



Interested In Joining A 2026 Committee?

See the list below for all your opportunities for involvement! Please turn in the form to the GMAR Office or Email to Yoli at reception@gmar.org. If you have any questions, call 956-682-4119.

- | | |
|--|--------------------------|
| Budget & Finance Committee | ☐ |
| Bylaws Committee | ☐ |
| Diversity and Fair Housing Committee | ☐ |
| Education Committee | ☐ |
| Leadership Legacy Council | ☐ |
| Member Engagement Committee | ☐ |
| Multiple Listing Service (MLS) Committee | ☐ |
| Political Affairs/Legislative Committee | ☐ |
| Public Relations | ☐ |
| REALTORS® Commercial Alliance Committee | ☐ |
| TREPAC Committee | ☐ |
| YPN – Young Professional's Network | ☐ |

See reverse side for explanations on each committee...

Name: _____

Company: _____

Address: _____

Phone: _____

Email: _____

GMAR Committee Information

Budget & Finance

Considers and recommends ways and means to properly finance the Association; submits estimated annual budgets; is responsible for the maintenance, care and control of Association property; and has general fiscal oversight of Association operations, expenditures, investments, and financial policy. An accountant will provide bank reconciliations monthly to follow standards of practice. Responsible to monitor compliance with the Annual Budget.

Bylaws Committee

Reviews and evaluates the Association's governing documents to ensure they are maintained in compliance with the National Association of REALTORS®, and any other tasks as assigned by the Board of Directors such as Operation Policies and Procedures and membership Surveys.

Diversity and Fair Housing Committee

Works to identify, build and develop a program of Diversity, in all areas of the association structure and promote Fair Housing initiatives through education and community awareness.

Education Committee

Select and provide educational events to meet the members' needs for professional development and continuing education and provide educational resources that promote and elevate opportunities for success in the Real Estate profession for membership.

Leadership Legacy Council

This committee is composed of members who have served as past leadership for GMAR on the Board of Directors. This committee serves as an advisory committee when needed for current leadership to provide guidance and historical perspectives. LLC also provides mentoring opportunities for membership and serves in evaluation and recognition efforts for life and emeritus status awards for membership.

Member Engagement Committee

A group of members who work to improve the GMAR member experience and strengthen the organization's community. They focus on creating activities and informative programs that boost member involvement, knowledge, networking, retention, and support for the GMAR mission through initiatives like welcoming new members at New Member Orientation, GMAR Power Hours, planning Affiliate Appreciation Events and engaging members in positive community outreach.

Multiple Listing Service (MLS) Committee

Responsible for the operation and maintenance of the Multiple Listing Service, including MLS Data Vendor meetings and the Association's Internet interests. Responsible for providing valuable resources, knowledge and communications to membership regarding MLS Policies and compliance.

Political Affairs / Legislative

Works with local, state, and national government entities to encourage a climate favorable to the real estate profession, private property ownership, and the free enterprise system, including consideration of proposed regulations affecting real estate interests and other industry-related matters, encouraging sound legislation protecting property rights and individual ownership of real estate. This committee also engages in candidate interviews.

Public Relations Committee

Responsible for enhancing the public image and reputation of GMAR and its members. Its duties include informing the public about the benefits of using a REALTOR®, increasing awareness and promoting participation in Association programs, services, and activities, as well as promoting a positive image of REALTORS® within the community, and interfacing with the City and local organizations for special events.

REALTORS® Commercial Alliance Committee

This committee is responsible for providing services to members of the Association who are engaged in the sale or leasing of commercial real estate. Such services shall include, but not be limited to, the development and promulgation of commercial forms, the sponsorship of commercial real estate education programs and the sponsorship of commercial real estate marketing sessions and social functions.

TREPAC Committee

Texas REALTORS® Political Action committee. To educate membership on the importance of REALTOR® Advocacy in promoting homeownership, protecting real property rights and increase political awareness. To develop and implement programs to engage in yearly TREPAC fund-raising and organize yearly TREPAC Fundraisers to meet local fund raising goals.

