

2026 LIBOR Committee Responsibilities

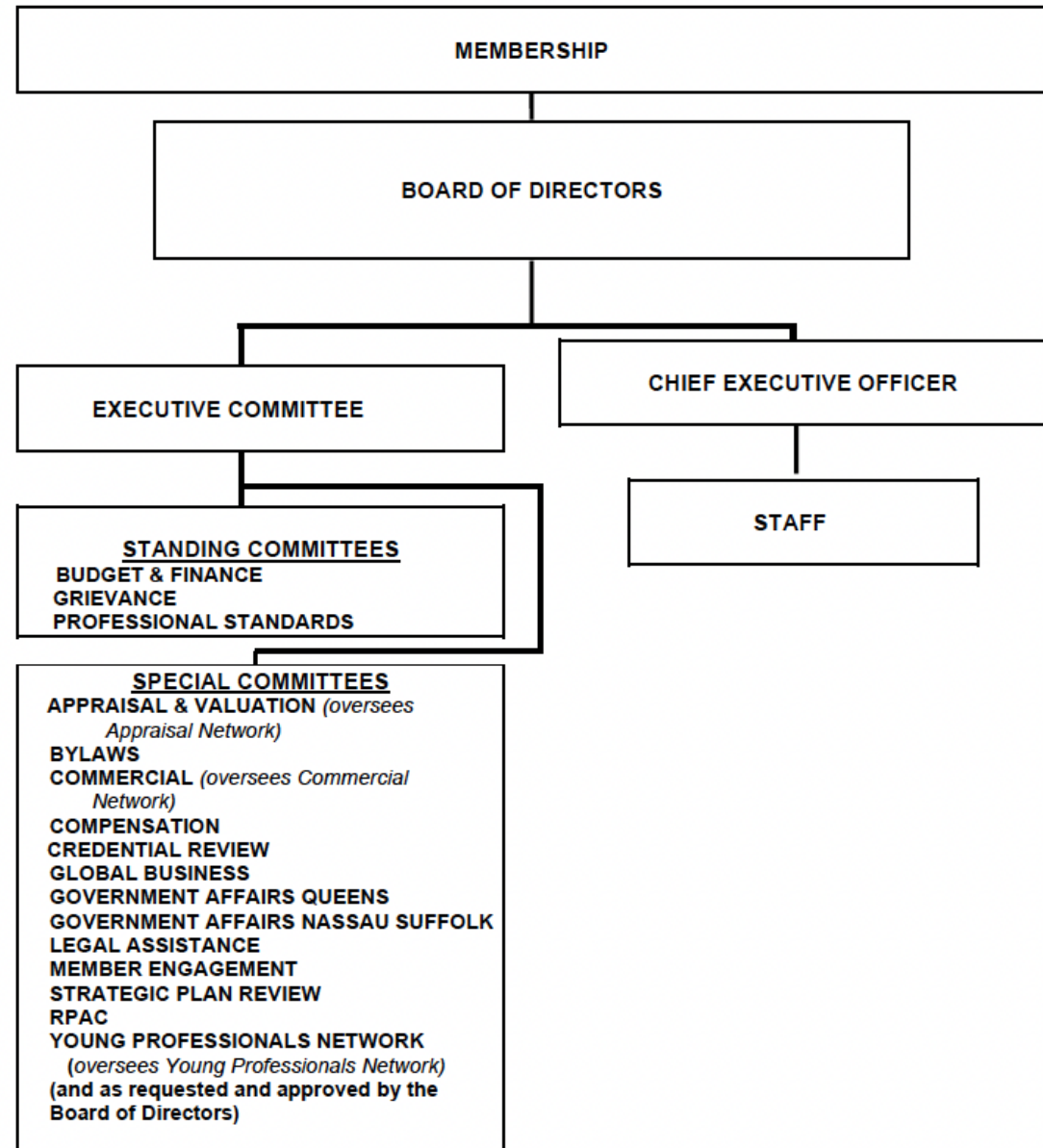


How Is LIBOR Organized?

- LIBOR is a not-for-profit corporation that is run by a Board of Directors.
- Committees are a support system to facilitate the Board of Directors' decision-making process.
- They are an extension of the Board that focus on specific areas and provide detailed analysis and recommendations to the full Board on those matters.
- LIBOR's Bylaws provide that all committees shall have duties, functions, and powers as assigned by the President and approved by the Board of Directors.
- LIBOR's Policy and Procedures Manual provide specific charges for each committee.

