



2020 Virginia Board of Director Candidates

(in speaking order)

Tier A (3 Open Seats)

Will Wiard	2
Jennifer V-E Johnson.....	7
Moon Choi.....	13
Nancy Steorts.....	18
Shane McCullar.....	35
Deborah Baxter	39

Tier B (5 Open Seats)

Curt Reichstetter	47
Beth Grant (WITHDRAWN 8.19.19)	
Sherry Maser.....	50
Fatima Pereira-Shepherd.....	62
Elizabeth Weis.....	71
Karen Smith.....	77

Tier C (4 Open Seats)

Betty Kingery.....	87
Drew Fristoe.....	91
Kathryn Jones.....	99
Robert Dawson.....	107
Nan Piland.....	111
Gene Mock	124
Chandra Patterson.....	133
Rachel Anker-Johnson.....	141

Tier D (1 Open Seat)

Vonda Lacey.....	149
Diron Clements.....	161
Kenneth Hensley	165
Warren Rodgers.....	168

At-Large Statewide Seat (1 Open Seat)

Candidates receiving the most votes will be elected to the vacant at-large tier seats according to their tier membership, and the remaining candidate receiving the most votes will be elected to the vacant at-large statewide seat.



Will Wiard

License Type: Broker

Weichert, REALTORS®

Position in Real Estate Firm: Managing Broker

Tier A - Northern Virginia

Member of Virginia REALTORS® - 12 years

Felony Convictions	None
License Violations	None
Professional Standards Violations	None

Production

Branch if owner or manager; Personal if sales agent

	Sides	Volume
2019 YTD	275	\$172,784,628
2018	492	\$289,703,854

RPAC Involvement

\$ Amount Contributed

2018	\$1,000 - Sterling R
2017	\$1,235 - Sterling R
2016	\$1,075 - Sterling R

Virginia REALTORS® Committee Involvement last 5 years

Board of Directors	Member of Committee	2019
Budget Committee	Member of Committee	2018
BOD Local Association Liaisons	BOD Liaison	2018
Strategic Planning Task Force	Member of Committee	2018
Budget Committee	Member of Committee	2017
Young Professionals Network Committee	BOD Liaison	2017
Young Professionals Network Committee	Member of Committee	2016
Virginia Leadership Academy	2015 VLA Member	2015

Licensed in other states: Yes: DC, MD

Real Estate Specialty: Residential

Attachments: Résumé
Endorsements

Office Information

Weichert, REALTORS®

Alexandria, Virginia

Licensees in your firm: 4500+

Licensees in your office: 115

Branches in your firm: 23

Applicant Information

College/University Degree(s): George Mason University- Bachelor of Arts
(Art and Visual Technology)

Professional/Educational Designations:

Do you perform real estate licensed services for customers or clients other than yourself?

No

Previous REALTOR® association involvement within your local, state, or national REALTOR® association:

Virginia REALTORS®- Board Member, Budget Committee, Strategic Planning committee, YPN committee, Board Liaison.

NVAR- Grievance Committee, Public Policy Committee, YPN Committee, Cares Committee.

NAR Institute/Society/Council/Section memberships held: N/A

Significant civic/community/professional group involvement and accomplishments:

Honoree of National Association of REALTORS® 30 under 30 award

Director, Virginia Association of REALTORS®

VAR 2015 Leadership Institute Graduate

NVAR 2014 Leadership Academy Graduate

Meals on Wheels- Alexandria, VA

Campagna Center- Alexandria, VA

American Red Cross

Why do you want to be a member of the Board of Directors?

If elected by the Delegate Body, I would continue my work supporting our industry for another three-year term. I would like to continue my support for the action items listed in the strategic plan and for the growth of membership and associations. I seek to add value to the board by participating in the resolutions to the challenges that face our industry today and the "Call to Actions" to come. I will continue supporting the membership at all levels and RPAC. I would like to continue working with my friends and colleagues on Board and throughout the state to better the industry together.

Thank you for your consideration.

In your opinion, what are the three greatest challenges the real estate industry must confront during the next three years? Please elaborate briefly.

There are many new challenges facing the real estate industry today. In my opinion, the top three challenges we'll face as an industry over the next three years that we can't ignore will be the way we are compensated, restrictive real estate legislation, and online real estate marketing companies attempting to package leads created by Realtors and then reselling them back to the agent.

Current Professional Licensure: Real Estate Broker (VA, DC, MD)

Professional specialization: Real estate management, international and domestic residential and commercial sales, investments, new construction, visual technology marketing and advertising

Relevant Experience:

Weichert Realtors (2015 - present)

Managing Broker

- Supervise and assist all (110+) associates and support staff in listing and sales efforts
- Recruit and train new and experienced agents, and support strategic development and implementation of individual business plans
- Plan and supervise the adoption of new procedures to grow the opportunities for agents with their clients
- Oversee the development of and progress toward agent's personal goals and objectives
- Responsible for monitoring workflow and evaluating the quality of completed tasks assigned to the staff
- Oversee management of office finances, including corporate training budgets, marketing and improvements/upgrades

Arbour Realty/Real Living (2012 - 2015)

Associate Broker

- Directed and oversaw the commercial sales division, including fielding all commercial leads and managing relationships with long-term clients
- Served as a mentor to new agents seeking experience in commercial and residential transactions
- Top producer in commercial and residential sales
- Representative to Northern Virginia Association of Realtors (NVAR), including active volunteer position as co-chair of the Young Professional Network and (NVAR) Cares Committee

Kelly Real Estate, LLC (2006 - 2012)

Principal Broker

- Managed and oversaw commercial and residential, domestic and international real estate transactions and portfolios
- Coordinated commercial and residential property management and leasing for various corporations and clients
- Coordinated and drafted both RFI's and RFP's
- Managed and trained both new and experienced agents
- Managed company website and led corporate branding, advertising and marketing campaigns

Residential/Commercial Division Manager

- Assisted in residential and commercial contractual closings in leasing and sales
- Designed and integrated corporate branding, including:
 - Concept and development of a new company website
 - Marketing and advertising to reach commercial clients, both international and domestic

Realtor

- Supported buyer and seller transactions in both residential and commercial sales
- Continued education in real estate to expand knowledge in the field

Achievements and Awards:

Capital Regional Manager of the Year 2017, Weichert Realtors

Honoree of National Association of Realtors 30 under 30 award

Director, Virginia Association of Realtors

Voted one of Washington's Best Real Estate Brokers 2015

VAR 2015 Leadership Institute Graduate

NVAR 2015 Young Professional Network (YPN) Co-Chair

NVAR 2014 Leadership Academy Graduate

NVAR 2013, 2014 & 2015: Multi-Million Dollar Sales Club

NVAR 2013, 2014 & 2015: Top Producer

Member: 2013 Top 20 Team in Virginia Awarded by America's Best Real Estate Agents

Committee involvement:

Virginia Realtors- Board Member, Budget Committee, Strategic Planning committee, YPN committee, Board Liaison.

NVAR- Grievance Committee, Public Policy Committee, YPN Committee, Cares Committee.

Education:

George Mason University: BA in Visual Technology, Minor in Business Management and Accounting

Moseley Real Estate School: Broker Licensing

Moseley Real Estate School: Principles of Real Estate

Via Email

Dear Members of the Virginia REALTORS® Delegate Body,

As Chief Executive Officer of the Northern Virginia Association of REALTORS® (NVAR), it is my pleasure to recommend Will Wiard for election to the Board of Directors.

We believe Will has the skill, experience and leadership to serve as a Director representing our region. Will comes with extensive experience serving on various NVAR committees, such as the Nominating Committee, NVAR Cares, Public Policy, and Grievance.

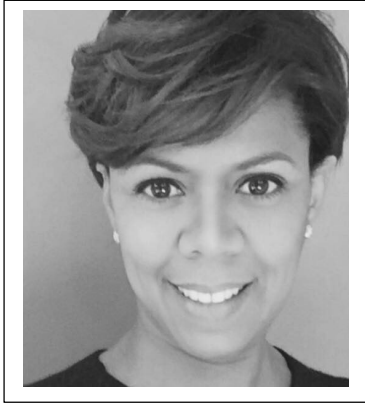
We strongly believe his leadership, record of service, and success is the perfect combination of talent, experience and dedication that NVAR aspires to engage.

It is our hope that Delegate Body will act favorably upon Will's application to serve as a VR Director.

Respectfully,

A handwritten signature in black ink, appearing to read "Ryan T. Conrad". The signature is fluid and cursive, with the first name "Ryan" being the most prominent.

Ryan T. Conrad
Chief Executive Officer



Jennifer V-E Johnson

License Type: Sole Proprietor

Metro Realty 360

Position in Real Estate Firm: Sole Proprietor

Tier A- Northern Virginia

Member of Virginia REALTORS® - 15 years

Felony Convictions	None
License Violations	None
Professional Standards Violations	None

Production

Branch if owner or manager; Personal if sales agent

	Sides	Volume
2019 YTD*		
2018		

**I don't feel providing this information has a basis on my candidacy. Furthermore, I do a lot of "off market" deals.*

RPAC Involvement

	\$ Amount Contributed
2018	\$0
2017	\$0
2016	\$0

Virginia REALTORS® Committee Involvement last 5 years

MCC Member Communications Committee	Member of Committee	2019
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Licensed in other state(s): Yes; DC and Maryland
Real Estate Specialty: Residential

Attachments: Résumé
Endorsement(s)

Office Information

Metro Realty 360
Reston, Virginia

Licensees in your firm: 0
Licensees in your office: 2
Branches in your firm: 1

Applicant Information

College/University Degree(s): The University of Virginia

Professional/Educational Designations: VA Trainer, VHDA Certified Trainer and HUD Broker

Do you perform real estate licensed services for customers or clients other than yourself?
Yes

Previous REALTOR® association involvement within your local, state, or national REALTOR® association:

MEMBER. Virginia Association of REALTORS® - Communications Committee, November 2018 to November 2019

NAR Institute/Society/Council/Section memberships held:
None

Significant civic/community/professional group involvement and accomplishments:

CHIEF. Loudoun County Electroral Board - Mecer Precinict 108, November 2008 to Present
VOLUNTEER. The University of Virginia Alumni Association for college fairs, Fall 1994 to Present
MEMBER. Virginia Association of Realtors - Communications Committee, November 2018 to November 2019
MEMBER AT LARGE. Sutton Ridge Condominium Association, October 2018 to October 2019
TREASURER. Sutton Ridge Condominium Association, October 2017 to October 2018
MEMBER. UVA Class of 1994, 25 Year Reunion Committee, Fall 2018 to June 2019
MEMBER. UVA Class of 1994, 20 Year Reunion Committee, Fall 2013 to June 2014
MEMBER. MLK Cultural Foundation, Fall 2013 to Fall 2016
PRESIDENT. UVA Club of Loudoun, Fall 2014 to Spring 2016

BASKETBALL COACH. Reston Youth Club, Summer 2015, 2014, 2011, 2010, 1991-1996, (2014 - 11U Boys Champions & 2010 - 15u Boys Champions)

COURT SUPERVISOR. Reston Youth Club, Summer 2014, 2011, 2010

MEMBER. UVA Class of 1994, 15 Year Reunion Committee, Fall 2008 - Summer 2009

MEMBER/VOLUNTEER. South Riding Covenants Committee, May 2002 - May 2004

MENTOR. Training Futures, February 2001 - December 2003

CO-CHAIR. UVA Class of 1994, 5 Year Reunion, Fall 1997 - Summer 1999

TRUSTEE. UVA Class of 1994, Spring 1993 - Summer 1999

Why do you want to be a member of the Board of Directors?

There are many housing issues that we as Virginia REALTORS® are uniquely qualified to provide insight and opinions on that has a vast affect on the economies throughout the Commonwealth of Virginia. I also want to ensure that we are working with elected officials to come up with solutions that protect Virginia Homeowners, Renters and General Public, which include the homeless and displaced Homeowners and/or Renters.

In your opinion, what are the three greatest challenges the real estate industry must confront during the next three years? Please elaborate briefly.

- * We need to focus on professionalism and ensuring that all Members are properly trained and supervised. This means policing Agents and Brokers that may not belong to us.
- * We need to focus on the value we bring to Clients, Customers and the Public even though our commission structures are coming under fire. There will ALWAYS be a need for REALTORS® as we are responsible for knowing and following the laws, in particular Fair Housing, Disclosure Acts and other Federal and State Laws.
- * The ability to remain competitive despite companies like Zillow starting to eliminate the need for REALTORS®, because the Public can now access information that used to only be available to REALTORS®.

Jennifer V-E Johnson

metrorealty360@gmail.com

(202) 805 - 1082

SUMMARY OF QUALIFICATIONS

- Possess high energy, highly motivated and proven ability to consistently and positively contribute in a fast-paced, deadline driven and challenging work environment.
- Proven research skills with attention to detail, strong communication and interpersonal, problem solving, negotiating, writing and organizational skills; and the ability to prioritize in environments with competing demands.
- Knowledgeable of Federal and State real estate laws including VA, DC and MD, as well as, experience with maintaining Real Estate Investor Relationships, purchase/sale of foreclosures/REOs/HUD properties and new homes, loss mitigation, Housing Choice Voucher (Section 8) and property management.
- Accomplished background including interviewing clients, business development, prospecting clients, cold calling and identify needs of clients to provide a solution.
- Experienced with providing analysis of real estate markets including market appreciation for states, counties, zip codes and neighborhoods, as well as, creating and analyzing CMAs and BPOs.
- Substantial experience creating, facilitating, and maintaining networks between industry/strategic partners.
- Knowledgeable and experience with Federal Laws, procedures and guidelines including but not limited to: HMDA, RESPA/CRESPA, ECOA, TILA (Reg Z), GFE, HOEPA/Section 32, FCRA, Title V of GRAMM-LEACH-BLIEY Act, US Patriot Act, notice of incompleteness and counteroffers.

TECHNICAL SKILLS

Proficient with MS Office Suite, MS Access, MS Project, MS Works, Corel Suite, Lotus Notes, File Maker Pro, Mortgage Coach, Calyx Point, LoanProspector, CRM, Taleo, RayCats, Resumix, IQ Objects, CAS, Wizard/PROS, CPAS, (Peoplesoft/Oracle), Basic HTML and Adobe Suite.

EXPERIENCE

METRO REALTY 360

BROKER/RE INVESTMENT ADVISOR

REALTOR

Reston, Virginia

6/09 to Present

7/04 to 6/09

- Provide residential and investment clients with full service for purchasing, selling or renting real estate including but not limited to: showing properties; listing properties in the MLS and other marketing sites, write and submit contracts including counter-offers, and/or ratification; prepare CMAs and BPOs for market analysis to assist clients with negotiations, contract offers or list pricing; provide clients with appropriate contract paperwork including disclosures and disclaimers; inform clients of real estate laws pertaining to the transaction; view/inspect properties based on client's criteria; provide access to property for Home Inspectors and/or Pest Inspectors.
- Prepare personalized and bound home search or home listing guide for purchase or sale of property, highlighting state and zip code appreciation, real estate assessment and tax records, school information and HUD fair market rent for investments.
- Provide 360 degree virtual tours of communities and for Brokerage and HUD listings.
- Maintain working relationship and provide information as needed for real estate transactions to other real estate professionals including but not limited to: Lenders, Appraisers, Property Managers, Settlement Companies, Attorneys, Home Inspectors, Locksmith and government agencies.
- Supervise up to 2 Real Estate Agents to ensure they are compliant with Federal and State Laws.