YPN Committee

YPN is a member-driven organization dedicated to engaging and developing early career Real Estate Professionals to excel in their careers by giving them the tools and encouragement to become involved in four core areas. YPN organizes events and initiatives focused on networking, leadership development, education and community involvement.

For more information on committees, please contact Yoli at reception@gmar.org



GREATER McALLEN ASSOCIATION OF REALTORS®

Agreement to Serve

Preamble

*The Greater McAllen Association of REALTORS® ("GMAR" or the "Association") is a not-for profit, tax-exempt trade association formed for the purpose of **Promoting and protecting pathways to homeownership through professionalism, advocacy,***

and community.

GMAR's principal membership class consists of individuals engaged in the real estate profession. The business and affairs of the Association are managed under the direction of the GMAR Board of Directors (the "Board"). The Code of Conduct (the "Code") serves as a code of conduct for members of GMAR & and the MLS of the Greater McAllen Association of REALTORS® in their capacity as Committee Members.

Violations of the Code may result in sanctions, including removal from Committees. The Executive Board and/or Board of Directors will make the final decision regarding any sanctions. The principles and requirements that comprise the Code are designed to ensure full compliance by GMAR and its officers, directors, Board members and employees with the fiduciary duties imposed upon such individuals by state corporate law, the Federal Tax Code's prohibition on private inurement and private benefit and other requirements of Federal Tax exemption, common law due process requirements, federal and state antitrust and unfair competition law, state tort law, and other legal precepts and prohibitions. Members of GMAR Committees affirm their endorsement of the Code and acknowledge their commitment to uphold its principles and obligations by accepting and retaining membership on their respective Committee.

Code of Conduct

Members of a Committee shall at all times abide by and conform to the following Code of Conduct in their capacity as Committee Members:

1. Each member of a Committee will abide by in all respects with the GMAR Code of Conduct, the Bylaws, the Policies and Procedures, and any other rules and regulations of the Association. Each member will ensure that their membership in the Association remains in good standing at all times. Furthermore, each member of the Committee will abide by all applicable federal, state, and local laws and regulations and will provide or cause to provide the full cooperation of the Association when requested to do so by those institutions and as are required to uphold the law.
2. Members of the Committee will conduct the business affairs of the Association in good faith and with honesty, integrity, due diligence, and reasonable competence.
3. Except as otherwise required by law, no Committee member shall share, copy, transmit, or otherwise disclose any confidential information related to the affairs of the Association and each Committee member will uphold the strict confidentiality of all meetings and other deliberations and communications of the Committee. No Committee member shall use confidential information acquired in the course of their service as a volunteer for his/her personal advantage. Any breach of the duty to maintain confidentiality may be grounds for immediate dismissal from the Committee and/or possible liability in any legal action arising from such breach.
4. Members of the Committee will exercise proper authority and good judgment in their dealings with Association staff and the general public and will respond to the needs of the Association's members in a responsible, respectful, and professional manner.
5. No member of the Committee will use any information provided by the Association or acquired as a consequence of the Committee member's service to the Association in any manner other than in furtherance of his/her own duties. Further, no Committee member will misuse Association property or resources and will not allow any person not authorized to have or use Association property.
6. The Committee must act at all times in the best interests of the Association and not for personal or third-party gain or financial enrichment. Each Committee member will place the interests of the Association above his/her own personal

considerations. When encountering potential conflicts of interest, Committee members will identify the conflict, and, as required, remove themselves from all discussion and voting on the matter. Specifically, members of the Committee shall:

