BOARD OF DIRECTORS

MEETING AGENDA
September 15, 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

FINANCIAL REPORTS:

August 2026 **Association** Financials - For Acceptance	Pg(s)	3-7
August 2026 **MLS** Financials - For Acceptance	Pg(s)	8-10
August 2026 Investment Accounts - For Review & Discussion		
YTD Overview	Pg(s)	11

CONSENT AGENDA:

August 27, 2026 Board of Directors Meeting Minutes	Pg(s)	13-14
August 28, 2026 Board of Directors Meeting Minutes	Pg(s)	15-16
Acceptance of New Members (August 2026)	Pg(s)	17-19
Committee Reports		
Budget Finance Committee	Pg(s)	20-21
Community Outreach Committee - No Meeting		
Governmental Affairs Committee - No Meeting		
Membership Committee	Pg(s)	22-23
Professional Development Committee - No Meeting		
Property Tour Committee - No Meeting		
TREPAC Committee - No Meeting		
TR Director Report / Kim Lookabaugh	Pg(s)	24-26

Director Conference Reports
Carol Hardy / TR Shaping Texas Conference Pg(s) 27-40

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:

August 2026 Member Count Report - For Review & Discussion *(handout*) Pg(s) 41

Association/MLS Next Steps - For Discussion

Potential 2026 Budget Cuts - For Discussion

NEW BUSINESS:

Sept 3, 2026 Bi-Annual MLS Billing - For Discussion Pg(s) 42

2027 Budget Process - For Discussion

Board of Directors Meeting Schedule - For Consideration/Approval

EXECUTIVE SESSION:

Staffing Update

GENERAL DISCUSSION: *(if applicable)*

NEXT MEETING DATE:

The next meeting will be held on Tuesday, **October 20, 2026 at 9:00 a.m.**

ADJOURN

Highland Lakes Association of REALTORS

Financial Dashboard

8/31/2026

CASH FLOW			
Security State Bank & Trust	HLAOR	$	114,651
	MLS	$	213,749
		$	328,400
Edward Jones	HLAOR	$	193,852
Raymond James	HLAOR	$	566,535
Total Bank Balances		**$**	**1,088,787**

Reserve (Current Assets minus Current Liabilities)		
HLAOR	$	798,651
MLS	$	192,738
Total	**$**	**991,389**
Total Operating Expenses	$	953,777
Months:		**12.5**

Equity		
HLAOR	$	1,400,997
MLS	$	192,738
Total	**$**	**1,593,735**

TOTAL INCOME YTD		
HLAOR	$	156,434
MLS	$	438,552
Total	**$**	**594,986**

TOTAL EXPENSES YTD		
HLAOR	$	206,568
MLS	$	392,569
Total	**$**	**599,137**

TOTAL NET INCOME YTD		
HLAOR	$	(50,135)
MLS	$	45,983
Total	$	(4,152)

Highland Lakes Association of REALTORS
Budget vs. Actuals
January - August 2026

	Aug 2026			Total			Annual
	Actual	Budget	over Budget	Actual	Budget	over Budget	Budget
Income							
Board Income							
4000 Dues							
4010 Local Association Dues	10,496	9,799	697	80,182	75,941	4,242	116,011
4020 Affiliate Local Dues	1,583	1,435	148	11,441	11,483	(42)	17,224
Total 4000 Dues	**12,079**	**11,234**	**845**	**91,623**	**87,424**	**4,200**	**133,235**
4100 Board Fee Income							
4027 Annual Dues Late Fee				1,900	1,000	900	4,250
4110 New Member App Fee	1,000	600	400	5,400	4,800	600	7,200
4111 Office Change Fee		133	(133)		1,067	(1,067)	1,600
Total 4100 Board Fee Income	**1,000**	**733**	**267**	**7,300**	**6,867**	**433**	**13,050**
4200 Event/Education Income							
4040 Education - Income	277	917	(639)	7,312	7,333	(21)	11,000
4062 TRLP Income		81	(81)	1,444	650	794	975
4070 Membership Luncheon				520	1,650	(1,130)	3,300
4071 Election Social/Annual Meeting		1,500	(1,500)		1,500	(1,500)	1,500
4072 TREPAC Fundraising Event		467	(467)	3,136	3,733	(598)	5,600
4074 Installation							3,000
Total 4200 Event/Education Income	**277**	**2,965**	**(2,687)**	**12,412**	**14,867**	**(2,454)**	**25,375**
4900 Other Board Income							
4050 Interest Income	3,829	2,116	1,713	16,447	16,928	(481)	25,392
4055 Grant Income		267	(267)		2,133	(2,133)	3,200
4075 Forewarn Ads		100	(100)	525	800	(275)	1,200
Total 4900 Other Board Income	**3,829**	**2,483**	**1,347**	**16,972**	**19,861**	**(2,890)**	**29,792**
Total Board Income	**17,186**	**17,415**	**(229)**	**128,308**	**129,018**	**(711)**	**201,453**
Total Income	**17,186**	**17,415**	**(229)**	**128,308**	**129,018**	**(711)**	**201,453**
Gross Profit	**17,186**	**17,415**	**(229)**	**128,308**	**129,018**	**(711)**	**201,453**
Expenses							
6000 Personnel							
6095 Employee Salaries	10,751	10,750	2	86,782	85,997	786	128,995
6145 Employee Benefits	1,278	1,298	(20)	10,121	10,384	(263)	15,576
6175 Contract Labor		67	(67)	80	533	(453)	833
6179 Staff Bonuses		280	(280)	563	280	283	4,280
6182 Payroll Taxes - Medicare	140	165	(26)	1,266	1,294	(28)	1,999
6183 Payroll Taxes - Soc Sec	659	662	(3)	5,159	5,177	(18)	7,996
6184 Payroll Taxes-Federal Unemp		10	(10)	67	79	(12)	123
6185 Payroll Taxes - State Unempl		8	(8)	36	61	(25)	95
6420 Payroll Services	78	93	(14)	720	742	(22)	1,113
Total 6000 Personnel	**12,906**	**13,332**	**(426)**	**104,795**	**104,548**	**247**	**161,011**
6100 Travel/Meeting Expenses							
6040 Directors Expense Conf/Seminar	1,052	1,709	(657)	10,199	13,675	(3,476)	20,512
6050 Strategic Planning		63	(63)		500	(500)	750
6051 Leadership Training		83	(83)	1,120	667	453	1,000
6060 TREPAC - Election Social/Annual Meeting	747	125	622	747	1,000	(253)	1,500
6165 Staff -Mileage Reimbursement	87	17	70	156	133	23	199
6201 AE Travel and Training	48	767	(720)	3,161	6,138	(2,977)	9,207
6205 Staff Training Travel and Training	43	26	17	194	209	(15)	314
Total 6100 Travel/Meeting Expenses	**1,977**	**2,790**	**(813)**	**15,577**	**22,321**	**(6,744)**	**33,482**
6200 Event/Education Expenses							
6020 EDU - Education Course Expense	165	875	(710)	3,842	7,000	(3,158)	10,500
6030 TRLP	672	417	256	672	3,333	(2,661)	5,000
6070 Installation Dinner							4,500
6071 Affiliate EXPO		167	(167)		1,333	(1,333)	2,000
6072 TREPAC Fundraising		500	(500)	4,899	4,000	899	6,000
6073 TREPAC -Apprec Investor Dinner		100	(100)		800	(800)	1,200
6080 TREPAC - Major Investor Party		500	(500)		4,000	(4,000)	6,000
6090 Misc Meals / Mixers	266	167	99	1,596	1,333	263	2,000
6230 Membership Luncheons	113	250	(137)	1,439	2,000	(561)	3,000
Total 6200 Event/Education Expenses	**1,216**	**2,975**	**(1,759)**	**12,449**	**23,800**	**(11,352)**	**40,200**
6300 Bank/Professional Services							
6250 Bank/Credit Card Fees	269	102	166	2,380	2,487	(107)	5,055
6320 IT Services	184	204	(20)	1,563	1,630	(67)	2,444
6330 Prof Fees - Acct							2,678
6335 Prof Fees - Bruin bookkeeping	2,125	2,125		17,000	17,000		25,500
6340 Prof Fees - Audit							2,625
6350 Prof Fees - Legal	1,150	42	1,108	1,361	333	1,027	500
Total 6300 Bank/Professional Services	**3,727**	**2,473**	**1,254**	**22,303**	**21,450**	**853**	**38,802**
6400 Building/Office Expenses							
6260 Office Supplies / Misc	128	206	(78)	1,286	1,647	(361)	2,470
6301 Janitorial	282	125	157	957	998	(41)	1,497
6310 Lawn	549	391	158	1,895	3,129	(1,233)	4,693
6360 Building R & M		233	(233)	658	1,867	(1,208)	2,800
6390 Water/Trash/Sewer	123	144	(21)	553	1,011	(458)	1,601
6401 Electricity	157	260	(103)	865	1,533	(668)	2,002

