



New York State Association of REALTORS®, Inc.

BOARD OF DIRECTORS
Turning Stone Resort & Casino – Mohawk
Wednesday, October 4, 2023 – 10:00 am

Call to Order

The meeting was called to order by President, John Vernazza. A quorum was present.

Invocation and Pledge of Allegiance

An invocation was offered by Treasurer Jacqie Rose and the Pledge of Allegiance was led by President-Elect Joe Rivellino.

President's Report

President Vernazza asked for any corrections to the excused absences as published:

Annabelle Aquilina, Buffalo Niagara
Emran Bhuiyan, Hudson Gateway
Donna Brooks, Ulster County
Marc Candelaria, Long Island
Marcia Clarke, Brooklyn
Laurie DiFrancesco, Hudson Gateway
Laura Dupkin Memisha, Long Island
Gail Fattizzi, Hudson Gateway
Joseph Houlihan, Hudson Gateway
Susan Hughes, Greater Rochester
Joel HusVar, Buffalo Niagara
Pamela Jones, Hudson Gateway
Claire LeFace, Long Island
Donna Littlefield, Buffalo Niagara
Thomas McCarthy, Long Island
Felton McLaughlin, Greater Capital
Manzoor Patoli, Long Island
Michelle Poccia, Greater Capital
Suzanne Prezio, Greater Capital
Patricia Shaffer, Long Island
Coleen Siracusa, Staten Island
Nikki Taylor Friedman, Long Island
Maryann Tercasio, Hudson Gateway
Melissa Woodcock, Greater Capital
Linda Yetto, Greater Capital
David Paciello, Mohawk
Susan Helsinger, Long Island
Scott Setaro, Staten Island
Margaret MacRae, Long Island
Charlie Cruse, Long Island
Laura Copersino, Long Island
Sarah Stansbury, Clinton County

The excused absences were approved as published.

President Vernazza asked for corrections to the minutes of the February 9, 2023 meeting held at the Desmond Hotel & Conference Center. ***The minutes were approved as published.***

Auditor's Report

Wojeski & Company reviewed the auditor's report with the Directors for the period ending December 31, 2022. ***A motion was carried to accept the audited statement as presented.***

Executive Committee

John Vernazza, Chair

Chair Vernazza reported that the Executive Committee will make their recommendations in conjunction with the committee reports.

Treasurer's Report

Jacqie Rose, Treasurer

Treasurer Rose reviewed the financial statements with the Directors for the period ending August 31, 2023.

Budget and Finance Committee

Jacqie Rose, Chair

Budget & Finance recommends that NYSAR take up to \$35,000 from Reserves for a Communications Audit.

The Executive Committee action: recommends approval. The Board of Director's action: approved.

NYSAR Real Estate Services

Jennifer Vucetic, Vice Chair

The Board of Directors of the NYSAR Real Estate Services (RES), a for-profit wholly owned subsidiary of NYSAR, recommends to the NYSAR Executive Committee and Board of Directors that RES be dissolved due to imminent insolvency.

The RES Board further recommends that the RES corporation assets be disposed as follows:

- Donations of \$2,500 each to the NYSAR Housing Opportunities and Real Estate Education Foundations.
- Investment of \$2,500 to RPAC.
- All remaining assets, after expenses of dissolution, will be divided equally to the NYSAR Housing Opportunities and Real Estate Education Foundations.

The Executive Committee action: recommends approval. The Board of Director's action: approved.

Association Executives Advisory Committee

John Leonardj, Vice Chair

The Association Executives Advisory Committee recommends that a new structure of the Association Executives Advisory Committee be established. The new committee shall be comprised of each local board/association Chief Executive Officer or Association Executive. From the body of the committee, there shall be one representative to the Issues Mobilization Committee, RPAC Trustees, Legislative Steering Committee, Executive Committee, and Organizational Planning Committee.

The Executive Committee action: recommends approval. The Board of Director's action: approved.

Legal Action Committee

Steve Rose, Member

The Legal Action Committee recommends that NYSAR allocate \$50,000 towards legal fees in the matter of HVPOA v. City of Kingston.

The Executive Committee action: recommends approval. The Board of Director's action: approved.

Organizational Planning Committee

Steve Rose, Chair

The Organizational Planning Committee recommends that the updated version of the Opportunity Plan be approved.

The Executive Committee action: recommends approval. The Board of Director's action: approved.

The Organizational Planning Committee recommends that the proposed enhancements to the NYSAR Harassment Policies and Member Conduct Policy be approved.

The Executive Committee action: recommends approval. The Board of Director's action: approved.

New Business

2024 Budget

The Executive Committee recommends that the 2024 budget be adopted as presented.

The Board of Director's action: approved.

Depository for 2024

The Executive Committee recommends that M&T Bank serve as the depository for the NYSAR checking account through the fiscal year of 2024.

The Board of Director's action: approved.

Accounting Firm for 2024

The Executive Committee recommends that Wojeski & Company serve as the accounting firm for the year 2024.

The Board of Director's action: approved.

Chief Executive Officer for 2024

The Executive Committee recommends that Duncan MacKenzie serve as Chief Executive Officer for 2024.

The Board of Director's action: approved.

Report of Nominating Committee – Election of 2024 NYSAR Officers

Chair, Jennifer Vucetic reported that the Nominating Committee recommends the following individuals serve as President-Elect and Treasurer for the association in 2024:

Jacqlene Rose, President-Elect

Ron Garafalo, Treasurer

A motion was carried to approve the slate as presented.

