

Dear RECSA Member Delegate,

We are pleased to announce the Real Estate Council's **Call for Nominations for the 2024-2025 Leadership Development Class**, which will mark the 21st year for this exciting program. **The class size will be limited to 30 people who are 40 years of age or younger as of September 1, 2024.** As in previous years, we expect to attract an outstanding group of highly qualified applicants.

Please use the enclosed nomination form to recommend a rising star from your organization for this year's class. Your signed nomination form, the nominee's completed application, and *optional* supplemental materials are due no later than 5 p.m. on Thursday July 18, 2024. **We are only able to accept one nominee/applicant per company.** Please note that to submit an individual for consideration your organization must be current in their membership dues and be a member in good standing, as of July 1, 2024.

Enclosed are the following documents:

1. Leadership Development Program Q&A
2. Nomination Form & Application Form

(Completed forms must be RECEIVED by email by no later than 5:00 p.m. on Thursday, July 18, 2024. Forms must be emailed to casey@recsanantonio.com)

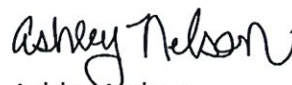
It is **VERY IMPORTANT** that you and your nominee recognize the time and commitment involved in this program – in addition to the class days themselves, there will be a few outside assignments. ***Participants will be expected to actively participate in all sessions and attendance is critical. Please note that only two (2) absences will be allowed throughout the program for any reason and participants need to block out the entire day for each session.*** The program fee of \$2,500 will be invoiced to your company at the time of selection and is due by the first day of programming. The first day of the program will be a **mandatory** retreat on Thursday, August 22, 2024 at Pedrotti's Ranch.

We are hopeful that you and your firm will participate in this worthwhile opportunity. The future leaders of our industry and RECSA will come out of this program. Thank you for your support of the Real Estate Council and its activities.

Sincerely,



Brad Carson
Leadership Committee Co-Chair



Ashley Nelson
Leadership Committee Co-Chair

2 0 2 4 R E C S A O F F I C E R S



Real Estate Council of San Antonio (RECSA) Leadership Development Program

Q & A FOR 2024 – 2025 PROGRAM

(Deadline for Application: Thursday, July 18, 2024, 5:00 p.m.)

1. *What is the basis of an ongoing RECSA Leadership Development Program?*

In its thirty-two-year history, RECSA has been blessed with strong leadership and effective continuity; however, we believe that the next generation of leadership, both for the organization and the real estate community at large, must be thoughtfully and purposefully identified and groomed.

2. *Do similar organizations have leadership programs?*

Yes. In addition to programs like The Greater San Antonio Chamber's *Leadership San Antonio* and North San Antonio's Chamber's *Leadership Lab*, the Dallas Real Estate Council and the Real Estate Council of Austin have had successful leadership programs for many years.

3. *What will a leadership class look like?*

The class size is limited to 30 participants 40 years old and younger by September 1, 2024. To the extent feasible, each class will have representation from all relevant segments of the commercial real estate industry, including owners, developers, engineers, attorneys, brokers, title company representatives, etc.

4. *How will each class's members be selected?*

Candidates will be required to submit an application and **there may be an interview process**. Although not required, you may also submit additional supporting material you believe the evaluation committee should take into account. This can include items such as reference letters, accolades, personal and professional certificates, portfolios, etc. The Steering Committee evaluates the application based on various criteria. Some who do not get into a class in one year (for example, too many from that same industry segment) will be encouraged to apply for a future class.

5. *How will the program be structured?*

Each year's program is run by a Steering Committee of RECSA members. The Committee will include some of our past Presidents and leadership graduates, as one way to underscore the importance of this initiative. For example, if there are nine sessions

during the year then 2-3 Committee members will be responsible for each one of those sessions. Staff will assist but the Committee leverages their industry expertise and career development knowledge to create a strong, meaningful program for young professionals.