LOANSMART MORTGAGE

Arlington, VA

MORTGAGE PLANNER/LOSS MITIGATOR/LOAN OFFICER

9/06 to 4/10

- Prepared personalized and bound mortgage plan to identify four possible loan scenarios highlighting total cost, assess APY vs. loan APR, estimated net worth in 5/10 years, highlight home equity in the future based on state/zip code average appreciation rates, real estate assessment and tax records.
- Interviewed and assisted clients facing foreclosure review paperwork to apply for loss mitigation.
- Negotiated with Lenders and/or Attorneys on behalf of clients to for acceptance into Lender's loss mitigation program including but not limited to: forbearance, partial forbearance, partial claim, loan mod, repayment plan, reinstatement, deed-in-lieu and short sale.
- Maintained daily/weekly schedule to review and audit client files, resolve any outstanding issues or missing documentation, to ensure compliance utilizing Freddie Mac's Fraud Prevention Best Practices and Mortgage Screening Checklist to identify any red flags on files.
- Utilized internal and external databases onsite and offsite to obtain credit reports, fraud and litigation checks, foreclosure status, bankruptcy filings, deeds, mortgage notes, CS, ST and to verify other information such as VOE, VOD and VOM; calculate front/ back end ratios and LTV/CLTV.
- Interviewed clients to complete 1003 for purchases, refinances and other mortgage related products; assisted with obtaining supporting/required documentation and disclosures for processing in accordance with Federal/State Laws, including corporate policies and procedures.

EDUCATION/CERTIFICATIONS/LICENSES

The University of Virginia

Charlottesville, Virginia

Bachelor of Arts – History, minor Rhetoric/Communication Studies

5/94

Chief Election Officer, Mercer Precinct 108, Loudoun County

11/08 to present

VHDA Certified Trainer

HUD Broker

Virginia Real Estate Broker License

DC Real Estate Broker License

Maryland Real Estate Broker License

Virginia Notary

LEADERSHIP/COMMUNITY SERVICE

VOLUNTEER. The University of Virginia Alumni Association for college fairs, Fall 1994 to Present

MEMBER. Virginia Association of Realtors - Communications Committee, November 2018 to November 2019

MEMBER AT LARGE. Sutton Ridge Condominium Association, October 2018 to October 2019

TREASURER. Sutton Ridge Condominium Association, October 2017 to October 2018

MEMBER. UVA Class of 1994, 25 Year Reunion Committee, Fall 2018 to June 2019

MEMBER. UVA Class of 1994, 20 Year Reunion Committee, Fall 2013 to June 2014

MEMBER. MLK Cultural Foundation, Fall 2013 to Fall 2016

PRESIDENT. UVA Club of Loudoun, Fall 2014 to Spring 2016

BASKETBALL COACH. Reston Youth Club, Summer 2015, 2014, 2011, 2010, 1991-1996, **(2014 – 11U Boys Champions & 2010 - 15u Boys Champions)**

COURT SUPERVISOR. Reston Youth Club, Summer 2014, 2011, 2010

MEMBER. UVA Class of 1994, 15 Year Reunion Committee, Fall 2008 – Summer 2009

MEMBER/VOLUNTEER. South Riding Covenants Committee, May 2002 – May 2004

MENTOR. Training Futures, February 2001 – December 2003

CO-CHAIR. UVA Class of 1994, 5 Year Reunion, Fall 1997 - Summer 1999

Via Email

Dear Members of the Virginia Association of REALTORS® Delegate Body,

As Chief Executive Officer of the Northern Virginia Association of REALTORS® (NVAR), it is my pleasure to recommend Jennifer Johnson for election to the Board of Directors.

We believe Jennifer has the skill, experience, and leadership to serve as a Director representing our region. Jennifer comes with extensive experience as a licensed agent since 2004 and over 10 years of experience as a Broker. She not only volunteers with local nonprofits, Jennifer has experiencing teaching and training new realtors and advocates engagement within her profession.

It is our hope that Delegate Body will act favorably upon her application to serve as a VR Director.

Respectfully,

A handwritten signature in black ink, appearing to read "Ryan T. Conrad". The signature is fluid and cursive, with the first name "Ryan" being the most prominent.

Ryan T. Conrad
Chief Executive Officer



Moon Choi

License Type: Associate Broker
 RE/MAX Executives
 Position in Real Estate Firm: Broker Associate
 Tier A- Northern Virginia
 Member of Virginia REALTORS® - 24 years

Felony Convictions	None
License Violations	None
Professional Standards Violations	None

Production

Branch if owner or manager; Personal if sales agent

	Sides	Volume
2019 YTD	12	\$6,101,500
2018	30	\$15,760,450

Units leased or under management, if property manager

	# of units
2019 YTD	12
2018	30

RPAC Involvement

	\$ Amount Contributed
2018	\$1,525 - Crystal R
2017	\$1,500 - Crystal R
2016	\$1,640 - Crystal R

Virginia REALTORS® Committee Involvement last 5 years

Professional Standards & Grievance Committee	Member of Committee	2015
Virginia Leadership Academy	2013 VLA Member	2013

Licensed in other state(s): No
Real Estate Specialty: Residential

Attachments: Résumé
Endorsement(s)

Office Information

RE/MAX Executives

Fairfax, Virginia

Position in firm: Associate Broker
Licensees in your firm: 120
Licensees in your office: 50
Branches in your firm: 4

Applicant Information

College/University Degree(s): N/A

Professional/Educational Designations: GRI, SRES, ABR, MRP, GREEN

Do you perform real estate licensed services for customers or clients other than yourself?

Yes

Previous REALTOR® association involvement within your local, state, or national REALTOR® association:

NVAR (Northern Virginia Association of Realtor) RPAC Campaign committee Chair, 2017
NVAR Korean Forum Chair
NVAR Board of Director 2013, 2014, 2016
NVAR CARES Committee (formerly Charitable Giving Task Force Committee)

NAR Institute/Society/Council/Section memberships held:

GREEN, ABR, SRES, MRP

Significant civic/community/professional group involvement and accomplishments:

I have been a Board of Director for KCSC (Korean Community Service Center of Greater Washington), which is a well known and a well established non-profit organization with 45 years of history serving communities.

Why do you want to be a member of the Board of Directors?

As a full time REALTOR® and a long time member of VAR, I believe I have much to offer, and I would like to help VAR to heading to the right direction for our members. I would like to be a voice for our VAR members, and also for our NVAR members to VAR.

In your opinion, what are the three greatest challenges the real estate industry must confront during the next three years? Please elaborate briefly.

One of the challenges is, about rapid changing and growing of the technologies, and how we REALTORS® could adapt the changes and utilize it.

Second challenge is how to re-define our role as a Real Estate Expert. General public nowadays have access to so much of the market/property information and they feel they could do all by themselves, and undervalue roles of REALTORS®.

Third challenge is to understand and how to work with different groups and newer generations, like millennials.

Moon Choi

Associate Broker

RE/MAX Executives

12001 Lee Jackson Mem. Hwy, 2nd Floor, Fairfax, VA 22033

Full time Realtor since 1995

U.S. Army Veteran

Served;

NVAR (Northern Virginia Association of Realtor) RPAC Campaign committee Chair, 2017

NVAR Korean Forum Chair

NVAR Board of Director 2013, 2014, 2016

NVAR CARES Committee (formerly Charitable Giving Task Force Committee)

AREAA (Asian Real Estate Association of America) DC Metro Chapter Board of Director

AREAA DC Metro Chapter President, 2017 & 2018

Professional Designations;

GRI, ABR, SRES, GREEN, MRP

Real Estate Awards / Recognitions;

Life Member, NVAR Top Producer

RE/MAX Lifetime Achievement

RE/MAX Hall of Fame

Graduated;

NVAR Leadership Institute 2011

VAR Leadership Academy (VLA) 2013

Via Email

Dear Members of the Virginia REALTORS® Delegate Body,

As Chief Executive Officer of the Northern Virginia Association of REALTORS® (NVAR), it is my pleasure to recommend Moon Choi for election to the Board of Directors.

We believe Moon has the skill, experience and leadership to serve as a Director representing our region. Moon comes with extensive experience serving on various NVAR committees, such as the Korean and Vietnamese Realtor® Forums, NVAR Cares, the NVAR Board of Directors, and several years on the NV/RPAC Campaign Committee. Moon was also a NV/RPAC Trustee.

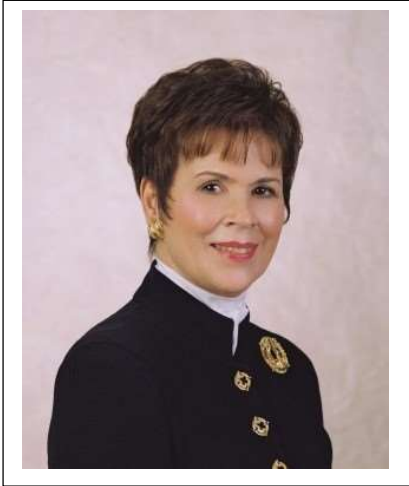
We strongly believe his leadership, record of service, and success as a Top Producer is the perfect combination of talent, experience and dedication that NVAR aspires to engage.

It is our hope that Delegate Body will act favorably upon Moon's application to serve as a VR Director.

Respectfully,

A handwritten signature in black ink, appearing to read "Ryan T. Conrad". The signature is fluid and cursive, with the first name "Ryan" being the most prominent.

Ryan T. Conrad
Chief Executive Officer



Nancy Steorts

License Type: Associate Broker

Long and Foster

Position in Real Estate Firm: Associate Broker

Tier A - Northern Virginia

Member of Virginia REALTORS® - 13 years

Felony Convictions	None
License Violations	None
Professional Standards Violations	None

Production

Branch if owner or manager; Personal if sales agent

	Sides	Volume
2019 YTD*		
2017*	16	\$4,135,000

**Due to medical issues and a transition in real estate companies during 2018 and mid-2019, my sales production was hampered severely during that time. Production numbers for 2017 are noted above and I expect to return to the multi-million dollar production sales years as I have had in the past.*

RPAC Involvement

	\$ Amount Contributed
2018	\$1,145 - Sterling R
2017	\$100
2016	\$100

Virginia REALTORS® Committee Involvement last 5 years

Board of Directors	Member of Committee	2019
Strategy Committee	Member of Committee	2018
Strategy Committee	Member of Committee	2017
Board of Directors	Member of Committee	2016

Licensed in other states: Yes: MD, DC
Real Estate Specialty: Residential

Attachments: Résumé
Endorsement(s)

Office Information

Long and Foster
Chantilly, Virginia

Position in firm: Associate Broker
Licensees in your firm:
Licensees in your office:
Branches in your firm:

Applicant Information

College/University Degree(s): Bachelor of Science - Syracuse University; Graduated most outstanding student in class, received most outstanding alumni award for excellenc in government Syracuse University, received most outstanding alumni award Fayetteville-Manlius High School

Professional/Educational Designations: SRES, NAR, Green, GRI, ABR

Do you perform real estate licensed services for customers or clients other than yourself?
Yes

Previous REALTOR® association involvement within your local, state, or national REALTOR® association:

- NVAR:
- Board of Directors: 2012-2013
 - Education Committee: 2007-2008
 - Public Policy Committee: 2012-2016, 2018-2019
 - Green Taskforce: 2008
 - Convention Taskforce: 2007
 - International Committee/Global Affairs: 2009
 - Finance & Settlement Forum: 2017-2019

- VR:
- Board of Directors: 2016-2019
 - Strategic Advising Committee
 - Major Investor

NAR Institute/Society/Council/Section memberships held:

- Federal Financing & Housing Policy Committee: 2016
- Consumer Communications Committee: 2015)
- Land Use & Environmental Issues Committee: 2017

Significant civic/community/professional group involvement and accomplishments:

President Ronald Reagan appointed Ms. Steorts Chairman of the U.S. Consumer Product Safety Commission and the United States Senate unanimously approved her nomination. She was honored at the end of her term as 1 of the top 5 leaders of the Nation. Prior to that she was a consultant to the Director of the U.S., Office on Consumer Affairs at the White House and serve under the President Nixon and President Ford Administrations as the Special Assistant for Consumer Affairs to the Secretary of Agriculture. After her government service, she became President of the prestigious Dallas Citizens Council - an organization of Chief Executive Officers based in Dallas, Texas.

She has served on the Executive Committee and National Board of Directors of the American National Standards Institute and served as Chairman of the American National Standards Institute Consumer Interest Council. She was the International Chairman of the ISO International Conference for COPOLCO, which was held for the first time in Washington, D.C. and was attended by 40 countries.

She served as the Official United States Representative to the Public Health, Medical Equipment and Drugs Expo, held in Moscow, USSR, and was selected as a Delegate to the U.S. Working Committee on Standards between Russia and the United States. She was appointed by the American National Standards Institute, as a delegate from the United States on the NAFTA (North American Free Trade Agreement) Delegation on Environmental Standards. She was Chairman and implementer of the first trade mission to Spain for Women Entrepreneurs from Texas, which was sponsored by the United States Department of Commerce. In Addition, she was a delegate to the first Women's Entrepreneur Trade Commission to Europe and the former Soviet Union, which was sponsored by the Department of Commerce. She has also been a speaker and delegate to the Public Health Care Mission to the Czech Republic. In addition, she was appointed by the Secretary of Commerce to the Department of Commerce "Export Now" National Advisory Committee.

Mayor Steve Bartlett appointed Ms. Steorts as Chairman of the Glass Ceiling Working Committee of Dallas. She continues her work on women's issues, and has contributed significantly to improving the contributions of women in the workplace. She lectures extensively on issues that relate to women.

Nancy Steorts has serve on several corporate and community boards, including the National Board of Directors of the Council of Better Business Bureaus, Inc. and the Medical College of Pennsylvania; and the Board of Directors at the University of Texas at Dallas Management School, the Women's Institute of American University, the College of Human Development of Syracuse University and the Department of Economics of Southern Methodist University and as a member of the Syracuse University National Alumnae Board. She is also a member of Syracuse University's Whitman School of Management Corporate Advisory Board and was

appointed as a member of the Board of Directors of the Public Members Association of the Foreign Service. She was also a member of the Board of Directors of the Homeland Security Committee of the National Industrial Defense Industrial Association, where she served on the National Convention Committee. She is an member of the Executive Women in Government, (an organization of the top women in government) where, she served as president and Chairman of the Nominating Committee for several years.

She graduated as the most outstanding student in her class at Syracuse University. She received the George P. Arents Alumni Award as the most outstanding alumni for excellence in government. She received the most outstanding alumni award from Fayetteville Manlius High School in New York. She has been honored with many real estate sales awards and has been a multi-million dollar sales awardee for several years.

She is the author of three outstanding books on safety : Safety and You; "Safe Living in a Dangerous World"; and her most recent "Your Home, Safe Home". She has given over 1000 speeches in the United States and throughout the world. She has produced a documentary on consumer-related issues which was syndicated throughout the United States. She appears regularly on radio and television stations and writes numerous newspaper columns.

Why do you want to be a member of the Board of Directors?

I am honored to be nominated for a second term for the VAR Board of Directors. I want to serve on the VAR Board to represent the interests of REALTORS® across the Commonwealth. As a former chairman of the U.S. Consumer Product Safety Commission, I want to challenge REALTORS® to be involved at the local level as trusted advisers related to issues that affect home safety. I also want to work with the local associations to challenge them to work with the Economic Development Authorities within their areas. I have extensive experience as a Realtor and as a volunteer leader, both in the realtor family and outside the realtor family, which makes me uniquely positioned to provide a holistic perspective on the real estate industry.

In your opinion, what are the three greatest challenges the real estate industry must confront during the next three years? Please elaborate briefly.

1. Influx of global buyers offers new opportunities for VA REALTORS®. International buyers from China, India, and other countries offer new challenges due to excellence of VA schools and universities as well as economic opportunities. Focus on global clients and understanding of cultural issues is important to ensure our continued relevance.
2. Professional development of REALTORS®. Criteria to become a REALTOR® needs to be strengthened both at the application stage and throughout our careers as REALTORS®. More REALTORS® need to know the outstanding resources offered by national, state, and local associations.
3. REALTORS® need to be more involved in economic issues related to real estate. They should be initiating opportunities with the boards of Economic Development within their own locales. Increased involvement of realtors in economic issues of the state. Amazon is a great opportunity for brokerages to become involved with the opportunities that Amazon is going

to offer the state. The arrival of Amazon will be a statewide opportunity, not just Arlington County.

