



OREA | SINCE 1922

**HELPING
ONTARIO
REALTORS®
SUCCEED**





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FOR MORE INFORMATION

The Ontario Real Estate Association has retained KCI (Ketchum Canada Inc.) to lead this search on their behalf. Inquiries and applications should be directed to **Samantha David, Vice President, Search + Talent**, via email at OREA@kcitalent.com.

All inquiries and applications will be held in strict confidence. Interested candidates should send their resume and letter of interest to the email address listed above by **January 15, 2025**.

OREA is committed to inclusive and accessible employment practices. If you require an accommodation to fully participate in the hiring process, please notify the Search Consultant.





ONTARIO REAL ESTATE ASSOCIATION

Ontario Real Estate Association Chief Executive Officer

THE OPPORTUNITY

The Ontario Real Estate Association (OREA) is seeking an experienced leader with strong business acumen to be our next Chief Executive Officer (CEO). As one of the largest business Associations in Canada with nearly 100,000 Members across Ontario, this is an exciting opportunity for a senior leader to highlight the important role OREA plays in supporting our REALTOR® Members make the dream of homeownership a reality.

Reporting to the Board of Directors and managing a team of 50+ staff, the new CEO will promote our value proposition and ensure efficient operations in support of our key program pillars which serve our REALTOR® and Member Boards. A diplomatic and savvy communicator with excellent relationship and profile building skills, the new CEO will work with our diverse community to build engagement with our mission, position the voice of REALTORS® with government and media, and support the delivery of standardized tools that facilitate business success. Leveraging their political acumen and ability to navigate multiple issues, agendas, and priorities, the new CEO will have the skills to build unity around a shared vision for OREA and organized real estate in the province.

Offering a highly competitive compensation package, the new CEO will work at our offices in the Don Mills Road and York Mills Road area in northeast Toronto.

ABOUT ONTARIO REAL ESTATE ASSOCIATION (OREA)

The Ontario Real Estate Association represents nearly 100,000 real estate brokers and salespeople who are Members of Ontario's 23 real estate boards. OREA is a provincially incorporated not-for-profit association that serves its Members through the three main pillars of Advocacy, Standard Forms, and Leadership Development, and provides other Member Benefit programs.

Founded in 1922 to organize real estate activities across the province, OREA strives to promote higher industry standards and advocate with government on behalf of its Members to promote, encourage and protect property ownership. OREA continuously strives to improve the image of REALTORS®.

OREA's current membership is comprised of its 23 Member Boards and Associations across the province as well as its front-line REALTOR® membership – including salespersons and brokers. The Assembly is the governing body of OREA and consists of individuals appointed by the Member Boards/Associations as their voting nominees.



Ontario's 23 Real Estate Boards & Associations [All Ontario Boards](#)

Our Mission

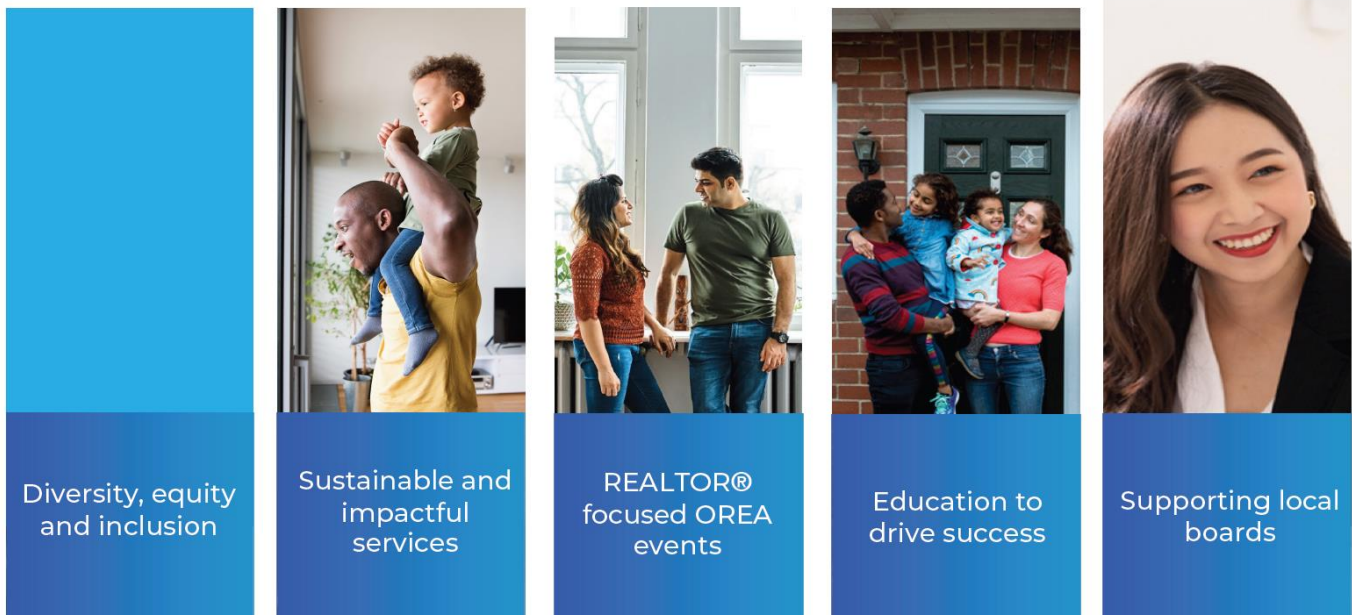
OREA's mission is to support Ontario REALTORS® in helping people find a great place to call home, work and thrive.