Highland Lakes Association of REALTORS
Budget vs. Actuals
January - August 2026

	Aug 2026			Total			Annual
	Actual	Budget	over Budget	Actual	Budget	over Budget	Budget
6410 Internet / Phone	251	256	(4)	2,053	2,044	9	3,066
Total 6400 Building/Office Expenses	1,489	1,614	(125)	8,267	12,229	(3,962)	18,129
6500 Equipment/Technology Expenses							
6265 Office Technical Services	42	61	(18)	339	486	(147)	729
6290 Copier Lease	114	121	(7)	914	971	(57)	1,457
6329 Tangilla / Monthly	1,325	1,500	(175)	10,517	12,000	(1,483)	18,000
6370 Equipment R & M		5	(5)		39	(39)	59
6501 Website Maintenance		29	(29)		235	(235)	353
Total 6500 Equipment/Technology Expenses	1,482	1,716	(235)	11,771	13,732	(1,961)	20,598
6600 Advertising/PR Expenses							
6005 Advertising		104	(104)		833	(833)	1,250
6006 PR - Food Pantry		208	(208)	2,490	1,667	823	2,500
6007 Outreach / Charitable Donation		167	(167)	152	1,333	(1,182)	2,000
6008 Flood Relief Donation		208	(208)		1,667	(1,667)	2,500
6009 PR - First Responder	64	75	(11)	290	600	(310)	900
6010 Gifts/Awards		83	(83)	99	667	(568)	1,000
7020 EDU - Scholarship Donations				10,000	10,000		10,000
Total 6600 Advertising/PR Expenses	64	846	(782)	13,031	16,767	(3,736)	20,150
6700 Government Affairs							
6076 GA - Public Aware. Advertis		125	(125)		1,000	(1,000)	1,500
6077 GA - Board Edu. Workshops		42	(42)		333	(333)	500
6078 GA - Mobilization Meeting		33	(33)		267	(267)	400
Total 6700 Government Affairs		200	(200)		1,600	(1,600)	2,400
6900 Other Board Expenses							
6210 Dues & Publications	113	114	(1)	806	915	(109)	1,373
6220 Insurance	267	289	(22)	2,151	2,311	(160)	3,467
6266 Copies / Shredding		23	(23)	90	180	(90)	270
6270 Postage & Freight		4	(4)	53	32	21	49
6271 Forewarn	1,446	1,409	37	11,549	11,509	40	17,707
Total 6900 Other Board Expenses	1,827	1,839	(12)	14,649	14,948	(298)	22,866
Total Expenses	24,688	27,785	(3,098)	202,841	231,394	(28,553)	357,637
Net Operating Income	(7,502)	(10,371)	2,869	(74,534)	(102,376)	27,842	(156,184)
Other Income							
3025 Unrealized (Gains) Loss on Inv	1,670		1,670	14,369		14,369	
4044 Dividend Income	1,023	968	55	10,174	7,744	2,430	11,616
4047 Gain (Loss) on Disp of Investm				3,582		3,582	
Total Other Income	2,692	968	1,724	28,126	7,744	20,382	11,616
Other Expenses							
6251 Investment Broker Fees	194	167	27	3,727	3,418	309	4,780
Total Other Expenses	194	167	27	3,727	3,418	309	4,780
Net Other Income	2,498	801	1,697	24,399	4,326	20,073	6,836
Net Income	(5,004)	(9,570)	4,566	(50,135)	(98,050)	47,915	(149,348)

Highland Lakes Association of REALTORS
Balance Sheet
As of August 31, 2026

	8/31/2026	8/31/2025
ASSETS		
Current Assets		
Bank Accounts		
1015 Rio Bank Checking -0615		241,265
1021 EJ - Investments	193,852	177,210
1027 Raymond James Investment	566,535	525,510
1030 Petty Cash	100	100
3600 Security State Bank & Trust Sweep Account	1	
7636 Security State Bank & Trust	114,651	
Total Bank Accounts	**875,138**	**944,084**
Other Current Assets		
1301 Prepaid Expenses	5,830	16,802
1302 Prepaid Insurance	6,846	6,742
1303 Prepaid Travel	2,558	4,213
1400 AR Tangilla	1,759	385
Total Other Current Assets	**16,994**	**28,142**
Total Current Assets	**892,132**	**972,226**
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 Blg. Construct	902,936	902,936
1260 Accumulated Depreciation	(423,221)	(395,479)
1300 Building Land -Business Park	30,141	30,141
Total Fixed Assets	**602,346**	**630,088**
TOTAL ASSETS	**1,494,478**	**1,602,314**
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2000 Accounts Payable (A/P)	35,364	23,719
Total Accounts Payable	**35,364**	**23,719**
Credit Cards		
2005 Credit card -0222 (deleted)		3,516
2006 Ramp -4648		8,077
2007 Credit Card - 0021	1,806	
Total Credit Cards	**1,806**	**11,593**

Highland Lakes Association of REALTORS
Balance Sheet
As of August 31, 2026

	8/31/2026	8/31/2025
Other Current Liabilities		
2010 State/National Payable	4	(225)
2017 Accrued Expenses	3,347	700
2045 Sales Tax Payable	2,447	402
2080 Accrued Payroll	2,208	
2100 Deferred Revenue	(10)	
2162-1 Deferred 2025 Realtor Dues		44,597
2162-2 Deferred 2025 Affiliate Dues		6,126
2163-1 Deferred 2026 Realtor Dues	41,982	
2163-2 Deferred 2026 Affiliate Dues	6,334	
Total 2100 Deferred Revenue	**48,306**	**50,723**
Total Other Current Liabilities	**56,312**	**51,600**
Total Current Liabilities	**93,481**	**86,911**
Total Liabilities	**93,481**	**86,911**
Equity		
3000 Capital	222,411	222,411
3030 Retained Earnings	1,228,721	1,354,668
Net Income	(50,135)	(61,677)
Total Equity	**1,400,997**	**1,515,402**
TOTAL LIABILITIES AND EQUITY	**1,494,478**	**1,602,314**

HLAOR-MLS
Budget vs. Actuals
January - August 2026

	Aug 2026			Total			Annual
	Actual	Budget	over Budget	Actual	Budget	over Budget	Budget
Income							
MLS Income							
5000 MLS Dues Income							
5030 FEES - MLS Agent	29,267	30,294	(1,027)	221,562	233,994	(12,432)	356,901
5035 FEES - MLS Designated Realtor	15,550	16,910	(1,360)	122,950	132,440	(9,490)	203,229
5040 FEES - MLS Assistant	533	533	(0)	4,333	4,010	323	6,608
Total 5000 MLS Dues Income	**45,351**	**47,737**	**(2,387)**	**348,846**	**370,444**	**(21,598)**	**566,737**
5100 MLS Fee Income							
5050 MLS Agent Application Fees	4,000	3,256	744	28,200	26,044	2,156	39,067
5060 MLS Designated Realtor App Fee	2,450	2,256	194	12,100	18,044	(5,944)	27,067
5070 Dues - MLS Fines		192	(192)	1,325	1,533	(208)	2,300
5075 MLS Late & Reconnect Fees		100	(100)	4,100	3,800	300	8,000
5200 Change of Office Fee	125		125	825		825	
Total 5100 MLS Fee Income	**6,575**	**5,803**	**772**	**46,550**	**49,422**	**(2,872)**	**76,433**
5300 Sales Income							
5080 MLS Lock Boxes Sold	310	376	(65)	1,759	3,007	(1,248)	4,510
5940 Member Store Income	110	120	(10)	472	960	(488)	1,441
Total 5300 Sales Income	**420**	**496**	**(76)**	**2,231**	**3,967**	**(1,737)**	**5,951**
5400 IDX Vendor FEES	4,745	4,396	349	38,743	35,168	3,575	52,752
Total MLS Income	**57,091**	**58,432**	**(1,341)**	**436,370**	**459,002**	**(22,632)**	**701,874**
Total Income	**57,091**	**58,432**	**(1,341)**	**436,370**	**459,002**	**(22,632)**	**701,874**
Expenses							
6000 Personnel							
6095 Employee Salaries	16,127	16,124	2	130,174	128,995	1,179	193,492
6145 Employee Benefits	1,917	1,897	20	15,182	15,177	5	22,766
6175 Contract Labor		100	(100)	120	800	(680)	1,200
6179 Staff Bonuses		420	(420)	845	420	425	6,420
6182 Payroll Taxes - Medicare	209	248	(39)	1,899	1,941	(42)	2,984
6183 Payroll Taxes - Soc Sec	988	993	(5)	7,738	7,765	(27)	11,995
6184 Payroll Taxes-Federal Unemp		15	(15)	101	119	(18)	194
6185 Payroll Taxes - State Unempl		11	(11)	54	92	(38)	156
6420 Payroll Services	118	139	(21)	1,080	1,113	(33)	1,670
Total 6000 Personnel	**19,359**	**19,948**	**(589)**	**157,192**	**156,423**	**769**	**240,877**
6100 Travel/Meeting Expenses							
6040 Directors Expense Conf/Seminar	263	427	(164)	2,550	3,419	(869)	5,128
6050 Strategic Planning		63	(63)		500	(500)	750
6051 Leadership Training		83	(83)	1,120	667	453	1,000
6165 Staff Mileage Reimbursement	130	25	105	234	200	34	301
6201 AE Travel and Training	48	767	(720)	3,161	6,138	(2,977)	9,207
6205 Staff Training & Travel	130	78	52	582	628	(45)	941
Total 6100 Travel/Meeting Expenses	**570**	**1,444**	**(873)**	**7,647**	**11,551**	**(3,904)**	**17,327**
6200 Event/Education Expenses							
6030 TRLP				2,650		2,650	
6070 Installation Dinner							4,500
6090 Misc Meals / Mixers	67	42	25	399	333	66	500
Total 6200 Event/Education Expenses	**67**	**42**	**25**	**3,049**	**333**	**2,716**	**5,000**
6300 Bank/Professional Services							
6250 Bank/Credit Card Fees		152	(152)	6,460	7,523	(1,063)	15,362
6320 IT Services	184	204	(20)	1,563	1,630	(67)	2,444
6330 Prof Fees - Acct							2,678
6335 Prof Fees - Bruin bookkeeping	2,125	2,125		17,000	17,000		25,500
6340 Prof Fees - Audit							2,625
6350 Prof Fees - Legal	10,346	375	9,971	12,246	3,000	9,246	4,500
Total 6300 Bank/Professional Services	**12,655**	**2,856**	**9,799**	**37,269**	**29,152**	**8,116**	**53,109**
6400 Building/Office Expenses							
6260 Office Supplies / Misc	191	341	(150)	1,928	2,730	(802)	4,095
6301 Janitorial	422	187	235	1,435	1,497	(62)	2,246
6310 Lawn	549	398	151	1,895	3,185	(1,290)	4,778
6360 Building R & M		350	(350)	988	2,800	(1,812)	4,200
6390 Water/Trash/Sewer	184	215	(31)	834	1,517	(683)	2,400
6401 Electricity	235	390	(155)	1,297	2,300	(1,002)	3,003
6410 Internet / Phone	377	383	(7)	3,079	3,065	13	4,598
Total 6400 Building/Office Expenses	**1,959**	**2,265**	**(306)**	**11,458**	**17,095**	**(5,638)**	**25,321**
6500 Equipment/Technology Expenses							
6265 Office Technical Services	64	91	(28)	509	729	(220)	1,093
6290 Copier Lease	171	182	(11)	1,371	1,457	(86)	2,186
6329 Tangilla / Monthly	1,987	2,250	(263)	18,276	18,000	276	27,000
6370 Equipment R & M		25	(25)		200	(200)	300
6501 Website Maintenance		44	(44)		353	(353)	529
Total 6500 Equipment/Technology Expenses	**2,222**	**2,592**	**(370)**	**20,156**	**20,738**	**(583)**	**31,108**
6600 Advertising/PR Expenses							
6005 Advertising		104	(104)		833	(833)	1,250

