

Frequently Asked Questions Regarding the 2025 Governance Changes

1 Why did FHBA amend the bylaws to change the governance structure?

FHBA's governance structure was modernized to improve decision-making efficiency, strengthen representation and reduce potential liability concerns created by the previous board structure and subsequent poor board member participation. The update reflects our commitment to ensuring builders and associates across the state have a voice in how the Association operates and was developed through extensive member input.

2 What are the main differences between the old and new structure?

The previous structure included an Executive Committee and a larger Board of Directors. The new model replaces these with two complimentary governing bodies:

- Executive Board- manages operations, budgets, and strategy while representing the voice of all members
- Membership Board- represents all members and maintains authority over elections, dues, and major business decisions.

This separation enhances clarity, accountability and member oversight.

3 How does this change affect local HBA representation?

Local HBAs retain, and in many cases, expand their representation through this structure. Each local still appoints members to the membership board based on their builder and associate membership counts, ensuring local voices continue to shape FHBA decisions. Each local HBA also appoints a representative to serve on the Executive Board.

4 What happens to Life Directors?

Life Directors remain an integral part of FHBA governance. Under this structure, all Life Directors continue to serve on the Membership Board and may also serve on the Executive Board as non-voting members. Life Directors are also represented on the Executive Board with one Builder and one Associate Life Director serving as voting members of the Executive Board. Their experience provides valuable continuity and perspective in decision making.

5 Why were officer titles updated?

Several officer titles were adjusted to align FHBA with the naming conventions used by peer organizations at the state and national level. These changes make board member roles clearer to partners, stakeholders, and legislators outside of the FHBA- without changing their responsibilities or levels of influence.

6	What is the Sunset Provision?	The sunset provision gives FHBA members the ability to review and, if necessary, reverse all of the bylaws amendments adopted at the October 2025 board meeting. At any time before December 31, 2030, the Membership Board may vote to sunset all amendments and restore the bylaws in place before that date. This provision was added to ensure that the new structure serves members well.
7	Does the Membership Board have the power to veto decisions made by the Executive Board?	The Membership Board has veto authority over any bylaws amendments approved by the Executive Board. This ensures that significant governance changes remain clearly in the hands of the membership.
8	How do the Executive Board and Membership Board work together?	Think of the two as checks and balances. The executive board handles day-to-day oversight and recommends major business decisions. The membership board provides member approval, oversight and veto power where appropriate. Both bodies collaborate to keep FHBA efficient, transparent and member driven.
9	How can members learn more about this structure?	FHBA is sharing resources including infographics and articles over the coming weeks at www.fhba.com/governance2025
10	What is the long term benefit of this new structure?	<p>This new structure ensures FHBA remains nimble enough to respond to challenges while anchored in member representation. It creates a more balanced, modern and transparent system; positioning FHBA for a strong, sustainable future.</p> <p>Another key benefit of this model is that it will transform the structure and purpose of FHBA's board meetings and conferences. Under the old system, Board of Directors meetings lasted 3+ hours, with much of that time spent on administrative updates, lengthy reports or procedural votes. This new model shifts Membership Board meetings to focus on strategic, high-value discussions that directly affect members and the industry.</p> <p>This mean less time spent in procedural meetings and more time devoted to:</p> <ul style="list-style-type: none"> • Engaging discussions on emerging industry issues • Member-to-member collaboration and sharing of best practices • Panel sessions, guest speakers, and expert presentations on topics like workforce development, regulatory reform and housing trends • Interactive sessions where members are shaping priorities in real time <p>By streamlining formal business, FHBA events will become more meaningful, forward looking and impactful- giving members greater value for their time and ensuring the Association remains focused on the issues that matter most.</p>