Approval of 2024 Nominating Committee

President-Elect Rivellino proposed the following individuals serve as members of the 2024 Nominating Committee:

Nominating Committee

Position	Full Name	Local Board/Association	Term Expires
<u>Primary Members</u>			
Chair	John Vernazza	Staten Island	12/31/2024
NYSAR Past President	Linda Lugo	Long Island	12/31/2024
NYSAR Past President	Dawn Carpenter	Staten Island	12/31/2024
Adirondack Region Rep	Sean Rogge	Southern Adirondack	12/31/2024
Capital Region Rep	Nina Amadon	Greater Capital	12/31/2024
Central Region Rep	Nancy Quigg	Greater Syracuse	12/31/2024
Genesee Region Rep	Mike Smith	Greater Rochester	12/31/2024
Lower Hudson Region Rep	Rick Rielly	Columbia Greene	12/31/2024
Metropolitan Region Rep	Rick Greene	Long Island	12/31/2024
Southern Tier Region Rep	Amy Wood Gonzalez	Ithaca	12/31/2024
Western Region Rep	Charlene Zoratti	Buffalo Niagara	12/31/2024
Local Board Rep	Crystal Hawkins Syska	Hudson Gateway	12/31/2024
Local Board Rep	Gina Marie Bettenhauser	Long Island	12/31/2024
<u>Alternate Members</u>			
NYSAR Past President	Moses Seuram	Long Island	12/31/2024
NYSAR Past President	Dan Hartnett	Greater Syracuse	12/31/2024
Adirondack Region Rep	Jodi Gunther	Northern Adirondack	12/31/2024
Capital Region Rep	Linda Yetto	Greater Capital	12/31/2024
Central Region Rep	Dave Manzano	Greater Syracuse	12/31/2024
Genesee Region Rep	Lanie Bittner	Greater Rochester	12/31/2024
Lower Hudson Region Rep	Angela Lanuto	Columbia Greene	12/31/2024
Metropolitan Region Rep	Peter Demidovich	Long Island	12/31/2024
Southern Tier Region Rep	Johnathan Lerche	Elmira Corning	12/31/2024
Western Region Rep	Rosalind Bergin	Buffalo Niagara	12/31/2024
Local Board Rep	Rich Herska	Hudson Gateway	12/31/2024
Local Board Rep	Mary Alice Ruppert	Long Island	12/31/2024

A motion was carried to approve the committee members as presented.

Approval of 2024 Executive Committee

President-Elect Rivellino proposed the following individuals serve as members of the 2024 Executive Committee:

Executive Committee

Position	Full Name	Local Board/Association	Term Expires
Chair, NYSAR President	Joe Rivellino	Buffalo Niagara	12/31/2024
Vice Chair, NYSAR President-Elect	Jacqie Rose	Otsego Delaware	12/31/2024
NYSAR Treasurer	Ron Garafalo	Hudson Gateway	12/31/2024
Immediate Past President	John Vernazza	Staten Island	12/31/2024
	Linda Lugo	Long Island	12/31/2024
	Amy Wood Gonzalez	Ithaca	12/31/2024
	Kira Witherwax	Northern Adirondack	12/31/2024
	Dawn Carpenter	Staten Island	12/31/2025
	Marcia Clarke	Brooklyn	12/31/2025
	Jennifer Flynn	Jefferson Lewis	12/31/2025
	Dave Legaz	Long Island	12/31/2026
	Teresa Belmore	Hudson Gateway	12/31/2026
	Dennis Pezzimenti	Chautauqua Cattaraugus	12/31/2026
NAR Region 2 RVP	Jennifer Stevenson	St. Lawrence	12/31/2024
Appraisal Chair	Jennifer Bossuot	Jefferson Lewis	12/31/2024
Legal Action Comm Chair	Martin Carpenter	Greater Syracuse	12/31/2024
Legislative Steering Comm Chair	Jennifer Vucetic	Greater Capital	12/31/2024
NYSAR President	Robert Strell	NYS Commercial	12/31/2024
Organizational Planning Chair	Karen Peebles	Jefferson Lewis	12/31/2024
Professional Standards Chair	Laurel Sweeney	Ulster	12/31/2024
Local Board/Assoc EO Rep	John Leonardi	Buffalo Niagara	12/31/2024
Local Board/Assoc Rep	Carmen Bauman	Hudson Gateway	12/31/2024
Local Board/Assoc Rep	Mark Donnelly	Long Island	12/31/2024

A motion was carried to approve the committee members as presented.

Other

A discussion was had regarding the ability to vote by secret ballot. The Parliamentarian reminded the body that anyone can request a vote by secret ballot and that it needs it to be approved by a 2/3 majority.

Adjournment

With no further business to come before the board, the meeting was adjourned.

Proposed Enhancements to NYSAR Harassment Bylaws and Policies

Considering recent events at the National Association of REALTORS® (NAR), NYSAR staff reviewed its harassment-related bylaws (Appendix I) and policies. NYSAR staff in consultation with NAR counsel concluded that our current bylaws and policies are insufficient, and that further action is required.

In brief, NYSAR staff recommends:

- BOD approve a new NYSAR harassment policy at the 2023 NYSAR Fall Business Meetings. Upon approval, this policy will immediately supplement the current NYSAR bylaws addressing harassment.
- BOD approve a Member Code of conduct Policy and approve new replacement bylaws at the 2023 NYSAR Fall Business Meetings. These changes will not take effect until at least following review by the NYSAR Delegate Body meeting at the 2024 NYSAR Fall Business Meetings.