4. Encouraging REALTORS® to become trusted Advisers to clients and not just sales associates. REALTORS® need to become more knowledgeable in topics related to home ownership such as safety issues, energy efficiency, green attributes, recalls, construction and renovations. This will enable REALTORS® to have continued contact with clients after the transaction is consummated.

PROFESSIONAL CREDENTIALS
of
The Honorable Nancy Harvey Steorts

...Former Chairman, U.S. Consumer Product Safety Commission

President of Nancy Harvey Steorts International
Author, Television and Radio Commentator, Speaker, Consultant, Broker

Associate Broker, Long and Foster Realtors

Nancy Harvey Steorts has had a distinguished career in business and trade, political service, real estate, academia and the media. As an international consultant, media commentator, speaker and author, she remains committed to the concept of quality and safety for the consumer. Her new highly **recommended** book, “**Safe Living in a Dangerous World,**” was released by Capital Books, Inc. and is already in its third printing. Her 3rd book, **Your Home Safe Home**”, was launched at an international convention of Realty Corp, the corporate partner of Century 21, Coldwell Banker, ERA, Better Homes and Gardens, and Sotheby’s, It was cited by President and CEO, Alex Perriello, as “**a must read for every home owner and renter.**”

Public and Private Sector

President Ronald Reagan appointed Ms. Steorts **Chairman of the U.S. Consumer Product Safety Commission.** and the United States Senate unanimously approved her nomination. Prior to that she was a consultant to the Director of the U.S. Office on Consumer Affairs at the White House and served under the President Nixon and President Ford Administrations as the Special Assistant for Consumer Affairs to the Secretary of Agriculture. After her government service, she became **President** the prestigious **Dallas Citizens Council** - an organization of Chief Executive Officers based in Dallas, Texas.

As President and CEO of **Nancy Harvey Steorts International**, she works with many diversified clients in the United States and throughout the world. She was acclaimed by the Chairman of the United States Consumer Product Safety Commission for having executed the largest and most effective consumer product safety recall in the history of the United States government. This recall involved the successful recall of 150 million pieces of jewelry, which contained lead and were being sold in over 7,000 vending machines throughout the United States. In addition to her work in product safety, she also serves as a National Spokesperson for clients.

Awards

She has been widely recognized in business and government circles for her accomplishments. Ms. Steorts was named “**One of the Best Public Servants**” by the Gallagher Report and is the recipient of the **George P. Arents Medal for Excellence in Government**, conferred by her alma mater, **Syracuse University**. This is the highest award given to Alumnae.

She served on the Board of Overseers for the Malcolm Baldrige Award and the Federal Reserve National Consumer Advisory Council.

She received the prestigious Margaret Dana Award from the American Society of Testing Materials in recognition of her outstanding contributions to the advancement of voluntary standards for consumer products with the result of increased safety and well-being for all consumers.

Ms. Steorts was a Distinguished Lecturer of the Strom Thurmond Institute of Government and Public Affairs at Clemson University.

In October, 1989, Clemson University officially accepted the donation of the Nancy Harvey Steorts Papers, which now makes them available to their researchers.

Nancy Harvey Steorts donated to Syracuse University, (the Genet Galleries) "An American Woman's Clothing Collection"- a collection of the clothing and accessories, she wore during the era of 1980 -1990, with a description of the clothing, and pictures of the clothing being worn during the Presidential administrations she served, as well as during her work with the Dallas Citizens Council.

Boards of Directors

She has served on the Executive Committee and National Board of Directors of the American National Standards Institute and served as Chairman of the American National Standards Institute Consumer Interest Council. She was the International Chairman of the ISO International Conference for COPOLCO, which was held for the first time in Washington, D.C. and was attended by 40 countries.

Nancy Steorts has served on several corporate and community boards, including the National Board of Directors of the Council of Better Business Bureaus, Inc. and the Medical College of Pennsylvania; and the Board of Directors at the University of Texas at Dallas Management School, the Women's Institute of American University, the College of Human Development of Syracuse University and the Department of Economics of Southern Methodist University and as a member of the Syracuse University National Alumnae Board. She is also a member of Syracuse University's Whitman School of Management Corporate Advisory Board. and was recently appointed as a member of the Board of Directors of the Public Members Association of the Foreign Service. She was also appointed to be a member of the Board of Directors of the Homeland Security Committee of the National Industrial Defense Industrial Association, where she serves on the National Convention committee, and is Chairman of the Nominating Committee, and the Awards Committee.. She is an active member of Executive Women in Government, (an organization of the top women in government). where, she served as President, and is currently a member of their Board of Directors and Chairman of their Nominating Committee. She recently completed her term as a member of the Board of Directors of the Northern Va. Association of Realtors, an organization of over 10,000 members. She now serves a 3 year term on the Board of Directors of VA. Realtors. representing 33,000 members throughout the State of Virginia.

She has served as a member of the Corporate Board of Directors of Mission Management and Trust, Tuscon Arizona, as well as a member of the Coors National Advisory Board, and as a member of the Postage Express Board of Directors.

National Real Estate Interests

Following her pursuit of business and her interest in seeing the implementation at the local level of many of her national programs which focused on improving the safety of today's homes, she was a multi-million dollar Realtor with Weichert Realtors and received several national sales awards. She is a member of the National Association of Realtors, the Virginia Board of Realtors, and the Northern Virginia Association of Realtors. She has been a Speaker for NVAR Seminars on Safety Issues and has served as a Moderator at the NVAR Conventions. She also serves or has served on the Education Committee, the Legislative Committee, the Green Task Force, the Convention Committee, and the International Committee. She has been honored as a multi-million dollar producer for the Northern Virginia Association of Realtors and has served a term as a member of the Northern Va. Association of Realtors Board of Directors. She is now associated with Long and Foster Companies Inc, where she continues her very successful real estate practice. and where she has now developed a national and international practice. In addition to her honors, she has also received the GRI Designation from the Graduate Realtors Institute, the Green Designation for Real Estate, the Transnational Referral Certification and has completed her work for the ABR and CIPS designation. She has been awarded the Associate Broker's Designation for the State of Virginia. and the State of Maryland She is also licensed in the District of Columbia, . She presented several seminars on the important safety issues for Realogy Corporation at the International Conventions of Coldwell Banker, ERA, and Century 21, and recently presented a Keynote address to the Silver Awardees Convention of Long and Foster. She was recently selected by the President of National Association of Realtors, to be a member of the 2016 Federal Financing and Housing Policy Committee and will continue her work as a guest on NAR Radio. In 2018, she was selected as a member of NAR's Committee on Land Use and Environment Issues. She was elected to a 3 year term on the State of VA Realtors Association. She currently serves also as a long time member of the Public Policy Committee and the Finance Forum for NVAR.

International Appointments

She served as the Official United States Representative to the Public Health, Medical Equipment and Drugs Expo, held in Moscow, USSR, and was selected as a Delegate to the U.S. Working Committee on Standards between Russia and the United States. She was appointed by the American National Standards Institute, as a delegate from the United States on the NAFTA (North American Free Trade Agreement) Delegation on Environmental Standards. She was Chairman and implementer of the first trade mission to Spain for Women Entrepreneurs from Texas, which was sponsored by the United States Department of Commerce. In addition, she was a delegate to the first Women's Entrepreneur Trade Commission to Europe and the former Soviet Union, which was sponsored by the Department of Commerce. She has also been a speaker and delegate to the Public Health Care Mission to the Czech Republic. In addition, she was appointed by the Secretary of Commerce to the Department of Commerce "Export Now" National Advisory Committee.

Mayor Steve Bartlett appointed Ms. Steorts as Chairman of the Glass Ceiling Working Committee of Dallas. She continues her work on women's issues, and has contributed significantly to improving the contributions of women in the workplace. She lectures extensively on issues that relate to women.

Lecturer and Author

A noted lecturer and writer, Ms. Steorts has delivered over 1,000 speeches in the United States and throughout the world. She has appeared on numerous television shows and has produced and hosted her own national television specials. Her highly acclaimed first book "**Safety and You**" was published by SU Press, for worldwide distribution. Her second book, "**Safe Living in a Dangerous World**" was published by Capital Books, and is recognized as "the most comprehensive book on safety issues ranging from Homeland Security Guidelines to the prevention of injury in the home, at work, school, play or during travel." Her third book, "**Your Home Safe Home**" was published by Capital Books and is considered one of the most outstanding books in the country on safety issues related to the home. "Your Home Safe Home" was launched at the request of Alex Perriello, President of Realogy Corporation, in 2009 at the International Conventions of Century 21, ERA, and Coldwell Banker., where each attendee was given a copy of this book, compliments of Realogy.

Serving as a National Spokesperson for many corporate clients, she has brought the safety message to millions of consumers throughout the world.

Presidential Inaugural Events

At the second Presidential Inaugural of President Richard Nixon, Steorts conceived and directed the most successful Presidential Inaugural Candlelight Dinners. For the first Presidential Inaugural of President Ronald Reagan, she continued as Director of the Presidential Inaugural Candlelight Dinners, and under President George Bush and President George W. Bush she again assisted with the direction of the Presidential Inaugural Candlelight Dinners. These dinners have now become a part of the Presidential Inaugural venues, by incoming Presidents of the U.S.

Syracuse University Honors

While Ms. Steorts was at Syracuse University, she was a member of Alpha Phi Sorority. In addition to her many activities at Syracuse University, in her Senior year she was elected President of the College of Human Development. She was also elected Secretary of both the Junior and Senior Classes at SU. She attended the College of Human Development, where she majored in Retailing. Upon graduation, she was selected as the most outstanding student in her class. She has been extremely active at Syracuse University, since her graduation. She has served on the National Board of Alumnae for SU, and also as a member of the National Board of Visitor's for the College of Human Development. Presently she is a member of the Whitman School of Management National Advisory Council. In 1976, Steorts was awarded the prestigious George P. Arents Alumane Award for

Excellence in Government. This award is the most important award given to an Alumna at Syracuse University.

Television, Radio, and Publications

As a highly acclaimed author, and writer, Ms. Steorts also produces and hosts' regular television segments in the Washington metropolitan area, and appears regularly on network television and radio shows throughout the United States. She writes articles for numerous publications, both in the United States and internationally.

Nancy Harvey Steorts is a highly recognized national and international leader **who makes a difference..**

Honorable Nancy Harvey Steorts
1800 Old Meadow Road, Suite 318
McLean, Va. 22102

703-790-5116

Cell: 240-401-7782

nancysteorts@cox.net

www.nationalhomesafetyexpert.com

LARRY "BOOMER" FOSTER
President, General Brokerage
Long & Foster Real Estate, Inc.
703.653.8577
Boomer@LongandFoster.com

EXECUTIVE OFFICES
14501 George Carter Way
Chantilly, Virginia 20151
703.653.8500
LongandFoster.com

June 27, 2019

Virginia REALTORS
1031 Telegraph Road
Glen Allen, VA 23059

Dear Members of the Virginia Association of REALTORS® Delegate Body,

It is with my distinct pleasure that I recommend Nancy Harvey Steorts to serve a 2nd term as a Director of the VA REALTORS.

Nancy Steorts has been an extremely active leader in Real Estate for many years at the National, State and Regional level. She joined Long and Foster in 2010 at the invitation of Wes Foster, after she had presented an outstanding keynote address at our Silver Team Conference. She brought to Long and Foster an outstanding background of professionalism and service. She has served admirably in both the public and private sector, and no matter what the challenge, she has made outstanding contributions to society.

Nancy served under 5 Presidents of the United States and held the prestigious position of Chairman of the U.S. Consumer Product Safety Commission, the agency that regulates over 15,000 consumer products found in today's homes. In that position she worked closely with industry leaders to develop safer products, and was recognized for her work in this agency at the end of her term as one of the top 5 best leaders in the U.S. government. She worked closely with NAR during her Chairmanship. NAR formed a partnership with CPSC to promote smoke detectors, carbon-monoxide detectors, home insulation and lead-based paint using the Nation's Realtors to promote these programs to their clients. It was a national success.

Nancy excels in whatever she undertakes. After CPSC, she moved to Dallas, where she became the CEO and President of the prestigious Dallas Citizen's Council, an organization of the top CEO's who brought Nancy in to help them develop new partnerships with the public sector, in order to meet their corporate responsibilities. This was a success and resulted in outstanding cooperation with major fortune 100 companies participating in coordination with the public sector to bring about change in education, transportation, minority economic development and other major public sector initiatives.

Because of her in-depth experience at the federal level, she was tapped very quickly at the regional level of real estate. Returning to real estate was very exciting for Nancy as she wanted to experience, at the local level, many of the initiatives she put together at the national level. Long and Foster was very supportive of her involvement at the association level and supported her when she was first nominated to be on the Northern Virginia Association of Realtors Board of Directors. Nancy also took advantage of these new assignments and became very active on the Committees, and worked hard to get many designations and eventually her Broker's license. She was nominated to serve on the Northern Va.

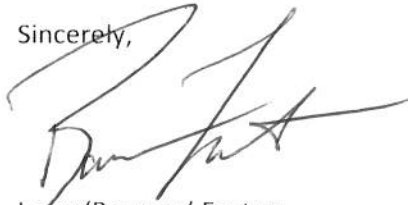
Association of Realtors Board of Directors for two years. She was active on the Board and, among other major issues, she pushed hard for a home inspection of radon for Buyers and Sellers. This was an extremely important program, as Fairfax County is a high-level radon area. This initiative passed unanimously.

Nancy has been very active in the Finance Forum and the Public Policy forum at NVAR, as well as the Legislative Activities in Richmond. She also was nominated to fill a slot on the Virginia Realtors Board of Directors and was elected to a 3-year term. Her involvement at National Association of Realtors includes appointment by the President of NAR to the Consumer Communications Committee, the Federal Financing and Housing Committee and the Land Use and Environmental Issues Committee.

In addition to her real estate work, Nancy serves on several Boards of Directors, is an author of 3 books, on safety, is a nationally recognized speaker and national radio and TV commentator, and is a highly recognized leader who makes a difference.

It is an honor for Long and Foster to have Nancy Steorts serve on the Virginia Realtors Board of Directors and we feel that her leadership capabilities in real estate will be a great asset to this Board.

Sincerely,

A handwritten signature in black ink, appearing to read 'Larry Foster', written over a white background.

Larry 'Boomer' Foster
President, General Brokerage
Long & Foster Real Estate

From: Cassandra Welch <Cassandra.Welch@LongandFoster.com>
Sent: Friday, June 28, 2019 4:49 PM
To: nancysteorts@cox.net
Subject: Endorsement for Nancy Harvey Steorts as Virginia Board of Directors (second term)

Virginia Association of Realtors
10231 Telegraph Rd
Glen Allen, VA 23059
Phone: (804) 264-5033

June 28, 2019

Dear Members of the Virginia Association of Realtors Delegate Body:

It is my pleasure to offer my unreserved recommendation for Honorable Nancy Harvey Steorts as a nominee to serve a second term as a Director for the Virginia Realtors.

I had the pleasure of meeting Nancy when I joined the Long and Foster, Mclean VA Sales brokerage. I was consistently impressed with her people management skills as well as her dedication and good humor. I've often said that if we could clone Nancy, we would never have to worry about good leadership problems again. She's been more than an advisor; she is my truly gifted mentor.

Our relationship developed over the last three plus years and continues today, during which my needs and the nature of our relationship tend to change. Nancy being aware of these changes varies the degree and type of attention, help, advice, information, and encouragement that she provides. She's also a studious businesswoman. Thanks to her suggestions, I successfully navigated through complex negotiations and the challenges of settlements that result in \$3.8 million dollars in sales my first full year as a Realtor. And clients that wrote exceptional reviews about my services.

