



# GREATER BERGEN REALTORS®

# COMMITTEE HANDBOOK 2026



405 N. Midland Avenue, Saddle Brook, NJ 07663  
**Website:** [www.GreaterBergenRealtors.com](http://www.GreaterBergenRealtors.com)

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C2EX | Commitment to Excellence**

**FOR MORE INFORMATION ABOUT COMMITTEES, CONTACT:**

2026 Vice President, Jack Koumbis -  
[jkassembly1@gmail.com](mailto:jkassembly1@gmail.com)



# MISSION STATEMENT

We empower the success of those we serve by focusing on Connections, Advocacy, Resources, and Education.

## 2026 GREATER BERGEN REALTORS® EXECUTIVE TEAM



JAMES  
ARAKELIAN  
PRESIDENT



JOHN  
JOHNSON  
PRESIDENT ELECT



JACK  
KOUMBIS  
VICE PRESIDENT



FRANCES  
BLAKELY  
TREASURER



NICOLA  
ESPOSITO, JR.  
IMMEDIATE PAST  
PRESIDENT



JORGE  
LEDESMA  
CHIEF EXECUTIVE  
OFFICER

## 2026 GREATER BERGEN REALTORS® BOARD OF DIRECTORS



PURVI  
CHAUDHARY



ELISA  
CHO



WILLIAM  
GILSENAN, JR.



JANET  
GINSBERG



ANGELA  
ISAACS



ELAINE  
MOSERA



MEGAN  
O'BRIEN



RYAN  
O'CONNOR



CHRISTOPHER  
SAPIENZA



ROMULO 'XAVIER'  
VARGAS



SOO  
YU

Greater Bergen REALTORS® relies on the expertise and participation of our members. Our committees are designed to ensure that the association provides programs and services that meet the membership's needs. We are pleased that you are volunteering your time and knowledge for the betterment of our association and industry.

# COMMITTEE BENEFITS

- {1}** BROADENING YOUR NETWORK & BRAND BUILDING
- {2}** SHARING AND GAINING KNOWLEDGE
- {3}** GIVING BACK AND MAKING A DIFFERENCE
- {4}** ENHANCING YOUR INFLUENCE AND INTEGRITY AS A REALTOR®
- {5}** ACHIEVING PROFESSIONAL AND PERSONAL GROWTH
- {6}** ELIGIBLE TO EARN 3 INDUSTRY UNITS TOWARDS NJ REALTORS® CIRCLE OF EXCELLENCE\*

\*ONE POINT MAY BE GIVEN FOR EACH COMMITTEE WITH A MAXIMUM OF 3 PER YEAR  
NJR CIRCLE OF EXCELLENCE IS A STATE AWARD. RULES & REGULATIONS APPLY\*



# COMMITTEE LEADERSHIP RESPONSIBILITIES

- ▶ In consultation with the committee staff liaison, the committee chair will establish an agenda each meeting
- ▶ Will provide leadership over the committee, ensuring that committee members are aware of their obligations and assuring that the committee comply with their assigned responsibilities & committee roles
- ▶ Ensure that there is sufficient time during the meeting to discuss all items on the agenda fully, productively and professionally
- ▶ Ensure meeting minutes are complete, accurate, and reviewed at each meeting
- ▶ Attend GBR Mid-Year meeting (June) and GBR Annual Meeting (October)
- ▶ Attend Quarterly committee leadership roundtable Strategic Sessions. Dates will be provided to all committee leaders.
- ▶ Finalize events a minimum of **4 weeks** before the event to ensure proper marketing, contract agreements, and availability within the board calendar

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# COMMITTEE MEMBER RESPONSIBILITIES

- ▶ Must attend at least 80% of committee meetings
- ▶ Cooperate and work with committee in the planning of events
- ▶ Attend committee events
- ▶ Promote committee events
- ▶ Keep your contact information updated with GBR office staff for reminders

# COMMITTEES



## AFFILIATE COUNCIL

MEETS QUARTERLY

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DEDICATED IN PROVIDING FEEDBACK AND CONNECTING ALL AFFILIATE MEMBERS OF THE ASSOCIATION. HELPING CREATE AND EDUCATE THE VALUE PROPOSITION OF GBR TO ALL AFFILIATE MEMBERS TO LEVERAGE THE ASSOCIATION TO GROW THEIR BUSINESS.