- Avoid placing (and avoid the appearance of placing) one's own self-interest or any third-party interest above that of the Association; while the receipt of incidental personal or third-party benefit may necessarily flow from certain Association activities, such benefit must be merely incidental to the primary benefit to the Association and its purposes;
- Not engage in any outside business, professional or other activities that would directly or indirectly materially adversely affect the Association;
- Not engage in or facilitate any discriminatory or harassing behavior directed towards Association staff, members, officers, directors, meeting attendees, sponsors, or others in the context of activities relating to the Association;
- Not solicit or accept free gifts, gratuities, free trips, personal property, or any other item of value from any person or entity as a direct or indirect inducement to provide special treatment to such donor with respect to matters pertaining to the Association without fully disclosing such items to the Committee; and
- Provide goods or services to the Association as a paid vendor to the Association only after full disclosure to, and advance approval by, the Board of Directors.

Agreement to Serve:

1. I understand that email communication is the primary form of communication for the Committee. I will read my email and will promptly notify the GMAR office if my email address changes.
2. I pledge to faithfully execute the responsibilities of the office for which I have been appointed. I further pledge to uphold the Bylaws, Rules and Regulations, and Policies and Procedures of the NATIONAL ASSOCIATION OF REALTORS®, the Texas REALTORS®, and the Greater McAllen Association of REALTORS®.
3. Recognizing that I cannot adequately represent the views of the membership if I am not present at Committee meetings, I pledge to attend every Committee meeting and agree that my signature below constitutes my resignation from the Committee if I am absent from more than three (3) Committee meetings.
4. I will uphold and support the decisions made by the Board of the Greater McAllen Association of REALTORS® and will carry a positive message to the members on decisions made by the Board regardless of how a member voted.
5. I will not disparage the Association in ways that would be harmful to its mission and success.
6. I will keep well-informed about developments relevant to issues that may come before the Committee or have an impact on the Association and its members.
7. I will consider myself a "Trustee" of the Association and do my best to ensure that it is well-maintained, financially secure, growing, and operating in the best interests of the Association and its members.
8. I will not interfere with the duties of the Chief Executive Officer or undermine the Chief Executive Officer's authority with Association staff members.
9. I will not use the Association for my personal advantage or for that of my company, friends, relatives, or associates.

I have read and am familiar with the above Code of Conduct and Agreement to Serve on the Greater McAllen Association of REALTORS® Committee as indicated by my signature below. I acknowledge that any failure by me to abide by this Code of Conduct and Agreement to Serve may result in action by the Executive Board and/or Board of Directors, including, but not limited to, removal from Committee.

Signature: _____

Name: _____

Position: _____

Date: _____

The Greater McAllen Association of REALTORS®

COMMITTEE CONFLICT OF INTEREST STATEMENT

I, _____ a member of the Greater McAllen Association of REALTORS®, Inc. (hereafter referred to as GMAR), understand my fiduciary responsibility as a member of the _____. In keeping with my fiduciary relationship with GMAR I will not participate directly or indirectly in any activities, negotiations or discussions or act on other Boards/Associations if such participation could result in material benefit to me or result in harm or a breach of confidentiality regarding the activities of GMAR. It is further my duty as a committee member to represent the best interest of each and every member of GMAR to the best of my ability.

In that regard, I have no conflicts of interest in my personal or professional status which prevents me from serving as a committee member. I further pledge, I will notify the CEO of the Greater McAllen Association of REALTORS® of any change in status that would be a conflict during my term. I will voluntarily disclose through the Association Executive any actual or potential conflict of interest to protect the Board, its members, and myself from possible breach of fiduciary duty.

Print Name

Date

Signature

GMAR Committee

Fiduciary Duty Acknowledgement

My loyalty is owed to the Association and I will not allow any relationships and friendships to taint that obligation. If I am approached or asked to discuss any matter that could lead or is in process of legal action against Greater McAllen Association of REALTORS I will advise the individual(s) that it would be best that they seek another person for advice or counsel because my duty will be to share and report everything to the Association through the Association Executive and its President. If I find that my relationship impedes my ability to sustain my fiduciary duty then my obligation to the Association is to resign my position so as to protect GMAR from litigation.

