



RESIDENTIAL REAL ESTATE BROKER INDUSTRY COUNCIL MEETING

1:00 p.m. – 4:00 p.m., Tuesday, March 11, 2025

**In Person Meeting, Nakiska Room, RECA Office,
1506, 11th Avenue SW, Calgary, AB**

MINUTES

In Attendance:

George Bamber, *Chair*
Jason Bamlett
Brad Hamdon
Erika Ringseis
John Dempster

Resources:

Stacy Paquin, *Acting CEO, General Counsel & Corporate Secretary*
Janice Harrington
Warren Martinson
Rina Hawkins

Recording Secretary: Christina Harrington

1. Call to Order

The Chair called the meeting of the Residential Real Estate Broker Industry Council ("Industry Council") to order at 1:00 p.m.

2. Approval of Agenda

The Industry Council reviewed the meeting agenda.

***MOTION:** The Residential Real Estate Broker Industry Council approves the March 11, 2025, meeting agenda as presented.*

***Moved by Brad Hamdon,
Seconded by Erika Ringseis
Carried***

3. Conflict(s) of Interest Declared

The Chair called for conflicts of interest to be declared. No conflicts of interest were declared.

4. Chair's Opening Remarks

The Chair welcomed newly elected member, John Dempster to the Industry Council. John Dempster was elected through the Industry Council By-election, held February 19 – 25, 2025, and will serve the remainder of former member, Bill Briggs' term, effective February 27 to November 30, 2025.

5. Consent Agenda

The Industry Council reviewed the consent agenda.

***MOTION:** The Residential Real Estate Broker Industry Council approves the November 12, 2024 meeting minutes, and the December 11, 2024 special meeting minutes, as presented, and receives the Robert's Rules of Order – Contents of Minutes, Action Register Update, Regulatory Activity Scorecard briefing note, Credentialing Report and Learner Success Rates, Industry Council Strategic Workplan, and the Regulator's Practice Report, as information, as presented within the meeting package.*

*Moved by Brad Hamdon,
Seconded by Erika Ringseis
Carried*

ACTION: Management will provide Vice-Chairman Bamlett with a copy of the December 11, 2024, special meeting notice.

6. RECA Board of Directors Report

The RECA Board of Director's (Board) member presented the November 2024 and January 2025 Board Reports. The reports were received as information.

7. Industry Council Annual Self-Evaluation Results

The Chair presented the results of the Industry Council annual self-evaluation, in compliance with REA Bylaw 4.4 (November 2024 – January 2025). The Industry Council will compare its year-over-year results at its next self-evaluation.

The Industry Council will expand its stakeholder outreach to include forums with all classes of residential real estate licensees, in addition to broker forums, and will increase its meetings with industry associations, boards and stakeholders.

8. Industry Council Election Policy and Process Amendments

The Board consulted with all Industry Councils in 2021 to establish the *Industry Council Election Policy* and *Industry Council Election Process* (policy and process). The policy outlines the eligibility requirements a licensee must meet to qualify as an election candidate under REA section 7.1(2)(b). The process outlines the administrative election steps. The Board is consulting with each Industry Council to gather suggested amendments to the policy and process in advance of the 2025 Industry Council election. The Industry Council did not have any suggested amendments.

The Industry Council received the draft Industry Council Election Calendar 2025 (the “calendar”). The calendar allows for earlier onboarding of newly elected Industry Council members. The calendar was received as information.

9. Eligibility Requirements

Management is requesting the Industry Council to reaffirm the existing education and licensing eligibility requirements pursuant to the Industry Council’s authority in section 16(1) of the REA Rules. These requirements include but are not limited to: prelicensing education enrolment; minimum education standards (Canadian high school or equivalent); proof of English proficiency; verification of identification; and ability to work in Canada.

***MOTION:** The Residential Real Estate Broker Industry Council prescribes the existing education and licensing eligibility requirements set out in Appendices A-C to TAB 15 - Eligibility Requirements, as presented in the meeting package.*

***Moved by Brad Hamdon,
Seconded by John Dempster
Carried***

10. Complaints & Outcomes 2023-2024

Management reported on the complaints, trends & outcomes (RECA’s Annual Report 2023-2024).