HLAOR-MLS
Budget vs. Actuals
January - August 2026

	Aug 2026			Total			Annual
	Actual	Budget	over Budget	Actual	Budget	over Budget	Budget
6006 PR - Food Pantry		208	(208)	2,490	1,667	823	2,500
6007 Outreach / Charitable Donation		167	(167)	152	1,333	(1,182)	2,000
6009 PR - First Responder	64	75	(11)	290	600	(310)	900
6010 Gifts/Awards		83	(83)	99	667	(568)	1,000
Total 6600 Advertising/PR Expenses	64	638	(574)	3,031	5,100	(2,069)	7,650
6900 Other Board Expenses							
6210 Dues & Publications	113	114	(1)	803	915	(112)	1,373
6220 Insurance	267	289	(22)	2,151	2,311	(160)	3,467
6266 Copies / Shredding		23	(23)	90	180	(90)	270
6270 Postage & Freight		3	(3)	53	26	27	39
Total 6900 Other Board Expenses	380	429	(49)	3,098	3,433	(335)	5,149
7000 MLS Expenses							
7010 MEMBER STORE EXP		79	(79)	719	631	88	946
7011 Lockboxes Purchased for Resale		224	(224)	1,191	1,789	(598)	2,683
Total 7010 MEMBER STORE EXP		302	(302)	1,910	2,420	(510)	3,629
7025 MLS Expenses / Subscriptions	299	377	(77)	3,189	3,012	177	4,519
7040 MLS Paragon Fee	18,796	16,829	1,967	144,571	134,282	10,289	201,193
7061 MLS Events / Seminars							258
7062 Contract Labor / MLS Related		83	(83)		667	(667)	1,000
Total 7000 MLS Expenses	19,095	17,591	1,504	149,670	140,381	9,289	210,599
Total Expenses	56,372	47,805	8,567	392,569	384,206	8,363	596,140
Net Operating Income	719	10,627	(9,908)	43,801	74,795	(30,995)	105,734
Other Income							
4050 Interest Income	311	54	256	2,183	436	1,747	653
Total Other Income	311	54	256	2,183	436	1,747	653
Net Other Income	311	54	256	2,183	436	1,747	653
Net Income	1,030	10,682	(9,652)	45,983	75,231	(29,248)	106,387

HLAOR-MLS
Balance Sheet
As of August 31, 2026

	8/31/2026	8/31/2025
ASSETS		
Current Assets		
Bank Accounts		
1019 Rio Bank Checking -6056		197,830
7784 Security State Bank & Trust	57,829	
8400 Security State Bank & Trust Sweep Account	155,920	
Total Bank Accounts	**213,749**	**197,830**
Other Current Assets		
1350 Prepaid Federal Income Taxes	25,000	7,000
Total Other Current Assets	**25,000**	**7,000**
Total Current Assets	**238,749**	**204,830**
TOTAL ASSETS	**238,749**	**204,830**
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
2090 Federal Income Taxes Payable		185
2100 Deferred Revenue		
2151-3 Deferred MLS Agent	29,927	30,294
2152-3 Deferred MLS DR	15,550	16,910
2153-3 Deferred MLS Assistant	533	533
Total 2100 Deferred Revenue	**46,011**	**47,737**
Total Other Current Liabilities	**46,011**	**47,922**
Total Current Liabilities	**46,011**	**47,922**
Total Liabilities	**46,011**	**47,922**
Equity		
Retained Earnings	146,755	91,482
Net Income	45,983	65,425
Total Equity	**192,738**	**156,907**
TOTAL LIABILITIES AND EQUITY	**238,749**	**204,830**

Investment Performance Summary

As of 0/31/2026

	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
Edward Jones	$185,301	$186,921	$176,264	$187,602	$192,046	$190,825	$190,729	$193,852
Raymond James	$543,921	$547,728	$537,333	$551,381	$555,979	$561,712	$563,331	$566,535

Performance Analysis		Initial Investment	EoM Balance AUG 2026		Gain/Loss on Initial Investment (%)	Gain/Loss on Since JAN 2026 (%)
1021	Edward Jones / Corey Skahill (Initial investment in June 2022)	$134,001	$193,852		44.66%	4.61%
1027	Raymond James / Russell Riggan * (Initial investment in June 2022)	$459,000*	$566,535		23.43%	4.16%
	**$100K added to initial investment in Feb '24*					

BOARD OF DIRECTORS
Meeting Minutes
August 27, 2026 / 9:00 a.m.

CALL TO ORDER: 9:01 AM

ROLL CALL: *(Check if in attendance)*

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

August 25, 2026 Board of Directors Meeting Minutes - For Approval

Motion: A Motion was made and approved unanimously to accept the August 25, 2026 meeting minutes with the correction of the attendance record reflecting that Director, Matthew Butter was present at the meeting and was inadvertently recorded as absent.

Implementation of Revised Voting/Proxy Process - For Approval

Motion: A Motion was made and approved unanimously to engage Simply Voting as the online platform for HLAoR's voting process.

Engagement of Third Party to Oversee Proxy Count Process - For Approval

Motion: A Motion was made and approved unanimously to engage a third party to oversee the proxy counting process.

Reschedule Special Called Membership Meeting to September 15, 2026 - For Approval

Motion: A Motion was made and approved to reschedule the Special Called Membership Meeting to September 15, 2026, with Director Kim Lookabaugh voting no.

Rescinded Motion: A Motion was made and approved to rescind the previous motion to reschedule the Special Called Membership Meeting to September 15, 2026.

Motion: A Motion was made and approved to retain September 8, 2026, as the date of the Special Called Membership Meeting, with Mischelle Griffin and Carol Hardy voting no.

ADJOURN

The meeting adjourned at 10:07 AM

MINUTES PREPARED BY:

Sally McBryde

BOARD OF DIRECTORS
Meeting Minutes
August 28, 2026 / 1:00 p.m.

CALL TO ORDER: 1:03 PM

ROLL CALL: *(Check if in attendance)*

Courtney Wing (President)	P	**Staff:**
Mischelle Griffin (Secretary/Treasurer)	P	Luanne Coleman
Byron Hobbs (Ex Officio)	P	Joshua Guenter
Kim Lookabaugh (TR Director)	P	
Brenda Burdick	P	
Matthew Butter	A	**Guest:**
Carol Hardy	P	Trey Berry - MLS Board Director
Forest Henson	P	Matt Lookabaugh
Lisa Love	P	Roy Busse
Ruth Reed	P	Rob Cormier
Gay Wheeler	P	Kristen Ribera

HLAoR–ABoR Combination: Timeline and Next Steps – For Consideration/Action

Motion: A Motion was made and approved unanimously to rescind the previous motion made during the August 19 meeting. The motion being rescinded is as follows:

RESOLVED, that as provided in the Articles of Incorporation of the Company, the Board of Directors finds it is in the best interests of the members of the Association to join the Austin Board of REALTORS® ("ABoR") pursuant to the terms of the Combination Agreement which has been negotiated for the benefit of the members to better and more efficiently achieve the purposes for which this Association was formed; and further

RESOLVED, that the Association be combined with Austin Board of REALTORS®, a Texas nonprofit corporation ("ABoR"), and that the CEO of the Association be, and hereby is authorized, for and on behalf of the Association, to negotiate and enter into a Combination Agreement and related transaction documents with ABoR consistent with the terms outlined in the presented term sheet with changes necessary or advisable in her judgment to complete the transaction, which transaction will benefit the Association's members and achieve the purposes for which the Association was formed; and further

RESOLVED, the Directors of the Association hereby approve and recommend, in connection with the combination with ABoR, the winding up of the Association and the distribution of its assets in accordance with the Plan of Distribution attached hereto as Exhibit A and direct that the winding up and the Plan of Distribution be submitted to a vote of the primary and secondary REALTOR® members of the Association at a special meeting of the members; and further

RESOLVED, that a special meeting (the "Special Meeting") of the primary and secondary REALTOR® members of the Association for the purpose of voting on the winding up and the Plan of Distribution is hereby called to be held on September 8, 2026 at 10:00 AM the office of the Association at 4601 E. Innovation Loop, Marble Falls, TX 78654; and further

RESOLVED, that August 28, 2026 (the "Record Date") be and hereby is set as the Record Date for notice of the Special Meeting and the CEO and other officers of the Association are hereby authorized and directed to provide notice of the Special Meeting to the primary and secondary REALTOR® members of the Association and prepare and maintain a list of the primary and secondary REALTOR members of the Association as of the Record Date who are entitled to vote and not entitled to vote and make the list available for inspection at the office of the association as required by Texas law; and further

RESOLVED, that upon approval of the winding up of the Association and approval and adoption of the Plan of Distribution by the primary and secondary REALTOR® members of the Association in good standing on the Record Date, the CEO and other officers of the Association, and each of them, hereby are authorized to complete the winding up and distribution according to the Plan of Distribution and to file thereafter a Certificate of Termination with the office of the Secretary of State of the State of Texas meeting the requirements of applicable Texas law, to pay the filing fee therefor and to execute such documents and take such other action and to pay such other expenses as they determine are necessary or proper to effect such winding up, distribution and termination; and further

RESOLVED, that the President and CEO are authorized to send a proxy solicitation to the members for the purpose of authorizing the President of the Board of Directors to vote on behalf of the members who grant her their proxy on the resolution to approve the voluntary winding up of the Association and the Plan of Distribution.