As a successful Real Estate Broker, she won many sales awards and has been repeatedly recognized by some of the highest officials in this industry and the government, she consistently finds the time to share her knowledge, skills and abilities with new agents like myself as a way of paying it forward. Her appreciation for diversity allows her to respectfully communicate at all levels with the ability to influence without authority. She listens with the intent to understand and demonstrates she will never be beyond learning, as well as teaching. This brief summary is a part of what highlights her persona and this opportunity as one of her divine purposes. Alas, there is no doubt that Nancy will have a positive impact on our profession the way she has on me. I'm honored to be one of many who will recommend her.

Respectfully submitted,

Cassandra L Welch

Cassandra L Welch

YOUR PERSONAL REALTOR®

Director's Club

Qualified Trainer, VHDA

(202) 380.7120 Direct

(703) 522-0500 Office

<http://www.cassandrawelch.lnf.com/>

4600 Lee Hwy, Arlington, VA 22207

LONG & FOSTER | **CHRISTIE'S**
REAL ESTATE | INTERNATIONAL REAL ESTATE

Long & Foster. For the love of home.™

***WIRING INSTRUCTION ALERT: I WILL NEVER PROVIDE WIRING INSTRUCTIONS. WIRING INSTRUCTIONS SHOULD ALWAYS BE CONFIRMED WITH YOUR TITLE COMPANY BY PHONE PRIOR TO INITIATING.**

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BERKSHIRE HATHAWAY
HomeServices

June 28, 2019

Virginia Realtors
10231 Telegraph Road
Glen Allen VA 23059

To whom it may concern:

It is with great pleasure and without hesitation that I endorse and recommend Realtor Nancy Steorts for the Virginia Realtors Board of Directors.

Nancy, currently a member of the Board of Directors, has demonstrated her willingness to learn, engage and advise on any number of subjects as true steward of our Association. Nancy understands and supports the ideal of Board Members wearing a "State Hat" and in my opinion will continue her service in this way. Always willing to serve when asked and actively works for the members on her local association as well as the State and I find Nancy to be a true partner in building a strong connection between the three relationships of local, state and national.

Her experience on Boards and committees in our profession and outside is well documented in her biography attached and her reputation as an outstanding Realtor has been recognized broadly and I commend her for her service and integrity.

Sincerely,



Deborah A Baisden CRS GRI

The Agent People Love to Refer

Virginia Realtor of the Year 2018

Realtor of the Year 1999, 2015 HRRRA

Code of Ethics Award 2005, HRRRA

BHHS Chairman & Legend Awards

Circle of Excellence 29 Years, Platinum

BHHS Towne Realty

301 Lynnhaven Parkway

Virginia Beach VA 23452

President Virginia Realtors 2015

Director National Association of Realtors

State & Local Issues Policy Committee, Chair

Smart Growth Advisory Board

Public Policy Coordinating Committee



www.deborahbaisden.com

dbaisden1@cox.net

Direct 757-404-6020

Efax 866-430-4349

Licensed in Virginia

301 & 305 Lynnhaven Parkway • Virginia Beach, VA 23452 • Office: 757-486-4500 • Fax: 757-431-0578



**PROFESSIONAL,
REALTORS®**

CORPORATE OFFICE
3300-B VIRGINIA BEACH BLVD., SUITE 404
VIRGINIA BEACH, VA 23452
OFFICE (757) 222-6735
FAX (757) 226-9256

Jun 26, 2019

TO: Virginia Realtors Board Members

RE: Letter of endorsement for: Realtor Nancy Harvey Steorts

It is with great pleasure that I join NVAR in support of the re-election of Realtor Nancy Harvey Steorts to the Virginia Realtors Board of Directors for another term. Nancy's resume speaks volumes of personal dedication and commitment to our Nation and its citizens. In reviewing her resume, I was thrilled and impressed to note Nancy's long history of public, private, academic, governmental and industry service. She has enjoyed the honor of being recognized by numerous entities outside of our industry for her excellence, service, authorship and dedication to public safety while maintaining an outstanding real estate career.

Nancy has demonstrated that she will continue to work diligently for Virginia Realtors and is ready to do so. As an associate broker with Long and Foster, Nancy is at the forefront of the challenges that our members face daily in conducting a successful real estate career. Her record of service for NVAR, VR and NAR is further evidence that she is a thoughtful, analytical thinker. Nancy considers best interest of the industry, our members and that of the general public with the expertise that she brings to the debate and discussion.

It is with great pleasure that I offer my full support in her quest to continue to serve the Realtor family at the State level.

In Realtor Spirit,

**Dorcas Helfant-Browning
Principal Broker & Managing Partner
Coldwell Banker Professional, Realtors
NAR Past President
Virginia Realtor, Past President**



Takes You Further.®

CHRISTINE RICHARDSON – President
RYAN T. CONRAD, CAE, CIPS, RCE – Chief Executive Officer

Via Email

Dear Members of the Virginia Association of REALTORS® Delegate Body,

As Chief Executive Officer of the Northern Virginia Association of REALTORS® (NVAR), it is my pleasure to recommend Nancy Steorts for election to the Board of Directors.

We believe Nancy has the skill, experience, and leadership to serve as a Director representing our region. Nancy comes with extensive experience as she has served on various NVAR committees, such as the Education Committee and Board of Directors. She is currently on the Public Policy Committee for the fifth year and the Real Estate Finance & Settlement Forum for the second year. Nancy is a valuable asset to all the committees she is and has been a part of.

It is our hope that Delegate Body will act favorably upon her application to serve as a VR Director.

Respectfully,

Ryan T. Conrad
Chief Executive Officer



Affiliated with the
National Association
of REALTORS®

Fairfax Headquarters
8407 Pennell Street
Fairfax, VA 22031
703.207.3200

Herndon Center
520 Huntmar Park Drive
Herndon, VA 20170
703.207.3213

Department Phones
Membership 703.207.3256
Education 703.207.3244
Realtor® Shop 703.207.3215

Social Media
"Like" Us on Facebook: NVAR
Twitter: @NVAR
LinkedIn: NVAR



June 25, 2019

Virginia REALTORS
10231 Telegraph Road
Glen Allen, VA 23059

Dear Members of the Virginia Association of REALTORS Delegate Body,

I am writing to you regarding Nancy Harvey Steorts' reappointment to the Virginia REALTORS Board of Directors (VR) for a second three year term.


I first met Nancy in 2009 when, serving as NVAR's chair, I appointed her to the newly formed Green Task Force. Because it was a new group, I personally hand-picked the members. Nancy was one of the choice picks because of her background as the Chairman of the U.S. Consumer Products Safety Commission, I wanted her participation as I knew she would bring a different dimension to the Task Force—and she did!

Since then I've had the pleasure of working side by side with her in both the NVAR Finance Forum and the NVAR Public Policy Committee. She is insightful, forward thinking, articulate and has a true passion for her profession.

Having served myself for 6 years on the VR Board, I feel Nancy will continue to be an asset and compliment an already strong and diverse board. It's not often that someone of her caliber agrees to take time out of her busy schedule to service. She sees the value and wants to continue giving back to a profession that she dearly loves.

Without hesitation, I would strongly urge the Delegate Body to unanimously approve Nancy's appointment.

Sincerely


Susan Mekenney
VR Director 2010-2015
2018 RPAC Hall of Fame

8442 Old Keene Mill Road, Springfield, VA 22152



Shane McCullar

License Type: Broker

KW Metro Center

Position in Real Estate Firm: CEO

Tier A- Northern Virginia

Member of Virginia REALTORS® - 13 years

Felony Convictions	None
License Violations	None
Professional Standards Violations	None

Production *Branch if owner or manager; Personal if sales agent*

	Sides	Volume
2019 YTD	1985	1,017,585,404
2018	2970	\$1,544,718,414

RPAC Involvement

	\$ Amount Contributed
2018	\$10,000 - Platinum R
2017	\$-
2016	\$99

Virginia REALTORS® Committee Involvement last 5 years

Board of Directors	Member of Committee	2019
Public Policy Committee	BOD Liaison	2019
Public Policy Committee	Member of Committee	2018
Annual Convention Work Group	Chair	2016
Board of Directors	Member of Committee	2014
RPAC Fundraising and Broker Involvement Workgroup	Member of Committee	2014
Budget Committee	Member of Committee	2014
RPAC Fundraising Chairs Forum	Chair	2014

Licensed in other state(s): No
Real Estate Specialty: Residential
Attachments: Endorsement(s)

Office Information

KW Metro Center
Alexandria, Virginia

Licensees in your firm: 700
Licensees in your office:
Branches in your firm: 3

Applicant Information

College/University Degree(s): University of Mississippi

Professional/Educational Designations: BA, Series 7

Do you perform real estate licensed services for customers or clients other than yourself?
No

Previous REALTOR® association involvement within your local, state, or national REALTOR® association:

Northern Virginia Association of REALTORS®

- Board of Directors
- Government Affairs
- Arbitration
- NV/RPAC Trustees

Virginia REALTORS®

- Board of Directors 4 years
- Public Policy
- Public Policy BOD Liaison
- State Chairman of RPAC fundraising

NAR Institute/Society/Council/Section memberships held: N/A

Significant civic/community/professional group involvement and accomplishments:

Boys Town major sponsor
KW Cares largest contributor in VA

Why do you want to be a member of the Board of Directors?

I believe that being a REALTOR® comes with responsibilities to the public and to our fellow real estate professionals. The way in which to impact that, is by being involved, being part of the conversation, being at the table. For over 22 years, I have been a fierce protector of property rights and moving the path to home ownership to more people. I believe I have something to contribute as a REALTOR® and as a Broker of so many agents and their clients.

In your opinion, what are the three greatest challenges the real estate industry must confront during the next three years? Please elaborate briefly.

Scarcity
Affordability
Building responsibly and yet still building

Via Email

Dear Members of the Virginia REALTORS® Delegate Body,

As Chief Executive Officer of the Northern Virginia Association of REALTORS® (NVAR), it is my pleasure to recommend Shane McCullar for election to the Board of Directors.

We believe Shane has the skill, experience and leadership to serve as a Director representing our region. Shane comes with extensive experience serving on various NVAR committees, such as the Board of Directors, NV/RPAC Trustees, Government Affairs, and Arbitration. Shane also is a strong advocate for RPAC within our association, its members, and the industry as whole.

We strongly believe his leadership, record of service, and success as a Broker is the perfect combination of talent, experience and dedication that NVAR aspires to engage.

It is our hope that Delegate Body will act favorably upon Shane's application to serve as a VR Director.

Respectfully,

A handwritten signature in black ink, appearing to read "Ryan T. Conrad". The signature is fluid and cursive, with the first name "Ryan" being the most prominent.

Ryan T. Conrad
Chief Executive Officer



Deborah Baxter

License Type: Broker

Coppermine Realty

Position in Real Estate Firm: Principal Broker/Owner

Tier A- Northern Virginia

Prince William *(Secondary Association)*

Member of Virginia REALTORS® - 7 years

Felony Convictions	None
License Violations	None
Professional Standards Violations	None

Production

Branch if owner or manager; Personal if sales agent

	Sides	Volume
2019 YTD	8	\$3,861,963
2018	16	\$4,454,098

RPAC Involvement

	\$ Amount Contributed
2018	\$110
2017	\$114
2016	\$99

Virginia REALTORS® Committee Involvement last 5 years

Professional Development Committee	Member of Committee	2018
PDC Supervising/Managing Broker Certification WG	Member of Committee	2019
Professional Standards & Grievance Committee	Member of Committee	2017

Licensed in other state(s): Yes; Maryland and Washington DC

Real Estate Specialty: Residential

Attachments: Résumé
Endorsement(s)

Office Information

Coppermine Realty

clifton, Virginia

Licensees in your firm: 28

Licensees in your office: 28

Branches in your firm: 1

Applicant Information

College/University Degree(s): N/A

Professional/Educational Designations: CIPS

Do you perform real estate licensed services for customers or clients other than yourself?

No

Previous REALTOR® association involvement within your local, state, or national REALTOR® association:

- Served on the Professional Standards Committee for VAR in 2018
- Serving on the Professional Development Committee for Virginia REALTORS® in 2019
- Served on the Grievance Committee for NVAR in 2018
- Serving on the Professional Standards Committee for NVAR in 2019
- Serving on the Small Broker Forum as Co Chair for NVAR in 2019

NAR Institute/Society/Council/Section memberships held: N/A

Significant civic/community/professional group involvement and accomplishments:

I am a life time member of the VFW #7589 in Manassas VA
Volunteer for the Purple Stride event for Pancreatic Cancer Research
Member of the Nokesville Business Chamber

Why do you want to be a member of the Board of Directors?

I am passionate about helping to improve, contribute and enhance my communities, both as Realtors and as a property owner in the commonwealth of Virginia.

In your opinion, what are the three greatest challenges the real estate industry must confront during the next three years? Please elaborate briefly.

The i buyer platform as the consumer is not being represented properly

The online brokerages & the i buyer platform as it is diminishing the role of an real estate agent

Federal Regulation that interferes with the local/sate property owners rights & usage of their own property

Contact

12644 Chapel Road
Clifton, Va 20124
703-898-0863 (Mobile)
debbie@copperminerealty.com

www.linkedin.com/in/debbiebaxter
(LinkedIn)
bettercallbaxter.com (Personal)
www.simplifyingthemarket.com/en/
(Blog)

Top Skills

Short Sales
REO
Real Estate Transactions

Languages

English

Certifications

Certified International Property
Specialist
Virginia Notary

Debbie Baxter

Principal Broker/Co Founder/Co Owner of Coppermine Realty
Washington D.C. Metro Area

Summary

I started in the Real Estate business in 1995 and was PWAR top producer from 1997 to 2005. I then went into ownership and management and purchased my first Keller Williams franchise in January of 2003 in Martinsburg WV. I served as Operating Principal and Team Leader until October of 2003 when I hired someone for The Team Leader position. I then opened my second franchise in Fredericksburg, Va in 2004 as the Operating Principal and Team Leader in which I received the Keller Williams launch of the year award for in February of 2006. I then opened my third franchise in Stafford, Va in 2005, my fourth in March of 2006, and my fifth and final in October of 2006. I then was offered the Regional Director position for the Keller Williams Maryland/DC region in December of 2006 in which I held until December of 2011. I served as the Team Leader/CEO of the Keller Williams office in Tyson's Corner Virginia from Dec of 2011 through June 30th 2014 and grew that KW office from 81 agents to 250 agents in 2.5 years and increased profits by over 182%. In August of 2014 I decided to go back into sales and moved to Weichert Realtors. In August of 2016 I decided to open my own brokerage with 2 colleagues called Coppermine Realty "Conducting Business with Excellence" located in Clifton VA. We are licensed in VA, Maryland, and DC

Experience

Coppermine Realty
Owner/Principal Broker in Va, MD, & DC
August 2016 - Present
Clifton VA

Licensed Broker and Owner in Maryland , DC & Virginia with over 20 yrs of experience

Therrien For Congress
Campaign Manager
April 2016 - August 2016 (5 months)

Annapolis Maryland

As a country we need a strong leader who is in touch with the needs and wants of the ordinary citizen and who can represent us in congress and be our voice. David is that leader !!! I have known David for several years and personally watched him in very tedious and sometimes hostile business situations where he was able to negotiate on behalf of the interests of his business partners while never conceding on theirs nor his values, goals, and beliefs. David is a very resourceful, loyal, intelligent, and extremely talented man who will represent his constituents with dignity and complete commitment. As a Independent I am honored to be David's Campaign Manager!!!

Weichert, Realtors

Associate Broker

August 2014 - August 2016 (2 years 1 month)

Burke Virginia

Assist our clients in the buying and selling of real estate

Weichert, Realtors

Mentor

August 2014 - August 2016 (2 years 1 month)

Burke Va

As a Real Estate Broker with over 20 years of experience in Real Estate one of my favorite things is when I mentor new agents entering the real estate industry. Their excitement and eagerness to learn gets my energy going and keeps my perspective fresh and open to new ideas .