6. *What sort of subjects will be included?*

There are many worthy subjects, and we try to rotate different tours, perspectives, and speakers throughout the years to provide as much variety as possible, while still covering the most important aspects of our industry in San Antonio. Past years have covered topics such as *Utilities, Local Governance, Perspectives of Industry Legends, Communication/Leadership, Transportation, S.A. Academic Infrastructure, Health/Biomedical Infrastructure*, and others. While the schedule of topics to be covered this year is still in development, we implement feedback from each year's class and organizations to continually refine the program. In addition to the education days and tours, each class will execute an industry-focused group project and a community relations project.

7. *How will each session work?*

Each session will be several hours in length (longer for the Retreat at the beginning), and will typically include either breakfast, lunch, or both. **PARTICIPANTS SHOULD BLOCK OUT THE ENTIRE DAY FOR EACH PROGRAM.** There will be a "graduation" ceremony at the conclusion of the program. We will conduct an evaluation after each class (with input from the class members), to help the next year's planners make any adjustments to improve the program.

8. *When will this get started?*

Nominations and applications must be RECEIVED by email at casey@recsanantonio.com no later than 5 p.m. on Thursday July 18, 2024.

Email: casey@recsanantonio.com

The selection process will begin August 1, 2024. Submission of an application DOES NOT GUARANTEE selection to the class.

The first program will be a mandatory retreat on Thursday, August 22, 2024 at Pedrotti's Ranch.

9. *What is the cost?*

The cost will be **\$2,500** per person, to be paid no later than **August 22, 2024.**

10. *How can I learn more about the program?*

You may contact the alumni listed below to ask questions about their experience with the program.

Ashley Nelson, Class of 2020 – anelson@guidoco.com

Crystal Acker, Class of 2022 – crystal@krugercarson.com

Fernando Diego, Class of 2015 – fdiego@metrobuilt.com

Caleb Barber, Class of 2022 – caleb.barber@amegybank.com



Real Estate Council of San Antonio (RECSA)
Leadership Development Program

EMPLOYER NOMINATION FORM

(Deadline for Application: Thursday, July 18 2024, 5:00 p.m.)

Employer company name and contact information:

Nominee name and contact information:

The Leadership Development Program (LDP) is an annual program for 30 high potential real estate individuals 40 years or younger by September 1, 2024. These individuals must be interested in learning more about San Antonio real estate, politics and the people and events that shape the industry and in developing their leadership skills and potential. The purpose is to develop leadership within our industry and to offer an extended networking forum for participants. The application process is highly competitive and not all applicants will be selected to participate. Only one applicant per company.

To submit an individual for consideration you must be a member in good standing prior to July 1, 2024. Participants must be willing to dedicate their time and talents to LDP and must have their company's support for the program throughout the year. We appreciate your support and cooperation in ensuring that your participant will be able to dedicate the required time to the program.

Each class member will be expected to attend and participate in each event, all of which will be during your normal business day. The applicant's completed application (original provided in this packet), along with this nomination form, and any optional supplemental materials the applicant wishes to include must be received by email at casey@recsanantonio.com by 5:00 p.m. on July 18, 2024. If your nominee is selected to participate in the class, the class fee of \$2,500 must be received by August 22, 2024.

(Print or Type Company & Sponsor Name)

(Signature)

Date

(Print or Type Candidate Name)

(Signature)

Date

This signed and dated form, along with the completed application and any optional supplemental materials, must be emailed to the Real Estate Council of San Antonio at casey@recsanantonio.com and received on or before 5:00 pm on July 18 2024, for the candidate to be eligible for selection.

1 Any class member missing more than two events, for any reason, per the class schedule of formal programming or who does not fully participate in the class activities will be dropped from LDP and will not graduate. Program fees will not be refunded. If you have questions about LDP, please feel free to contact RECSA for more information. PARTICIPANTS SHOULD BLOCK OUT THE ENTIRE DAY FOR EACH PROGRAM.