ADJOURN

The meeting adjourned at 2 PM

MINUTES PREPARED BY:

Joshua Guenter

RECENT APPLICATIONS

List of recent applications processed via the Application Form from 2026-08-01 to 2026-08-31

Report Generated : 08-Sep-2026 14:59 CDT

Completed At	Provisioning Status	Person	Lic Number	Lic Type	Member NDRS ID	Email	Office ID	Office Name	DL Full Name	Tangilla Role	Role Description
2026-Aug-31 01:21 PM	Provisioned in 1-5 mins	Matthew Maas	0856945	Salesperson	804520985	mdmaas12@gmail.com	785054283	RE/MAX Ascension	Michael Kern	RPR	REALTOR®
2026-Aug-28 11:34 AM	Provisioned in 1-5 mins	Kay Evans	0736174	Salesperson	785050781	kay@ranchtexas.com	824089870	SimpliHOM	James Bigley	RSR	Secondary REALTOR®
2026-Aug-26 12:36 PM	Provisioned in 1-5 mins	Ashley Marie Swallow	0812140	Salesperson	831021880	ashleyswallow1@gmail.com	785001278	ERA Brokers Consolidated	Candice Odell	RMX	REALTOR® MLSOnly
2026-Aug-26 12:05 PM	Provisioned in < 1 min	Kimberly Basinger	0856105	Salesperson	804520984	kimberlysue0766@gmail.com	804513557	Horseshoe Bay ONE Realty	Edward Burget	RPR	REALTOR®
2026-Aug-24 02:57 PM	Provisioned in < 1 min	Ana Swanson	0431699	Broker	795000600	ana@swanson-realty.com	785000439	Keller Williams Realty	M.E. Cook	RMX	REALTOR® MLSOnly
2026-Aug-24 09:35 AM	Provisioned in < 1 min	Bradley Johnston	0777813	Salesperson	827021952	bradley.johnston@exprealty.com	785053216	eXp Realty, LLC	Karen Richards	RMX	REALTOR® MLSOnly
2026-Aug-21 11:33 AM	Provisioned in < 1 min	Ronald G Smith	0335505	Broker	785037259	ron@rongsmith.com	785003519	Keller Williams - Lake Travis	M.E. Cook	RPR	REALTOR®
2026-Aug-19 02:23 PM	Provisioned in < 1 min	Madison Eileen Durst	0789141	Salesperson	785057012	madisonedurst@gmail.com	804512881	Lake-Land Realty Hill Country	Steven Jordan	RPR	REALTOR®
2026-Aug-19 02:04 PM	Provisioned in < 1 min	Christopher De La Garza	0509682	Broker	824022595	cdelagarza@brandsbyintegra.com	824084511	Century 21 Integra	Christopher De La Garza	DSR	Secondary Designated REALTOR®
2026-Aug-19 10:17 AM	Provisioned in 1-5 mins	Stephen Damman	0724319	Salesperson	785048990	steve@teamprice.com	785028735	Team Price Real Estate	Dan Price	RMX	REALTOR® MLSOnly
2026-Aug-19 09:54 AM	Provisioned in < 1 min	Dan Price	0525062	Broker	785017335	dan@teamprice.com	785028735	Team Price Real Estate	Dan Price	DMX	Designated REALTOR® MLSOnly
2026-Aug-18 02:59 PM	Provisioned in < 1 min	Lance Marker	0516832	Broker	818030472	lance@lancemarker.com	818030516	Heritage Real Estate	Lance Marker	DMX	Designated REALTOR® MLSOnly
2026-Aug-14 10:56 PM	Provisioned in < 1 min	Madilynn Grace Rhodes	0850445	Salesperson	823502173	madilynngracerhodes@gmail.com	785038202	All City Real Estate Ltd. Co	Kevin Scanlan	RMX	REALTOR® MLSOnly
2026-Aug-14 12:07 PM	Provisioned in < 1 min	David Pellican	0744738	Salesperson	629041185	davidpellican@yahoo.com	785047382	JPAR Austin	Tony Delgado	RMX	REALTOR® MLSOnly
2026-Aug-14 09:18 AM	Provisioned in < 1 min	Ryan Taylor	0785813	Salesperson	804520983	RyanTaylor@horseshoebayliving.com	804513500	Horseshoe Bay Living 2, LLC	Kale Stephens	RPR	REALTOR®
2026-Aug-13 05:31 PM	Provisioned in < 1 min	Caitlyn Upham	0812953	Salesperson	790001035	caitlyn@legacybrokergroup.com	824008031	Legacy Broker Group	Richmond Frasier	RMX	REALTOR® MLSOnly
2026-Aug-13 04:06 PM	Provisioned in < 1 min	Brittney Taylor	0829261	Salesperson	823502092	brittney.taylor12@yahoo.com	785038202	All City Real Estate Ltd. Co	Kevin Scanlan	RSR	Secondary REALTOR®
2026-Aug-11 02:02 PM	Provisioned in 1-5 mins	Morgan Harris	0850050	Salesperson	804520982	morgandickens8427@gmail.com	804513500	Horseshoe Bay Living 2, LLC	Kale Stephens	RPR	REALTOR®
2026-Aug-11 10:00 AM	Provisioned in < 1 min	Frances Landry	0650060	Salesperson	785038545	Elizabethlanryatx@kw.com	785003519	Keller Williams - Lake Travis	M.E. Cook	RMX	REALTOR® MLSOnly
2026-Aug-10 07:23 PM	Provisioned in < 1 min	Jenna Bennett	0829504	Salesperson	831023199	jennab199425@gmail.com	824004904	Levi Rodgers Real Estate Group	Mayra Torres	RMX	REALTOR® MLSOnly
2026-Aug-10 11:39 AM	Provisioned in < 1 min	Olivia Christina Robinson	0854151	Salesperson	079805003	Olivia@bjre.com	798000315	Bill Johnson & Associates Real	Kimberly Zapalac	RMX	REALTOR® MLSOnly
2026-Aug-10 10:08 AM	Provisioned in < 1 min	Lori Arnold	0323729	Broker	810000107	lori@cbapex.com	785054632	Coldwell Banker Apex	Lori Arnold	DMX	Designated REALTOR® MLSOnly
2026-Aug-08 06:29 PM	Provisioned in < 1 min	Peggy Little	0422709	Salesperson	785002112	peggy@atxagent.com	785000076	JBGoodwin REALTORS NW	J.B. Goodwin	RMX	REALTOR® MLSOnly
2026-Aug-07 07:39 PM	Provisioned in < 1 min	Mayra Torres	0629251	Broker	824052734	broker@levirodgersgrup.com	824004904	Levi Rodgers Real Estate Group	Mayra Torres	DMX	Designated REALTOR® MLSOnly
2026-Aug-06 12:32 PM	Provisioned in < 1 min	Mike Beisert	0855016	Salesperson	804520981	mikebeisert@yahoo.com	804500016	Jesse James Real Estate	Jesse James	RPR	REALTOR®
2026-Aug-05 10:16 AM	Provisioned in < 1 min	Erin Hentschel	0748738	Salesperson	785052786	erin.hentschel@compass.com	785017367	Compass RE Texas, LLC	Keith Newman	RMX	REALTOR® MLSOnly
2026-Aug-05 09:19 AM	Provisioned in < 1 min	Meador Hall	0616685	Broker	785034305	meador@meadorrealtors.com	785042624	Meador Realtors	Meador Hall	DMX	Designated REALTOR® MLSOnly
2026-Aug-04 02:44 PM	Provisioned in < 1 min	Kimberly Zapalac	0621522	Broker	798000943	kzapalac@bjre.com	798000315	Bill Johnson & Associates Real	Kimberly Zapalac	DMX	Designated REALTOR® MLSOnly

Completed At	Provisioning Status	Person	Lic Number	Lic Type	Member NDRS ID	Email	Office ID	Office Name	DL Full Name	Tangilla Role	Role Description
2026-Aug-04 08:14 AM	Provisioned in < 1 min	Brenda Worsham	0485271	Salesperson	824016909	bworsham@kw.com	824001038	Keller Williams City-View	Joseph Sloan	RMX	REALTOR® MLSOnly
2026-Aug-03 04:47 PM	Provisioned in < 1 min	Michael Ross Speed	0625854	Salesperson	785034519	marie.carson@compass.com	785017367	Compass RE Texas, LLC	Keith Newman	RMX	REALTOR® MLSOnly
2026-Aug-03 10:55 AM	Provisioned in 1-5 mins	Peyton Anderson	0716278	Salesperson	785047828	peyton@onesourceaustin.com	785053216	eXp Realty, LLC	Karen Richards	RMX	REALTOR® MLSOnly
2026-Aug-02 02:06 PM	Provisioned in < 1 min	Ann L Kimbriel	0483176	Salesperson	785011297	akimbriel@msn.com	785003519	Keller Williams - Lake Travis	M.E. Cook	RMX	REALTOR® MLSOnly

FORM RESPONSES REPORT

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

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

Person ID	Completed Date	Tangilla Role Code	First Name	Last Name	Cell Number	Email Address	Firm Name	Office Name
119847	14-Aug-2026	FPC	Shawna	Taylor	8067819025	staylor@cnbbrady.com	Commercial National Bank	N/A

HIGHLAND LAKES
Association of REALTORS®

BUDGET / FINANCE COMMITTEE
Meeting Minutes
June 30, 2026 / 9:00 am

CALL TO ORDER: **Insert Time** **9:00am**

ROLL CALL: *(Check if in attendance)*

Carol Hardy (Chair)	P	**Staff:**	
Brenda Burdick	P	Luanne Coleman	P
Joe Don Dockery	P		
Mischelle Griffin	P		
Byron Hobbs	P		
John Osbourne	A		
Courtney Wing	P		

MEETING MINUTES:

May 19, 2026 Meeting Minutes - For Acceptance

The Meeting Minutes were accepted as presented.