Arriva Realty Group

CEO/Owner

August 2014 - August 2016 (2 years 1 month)

Burke Virginia

Helping our clients, customers, family and friends achieve their goal of Home Ownership as well as acquire wealth through the buying, selling and investing in Real Estate

Keller Williams Realty, Inc.

Real Estate Broker

January 1996 - September 2014 (18 years 9 months)

Falls Church Va

I help people achieve their personal goals and acquire wealth through the buying, selling and renting of real estate properties

Keller Williams Vienna Realty

Team Leader/CEO

November 2011 - June 2014 (2 years 8 months)

Tyson's Corner/Vienna

Identify talented and business minded real estate professionals and assist them in building business's worth owning, careers worth having and lives worth living

Keller Williams Realty

Operating Principal

January 2003 - June 2014 (11 years 6 months)

I identified and hire top talented agents in my market place and ran a very successful and profitable office

Keller Williams Realty

Regional Director

December 2006 - December 2011 (5 years 1 month)

I was the representative for Keller Williams Realty International in the state of Maryland and the District of Columbia. I supported and consulted existing KW franchisees and identified and recruited top real estate agents as well as new franchisees

Keller Williams Realty/ALC Memeber

ALC Member

January 1998 - December 2005 (8 years)

Manassas Va

Sat on the Board of Directors as one of the top producing agents in the Manassas office

Education

Landmark Education

Leadership, Leadership Development · (2014 - 2015)

Northern Virginia Community College

Associate's degree, Business Administration and Management, General · (1987 - 1991)

Northern Virginia Community College

Associate's Degree, Business Administration and Management,
General · (1987 - 1990)

Osbourn Park High School

Advanced, Business Administration and Management, General · (1984 - 1987)

Via Email

Dear Members of the Virginia Association of REALTORS® Delegate Body,

As Chief Executive Officer of the Northern Virginia Association of REALTORS® (NVAR), it is my pleasure to recommend Deborah Baxter for election to the Board of Directors.

We believe Deborah has the skill, experience and leadership to serve as a Director representing our region. She comes with extensive experience of over 20 years in the Real Estate industry and has served on various NVAR committees, such as the Grievance Committee, Professional Standards and Arbitration, as well as the Small Broker Forum. We strongly believe her leadership, record of service, and success as a Broker is the perfect combination of talent, experience and dedication that NVAR aspires to engage.

It is our hope that Delegate Body will act favorably upon Deborah's application to serve as a VR Director.

Respectfully,

A handwritten signature in black ink, appearing to read "Ryan T. Conrad". The signature is fluid and cursive, with a prominent initial "R" and "C".

Ryan T. Conrad
Chief Executive Officer



Curt Reichstetter

License Type: Associate Broker

Clocktower Realty Group

Position in Real Estate Firm: Associate Broker

Tier B - Richmond

Member of Virginia REALTORS® - 29 years

Felony Convictions	None
License Violations	None
Professional Standards Violations	None

Production

Branch if owner or manager; Personal if sales agent

	Sides	Volume
2019 YTD	12	\$920,813.00
2018	20	\$2,634,030.00

RPAC Involvement

	\$ Amount Contributed
2018	\$500
2017	\$250
2016	\$250

Virginia REALTORS® Committee Involvement last 5 years

Delegate Body	Delegate	2019
Delegate Body	Delegate	2018
Delegate Body	Delegate	2017

Licensed in other state(s): No
Real Estate Specialty: Residential

Attachments:

Office Information

Clocktower Realty Group

Richmond, Virginia

Licensees in your firm: 60
Licensees in your office: 25
Branches in your firm: 2

Applicant Information

College/University Degree(s): BA

Professional/Educational Designations: Omega Tau Rho

Do you perform real estate licensed services for customers or clients other than yourself?

Yes

Previous REALTOR® association involvement within your local, state, or national REALTOR® association:

Richmond Association of REALTORS®:

- 01/04-12/11-RAR Education Committee
- 01/10-current-RAR Legislative Committee
- 01/14-current-CVRMLS Board of Directors
- 01/14-current- RAR Board of Directors
- 12/15-Leadership Development Academy at RAR
- 01/15-Current-RPAC Trustee member for Richmond Association of Realtors
- 01/17-12/18- RAR Nominating & Elections Committee
- 01/17-12/17- MLS Committee
- 01/16-12/17- RAR Local Impact Fund Advisory
- 01/16-current- RAR Budget & Finance Committee
- 01/16-current- CVRMLS Budget & Finance Committee
- 01/17-current- RAR Broker Council
- 01/18-12/18-RAR Realist Focus Group
- 01/01/2019-Current-Richmond Association of Realtor's 2019 Board of Directors President

National Association of REALTORS®:

- 01/18-current-NAR Housing Opportunity Committee

NAR Institute/Society/Council/Section memberships held: N/A

Significant civic/community/professional group involvement and accomplishments:

1. Serve on the BOD for REACHcycles which is a non-profit that gives bikes to kids with disabilities.
2. Member of The Virginia REALTOR Honor Society for 2018.
3. Received my "Commitment to Excellence Endorsement" from NAR in 2019.

Why do you want to be a member of the Board of Directors?

I have always felt that it was important to be involved with the REALTOR® associations because it's the best way to know what's going on and to have a say in the direction that our industry is headed. People complain about rules and regulations but they don't bother to get involved to change them. If you want to make a difference, you've got to get involved. By being on the Board of Directors at Virginia REALTORS® I feel I can represent my fellow REALTORS® at the local level and give them a voice.

In your opinion, what are the three greatest challenges the real estate industry must confront during the next three years? Please elaborate briefly.

- Disruption of the standard Real Estate model - ebuyers, internet offers without agents
- The ageing of the REALTOR® membership and the challenges getting newer younger members into the organization
- We must embrace new ways of doing business that make sense for the industry as a whole.



Sherry Maser

License Type: Broker

Howard Hanna Real Estate Services

Position in Real Estate Firm: Managing Broker

Tier B - Hampton Roads

Member of Virginia REALTORS® - 22 years

Felony Convictions	None
License Violations	None
Professional Standards Violations	None

Production

Branch if owner or manager; Personal if sales agent

	Sides	Volume
2019 YTD	139	\$40,000,000
2018	272	\$80,000,000

RPAC Involvement

\$ Amount Contributed

2018	\$1,000 - Sterling R
2017	\$1,035 - Sterling R
2016	\$1,117 - Sterling R

Virginia REALTORS® Committee Involvement last 5 years

Delegate Body	Delegate	2018
Professional Standards & Grievance Committee	Vice Chair	2018
Delegate Body	Delegate	2016
Delegate Body	Member of Committee	2015
Virginia Leadership Academy	2015 VLA Member	2015

Licensed in other state(s): No
Real Estate Specialty: Residential
Attachments: Résumé
Endorsement(s)

Office Information

Howard Hanna Real Estate Services
Chesapeake, Virginia

Licensees in your firm: 600 in Virginia
Licensees in your office: 35
Branches in your firm: 17 in Virginia

Applicant Information

College/University Degree(s):

Professional/Educational Designations: CRB, GRI, CMP, CSP, MCSP, MIRM

Do you perform real estate licensed services for customers or clients other than yourself?
No

Previous REALTOR® association involvement within your local, state, or national REALTOR® association:

I became involved in the Government Affairs Committee and have attended Realtor Day on the Hill many times. As a previous new home's agent, I got involved in the New Homes Council where I went on to the position of Vice Chair and was Chair 2 years. I have been a long-time member of our Realtor/Lawyer Committee. I was a member of the Grievance Committee for 3 years, the COE Advisory Group and have been a member of Owners/Manager's Council for numerous years. I have served on the HRRRA BOD in the capacity of New Homes Council Chair in 2013 and 2014, Budget & Finance Chair 2015, Incoming Chairman 2016 and 2017 Chairman of the Board. I am 2019 Chair of the HRRRA Realtor of the Year Selection Committee and Chair of the Circle of Excellence Advisory Group. I am a graduate of the 2015 Virginia Leadership Academy. I was Vice Chair of the VR Professional Standards Committee in 2018. I was a 2018 member of the NAR Resort & Second Home Committee.

NAR Institute/Society/Council/Section memberships held:
2018 Inductee Omega Tau Rho
Real Estate Business Institute REBI

Significant civic/community/professional group involvement and accomplishments:

- Member LPGA Amateur Golf Association, Hampton Roads Chapter
- Rotary International, Chesapeake Chapter
- American Cancer Society, Relay for Life, Grassfield for a Cure
- Every year my company, Howard Hanna Real Estate, raises funds for the CHKD Children's Free Care Fund. I am always very involved. Last year, I led my office to raise \$14,500. Our company raised over \$100,000 locally.

Why do you want to be a member of the Board of Directors?

I feel it is important to give back to the association that I have thrived in for over 20 years. I believe I can best do that by continuing to serve at the State level. I have served HRRA in many capacities including 2017 Chairman of the Board, 2015 Vice Chair of Finance and 2012 & 2013 Chair of the New Homes Council. I am 2019 Chair of the Realtor of the Year Selection Panel and the Circle of Excellent Criteria Committee for HRRA. I have previously served at the state level as Vice Chair of Professional Standards. I have served on the Resort & Second Home Committee for NAR. I am a graduate of the 2015 Virginia Leadership Academy.

In your opinion, what are the three greatest challenges the real estate industry must confront during the next three years? Please elaborate briefly.

1. The Hampton Roads area continues to experience an inventory shortage resulting in multiple offer situations and escalation clauses.
2. Our commissions continue to be under attack because of business models and pricing models from discount brokers. Many consumers under-value REALTORS®. I believe higher standards of education would benefit our industry and possibly cut down on part-time and untrained agents that impact our industry's reputation. It would be easier to justify our compensation if more of the public viewed agents at a higher level of professionalism.
3. I was born at the end of the baby boom and I realize that we have a massive number of people who will need age appropriate housing. We are not prepared. Ranch homes have a larger footprint requiring more land; they're more expensive to build. The baby boomers will need to make modifications to their current homes enabling them to age in place due to a shortage of homes that meet their needs.

Sherry Maser, CMP, CRB, CSP, GRI, MCSP, MIRM, SRES
Managing Broker, Realtor

757.567.3959
Maserhomes@gmail.com

~ FIRM AFFILIATION

- Managing Broker – Howard Hanna William E. Wood, Great Bridge Office, Chesapeake, 4/2019-present
- Managing Broker –Howard Hanna William E. Wood, Lynnhaven Office, Virginia Beach, 04/15-04/19
- Managing Broker- ERA Real Estate Professionals, Great Bridge Office, Chesapeake, 12/13 – 04/15, Tom Groves, Owner, 757.424.0646
- Associate Broker, Site Manager -William E. Wood & Associates, Virginia Beach, 01/2013- 01/2014; Brenda Reid, Director, 757.318.3803
- Associate Broker - Rose & Womble Realty, Chesapeake Office, 02/1998 - 01/2013; Karen Gaskins, Manager, 757.436.3636
- Site Manager - Rose & Womble Realty, New Homes Division, 06/2004-01/2013; Dianne Gordon, General Manager, 757-935-9010 Builders represented:
Napolitano Homes, Stephen Alexander Homes, Ashdon Builders, Classic Design Builders, Hearndon Construction, Chesapeake Homes, Pace Construction, McQ Builders, G.S. Williams Custom Homes, Ainslie-Widener, Inc., Princess Anne Builders

~ EDUCATION

- Principles of Real Estate, Tidewater School of Real Estate, 1998
- BROKER LICENSURE, Alpha College of Real Estate, 2003
 - Principles of Real Estate Law 40 hrs.
 - Principles of Real Estate Brokerage 40 hrs.
 - Principles of Real Estate Finance 40 hrs.
 - Principles of Real Estate Appraisal 40 hrs.
- ABR- Accredited Buyer Representation Courses
- CSP -Certified New Homes Sales Professional Training
 - Anatomy of a Home – Tidewater Builders Association

- Essential Closing Strategies - National Association of Home Builders
- MCSP - Master Certified New Homes Sales Professional Training 50 hrs. (National Association of Home Builders)
 - Increased Profits Through Effective Builder/Broker Cooperation
 - Effective Marketing on a Shoestring Budget
 - House Construction as a Selling Tool
- Blueprint Reading, Hampton Roads Realtor Association
- Multicultural Selling - National Association of Home Builders
- Train the Trainer - National Association of Home Builders
- Certified New Homes Marketing Professional

IRM I - Understanding Housing Markets & Consumers-National Association of Home Builders

IRM II - Marketing Strategies, Plans and Budgets - NAHB

IRM III - Lifestyle Merchandising, Advertising & Promotion Strategies - NAHB

IRM IV - The Challenge of New Homes Sales Management - NAHB

Recruiter Certification, The Training Academy

ERA Virtual Change Management Coaching

Virginia Association of Realtors 2015 Leadership Academy

~ DESIGNATIONS

- MIRM, Master Institute of Residential Marketing
- Principal Instructor, CSP course, National Association of Home Builders
- GRI, Graduate Realtor Institute
- CRB – Certified Residential Real Estate Brokerage Manager
- CSP, Certified New Homes Sales Professional
- MCSP, Master Certified New Homes Sales Professional
- CMP, Certified New Homes Marketing Professional
- SRES, Senior Real Estate Specialist

~ PROFESSIONAL ASSOCIATIONS

- National Association of Home Builders, SMC Institute of Residential Marketing
- National Association of Realtors

- Virginia Realtors
- Hampton Roads Realtors Association
- Graduate Realtor Institute

~POSITIONS/COMMITTEES

- Virginia Realtors, 2018 Vice-Chair Professional Standards
- Virginia Realtors, 2015-17, Board of Directors
- National Association of Realtors, 2018 Resort & Second Home Committee
- National Association of Realtors, 2016-17, Delegate
- Hampton Roads Realtors Assoc., Chairman of the Board 2017
- Hampton Roads Realtor Association Board of Directors 2013-2018
- Hampton Roads Realtor Association Executive Committee 2015-2018
- HRRA, 2019 Chair, Circle of Excellence Criteria Committee
- HRRA, 2019 Chair, Realtor of the Year Selection Panel
- HRRA Chair, Budget & Finance Committee, 2015
- HRRA New Homes Council, 2014 Chair, 2013 Chair, 2012 Vice-Chair
- Hampton Roads Realtor Association Grievance Committee, 2014, 2015, 2016
- HRRA Circle of Excellence Advisory Board, 2014, 2015
- HRRA Governmental Affairs Committee
- HRRA Realtor Lawyer Committee
- HRRA Owners/Managers Council
- Peninsula Housing & Builders Association Sales & Marketing Council, 2010 Co-Chair
- National Association of Home Builders Sales & Marketing Council
- Norfolk City Union of the Kings Daughters, Great Bridge Circle
- American Cancer Society Relay for Life, Grassfield for a Cure
- Rotary International, Chesapeake
- LPGA Amateur Golf Association, HR Chapter

~ AWARDS

- Omega Tau Rho, National Association of Realtors
- Broker of the Year 2017 Hampton Roads Realtors Association
- 2016 Quantum Leap Office of the Year
- Circle of Excellence Silver 2006, 2007, 2009, 2011
- Circle of Excellence Bronze 2002, 2003, 2005
- Circle of Excellence Copper 2012, 2013
- Peninsula Builders Assoc. Sales & Marketing Council Bronze Saw Award 2005, 2008
- Peninsula Builders Association Sales & Marketing Council Gold Hammer Award 2006, 2011
- Peninsula Builders Association Sales & Marketing Council Silver Nail Award 2007, 2009, 2010

TO WHOM IT MAY CONCERN

RE: SHERRY MASER

I would like to lend my endorsement for Sherry for the VA Realtor Board of Directors. Sherry is an outstanding person, one who everyone looks up to. She has that type of personality that you automatically want to gravitate to. Her leadership style is soft, quiet natured, listens intently and thinks things through before speaking. She is a true leader. I think she did an outstanding job in her position as Chairman of HRRRA.

