

WISCONSIN REALTORS® ASSOCIATION PARTNERSHIP FOR SUCCESS PROGRAM

MISSION STATEMENT

To promote diversity within the REALTOR® membership in the areas of race, color, and national origin, in a manner designed to enhance the probability of long term success in the real estate profession.

I. BREAKDOWN OF PARTNERSHIP RESPONSIBILITIES

A. BROKER:

1. Select a Candidate and Together Apply to the Partnership for Success Program
2. Ensure that the Following Fees are Paid by the Broker, the Candidate or Other Sources
 - a. 72-Hour Pre-Licensing Class Fees
 - b. Books Required for Class
 - c. Initial Salesperson's License Application Fee
3. Personally Attend WRA Cultural Diversity in Housing Committee Interview with Candidate
 - a. Provide Recommendation of Candidate to the Committee
 - b. Explain Mentor Program
4. Upon Candidate's Receipt of Award, Sign Award Letter Agreement and Return to WRA Cultural Diversity in Housing Committee
5. Provide Mentor System and In-House Training for Award Recipient
 - a. Assign a Person to Act as the Mentor
 - b. Develop/Provide an In-House Training Program
 - c. Recipient May Choose to Work as a Licensed Personal Assistant
 - d. Monitor Progress of Award Recipient and Report Progress to the Committee
6. Remind Award Recipient of Program Repayment Deadline (Original Sponsoring Broker Only)

B. AWARD RECIPIENT:

1. Attend Pre-Licensing Class and Obtain Real Estate Salesperson's License
2. Apply to the Program with Sponsoring Broker
3. Personally Attend WRA Cultural Diversity in Housing Committee Interview with Sponsoring Broker
 - a. Describe Personal Background
 - b. Explain Qualifications and Interest in Real Estate Career
4. Upon Candidate's Receipt of Award, Sign Award Letter Agreement and Return to WRA Cultural Diversity in Housing Committee

5. After Receipt of Award, Present Copy of Award Letter to Local Association to Secure REALTOR® Dues Waiver
6. Upon receipt of Award, contact Debbi Conrad at the WRA to Arrange for Payment of MLS Fees. For Courses and Hotel Accommodations, Register with the WRA and Indicate that You are a Partnership for Success Recipient or Contact Della Rancourt or Debbi Conrad at the WRA
7. May Attend/Receive (up to \$700 value) QuickStart, GRI Course 2, ABR, WRA Convention, Wisconsin Fair Housing Conference, Hotel Accommodations for Up to Two Nights While Attending Any of the Above-Listed Courses/Events, Money Towards Lock Box Key/Supra Keys
8. Recipient is Strongly Encouraged to Serve on their Local Board Equal Opportunity Committee or at Least a One-year Term on the WRA Cultural Diversity in Housing Committee Some Time Within the Two-year Period Following the Award.
9. Repay Program Funds Advanced Within Three Years of Award (See Section II. Below)

C. LOCAL BOARD/ASSOCIATION:

1. Waive Local Initiation Fee (Requested by WRA)
2. Waive One Year's Membership Dues (Requested by WRA)
3. Provide Recognition for Award Recipients in Newsletter and by Other Means

D. WISCONSIN REALTORS® ASSOCIATION (WRA):

1. Waive Application Fee
2. Waive One Year's Membership Dues

E. WRA CULTURAL DIVERSITY IN HOUSING COMMITTEE:

1. Establish Award Program
2. Suggest Guidelines for Broker's Use in Mentor Program
3. Conduct Application/Interview Process and Select Recipients
4. Explain the Funds and Repayment Obligations to the Award Recipients and Sponsoring Brokers as Part of the Interview Process
5. Send Award Letter Agreements to Award Recipients and Sponsoring Brokers with Copies to the Local Association and the Local Executive Officer. Ask Award Recipients and Sponsoring Brokers to Sign a Copy of the Award Letter Agreement and Return to the WRA.
6. Assign a Committee Member From Award Recipient's Community or General Area to Serve as a Liaison and Follow the Recipient's Progress.

7. Disburse Funds on Behalf of Recipients (per Section II. A.)
8. Remind Recipients of Repayment Deadline at Least Six Months Prior to the End of the Three-year Award Period.
9. Follow-up with Recipients by WRA Staff and Committee Liaison

II. PARTNERSHIP FOR SUCCESS PROGRAM FUND

A. DISBURSEMENT OF SCHOLARSHIP FUNDS BY WRA:

1. Fees for WRA Quickstart Sales Training Class, Graduate REALTORS® Institute (GRI) Course 2, ABR, and WRA Convention (Register with the WRA and Indicate that You are a Partnership for Success Recipient or Contact Della Rancourt or Debbi Conrad at WRA to Arrange Payment)
2. Fee for Wisconsin Fair Housing Conference (held every other year) (Register with WRA and Indicate that you are a Partnership for Success Recipient or Contact Debbi Conrad at WRA to Arrange Payment)
3. Hotel Accommodations for Up to Two Nights While Attending Courses/Events (Contact Della Rancourt or Debbi Conrad At WRA to Arrange for Reservations and Payment)
4. First Year of NAR Dues (Apply for REALTOR® Membership with Local Association and Indicate that You are a Partnership for Success Recipient)
5. Up to Six Months of MLS Fees (Have Local MLS Contact Debbi Conrad At WRA to Arrange for Payment)
6. Contribution Toward Cost of Lock Box Keys or Supra Keys (Have Local MLS Contact Debbi Conrad at WRA to Arrange for Payment)

B. REPAYMENT OF FUNDS BY RECIPIENTS:

1. Repayment of Funds Advanced Within Three Years (Items in Section II.A. Only). Repayments Can Be Made in Full or in Installments Agreed Upon by the Committee and the Award Recipient. Repayments Can Begin at any Time within the Three-year Period, but the Balance Should Be Paid in Full at the End of the Three Years.
2. All Repayments Go Back into the Partnership for Success Program and Will Be Used to Fund Future Program Awards.

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MENTOR PROGRAM GUIDELINES

Mentor was the beloved teacher of Odysseus' son in ancient Greece. The term "mentor" has evolved to refer to an experienced or trusted teacher who helps a less experienced person learn a needed skill.

In the Partnership for Success Program, the mentor is a counselor or guide who assists the recipient to successfully negotiate the maze of the real estate profession. The Wisconsin REALTORS® Association and the Cultural Diversity in Housing Committee offer the following guidelines for making the most of the real estate mentor program for both the mentor and the new REALTOR®.

- ◆ The mentor relationship should be based on mutual consent.
- ◆ Mentors should be enthusiastic, knowledgeable and willing to invest the time necessary to meaningfully assist the professional development of a new REALTOR®.
- ◆ The mentor may be compensated by the broker for his or her time and energy.
- ◆ The mentor should observe the new REALTOR®'s interactions with clients, customers, and fellow REALTORS®. The mentor should provide guidance, constructive criticism, encouragement and support regarding the new REALTOR®'s communication and interactive skills and techniques.
- ◆ The mentor should help the new REALTOR® keep current with new developments in the real estate industry.
- ◆ The mentor should involve the new REALTOR® in a number of diverse real estate situations and processes, and in interactions with diverse individuals.
- ◆ The mentor should share personal expertise, experience and insight with the new REALTOR®.
- ◆ The mentor will review all office procedures and policies with the new REALTOR®.
- ◆ The mentor should be available to the new REALTOR® to answer real estate-related questions.
- ◆ To make the mentor program the most effective, the office manager should make every effort to carefully match a new REALTOR® with a compatible mentor, and to monitor the progress of the new REALTOR® throughout his or her development.