

Texas REALTORS® Governance Review

Frequently Asked Questions

Where things stand: These are the Work Group's recommendations. The Executive Board will consider them for a vote at the Annual Conference; any Bylaws changes then go to the Board of Directors at the 2027 Winter Meeting, after legal review. Full implementation is targeted for 2028.

The big picture

Why are we doing this, and why now?

How we're organized — how regions are drawn, how many Regional Vice Presidents (RVPs) serve, how large our governing bodies are — hasn't had a structured, top-to-bottom review in nearly two decades. In that time Texas REALTORS® has grown to more than 145,000 members across 57 local associations, and the map hasn't kept pace with where members actually live and work. The goal is straightforward: make sure every part of the state has a real voice, and that our governing bodies are sized to deliberate and decide well.

Who developed these recommendations?

A 13-member Work Group drawn from different associations, regions, and governance backgrounds, supported by an independent firm (Slalom). It was built on member input, not assumption — an all-member survey sent to every Texas REALTOR®, 14 Stakeholder Council focus groups with more than 50 members and AEs, 25-plus one-on-one leader interviews, and feedback gathered at eight Regional 360 meetings. Where feedback changed our thinking, we changed the recommendations.

Is any of this final?

No — these are recommendations. They go to the Executive Board for a vote at the Annual Conference; any Bylaws changes then go to the Board of Directors at the 2027 Winter Meeting, after legal review. Some details, particularly around implementation, are still being designed, and we'll keep saying clearly what's settled and what isn't. The feedback loop is real: over the course of this process we've already added recommendations and withdrawn others based on what members told us.

Regions and the map

What's changing about the regions?

We're moving from 15 regions to 9, and changing how RVP seats are allocated. In place of the old one-seat-per-2,500-members formula, every region now gets a floor of three RVP seats, plus one additional seat for every 10,000 members. For much of the state, that's the headline: where a region might once have had a single voice, it now has at least three.

Why do the four largest associations get their own regions ("anchor regions")?

Texas has grown enormously, and for years our regional map and the formulas that set representation weren't updated to keep pace. Over time that left the regions misaligned and disproportionate — some carrying far more members than others — which works against effective, representative governance for everyone. Houston, MetroTex, San Antonio, and Austin are each large enough to be a region on their own — and each already is one. Nothing in this map changes that. Combining any of them with other associations wouldn't serve either side well: a smaller association's voice would be lost inside a region that large, and the fit would be right for neither. Keeping them as anchor regions, paired with the new seat formula, realigns representation so it fits where members actually are today and gives every other region a strong, guaranteed floor. It isn't one group gaining at another's expense — it's the structure catching up to how large and varied Texas has become.

Is my board's placement on the map final?

The 9-region map is the basis we're planning from, and for the large majority of associations, placement is settled. A small number of placements near regional edges are still being discussed, and we'd rather be candid about that than imply changes are likely where they aren't. If your board has a specific placement concern, tell us — but we won't promise a move we can't deliver.

Is this a way to force local associations to merge?

No. The Governance Review has nothing to do with local association mergers. If anything it runs the opposite direction — it strengthens the voice of regions that are under-represented today and updates a structure we haven't reviewed in nearly twenty years. Whether any associations ever merge is entirely a local decision; nothing in these recommendations encourages it, requires it, or is designed to bring it about.

Representation and your RVP

Will my area lose its voice? Could my RVP come from a distant part of the region?

This is the concern the design works hardest to prevent. Inside each multi-board region, RVP seats are tied to geographic districts — subregions — and an RVP must come from the district that holds the seat. Every part of a region is therefore guaranteed representation, regardless of which associations are largest. No corner of a region competes region-wide for a single seat, and no area can be left without a voice at the table.

How many RVPs will there be, and how are seats decided?

The formula is three seats for every region, plus one more for each 10,000 members — 38 RVPs statewide. The purpose of the "three-plus" floor is representation: it guarantees that even the smallest region has a meaningful bench, while larger regions scale up with their membership.

Are the RVP qualifications changing?