Staff recommends the following actions:

1.) Create a New Policy Modeled After the NAR Member Code of Conduct Expanding the Scope of NYSAR's Current Harassment Process and Reporting Harassment

NYSAR staff determined that the association bylaws regarding harassment does not have protocols for a complainant to report an incident(s). Staff proposes the following policy to resolve this deficiency. Policies carry the same authority as bylaws, but the approval process for a policy is more expedient than amending the bylaws. Because of the need to move forward with haste and responsibility, the proposal before the Organizational Planning Committee, Executive Committee and Board of Directors is a new policy rather than an amendment to the bylaws. Policies only require approval of the Board of Directors and can take effect immediately. Changes to NYSAR's bylaws require approval by the Board of Directors and Delegate Body, which meets only once per year.

Proposed Policy for Filing a Harassment Claim

A member, NYSAR staff, service providers, speakers, event participants or any other individual while the member is acting on behalf of or as a representative of NYSAR may claim harassment by first contacting NYSAR's outside counsel. Contact may be initiated in any manner set forth via a link dedicated to filing harassment claims which will be on the NYSAR homepage. Complaints may be verbal or in writing utilizing a complaint form provided on NYSAR.com. If the complaint is verbal, and the individual decides not to prepare a written complaint, the NYSAR outside counsel will complete a complaint form based on the verbal reporting for use in the investigation.

NYSAR will not be involved in the investigatory process and will only receive the results of the investigation by outside counsel upon completion.

All persons involved in the complaint, including complainants, witnesses and alleged harassers will be accorded due process to protect their rights to a fair and impartial investigation.

As soon as practicable after receipt of the complaint, the outside counsel will begin an investigation and conduct an immediate review of the allegations. Outside counsel may recommend to NYSAR General Counsel that NYSAR take any interim actions (e.g., instructing the respondent to refrain from communications with the complainant), as deemed appropriate.

Responsibility of outside counsel:

- Receive complaints
- Request, review and preserve all relevant documents, including all electronic communications.
- Keep all information about the complaint confidential until the review has concluded.
- Interview all parties involved, including any relevant witnesses.
- Create a written documentation of the investigation (such as a letter, memo or email), which contains the following:
 - o A list of all documents reviewed, along with a detailed summary of relevant documents;
 - o A list of names of those interviewed, along with a detailed summary of their statements;
 - o A timeline of events;

Responsibility of the Disciplinary Panel:

- Receive results of investigation by outside counsel
- Review any summary of prior relevant incidents, reported or unreported
- Determine appropriate discipline based on the results of the investigation
- Draft a decision that includes the basis for the decision and final resolution of the complaint, together with any corrective action(s).
- Determine appropriate discipline based on the results of the investigation
- Promptly notify the complainant and the alleged harasser of the final determination from the options provided in the NYSAR bylaws and implement any corrective actions.

2.) Expand Scope for NYSAR Action in Matter of Harassment and Establish as a Policy

NYSAR also researched its authority to initiate an investigation against a member who was disciplined by NAR or a local board for harassment pursuant to the NAR or local board harassment policy. NYSAR bylaws permit an investigation of members alleged to have harassed a member of NYSAR, NYSAR employee or MLS employee. The harassment section in NYSAR's bylaws is limited to conduct against NYSAR members, NYSAR employees or MLS employees. NYSAR does not have the authority to initiate an investigation for alleged harassment against individuals that are not NYSAR members, NYSAR employees or MLS employees.

Proposed Policy to expand Scope for Application of the NYSAR Harassment Policy

Members found in violation of NAR or a local board harassment policy, or while the member is acting on behalf of or as a representative of NYSAR is subject to NYSAR review and sanctions.

3.) Amend the NYSAR Bylaws

Strike NYSAR bylaws Article IX, Section 3 and replace with:

SECTION 3. HARASSMENT: Any member of the Association may be subject to discipline for harassment pursuant to NYSAR's harassment policy approved by the Board of Directors.

4.) Approve a new Policy based on the NAR Member Code of Conduct

Appendix I - Current bylaws

NYSAR Bylaws ARTICLE IX - RULES AND REGULATIONS

SECTION 3. HARRASSMENT: Any member of the Association may be reprimanded, placed on probation, suspended or expelled for harassment of an Association or MLS employees or Association member, officer or director after an investigation in accordance with the procedures of the Association. As used in this Section, harassment means any verbal or physical conduct including threatening or obscene language, unwelcome sexual advances, stalking, actions including strikes, shoves, kicks, or other similar physical contact, or threat to do the same, or any other conduct with the purpose or effect of unreasonably interfering with an individual's work performance by creating a hostile, intimidating or offensive work environment.

The decision of the appropriate disciplinary action to be taken shall be made by the investigatory team comprised of the President, and President-Elect and one member of the Board of Directors selected by the highest-ranking officer not named in the complaint, upon consultation with legal counsel for the Association. Disciplinary action may include any sanction authorized in the Association's Code of Ethics and Arbitration Manual. If the complaint names the President or President-Elect, they may not participate in the proceedings and shall be replaced by the Immediate Past President or, alternatively, by another member of the Board of Directors selected by the highest-ranking officer not named in the complaint.

NYSAR MEMBER CONDUCT POLICY

Discrimination:

NYSAR prohibits discrimination based on another person's protected class pursuant to the National Association of REALTORS Code of Ethics and any applicable Federal, State or local laws.

Harassment:

NYSAR prohibits the harassment of its members, NYSAR staff, service providers, speakers, event participants or any other individual while the member is acting on behalf of or as a representative of NYSAR. Prohibited harassment includes all unwelcome behavior where the purpose or effect of the behavior is to create a hostile, abusive or intimidating environment, or where the behavior otherwise adversely affects an individual's ability to participate, or any other conduct with the purpose or effect of unreasonably interfering with an individual's work performance by creating a hostile, intimidating or offensive environment in violation of this Policy. Prohibited harassment may take various forms, including, but not limited to, the following examples:

- Verbal conduct, such as epithets, derogatory comments, slurs, or jokes, or unwanted sexual advances, solicitations, or comments.
- Visual conduct, such as derogatory or sexually oriented posters, cartoons, drawings, or gestures.
- Physical conduct, such as assault, impeding, or blocking movement.
- Via technology or computers, including to transmit, communicate or receive derogatory, inappropriate pornographic, sexually suggestive, or explicit pictures, cartoons, messages, jokes, or material.
- Threats and demands.
- Requests for sexual favors, such as unwanted sexual advances, which condition a benefit upon an exchange of sexual favors.
- Violence or threats of violence.