## AWARDS VERIFICATION

MEETS 3 - 4 TIMES PER YEAR

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IDENTIFIES AND NOMINATES RECIPIENTS FOR REALTOR® OF THE YEAR, CIRCLE OF EXCELLENCE, RISING STAR AWARD, AND THE GOOD NEIGHBOR AWARD.



## BROKER COUNCIL

\*BROKER COUNCIL WILL MEET AS NOTIFIED\*

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OPEN TO BROKERS, BROKER MANAGERS, AND DESIGNATED REALTORS® ONLY. PROVIDES FEEDBACK TO THE ASSOCIATION FOR THE DEVELOPMENT OF PROGRAMS AND RESOURCES THAT SERVE THE NEEDS OF DESIGNATED REALTORS®.



## COMMUNITY OUTREACH

2ND MONDAY OF EVERY MONTH | 10:30 - 11:30 AM

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IDENTIFIES AND COORDINATES INITIATIVES AND PROJECTS THAT WORK TOWARDS THE BETTERMENT OF OUR COMMUNITIES. EVENTS INCLUDE CHARITABLE AND GOODWILL CAUSES.



## ENGAGEMENT COUNCIL

MINIMUM 5 / MAXIMUM 8 MEETINGS

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DEVELOPS AND IMPLEMENTS PROGRAMS THAT PROMOTE THE PROMOTION OF THE REALTOR® TO THE PUBLIC; HIGHLIGHTS REALTOR® VALUE AND HOMEOWNERSHIP RIGHTS.



## GLOBAL BUSINESS COUNCIL

1ST MONDAY OF EVERY MONTH | 9:00 - 10:00 AM

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PROVIDES GLOBALLY THEMED EDUCATION, PROGRAMS AND NETWORKING EVENTS. WORKS TO BUILD AWARENESS OF GLOBAL BUSINESS OPPORTUNITIES.

# COMMITTEES



## GRIEVANCE

MEETINGS AS NEEDED (3 YEAR TERM TO QUALIFY FOR PROFESSIONAL STANDARDS)

RESPONSIBLE FOR REVIEWING ETHICS COMPLAINTS AND ARBITRATION REQUESTS AND DETERMINES IF A COMPLAINT WARRANTS A HEARING BEFORE A PROFESSIONAL STANDARDS PANEL. PREPARES MEMBERS FOR PROFESSIONAL STANDARDS COMMITTEE.



## HEALTH, WELLNESS & SAFETY

LAST MONDAY OF EVERY MONTH | 11:00 AM - 12:00 PM

RECOGNIZING THE INCREASING IMPORTANCE OF HEALTH AND SAFETY IN THE REAL ESTATE INDUSTRY, THIS COUNCIL WAS CONCEIVED TO ADDRESS THE UNIQUE CHALLENGES AND OPPORTUNITIES WITHIN THE PROFESSION.



## MLS USERS - APPLICATION REQUIRED

2ND TUESDAY OF CERTAIN MONTHS | 2:30 - 3:30 PM

REVIEWS ALL ASPECTS OF THE NJMLS FROM THE USER'S PERSPECTIVE AND PROVIDES FEEDBACK



## PROFESSIONAL DEVELOPMENT

2ND MONDAY OF EVERY MONTH | 9:30 - 10:30 AM

DEVELOPS AND RECOMMENDS EDUCATIONAL PROGRAMS, SPEAKERS AND EVENTS THAT WILL ENHANCE THE PROFESSIONAL DEVELOPMENT OF OUR MEMBERS.



## PROFESSIONAL STANDARDS

MEETINGS AS REQUESTED (3 YEAR TERM)

SERVE ON ARBITRATION AND ETHICS HEARING CASE PANELS TO RULE ON THE OUTCOME OF THE CASE. THIS COMMITTEE REQUIRES 3 YEARS' PRIOR SERVICE ON THE GRIEVANCE COMMITTEE.



## RPAC & LEGISLATIVE AFFAIRS

1ST FRIDAY OF EVERY MONTH | 9:30 - 10:30 AM

RAISES AWARENESS OF THE IMPORTANCE OF THE REALTORS POLITICAL ACTION COMMITTEE. CREATES FUNDRAISING EVENTS AND DEVELOPS INITIATIVES TO INCREASE MEMBERS VOLUNTARY CONTRIBUTIONS TO RPAC.



