: our buyers and our sellers, tenants, and landlords- long-term and STR clients. Having our listings and giving our buyers a broader search area via ABOR, HAR, and SABOR can accomplish this for everyone.

The big question is, how would our current inventory change if more agents had access to our listings? Respectfully, I know our DOM, CTC, and inventory would change significantly, and this would benefit us agents and our clients.

The board is more concerned about protecting the local Real Estate business for the local Realtors/Agents. This is silly. Look at the stats of properties listed and sold; what percentage is coming from outside this Board of Realtors, and what percentage is coming from inside this board's of agents?

If you want a healthy community, you need growth; you make changes to grow. The truth is, agents are resourceful, and we can obtain information on any property of interest to our clients. But, what you're really doing by not joining the ABOR is hurting the community's growth and the wealth of this area.

I do hope this does not fall on deaf ears!!!

May God Bless You,



David & Kelly Thate

The Thate Team- Keller Williams

David 512-632-8272 Thate.David@gmail.com

Kelly 512-750-5777 KellyThateRealty@gmail.com

(NEW EMAIL FOR KELLY)

[Texas Real Estate Commission Information About Brokerage Service](#)

[Texas Real Estate Commission Consumer Protection Notice](#)

2027 Member Priorities & Strategic Planning Survey

As HLAoR begins developing its 2027 budget and strategic plan, the Board of Directors is seeking member input on services, priorities, fees, and the Association's long-term financial sustainability.

HLAoR and Highland Lakes MLS have experienced declines in membership and MLS subscribers, directly affecting operating revenue. Your feedback will help the Board better understand which services members value most, where resources should be focused, and what approaches members favor to ensure the organization's long-term sustainability.

This survey is intended to help guide the Board's planning and future discussions. **No decisions have been made regarding the options presented.**

Survey Participation Drawing

As a thank-you for taking the time to share your feedback, members who complete and submit the survey will be entered into a drawing for a chance to win six months of complimentary Highland Lakes MLS service!

Two winners will be randomly selected, with each receiving six months of MLS subscriber fees waived.

1. Member Priorities

How important are the following services and benefits to you?

Scale:

- 1 = Not important to me
- 2 = Slightly important
- 3 = Moderately important
- 4 = Very important
- 5 = Extremely important

- MLS technology and services
- Local staff and member support
- Education and professional development
- Advocacy and government affairs
- Forewarn
- Tax/property data
- Networking opportunities
- Educational/member events such as Lunch & Learns

- Social/member appreciation events
- Other: _____

Overall, how would you rate the value you currently receive from HLAoR/HLMLS membership and services?

Select one

- Very high
- High
- Moderate
- Low
- Very low
- I'm not sure

What would increase the value you receive from your membership?

Select up to three.

- Improved MLS technology and services
- More education
- Improved member service and support
- More advocacy
- More networking opportunities
- Access to additional technology and resources
- Better communication
- Lower membership and/or MLS fees
- More opportunities to save money through member benefits
- Other: _____
- I'm satisfied with the value I currently receive

2. Looking Toward 2027

What should be HLAoR/HLMLS's top priorities for 2027?

Scale:

- 1 = Not important to me
- 2 = Slightly important
- 3 = Moderately important
- 4 = Very important
- 5 = Extremely important

- Strengthening MLS technology and services
- Improving the member experience and customer support
- Maintaining strong local representation and advocacy
- Providing relevant education and professional development
- Increasing member engagement and participation
- Recruiting and retaining members
- Improving communication with members
- Expanding products, tools, or resources available to members
- Strengthening the Association's financial position
- Evaluating operating expenses and organizational efficiency
- Exploring partnerships or shared-service opportunities
- Maintaining a strong local presence in the Highland Lakes
- Other: _____

In which of the following areas do you believe HLAoR/HLMLS could improve?

Please rate the level of improvement needed in each area.

