

Nomination Committee Report

TO: ALL RAHB Members
DATE: November 20, 2018
FROM: Jack Loft, Chair 2018 Nomination Committee
RE: 2018 RAHB Elections

RAHB members are responsible for electing the Board of Directors. Voting for the individuals you would like to oversee your business is one of the most important ways you can influence RAHB's direction.

There are six vacancies on the Board of Directors for 2019.

The nomination process is a measured approach designed to provide you with candidates who possesses desired skills and attributes needed on the 2019-2020 Board of Directors, without restricting your choice. The criteria for nominees are laid out in the RAHB Bylaw but are not limited to the Bylaw requirements. Consideration is also given to a nominee's past experiences, whether they are open minded and visionary, and if they possess critical thinking skills.

Nominations closed on November 5, 2018 and at that time there were nine nominations submitted. Prior to publishing the final candidate slate, two candidates decided not to proceed.

The remaining seven candidates for election are:

Hank Balfort, Broker, Right at Home Realty Inc.
Jim Duschl, Salesperson, RE/MAX Real Estate Centre Inc.
Jacqueline Norton, Salesperson, Realty Network: 100 Inc.
Andrew Robertson, Broker of Record, Keller Williams Complete Realty
Julie Sergi, Salesperson, Royal LePage Burloak Real Estate Services
Brian Shaw, Salesperson, Royal LePage State Realty
Nicolas von Bredow, Broker, Royal LePage Macro Realty

The Nomination Committee reviewed the Candidate Profiles submitted by the nominees and interviewed each candidate. The sole purpose of this process is to identify to the membership those candidates whose qualities and experience are considered most likely to enhance the composition of the Board in 2019-2020.

After careful consideration, the Nomination Committee considers that all candidates meet the desired criteria, and all are recommended to you as excellent candidates for the 2019-2020 Board of Directors.

The Nomination Committee encourages you to meet the candidates on November 21, 2018 at the Chili Cook Off at 12 Noon at the RAHB office, and also view their videos so that you make an informed choice when you vote.

Jack Loft, 2018 Nomination Committee Chair

Candidates for 2019 Board of Directors



Hank Balfort
Broker
Right at Home
Realty Inc.



Jim Duschl
Salesperson
RE/MAX Real Estate
Centre Inc.



Jacqueline Norton
Salesperson
Realty Network:
100 Inc.



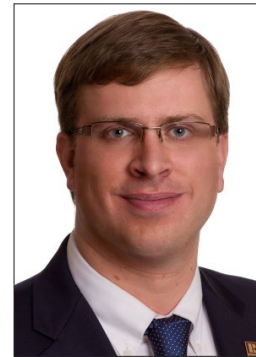
Andrew Robertson
Broker of Record
Keller Williams
Complete Realty



Julie Sergi
Salesperson
Royal LePage Burloak
Real Estate Services



Brian Shaw
Salesperson
Royal LePage
State Realty



Nicolas von Bredow
Broker
Royal LePage
Macro Realty

Cast your ballot for **SIX (6) INDIVIDUALS** on **Wednesday, December 5, 2018**
at the Royal Botanical Gardens, 680 Plains Rd. W., Burlington
8:45 a.m. Registration – 9:30 a.m. Meeting

ELECTRONIC VOTING

November 27, 28 and 29, 2018. To vote go to <http://evoting.rahb.ca/ElectionList.aspx>

CANDIDATE:



Hank Balfort
Broker, Right at Home Realty Inc.

How long have you been a member of: Organized Real Estate: **15 yrs.** RAHB: **15 yrs.**

1. Why do you want to be a Director and how will you use your skills for the benefit of the Association and its Members?

I would love to be involved in the direction of RAHB.

I believe there are many changes racing our way in the industry. I think that critical thinking and an open mind are needed on an ongoing basis.

CANDIDATE:



Jim Duschl
Salesperson, RE/MAX Real Estate Centre Inc.

How long have you been a member of: Organized Real Estate: **30 yrs.** RAHB: **30 yrs.**

1. Why do you want to be a Director and how will you use your skills for the benefit of the Association and its Members?

To give back to the industry that has supported me for the past 30 years.

