



Impact

REALTORS® Code of Ethics Training

Effective January 1, 2001 through December 31, 2004, and for successive four (4) year periods, REALTORS® are required to complete a 2 ½ hour course on ethics. All NOCBOR members (excluding Affiliate members) must complete the required training no later than December 31, 2012. Pursuant to the mandate of the National Association of REALTORS®, failure to complete the required periodic ethics training shall be considered a violation of a membership duty. Additionally, failure to meet the requirement will result in suspension of membership for the first two months (January & February), of 2013, or until the requirement is met whichever occurs sooner. On March 1, 2013, members who have not completed the Code of Ethics training shall be automatically terminated.

NOCBOR will provide free offerings throughout 2012 for the necessary ethics training program, featuring Jack Waller, President of NCI Associates. The 2 ½ required hours will be personally presented by Jack, in a style that will hold your attention, as well as enlighten you with the amendments recently passed by the Directors of the North Oakland County Board of REALTORS®.

Members who would prefer to complete the Code of Ethics mandatory training online, can access:

<http://www.Realtor.org/mempolweb.nsf/pages/onlineethicstraining> to meet the required learning objectives.

Goodfellows & Holiday Baskets

In the spirit of the holidays, the NOCBOR Membership Services Committee has selected the Waterford Goodfellows as their Christmas project. The Waterford Goodfellows provides holiday baskets for Waterford residents in need of assistance. The baskets contain the fixings for a holiday dinner, canned goods, candy and a toy for each child, birth through 12 years of age. Your generosity will be greatly appreciated, and if you would like to donate items-canned good, toys, etc., they can be dropped by the Board office. Donations must be received by December 15, 2011. Volunteers are also needed to sort food for the Holiday Baskets on Friday, December 17 for 6-9 p.m.

Special Awards

NOCBOR's Membership Services Committee is requesting NOCBOR members to nominate their

favorite **Affiliate member**, as well as a REALTOR® qualified to serve as NOCBOR's **2011 Rookie-of-the-Year**. To qualify as NOCBOR's **Rookie-of-the-Year**, the member must have been licensed in the past 18 months. The **Broker-of-the-Year** will be selected and honored at NOCBOR's "An After Holiday Party," on **Friday, January 13, 2012** at the **Troy Marriott**. Why not consider nominating your manager or broker/owner for this prestigious award? Do you have a favorite REALTOR® who you have had a cooperative transaction with, who went beyond the regular stuff to make it all work? Then, you'll want to nominate him/her for the **Distinguished Service Award**. NOCBOR recognizes the fact that many REALTORS® are involved in their communities and local charity groups. The **Humanitarian Award** is for the member who is selected for his/her unselfish ways. NOCBOR has a membership of over 2,600 diversified individuals, some of whom would qualify for the annual **Cultural Diversity Award**. Tell us about your experience with a client of different culture. What did you do to make the transaction work smoothly, without aggravation? Submit your nominations today by accessing the Nominating form, available at NOCBOR's Web site, and submit to NOCBOR, along with a narrative.



OFFICERS

President Doug Hardy	855-2000
President-Elect R.W. Watson	736-3000
Treasurer Geoff Leach	360-9100
Secretary Brian Kirksey, ASA	336-2088
Past President John Burt, GRI	628-2178

BOARD OF DIRECTORS

Angela Batten	625-0200
David Botsford	626-2100
Maddy Dishon	620-1000
Laura Felix-Smith	338-7135
Cheryl Gates-Beers	620-8777
James Gillen	620-8777
Bill Haviland, GRI, e-PRO	742-8773
Rick Howe	683-9590
Tanya Mitchell	625-0200
Ray O'Neil, GAA, RAA	674-3333
Jake Porritt	693-7400
Rhona Ravenell	202-6824
Cathy Siders	360-9100

STAFF

Patricia Jacobs	Executive Vice President
Millie Traylor	Member Services Administrator
Tonya Wilder	Executive Assistant

CHAIRMEN

Budget & Finance	R.W. Watson
Bylaws	Laura Felix-Smith
Education	Cathy Siders
Executive	Doug Hardy
Government Affairs	Bill Haviland, GRI, e-PRO & Ray O'Neil, GAA, RAA
Membership Services	Dave Niezgoda
Nominating	John Burt, GRI
Professional Standards	
Arbitration	Gerald Hoopfer
Ethics	Kathleen Sanchez
Grievance	Rick Howe
Technology	Rick Bailey

REALCOMP II LTD. GOVERNORS

Doug Hardy, President	855-2000
John Burt	628-2178

NAR DIRECTOR
R.W. Watson

MAR DELEGATES
Doug Hardy
R.W. Watson

NORTH OAKLAND COUNTY BOARD OF REALTORS®
 4400 West Walton | Waterford | MI | 48329
 Phone (248) 674-4080 | Fax (248) 674-8112
 E-mail: boardoffice@nocbor.com
 www.nocbor.com

Board of Directors
October, 2011

MOTION CARRIED to approve six (6) Primary Designated REALTORS®; sixty-four (64) Primary REALTORS®; two (2) Secondary Designated REALTORS®, one (1) Secondary REALTOR® and one (1) Affiliate member.