By my signature below, I affirm that I have been notified of my fiduciary duty and responsibility and that I will abide by it.

Signature

Date

GREATER MCALLEN ASSOCIATION OF REALTORS INTERNET POLICIES

I. ELECTRONIC ACCESS (EPOLICIES)

1.1 GENERAL

The Association provides some, if not all, employees with electronic access, consisting of an email system, a network connection, and Internet access. This policy governs all use of the Association's network, Internet/Intranet access, and e-mail systems.

1.2 E-MAIL POLICIES AND PROCEDURES

The Association's e-mail system is designed to improve service to our customers, enhance communications, and reduce paperwork. Employees using Association's e-mail system must adhere to the following policies and procedures:

- The Association reserves the right to access, read review, monitor, copy all messages and files on its computer system at any time and without notice.
- Use extreme caution to ensure that the correct e-mail address is used for the intended recipient(s).
- Confidential information should not be sent via e-mail. Social Security numbers, employee health records, or other confidential material.
- Employees must provide their Supervisor and Accounting Director with all passwords.
- E-mail usage must conform to Association's anti-harassment and discrimination policies.
- Use of the Association's e-mail system to solicit for any purpose, personal or otherwise, without the consent of the Association is strictly prohibited.

NETWORK AND INTERNET POLICY

1.3 PERSONAL RESPONSIBILITY

By accepting an account password, related information, and accessing the Association's Network or Internet system, an employee agrees to adhere to the Association's policies regarding their use. You also agree to report any misuse or policy violation(s) to your supervisor and the A. E.

1.4 AVAILABILITY AND ACCESS

The Association reserves the right to suspend access at any time, without notice, for technical reasons, possible policy violations, security or other concerns.

1.5 PRIVACY

Network & Internet access is provided as a tool for our organization's business. The Association reserves the right to monitor, inspect, copy, review, and store at any time and without prior notice any and all usage of the Network and the Internet, as well as any and all materials, files, information, software, communications, and other content transmitted, received, or stored in connection with this usage.

1.6 DOWNLOADED FILES

Files are not to be downloaded from the Internet without the prior authorization of management. Any files authorized for download from the Internet must be scanned with virus detection software before being opened. Employees are reminded that information obtained from the Internet is not always reliable and should be verified for accuracy before use.

1.7 PROHIBITED ACTIVITIES

Employees are prohibited from using the Association's e-mail system, network, or Internet/Intranet access for the following activities:

- Downloading software
- Printing or distributing copyrighted materials. This includes, but is not limited to, software, articles and graphics protected by copyright.
- Using software that is not licensed by the manufacturer or approved by the Association.
- Sending, printing, or otherwise disseminating the Association's proprietary data or any other information deemed confidential by the Association, to unauthorized persons.
- Operating a business, soliciting money for personal gain or otherwise engaging in commercial activity outside the scope of employment.
- Searching for outside employment.
- Making offensive or harassing statements based on race, color, religion, national origin, veteran status, ancestry, disability, age, sex, or sexual orientation.
- Sending or forwarding messages containing defamatory, obscene, offensive, or harassing statements. An employee should notify their supervisor and/or CEO immediately upon receiving such a message. This type of message should not be forwarded.
- Sending or forwarding a message that discloses personal information without Company authorization. This shall also include accessing, transmitting, receiving, or seeking confidential information about clients or fellow employees without authorization.
- Sending ethnic, sexual-preference or gender-related slurs and/or jokes via e-mail. "Jokes", which often contain objectionable material, are easily misconstrued when communicated electronically.
- Sending or soliciting sexually oriented messages or images.
- Attempting to access or visit sites featuring pornography, terrorism, espionage, theft, or drugs.
- Gambling or engaging in any other criminal activity in violation of local, state, or federal law.
- Engaging in unethical activities or content.
- Participating in activities, including the preparation or dissemination of content, which could damage the Association's professional image, reputation and/or financial stability.
- Permitting or granting use of an email or system account to another employee or persons outside the Association. Permitting another person to use an account or password to access the Network or the Internet, including but not limited to someone whose access has been denied or terminated, is a violation of this policy.
- Using another employee's password or impersonating another person while communicating or accessing the Network or Internet.
- Introducing a virus, harmful component, corrupted data or the malicious tampering with any of the Association's computer systems.