I will use my skills and informed professional manner for the benefit of the Association and its members.

Any additional information you would like to provide:

As a past Director, I have served our Association with Karan Barker, Ross Godsoe and I would like to add George O'Neill to that list.

CANDIDATE:



Jacqueline Norton
Salesperson, Realty Network: 100 Inc.

How long have you been a member of: Organized Real Estate: **19 yrs.** RAHB: **19 yrs.**

1. Why do you want to be a Director and how will you use your skills for the benefit of the Association and its Members?

I am excited about the opportunity to serve on the RAHB Board. This board, like many successful boards, depends on committed and talented volunteers and great staff. Everyone should consider volunteering for their professional association to do their part to maintain such a successful and relevant organization.

My professional career spans over 40 years, many of those years were spent working for the City of Hamilton with special interest groups and committees, coordinating a variety of projects and initiatives. I worked very closely with the City Councilors, their committees and Council. I have a keen understanding of committee and board work, group dynamics and governance from both the staff support perspective and board perspective.

I have also taken the time to volunteer with many different organizations such as Rotary and Zonta (past president), as well as serving on the boards of The Factory Media Centre, The Hamilton Philharmonic Orchestra, The Hamilton Children's Choir and the Witton Lofts Condominium Corporation (current president) to name a few.

I wish to utilize all of this experience on the RAHB Board of Directors. With 19 years experience as a Real Estate Salesperson, I think that I would be a great fit on the board. Although my practise focuses mostly on residential real estate, my husband and I have invested in commercial real estate in Hamilton so I also have a broad understanding of the industry. There are many changes and challenges that RAHB is facing including advances in technology, issues of privacy and competition and so on. I am excited to work under the direction of the President and alongside the other board members in the face of such change.

CANDIDATE:



Andrew Robertson
Broker of Record, Keller Williams Complete Realty

How long have you been a member of: Organized Real Estate: **13 yrs.** RAHB: **13 yrs.**

1. Why do you want to be a Director and how will you use your skills for the benefit of the Association and its Members?

I served 2 years on RAHB's board and have been asked repeatedly by current members to consider running again.

I would like to continue my personal growth with organizational governance and after my first 2 years, I was just beginning to get comfortable with it.

I believe I will bring a strong perspective to the board room table from a working REALTOR[®] and brokerage manager.

The industry will be going through major shifts in the next few years and wise governance is critical.

CANDIDATE:



Julie Sergi
Salesperson, Royal LePage Burloak Real Estate Services

How long have you been a member of: Organized Real Estate: **13 yrs.** RAHB: **13 yrs.**

1. Why do you want to be a Director and how will you use your skills for the benefit of the Association and its Members?

I am interested in becoming a member of the RAHB Board of Directors to effectively represent the Association and serve the members of this large and well-run organization. I am passionate about my career and feel that my success over the past 13 years as a Sales Representative in the Hamilton and Burlington area has been largely due to my ability to listen closely, communicate effectively and analyze key aspects of every transaction. I pride myself on my honesty, credibility, professionalism and fair dealing both with clients and fellow colleagues.

I am very interested in keeping the professionalism of our Board as a top priority so that the general public and our membership continue to appreciate, respect and value the service we offer. Being a Director would allow me to fundamentally give back to the Association that I have relied on for the growth and success of my business. Over the past several years, I have volunteered on a Board of Directors and a few committees, and as such I am aware of the commitment, accountability and proficiency required to be an effective board member.

Below are some of the organizations I have been a part of:

- RAHB Professionalism Task Force - 2018 to present
- RAHB Member Engagement Committee - 2017-2018
- Member of the Burlington Chamber of Commerce - October 2016 to present
- YWCA - Ongoing volunteer with "Be the Recipe for Change" - November 2016 to present
- Children's Aid Foundation of Halton: Board of Directors February 2011-September 2014 / Property Committee Chair 2012-2014

I also attend and support many fundraising events every year because volunteering and being an active member of my community is important to me.

Further to this, I have attained a Master's Degree from the University of Waterloo in Political Science, with an emphasis on human rights, race relations, feminist and diversity theory. The time spent at University fostered my critical thinking skills, research and formal writing skills, as well as debate and discussion on key political and theoretical ideas.