Harassment includes inappropriate conduct, comment, display, action, or gesture based on another person's protected class pursuant to the National Association of REALTORS Code of Ethics and any applicable Federal, State or local laws.

Examples of harassment include, but are not limited to: epithets, slurs or negative stereotyping; threatening, intimidating or hostile acts; denigrating jokes; and the display or circulation of written or graphic material that denigrates or shows hostility toward an individual or group based on a protected characteristic.

Sexual Harassment:

Sexual harassment is one form of prohibited harassment. Sexual harassment includes but is not limited to 1) unwelcome sexual advances and other unwelcome verbal, visual or physical conduct of a sexual nature, or 2) requests for sexual favors or conduct of a sexual nature when (a) submission to or rejection of such advances, requests, or conduct is made either explicitly or implicitly a term or condition of membership, a benefit associated with membership, or employment; (b) an individual's submission to or rejection of such conduct is used as a basis for a decision affecting that individual; or (c) the purpose or

the effect of such conduct is to substantially interfere with the affected individual's membership or employment or to create an intimidating, hostile or offensive work environment; or 3) sexual misconduct, which means any behavior of a sexual nature which also involves coercion, abuse of authority, or misuse of an individual's leadership position.

Harassing conduct, including sexually harassing conduct, can be committed by a person of either the same sex or gender, or the opposite sex or gender (or any other protected class) of the person subjected to the harassment. A person may be the victim of harassment even though the offensive conduct has not been directed at the person alleging harassment, regardless of the sex, gender, gender identity, gender expression, sexual orientation or other protected class of the perpetrator. Additionally, sexually harassing conduct need not be intentional or motivated by sexual desire.

The following are examples, but do not represent an inclusive list of conduct that may constitute prohibited sexual harassment:

- Unwelcome sexual flirtations or propositions.
- Unwanted physical touching or closeness, such as massaging a person's back, neck or shoulders, hugging, kissing, patting, pinching, fondling, or touching/pulling an individual's clothing or hair.
- Physical gestures that imply a sexual act or sexual anatomy, touching oneself in a sexual nature.
- Brushing up against another person, standing too close, or lingering.
- Using vulgar words of a sexual nature, describing body parts, or sexual acts.
- Discussions or inquiries about sexual fantasy, preferences, history, or sex life about self or others.
- Displaying sexually suggestive or demeaning objects, pictures or cartoons, or other materials on a personal or company-owned device shared in the workplace.
- Giving personal gifts that imply an intimate relationship.
- Repeated invitations and/or pressuring/coercion for dates or sexual favors; harassing phone calls, emails, texts, social media posts, or other communication.
- Any suggestion that an individual's committee assignment, leadership position, job security, project assignment, or the terms or conditions of employment depend at all on the submission to or rejection of requests for sexual favors or relations.

How to Report Incidents of Harassment or Inappropriate Behavior:

Any person who believes they experienced or witnessed discrimination, harassment, retaliation, or any other inappropriate behavior in violation of this Policy should promptly report the incident to **INSERT NAME OF LAW FIRM.**

Leadership Team members must promptly report any possible violation of this Policy they observe or become aware of, and failure to do so will generally be deemed to be a violation of this Policy.

Investigation and Discipline

Upon receipt of a report of possible discrimination, harassment, retaliation, or any other inappropriate behavior in violation of this Policy, NYSAR's outside counsel will promptly conduct an investigation. Members have a duty to cooperate with and participate in an investigation into any reported violation of this Policy when asked by NYSAR's outside counsel, to do so in good faith, and to provide complete

and truthful information to NYSAR's outside counsel. During the investigation, NYSAR's outside counsel will involve only those deemed necessary to the investigation, and disclosures will only be made on an as-needed basis.

The results of the investigation by NYSAR's outside counsel will be provided to NYSAR's General Counsel. If it is determined that the investigation substantiates that a violation of this Policy has occurred, NYSAR's General Counsel will brief the President, President-Elect, and one member of the Board of Directors selected by the highest-ranking officer not named in the complaint to begin the disciplinary process. If one or more of the foregoing members of the disciplinary panel are named in the complaint, NYSAR's General Counsel will identify a substitute to be selected from the Leadership Team or, if necessary, the Executive Committee. If NYSAR's General Counsel is named in the complaint, the disciplinary team will enlist the services of NYSAR's outside counsel to conduct the responsibilities of NYSAR's General Counsel pursuant to this Policy.

NYSAR reserves the right to take any necessary and appropriate action against a member who engages in any form of discrimination, harassment, retaliation, or inappropriate behavior in violation of this Policy. Such actions may include, but are not limited to, prohibition from attendance at future NYSAR meetings or events, suspension from NYSAR-related travel, removal from a leadership or committee appointment, removal of an officer pursuant to Article IV, Section 6 of NYSAR's bylaws, expulsion from membership, or any other action deemed appropriate by NYSAR.

NYSAR strictly prohibits all individuals from retaliating against any person who in good faith reports, or participates in the investigation of, possible discrimination, harassment, retaliation, or other inappropriate behavior in violation of this Policy.

NYSAR reserves the right to amend this Policy from time to time with the approval of the Board of Directors.