- 1 = No improvement needed
- 2 = Minor improvement needed
- 3 = Moderate improvement needed
- 4 = Significant improvement needed
- 5 = Substantial improvement needed
- N/A = Not familiar enough to evaluate

- Communication
- Member services/support
- MLS technology
- Education
- Advocacy
- Events and networking
- Products and member benefits

- Transparency regarding finances and operations
- Member engagement
- Value relative to fees
- Other: _____

Of the priorities listed above, which THREE do you believe should receive the greatest attention in 2027?

Select up to three.

- Communication
- Member services/support
- MLS technology
- Education
- Advocacy
- Events and networking
- Products and member benefits
- Transparency regarding finances and operations
- Member engagement
- Value relative to fees
- Other: _____

3. What Does the Future of HLAoR Look Like?

Over the next 3–5 years, what should be the primary focus of HLAoR/HLMLS?

Select your top three

- Maintaining and strengthening current services and operations
- Improving and expanding member services
- Reducing costs and improving operational efficiency
- Increasing membership and MLS participation
- Exploring new services, products, or revenue opportunities
- Exploring partnerships or shared-service arrangements
- I need more information before forming an opinion

- Other: _____

4. Financial Sustainability

If HLAoR/HLMLS faces a budget deficit in 2027, which of the following approaches would you most support to maintain financial sustainability?

Select one

- Increase membership and/or subscriber fees
- Reduce operating expenses
- Reduce or eliminate selected services
- Temporarily use reserves while evaluating longer-term solutions
- Develop additional revenue opportunities
- Explore partnerships or shared services to reduce costs
- Use a combination of these approaches
- I need more financial information before forming an opinion

If necessary to maintain services and support long-term financial sustainability, would you support a reasonable increase in membership dues and/or MLS subscriber fees?

Select one.

- Yes
- Possibly, depending on the amount and demonstrated need
- No
- I need more financial information before deciding

5. Looking Back: The ABoR Collaboration Proposal

Earlier this year, HLAoR explored a proposed collaboration with the Austin Board of REALTORS® (ABoR). The Board of Directors subsequently rescinded its prior action regarding the proposal. The following questions are intended to better understand members' perspectives on that proposal and their views regarding potential future collaborations.

Based on the information you had available when the proposal was presented, which statement best reflects your position regarding the proposed collaboration with ABoR?

Select one

- I would have supported the proposed collaboration.
- I would not have supported the proposed collaboration.
- I was undecided.
- I wanted to attend the Town Hall to gather additional information and have an opportunity to ask questions before forming an opinion.
- I did not have enough information to form an opinion.
- I was not aware of the proposal.

What factors would be most important to you when evaluating a potential future collaboration or shared-service arrangement?

Select up to three.

- Cost to members
- MLS services and technology
- Local member service and support
- Local representation and decision-making
- Advocacy
- Education and professional development
- Networking/member events
- Additional products or services
- Financial stability and long-term sustainability
- Maintaining a local presence in the Highland Lakes
- Other: _____

Looking ahead, how would you feel about HLAoR/HLMLS exploring potential partnerships, collaborations, or shared-service arrangements with other REALTOR® associations or MLS organizations?

Select one

- I support exploring potential partnerships or collaborations.
- I would support exploring them if clear financial or service benefits could be demonstrated.
- I prefer that HLAoR/HLMLS remain independent and not pursue these opportunities.
- I am undecided.
- I need more information before forming an opinion.

6. Open-Ended Strategic Questions

If you could change, add, or improve one thing about HLAoR/HLMLS in 2027, what would it be?

Is there anything else you would like the Board of Directors to consider as it develops the 2027 budget, strategic priorities, and future direction of HLAoR/HLMLS?



DATE: October 15, 2026

TO: Board of Directors

FROM: Courtney Wing

SUBJECT: 2027 Committee Applications and Appointment Process

As we prepare for 2027, one of our priorities will be a comprehensive review of HLAoR's governing documents, including our Bylaws and Policies & Procedures. We recognize that these documents need attention, particularly in areas where responsibilities and procedures could be more clearly defined.