FINANCIAL REPORTS:

May 2026 Association Financials - For Acceptance

Presented by Luke Bruin, Bruin & Associates.

MOTION: A Motion was made and approved unanimously recommending the HLAoR Board of Directors accept the May 2026 **Association** Financials.

May 2026 MLS Financials - For Acceptance

Presented by Luke Bruin, Bruin & Associates.

MOTION: A Motion was made and approved unanimously recommending the HLAoR Board of Directors accept the May 2026 **MLS** Financials.

May 2026 Intercompany Transfer - For Review

Report provided.

May 2026 Investment Accounts - For Review

Report provided.

UNFINISHED BUSINESS:

June 2026 Member Count Report - For Review

Report provided.

Discuss Potential Collaboration

Discussed a potential collaboration with ABoR/UnLock MLS.

NEW BUSINESS:

None.

GENERAL DISCUSSION *(if applicable)*

NEXT MEETING DATE:

The next meeting will be held on Tuesday, August 18, 2026 at 9:00 am.

ADJOURN

The meeting adjourned at 9:52 a.m.

MINUTES PREPARED BY:

Luanne Coleman

HIGHLAND LAKES
Association of REALTORS®

MEMBERSHIP COMMITTEE
Meeting Minutes
September 2, 2026 / 9:30 - 10:30 am

CALL TO ORDER: 9:36 AM

ROLL CALL: *(Check if in attendance)*

Jennifer White (Chairperson)	P		**Staff:**
Gay Lynn Wheeler (Board Liaison)	P		Sally McBryde
Janet Henley	P		
Jacque Horn	A		
Christina Hopson	P		
Max Johnson	P		
Tami Randolph	P		

MINUTES:

August, 2026 Minutes - For Review/Approval

The Meeting Minutes were accepted as presented.

NEW BUSINESS:

Approval New HLAoR Members / August 2026

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

OLD BUSINESS:

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

Discussed Landolt Catering will cater the luncheon, staff will reach out to secure what will be served. Committee will help set up for the event. Will charge for the event.

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

All American Hot Dog Lunch will be provided by HLAoR. No charge for our affiliates for this event.

Installation Dinner / Christmas Party / December 10 / Log Country Cove

Tentative time 6pm-8pm. Suggested to check on the lighting (solar lights) because it is dark when leaving the venue.

GENERAL DISCUSSION *(if applicable)*

NEXT MEETING DATE:

The next meeting will be held on Wednesday, Octoboer 7, 2026.

ADJOURN

The meeting adjourned at 10:04am.

MINUTES PREPARED BY:

Sally McBryde

Texas Realtor Conference, San Antonio TX

Board of Directors meeting 8/30/26

I want to thank the Highland Lakes Association of Realtors for allowing me to represent them as a Director at the 2026 TR Conference in San Antonio. It was an honor to be there and be a part of the Texas Realtors Leaders!

Texas Professional Development is offering speakers, training and for Realtors and Affiliates. They are willing to visit associations statewide, and they have an array or programs and speakers.

NAR Update – NAR has had financial challenges (as we all have!). NAR started with a new Strategic Plan and planned to build everything to be cost efficient.

1) MLS is the Hot Topic! Relevance of NAR is an issue. Please get engaged, get involved, read the emails and know the rules.
2) Leadership should always Educate and Enlighten its members!

NAR has had struggles, but WE need the framework and the structure of NAR to continue to operate our associates.

3) Housing Affordability. This is a nationwide issue. Capital gains is big issue for this.
4) NAR budgeted for 1,200,000 members and they currently have 1,447,000 members – membership is up.

TREC Update: New forms rolled out in July. The TREC Realm Portal is up and working.

The Center and Market update: TRERC.TAMU.edu. Great resource for Texas population, Texas economy and the state of Texas housing. The Bottom Line:

1) Economy will shake off uncertainty, end 2026 a little stronger and will be even stronger in Summer 2027.
2) Job growth is bouncing back after lagging GDP
3) Consumer and business costs see little improvement
4) Housing activity is slower than the previous forecast
5) Most commercial assets overbuilt some in most markets
6) Slower population growth = lower demand
7) Mortgage Rates were around 6.67% in mid August
8) We must use comparable sales in price segment performance – example Under $250,000/$250,000 to $500,000, and so on.

Texas Realtor Building remodel status was given. They are hoping to have it up and running by next year's day at the capital. The plans look amazing. The TR are remodeling their current building from funds that have been saved and set aside for many years.

Next year they will host the Day at the Capital for Realtors – the Texas State Legislature will be in session. If you haven't been, be sure and go it is fun!

Texas Realtors Operating Budget – Expenses are Up 2.2% increase from last year. The current revenue is down .7%. The current Realtor count is 150,000. Dues are $117.00 per Realtor member. They have a Legal fund Assessment of $10.00 per Realtor member and a $30.00 per member IM/PAF Assessment.

In the context of **Texas REALTORS®**, **IMPAF** stands for the **Issues Mobilization / Political Action Fund** assessment.
Here is what you need to know about this assessment fee:

- **What it is:** It is a mandatory annual assessment fee charged to real estate agents and brokers holding a Texas REALTORS® membership. The funds are used to support advocacy, protect private property rights, and mobilize responses to local or state legislative issues that impact the real estate industry.
- **The Cost:** For recent billing cycles (including **2025 and 2026**), the Texas REALTORS® IMPAF assessment fee is set at **$30**.
- **Tax Deductibility:** This specific $30 fee is **nondeductible** for income tax purposes because it is used for political action and lobbying activities.
- **Billing Context:** You will typically see this line item bundled into your annual dues invoice from your local local real estate boards.

Governance Review. (I am copying the same information that Mike Barnett sent out to all of the TR Members) The Executive Board approved a proposal to move from 15 regions to nine. Each region would receive one base seat plus one additional seat for each full 3,750 REALTOR® members, and no region would hold fewer than three seats. The formula is designed to better balance representation with membership while ensuring every part of the state has a meaningful voice. Every region would have at least three seats, recognizing both geography and the challenges of representing larger multi-association regions.
Each local association would elect one Director for every 2,000 REALTOR® members, replacing the current one per 1,000. Every local association would keep at least one Director. No association would lose its seat on the Board of Directors. **RVP qualifications**. Two years of prior local board service, up from one. The Texas REALTOR® Party Leadership Summit is added to the meetings that can count toward the existing four of six meeting eligibility requirement. One term-limit standard now applies in every region: no more than two consecutive full two-year terms, followed by a two-year break—one term—before becoming eligible again. As originally proposed, that break was four years.
Nominations and elections. Texas REALTORS® publishes every RVP vacancy to the membership and any qualified member may apply directly. The Credentials Committee reviews every applicant under one standardized process statewide, and a formal, confidential process also allows local association leadership to provide input as part of the review.

Legal Update: Our forms change in reflection of lawsuits. It was stated that copyright violations are serious. There is a lawsuit on about using house plans to market properties when you have not paid for the house plans. Look for more info about that later.

2027 TR Budget priorities:

1) Core Member Services
2) Technology and Security
3) Legislative Session Advocacy
4) Staffing and Organizational Capacity

They had a pie chart shown :***Where will my $157.00 annual dues go 2027?***
It was broken down to:
Website and Digital Communications: $ 6.65
Marketing: $9.75
Zipforms and Forms Library: $ 23.04
Market Research: $12.46
Advocacy: $56.61
Legal Fund: $12.18
Professional Standards Enforcement: $ 4.21
Legal Hotline: $ 5.74
Education and Specializations: $ 9.37
Annual Meetings: $16.99

The Texas Realtors created a new Strategic Plan for 2027.
The goal is to protect the core strength of our association and provide value and be able to communicate value. One thing is for certain – Change is constant!
The plan is:
A – Advocate
C – Connect
E – Evolve
Stronger together and stronger for Texas!!

Zipforms is not retiring but they are merging it into Transact. Didn't hear a lot about it but apparently it is already up and running.

Next year's TR Conference will be August 26-29 in San Antonio.

2026 Texas Realtors Shaping Texas Conference – August 26 - 30

Some of these sessions are summarized and others are more expanded if I felt they covered important details.

Real Estate Market Trends – Reading the Market

Summary

The speaker discussed the impact of economic trends on the real estate market, highlighting the influence of interest rates, inflation, and supply issues. They noted that high interest rates in the past, such as 18% in the 1980s, significantly affected housing affordability. The speaker emphasized the importance of understanding local market metrics, such as price reductions and new listings, to gauge market health. They also discussed historical economic cycles, including the Great Depression and the 2008 housing crisis, and the role of government policies in shaping the market. The speaker concluded by stressing the need for realtors to stay informed about economic indicators to better advise their clients. In 2021, NAR membership reached 1.5 million, with a slight drop in 2023 and steady numbers in 2024 and 2025. Compass's agents moved to a competing organization, causing dissatisfaction. NAR realtors with 16 years or more earn a median gross income of $75,000, while those with two years or less earn $8,500. Many agents transitioned to new fields post-2021. COVID-19 led to remote work, with 45 agents closing branch offices. Title fraud and unlicensed title companies pose risks. Key strengths for realtors include optimism, perseverance, resilience, and responsibility.