To the greatest extent allowed by law, NYSAR is not and will not be held responsible for any member's alleged violation of this Policy or otherwise inappropriate or unlawful act.

X = in attendance

EX = excused

2023 NYSAR Board of Directors Meeting

Wednesday, October 4, 2023

Mohawk Room - Turning Stone Resort Casino

	BOARD/ASSOCIATION & ENTITLEMENT 2023		NAME	CURRENT TERM	Position
	BROOKLYN			2023	Pres
EX	BROOKLYN	1	Clarke, Marcia	2021-2023	2025 Exec
X	BROOKLYN	2	Richards, Barrington L	2021-2023	
	BROOKLYN	3	Robertson, Harriet A	2021-2023	
X	BROOKLYN	4	Iemma, Deborah A	2023-2025	
X	BROOKLYN		Gurvitch, Max		PP
X	BUFFALO NIAGARA		Burgin, Rosalind	2023	Pres
X	BUFFALO NIAGARA	1	Adams, Lori A	2021-2023	
EX	BUFFALO NIAGARA	2	Aquilina, Annabelle A	2021-2023	
X	BUFFALO NIAGARA	3	Fiorentino, Stephanie	2021-2023	
X	BUFFALO NIAGARA	4	Johnson, Michael A	2021-2023	
	BUFFALO NIAGARA	5	McNichol, Shannon L	2021-2023	
X	BUFFALO NIAGARA	6	treger, miriam	2021-2023	
EX	BUFFALO NIAGARA	7	Littlefield, Donna M	2022-2024	
X	BUFFALO NIAGARA	8	Vinci, Louis	2022-2024	
X	BUFFALO NIAGARA	9	Wesser, Amber	2022-2024	
EX	BUFFALO NIAGARA	10	HusVar, Joel	2023-2025	
X	BUFFALO NIAGARA		Hartman, Margaret M		PP
	BUFFALO NIAGARA		Kenline, Gary P		PP
X	BUFFALO NIAGARA		Knight, James E	2023	2023 Exec
X	BUFFALO NIAGARA		Rivellino, Joseph - Pres-Elect	2023	2023 Exec/PE
X	CHAUTAUQUA-CATTARAUGUS		Pezzimenti, Dennis	2023	Pres
X	CHAUTAUQUA-CATTARAUGUS	1	Patrone, Kelly	2021-2023	

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	BOARD/ASSOCIATION & ENTITLEMENT 2023		NAME	CURRENT TERM	Position
EX	CLINTON		Stansbury, Sarah	2023	Pres
X	CLINTON	1	Castine, Andrew	2021-2023	
X	CLINTON		Witherwax, Kira	2024	2024 Exec
X	COLUMBIA-GREENE		Harrison, Kelly A	2023	Pres
X	COLUMBIA-GREENE	1	Robinson, Barbara J	2021-2023	
	COLUMBIA-GREENE	2	Lanuto, Angela	2022-2024	
X	COLUMBIA-GREENE		Page, Linda J	PP	
X	CORTLAND		Buchan, Kristopher W	2023	Pres
	CORTLAND	1	Hage, Jason	2023-2025	
X	DUTCHESS		Cantor, Frederic	2023	Pres
X	DUTCHESS	1	Alves, Isabel R	2021-2023	
X	DUTCHESS	2	Campbell, Kelly	2021-2023	
X	DUTCHESS	3	Salamone, Dawne	2022-2024	
	DUTCHESS		Steed, Ronald B		PP
X	ELMIRA-CORNING		McKay, Kelly	2023	Pres
X	ELMIRA-CORNING	1	Lilley, Lisa	2023-2025	
X	Gtr. BINGHAMTON		Greenmun, Jennifer	2023	Pres
X	Gtr. BINGHAMTON	1	Lake, Christopher	2021-2023	
X	Gtr. BINGHAMTON	2	Gehl, Joseph E	2023-2025	

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	BOARD/ASSOCIATION & ENTITLEMENT 2023		NAME	CURRENT TERM	Position
EX	Gtr. CAPITAL		Yetto, Linda	2023	Pres
X	Gtr. CAPITAL	1	Mentiply, Jennifer	2021-2023	
X	Gtr. CAPITAL	2	Sullivan, Kathleen M	2021-2023	
EX	Gtr. CAPITAL	3	McLaughlin, Felton	2022-2024	
EX	Gtr. CAPITAL	4	Prezio, Suzanne I	2022-2024	
X	Gtr. CAPITAL	5	Spangler, Kathie	2022-2024	
X	Gtr. CAPITAL	6	Baker, Kendal F	2023-2025	
X	Gtr. CAPITAL	7	Blanchard, Kirsten	2023-2025	
X	Gtr. CAPITAL	8	Griffin, Cathy	2023-2025	
EX	Gtr. CAPITAL	9	Poccia, Michelle	2023-2025	
	Gtr. CAPITAL	10	Shepard, Daniel	2023-2025	
EX	Gtr. CAPITAL	11	Woodcock, Melissa W	2023-2025	
	Gtr. CAPITAL		Connors, J. Gregory		PP
X	Gtr. CAPITAL		Vucetic, Jennifer A - IPP	2023	2023 Exec/IPP
X	Gtr. ROCHESTER		O'Connor, Michael	2023	Pres
X	Gtr. ROCHESTER	1	Goldberg, Joel	2021-2023	
X	Gtr. ROCHESTER	2	Wagner, Jenna	2021-2023	
X	Gtr. ROCHESTER	3	Bittner, Lanie	2022-2024	
X	Gtr. ROCHESTER	4	Dedee, Tracey	2022-2024	
EX	Gtr. ROCHESTER	5	Hughes, Susan	2022-2024	
X	Gtr. ROCHESTER	6	Murnane, Lori	2022-2024	
X	Gtr. ROCHESTER	7	Kierecki, Jared	2023-2025	
X	Gtr. ROCHESTER	8	Ryndock, Sylvia	2023-2025	
X	Gtr. ROCHESTER	9	Simonetti, Don	2023-2025	
	Gtr. ROCHESTER	10	Vincent, Penne	2023-2025	