The Industry Council recessed at 2:09 p.m.

The Industry Council reconvened at 2:17 p.m.

Darren Thomas, Director of Consumer Programs, Service Alberta Red Tape Reduction, and Louise Grummitt of Benchmark Performance Inc., joined the meeting at 2:17 p.m.

11. Residential Real Estate Competencies

Management reported that, in May 2023, the Board established the *Residential Real Estate Education Advisory Committee* (“Committee”) (since wound down) to review alignment between residential prelicensing competency standards and courses offered by course providers. The Committee was comprised of two individuals from each residential real estate course provider (one course design expert and one licensee), two members of the Industry Council, an observer from Service Alberta Red Tape Reduction, and one education expert to carry out the work of the Committee, being Louise Grummitt of Benchmark Performance Inc. Management was not represented on the Committee pursuant to the Terms of Reference.

Louise Grummitt outlined the Committee’s process. The Committee created an extremely detailed document representing its overall recommendations, which included, but was not limited to, removing

content on personnel management, separating sales and marketing, removing the frameworks on negotiation models, increasing scenario-based questions, and removing redundancies. The Committee provided its recommendations to RECA, who translated it into the *Fundamentals of Real Estate* and *Practice of Residential Real Estate* examination blueprints. This resulted in a significant consolidation (from 850 competencies down to 280 within the *Fundamentals of Real Estate*, for example). The Committee reviewed RECA's recommended amendments and finalized its comments in February 2025.

Management reported that, if approved, course providers preferred a 6-month integration period before the competencies are introduced to new learners.

As competencies within the *Fundamentals of Real Estate* examination blueprint are governed by three Industry Councils, being this Industry Council, the Residential Property Manager Industry Council, and the Commercial Real Estate Broker and Commercial Property Management Industry Council, the Industry Council's amendments must also proceed before the other two Industry Councils for consideration and approval.

ACTION: Management will poll for a special meeting of the Industry Council in April 2025 to review the Committee's recommendations, and to consider competency weightings.

Darren Thomas, Director of Consumer Programs, Service Alberta Red Tape Reduction, and Louise Grummitt of Benchmark Performance Inc., left the meeting at 2:51 p.m.

12. Input on Draft Strategic Plan 2026-2029

Management reported that the Board held a Strategic Planning Session on January 20, 2025, attended by all Industry Councils. The Strategic Planning Session set the foundation for the draft 2025-2028 *Mandate, Purpose, Advocacy Statement, Values, Brand Promise, and Strategic Pillars* (collectively, the "Strategic Plan" document). Management sought the Industry Council's feedback on the Strategic Plan, to return to the Board for consideration. The Industry Council provided suggested amendments.

13. Rules Review Consultation Plan

Management reported on the REA Rules Review Consultation Plan. In December 2024, all Industry Councils received the recommendations of the Rules Review Steering Committee (since wound down). RECA developed the additional Rules Review Consultation Plan (March – April 2025) to clarify the rationale behind the proposed licensing structure and to ensure a clear understanding of the proposed changes and the implications to the licensing structure. The report was received as information.

The Industry Council provided their feedback on the Rules Review Consultation Plan to Management.

14. Residential Measurement Standards ("RMS")

Management reported that, following email correspondence exchanged in February 2025, RECA's Board Chair, the Industry Council, RECA Management and the Alberta Real Estate Association (AREA) will meet to discuss AREA's consultation findings relating to RMS.

ACTION: The Industry Council will meet with AREA to receive the results of AREA's industry-consultation on RMS.

15. In-Camera Session with the Industry Council and Acting CEO

The Industry Council moved in-camera with the Acting CEO, only.

16. In-Camera Session with the Industry Council, Only

The Industry Council moved in-camera with the Industry Council, only.

17. Final Adjournment

MOTION: *The Residential Real Estate Broker Industry Council meeting of March 11, 2025, is adjourned.*

*Moved by Erika Ringseis,
Seconded by Brad Hamdon
Carried*

The meeting adjourned at 3:43 p.m.

18. Next Meeting(s)

- June 10, 2025

Approved at Calgary, Alberta on June 10, 2025

George Bamber,
Industry Council Chair