



# PATHWAYS TO LEADERSHIP



## WHAT IS LEADERSHIP AT CTAR?

The volunteer leadership at the Charleston Trident Association of Realtors® (CTAR) is one of our most valuable assets. CTAR exists to serve its members, and the leadership from this dynamic, diverse and educated group is the key to our continued success as an association. Leadership opportunities exist in many forms, from committee leadership positions all the way up to Association Board of Directors President.

## CTAR LEADERSHIP DEVELOPMENT GOALS

- Continuously pursue new leadership candidates to ensure the leadership demographic accurately reflects the membership demographic
- Produce confident, skilled leaders that effectively represent the local real estate market
- Foster a culture and overall feeling of inclusion with support and encouragement for growth
- Encourage social awareness and reduce bias impact through educational opportunities

## LEADERSHIP READINESS CHECKLIST

This checklist is designed to help you assess your current readiness to pursue a leadership role with CTAR or help you take the initial steps on that journey. Check all that apply and please note, this is intended to be a general guide for a path to leadership, not a prescriptive checklist of requirements.

### REALTOR ® EXPERIENCE

- 3+ years as a Realtor®
- Broker Licensee
- RPAC Investor
- RHOF Donor
- Regularly Attend CTAR Events
- Service on a CTAR Committee
- Attend SCR Events/Conferences
- Service on an SCR Committee
- Attend NAR Events/Conferences
- Service on an NAR Committee
- Engage/share CTAR Social Posts

### LEADERSHIP TRAINING

- CTAR Leadership Academy
- SCR Leadership Academy
- NAR C2EX Certification
- NAR Designations/Certifications
- Mediation/Ombudsman Training
- Chamber Leadership Programs
- Organizational Strategic Planning

### CIVIC EXPERIENCE

- Military Service
- Prior Leadership Roles
- Community Involvement
- Municipal Service
- Attend City/County Council Meetings

### YOUR RESULTS

- < 10 You may need a little more experience before applying
- 11-15 You may be ready to apply and complete the interview process
- > 15 You should apply and complete the interview process

## YOUR NEXT STEPS

Based on the number of items checked, you may or may not be ready for CTAR Leadership. Committee leadership needs are ongoing, and the Board of Directors application period is from August-October annually. If you have questions regarding the your next steps, reach out to Kravonda Forrest-Simmons, Director of Inclusion & CTAR Board of Directors Liaison at [Kravonda@charlestonrealtors.com](mailto:Kravonda@charlestonrealtors.com)



### Realtors Housing Opportunities Fund (RHOF) Committee

RHOF is the association's philanthropy, an endowed fund that supports non-profit organizations make a positive difference in the local community. The RHOF committee works on raising and granting out funds for affordable housing.

Meetings: Quarterly      Events: 2-3 fundraising events (Cocktails for Community & Golf Tournament)

Staff Liaison: Jessie Wood | [jessie@charlestonrealtors.com](mailto:jessie@charlestonrealtors.com)



### Diversity Equity + Inclusion Committee

The DE+I committee works to ensure that CTAR maintains a culture where all Realtors® feel like they have a seat at the table, a voice in the conversation, and confidence that their voice that will be heard. They focus on DE+I in terms of professional standards, advocacy issues and more.

Meetings: Quarterly      Staff Liaison: Kravonda Simmons | [kravonda@charlestonrealtors.com](mailto:kravonda@charlestonrealtors.com)



### Legislative Committee

This group helps monitor local, state, and national legislative issues that affect quality of life issues and the real estate industry, review concerns and make recommendations to the Board of Directors.

Meetings: Monthly      Staff Liaison: Josh Dix | [josh@charlestonrealtors.com](mailto:josh@charlestonrealtors.com)



### Candidate Screening Committee

This group convenes during election time to interview candidates running for local and state offices, including city council, county council, school board and state house and senate races. They use the CTAR rating system to educate other Realtor® members as to the candidate's thoughts and beliefs on real estate issues.

Meetings: Seasonal      Staff Liaison: Josh Dix | [josh@charlestonrealtors.com](mailto:josh@charlestonrealtors.com)



### Leadership Development Academy

This program provides members who have an interest in taking a leadership role in the Association and community the education and training to enhance and develop their leadership skills over the course of several months. Attendance and participation in all sessions is required for graduation.

Meetings: Seasonal (usually February-May)      Staff Liaison: Meghan Weinreich | [meghan@charlestonrealtors.com](mailto:meghan@charlestonrealtors.com)



### Women's Council of Realtors® Coastal SC Network

The Women's Council of Realtors® is recognized as the voice for women in real estate, and the premier source for the development of leaders in the industry, organized real estate and beyond. This is a separate chapter of CTAR and annual membership dues are required, but guests are welcome at events.

Events: 6 annually (4 educational, 2 networking)      Staff Liaison: Claire Hayden | [claire@charlestonrealtors.com](mailto:claire@charlestonrealtors.com)



### Global Business Chapter

The CTAR Global Business Chapter provides the education to expand core real estate skills and knowledge needed to meet the unique needs of foreign clients. Members must have completed at least 1 Certified International Property Specialist course or the At Home with Diversity Course. This is a separate chapter of CTAR and annual membership dues are required, but guests are welcome at events.

Meetings/Events: 4-5 annually      Staff Liaison: Claire Hayden | [claire@charlestonrealtors.com](mailto:claire@charlestonrealtors.com)



### Commercial Investment Division (CID)

CID is a specialized group of commercial Realtors® and affiliates representing a majority of the local and regional brokerage and development firms. Requirement for membership is at least 1 year commercial experience and commercial real estate transactions that account for at least 65% of your business. This is a separate chapter of CTAR and annual membership dues are required, but guests are welcome at events.

Meetings: Monthly      Events: 2-3 annually

Staff Liaison: Claire Hayden | [claire@charlestonrealtors.com](mailto:claire@charlestonrealtors.com)