MOTION CARRIED that Greg McClelland contact Realcomp's attorney to discuss how each will work together in a financial capacity.

MOTION CARRIED to approve 2011/2012 NOCBOR budget as proposed.

MOTION CARRIED to approve 2012 continuing education program prepared by Great Lakes Realty in the amount of One Thousand Two Hundred Fifty (\$1,250) Dollars.

MOTION CARRIED to elect **Cheryl Gate-Beers** to position of 2012 NOCBOR Secretary

MOTION CARRIED to elect **Brian Kirksey** to the position of 2012 NOCBOR treasurer.

MOTION CARRIED to elect **Bill Haviland** to the position of 2012 NOCBOR President-Elect.

MOTION CARRIED to elect **David Botsford** for the position of Realcomp Governor for years, 2012-14.

MOTION CARRIED to elect **James Gillen** as Realcomp Alternate Governor for 2012

Board of Directors
November, 2011

MOTION CARRIED to approve one (1) Primary Designated REALTOR®; twenty-nine (29) Primary REALTORS® and one (1) Affiliate.

MOTION CARRIED to receive two (2) bids for a certified audit.

MOTION CARRIED to establish policy that each member of the Board of Directors shall receive a complimentary ticket to the annual induction ceremony.

MOTION CARRIED to elect **Tony Haviland** to a 3 year term on the NOCBOR Board of Directors, replacing **Bill Haviland**, who was elected as 2012 NOCBOR President-Elect.

MOTION CARRIED to elect **David Niezgoda** to a 2 year term on the NOCBOR Board of Directors, replacing **Cheryl Gates-Beers**, who was elected as 2012 NOCBOR Secretary.

Wanted T-Shirts

Cranbrook Schools adopted a village, Namtenga in Burkinka Faso, Africa, about 10 years ago. Students have helped them dig wells for water, taught women to weave and sponsored a program to educate the children, especially girls. School enrollment for girls has increased from 12 to over 100 since the program began.

The latest Namtenga Project is to collect T-shirts of any size or condition. These shirts will be sent to Africa where they will be re-designed by cutting and combining several shirts into one with additional material woven by the Namtenga women weavers. These "designer" shirts will then be returned to be sold locally. All profits are returned to Namtenga.

We have a sponsor for shipping, but we need T-shirt supplies! This is an excuse to re-purpose your T-shirt collection. Shirts with "logos" of sports teams, schools, vacation travels, or random advertisements are encouraged so that the Namtenga villagers, will learn more about our culture as well. T-shirts will be collected until Thursday, December 15 at NOCBOR.

MISSION STATEMENT

The purpose of the North Oakland County Board of REALTORS® is to enhance the ability and opportunity of its members to conduct their business successfully and ethically, and to promote the preservation of the right to own, transfer and use real property.

2012 NOCBOR Officers

R.W. Watson
President



Elected as a member of the Board of Directors in 2008, R.W. has been licensed since 1978, and in 1990 took an active role in NOCBOR, serving on the Board's Professional Standards Committee. Affiliated with SKBK Sotheby's International (Birmingham), Watson served as 2010 Chairman of the Membership Services Committee, and looks forward to increasing benefits and services for all NOCBOR members.

Bill Haviland
President-Elect



The first Emeritus member to serve as NOCBOR officer, Bill has been in the profession of real estate for over 40 years.

A past Governor of Realcomp, Bill has participated on the Education Committee, and has instructed continuing education for over 25 years. Bill is committed to the REALTOR® movement and has held the distinguished position of REALTOR® Active in Politics and Co-Chairman of NOCBOR's Government Affairs Committee.

Cheryl Gates-Beers
Secretary



Cheryl has served as Director since 2008. She currently is a member of the Professional Standards Committee and Membership Services Committee. Cheryl was a member of the Grievance Committee for 3 years, as well as Vice President of Membership for Women's Council of REALTORS® North Oakland Chapter. Cheryl is an associate broker and team leader for Keller Williams Clarkston Market Center.