Is Professionalism dead

Summary

The discussion on professionalism in real estate emphasized integrity, communication, transparency, and accountability. Key points included the importance of competence, reliability, and ethical behavior. The speaker highlighted the stages of competence: unconscious incompetence, conscious incompetence, conscious competence, and unconscious competence. Examples of unprofessional conduct, such as ghosting clients and posting derogatory comments on social media, were discussed. The conversation also covered the need for continuous improvement, respect for peers, and the impact of unprofessional actions on reputation and client relationships. The discussion centered on the challenges and ethical considerations in the real estate industry. Key points included the importance of documenting offers and reasons for rejection, the impact of social media on professionalism, and the potential legal and ethical implications of actions like circumventing agents or filing arbitration. Additionally, the conversation highlighted the need for geographical competency and the potential legal issues related to water rights and conservation districts. Topics include the importance of professionalism, the need for licensing and state compliance in transactions

Association Leadership RAP Session

Summary: (kind of long)

The meeting reviewed TR association finances, advocacy priorities, leadership succession, and member engagement. • Approved a balanced $29.1 million budget; • Budget increases 2.2% without raising headline dues; • Expanded lobbying and Realtor Day funding; • Prioritized leadership succession and younger-member engagement; • Explored MLS data sharing through member-led discussions; • Addressed affordability, regulation, water, and infrastructure concerns

Governance Terms and Succession

Participants compared director and executive leadership terms, discussed vacancies, and considered how leadership roles are filled and retained. The conversation included proposed changes to bylaws and policies, concerns about long leadership commitments, and support for two-year treasurer terms with a treasurer-elect who can attend budget meetings before taking office.

Leadership Pipeline Concerns

Participants connected emerging issues and current challenges to board elections, repeated reliance on the same leaders, and the increasing age of association leadership. They discussed the need to bring younger members into leadership and to create clearer expectations for leadership-program participants to serve on committees or pursue board positions.

YPN and Emerging Leader Development

Participants discussed an inaugural YPN event and considered whether it could connect with a future TRLP 2.0 effort. Examples of younger members entering leadership were shared, along with observations from a leadership instructors workshop that featured YPN participants and professionals with fewer than five years in the business.

Leadership Balance and Board Expectations

Participants examined the tension between professional ambition, family responsibilities, and the demands of association leadership. They argued that leadership training should candidly address difficult realities and that boards should be presented as working boards rather than low-commitment volunteer roles.

Professionalizing Volunteer Leadership

Participant 1 proposed changing the language from “volunteer led” to “led by professionals who volunteer.” The group agreed that the terminology should reflect the seriousness, expertise, and responsibility involved in running professional associations.

Grassroots Member Engagement

Participants discussed declining participation at boards, committees, and events and explored ways to rebuild personal connection. Suggested approaches included brokerage visits, one-on-one office conversations, direct texting, online outreach, and community events designed to make participation more convenient and enjoyable.

Real Estate Isolation and Member Connection

Participant 1 identified loneliness and inconsistent lead generation as two recurring challenges in real estate. The discussion connected stronger personal relationships and post-COVID re-engagement with more organic growth in both individual businesses and association participation.

Market Issues and Association Wins

Table reports covered market-specific concerns, including expansion from larger markets into rural areas, the need for local expertise, water assessments, and growth-related pressures. Associations also described practical successes such as free education classes, attendance at public meetings, and efforts to recruit new leaders.

Leadership Pipeline and Association Capacity

Participant 7 described brokerage tours, MLS participation, online conversations, and community events as tools for creating new leaders and closing the member-engagement gap. Participants later reinforced the need to recruit and train fresh faces while framing association service as professional work.

MLS, Advocacy, and Local Regulation

The discussion turned to statewide collaboration, MLS access, off-market listings, the Flex product, and a revised participant definition based on behavior. Subsequent reports addressed political advocacy, short-term-rental oversight, vacant-building registration, historic-district restrictions, and water concerns affecting coastal associations.

Shared Association and MLS Challenges

Participants described common pressures related to association growth, member data sharing, MLS coordination, staffing, and leadership turnover. The discussion favored member-driven engagement and a dedicated task force of active brokers to examine one-MLS or reciprocal data-sharing options.

Public Outreach and Professional Value

Participant 14 presented a monthly coffee-shop outreach program that partners realtors with mortgage, home research, and handyman professionals. The program focuses on ethics, advocacy, and expertise while prohibiting individual promotion, and early attendance growth suggested the approach was effective.

Growth, Impact Fees, and Housing Affordability

Participants examined data-center development and the local effects of impact fees. They noted that impact fees can fund infrastructure but may also increase housing costs, with one comparison identifying a $25,000–$35,000 per-home price difference between nearby communities.

Regulatory and Geographic Challenges

The group discussed the rising share of new-home costs attributable to regulation, reported at 26.2% compared with 25.5% several years earlier. Other concerns included geographic competency during transactions and the difficulty of navigating regional boundaries.

Member Recognition and Engagement

Participants shared engagement practices, including a “Leading Legend” program recognizing members with at least 45 years of association membership. The initiative produced strong attendance, inquiries, and interest from members who wanted to participate.

Transmission Lines and Volunteer Participation

Participants raised transmission-line projects as a significant issue affecting landowners, businesses, property values, and communities across the state. They also identified association participation, volunteer recruitment, and the burden of multi-year commitments as recurring challenges.

Continued Collaboration and New Leadership

Association leaders encouraged participants to maintain contact throughout the year and share solutions across regions. The group discussed rebranding the event, creating a leadership group chat, organizing a group photo, and developing a challenge or prize to encourage associations to bring new participants to future meetings.

Don’t Mess with the MLS…. (again, long)

Key Discussion Points:

MLS Transparency and International Comparisons

Participants compared the U.S. MLS and Realtor.com framework with fragmented international markets. They emphasized that centralized listings improve transparency, accuracy, and access, while fragmented systems can show duplicate listings, inconsistent prices, and incorrect property details.

Economic Effects of Fragmented Information

The group discussed who benefits when listing and transaction information is fragmented. Large brokerages, attorneys, and government entities may gain influence, while small independent firms and consumers without privileged connections face higher costs, slower transactions, and reduced access.

Consumer Information and Market Power

Participants raised concerns about restricting crime data, price history, days on market, and other property information. They argued that limiting public information can increase asymmetry and market power, while also recognizing that information should be presented with appropriate professional context.

MLS Governance and Consumer Protection

The discussion continued around government intervention, fair housing concerns, private sales, and the role of MLS governance. Participants argued that industry self-regulation can preserve transparency more effectively than fragmented data feeds or heavy government control.

Balancing Data Access and Professional Expertise

Participants agreed that MLS information should be surfaced for consumers but differed on how much information should be delivered directly without an agent's interpretation. They agreed that real estate professionals remain essential because important psychological, advisory, and transactional factors do not appear in databases.

MLS Infrastructure and Buyer Agency

The group identified complete property history and centralized data distribution as features international professionals would most value. They also highlighted that MLS infrastructure supports CMAs, transaction systems, licensing controls, and buyer agency, which provides independent representation for consumers.

Preserving the Cooperative Marketplace

Participants contrasted the U.S. model with systems in which buyers are unrepresented and portals control the data. They argued that fragmentation and unnecessary off-market transactions harm consumers and weaken the cooperative marketplace that supports long-term success for licensees and other participants.

Australian Ownership and Competition

The participants reviewed the REA Group's ownership by News Corporation, its 20% stake in Realtor.com, and the increase of News Corporation's ownership stake to 62%. They also discussed Domain's ownership by CoStar and the competitive nature of the Australian market.

Government Regulation and Self-Regulation

The discussion addressed the role of Australian state governments in protecting buyers where buyer agency is absent. Participants compared government regulation with the real estate industry's history of self-regulation and argued that consumer-focused systems are necessary to preserve the industry's ability to regulate itself.

Value of MLS Structure

A participant asked how practitioners in fragmented international markets might view complaints about MLS rules, compliance, and fees. The response was that practitioners may welcome a structured, cooperative system that allows businesses to compete regardless of size, connections, or market position.

Cooperation and Fiduciary Responsibility

The participants discussed the tension between seeking the benefits of a cooperative marketplace and withholding listings or exposure from that marketplace. They argued that organizations such as Realtor.com and large MLSs have a duty of care to support a fair, sustainable, and cooperative environment.

Compliance and Rule Education

The discussion returned to compliance, emphasizing that marketplace participation requires adherence to shared rules. Participants favored earning compliance through education and by explaining how rules protect participants and support their businesses, while acknowledging that not all participants will follow rules fairly.

Risks to MLS Sustainability

Closing remarks addressed the growth of private networks and the risk that weakening cooperation could cause MLS systems to deteriorate. Participants encouraged MLSs to enact rules that protect the marketplace and warned that the consequences could affect participants' future livelihoods.

TR Governance Restructuring

Summary:

The meeting focused on governance reforms, regional representation, and the proposed regional map.

• Board representation would shift from 1:1,000 to 1:2,000 members.

• RVP terms would allow two full terms, followed by a four-year hiatus.

• RVP applications would move to state-level processing.

• Proposal one retained 60% of key regional council positions.

• El Paso would receive a dedicated regional representative position.

• Houston proposed a three-person base for smaller regions.

* Regional vice presidents will develop a governance proposal for consideration in a February vote.

* Conference room participant will evaluate whether prior governance-service qualifications should be revisited by the executive board.

* Conference room participant will clarify the time period covered by the two-year RVP revenue-and-surplus qualification.

* Regional vice president representatives will discuss the proposal with their caucuses before a final decision.

* Conference room participants will review the governance changes during the next approximately five-year cycle.

Key Discussion Points:

Governance Proposals and Member Discussion

Participant 1 called for respectful debate followed by unified action and outlined several proposed governance changes. The proposals addressed board size, regional vice president qualifications, and state-level control of the regional vice president application and election process, after which the meeting opened for member feedback.

Case for Board Streamlining

Participant 3 supported reducing the size of the governance structure because of its cost and the limited participation of some directors. The proposed changes were presented as a way to improve efficiency, accountability, fiscal responsibility, representation, and the association's ability to respond to industry threats.

Progress, Fiduciary Duty, and Future Review

Participant 6 characterized the proposal as imperfect but necessary progress and emphasized the board's fiduciary responsibility to Texas Realtors as a statewide organization. Participant 6 also said the framework should be reviewed periodically and expected regional vice presidents to develop a version for a February vote.

