January 22, 2009

Final Report
Public Policy Reorganization Task Force

Mission Statement:
To re-examine C.A.R.'s "2-tier, 3-track" system to create a more efficient policy and legislative body. To report recommendations to the Board of Directors in 2008.

The members include:

Annette Graw, Chair	Robert Bailey	Kevin Brown
Don Faught	James Irving	Art Nellessen
Patricia O'Niell	Ann Pettijohn	Heidi Rickerd-Rizzo
Leigh Rutledge	Sherry Tietjens	

The Task Force met in person and by conference call throughout 2008. The Task Force tenure was extended to consider Director input at the October 2008 meetings and report in 2009.

Summary of Recommendations

1. The existing Public Policy Committee process at C.A.R. is too complex, with multiple overlapping committees that impedes efficient and effective decision making, and needs to be reorganized.

2. The Committee structure should reorganized as shown in the accompanying chart, with four Policy committees and two Level of Government committees that will handle the same issues now addressed by more than a dozen committees, and that information and networking functions take place in a public policy issues forum open to all directors.

3. Motions from Policy committees should be reported to Level of Government committees for approval, and any decisions to disapprove a policy committee motion be reviewed in a report to Executive by both involved committees. Unless Executive committee concurs in the decision to disapprove a motion, both recommendations will be reviewed by the Board of Directors.

Detailed Recommendations:

After discussion of the existing policy structure and various alternatives the Task Force recommends that C.A.R.'s public policy committee structure be reorganized as follows:

1. Level of Government Committees. Two overarching "level of government" committees to direct the implementation of policy decisions. They are "Legislative" dealing with state issues; and "Federal" dealing with federal issues, each of which will make or approve recommendations to the Board.
2. Reporting structure. Consolidate policy issue jurisdiction into four general policy committees that can modify existing policy or recommend new policy. The policy committee recommendations will be reviewed by a level of government committee. If a motion is disapproved, that decision will be reported to Executive Committee by the two involved committees. The Executive Committee may independently approve the policy committee's motion; if so, the two conflicting recommendations will be reviewed and the conflict resolved by the Board of Directors. If Executive Committee does not, the motion does not move forward. The Executive Committee's role is otherwise unchanged from the existing structure.
3. Issue Chairs. Each Policy Committee will have within it several appointed "Issue Chairs" designated to manage various issue areas as needed within each Policy Committee. These issue areas will roughly correspond to the existing policy committees that are being reorganized or

consolidated. The Policy committees may appoint working groups or sub-committees as the chair deems appropriate.

4. Leadership opportunities. The Task Force recognizes the importance of raising up new leadership through the opportunity to serve in the policy committees. The existing policy committee structure has 39 appointed leadership (13 chairs, 26 vice chairs); the proposed structure will be approximately the same at 38 (8 chairs, 11 vice chairs, 19 issue chairs).
5. Informational Forum Functions. Create a standing "Realtor Forum and Information Committee" that will oversee and sponsor regular open forum presentations at each Board meeting. The Forum presentations will be guided by timeliness and relevance to the members, and take the place of guest speakers within the policy committees. The committee will consist of a chair, vice chair and members that are designated by the chairs of the four policy and two level of government committees. Staffed by Government Affairs.
6. Existing Forums Not Changed. Realtor® Consumer and Risk Management Forums are not included and will continue unchanged and staffed by C.A.R. Legal Department.
7. Local Governmental Relations will continue as a Forum staffed by Governmental Affairs staff.
8. Start Date. The new structure should be implemented in 2010, beginning with the appointments process during late-2009.
9. Committee meeting times are not integral to the reorganization, but the Task Force recommends that two policy committees meet on Thursday morning; the remaining two policy committees meet Thursday afternoon, followed by Federal and Legislative Committees. [Please see attached chart displaying proposed meeting times].
10. Same Number of Directors; Same Issues. The Task Force recommendations anticipate the same number of members serving in the process, and dealing with the same policy issue areas. The new structure will concentrate their expertise in four larger committees, with more comprehensive agendas, that can all meet in one day, reducing schedule conflicts. The resulting policy recommendations, including any conflicting or competing motions, can all be dealt with in an afternoon meeting of the federal or state committees and be ready to report to Executive Committee and the Board of Directors the next day.