Sherry will be a great addition in the role of director and will be a loyal contributor in whatever is needed. She will follow-up, be consistent and will be looked up to across the state. I know that the agents in her office adore her and work for her. She is a good teacher and especially a great role model for everyone. I would definitely vote for her to have a seat at the table.

In addition, I think she is interested in Professional Standards. Having said all the above qualities, they would fit into her as the role model for a Realtor, as she certainly stands out among the crowd and lives the life as a Realtor should.

Sherry has my full support for any position, but I would like to see her on the Board of Directors for Virginia and to represent us at the NAR level.

Sincerely,

A handwritten signature in cursive script that reads "Ann Palmateer". The signature is written in black ink and is positioned below the word "Sincerely,".

Ann Palmateer, 42 years as a REALTOR

BHHS Towne Realty

Associate Broker VA

Broker & BIC North Carolina

NAR Chairman's Eagle Award

Code of Ethics Awards VR & HRRRA

Hall of Fame VR

Lifetime Achievement HRRRA



May 7, 2019

Nominating Committee
Virginia Realtors Association

RE: Sherry Maser

It is with great pleasure that I write this letter of recommendation for REALTOR Sherry Maser in support of her application for a Virginia Realtor Committee. Sherry was the HRRRA 2017 Chairman of the Association, served on the Executive Committee, Board of Directors, chaired various committees and has graciously volunteered for many years. I have enjoyed serving with Sherry and admire her leadership and teamwork acumen - our association would be blessed having her on board!

All my best,

A handwritten signature in blue ink, which appears to read 'C Hawks', is positioned below the text 'All my best,'.

Cindy Hawks White
Principal Broker
Keller Williams Realty
968 First Colonial Road #104
Virginia Beach VA 23454



CORPORATE OFFICE
3300-B VIRGINIA BEACH BLVD., SUITE 404
VIRGINIA BEACH, VA 23452
OFFICE (757) 222-6735
FAX (757) 226-9256

May 6, 2019

TO: Virginia Realtors Board Members

**RE: Letter of endorsement for:
Sherry Maser, GRI, MIRM, SRES**

It is with great enthusiasm that I recommend Sherry Maser's service and election to the Virginia Realtors Board of Directors. As a broker/co-owner of a multi office firm in the in the cities of Hampton Roads, we encourage activities in our local Association(s). It is a joy to observe the qualities of those Realtors who provide HRRRA leadership each year.

Sherry has demonstrated that she will work diligently for Virginia Realtors by the success that she has achieved as Managing Broker with Howard Hanna Associates Real Estate Services at one of its very successful branches while holding various Association Committee Chairmanships and elected HRRRA offices. She has exceptional an exception service and member engagement record. As the 2017 Chair of HRRRA, Sherry understand the strength and quality of the Realtor organization and provided exception leadership with an eye to broad member participation. However due to business demands she had to fall back for a year. Sherry is now ready to continue her participation and I am thrilled that she has elected to pursue BOD membership.

It is will great pleasure that I offer my full support in her quest to serve the Realtor family at the State level.

In Realtor Spirit,

A handwritten signature in blue ink, appearing to read "Dorcas Helfant-Browning".

**Dorcas Helfant-Browning
Principal Broker & Managing Partner
Coldwell Banker Professional, Realtors
NAR Past President
Virginia Realtor, Past President**



WILLIAM E. WOOD

Administrative Office
800 Newtown Road
Virginia Beach, VA 23462
(757) 499-9663

May 6th, 2019

To: Virginia Realtors Selection Committee.

Re: Letter of Endorsement for;

Sherry Maser, GRI, MIRM, SRES

It is with great pleasure that I would like to recommend Sherry Maser for a position on the Board of Directors or the Professional Standards committee of the Virginia REALTORS Association. Having been a member for over forty years I have witnessed the quality of individuals that have taken our association to the next level. Sherry Maser is that type of individual.

Working with Sherry at Howard Hanna/William E Wood I have observed her leadership first hand. Whether serving on a committee, leading a committee or directing the Hampton Roads REALTORS Association as Chair in 2017, Sherry leaves her mark on making anything she is involved better for those who come later.

We see coming through the Virginia REALTORS Association selection process people who seek a position for various reasons. Although I applaud our members for stepping up, I think one needs to look at those that can make a difference. Sherry Maser is that kind of person. Focused, open to new ideas yet never losing sight of the requirement of any position she holds.

I strongly endorse Sherry Maser as I believe she would be an asset to the Virginia REALTORS Association.

Sincerely,

A handwritten signature in black ink, appearing to read "J.G. Voss".

J.G. Voss

Director of Business Development

Howard Hanna/William E Wood.



05/15/2019

Kimberly Plourde
EXIT Realty Central
870 N.Military Highway Suite 100
Norfolk, VA 23502

Dear Nominating Committee:

I am writing to recommend Sherry Maser for the board of directors for Virginia Realtors. I have known Sherry for years, and have worked with her on the Board of Directors for HRRA (Hampton Roads Realtors Association), where she served as Chairman of the Board in 2017. During her time as Chairman, Sherry exemplified leadership and was instrumental in leading me into my higher leadership roles. Her guidance and mentorship, combined with her passion for the real estate industry, is contagious, promoting our industry to the public and captivating the professionals in our industry to participate. I highly recommend Sherry to the Board of Virginia Realtors and believe her knowledge and enthusiasm will help propel our association forward. Feel free to contact me as necessary at 757-328-9886 or soldhamptonroads@gmail.com.

All my Best,

Kimberly Plourde
HRRA Chairman of the Board 2019



Fatima Pereira-Shepherd

License Type: Associate Broker

Long & Foster Real Estate Inc

Position in Real Estate Firm: Managing/Supervising Broker

Tier B- Prince William

Northern Virginia *(Secondary Association)*

Member of Virginia REALTORS® - 15 years

Felony Convictions	None
License Violations	None
Professional Standards Violations	None

Production

Branch if owner or manager; Personal if sales agent

	Sides	Volume
2019 YTD		\$60,174,000
2018		84,860,804

RPAC Involvement

	\$ Amount Contributed
2018	\$99
2017	\$228
2016	\$199

Virginia REALTORS® Committee Involvement last 5 years

Professional Development Committee	Chair	2019
Supervising/Managing Broker Certification WG	Ex-Officio	2019
VLA Alumni Board	Member of Committee	2019
Professional Standards & Grievance Committee	Member of Committee	2018
Professional Development Committee	Vice Chair	2018
Supervising/Managing Broker Certification WG	Ex-Officio	2018
Grievance Committee	Member of Committee	2017

Professional Development Committee	Member of Committee	2017
Pre-License Education Subcommittee	Member of Committee	2017
Grievance Committee	Member of Committee	2016
Professional Development Committee	Member of Committee	2016
Risk Management Committee	Member of Committee	2015
Virginia Leadership Academy	2015 VLA Member	2015
Risk Management Committee	Member of Committee	2014

Licensed in other state(s): Yes: District of Columbia and Maryland

Real Estate Specialty: Residential

Attachments: Résumé
Endorsement(s)

Office Information

Long & Foster Real Estate Inc

Chantilly, Virginia

Licensees in your firm: 10,000

Licensees in your office: 200

Branches in your firm: 250

Applicant Information

College/University Degree(s): GRI, ABR, SFR, CDPE, CNE,

Professional/Educational Designations: Please see attached resume

Do you perform real estate licensed services for customers or clients other than yourself?

Yes

Previous REALTOR® association involvement within your local, state, or national REALTOR® association:

- Member of the PWAR Community Service Committee, 2004-2011/Vice Chair 2007-2010/Chair 2011-2012
- Member of the PWAR Insider Committee, 2009-2011/Chair 2011
- Member of the PWAR Education Committee, 2005-2012
- Member of the PWAR Professional Standards Committee, 2016-2019
- Member of the NVAR Professional Standards Committee, 2018-2019
- Member of the VR Public Policy Advocacy Group, 2009
- Member of the VR Risk Management Committee, 2014, 2015, 2016
- Member of the VR Grievance Committee, 2016-2019
- Member of the VR Professional Standards Committee, 2018-2019
- Member of the VR Professional Development Committee, 2016, 2017, Vice-Chair 2018, Chair 2019
- Member of the VR Leadership Academy Board, 2016 – present
- Member of the VR Honor Society, 2015
- Member of the Realtors® Association of Prince William Board of Director, 2009-2014. Vice Pres 2015
- Member of the Women’s Council of Realtors® NoVA Metro Chap, 2010-2014/Pres-Elect 2010/Pres 2011
- Member of the Women’s Council of Realtors® Virginia State Chap, 2012 Secretary/Pres-Elect 2013-2014
- Graduate of the PWAR Leadership Institute, 2006
- Graduate of the Association Leadership Development Program, 2009
- Graduate of the Virginia Association of Realtors Leadership Academy, 2015

NAR Institute/Society/Council/Section memberships held: N/A

Significant civic/community/professional group involvement and accomplishments:

Member of the American Diabetes Association Northern Virginia County Chapter, 2007-2012/Member of the City of Manassas Architectural Review Board, 2009-2018/Member of the Historic Manassas Inc. Board of Directors, 2015-Current, Secretary/2015 City of Manassas Outstanding Volunteer Award

Why do you want to be a member of the Board of Directors?

I am a believer in the importance of professionalism, education, advocacy and leadership; which all play a large role starting at the Virginia Realtors association level. As the leadership team that represents our members we have to fight to protect of our Realtor rights as well as the rights of Home-ownership. Since becoming a member of the association I've always been an RPAC investor, in the beginning on the lower level, but as I grow into my career I quickly learned the importance of RPAC and was a Sterling R contribute for a couple of years. I believe in RPAC and what it can do for our industry and home-ownership. I believe strongly in providing training, education, support, and tools to all Realtors and provide my agents within my company all that is needed to not only be successful, but to also be a professional with high morals, integrity, knowledge, skills and be a supporter of our industry by educating them on what RPAC and why they should be a supporter. I feel that I can be a great asset to our board and the members. I enjoyed greatly being a part of the PWAR board of directors for many years. I continue to stay involved on both the PWAR and NVAR association level; as well as on the state and national level.

In your opinion, what are the three greatest challenges the real estate industry must confront during the next three years? Please elaborate briefly.

I really like the article in REALTOR® Magazine on March 7, 2019 'Biggest Challenges for Real Estate Firms Over Next 2 Years'. This article is very informative, but I would say the top 3 things I keep hearing and seeing over and over are the following:

1. Nontraditional market participants – (Amazon/virtual firms) giving consumers the impression that real estate agents are becoming like dinosaurs. Challenging our value and commission (current lawsuit, etc.). Consumers are becoming accustomed to buying everything online and/or researching how to do make or repair things themselves to avoid hiring someone so they can save money.
2. Being able to keep up with technology: creating the technology, learning new tools, products and affordability.
3. Housing needs and affordability – Baby Boomers and Millennials – housing that fits both generation's needs, wants, desires and affordability

Fatima A. Pereira-Shepherd

10257 Battlefield Drive, Manassas, VA 20110

Cell: (703) 615-6597

e-mail: Fatima@Longandfoster.com

Professional History

Long and Foster Real Estate Inc.

Area Training Director

February 2018-Present

Annandale Sales Office, Virginia

March 2015-February 2018

Managing Broker

Manassas/Gainesville Sales Office, Virginia

Sales Manager/Associate Broker

May 2011-March 2015

Licensed Virginia Associate Broker

Licensed in District of Columbia and Maryland

Member of NAR, VR, NVAR and PWAR

Area Training Director in Multi-Regions: Virginia, West Virginia, District of Columbia, and Maryland

Certified Brian Buffini Peak Producer Mentor, 2012-Current

Certified Larry Kendall Ninja, 2013

Agent Training/Coach

Instructor Specialty Training and Onboarding Program

Certified CE/PL Instructor for Long & Foster Institute of Realtors

Mentor Training Director for Manassas/Gainesville Office 2012-2015

Virginia Leadership Academy Graduate 2015, Alumni Board 2015-Pres

VA Real Estate Board of Instructors License for Principles

March 2009-Present

Weichert, Realtors

Gainesville, Virginia

Independent Contractor

April 2005-May 2011

Licensed Virginia Associate Broker and member of NAR, VR and PWAR.

Crossroads Realtors

Aug 2004-April 2005

Manassas, VA

Independent Contractor

Licensed Virginia Realtor and member of the NAR, VR and PWAR.

Affiliations

Member of the American Diabetes Association Northern Virginia County Chapter, 2007-2012
Member of the City of Manassas Architectural Review Board, 2009-2018
Member of the Historic Manassas Inc. Board of Directors, 2015-Current, Secretary
Member of the PWAR Community Service Committee, 2004-2011/Vice Chair 2007-2010/Chair 2011-2012
Member of the PWAR Insider Committee, 2009-2011/Chair 2011
Member of the PWAR Education Committee, 2005-2012
Member of the PWAR Professional Standards Committee, 2016-2019
Member of the NVAR Professional Standards Committee, 2018-2019
Member of the VR Public Policy Advocacy Group, 2009
Member of the VR Risk Management Committee, 2014, 2015, 2016
Member of the VR Grievance Committee, 2016-2019
Member of the VR Professional Standards Committee, 2018-2019
Member of the VR Professional Development Committee, 2016, 2017, Vice-Chair 2018, Chair 2019
Member of the VR Leadership Academy Board, 2016 – present
Member of the VR Honor Society, 2015
Member of the Realtors® Association of Prince William Board of Director, 2009-2014. Vice Pres 2015
Member of the Women’s Council of Realtors® NoVA Metro Chap, 2010-2014/Pres-Elect 2010/Pres 2011
Member of the Women’s Council of Realtors® Virginia State Chap, 2012 Secretary/Pres-Elect 2013-2014
Graduate of the PWAR Leadership Institute, 2006
Graduate of the Weichert Management Awareness Program, 2007
Graduate of the Sweathogs to the Stars Program, 2008
Graduate of the Association Leadership Development Program, 2009
Graduate of the Virginia Association of Realtors Leadership Academy, 2015

Designations

Accredited Buyers Representative
Certified Distress Property Expert
Short Sale and Foreclosure Resource Certification
Accredited Staging Professional Real Estate Agent
Graduate Realtors® Institute
Certified Negotiation Expert
OwnAmerica Investment Certification
VHDA Train the Trainer

Awards

Top Producer Team – 2005-2010
Top Producer - 2012
City of Manassas 2015 Outstanding Volunteer Award

June 26th, 2019

To: VR Nominating Committee/VR Delegate Body

Re: Fatima Pereira-Shepherd ABR, GRI, CDPE, SFR, CNE

I would like to take this opportunity to recommend Fatima Pereira-Shepherd to serve on the VR Board of Directors for a term beginning in 2020.

I have worked beside Fatima for several years at PWAR and in our Women's Council of Realtors at state and local level. She was President of our local NOVAmetro Women's Council of Realtors in 2011 and I followed her as President in 2012. She has served on the PWAR Board of Directors and Professional Standards Committee as well as the VR Professional Development Committee. She has been a managing broker for Long and Foster and is now the Area Training Director for DC, Montgomery County, and the Northern Virginia/West Virginia Region.

Fatima is passionate about professionalism, ethics, and education. Having served on the VR BOD myself from 2010-2017 I believe she would be an outstanding asset to our organization because of her knowledge and her attention to the importance of relationships.

Please do not hesitate to contact me anytime for more information.

Sincerely


Peggy Burke SRES, CNE

Associate Broker

PWAR President 2020

June 24, 2019

To Whom It May Concern:

Fatima Pereira-Shepherd has been with Long & Foster since May of 2011. She is currently the Area Training Director for Long & Foster's DC, MD and Northern Virginia Regions and an instructor at the Long & Foster Institute of Real Estate and teaches Principles and Practices. Fatima also manages and develops new agent training through our Onboarding and Coaching program.

Fatima has a positive attitude and is willing to go out of her way for the agents at Long & Foster. Since she came to Long & Foster, she has helped grow the company and has taught many classes that have been instrumental in Long & Foster developing successful agents. The wonderful reviews I receive from her students demonstrate her love to teach students to be productive and professional agents.