LIBOR'S Organizational Structure

SECTION II - LEADERSHIP DUTIES & RESPONSIBILITIES ORGANIZATIONAL CHART



LIBOR's Strategic Plan



STRATEGIC PLAN 2025 - 2027

MISSION: To inspire growth, promote fairness, and empower opportunity

REACH, CONNECT AND ENGAGE

- A. Value each one of our members by hearing and respecting through active listening
- B. Target personalized communication with each member channel, frequency and delivery (brokers' specialties, YPN) (location/market)
- C. Deliver a clear, accessible menu of resources to members, categorizing deliverables in an engaging format
- D. Engage members for life; onboarding (new members, brokers) and reboarding (existing members, brokers)
- E. Champion a climate of collaboration, inclusion and professionalism
- F. Identify and promote diversity, equity, inclusion and belonging (DEIB)

ADVOCACY

- A. Elevate community engagement; REALTORS® are committed to building safe, vibrant, inclusive, and sustainable communities and neighborhoods
- B. Engage public officials and community leaders to promote opportunities for private property rights and accessibility to safe shelter
- C. Increase RPAC participation and calls to action
- D. Encourage REALTOR® representation in all levels of government (elected or appointed) to best represent interest
- E. Champion Fair Housing
- F. Communicate the value of REALTORS® to the public

PROFESSIONAL ADVANCEMENT

- A. Provide educational training that is timely and audience appropriate
- B. Promote, educate and enforce Fair Housing laws and the Code of Ethics
- C. Empower our members to better articulate their value
- D. Convey ROI (Return on Investment) for LIBOR educational programming
- E. Promote and equip members with tools, skills, and competencies to grow and succeed

ORGANIZATION EXCELLENCE

- A. Steward the organization's growth, resources and members' time
- B. Provide the necessary financial and human resources
- C. Be nimble, efficient, and responsive
- D. Recognized as the respected, trusted and reliable source for accurate information
- E. Govern with transparency
- F. Measure outcomes and report results

LEADERSHIP

- A. Recognize LIBOR members as a world class cadre of real estate professionals
- B. Identify, train, support, and mentor leaders within the organization and beyond
- C. Articulate the impact and advantages of volunteering
- D. Identify and forward Subject Matter Experts (SME)
- E. Prioritize our fiduciary responsibility to support association initiatives and member interests
- F. Be intentional and deliberate in efforts to achieve DEIB results/outcomes

LIBOR's Bylaws

Found on LIBOR's website

Bylaws are the entity's governing document

Sets out areas of responsibility & control (including Committees)

Can be amended by the Board of Directors

LIBOR Policy & Procedures Manual

- Found on LIBOR's Website
- Covers:
 - General Office Policies (i.e., office hours, scheduling of meetings/events)
 - Leadership Duties & Responsibilities (Responsibility and criteria to become Officer/Director; NYSAR & NAR Director criteria)
 - Committees (purpose of each committee; meeting and attendance policies)
 - Miscellaneous Policies (No Recruiting At Association Events; Travel Reimbursement)
- Can be amended by the Board of Directors.

What Are Committees?

- NAR says: “Committees are the lifeblood of an association because they provide forums for ideas, vision for the future, and they accomplish the majority of an association’s work.”
- They are ”Think Tanks” that make recommendations.
- They do not have the authority to bind the Board.
- All Committees, with the exception of Professional Standards and Grievance are limited to no more than 25 members.

Committee Policies

COMMITTEE ATTENDANCE

Members must attend 50% of their meetings to remain active on the committee.

The Committee Chairperson may excuse absences at their discretion.

MEETING QUORUM

A quorum of 1/3 of the members plus the chairperson is necessary for all committees to function.

COMMITTEE MINUTES

Minutes must be taken at all meetings.

REMOVAL FROM A COMMITTEE

Committee membership is a privilege - not a right. The President, subject to the approval of the Board of Directors, or the Board of Directors may remove any member appointed to any committee.

Welcome to LIBOR Committees

This page is your go-to resource for everything you need to know as a LIBOR Committee member. Whether you're new to committee service or returning for another term, you'll find the essential tools, guidelines, and information to help you get started and make a meaningful impact.

[Committee Conflict of Interest Form](#)[Testimonials](#)[LIBOR Social Media Links](#)[Committee Social Media Downloads](#)

LIBOR's Website

LIRealtor.com/brokers-agents/committees-networks

Provides more information about committees, networks, and what you need to know if you are new to a committee.