1.8 COMPUTER EQUIPMENT

The following policies are designed to reduce repair costs, maintain the integrity of our system and protect the Association's assets. Employees should adhere to the following:

- Do not keep liquids or magnets on or near the computer.
- Do not remove any computer from the building without written permission from management.
- Do not transport disks back and forth between home and office. This will help minimize exposure to viruses.

1.9 COMPLIANCE

Though each individual is responsible for his/her own actions, management personnel are responsible for ensuring employee compliance with Company policy.

Any employee aware of a policy violation should immediately report the violation to their supervisor, the Association Executive and/or follow the Chain of Command thereafter.

Employees who violate this policy and/or use the Association's e-mail system, network, Internet, or Intranet access for improper purposes will be subject to disciplinary action, up to and including termination.

1.10 SOFTWARE USAGE POLICIES AND PROCEDURES

Software piracy is both a crime and a violation of the Association's Software Usage Policy.

1. Employees must use software in accordance with the manufacturer's license agreements and the Association's Software Usage Policy. The Association licenses the use of computer software from a variety of outside companies. The Association does not own the copyright to software licensed from other companies. Employees acknowledge they do not own software or its related documentation. Employees may not make additional copies of software, unless expressly authorized by the software publisher. The only exception will be a single copy, as authorized by designated managerial personnel, for backup or archival purposes.
2. Employees illegally reproducing software may be subject to civil and criminal penalties including fines and imprisonment.
3. Any employee who knowingly makes, acquires, or uses unauthorized copies of computer software licensed to the Association, or who places or uses unauthorized software on Association's premises or equipment shall be subject to disciplinary action, up to and including termination.
4. The Association does not condone and prohibits the unauthorized duplication of software.
5. Employees are not permitted to install their personal software onto Association's computer system. Employees are not permitted to copy software from Association's computer system for installation on home or other computers without prior authorization.
6. Employees are prohibited from giving software or fonts to clients, customers, vendors, and other persons not in the employ of the Association. Under no circumstances will the Association use software from an unauthorized source, including but not limited to, the Internet, home, friends, and colleagues.
7. Employees who suspect or become aware of software misuse are required to notify their supervisor, Association Executive or in her absence the Administrative Director.
8. All software used on Company-owned computers will be purchased through appropriate procedures.

Acknowledged By

Date

Voluntary Agreement
Social Media Use

In your role as a member of the Greater McAllen Association REALTORS® (GMAR), Board of Directors, Executive Committee, Standing Committee, Task Force, or as a GMAR Staff Person, you hold an influential position within the organization. In this role you represent the entire Association when you communicate with REALTORS® and with the public. Communication includes posting content online or engaging in any form of social media, whether in a professional or personal manner.

As part of your leadership role, you voluntarily agree that you will refrain from using social media to express political support or opposition for a state or federal candidate or issue that contradicts a position of support or opposition taken by the Association regarding the candidate or issue. You also agree to refrain from posting language or subject matter that may be offensive to others and inappropriate as a representative of GMAR.

Social media use includes posting content online or expressing agreement with content posted online (ie., “like-ing” a statement on Facebook) in a manner that allows a defined community or the public to view the content and includes, but is not limited to, use of online sites such as Facebook, Twitter, Wordpress, Blogger, Instagram, LinkedIn and Snapchat.

The undersigned hereby acknowledges receipt of the foregoing voluntary agreement.

Signature

Printed Name

Date