Recently I was requested to be a Mentor for a new Sales Representative within my own Brokerage, as my Broker felt my helpful and communicative personality would be ideal to encourage and support a fellow colleague.

I feel that I am in a great position to engage with the membership and the Association because of my long standing career within the Hamilton/Burlington area, my commitment to the industry and the many relationships I have created and maintained with my fellow associates over the past decade. I would be humbled to be a member of the Board of Directors.

Thank you for reviewing my candidacy profile and considering my nomination.

CANDIDATE:



Brian Shaw
Salesperson, Royal LePage State Realty

How long have you been a member of: Organized Real Estate: **8 yrs.** RAHB: **8 yrs.**

1. Why do you want to be a Director and how will you use your skills for the benefit of the Association and its Members?

Being a member of organized real estate through the REALTORS[®] Association of Hamilton-Burlington for the past 8 years has afforded me experiences and opportunities that I may not have found otherwise. There inevitably comes a time to step up from spectator to player, and that time has come for me. I am a dedicated and results-driven sales professional with a proven track record in business development, marketing and client relationship building and management. Graduating in Business Management Studies at McMaster University helped me to strengthen a natural ability to identify, qualify and anticipate client needs, diffuse and mediate conflict, and arrive at possible solutions.

As a devoted husband and father of two very bright little girls, I know my purpose. I try to give positive meaning to everything. I will remain committed to making the right decisions by staying open and analyzing the facts, but most of all by realizing that everything we do has consequences. In the case of being a Director for RAHB, those same consequences will have a direct effect on our 3,150+ membership, and that is a responsibility I would never take lightly. By helping to grow the association with quality people and by keeping them engaged and energized, the better the results will be for our clients and for each other.

This has been my second year to serve proudly as Co-Chair to RAHB's Charity Auction Task Force, and fifth year as a member, which celebrated its 30th year on November 15th. I can say without a doubt that my time on this extraordinary team over the last several years has been a privilege. I could never give back as much as the children's stories of hope have given to me. I hope to be able to continue to be a part of the positive change happening within our association and bringing us all together at a different level now. RAHB is constantly out there in the community, on the front lines, promoting ethical standards and cooperation among our members. We are the entrepreneurs, we are the change makers, we are the risk takers, and I understand the importance of strengthening roots in the community, connecting people and building businesses.

I've served in many volunteer capacities as an advisor or adjudicator and hold memberships in diverse associations ranging from the Firefighter's Association of Ontario to the Professional Adjudicator's Alliance. I currently serve as Chairman of the Chapter Advisory Board of Phi Delta Theta International at McMaster University, and often encourage the membership to use the resources and training to help them become the best versions of themselves. Through this role I've had experience of board governance in a not for profit organization. It is my intention to apply that same fortitude that earned me the Alumni of the Year Award to RAHB, so that we may continue to be focused on doing business the right way. We are truly blessed to be in one of the strongest Real Estate Associations with some exemplary community leaders.

When we can all feel educated on the current issues affecting our area we raised the reputation of our profession as a whole and are more empowered as a result. RAHB has proven to me time and again that our value is not in brick and mortar, it's in the people of our Association, and when the people are your passion, amazing work can be done. I'm ready to work.

Thank you.

CANDIDATE:



Nicolas von Bredow
Broker, Royal LePage Macro Realty

How long have you been a member of: Organized Real Estate: **13 yrs.** RAHB: **13 yrs.**

1. Why do you want to be a Director and how will you use your skills for the benefit of the Association and its Members?

I would be honoured to become a Director at RAHB to help guide the organization into the future. With a changing industry and market ahead of us, it is of vital importance to ensure that RAHB is at the forefront with respect to technology, data, member services, advocacy of home ownership and real estate moving forward.

I have been a member of RAHB for 13 years and am the current Chair of the Government Relations Committee, having also served on other committees in the past. Combining this experience with selling residential real estate for 13 years and primarily commercial real estate for the past 7 years, I feel I have a substantial understanding of the industry, market, and organized real estate to be a strong and educated voice at the board table.

Thank you,
Nicolas von Bredow, Broker, CCIM