Statewide Representation and Work Group Participation

Participant 7 urged leaders to distinguish between their local origins and their responsibility to represent the entire state. The discussion emphasized that Texas includes multiple markets and perspectives, and Participant 1 then identified Elizabeth McCoy as a participant in the work group.

Proposal One and Governance Principles

Participants argued that proposal number one reflects the governance review's findings rather than predetermined outcomes. They emphasized that representation should account for geography, statewide diversity, and board effectiveness in addition to membership and dues, and they urged the group to trust the process and allow the proposal to operate.

Qualifications and Credentials Committee

Angela Shelley asked for clarification about prior governance-service qualifications, including local-board service and the treatment of ISC experience. The group also discussed the credentials committee's unchanged regional composition, its expected increase in workload, and unresolved questions about the timing of RVP qualifications.

RVP Membership Requirements

Participants asked whether an RVP candidate must have a Texas association as their primary association. The response confirmed that current bylaws require primary membership in the association within the candidate's region.

Equitable Representation and Process Integrity

Supporters described the proposal as an effort to balance small- and large-board interests while avoiding domination by either group. Participants highlighted the importance of the review process, prior compromises, and continued communication with regional representatives before subsequent governance discussions.

Large-Association Perspective and Future Review

Roy Kaufman said Houston supported governance change and accepted a reduction in its representation. He argued that the proposed 48-member structure would provide a voice to an underrepresented association, while participants discussed revisiting the changes in the next five-year cycle and maintaining member input.

Member Voice and Representation Adjustments

Participants returned to the principle that every member should have a voice and questioned whether the proposed changes would preserve that voice across associations of different sizes. The discussion closed by acknowledging that representation would need adjustment where larger associations' influence was reduced and equity concerns remained.

Regional Map Criteria

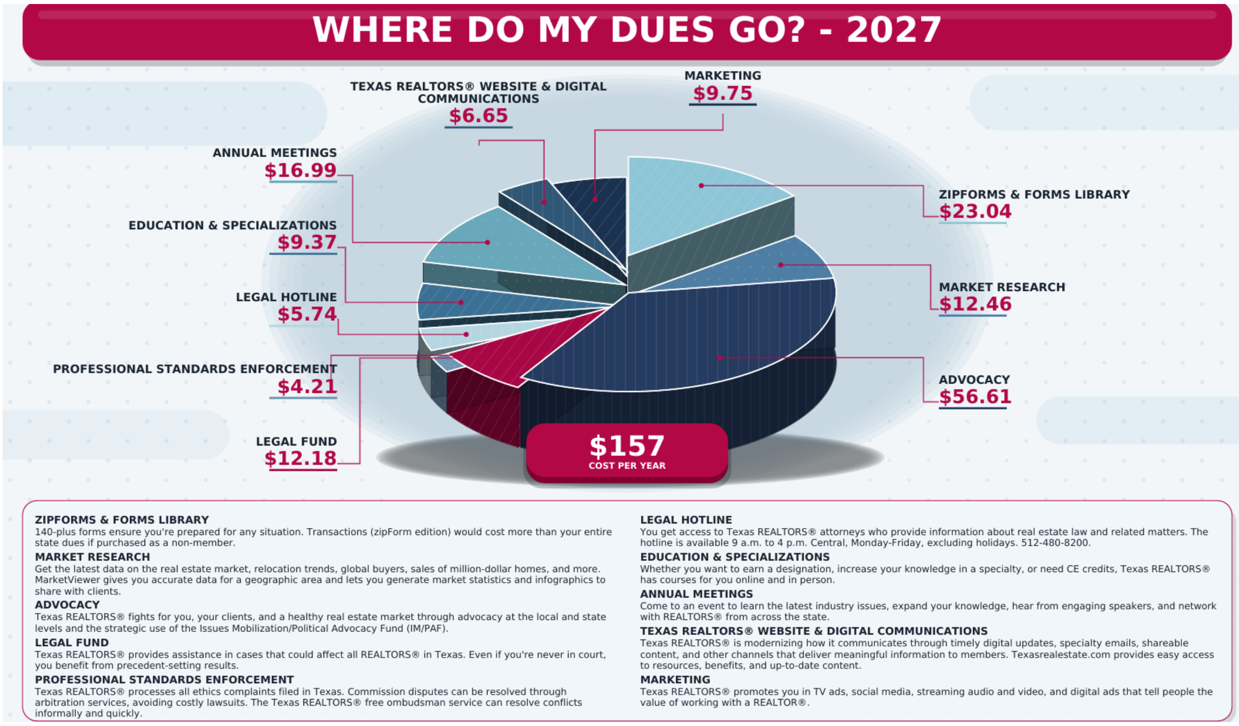
Participants clarified that Houston was presenting an amendment to proposal number one and discussed how regional boundaries would be drawn. The proposed map uses geography, population, membership, common business interests, and existing association relationships, while consolidating some regions rather than fully redrawing the state.

El Paso Representation

The meeting turned to final comments and a clarification about El Paso's representation. Participants confirmed that a dedicated RPP had been added for El Paso because its geographic distance would make coverage by the broader West Texas region difficult.

Houston's Representation Rationale

A Houston representative emphasized the fiduciary responsibilities of regional representatives and the need to account for political, geographic, and regional differences. Houston argued that smaller regions require additional support because they have fewer people available to handle the same responsibilities as larger regions, and it presented a three-person base as a compromise.



Go to Chart Here

Emotional Intelligence and Leadership Development

Summary:

The meeting explored self-mastery, personality, emotional intelligence, and adaptive leadership in real estate.

• Leadership begins with self-management and self-awareness

• Real estate connects clients' emotional goals with homes

• DISC temperaments shape communication and behavior

• Effective leaders adapt beyond preferred personality styles

• Growth requires humility, listening, feedback, and empathy

* Meeting participants will ask team members or followers for candid feedback about how they can improve as leaders.

* Meeting participants will identify and address their personal blind spots through direct feedback and difficult conversations.

* Meeting participants will practice empathetic listening by identifying and restating the implicit messages behind what others say.

* Meeting participant will create a personal-growth strategy using the four emotional-intelligence dimensions for an area they want to improve.

* Meeting participants will apply their personal-growth strategies to roles beyond their careers, including family and other significant relationships.

Key Discussion Points:

Opening and Real Estate Examples

The session opened with introductions, informal audience interaction, and examples involving real estate professionals. Stewart used his cousin's success as a realtor to illustrate drive, initiative, and the possibility of achieving significant results through persistence.

Perfectionism and Temperament Patterns

Participant 1 discussed perfectionism, self-criticism, and the tendency of detail-oriented "C" temperaments to delay decisions while searching for complete certainty. The session also explored how the four temperament types can frustrate one another through differences in pace, spontaneity, steadiness, and attention to detail.

Emotional Intelligence in Real Estate

Stewart outlined the session's focus on personality and emotional intelligence and described his experience in telehealth and executive coaching. He connected emotional intelligence to real estate by explaining that agents often recognize clients' emotional states and must enter their clients' perspectives to guide them effectively.

Leadership and Self-Mastery

Stewart defined leadership as influence but argued that influence over others should develop from influence over oneself. He emphasized that leadership must be rooted in personal character, self-mastery, and the ability to sustain performance without burning out oneself or others.

Adapting Communication to Different Temperaments

The discussion shifted to using all four temperament styles in meetings and difficult conversations. Participant 1 explained that people may need to imitate an opposite temperament—for example, slowing down, increasing emotional control, adding detail, or moving toward execution—to communicate effectively in a given situation.

Overcoming Obstacles and Developing Capability

Stewart encouraged participants to view professional obstacles as challenges that many others have already overcome. He recommended studying the skills, techniques, and ideas of successful people and positioned the session as a source of practical tools for handling those challenges.

Emotional Goals and Quality of Life

Stewart introduced the idea that human behavior is directed toward emotional goals, distinguishing immediate needs from broader goals related to quality of life. He described quality of life through material conditions, experiences, relationships, values, recovery from failure, and fulfillment of purpose.

Emotional Intelligence and Situational Awareness

Participant 1 defined emotional intelligence as personality expressed through effective behavior and introduced self-awareness, self-management, others' awareness, and others' management as its core components. The emphasis was on reading changing circumstances, identifying the emotional goals of the people involved, and adjusting behavior when one's internal reactions do not fit the situation.

Personal Standards and the Becoming More Framework

Stewart described his mission as helping people exceed ordinary performance and encouraged participants to evaluate themselves against their own highest potential rather than simply comparing themselves with others. He introduced a four-part "becoming more quotient" as a framework for assessing and improving leadership.

Emotional Goals and Self-Management

The session examined how emotional reactions arise when a person's mental model conflicts with the surrounding situation. Participant 1 recommended acknowledging that feelings are real while using self-management to evaluate whether the reaction is appropriate and to choose a more effective response.

Leadership Growth and Teachability

Participant 1 connected leadership effectiveness with personal development, humility, teachability, and the willingness to listen. Ineffective leaders were described as people who believe they already have all necessary information or fail to hear others, while effective leaders remain open to information and perspectives they do not possess.

IQ, Education, and Critical Thinking

Stewart began explaining the first area of his leadership framework, IQ. He discussed formal and informal education, the effect of advanced knowledge, and the importance of critical-thinking skills such as recognizing bias and confirmation bias before beginning the transition to EQ.

Mission, Purpose, and the Meaning of Home

Participant 1 connected spiritual development with ethics, integrity, mission, vision, and purpose. The discussion framed real estate work as helping clients align a physical house with their emotional goals and broader sense of identity, quality of life, and purpose.

Feedback, Blind Spots, and Empathy

The discussion encouraged leaders to request direct feedback from followers, team members, spouses, and children to expose blind spots and identify areas for improvement. Participant 1 then explained that empathy involves more than hearing words: it requires recognizing implicit meaning and restating it in a way that demonstrates emotional understanding.