## YOUNG PROFESSIONALS NETWORK

1ST WEDNESDAY OF EVERY MONTH | 10:30 - 11:30 AM

PROVIDES AN OPPORTUNITY FOR YOUNG-AT-HEART REAL ESTATE PROFESSIONALS TO ENHANCE THEIR CAREER VIA NETWORKING, EDUCATION AND COMMUNITY SERVICE. HELPS TO IDENTIFY AND DEVELOP FUTURE LEADERSHIP WITHIN OUR ASSOCIATION.

# 2026 GBR COMMITTEE LEADERSHIP

## AFFILIATE COUNCIL



**GINA CAMPANELLA**  
CO-CHAIR  
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**MICHAEL LAMPARILLO**  
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MLAMPARILLO@ADVISORSMORTGAGE.COM



**BRADFORD HABERLIN**  
IMMEDIATE PAST CHAIR  
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**BOD LIAISON: XAVIER VARGAS**  
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## AWARDS VERIFICATION



**MARY ELLEN O'CONNELL**  
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**ANNA DIMICELI**  
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## BROKER COUNCIL



**MARY JANE "MJ" TARABOCCHIA**  
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**NANCI LIENECK**  
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**\*BROKER COUNCIL WILL MEET AS NOTIFIED\***

# 2026 GBR COMMITTEE LEADERSHIP

## COMMUNITY OUTREACH



**MIA FORSBERG-VILLON**  
CHAIR  
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**KATHLEEN WICKLUND**  
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**BONNIE BORGHI**  
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## ENGAGEMENT COUNCIL



**VESNA CABANA**  
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**IRA GOODMAN**  
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## GLOBAL BUSINESS COUNCIL



**ENKELANA "LANA" DRIZAJ**  
CHAIR  
[LISTWITHLANANJ@GMAIL.COM](mailto:LISTWITHLANANJ@GMAIL.COM)



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VICE-CHAIR  
[MYREALTOR@LOURDESHENRY.COM](mailto:MYREALTOR@LOURDESHENRY.COM)



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# 2026 GBR COMMITTEE LEADERSHIP

## GRIEVANCE



**EVELYN PALADINO**

CHAIR

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**RHODA MOSS LATIMER**

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## HEALTH, WELLNESS & SAFETY COUNCIL



**KATHLEEN HOUSTON**  
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**BOD LIAISON: ELISA CHO**  
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## MLS USERS



**DIANE BROWN**

CHAIR

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**CATHY WARNET**

VICE-CHAIR

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**STAFF LIAISON: LENKA STASTNA**  
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**BOD LIAISON: WILLIAM GILSENAN JR.**  
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# 2026 GBR COMMITTEE LEADERSHIP

## PROFESSIONAL DEVELOPMENT



**MICHAEL THORRY**  
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## PROFESSIONAL STANDARDS



**PATRICIA A. SUDAL**  
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**CHARLIE DELMAN**  
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**JENNIFER BRITO**  
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**BOD LIAISON: FRANCES BLAKELY**  
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## RPAC & LEGISLATIVE AFFAIRS



**PATRICIA DEPHILLIPS**  
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**STEVEN FINKELSTEIN**  
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STEVENSELLSHOMESNJ@GMAIL.COM



**STAFF LIAISON: LORI PALLADINO**  
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**BOD LIAISON: MEGAN O'BRIEN**  
MEGAN.OBRIEN827@GMAIL.COM

# 2026 GBR COMMITTEE LEADERSHIP

## YOUNG PROFESSIONALS NETWORK (YPN)



**ROBERTO ALVAREZ**

CHAIR

therobalvarezteam@gmail.com



**LISA CATALDI**

VICE-CHAIR

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**XAVIER VARGAS**

IMMEDIATE PAST CHAIR

xvrealstate1@gmail.com



**STAFF LIAISON: SYDNEY O'NEILL**

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**BOD LIAISON: RYAN O'CONNOR**

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## GBR STRATEGIC PLAN

### GBR STRATEGIC PLAN



**GREATER BERGEN  
REALTORS®**

We empower the success of those we serve by focusing on Connections, Advocacy, Resources, and Education

#### OUR PRIORITIES

ENGAGEMENT	PERFORMANCE	ADVOCATE	EXCELLENCE	INCLUSION
				Champion Diversity, Equality, Equity, and inclusion within our organization and the real estate industry