Guiding Principles

At OREA, our staff are family and feel a deep sense of pride in their work and as part of the team. Our guiding principles empower staff to be their best and generate value for our Members. They are what makes OREA a great place to work. We invite you to come and learn what OREA pride means for the team who work at OREA.



OVERVIEW - STRATEGIC PLAN (2023 – 2027)



It has never been a more important time for REALTORS® in Ontario to have a voice amid a housing crisis that is preventing many Canadians of realizing their dream of homeownership. A challenging real estate market has increased the scrutiny of the profession from media, government, and Ontarians who are demanding high professional standards, the enforcement of those standards, and for REALTORS® to be able to adapt to consumer demands.

In response, moving into 2024 and beyond, OREA has developed a value-driven, Member-focused strategic plan. This plan was developed in consultation with Members, Member Boards, stakeholders, and industry leaders. It sets out a roadmap for the next five years of success.

We spoke with nearly 100 leaders, conducting in-depth interviews and regional roundtables to uncover preferences, thoughts, and suggestions for strategic direction for our roadmap.

As a result, the strategic plan is focused on our core successes:

- Sustainable and impactful services
- REALTOR®-focused OREA events
- Supporting local Boards
- A commitment to Diversity, Equity and Inclusion
- Education to drive success

This strategic plan is focused on providing meaningful value to our Member Boards and Members to better adapt to an evolving market environment, and equip them with the tools, support and education needed to drive success.

We will be looking to enhance products and services like our Standard Forms resources, remain focused on our advocacy and government relations outreach efforts, and deliver cutting-edge REALTOR®-focused events. We will also be building on our educational programs and resources, giving learners governance and strategic planning experience, and encouraging greater diversity and transparency in the Board and committee recruitment process.

For further information on how we will achieve this, view [OREA's Strategic Plan](#).

Additional Information about OREA:

[About OREA](#)

[Board](#)

[Committees & Task Forces](#)

[Member Benefits](#)

[Wellness Program](#)

[Advocacy](#)

[Media](#)

[Events](#)

[Young Professionals Network](#)



OREA BOARD OF DIRECTORS

Rick Kedzior	President
Tania Artenosi	Past-President
Cathy Polan	President-Elect and Provincial Director for Northeastern Ontario
Paul Etherington	Director-at-Large
Lisa Patel	Director-at-Large
Andrew McAllister	Provincial Director for Central Ontario
Dwight Delahunt	Provincial Director for Eastern Ontario
Donna Mathewson	Provincial Director for Western Ontario
Kimberly Fairley	Provincial Director for Northern Ontario
Meredith Kennedy	Provincial Director for Central Ontario
Dustin Davis	Provincial Director for Southern Ontario
Ryan Humble	Director-at-Large (Two-Year Term)
Randy Pawlowski	Director-at-Large (Two-Year Term)

KEY DUTIES & RESPONSIBILITIES

Strategy, Leadership & Operations

- Participate with the Board of Directors to further develop and implement OREA's strategic plan to guide the organization and optimize results.
- Develop annual business plans that translate the strategic plan into actions consistent with the overall vision.
- Act as a strong steward of OREA's mission, values, and resources; financial, human, physical and technology.
- Assess and monitor the Associations' focus, plans, infrastructure and resources to enhance OREA's efficiency, profile and mission delivery.
- Build an organizational and team culture focused on a passion for the mission and a focus on high performance, accountability, and delivering results.
- Lead the development of OREA's pillars of service in a manner that continues to position the Association as the respected voice of our Members in Ontario and ensures a high-level of service excellence to REALTOR® Members and Boards.
- Ensure the Board, OREA committees, and OREA task forces receive appropriate support to fulfill mandates.
- Identify, assess and mitigate organizational risk and ensure the Board is informed in a timely manner of internal and external factors which may affect the organization.
- Maintain effective fiscal management and controls to ensure compliance within required regulations, legislation and approved budgets.
- Work with the Board and provide leadership to staff to prepare comprehensive annual budgets, including Human Resource plans.
- Monitor and report quarterly or at each Board meeting on financial performance and institute remedial action as required.
- Work with staff team to monitor developments in related real estate organizations, such as the Canadian Real Estate Association (CREA) and the Real Estate Council of Ontario (RECO), and communicate relevant information to the Board of Directors.