**Real Estate Council of San Antonio (RECSA)
Leadership Development Program**

APPLICATION FOR 2024 – 2025 PROGRAM
(Deadline for Application: Thursday, July 18, 2024, 5:00 p.m.)

Please type or print your answers in the fields below

NAME:

First

Middle

Last

(Name you prefer to be called)

NAME OF COMPANY:

JOB TITLE:

BUSINESS ADDRESS:

PHONE:

CELL:

BUSINESS EMAIL ADDRESS:

PERSONAL EMAIL ADDRESS:

HOME ADDRESS:

ZIP:

COUNTY:

CITY:

COUNCIL DISTRICT:

DATE OF BIRTH:

MALE

FEMALE

****Candidate must be 40 years of age or younger as of September 1, 2024 to qualify for the program.***

NO. OF EMPLOYEES IN COMPANY (Local Office):

No. Reporting to you:

DESCRIBE YOUR COMPANY'S INDUSTRY SECTOR & AREA OF SPECIALIZATION:

(Example: "Brokerage – Leasing & Property Management / Office & Industrial")

DESCRIBE YOUR POSITION, RESPONSIBILITIES & ROLE IN YOUR COMPANY

(Be specific about your professional expertise and activities):

AVERAGE NUMBER OF HOURS YOU CURRENTLY VOLUNTEER PER MONTH:

HOW OFTEN DO YOU TRAVEL IN YOUR CURRENT JOB, ON AVERAGE:

- Less than 1 day/month
- 2-5 days/month
- 6-10 days/month
- 11-15 days/month
- More than 15 days/month

How long have you lived in the San Antonio area? How long do you plan to remain in the region?

WORK EXPERIENCE:

(Please list all previous places of employment. Include any internships. Attach an additional page if needed)

<u>Company / City</u>	<u>Employment Dates From – To</u>	<u>Position/Role/Responsibilities</u>
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VOLUNTEER EXPERIENCE (Non-RECSA):

Please list key professional, civic, religious, fraternal, or other organizations, and your level of involvement.

<u>Organization / City</u>	<u>Participation Dates From - To</u>	<u>Position/Role/Responsibilities</u>
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VOLUNTEER ACTIVITIES with RECSA:

Please list committee and/or event, committee chair, dates and your role.

Committee/ Event	Comm Chair / RECSA Staff	Participation Dates	Position/Role/Responsibilities
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PROFESSIONAL MEMBERSHIP / HONORS / AWARDS / OTHER:

Please list any significant honors, awards, or special recognition you have received.

EDUCATION: *(Include High School)*

School/Institution

Dates From - To

Degree/Major

QUESTIONS:

Please help the Leadership Development Program Steering Committee get to know you by providing brief (as indicated) answers below.

1. Why do you want to participate in the Leadership Development Program and what do you expect to gain from it? (75 words or less)

2. What do you see as the two most important issues facing our community / region? What resources does RECSA contribute to community betterment? (75 words or less)

3. What leader has played the most important role in the development of your professional career, and how has this person influenced your career decisions? (50 words or less)

4. How has your leadership contributed to your profession? (50 words or less)

5. What are your long-term professional goals? Briefly describe each. (50 words or less)

6. What volunteer experience has been most meaningful to you? (25 words or less)

7. What skills and resources do you bring to the Leadership Development Program that will assist your class in achieving its mission and goals? (Please be specific. Ex: Activity – Class Project; Skills/Resources – Architectural Planning & Design)

8. Based on your understanding of Leadership Development Program activities, how do you think you will be able to contribute to the program in support of your Leadership Development team? Be specific. (50 words or less)

OPTIONAL SUPPLEMENTAL MATERIALS:

You are welcome to include any supplemental materials you would like the committee to review, such as a letter of recommendation, a list of references, an essay about leadership, or any other material to strengthen your application.

All documentation must be received by the deadline. Early applications are appreciated.