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	Gtr. ROCHESTER		Milton, Donald		PP
X	Gtr. ROCHESTER		Smith, Michael	2023	PP/2023 Exec
X	Gtr. SYRACUSE		Quigg, Nancy	2023	Pres
X	Gtr. SYRACUSE	1	Ingram, Deana	2021-2023	
X	Gtr. SYRACUSE	2	Wilbur, Richard	2021-2023	
X	Gtr. SYRACUSE	3	Manzano Sr, David	2022-2024	
	Gtr. SYRACUSE	4	Heitkamp-France, Mary Jo	2023-2025	
X	Gtr. SYRACUSE	5	McCarthy, Timothy	2023-2025	
X	Gtr. SYRACUSE	6	Teelin, Shauna	2023-2025	
	Gtr. SYRACUSE		Diruzzo, Anthony		PP
	Gtr. SYRACUSE		Hartnett, Daniel		PP
X	Gtr. SYRACUSE		Radke, Donald	2023	2023 Exec
	HAMPTONS & NORTH FORK		Baig, Tahir	2023	Pres
	HAMPTONS & NORTH FORK	1	Barrow, Horace	2021-2023	
	HAMPTONS & NORTH FORK	2	Rathour, Harjeet	2021-2023	
X	HUDSON GATEWAY		D'Anzica, Tony	2023	Pres
X	HUDSON GATEWAY	1	Bauman, Carmen	2021-2023	
X	HUDSON GATEWAY	2	Botsoe, Dorothy	2021-2023	
X	HUDSON GATEWAY	3	DeClerck, Katheryn E.	2021-2023	
EX	HUDSON GATEWAY	4	DiFrancesco, Laurie	2021-2023	
EX	HUDSON GATEWAY	5	Fattizzi, Gail	2021-2023	
X	HUDSON GATEWAY	6	Garafalo, Ronald R	2021-2023	2025 Exec
X	HUDSON GATEWAY	7	Lippolis, Joseph	2021-2023	

X = in attendance

EX = excused

2023 NYSAR Board of Directors Meeting

Wednesday, October 4, 2023

Mohawk Room - Turning Stone Resort Casino

	BOARD/ASSOCIATION & ENTITLEMENT 2023		NAME	CURRENT TERM	Position
	HUDSON GATEWAY	8	Presser, Lee	2021-2023	
X	HUDSON GATEWAY	9	Velez, Aaron C	2021-2023	
	HUDSON GATEWAY	10	Bangs, Roberta F	2022-2024	
X	HUDSON GATEWAY	11	Belmore, Tammy Teresa	2022-2024	
X	HUDSON GATEWAY	12	Boyles, Layla R	2022-2024	
X	HUDSON GATEWAY	13	Chrystal, Annette	2022-2024	
X	HUDSON GATEWAY	14	Crozier, Theresa	2022-2024	
X	HUDSON GATEWAY	15	Forsberg, Mackenzie	2022-2024	
X	HUDSON GATEWAY	16	Guanill, Irene	2022-2024	
X	HUDSON GATEWAY	17	Hawkins Syska, Crystal	2022-2024	
EX	HUDSON GATEWAY	18	Houlihan, Joseph	2022-2024	
	HUDSON GATEWAY	19	Kolya, Ismail	2022-2024	
X	HUDSON GATEWAY	20	Kramer, Barry	2022-2024	
X	HUDSON GATEWAY	21	Mason, Harding	2022-2024	
X	HUDSON GATEWAY	22	Shandley, Robert	2022-2024	
X	HUDSON GATEWAY	23	Stevens, Christina	2022-2024	
EX	HUDSON GATEWAY	24	Tercasio, Maryann A	2022-2024	
EX	HUDSON GATEWAY	25	Bhuiyan, Emran	2023-2025	
	HUDSON GATEWAY	26	Cosentino, Joseph	2023-2025	
X	HUDSON GATEWAY	27	Domathoti, Anthony A	2023-2025	
X	HUDSON GATEWAY	28	Herska, Richard	2023-2025	
X	HUDSON GATEWAY	29	Hollingsworth Falu, Rey	2023-2025	
EX	HUDSON GATEWAY	30	Jones, Pamela	2023-2025	
X	HUDSON GATEWAY	31	McCann, Carole	2023-2025	
X	HUDSON GATEWAY	32	Paggiotta, Roseann	2023-2025	
X	HUDSON GATEWAY	33	Palumbo, Darin	2023-2025	

X = in attendance

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2023 NYSAR Board of Directors Meeting