Governance

- Partner with the Board Chair and the Governance Committee to cultivate, recruit, orient and retain Board members.
- Work with the Board to develop bylaws, policies and procedures for the governance of the organization and ensure implementation at the operational level.
- Attend all Board meetings, providing CEO quarterly reports and other materials in a timely and accurate manner. Support Board committees and other committees as required.
- Ensure all statutory notices concerning meetings of the OREA Assembly, Annual General Meetings or Special Meetings are properly distributed.
- Provide opportunities for education and knowledge exchange amongst Board members to support their advisory role on emerging issues.
- Act as an officer of the Association as per the OREA by-law.

External Relations

- Develop and maintain positive and collaborative relationships with the 23 Member Boards and Associations across Ontario.
- In partnership with the Board Chair, act as a spokesperson on key issues as required and according to individual availability and expertise.
- Work with the staff team to monitor the needs of affiliated real estate boards and Members to identify emerging high priority issues and communicate issues and relevant recommendations to the Board of Directors.
- Deliver oversight of the Association's advocacy efforts, issues management and policy development.
- Establish and maintain relationships with key influencers at the federal and provincial level.
- Ensure that the Association is kept current on developments relevant to the membership at all three levels of government on matters having province-wide impact.
- Participate in public forums, conferences, media opportunities and other events to enhance and support OREA's mission and brand profile at a provincial and national level.

People Management

- Oversee staff and day-to-day operations of the Association, fostering a culture of respect, collaboration, teamwork, accountability and innovation.
- Build, lead, inspire and manage a strong, cohesive senior leadership team.
- Work with the senior team to build processes to ensure effective resource and performance management.
- Collaborate with the HR team to develop and implement employee policies and procedures.
- Establish strategies and tactics to engage volunteers, foster their engagement with staff and the Association, and provide recognition, resources and opportunities for development that will enhance their effectiveness on behalf of OREA.

QUALIFICATIONS & COMPETENCIES

- Progressive senior leadership roles at a C-suite level with experience in non-profit and/or Association management.
- Proven track record of leadership success in a complex Member-driven/customer-focused organization.
- Experience as a spokesperson, champion and steward of an organization's mission, values, and resources.
- Proven experience implementing strategic plans and annual plans, and successfully managing growth within shifting landscapes and changing priorities.
- Exceptional verbal, written and interpersonal communication skills with a demonstrated ability to influence and rally diverse audiences around a cause.
- Experience working with and supporting Boards of Directors and Board committees with knowledge and experience facilitating effective governance.
- Proven success creating, leading, coaching and supporting high-functioning teams of staff and volunteers.
- Demonstrated ability to build credibility and trust with internal and external audiences while creating a culture of inclusivity, mutual respect, and support.

- Proven ability to collaborate, develop partnerships and build excellent working relationships with a broad range of external stakeholders.
- Strong business and financial acumen with experience providing financial oversight, managing budgets, ensuring controls and mitigating risk.
- Demonstrated commitment to service excellence with a proven ability to develop, implement, grow and successfully market programs/products and services.
- Proven experience and results related to government relations and policy development.
- University degree and/or the equivalent combination of work experience and training in business and organizational management.
- The ability to attend meetings and events outside of typical work hours with availability for regular travel in Ontario.
- Knowledge of organized real estate is considered an asset.

LEADERSHIP BIOGRAPHIES

Rick Kedzior
2024 President



Active in the real estate profession since 1994, Mr. Kedzior is a Broker with RE/MAX Aboutowne Realty Corp. Brokerage in Oakville. He currently serves as OREA's 2024 President, and previously served as Chair of OREA's Finance and Audit Committee in 2021 and 2022, along with his role as President-Elect in 2023. He is a member of The Oakville, Milton and District Real Estate Board (OMDREB), where he was President in 2000 and 2018. At OMDREB, he also served as Chair on various committees, including MLS®, By-law, Professional Standards, and Finance. In addition to his organized real estate experience, Mr. Kedzior has been active in Director governance for over 30 years. He previously served as the President of the Oakville Chamber of Commerce, and as a Director on the Ontario Chamber of Commerce Board.

Cathy Polan
2024 President-Elect and Provincial Director for Northeastern Ontario



Active in the real estate profession for 14 years, Ms. Polan is a salesperson at Royal LePage ProAlliance Realty Brokerage. She has been a member of the Quinte & District Association of REALTORS® (QDAR) since 2009 and is currently a member of the Central Lakes Association of REALTORS® (CLAR) and Barrie and District Association of REALTORS® (BDAR).

In 2019, she served as President of QDAR, where she also served as a Director and as a member of various committees within the organization. Recently, Ms. Polan was also chair for the Ontario Collective and served as a Director for Information Technology Systems Ontario (ITSO). At OREA, she served as a member of the Finance, Governance, and Ontario REALTOR® Party committees.

ORGANIZATIONAL CHART