#### YOUR BENEFITS

<ul style="list-style-type: none"><li>Quickly and easily access information and services you value most</li><li>Increased usage of resources and benefits equals a better return on your membership investment</li><li>Communications that match your preferred content and mediums</li><li>Greater understanding of opportunities to get involved with your areas of interest?</li></ul>	<ul style="list-style-type: none"><li>More efficient and valuable utilization of your membership dollars</li><li>Quicker responses to your daily needs</li><li>A greater understanding of the value offered by the association beyond MLS</li><li>More responsive to your feedback and suggestions</li><li>Higher quality volunteer opportunities to learn, share, and build relationships</li></ul>	<ul style="list-style-type: none"><li>Reduced barriers to homeownership enables more transactions</li><li>Increased housing availability and variety for all wage earners you work with</li><li>Civic and community knowledge to help you educate clients</li><li>Raise the public perception of REALTORS® value</li><li>Need for increased housing development is understood</li></ul>	<ul style="list-style-type: none"><li>Better prepared to provide excellent service to clients</li><li>Classes are high quality for virtual and in-person offerings</li><li>Smoothen transaction process with less stress</li><li>Greater variety of instructors and classes to choose from</li><li>More customized, relevant and focused classes and informational resources</li></ul>	<ul style="list-style-type: none"><li>Greater understanding how to work with a diverse group of clients</li><li>Better representation of all members within GBR</li><li>Increased access to homeownership = more clients</li><li>Full understanding of legal and ethical obligations</li><li>More welcoming association environment for all</li><li>Enhanced industry image</li></ul>
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#### OUR CORE SERVICE COMMITMENTS TO YOU

##### CONNECTIONS

**WE WILL:** Promote inclusive and valuable member and community relationships via events, involvement, and outreach

##### ADVOCACY

**WE WILL:** Advocate for our profession, homeownership, property rights, fair housing, real estate investments, community and economic development

##### RESOURCES

**WE WILL:** Deliver support, industry information, and business tools that promote productivity, innovation, and cooperation

##### EDUCATION

**WE WILL:** Provide continuous learning, designations, ethical and professional standards to enhance business development for industry excellence

# AWARDS & RECOGNITION

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## GREATER BERGEN REALTORS® REALTOR® OF THE YEAR

The REALTOR® of the Year is the highest and most coveted award that can be bestowed by one's peers. This award is based on the outstanding contributions of a REALTOR® to Greater Bergen REALTORS®, New Jersey REALTORS® and the National Association of REALTORS®. The recipient must demonstrate what is called "REALTOR® Spirit", which is embodied by faithfulness to the principles of the REALTOR® organization, professionalism, and the Code of Ethics.

## GREATER BERGEN REALTORS® GOOD NEIGHBOR

The GBR Good Neighbor Award will be presented to one REALTOR® who has made extraordinary commitments to improving the quality of life in their local and/or global communities through volunteer community service. In addition to receiving the award, \$1,000.00 will be donated by GBR to the winner's charity of choice.

## GREATER BERGEN REALTORS® RISING STAR AWARD

The Greater Bergen REALTORS® "Rising Star Award" recognizes current and potential professional achievement by a newly licensed sales agent as well as high moral and ethical character and promising success in the real estate industry. Nominations may be submitted by the Broker or Principal/Manager of Primary GBR member firms through a typed two-page description of the candidate's qualifications.

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## C2EX - COMMITMENT TO EXCELLENCE

The National Association of REALTORS® proudly introduces our **Commitment to Excellence (C2EX)**, a program that empowers REALTORS® to demonstrate their professionalism and commitment to conducting business at the highest standards.

To get started, log in to **[www.C2EX.realtor](http://www.C2EX.realtor)** and take the self-assessment that measures your proficiency in each of the elements of professionalism, known as the **C2EX competencies**. Based on your results, the platform will generate customized learning paths, recommend experiences, and provide tools and resources to increase your knowledge and enhance your skill sets.

**[WWW.GREATBERGENREALTORS.COM/C2EX](http://WWW.GREATBERGENREALTORS.COM/C2EX)**





GET  
INVOLVED  
WITH

# GREATER BERGEN REALTORS®



**(201) 244-7000**

**WWW.GREATBERGENREALTORS.COM**