Brian Kirksey
Treasurer



Elected to the Board of Directors in 2009, Brian is principal broker of KRES Realty (Rochester), and currently serves as NOCBOR's Secretary. Selected as NOCBOR's 2010 REALTOR® Active-In-Politics, Brian was appointed as a member of the State of Michigan's Board of Residential Appraisers in 2010. As an appraiser and education instructor, Brian promotes NOCBOR as appraiser friendly.

“Meet Your Elected Directors”

John Burt, GRI
Real Living John Burt



John has served NOCBOR for over 25 years as Chairman of Grievance, Budget & Finance, Education and Executive Committees. In the past 10 years, he has served on the Board of Directors, as well as President-Elect in 2009, and President in 2010. As Realcomp Governor, for over 6 years, John has the philosophy that Realcomp must always operate as a user-friendly company.

Maddy Dishon
Re/Max Encore



Maddy participated on NOCBOR's Grievance Committee, 2004-06, and served as Chairman in 2006. She currently serves on the Professional Standards Committee and has participated in several arbitration hearings.

In 2005, Maddy was awarded the “Humanitarian of the Year” and “Broker of the Year” in 2007. Maddy will serve her second 3 year term as Director.

Laura Felix-Smith
Seaver Title



Laura, has been involved with NOCBOR since 1978. She joined as an Affiliate member in February, 1991 and currently serves as Chairman of the Bylaws Committee and member of the Membership Services Committee. Laura received the

“Affiliate-of-the-Year” Award in 1995 and again in 2008. She has been an Affiliate Director for the past 5 years and will serve in 2012.

Tanya Mitchell
Real Estate One



Licensed since 2004, Tanya served as NOCBOR's Secretary in 2009, and Treasurer in 2010. As a member of the Membership Services Committee, since 2005, Tanya has been instrumental in encouraging many NOCBOR members to take an active role in NOCBOR's Committees and social networking programs. Tanya will serve on the Board of Directors for 3 year, 2012-14.

NOCBOR Events

December
January
February

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 10 a.m. Backdoor Workshop "Learn About HUD Homes" J. Gillen 2 hours con-ed 28 attended	2 9:30 a.m. – 3:30 p.m. Con-ed "Meeting Client Needs in 2011, The Agent- Advisor Emerges" J. Waller 18 attended	3
5	6	7	8 9 a.m. Membership Services	9 9:30 a.m. – 3:30 p.m. Con-ed S. Bell	10
12 9:30 a.m. Education Committee	13 9:30 a.m. Technology Committee @Leo's Coney 9:30 a.m. – 3:30 p.m. Con-ed S. Bell	14	15 9:15 a.m. Grievance 9:30 a.m. – 3:30 p.m. Con-ed "Meeting Client Needs in 2011, The Agent-Advisor Emerges J. Waller	16	17
19	20 9:30 a.m. – 3:30 p.m. Con-ed B. Haviland	19 1:30 p.m. BODs Mtg	22	23 OFFICE CLOSED	24
26 OFFICE CLOSED	27	28	29	30 OFFICE CLOSED	31 9:30 a.m. – 3:30 p.m. Con-ed B. Haviland
2 OFFICE CLOSED	3	4	5	6	7
9 9:30 a.m. Education Committee 11:30 a.m. Government Affairs Committee	10 9:30 a.m. Technology Committee 9:30 a.m. – 3:30 p.m. Con-ed B. Haviland	11	12 9 a.m. Membership Services	13 6:30 p.m. "An After Holiday Party" @ Troy Marriott	14
16 OFFICE CLOSED	17	18	19 9:15 A.M. Grievance	20	21
23 6-10 p.m. Pre-License Class	24	25 12:30 p.m. Executive Committee 1:30 p.m. BODs' Mtg. 6-10 p.m. Pre-License Class	26	27	28
30 6-10 p.m. Pre-License Class	31	1 6-10 p.m. Pre-License Class	2	3	4
6 6-10 p.m. Pre-License Class	7	8 6-10 p.m. Pre-License Class	9 9 a.m. Membership Services	10	11
13 9:30 a.m. Education Committee 11:30 a.m. Gov't Affairs Committee 6-10 p.m. Pre-License Class	14 9:30 a.m. Technology Committee	15 6-10 p.m. Pre-License Class	16 9:15 a.m. Grievance	17	18
20 6-10 p.m. Pre-License Class	21	22 6-10 p.m. Pre-License Class	23	24	25
27	28	29 12:30 p.m. Executive Committee 1:30 p.m. BODs' Mtg			



Dancing

NOCBOR

Presents

Dining

"An After Holiday Party"

Friday, January 13, 2012

6:30 - 11:30 p.m.