Emotional Goals and Self-Mastery

The presentation introduced the relationship between personality, emotional intelligence, intrapersonal effectiveness, interpersonal effectiveness, and leadership. Participant 1 emphasized mastering oneself first and choosing rational, healthy, wise, and appropriate ways to pursue emotional goals.

Self-Mastery and Interpersonal Leadership

The closing remarks encouraged participants to select areas for growth and create strategies across the four emotional-intelligence dimensions. Participant 1 emphasized applying this work to every role in life, arguing that self-mastery produces greater confidence and enables stronger interpersonal leadership.

Blocked Pathways and Client Behavior

Participant 1 used examples of self-harm and personal stress responses to illustrate that people often act to feel relief, pain, safety, or another emotional state. The discussion applied this principle to clients, noting that blocked pathways toward emotional goals can produce escalation and conflict.

Personality, Temperament, and DISC

Participant 1 described personality as shaped by mental models, DNA, life experiences, choices, and learned tendencies. The DISC framework was presented as a simple way to understand how people respond to their environments, with additional references to the Big Five, Myers-Briggs, Enneagram, and Clifton Strengths.

Insecurity and the Least-Preferred Temperament

Participants were asked to consider the temperament they least resemble and to reflect on how spouses, children, or close contacts might describe their behavior. Participant 1 explained that insecurity functions like an unremoved "button" and becomes especially reactive when others expose it.

Personality as Home and Sources of Weakness

Through a story about feeling safe after returning home as a child, Participant 1 characterized core personality as an internal home people return to during negative emotions. Weaknesses were described as either strengths taken too far or natural behavior used when circumstances require a different response.

DISC Temperament Risks in Real Estate

Participant 1 illustrated how D, I, and S temperaments can become counterproductive when overextended. The examples included domineering or destructive behavior, impulsivity and insensitive promises, excessive self-focus, conflict avoidance.

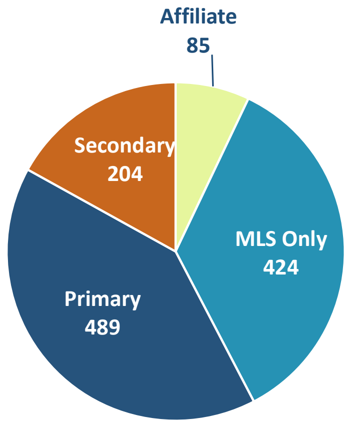
This concludes my report to the Highland Lakes Association of Realtors Board.

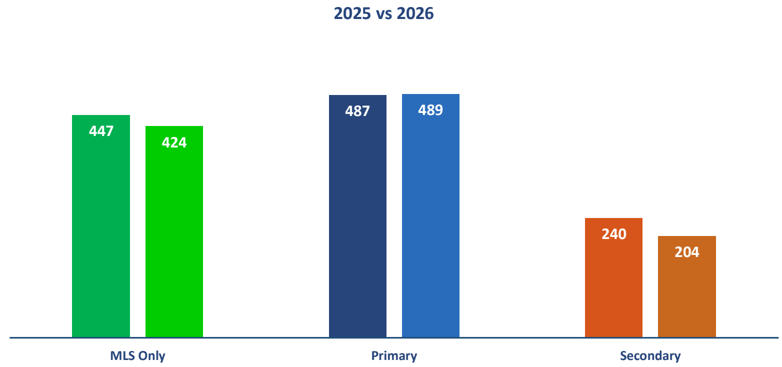
Respectfully,

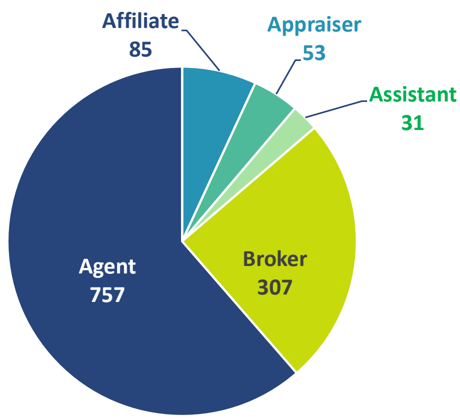
Carol Hardy, Secretary Treasurer

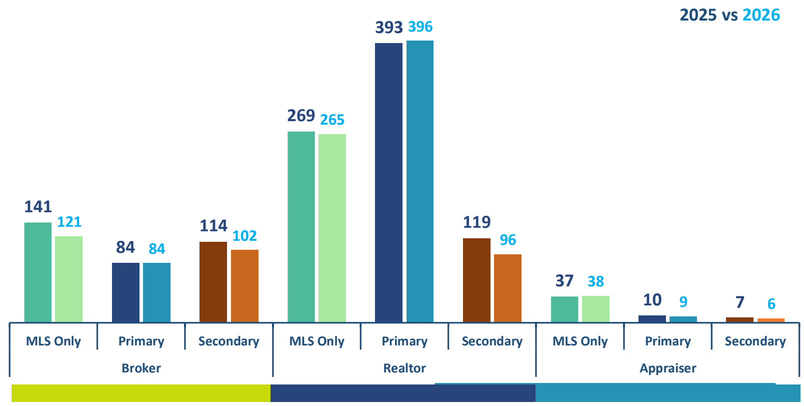
HIGHLAND LAKES
Association of REALTORS®

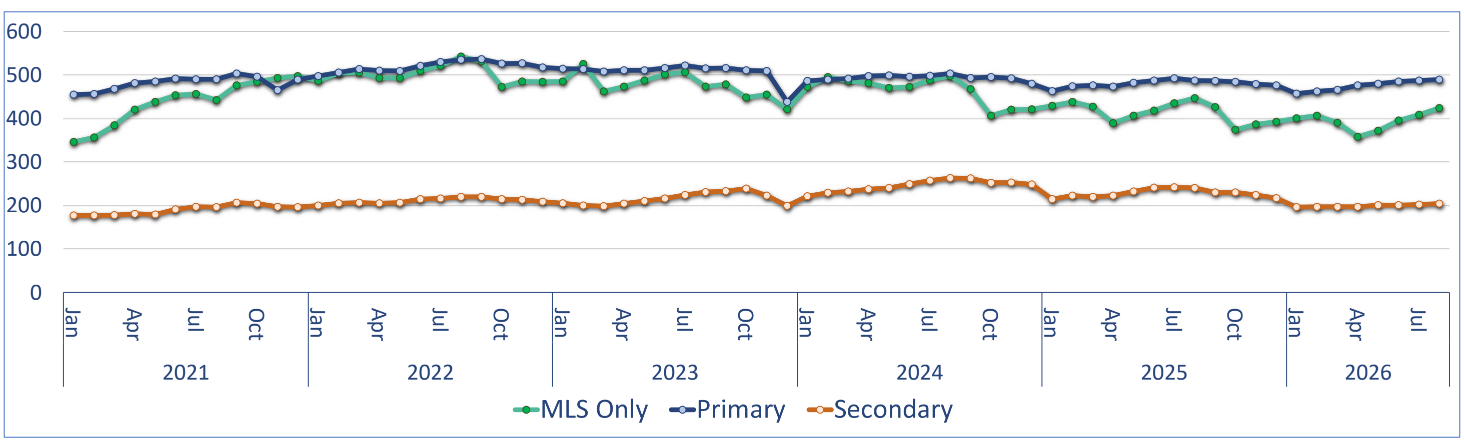
Membership Stats	Total Subscribers	Total Applications	Total Withdrawals	Net Gain / Loss
August 2026	1148	32	12	20

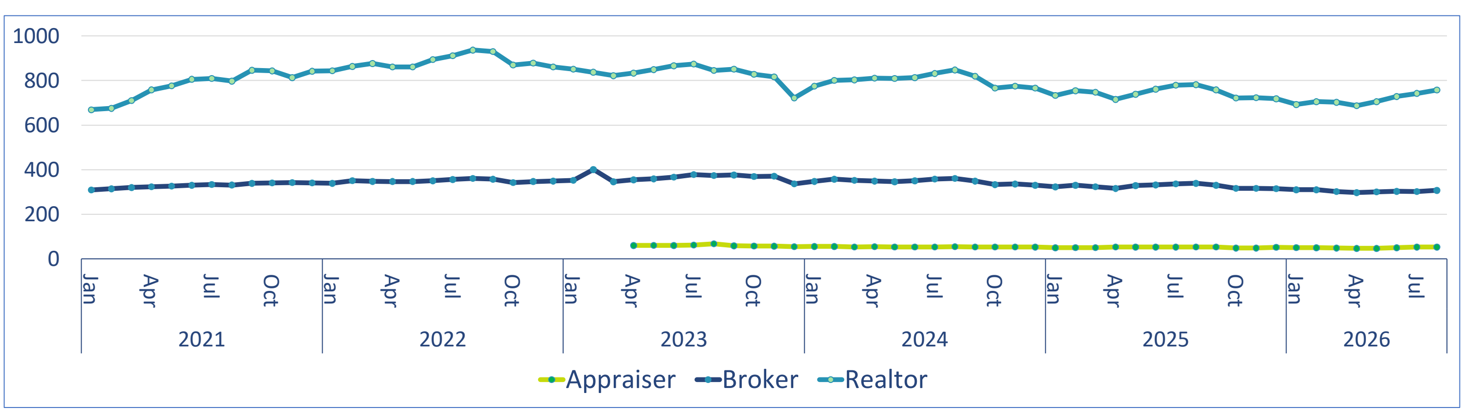












2024 - 2026
MLS Billing Summaries

Bill Date	Total Billing	Total / Annual	Total/ Annual Budget	Under Annual Budget
3/5/2024	$303,120	$608,020	$634,360	$26,340
9/3/2024	$304,900			
3/5/2025	$272,360	$553,020	$598,654	$45,634
9/2/2025	$280,660			
3/1/2026	$259,400	$528,260	$566,737	$38,477
5/3/2026	$268,860			