The 2027 Bylaws Committee, which will begin its work in January, will be tasked with reviewing these documents, identifying areas that need clarification or revision, and recommending updates to the Board of Directors for consideration and approval. Currently, there is no formally documented process for selecting and appointing committee members. Our goal is for the 2027 Bylaws Committee and Board of Directors, with input from the committees, to develop and establish a clear, consistent process for future committee appointments.

In the meantime, we need to move forward with establishing our 2027 committees. To provide a more structured and transparent approach, we will begin accepting applications from members interested in serving. The 2026 Budget/Finance Committee will review and evaluate applications for the 2027 Budget/Finance Committee and submit its recommendations to the Board of Directors for final approval and appointment. For the 2027 Bylaws Committee, the Board of Directors will review and evaluate applications and determine appointments.

The first two committee applications being submitted for the Board's review and approval are:

- Budget/Finance Committee Application
- Bylaws Committee Application

We appreciate everyone's patience as we work through this process. In the meantime, the application process will help us move forward with 2027 appointments while encouraging broader member participation and greater transparency.

Requested Board Action: Review and approve the proposed Budget/Finance Committee and Bylaws Committee applications for distribution to the membership.

Respectfully,

Courtney Wing

President, Board of Directors

2027 Budget Finance Committee Application

Highland Lakes Association of REALTORS®

The 2026 Budget/Finance Committee will review and evaluate applications received and make appointment recommendations to the Board of Directors for consideration and approval.

Committee Purpose

The Budget/Finance Committee develops the Association's annual budget for Board approval, monitors membership changes and budget performance, oversees Association investments, researches revenue opportunities, and recommends financial adjustments. It also oversees the financial audit and review process and annually reviews the tax-appraised values of Association-owned properties.

Please provide brief responses. Include experience from HLAoR, other organizations, or your work. Previous committee service or a finance designation is not necessary to describe the skills you would bring.

Applicant Information

Name: _____

Company or firm: _____

Email: _____ Phone: _____

Interest and Experience

1. Why would you like to serve on the Budget/Finance Committee?

2. Describe any committee, board, or other volunteer service that would help you contribute. If you have not served before, what perspective would you bring?

3. Describe your experience preparing budgets, reviewing financial statements, monitoring expenses, or managing business finances. Include any other relevant skills or training.

Approach to Committee Work

4. How comfortable are you reviewing financial statements and comparing actual results with a budget?

☐ Very comfortable ☐ Somewhat comfortable ☐ Limited experience ☐ No experience

Availability

Committee work includes meetings, review of financial reports, and annual budget planning. Please describe your general availability and any scheduling limitations.

Service Commitments

Please check each statement you can agree to if appointed.

- ☐ I will attend meetings, review materials in advance, and complete assigned work.
- ☐ I will evaluate recommendations in the best interests of the Association as a whole and consider differing viewpoints respectfully.
- ☐ I will follow HLAoR's applicable confidentiality and conflict-of-interest policies and complete the required policy acknowledgments and disclosures.
- ☐ I understand that the committee develops recommendations for the Board. Committee service does not independently authorize me to approve spending, commit Association funds, or speak for HLAoR.

Is there any potential conflict of interest relevant to your committee service that you would like to disclose? If none, write "None."

Applicant Acknowledgment

I confirm that the information provided is accurate to the best of my knowledge. I understand that submitting an application does not guarantee appointment.

Signature: _____ Date: _____

Return the completed application to Luanne Coleman, CEO, at luanne@hlaor.realtor.

2027 Bylaws Committee Application

Highland Lakes Association of REALTORS®

The Board of Directors will review and evaluate applications for the 2027 Bylaws Committee and determine committee appointments.

Committee Purpose

The Bylaws Committee reviews the Association's Bylaws and Policies and Procedures annually for conformance with NAR guidelines and directives from the HLAoR Board of Directors. The committee drafts recommended changes and presents them to the Board for consideration through the applicable approval process.

