



CCAR: Pathways to Leadership

Growing your business goes hand-in-hand with developing your leadership skills. CCAR offers multiple pathways to support your leadership journey. This resource provides an overview of growth opportunities and detailed information on how to get more involved.

These opportunities include:

- **Participating in CCAR activities and events**
- **Committee involvement**
- **Leadership Academy Cohort Participation**
- **Director of the Board of Director**
- **Officer of the Board of Directors**

We are guided by our Mission and these objectives:

Mission: The leading resource for REALTOR® members and an advocate for home ownership and private property rights.

The Champaign County Association of REALTORS® (CCAR) is a professional organization that represents real estate professionals in Champaign County, Illinois. Our mission is to provide our members with the tools, resources, and education necessary to thrive in the real estate industry while promoting ethical and professional practices.

Founded in 1917, CCAR is one of the oldest real estate associations in the state of Illinois. We are dedicated to advancing the real estate profession and serving the needs of our members, as well as the greater community. CCAR offers a variety of resources and services to our members, including continuing education, networking opportunities, and access to the latest industry information and trends.

Attend CCAR Events and Activities

Participating in CCAR events allows you to learn more about the association, make new connections with Affiliate members and REALTORS® from other brokerages, and to learn more about the formation of these events. CCAR committees and involvement groups are the drivers behind nearly all events of the organization that are held throughout the year. A sampling of the events include:

- Networking events: Holiday Party, YPN Happy Hours, Golf Outing
- Educational sessions: CE classes, Lunch-n-Learns, Wake Up with YPN
- REALTOR® Political Action Committee (RPAC) fundraising events
- Member Luncheons and the Association Installation and Gala

All members are invited and encouraged to attend these events. Visit the [CCAR website](#) to learn more.



Committee Opportunities

Committees and the members on these committees are the key elements of our volunteer-driven Association. Committees meet throughout the year from October – September.

- Attend for 1 meeting or attend all the meetings (up to 12)
- Most offer both in-person or Zoom options, with each of them lasting up to 1 hour
- Shape future programs and activities
- Make connections with the CCAR Board of Directors
- Gain insights on what is going on with CCAR, Illinois REALTORS® and the National Association of REALTORS®
- Meet the attendance policy for 2 consecutive years to become eligible for the Board of Directors

Read more about the various groups and then sign up by [completing this short form](#).

CCAR COMMITTEE and INVOLVEMENT GROUP DESCRIPTIONS

Community & Member Involvement Committee– Meets up to 6 times per year - This group works to promote the good work of REALTORS® to the community through volunteering with local organizations or hosting events for the public.

Contract and Forms Committee – Meets as needed – This group reviews CCAR forms that are found within MRED, considers new forms and agreements, and proposes the elimination of forms if needed.

Golf Committee – Meets about 6 times per year – This committee plans and oversees the annual member golf outing.

Governmental Affairs Committee – Meets Monthly. It takes a team to protect industry and private property rights. CCAR staff and members focus on these issues to ensure that you can do the best business on behalf of your clients. Being involved in local policy is one of the best ways you can help protect and contribute to your community. Being involved in the Governmental Affairs Involvement Group gives you the ability to provide input on local issues, elected officials, and candidates seeking an elected position.

Professional Development Committee – Meets monthly - Want to have a voice in new and exciting educational opportunities that are made available to members and the community? Join one of the Working Groups:

- Education – Recommends CE classes and non-CE educational events
- Equal Opportunity and Inclusion – Promotes a sense of belonging for all members. Focus areas include overseeing the Minority Scholarship, Real Estate as a profession, and the NAR SPIRE Mentorship Program
- Special Projects – Guides the topic and location of the four-member luncheons and supports the planning of the Awards and Installation Gala.

Affiliate Networking Group – Meets as needed, about 2-3 times per year - This group together with the CCAR Board of Directors oversees the Business Partner program and funds. It supports the mission, visionary goals, and strategic priorities of CCAR. It represents and promotes affiliate members (members engaged in the real estate industry by ways of products and services) and networking opportunities, including the Business Partner Expo and the REALTOR® Appreciation Event.

Your Professional Networking Group – Meets monthly – This group helps early career REALTORS® build the foundation for a successful career by planning educational and networking events including Wake Up YPN and Happy Hour with the GAD.