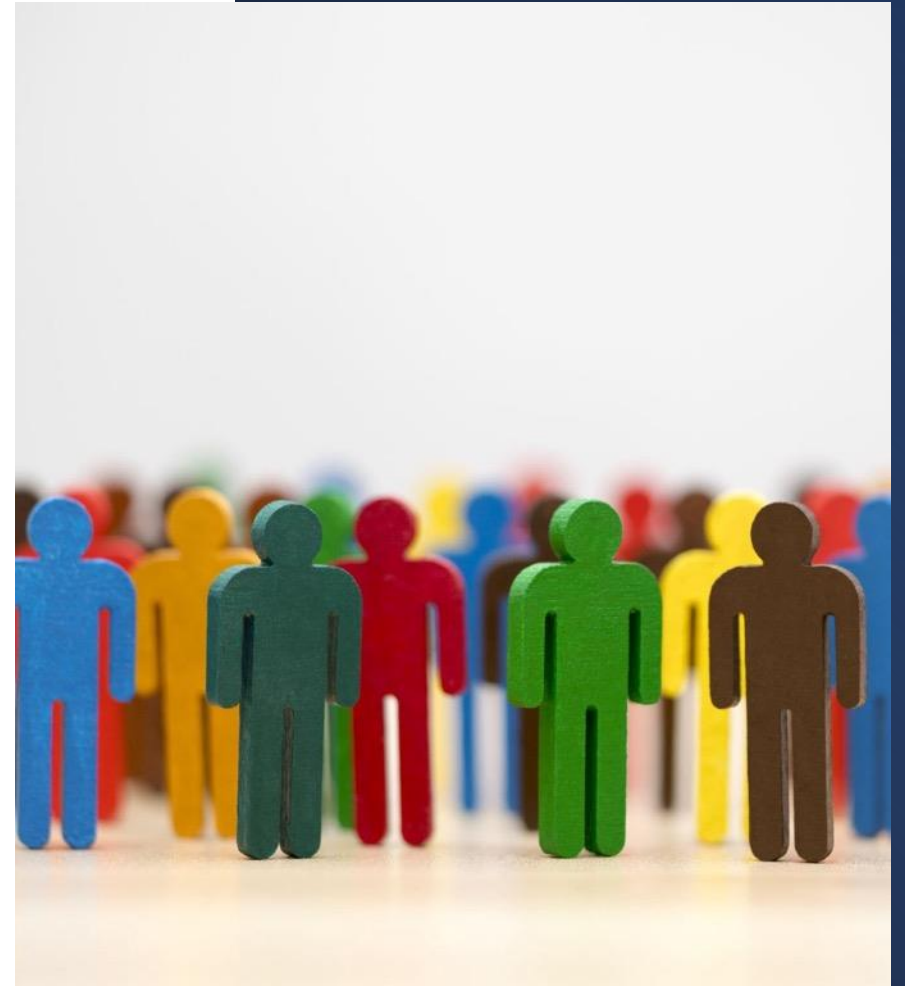
LIBOR's Leaders

**As Committee
Members**

**You are leaders of
LIBOR!**

Who Do You Represent?

- Committee members represent LIBOR and must act in the best interest of LIBOR.
- You owe fiduciary responsibilities to LIBOR itself, rather than to yourself, any single person, member, or group of members.
- You are legally obligated to pursue the course of action that promotes the highest interests of LIBOR as a whole.



Fiduciary Duties of Leaders

All Committee Members are leaders who are placed in a position of trust.

You must attend to the affairs of LIBOR as you would your own business.

You owe general and specific fiduciary duties to LIBOR by law.

General Fiduciary Duties include the responsibility to act at all times in good faith and in the best interest of LIBOR.

Specific Fiduciary Duties include:

- Duty of Care
- Duty of Loyalty
- Duty of Obedience

Specific Fiduciary Responsibilities of Leaders

- **Duty of Care** - Handle organizational duties with such care, diligence and skill as an ordinary prudent person would use under similar circumstances. Show up and be prepared.
- **Duty of Loyalty** - Act in the best interest of LIBOR rather than in the interest of yourself or another person or entity.
- **Duty of Obedience** - Ensure organization complies with applicable laws, regulations and governing documents.

LIBOR's Risk Management Policies



Code of Conduct
and Sexual
Harassment Policy



Conflict of
Interest Policy



Antitrust Policy



Whistleblower
Policy



Social Media
Guidelines



LIBOR Member
and Guest
Statement of
Appropriate Event
Conduct



Videoconference
Policy

Questions?

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