\$ 35 per person

Troy Marriott

200 W. Big Beaver Rd

Troy, MI 48084

**Entertainment
Brian Alexander
"The Voice"**

Win iPad2

Advanced reservations are required. RSVP, including payment, must be recieved by Monday, January 9, 2012.

Please respond on or before January 9, 2012

Please include full name and select entree for each gues included on RSVP

Name _____

____ Prime Rib (*King Cut, Rosemary Pan Jus, Loaded Baked Potato, Green Bean Almondine, Baby Carrots, Teardrop Tomato Saute'*)

____ Asparagus Risotto Stuffed Breast of Chicken (*Roasted Garlic Brdelaise, Chive and Sour Cream Yukon Whipped Potato, Haricot Vert, Baby Carrot and Peral Onion*)

____ Grilled Wild Atlantic (*Lemongrass Butter Sauce, Brown Rice Florentine, Asparagus, Baby Carrots, Pan Fried Leeks*)

Name _____

____ Prime Rib (*King Cut, Rosemary Pan Jus, Loaded Baked Potato, Green Bean Almondine, Baby Carrots, Teardrop Tomato Saute'*)

____ Asparagus Risotto Stuffed Breast of Chicken (*Roasted Garlic Brdelaise, Chive and Sour Cream Yukon Whipped Potato, Haricot Vert, Baby Carrot and Peral Onion*)

____ Grilled Wild Atlantic (*Lemongrass Butter Sauce, Brown Rice Florentine, Asparagus, Baby Carrots, Pan Fried Leeks*)

2011 NOCBOR Committees

Budget & Finance

R.W. Watson, Chm.
Geoff Leach, V.C
John Burt
Doug Hardy, Jr.,
Brian Kirksey

Bylaws

Laura Felix-Smith, Chm.
Michael Anspach
Louis Bisgoni
Shirley Coronado
Marcia Dyer
Denise Misaras

Education

Cathy Siders, Chm.
Marsha Armstrong
Barb Bartus
Brenda Brooks
Deb Collins
Matt Diskin
Susan Gesaman
Dave Henderson
Laura Prendergast
Rhona Ravenell
Cathy Weller

Executive

Doug Hardy, Jr.
R.W. Watson-President-Elect
Geoff Leach, Treasurer
Brian Kirksey, Secretary
John Burt, Past President
Tanya Mitchell

Government Affairs

Bill Haviland, Co-Chm.
Ray O'Neil, Co-Chm.
Cheryl Anderson-McNeal
Sally Bell
Doug Bills
Curt Carson
Matt Diskin
James Gean
Cheri Hill
Gerald Hoopfer
Jeff LaPorte
Randy Miller
Ron Miller
Ron Newman
Jake Porritt
Jenifer Rachel
Mary Rettig

(Government Affairs)

Timothy Sean
Brian Seibert
Cathy Siders
Sunny Sky
Jim Skylis
Kevin Thompson

Grievance

Rick Howe, Chm.
David Botsford, V.C.
Amy Albright
Angelena Braxton
Marcia Dyer
James Gillen
Mike Wang

Membership Services

Dave Niezgod, Chm.
Mike Proctor, V.C.
Angela Batten
Laura Felix-Smith
Cheryl Gates-Beers
Cindy Kreiner
Tanya Mitchell
Keith Stonehouse
Cindy Taylor
Kathy White

Nominating

John Burt, Chm.
Amy Albright, V.C.
Joan Falk
Kevin McCort
Linda Mladenoff
Dave Niezgod
Michelle Shuler-Gaul

Professional Standards

Hearing Panel
Pamela Bradshaw
Bill Clark
Victoria Crampton
Sue Dendler
Madeline Dishon
Cheryl Gates-Beers
John Greene
Bill Hampton
Edward Harris
Lynn Kacy
Denise Misaras
Dennis Nabor
Ron Newman
Kay Pearson
Jim Porritt
Cathy Siders
Alyce Smith
Jackie Speagle

Arbitration

Gerald Hoopfer

Ethics

Kathleen Sanchez

Realcomp Governors

John Burt
Doug Hardy

Realcomp Users

Jim Fuller
Geoffrey Leach
Tanya Mitchell
Jeff Whitbey

Technology

Rick Bailey, Chm.
Kevin McCort, V.C.
Doug Andrus
John Chartier
Eric Mann
David Montgomery
Angie Ridley
Mike Wang
Merrick Williams
Jeff Whitbey

Thanks To All NOCBOR Volunteers During 2011

Don't Forget Your Con-ed

Course 1200

Cost of Course(s) held at NOCBOR:

6 hour \$35 (member) / \$45 (non-member)
4 hour \$30 (member) / \$35 (non-member)
3 hour \$20 (member) / \$25 (non-member)
2 hour \$15 (member) / \$20 (non-member)
\$50 (All Walk-Ins)

Friday, December 9
Tuesday, December 13
Tuesday, December 20
Saturday, December 31
Friday, January 6
Wednesday, January 18

S. Bell	6 hrs	9:30 a.m. – 3:30 p.m.
S. Bell	6 hrs	9:30 a.m. – 3:30 p.m.
B. Haviland	6 hrs	9:30 a.m. – 3:30 p.m.
B. Haviland	6 hrs	9:30 a.m. – 3:30 p.m.
B. Haviland	6 hrs	9:30 a.m. – 3:30 p.m.
B. Haviland	6 hrs	9:30 a.m. – 3:30 p.m.

Meeting Client Needs in 2011, The Agent-Advisor Emerges™

Cost of Course(s) held at NOCBOR:

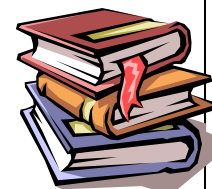
6 hour \$40 (member)/ \$50 (non-member)

Thursday, December 15

J. Waller

6 hours

9:30 a.m. – 3:30 p.m.



To register visit www.nocbor.com or call 248-674-4080! Registration sheets must be completed with payment to hold your place in class! Take your Continuing Education today!

SEAVER TITLE AGENCY

A DIVISION OF ATTORNEYS TITLE AGENCY

TOGETHER WE'LL MEET THE CHALLENGE IN 2012

We can't do it without your participation! NOCBOR is a member driven organization, and without the volunteers to make the machine run smoothly, it could possibly break down. You are invited to join one of NOCBOR's Committees in 2012! Committee members receive complimentary Continuing Education for their participation.

The following Committees are looking for volunteers. Please indicate your choices box below and e-mail this form to info@nocbor.com, or fax it to (248) 674-8112 **no later than December 28, 2011.**

COMMITTEES AVAILABLE:

Bylaws

Members meet on direction of the Board of Directors to consider amendments to the Bylaws for recommendation to the general membership.

Education

The Education Committee provides members with frequent and affordable opportunities to achieve knowledge and competence in an evolving business climate and to promote an atmosphere of equal opportunity in a multi cultural community through a commitment to education, awareness and an appreciation of others.

Grievance

Selected members serve to review requests for arbitration (commission disputes) and to determine the possibility of member violations of the Code of Ethics.

Government Affairs

Promote to NOCBOR members education, awareness and involvement in the legislative process.

Membership Services

The Committee makes recommendations to the Board of Directors on matters pertaining to eligibility, qualifications and approval for the election to membership. The Committee promotes an awareness of Board functions to members to help improve participation and develop new membership benefits.

Real Property Valuation – This Committee is new and developed for NOCBOR Appraiser members. The Committee Mission Statement will be created during the first meeting.

Technology

The mission of the Technology Committee is to communicate resources to NOCBOR members to drive their productivity.

FIRST CHOICE: _____

SECOND CHOICE: _____

Name: _____ License: 6501-_____

Firm Name: _____

Business Phone: _____ E-Mail: _____

North Oakland County Board of REALTORS®
4400 W. Walton Blvd. | Waterford, MI 48329 | www.nocbor.com



NOCBOR

PRESENTS

"An After Holiday Party"

FRIDAY, JANUARY 13, 2012

6:30 - 11:00 p.m

Troy Marriott
200 W. Big Beaver Rd
Troy, 48084

\$35 per person

*Advanced reservations are required. RSVP, including payment, must be received by Monday, January 9, 2012.
Your personal invitation will be e-mailed to you. Please respond with dinner selection.*

*Dining, Dancing
& Cash Bar*

*Celebrate with your
2012 Leadership Team
& Special Award recipients!*

HOME INSPECTIONS



Rose
Certified Inspections

INSPECT BEFORE YOU INVEST

248-625-9555

NAHI
NATIONAL ASSOCIATION OF
HOME INSPECTORS, INC.

We Make It Easy!



- Professional property management in Southeast Michigan since 1989
- One-stop service on all your rental properties
 - Complete tenant screening
- Fantastic media exposure through our website, television and print advertising
 - Advertise your vacancies online at www.northbloomfield.com
- 50% commission for co-op sales associates on the first month's rent at closing



North Bloomfield
Properties

West Bloomfield
2731 Cooley Lake Rd.
248-366-8484

Auburn Hills
2215 E. Walton Blvd.
248-409-2689



www.NorthBloomfield.com