Please provide brief responses. Include experience from HLAoR, other organizations, or your work. Previous committee service is helpful but is not necessary to describe the skills you would bring.

Applicant Information

Name: _____

Company or firm: _____

Email: _____ Phone: _____

Interest and Experience

1. Why would you like to serve on the Bylaws Committee?

2. Describe any committee, board, or other volunteer service that would help you contribute. If you have not served before, what perspective would you bring?

3. What experience or skills would help you review governing documents, identify inconsistencies, or draft clear language? Examples may include policy review, contracts, research, writing, or attention to detail.

Approach to Committee Work

4. If you found unclear language or an inconsistency between the Bylaws and Policies and Procedures, how would you approach reviewing it and developing a recommendation?

5. Have you reviewed HLAoR's current Bylaws and Policies and Procedures?

☐ Both documents ☐ One document ☐ Portions of the documents ☐ Not yet

Availability

Committee work includes meetings and review of documents between meetings. Please describe your general availability and any scheduling limitations.

Service Commitments

Please check each statement you can agree to if appointed.

- ☐ I will attend meetings, review materials in advance, and complete assigned work.
- ☐ I will evaluate recommendations in the best interests of the Association as a whole and consider differing viewpoints respectfully.
- ☐ I will follow HLAoR's applicable confidentiality and conflict-of-interest policies and complete the required policy acknowledgments and disclosures.
- ☐ I understand that the committee recommends changes. Serving on the committee does not authorize me to amend governing documents or speak for HLAoR independently.

Is there any potential conflict of interest relevant to your committee service that you would like to disclose? If none, write "None."

Applicant Acknowledgment

I confirm that the information provided is accurate to the best of my knowledge. I understand that submitting an application does not guarantee appointment.

Signature: _____ Date: _____

Return the completed application to Luanne Coleman, CEO, at luanne@hlaor.realtor.

DATE: October 15, 2026

TO: Board of Directors

FROM: Courtney Wing

SUBJECT: Highland Lakes MLS Board of Directors – Application and Selection Process

As part of our efforts to strengthen governance and provide greater transparency in leadership selection, we are proposing a formal application process for individuals interested in serving on the Highland Lakes MLS Board of Directors.

Highland Lakes MLS, Inc. is wholly owned by HLAoR. The HLAoR Board of Directors, acting on behalf of the sole shareholder, is responsible for electing HLMLS directors in accordance with the HLMLS Bylaws.

We recognize that the current HLMLS governing documents would benefit from additional clarification regarding director qualifications, terms of service, and the process for selecting directors. We anticipate addressing these matters as part of a broader governance review in 2027.

In the meantime, the proposed application will provide interested individuals an opportunity to be considered for service and share their qualifications, experience, and interest in contributing to HLMLS leadership.

Once the application is approved, it will be made available to interested individuals. Completed applications will be submitted to the HLAoR Board of Directors for consideration. Submission of an application does not guarantee election; directors will be elected in accordance with the HLMLS Bylaws.

Our goal is to establish a more consistent, clearly defined, and transparent application process while preserving the selection authority established in the HLMLS Bylaws.

Requested Board Action: Review and approve the proposed Highland Lakes MLS Board of Directors application for distribution to interested individuals.

Respectfully,

Courtney Wing

President, Board of Directors

Highland Lakes MLS 2027 Board of Directors Application

HLMLS Board Service

The Board of Directors oversees the business and affairs of Highland Lakes MLS, Inc. (HLMLS), including MLS services, finances, rules, and policies. HLAoR is the sole shareholder and elects HLMLS directors in accordance with the MLS Bylaws. The HLMLS Board operates within those bylaws and the approvals reserved to HLAoR.

Individuals interested in serving on the Highland Lakes MLS Board of Directors are invited to submit an application for consideration. Applications will be reviewed by the HLAoR Board of Directors, which, acting on behalf of the sole shareholder, is responsible for electing HLMLS directors in accordance with the HLMLS Bylaws. Please provide brief responses; additional information or a résumé may be attached. Submission of an application does not guarantee election to the HLMLS Board of Directors.