Based on my numerous years of REALTOR® service on the local, state and national levels, I believe that Fatima possesses the characteristics and qualities that you are seeking in one of your directors. She will serve the members well and be great an asset to the organization.

If you have any questions or need additional information, please feel free to contact me at 703-653-8345.

Sincerely,



J. Nicholas D' Ambrosia, CRB, CRS, GRI
Broker of Record/Principal Broker
Senior Vice President
Long & Foster Real Estate, Inc.

June 20, 2019

To Whom It May Concern,

Please accept this letter as a recommendation for Fatima Pereira-Shepherd to serve on the Board of Directors for the Virginia Realtors. After many years of preparing for this role, she is poised to rise to this level. She has excelled in her focus on agent training and has earned several designations and certifications to be as proficient as possible in her career. She will enhance the depth of the Board with her extensive devotion to professionalism and Realtor growth.


I have known Fatima for years but have had the pleasure of working directly with her as vice chair of Professional Development committee and subsequent work groups. She's a team player, and yet not shy about speaking up. Not only is she successful in business, but she has managed to volunteer in other organizations as well, earning the City of Manassas Volunteer of the Year. That speaks to her commitment to what she puts her energy into.

It has been a treat to watch her shine as she took over the Chair position of the Professional Development Committee. Fatima takes her leadership responsibilities very seriously and devotes thought and energy to preparation.

Fatima is a great leader. I have been proud to work with her. Virginia Realtors would be fortunate to have a director of her caliber.

If I can answer any specific questions regarding Fatima's talents and abilities, please don't hesitate to contact me at 757-870-0611 or nanpilandrealtor@gmail.com.

Regards,

DocuSigned by:

023541F53C2B41D...

Nan Piland, Realtor
Liz Moore and Associates



Elizabeth Weis

License Type: Associate Broker

United Real Estate Richmond

Position in Real Estate Firm: Managing Broker/

Director of Operations

Tier B - Richmond

Member of Virginia REALTORS® - 17 years

Felony Convictions	None
License Violations	None
Professional Standards Violations	None

Production

Branch if owner or manager; Personal if sales agent

	Sides	Volume
2019 YTD	593	\$2,951,037
2018		\$250M

RPAC Involvement

	\$ Amount Contributed
2018	\$1,020 - Sterling R
2017	\$280
2016	\$99

Virginia REALTORS® Committee Involvement last 5 years

Member Communications Committee	Member of Committee	2018
Member Communications Committee	Member of Committee	2017
Grievance Committee	Member of Committee	2016

Licensed in other state(s): No
Real Estate Specialty: Residential
Attachments: Endorsement(s)

Office Information

United Real Estate Richmond
North Chesterfield, Virginia

Licensees in your firm: 176
Licensees in your office: 176
Branches in your firm: 1

Applicant Information

College/University Degree(s): J Sargent Reynolds - Civil Engineering - No Degree

Professional/Educational Designations: SFR, Virginia Brokers License

Do you perform real estate licensed services for customers or clients other than yourself?
Yes

Previous REALTOR® association involvement within your local, state, or national REALTOR® association:

Richmond Association: Committees to include MLS, Communications, Legislative, currently sit on Board of Directors, Nominations and Elections Committee and Legislative Committee. Graduate of Leadership Development Academy Class of 2016.

Virginia Realtors: Grievance Committee and currently sit on Member Communications Committee

NAR Institute/Society/Council/Section memberships held:
None

Significant civic/community/professional group involvement and accomplishments:

Participated with Children's Miracle Network and volunteered with Children's Hospital of Richmond at VCU, Volunteer with the Travis Pearce Memorial Scholarship Fund and active member of the Richmond Autism Speaks Walk Committee since 2016 being chosen in 2019 to be the Walk Chair. Participate with United Real Estate's "Project Blue" benefiting Autism Speaks through donations made on Real Estate Transactions.

Miracle Maker Award for 5 years, Autism Speaks Awards to include Grand Club, Top Team, Team Captain and Tribute Member Awards for previous 3 years, United Real Estate Millennium Award 2017 and 2018, United Real Estate Community Impact Award 2018

Richmond Association Honor Society since 2012, Buffini Certified Trainer, VHDA Certified Homeowner Trainer, previously won Production Awards from Coldwell Banker, Long & Foster and RE/MAX

Why do you want to be a member of the Board of Directors?

Our Association is the foundation of our profession and it must be one that is run with the highest of standards while maintaining an exceptional level of education and technology to ensure our agents are the most proficient, educated and have the highest level of integrity and pride in the profession. After 12 years in the Engineering field, I made a career change in 2002 to become a REALTOR® to educate buyers and sellers of their options while assisting them in reaching their real estate goals.

In 2008, after 6 years of working with Clients, I decided to expand my knowledge and received my Virginia Brokers License. I've worked for large and small brokerages and have had the opportunity to grow with each of them. I currently serve my broker as Director of Marketing and Managing Broker while continuing to help buyers and sellers achieve their goals. I have served on several Committees at my local Association to include the MLS Committee, Communications Committee, Legislative Committee and at VR on the Grievance Committee. Currently, I serve on the RAR Board of Directors, Nominations & Election Committee, Legislative Committee and with VR on the Member Communications Committee. I am a graduate of the RAR Leadership Development Academy and am ready to serve on our VR Board of Directors to help maintain and develop the standards of our Profession and Association.

After 17 years in the real estate profession, I want to gain and share knowledge on the issues that involve my profession. Additionally, I have a strong desire to grow as a leader and give back through volunteering my skills and talents gained from my experience to my local and state Associations while serving my fellow REALTORS®.

In your opinion, what are the three greatest challenges the real estate industry must confront during the next three years? Please elaborate briefly.

1. Affordable Housing will always be a challenge and that must be met with suitable housing options so that all people have the opportunity of homeownership.
2. Relevence of REALTORS® in the Industry and the benefit they provide in the Transaction and the services they offer.
3. Generational Housing being able to provide options for all Generations that are obtainable and affordable.

Sperity Real Estate Ventures
215 East Grace Street, Suite 100
Richmond, Virginia 23219
Tel 804-464-3898 Fax 804-545-5477
nathan@sperityventures.com
www.sperityventures.com



JUNE 28, 2019

Ms. Terrie Suit

Virginia REALTORS
10231 Telegraph Road
Glen Allen, Virginia 23059

Dear Ms. Suit,

It is my pleasure to have this opportunity to endorse the candidacy of Elizabeth Weis for the Board of Directors of the Virginia REALTORS®.

Elizabeth and I have served for years together on the Legislative Committee for the Richmond Association of REALTORS® and her input has always been thoughtful and valuable. She has served on a number of other committees on the state and local level and is currently serving on the Richmond Association of REALTORS® Board of Directors.

I believe that Elizabeth's dedication to our industry and her perspective as the Director of Marketing and Associate Broker at a local firm would be a valuable addition to our Board. I heartily endorse Elizabeth for a position on the Virginia REALTORS® Board of Directors.

Sincerely,

A handwritten signature in black ink, appearing to read "Nathan Hughes", written in a cursive style.

Nathan Hughes

PRINCIPAL BROKER



June 6, 2019

Dear Delegate Body Members:

I am pleased to have this opportunity to endorse the candidacy of Elizabeth Weis for the Board of Directors of the Virginia REALTORS®. I believe Elizabeth's deep dedication to her community, her profession, and her association argue strongly for her selection.

Elizabeth serves on committees at both the Richmond Association of REALTORS® and Virginia REALTORS®, including RAR's Board of Directors and Legislative Committee, as well as VR's Member Communication Committee. She is a vocal member at Legislative Committee meetings, advocating for the accessibility of real estate as a career path and simultaneously demanding that licensees be held to the highest of professional standards. She is thoughtful and pragmatic in her decisions. Elizabeth is also a long-time supporter of the Richmond REALTORS® Political Action Committee and currently invests at the Sterling R level.

What impresses me most about Elizabeth is her conviction that being a REALTOR® is much more than selling houses. She is a community advocate who knows what it means to promote a greater good. Because she sees the world in a holistic fashion, I believe she will be a valuable addition to the Virginia REALTORS®' Board of Directors. I fully endorse her candidacy.

Sincerely,

Laura D. Lafayette, CEO



June 11, 2019

Mr. Adam Smith
Virginia REALTORS®
10231 Telegraph Road
Glen Allen, VA 23059

Dear Adam:

It is with great pleasure that I write to recommend Elizabeth Weis to the Virginia REALTORS® Board of Directors

I have worked with Elizabeth as a member of RAR's legislative committee where she has been extremely engaged and devoted countless hours to educating REALTORS® and raising awareness about key public policy issues. She has been a tireless advocate for the REALTORS® Political Action Committee and is committed to ensuring the REALTORS® have a strong voice in the Richmond region.

I am pleased to offer my endorsement of Elizabeth and feel she would be an outstanding and dedicated member of the Board. If you have any questions or need additional information, please feel free to contact me.

Sincerely,

A handwritten signature in cursive script that reads "Elizabeth Hancock Greenfield".

Elizabeth Hancock Greenfield
Vice President of Government Affairs



Karen Smith

License Type: Associate Broker

RE/MAX Commonwealth

Position in Real Estate Firm: General Manager/Sales Manager

Tier B - Richmond

Member of Virginia REALTORS® - 36 years

Felony Convictions	None
License Violations	None
Professional Standards Violations	None

Production

Branch if owner or manager; Personal if sales agent

	Sides	Volume
2019 YTD	637	\$ 206,458,898
2018	1189	\$ 363,523,389

RPAC Involvement

	\$ Amount Contributed
2018	\$1000 + \$2000 - Golden R, President's Circle, Hall of Fame
2017	\$1035 + \$2000 - Golden R, President's Circle
2016	\$2000 + \$2000 - Golden R, President's Circle

Virginia REALTORS® Committee Involvement last 5 years

Board of Directors	Member of Committee	2019
Budget Committee	Member of Committee	2019
Budget Committee	Member of Committee	2018
Strategic Funding Committee	BOD Liaison	2017
Public Policy Committee	Member of Committee	2017

Public Policy Committee	Member of Committee	2016
RPAC Trustees	Ex-Officio	2015
RPAC Fundraising and Broker Involvement Workgroup	Member of Committee	2015
RPAC Fundraising Chairs Forum	Chair	2015
Budget Committee	Member of Committee	2015
Board of Directors	Member of Committee	2015
RPAC Fundraising and Broker Involvement Workgroup	Member of Committee	2014
Budget Committee	Member of Committee	2014
RPAC Fundraising Chairs Forum	Vice Chair	2014

Licensed in other state(s): No
Real Estate Specialty: Residential

Attachments: Résumé
Endorsement(s)

Office Information

RE/MAX Commonwealth

Richmond, Virginia

Licensees in your firm: 35
Licensees in your office: 61
Branches in your firm: 1

Applicant Information

College/University Degree(s): Some college

Professional/Educational Designations: ABR ABRM CRB CRP CRS GRI ePRO

Do you perform real estate licensed services for customers or clients other than yourself?
No

Previous REALTOR® association involvement within your local, state, or national REALTOR® association:

See attached resume.

NAR Institute/Society/Council/Section memberships held:

WCR - National and Local
CRS - National and Local

Significant civic/community/professional group involvement and accomplishments:

I have devoted the majority of my time to involvement in the real estate industry as seen on my attached resume.

Why do you want to be a member of the Board of Directors?

I strive to be a "participant in", rather than an "observer of" the direction that VAR takes in the future regarding policies, programs and keeping the organization fiscally responsible. I feel we need to look at what services could be provided to the membership not only locally, but regionally and evaluate which enhanced services might be better delivered to our membership in a cooperative effort with other Associations. Having been an Association President three times - twice as a smaller Association President and as the President of a large Association, I have a unique perspective regarding association and member issues in various parts of the state. I understand this position of leadership and look forward to accepting the responsibility of representing all the Associations - regardless of size, that make up our diverse membership.

In your opinion, what are the three greatest challenges the real estate industry must confront during the next three years? Please elaborate briefly.

Legislative and Regulatory Arena. We must be THE ADVOCATE for all our members and the public in the political arena. We must be invited to the table to participate in discussions where regulations may affect us and consumers on the local, state and national levels. We must be able to effectively communicate our legislative vision, so the message is understood by all our members.

Economic Environment. The ability of firms, brokers and agents to adapt will still be an issue in the years to come. The availability of affordable financing for purchasing homes affects our member's ability to sell the "American Dream of Home Ownership". First time buyers are often priced out of the market due to the high cost of entry into their first home as well as being saddled with student debt. Housing affordability needs to be addressed as an issue in almost every market area. The continuing pressure from short sales and foreclosures is still affecting homeowners in all our market areas.

Professionalism and Education. These are ongoing challenges and opportunities for our industry. We need to be at the forefront in designing policies that elevate the professionalism of agents. We need to educate our members about performing all the tasks that help the agent represent and protect the public. Our membership needs to be as well versed in technology as their clients. Technology is changing how we communicate with everyone we do business - home buyers, home sellers and each other. Our communication methods need to be evaluated frequently to see that we are using the most appropriate venue to reach each different group. In addition, our members need to remain relevant to the transaction and help the consumer understand our value. Our value to the transaction needs to be as important as having the "Key" to the home. We have the "Key" to financing, market knowledge, lifestyle and the key to the entire transaction. We need to communicate our value clearly and concisely with a strong unified voice.



KAREN K. SMITH

ASSOCIATE BROKER

ABR ABRM CRB CRP CRS e-PRO GRI

KAREN K. SMITH has been a REALTOR® since 1983. She is the General Manager for RE/MAX Commonwealth (Glen Forest and Westgate offices) and has been in management in the Richmond area since 1992. Karen served as President of the Richmond Association of REALTORS® and served twice as President of the Southwest Virginia Association of REALTORS®. She is currently serving on the Richmond Association of REALTORS Board of Directors and the Virginia REALTORS® Board of Directors. She has the ABR, ABRM, CDPE, CRB, CRP, CRS, e-PRO and GRI designations.

