

Attn:
Mr. Christian Twomey
Chair
CREB Board of Directors

Hello Christian,

At our meeting on December 13, 2023, during the in-camera session, I announced that I would be resigning my seat with the CREB Board of Directors as of January 1, 2024. Please accept this as my official notice and I ask that it be shared with the BDLSC as soon as possible, because I am aware of the amount of work they and the CREB staff will need to do in order to stage a by-election just after the holidays.

I was deeply honoured when the BDLSC nominated me last spring and I hope that I have proved worthy of that support and confidence in my candidacy. I also thoroughly enjoyed serving on the Board of Directors and have gained incredible respect for the integrity and leadership you have provided as Chair, and for the entire Board of Directors. Over the last year you and this group of Directors have provided a "Master Class" in leadership, as you navigated extremely contentious issues on behalf of our members with careful consideration, professionalism, passion and grace.

Out of respect for the BDLSC and the amazing Directors I was so fortunate to serve with, I need to share my reasons for resigning.

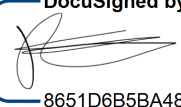
First, I recently learned that Director Kurtis Bain has accepted an exciting management role with CIR Realty. I couldn't be more excited for Kurtis, his family and for our company, and I could not accept the idea that this meant Kurtis would have to resign from the Board of Directors. I have seen first-hand the effective contributions and effective critical thinking that Kurtis brings to our board table, and I know that he is focused on continuing his leadership role for some time to come, and eventually putting his name forward as Chair Elect. I would hate to stand in the way of that goal, and it would be a disservice to our organization in my mind.

Although I respect our bylaws, I have never agreed with the section that limits the number of Directors to two from any one particular brokerage, because it prevents us from having the best possible directors. I would suggest that this is something which should be reviewed in the near future, as it has been an issue in the past. And with many of our current brokerages numbering in the high hundreds, this will continue to be a problem in the coming years as we search for the most qualified and passionate leaders our membership has to offer.

With my current goal of expanding my business interprovincially, I do not see myself pursuing a role as Chair with our Board of Directors in the near future, so it would be selfish of me to stand in the way of someone who has that very goal. I have enjoyed my 16yrs of volunteer leadership with CREB and that commitment is far from over. My hope is to move into some Committee work as soon as possible and to be free to speak my mind as a dues paying member who cares for this organization and its membership. Some of the recent member commentary about the CREB Campus has been dramatically unfair, biased and highly unprofessional. As a Director I have been unable to call out this behavior, but as a fellow member, I can...and will make my views known.

I make this decision completely independently and wish you and the Board of Directors well and look forward to your continued unwavering leadership.

Respectfully,

DocuSigned by:

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Rob Campbell

 CIR REALTY

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