Applicant Information

Name: _____

Company or firm: _____

Parent company, if applicable: _____

Email: _____ Phone: _____

License type and number, if applicable: _____

Current role: _____

Years in real estate: _____ Years with Highland Lakes MLS: _____

Describe your primary business, specialty, and the markets you serve.

Other REALTOR® associations or MLS organizations to which you belong:

Interest in Serving

1. Why would you like to serve on the HLMLS Board of Directors?

2. What strengths or perspectives would you bring to the HLMLS Board?

Leadership and Professional Experience

3. List relevant board, committee, or other volunteer service. Include local, state, or national REALTOR® organizations and experience outside real estate. Identify your role and years of service.

4. Describe relevant education, professional designations, training, or work experience that would help you serve as an MLS director.

MLS Experience and Priorities

5. How do you use Highland Lakes MLS in your business? Describe your experience with MLS technology, listing data, rules, or subscriber support.

6. What two issues or opportunities do you believe deserve the HLMLS Board's attention, and why?

7. Describe any experience reviewing budgets, financial reports, vendor contracts, or technology proposals.

Availability and References

HLMLS Board service requires attending meetings, preparing by reviewing materials, and responding to HLMLS Board business between meetings. Describe your general availability and any scheduling limitations.

Provide two professional references who can speak to your judgment, reliability, and ability to work with others. Please obtain their permission to be listed.

Reference 1 name and company: _____

Relationship to applicant: _____

Email or phone: _____

Reference 2 name and company: _____

Relationship to applicant: _____

Email or phone: _____

Potential Conflicts of Interest

Disclose any business, financial, or other relationship that could create a potential conflict in HLMLS Board service, such as a relationship with an MLS vendor. If none, write "None."

Service Commitments

Please check each statement you can agree to if elected.

- ☐ I will attend meetings, review materials in advance, and participate in HLMLS Board work.
- ☐ I will act in the best interests of Highland Lakes MLS as a whole, rather than favoring my own firm or business interests, and consider differing viewpoints respectfully.
- ☐ I will follow the MLS bylaws, rules, and applicable HLMLS Board policies, protect confidential information, and disclose potential conflicts of interest.
- ☐ I understand that the HLMLS Board acts collectively and that individual directors may not make commitments or speak for Highland Lakes MLS without authorization.
- ☐ I understand that HLAoR is the sole shareholder and that directors are elected through the shareholder process established in the MLS bylaws.

Applicant Acknowledgment

I confirm that the information provided is accurate to the best of my knowledge and authorize HLAoR/HLMLS to contact the references listed for purposes of reviewing this application.

Signature: _____ Date: _____

Return the completed application to Luanne Coleman, CEO, at luanne@hlaor.realtor.

HIGHLAND LAKES ASSOCIATION OF REALTORS®

For: Board of Directors

Agenda Item: 2026 Board Installation / Holiday Luncheon

Committee Discussion and Recommendation

The Committee discussed the Board's previous directive to proceed with the 2026 Installation Dinner/Holiday Party, including increasing the associated income account to better offset event expenses. Concerns were raised regarding the feasibility of charging the higher registration fee necessary to meet the revised income projection, recent member comments requesting cancellation of the event, and current staffing limitations. Following discussion, the Committee recommended that the event instead be held as a holiday-themed Installation Luncheon at the HLAoR office.

Motion Approved by the Budget & Finance Committee

A motion was made and unanimously approved to recommend to the Board of Directors that the 2026 Installation event be held as a holiday-themed luncheon at the HLAoR office on either December 8 or December 10, 2026, rather than as an evening dinner.

Membership Committee Recommendation

For: Budget & Finance Committee / Board of Directors

Committee Meeting: October 7, 2026

Motion Approved by the Membership Committee

A motion was made and unanimously approved to recommend that the Budget & Finance Committee and Board of Directors provide six months of MLS service at no charge to new secondary members.