President's Initiative Task Force – Meets as needed - Each year the President's Initiative allows the current CCAR President to formalize a special project of interest and value to the community and members. Join today to help turn the President's Initiative into ACTION!

Indicate your interest in getting involved by [going online to complete this form](#). Groups begin the new year in October/ November of every year.

Leadership Academy Cohort

“Being a part of the Leadership Academy was beneficial for my personal growth. Building relationships with the other members was a nice added perk!” - Deana Gauze, Board of Director & Leadership class of 2023

CCAR REALTOR® and Affiliate Members interested in gaining leadership experience, growing involvement within the community, and guiding their career and business to success should apply for the CCAR Leadership Academy.

Program details:

- Application deadline: February 15 of each year
- Program runs from April – September
- Cohort members attend about 7-8 events throughout the year
- There is no cost to participate, but 100% participation is required
- Attendees must all participate in a final project

Find the [Application Form on the CCAR Website.](#)



Pathways to becoming a CCAR Director

Director Qualifications for the CCAR Board of Directors:

1. Director candidate must have completed at least two years as a REALTOR® member in good standing in CCAR in the past two years.
2. Per the CCAR Bylaws, the candidate must have served at least two years on a CCAR Committee, Involvement Group, or Working Group and have met the attendance requirements.

What is the time commitment to serve on the CCAR Board of Directors?

1. Attend 6 Board of Director meetings, every other month, with each lasting up to 2 hours.
2. Participate as a liaison between the Board and a Committee or Working Group by attending 1-hour meetings throughout the year.
3. Attend CCAR events when possible.

What is the role of the Board of Directors?

- Set the strategic direction and vision of the Association.
- Determine policies, new and revised, that benefit members and advance the mission.
- Provide oversight of the annual budget and programs, products, and services.
- Be a promoter of the organization to members and the community.

Application process:

- Applications open in June of most years.
- The CCAR Nominating Committee interviews all viable candidates and proposes a slate for approval by the CCAR Board of Directors
- CCAR members participate in an online election to determine the Board of Directors

Pathways to becoming a CCAR Officer

Officer Qualifications:

1. Must have previous CCAR Director experience.
 - a. This includes anyone who has ever served on the CCAR BOD, and those currently serving.
2. Must be willing to take time away from work to travel for Illinois REALTORS® and National Association of REALTOR® conferences and events.
3. Must be willing to commit four consecutive years, by serving these Officer roles in this order: Secretary/Treasurer, President-Elect, President, and Immediate Past-President

What is the time commitment to serve as an Officer on the CCAR Board of Directors?

1. Attend 6 Board of Director meetings, every other month, with each lasting up to 2 hours.
2. Attend Executive Committee meetings, every other month, with each lasting up to 2 hours.
3. Respond promptly to emails from the CEO and make recommendations or decisions as needed in between meetings.
4. Attend CCAR events when possible.
5. Attend Illinois REALTORS® events around the state. The CCAR Travel Policy covers all travel, lodging, and food expenses.
6. Attend NAR events. The CCAR Travel Policy covers travel, lodging, food, and registration expenses.

What characteristics are we looking for in Officers?

- People that want to grow in their leadership abilities.
- Passionate members who want to help advance the mission of CCAR.
- Members who have the desire to truly help the organization and take the time to see that goals and objectives are met.
- Understanding and commitment to diversity and inclusion

When does the Board meet?

- Usually, the third Thursday of every other month, with meetings beginning at 8:30 am.
- The BOD meetings are finalized in September, with the first meeting beginning in October.

CCAR Officer and Director Responsibilities

	President	Pres-Elect	Sec-Treasurer	Past-President	Board of Directors
4-year term	x	x	x	x	
3-year term					x
The spokesperson for the CCAR	x				
Executive Team	x	x	x	x	
Monitors finances closely & a member of the Finance Committee	x	x	x	x	
Chairs BOD Meetings	x	(back-up)			
Understands the Bylaws & Policies of CCAR	x	x	x	x	x
Appoints committee chairs	x				
Participates in BOD meetings	x	x	x	x	x
Works closely with the CEO/Reviews CEO	x	x	x	x	
Financial oversight & signs checks if needed			x		
Promotes the Assn and attends events	x	x	x	x	x
Attends Illinois REALTOR® events: Fall, Winter, ROTY/Lobby Day	x	x	x	x	
Attends NAR events	x	x			
Serves as the governing body of the Association.	x	x	x	x	x