



RESIDENTIAL REAL ESTATE BROKER INDUSTRY COUNCIL MEETING

9:00 a.m. – 2:00 p.m., Tuesday, June 10, 2025

Virtual Microsoft Teams Meeting

MINUTES

In Attendance:

George Bamber, *Chair*
Brad Hamdon
Erika Ringseis
John Dempster
Elan MacDonald, *RECA Board of Directors Chair*

Resources:

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

Recording Secretary: Christina Harrington

1. Call to Order

The meeting of the Residential Real Estate Broker Industry Council ("Industry Council") was called to order at 9:02 am

2. Approval of Agenda

The Industry Council reviewed the meeting agenda.

***MOTION:** The Residential Real Estate Broker Industry Council approves the June 10, 2025 meeting agenda as presented at the meeting.*

Moved by Brad Hamdon

Seconded by John Dempster

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 by-election, held to fill the vacant Industry Council seat, opened for nominations on June 9, 2025, and will close on June 24, 2025. The term of the elected member will commence July 24, 2025, and end on November 30, 2025.

5. Consent Agenda

The Industry Council reviewed the consent agenda.

***MOTION:** The Residential Real Estate Broker Industry Council approves the consent agenda, which includes the March 11, 2025 meeting minutes, and the April 9, 2025 and April 25, 2025 special meeting minutes, as presented, and receives the Action Register Update, Regulatory Activity Scorecard, and the Credentialing Report and Learner Success Rates, as information, as presented within the meeting package.*

Moved by John Dempster

Seconded by Brad Hamdon

Carried

6. Election of Industry Council Vice-Chair

Pursuant to *Real Estate Act (REA)* Bylaw 3.17, if a vacancy of the Industry Council Vice-Chair occurs, an Industry Council member will be elected to fill the unexpired portion of the original term. The current, vacant Vice-Chair term expires November 30, 2025.

The Industry Council adopted the recommended election process, as used in the prior election of Industry Council Vice-Chair. The Acting CEO chaired the meeting for the purpose of the election. The Acting CEO called for nominations.

***MOTION:** The Residential Real Estate Broker Industry Council elects **John Dempster**, to the position of Industry Council Vice-Chair for a term commencing immediately and ending on November 30, 2025, by acclamation.*

Moved by George Bamber

Seconded by Brad Hamdon

Carried

7. Real Estate Act Rule Amendments

Following the meetings of December 11, 2024, and March 11, 2025, to review the *REA* Rule amendments proposed by the Rules Review Steering Committee, the Industry Council reviewed the results of further independent, third-party consultations arranged by RECA in April 2025. The purpose of the meetings was to gather insights into the strengths and limitations of the current licensing model and proposed licensing structure.

The Industry Council provided perspectives on the proposed *REA* Rule amendments, for the purpose of drafting. The *REA* Rule amendments will return to the Industry Council in September 2025 for review and approval. Once approved by the Industry Council the RECA Board of Directors will transmit the *REA* Rule amendments to the Minister of

Service Alberta and Red Tape Reduction, for review and final approval, in accordance with the REA and REA Regulations.

Elan MacDonald left the meeting at 10:20 a.m.

The Industry Council recessed at 11:00 a.m., and reconvened at 11:11 a.m.

8. RECA Board of Directors Report

The Acting CEO presented the RECA Board of Directors ("Board") Report. The report was received as information.

9. Broker Responsibilities – *Real Estate Act* Enforcement

The brokerage-centric model requires a brokerage to employ, or have associated with it, a licenced real estate broker. The Broker is responsible for the brokerage's compliance with the Act, Regulations, Rules, and Bylaws, and must adequately supervise all licensees within the brokerage. The Broker is responsible for the actions of the licensees that trade in the name of the brokerage.

The Real Estate Regulators of Canada (RERC-ARCIC) have reported that associate licensee levels have sky-rocketed across Canada within the last twenty years. The Industry Council contemplated whether large-scale brokerages have adequate oversight.

Management reported that, proportionately, a larger brokerage does not equate to poor broker-oversight. For example, some brokerages have compliance professionals, or extremely functional and detailed management policies. Size can sometimes equip greater tools, for example, sophisticated client-management software. The Industry Council agreed that limiting associate volume would not guarantee adequate oversight.

10. Mentorship

The Calgary and Edmonton broker forums considered *mentorship*. *Mentorship* would connect a new real estate licensee (mentee) with a licensed mentor to improve professionalism and growth within the industry. In a commission-based environment, such as real estate, this structure would likely require earnings to be divided between a mentee and mentor or would require a salaried-position for new licensees. However, the broker could also set terms by agreement.

The Industry Council favoured a graduated licensing approach, such as RECA's Graduated Licensing Pilot Project for Condominium Management Licensees, or British Columbia & Ontario's practical education courses, where a licensee completes post-licensing education, on-the-job.

ACTION: The Industry Council will add *mentorship* to its Strategic Workplan. The Industry Council will review the practical education placements of British Columbia and Ontario.

11. Industry Council Strategic Workplan

The Industry Council received its Strategic Workplan. The amended pre-licensing *Fundamentals of Real Estate* competencies proceeded before the *Residential Property Manager Industry Council* and the *Commercial Real Estate Broker and Commercial Property Manager Industry Council*, in May, for approval. Both Industry Councils approved the amendments to the competencies. The Board received the amended *Fundamentals of Real Estate Competency Exam Blueprint* and the *Practice of Residential Real Estate Competency Exam Blueprint*, for approval. The Board approved both at its May 27, 2025 meeting. The revised examinations will be used December 1, 2025 and onward.

12. Industry Council Calendar of Events

The Industry Council reviewed the Industry Council Calendar of Events, which was received, as presented.

13. In-Camera Session with Industry Council and Acting CEO

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

14. In-Camera Session with Industry Council Only

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

15. Final Adjournment

MOTION: *The Residential Real Estate Broker Industry Council meeting of June 10, 2025 is adjourned.*

Moved by Brad Hamdon

Seconded by John Dempster

Carried

The meeting adjourned at 1:55 p.m.

16. Next Meeting(s)

- September 9, 2025

Approved at Calgary, Alberta on September 9, 2025

George Bamber, Industry Council Chair