Wednesday, October 4, 2023

Mohawk Room - Turning Stone Resort Casino

	BOARD/ASSOCIATION & ENTITLEMENT 2023		NAME	CURRENT TERM	Position
X	HUDSON GATEWAY	34	Phillips, Brian A	2023-2025	
X	HUDSON GATEWAY	35	Ruperto, Anthony	2023-2025	PP
X	HUDSON GATEWAY	36	Sejdi, Vlora	2023-2025	PP
X	HUDSON GATEWAY		Caro, Leah	2023	2023 Exec
	HUDSON GATEWAY		Endres, J.P.		PP
	HUDSON GATEWAY		Fries, Savo		PP
X	HUDSON GATEWAY		Goldy, Susan		PP
	HUDSON GATEWAY		Levine, Jo		PP
	HUDSON GATEWAY		Schmelzer, Michael		PP
X	ITHACA		DelVecchio, CJ	2023	Pres/PP
X	ITHACA	1	Johnson, Karen A	2023-2025	
X	ITHACA		Wood Gonzalez, Amy	2024	2024 Exec
X	JEFFERSON-LEWIS		Flynn, Jennifer	2023	Pres/Grievance Ch.
X	JEFFERSON-LEWIS	1	Abbey, Britton	2023-2025	
X	JEFFERSON-LEWIS	2	Peebles, Karen	2023-2025	
X	LONG ISLAND		Bettenhauser, Gina Marie	2023	Pres
	LONG ISLAND	1	Akde Elmazi, Jessica	2021-2023	
	LONG ISLAND	2	Armstrong, Christopher	2021-2023	
X	LONG ISLAND	3	Arnold, Matthew B	2021-2023	
X	LONG ISLAND	4	Born, Helena A	2021-2023	
X	LONG ISLAND	5	Cangemi, Judy L	2021-2023	
	LONG ISLAND	6	Carranceja, Mary Jo	2021-2023	
X	LONG ISLAND	7	Caruso, Peter	2021-2023	

X = in attendance

EX = excused

2023 NYSAR Board of Directors Meeting

Wednesday, October 4, 2023

Mohawk Room - Turning Stone Resort Casino

	BOARD/ASSOCIATION & ENTITLEMENT 2023		NAME	CURRENT TERM	Position
X	LONG ISLAND	8	Chiappetta, Debra A	2021-2023	
	LONG ISLAND	9	Clark Watkins, Yvette	2021-2023	
X	LONG ISLAND	10	Dickson, Christine	2021-2023	
EX	LONG ISLAND	11	Dupkin Memisha, Laura	2021-2023	
X	LONG ISLAND	12	Fasulo, Evelyn J	2021-2023	
X	LONG ISLAND	13	Gangaram, Deow N	2021-2023	
	LONG ISLAND	14	Green, William H	2021-2023	
X	LONG ISLAND	15	Howard, Nicole A	2021-2023	
X	LONG ISLAND	16	Khan, Rao A Shaan	2021-2023	
X	LONG ISLAND	17	McCullagh, John F	2021-2023	
	LONG ISLAND	18	Nikoloudakis, Stella	2021-2023	
X	LONG ISLAND	19	Parisi, Richard	2021-2023	
X	LONG ISLAND	20	Pfeffer, Ruth F	2021-2023	
	LONG ISLAND	21	Polito, Salvatore	2021-2023	
X	LONG ISLAND	22	Rivera, Joel	2021-2023	
EX	LONG ISLAND	23	Shaffer, Patricia R	2021-2023	
	LONG ISLAND	24	Tsouratakis, Christos	2021-2023	
	LONG ISLAND	25	Wiseman, Belinda C	2021-2023	
X	LONG ISLAND	26	Bacchus, Christopher	2022-2024	
	LONG ISLAND	27	Baratta, Caitlin	2022-2024	
EX	LONG ISLAND	28	Candelaria, Marc J	2022-2024	
X	LONG ISLAND	29	Choudhury, Rob A	2022-2024	
EX	LONG ISLAND	30	Copersino, Laura	2022-2024	
EX	LONG ISLAND	31	Cruse, Charles A	2022-2024	
X	LONG ISLAND	32	Dcunha, Ayres J	2022-2024	
X	LONG ISLAND	33	Demidovich, Peter S	2022-2024	

X = in attendance

EX = excused

2023 NYSAR Board of Directors Meeting

Wednesday, October 4, 2023

Mohawk Room - Turning Stone Resort Casino

	BOARD/ASSOCIATION & ENTITLEMENT 2023		NAME	CURRENT TERM	Position
X	LONG ISLAND	34	Ellis, Anthony G	2022-2024	
	LONG ISLAND	35	Gallo Turschmann, Carol	2022-2024	
EX	LONG ISLAND	36	Helsingier, Susan G	2022-2024	
	LONG ISLAND	37	Hughes, Renee B	2022-2024	
	LONG ISLAND	38	KC, Nabaraj	2022-2024	
X	LONG ISLAND	39	Kelly, Kyle M	2022-2024	
	LONG ISLAND	40	Kim, Christina H	2022-2024	
X	LONG ISLAND	41	Malloy, Janay D	2022-2024	
X	LONG ISLAND	42	Mendicino, Michael	2022-2024	
	LONG ISLAND	43	Miranda, Todd E	2022-2024	
X	LONG ISLAND	44	Molnar, John S	2022-2024	
	LONG ISLAND	45	Oneil, Daniel	2022-2024	
EX	LONG ISLAND	46	Patoli, Manzoor	2022-2024	
X	LONG ISLAND	47	Perdomo, Nino	2022-2024	
	LONG ISLAND	48	Prince, Angela	2022-2024	
X	LONG ISLAND	49	Song, Kewon	2022-2024	
X	LONG ISLAND	50	Takita, Yoshinori	2022-2024	
	LONG ISLAND	51	Veloso, Helena R	2022-2024	
	LONG ISLAND	52	Algoo, Matthew	2023-2025	
X	LONG ISLAND	53	Balanoff, Tiffany	2023-2025	
X	LONG ISLAND	54	Boggia, Glenn	2023-2025	
	LONG ISLAND	55	Bueso Roman, Lydia	2023-2025	
	LONG ISLAND	56	Cortez, Joesiann	2023-2025	
X	LONG ISLAND	57	Craig, Gisella D	2023-2025	
X	LONG ISLAND	58	Donnelly, Mark T	2023-2025	
X	LONG ISLAND	59	Erker, Patricia	2023-2025	