Yes — modestly, to raise the bar and open the pathway at the same time:

- **Prior service:** two years on a local Board of Directors (or a qualified NAR-affiliated Institute, Society, or Council), up from one.
- **Meeting attendance:** the existing standard of attending four of the last six annual meetings stays, and the Texas REALTORS® Party Leadership Summit now counts as a qualifying event — giving members more ways to meet it. (An earlier idea to tighten this to two of the last four was withdrawn after member feedback.)

What about term limits?

The recommendation is one consistent standard for all RVPs: no more than two consecutive two-year terms, after which an RVP must sit out two consecutive terms before becoming eligible to serve again. The recommendation was amended to remove the earlier lifetime cap, so there is no limit on total terms served across a career — the required break, not a permanent ceiling, is what keeps leadership rotating. An exception remains available if a suitable candidate cannot be identified, so no seat is left empty. It would begin with RVPs seated in December 2028 and would not apply retroactively. The intent is to encourage rotation and new voices while preserving institutional knowledge. Supporting policy is still being developed for how partial terms (for example, a term served to fill a vacancy) and single terms of service are counted. (In our all-member survey, 79% of respondents said there should be term limits for Texas REALTORS® leadership.)

How will RVP nominations and elections work?

More openly. Any member will be able to apply directly for an RVP vacancy — an AE referral will no longer be required. The Credentials Committee keeps its candidate-review role,

following one standardized statewide process, and there will be a confidential channel for local association leadership to weigh in on a candidate's readiness. The aim is to take local politics out of selection while keeping a genuine local voice in it.

Board of Directors

Is the Board of Directors changing too?

The recommendation updates the Director-to-member ratio from 1:1,000 to 1:2,000, so the body is sized to deliberate rather than simply assemble. Every local association keeps at least one Director — no association loses its seat at the table.

Meetings, advocacy, and TREPAC

In a bigger region, will regional meetings be too far to reach?

No — and this is worth stating plainly, because it's a common worry. Where meetings are held does not have to follow the new governance lines, and a large region will not be served by a single meeting location. We're actively rethinking meeting placement for accessibility: in some cases meetings will be closer than they are today, and in some regions little will change. We've built a mapping tool to help site them well, and this will be an active discussion this fall as we plan the 2028 cycle. Access and proximity drive where meetings happen.

Will we still have PIC coverage in our area?

Yes — and likely more of it. We've already begun working with the Political Involvement Committee (PIC) on where members are needed to be most effective, and the expectation is more PIC members, not fewer. PIC alignment doesn't have to track the governance regions at all: it can be organized regionally, by political or legislative district, or simply where the advocacy need is greatest. This is a major focus with the PIC this fall.

What about TREPAC Trustee coverage?

The same principle applies. TREPAC already has the ability to add positions and adjust jurisdictions, and we're working with TREPAC leadership to make sure Trustee coverage lands where it's needed to serve members well. The governance map does not dictate where Trustees serve.

Will the new regions hurt our TREPAC fundraising recognition?

Recognition sits with TREPAC, not with the Governance Review, so it doesn't change automatically with the map — and it's a fair thing to look at regardless. We'll work with TREPAC on how recognition should evolve.

Timeline and how to weigh in

What's the timeline from here?

- **Now (summer 2026):** Final recommendations socialized with local AEs and leadership, and presented to the Executive Board for a vote at the Annual Conference.
- **Fall 2026 – winter 2027:** Bylaws amendments drafted, legal review completed, and a Board of Directors vote at the 2027 Winter Meeting.
- **2027 and beyond:** Implementation planning, with full implementation targeted for 2028.

Will governance just be left alone again for another twenty years?

No. Part of this effort is building in the habit of maintenance — including a published multi-year governance calendar so leadership and selection cycles are visible and predictable — and the feedback loop that shaped these recommendations doesn't switch off once they pass.

How do I ask a question or share a concern?

Email Mike Barnett, President & CEO of Texas REALTORS®, at mbarnett@texasrealtors.com. We would rather hear it now, while there's still room to refine, than after.