



North Dakota Association of REALTORS®

To advocate for the success of our members in partnership with our local Associations and the National Association of REALTORS®

### **Professional Development Committee**

February 2, 2023

2:00pm CST – Virtual via Zoom Conference Call

Chair Lenée Boockhardt called the meeting to order at 2:03pm. She welcomed everyone and had the committee members introduce themselves.

The committee purpose was reviewed, which reads: “To develop, schedule and plan all educational activities of the Association.”

The group then reviewed the committee goals that were set at the 2023 NDAR Planning Retreat. Those goals are:

1. Promote and incentivize Diversity, Equity, and Inclusion (DEI) training statewide.
2. Develop a mentorship program for NDAR members.
3. Develop 2024 recommendations for training for brokers, broker associates, and sales managers.

Amber Carlton addressed DEI promotion, suggesting that there be a partnership with business partners to raffle off gift cards. The group discussed having members watch the Implicit Bias Training Video in order to be entered into the raffle, but there was concern that there is no way to confirm viewership. Jill Lee suggested having members complete At Home with Diversity Training, which is a designation through NAR. Nick Olson shared that NAR has grants available to promote DEI.

The committee then discussed creating a mentorship group for North Dakota, and a Mentorship Task Force was established to look into the development of a program. The task force will be chaired by Heidi Hilzendeger, and include Amber Carlton, Judy Maslowski, Kim Semenko, Chris Mogard, and Lenée Bookhardt. Heidi Hilzendeger suggested the group also look into NAR Spire, NAR’s mentorship program.

Chair Lenée then asked for education recommendations for brokers, broker associates, and sales managers. Since this recommendation is for the Real Estate Commission’s 2024 required topic, the committee decided to save this discussion for the next meeting. Committee members were asked to have discussions within their local boards and offices about what topics would be relevant and bring suggestions back to the group for the next meeting.

The committee then discussed education offerings for 2023. The committee asked for two caravans to be held this year – one with the mandatory sales person CE topic (Contract Law with Administrative Rules Changes) and one teaching on statewide forms. Sarah Caldwell shared that NDAR has reached out to Casey Chapman on both of these topics, as well as the broker/broker associate mandatory topic of Agency Law: A Broker’s Perspective, and are waiting to hear back on his willingness to teach these. The group discussed having hybrid options, possibly hosting classes based in Fargo and Bismarck with the option to join virtually. After discussion, it was agreed that the Professional Development Leadership would work with NDAR staff to determine details. Jill Lee also reminded the committee that there are members certified to teach the Real Estate Safety course.

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Chair Lenee then shared that North Dakota won a \$5,000 C2EX Grant for the third year in a row and asked the committee how they would like to use it. After discussion, the committee thought that it would be best used for a competition between the local boards. The committee will determine details at the next meeting.

In the interest of time, Lenee asked committee members to review the enclosed chart detailing North Dakota's designations and certifications for the next committee meeting.

NAR Professional Development Committee Chair Jill Lee then gave an update. She shared that last year the committee focused on recertifying GRI programs and looks to have less busy year in 2023. She encouraged attendees to look into earning their GRI designation.

Being no further business, the meeting adjourned at 3:00pm.

Respectfully submitted: Sarah Caldwell, Communications Director