X = in attendance

EX = excused

2023 NYSAR Board of Directors Meeting

Wednesday, October 4, 2023

Mohawk Room - Turning Stone Resort Casino

	BOARD/ASSOCIATION & ENTITLEMENT 2023		NAME	CURRENT TERM	Position
X	LONG ISLAND	60	Galicia, Michael R	2023-2025	
X	LONG ISLAND	61	Greene, Frederic R	2023-2025	
X	LONG ISLAND	62	Hatoum, Hind S	2023-2025	
X	LONG ISLAND	63	Hoosein, Walauddin	2023-2025	
	LONG ISLAND	64	Kao, Kuo Hwa	2023-2025	
X	LONG ISLAND	65	Kim, Joosoo	2023-2025	
X	LONG ISLAND	66	Leatherman, Kevin M	2023-2025	
EX	LONG ISLAND	67	Leface, Claire J	2023-2025	
X	LONG ISLAND	68	Llobell, Paul	2023-2025	
	LONG ISLAND	69	Lowe, Elizabeth	2023-2025	
EX	LONG ISLAND	70	MacRae, Margaret	2023-2025	
	LONG ISLAND	71	Mahabir, Stephan	2023-2025	
EX	LONG ISLAND	72	McCarthy, Thomas J	2023-2025	
X	LONG ISLAND	73	Murphy, Denis G	2023-2025	
X	LONG ISLAND	74	Pallister, Ann Marie	2023-2025	
X	LONG ISLAND	75	Raynor, Kalen M	2023-2025	
X	LONG ISLAND	76	Ryan, Paige	2023-2025	
EX	LONG ISLAND	77	Taylor Friedman, Nikki	2023-2025	
	LONG ISLAND	78	Turner, Erica E	2023-2025	
	LONG ISLAND	79	Unfilled	2023-2025	
	LONG ISLAND	80	Unfilled	2023-2025	
	LONG ISLAND		Gigante, Nicholas		PP
X	LONG ISLAND		Legaz, David M		PP
	LONG ISLAND		Lugo, Linda	2024	2024 Exec/PP
X	LONG ISLAND		Ruppert, Mary Alice	2023	2023 Exec
X	LONG ISLAND		Seuram, Moses		PP

X = in attendance

EX = excused

2023 NYSAR Board of Directors Meeting

Wednesday, October 4, 2023

Mohawk Room - Turning Stone Resort Casino

	BOARD/ASSOCIATION & ENTITLEMENT 2023		NAME	CURRENT TERM	Position
X	LONG ISLAND		Vanderwaag, Charlotte	2023	2023 Exec
EX	MOHAWK VALLEY		Paciello, David	2023	Pres
X	MOHAWK VALLEY	1	Marino, Caroline E	2022-2024	
	MOHAWK VALLEY	2	Boucher, Lynn	2023-2025	
	MOHAWK VALLEY		Gallier, Robert E		PP
	NYSAR		Strell, Robert P	2023	Pres/ 2023 Exec
	NYSAR	1	Unfilled	2023-2025	
X	NORTHERN ADIRONDACK		Whitbeck, Peter J	2023	Pres
X	NORTHERN ADIRONDACK	1	McKenna Walker, Lisa	2023-2025	
X	OTSEGO-DELAWARE		Rose, Steven	2023	Pres/2023 Exec
X	OTSEGO-DELAWARE	1	Kaminsky, Stephen	2022-2024	
X	OTSEGO-DELAWARE	2	Thomas, Lance	2022-2024	
	OTSEGO-DELAWARE		Adams, David G		PP
X	OTSEGO-DELAWARE		Rose, Jacqlene R - Treas	2023	2023 Exec/Treas
X	ST. LAWRENCE		Trego, Elizabeth	2023	Pres
X	ST. LAWRENCE	1	Bernard, Tracy	2022-2024	
X	ST. LAWRENCE		Stevenson, Jennifer		PP
X	STATEN ISLAND		La Fata, Rosanne	2023	Pres
	STATEN ISLAND	1	Caro, Steven	2021-2023	
X	STATEN ISLAND	2	Pappalardo, Angelo	2021-2023	

X = in attendance

EX = excused

2023 NYSAR Board of Directors Meeting

Wednesday, October 4, 2023

Mohawk Room - Turning Stone Resort Casino

	BOARD/ASSOCIATION & ENTITLEMENT 2023		NAME	CURRENT TERM	Position
EX	STATEN ISLAND	3	Siracusa, Coleen M	2021-2023	
X	STATEN ISLAND	4	Triolo, Annmarie	2021-2023	
X	STATEN ISLAND	5	Reali, Francine	2022-2024	
X	STATEN ISLAND	6	Reali, Frank	2022-2024	
X	STATEN ISLAND		Carpenter, Dawn M		PP
EX	STATEN ISLAND		Setaro, Scott	2023	2023 Exec
X	STATEN ISLAND		Vernazza, John A - Pres	2023	2023 Exec/Pres
	STATEN ISLAND		Wonica, George K		PP
X	SOUTHERN ADIRONDACK		Whitaker, Eden Rae	2023	Pres
	SOUTHERN ADIRONDACK	1	Bullard, Kimberly	2023-2025	
X	SOUTHERN ADIRONDACK	2	Rogge, Sean	2023-2025	
	SULLIVAN		DeCristofaro, Rosemarie	2023	Pres
X	SULLIVAN	1	DiNapoli, James	2022-2024	
X	ULSTER		Spiesman, Randy	2023	Pres
	ULSTER	1	Ellis, Candida	2022-2024	
	ULSTER	2	Murphy, John	2022-2024	
EX	ULSTER	3	Brooks, Donna	2023-2025	
	ULSTER		Grant, Joan B		PP