As the General Manager for RE/MAX Commonwealth, Karen provides the following services:

- Directs and executes technology initiatives
- Assists with staff and staff technology training
- Promotes RE/MAX and Regional events
- Familiarizes new associates with RE/MAX systems and procedures
- Maintains and monitors vendor relationships
- Assists in the development and implementation of new projects
- Buffini Mentor, Tom Ferry Mentor
- Supervises staff and equipment purchases



EDUCATION

2009	CDPE – Certified Distressed Property Expert
2000	EPRO Certified
1999	ABRM – Accredited Buyer Representative Manager
1999	ABR – Accredited Buyer Representative
1990 - Present	Attendance at VAR meetings
1998 - 2008	Attendance at various VAR Relocation Day Seminars CRP – Certified Relocation Professional Designation
1995 - Present	Attendance at various educational programs at the RE/MAX Conventions
1993 - 1995	Century 21 Orbit Management Program
1992 - 2002	Attendance at various VAR Broker Manager Retreats
1992	CRB - Certified Residential Broker
1990	CRS - Certified Residential Specialist
1988	GRI - Graduate REALTOR® Institute
1983 - 1987	Virginia Highlands Community College (GPA 4.0) - Principals of Real Estate I, Principals of Real Estate II, Real Estate Appraisal, Real Estate Brokerage, Real Estate Finance, Real Estate Investment, Real Estate Law, Real Estate Property Management
1983 - Present	Attendance at various educational seminars

REAL ESTATE EXPERIENCE

1996 - Present	General Manager RE/MAX Commonwealth Glen Forest and Westgate Offices Real Trends Top 500 Company Power Broker Top 350 Company
2014	REALTOR of the Year Richmond Association of REALTORS
2011	VAR Manager of the Year
1993 - 1996	Sales Manager, Century 21 Old Richmond Realty, LLC Midlothian Office
1991 - 1993	Co-Owner Century 21 John Tate REALTORS®
1993	Licensed as Associate Broker, Century 21 John Tate REALTOR
1992	REALTOR of the Year Southwest Virginia Association of REALTORS
1990—Present	VAR Honor Society
1983 - 1987	Licensed as Salesperson, Century 21 John Tate REALTORS®

ASSOCIATION ACTIVITY

NATIONAL ASSOCIATION OF REALTORS®

2015-2016, 2018-2019	Member NAR Data Strategy Committee
2015	Omega Tau Rho Fraternity
2010 - 2014	Member NAR MLS Committee
2009 - 2011	NAR Director
1992 - Present	Attendance at various NAR meetings
1990 - Present	Member RNMI and RM Council
1983 - Present	Member NAR
1983 - Present	RPAC Contributor—Current level—Golden R—President's Circle RPAC—NAR Hall of Fame

VIRGINIA ASSOCIATION OF REALTORS®

Committee	Position Term	Begin Date	Term End Date
Virginia REALTORS BOD	Member	11/08/2016	11/5/2019
Budget Committee	Member	11/2017	11-2018
Strategic Funding Committee	BOD Liaison	11/18/2016	11/6/2017
Public Policy Committee	Member of Committee	11/16/2015	11/8/2016
RPAC FBI Workgroup	Member of Committee	1/1/2015	12/31/2015
RPAC Trustees	Ex-Officio	1/1/2015	12/31/2015
VAR Board of Directors	Member of committee	11/13/2012	11/16/2015
RPAC Fundraising Chairs Forum	Chairman	11/11/2014	11/15/2015
Budget Committee of the BOD	Member of Committee	11/11/2014	11/15/2015
RPAC FBI Workgroup	Member of Committee	1/1/2014	12/31/2014
RPAC Fundraising Chairs Forum	Vice Chairman	11/12/2013	11/10/2014
Budget Committee of the BOD	Member of Committee	11/12/2013	11/10/2014
Strategy Committee of the BOD	Member of Committee	11/13/2012	11/12/2013
Award Selection Committee	Member of Committee	7/1/2012	12/31/2012
Award Selection Committee	Member of Committee	1/1/2012	12/31/2012
VAR Manager of the Year	Member of Committee	1/1/2012	12/31/2012
Strategy Committee of the BOD	Member of Committee	11/15/2011	11/12/2012
VAR Board of Directors	Member of Committee	11/17/2009	11/12/2012
NAR Directors	Director	12/1/2009	11/14/2011
Risk Management Committee	BOD Liaison	11/9/2010	11/14/2011
Local Association Presidents	President	1/1/2010	12/31/2010
VLA Selection Committee	Member of Committee	7/1/2010	12/31/2010
Strategy Committee of the BOD	Member of Committee	11/17/2009	11/8/2010
Local Association Presidents-Elect	President-Elect	1/1/2009	12/31/2009
VREEF Work Group	Member of Committee	1/1/2007	12/31/2009
VAR Delegate Body	Member of Committee	12/1/2008	8/24/2009
Local Education Directors	Director	1/1/2003	12/31/2003
VREEF Trustees	Trustee	1/1/1996	12/31/2003
Relocation Conference Work Grp	Member of Committee	11/12/2002	11/10/2003
VREEF Work Group	Member of Committee	3/23/1998	3/23/2003
VREEF Trustees	Immediate Past Chair	1/1/2002	12/31/2002
Relocation Conference Work Grp	Member of Committee	11/6/2001	11/20/2002
VAR Board of Directors	Member of Committee	9/25/1999	9/24/2002
VREEF Trustees	President	1/3/1996	1/2/2002
VAR Board of Directors	Member of Committee	10/10/1996	9/20/1999
Local Certified Ethics Trainers	Member of Committee	1/1/1995	12/31/1998
Professional Development Comm.	Member of Committee	10/1/1996	10/1/1997
VREEF Work Group	Chairman	6/17/1996	9/25/1997
Broker Manager Work Group	Member of Committee	1/1/1996	12/31/1996
Professional Development Comm.	Member of Committee	1/1/1996	10/10/1996
General Education Committee	Member of Committee	1/1/1995	12/31/1995
Professional Development Committee	Member of Committee	12/14/1995	12/31/1995
REALTOR Firm Education Directors Forum	Member of Committee	1/1/1995	12/31/1995
REALTOR Firm Education Directors Forum	Member of Committee	7/11/1995	12/31/1995
REALTOR Firm Education Directors Forum	Member of Committee	1/1/1995	12/31/1995
VAR Honor Society	Member of Committee	1/1/1995	12/31/1995
VREEF Trustees	Member of Committee	1/1/1995	12/31/1995
General Education Committee	Member of Committee	1/1/1994	12/31/1994
Local Certified Ethics Trainers	Member of Committee	1/1/1994	12/31/1994
REALTOR Firm Education Directors Forum	Member of Committee	1/1/1994	12/31/1994
VAR Honor Society	Member of Committee	1/1/1994	12/31/1994
VREEF Trustees	Member of Committee	1/1/1994	12/31/1994
Local Certified Ethics Trainers	Member of Committee	1/1/1993	12/31/1993
VAR Honor Society	Member of Committee	1/1/1993	12/31/1993
VAR Honor Society	Member of Committee	1/1/1992	12/31/1992

RICHMOND ASSOCIATION OF REALTORS®

2015-2017, 2018-2020	Richmond Association of Realtors Board of Directors
2015 -2017, 2018-2020	CVRMLS Board of Directors
2018-2019	Standard Forms Committee
2014	REALTOR of the Year Richmond Association of REALTORS
2011-2016	Member MLS Committee
2012,2014,2016	Member Nominating Committee
2011– Present	Broker Council
2011	Chair Professional Standards Committee
2011	Past President Richmond Association of Realtors and CVLMS
2011	Chair Nominating Committee
2011	Chair Personnel Committee
2010	Chair Budget and Finance Committee
2010	President Richmond Association of Realtors and CVMLS
2009,2010,2011	Member Budget and Finance Committee
2003 – 2009	Richmond Association of Realtors Board of Directors
2003– 2009	CVRMLS Board of Directors
2009	President Elect of the Richmond Association of Realtors and CVRMLS
2008	Chair MLS Committee
2000 - 2002	Chair Awards Committee
1997-2007	Member MLS Committee
1997 - 1998	Member Programs Committee
1997 - 1999	Member Awards Committee
	Chair Education Advisory Committee
	Chair Sub-Committee – Internet Data Vendors
1998	Member – Sub-Committee – MLS Book Study
1996 - 1997	Co-Chair Education Advisory Committee
1996	Co-Chair Programs Committee
1996 – Present	Service on various sub-committees
1996, 2001,2002,	
2012-2014	Professional Standards Committee Member
1995	Programs Committee Member
1995	Co-Chair Golf Tournament
1994	Chair – Education Sub-Committee - Seminars
1993 – Present	RAR Honor Society
1992 - 1995	Worked on RAR Can-Tree project

WOMEN'S COUNCIL OF REALTORS®

2003	Richmond Chapter WCR President
2002	Richmond Chapter WCR President Elect
1999 - Present	Member Richmond Chapter WCR
2001, 2002	Richmond Chapter WCR REALTOR® of the Year Award
2001	Richmond Chapter WCR Vice President of Programs

SOUTHWEST VIRGINIA ASSOCIATION OF REALTORS®

1992	REALTOR® of the Year Award
1991, 1993	Director Southwest Virginia Association of REALTORS®
1991, 1993	Chair Nominating Committee
	Chair Membership Committee
1990, 1992	President Southwest Virginia Association of REALTORS®
1990	Chair Community Service Committee
	Chair Nominating Committee
1989	Treasurer Southwest Virginia Association of REALTORS®
1989	Chair Community Service Committee
	Chair American Home week Committee
1988	Chair Community Service Committee
1987	Secretary Southwest Virginia Association of REALTORS®
1983 - 1986	Service on various committees

CENTURY 21 ACTIVITY:

1994 - 1995	Member Central Virginia Brokers Council
1993	Vice-President Southwest Virginia Brokers Council
1991 - 1993	Member Southwest Virginia Brokers Council

RE/MAX ACTIVITY:

2008 - Present	Attendance at RE/MAX Premier Broker Meetings
1995 - Present	Attendance at RE/MAX, LLC Conventions
1996 - Present	Attendance at RE/MAX Central Atlantic Meetings

OTHER ACTIVITY:

1998 - Present	Member Employee Relocation Council
1996 - Present	Member Greater Richmond Chamber of Commerce



June 25, 2019

Virginia REALTORS®
10231 Telegraph Road
Glen Allen, Virginia 23059

Dear Delegate Body Members:

I am pleased to have this opportunity to endorse the candidacy of Karen Smith for a second term on the Board of Directors of Virginia REALTORS®. I believe Karen's knowledge, experience, and thirty-five year record of volunteer service to her fellow REALTORS® distinguishes her and argues strongly for her re-election.

Karen served twice as the president of the Southwest Virginia Association of REALTORS®. Upon arriving in Richmond in 1993, Karen began immediately to serve in various capacities within the Richmond Association of REALTORS®. In 2010 she led the 5,000 REALTORS® of central Virginia as the President of the Richmond Association of REALTORS® and the Central Virginia Regional MLS. During the past decade, Karen has held a number of key positions at Virginia REALTORS—including two terms on the Board of Directors and leading the Association's RPAC fund raising efforts in 2015.

What impresses me most about Karen is that she makes leadership decisions based on meeting the needs of the working REALTOR®, while at the same time balancing those needs with the broader goal of promoting the growth of the profession as a whole. She has always and will continue to work tirelessly to promote the best interests of REALTORS®. Virginia REALTORS® will benefit greatly from Karen's return to the Board of Directors; and I whole-heartedly endorse her candidacy.

Sincerely,

Laura Dillard Lafayette, CEO





®

June 25, 2019

Virginia REALTORS®
Delegate Body
10231 Telegraph Road
Glen Allen, VA 23059

Fellow REALTORS®,

Please accept this letter as confirmation of continued enthusiastic support and endorsement of Karen K. Smith for the VAR Board of Directors by her fellow REALTORS at RE/MAX Commonwealth.

As many of you know, Karen understands compromise and bringing people together to meet a common goal. She has the unique ability to see the big picture while focusing on all of the individual elements, all of which she continues to put to good use as a Virginia REALTORS® Board Member.

At RE/MAX Commonwealth Karen not only manages a multi-office business, but she is a leader within the RE/MAX franchise system. She has extensive knowledge and expertise in all areas of real estate. Her knowledge base covers a wide variety of topics, from management to contracts, marketing to professional standards and financing to business planning. She has been a committed and generous supporter of RPAC. She understands REALTORS® and they admire and respect her ability, honesty and dedication. In fact, Karen received the VAR Manager of the year award in 2011.

In addition to her business acumen, she is one of the finest leaders in the Richmond Association of REALTORS®. She served as President in 2010, chaired CVRMLS and served as President of the local

Women's Council of REALTORS®. She has chaired virtually every committee and is arguably the most knowledgeable person about the REALTOR® family in Richmond. She was also President of the Southwest Virginia Association of REALTORS® two times. She serves as a Broker Council Representative on the Richmond Association of REALTORS® Board of Directors. Her previous service on the Virginia REALTORS® Board is evidence of her commitment to the profession.

In a world of superlatives, Karen is really at a different level than other REALTOR leaders. She is able to blend this technical expertise with a great sense of humor and a personal touch, generating strong and warm relationships around both the Commonwealth and the Country.

I urge your selection of Karen as a member of Virginia REALTORS® Board of Directors. You will not be disappointed!

Thanking you in advance for your consideration, I am

Sincerely,

Thomas N. Innes
ABR, CDPE, CRB, CRP, CRS, GREEN, GRI, SRES
VAR President, 1995

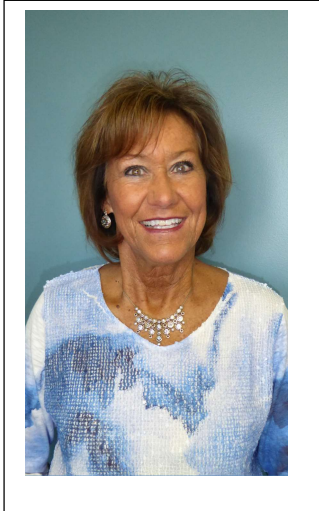
RE/MAX COMMONWEALTH

7201 GLEN FOREST DRIVE, SUITE 104 • RICHMOND, VA 23226 • (804) 288-5000
200 WESTGATE PARKWAY, SUITE 102 • RICHMOND, VA 23233 • (804) 360-5200

www.HomesInRichmond.com

Page 86





Betty Kingery

License Type: Broker

RE/MAX Mountain to Lake Realty

Position in Real Estate Firm: Firm Owner (not actively selling)

Tier C- Roanoke Valley

Martinsville, Henry & Patrick *(Secondary Association)*

Member of Virginia REALTORS® - 16 years

Felony Convictions	None
License Violations	None
Professional Standards Violations	None

Production

Branch if owner or manager; Personal if sales agent

	Sides	Volume
2019 YTD	140	\$28,204,774
2018	212	\$35,120,430

RPAC Involvement

	\$ Amount Contributed
2018	\$1,040 - Sterling R
2017	\$1,170 - Sterling R
2016	\$1,000 - Sterling R

Virginia REALTORS® Committee Involvement last 5 years

Board of Directors	Member of Committee	2019
Professional Development Committee	BOD Liaison	2019
Strategy Committee	Chair	2018
Strategy Committee	Member of Committee	2017
Professional Development Committee	Chair	2016

Learning Objectives Work Group	Vice Chair	2015
Professional Development Committee	Vice Chair	2015
Public Policy Committee	Member of Committee	2015
Delegate Body	Member of Committee	2014
Professional Development Committee	Member of Committee	2014
Bill Review Work Group	Member of Committee	2014

Licensed in other state(s): No
Real Estate Specialty: Residential

Attachments: Endorsement(s)

Office Information

RE/MAX Mountain to Lake Realty
Rocky Mount, Virginia

Licensees in your firm: 9
Licensees in your office: 9
Branches in your firm: 0

Applicant Information

College/University Degree(s): University of Tennessee, B. A. Chemistry & Biology, Masters in Virology; University of Virginia, Masters of Education in Curriculum & Instruction

Professional/Educational Designations: GRI

Do you perform real estate licensed services for customers or clients other than yourself?
No

Previous REALTOR® association involvement within your local, state, or national REALTOR® association:

- Virginia REALTORS® - Board of Directors, 2016 - 2019
- National Association of REALTORS® - Resort & Second Home Committee - 2018
- Virginia REALTORS® - Strategy Committee and Chairperson - 2016, 2017
 - Professional Development Committee and Chairperson - 2010 - 2013
 - Public Policy Committee - 2014 - 2015

Roanoke Valley Association of REALTORS®

- Community Service Award - 2018
- REALTOR of the Year - 2014
- President - 2013
- Leadership Team - 2011 - 2014
- Board of Directors - 2007 - 2010
- Broker Council - Chairperson - 2017
- MLS Policy - Chairperson - 2016
- MLS Monitoring Committee - Chairperson - 2015
- Grievance Committee - 2017 - 2019

NAR Institute/Society/Council/Section memberships held: N/A

Significant civic/community/professional group involvement and accomplishments:

S.T.E.P (Solutions To Empower People) - Board of Directors Vice President
Blue Ridge Mountains Council Boy Scouts of America - Board of Directors
W.E. Skelton 4-H Educational & Conference Center, Smith Mountain Lake - Board of Directors
Doe Run Christian Church - Chairperson of the Board, President of the Trustees
Paul Harris Fellow - Rocky Mount Rotary Club

Why do you want to be a member of the Board of Directors?

I have a passion for people and the future of our Real Estate business! Advocacy is so important these days and I like the direction our state association is headed as we help shape the future of real estate! As a Board member, I will have the opportunity to be directly involved in making decisions that affect our membership and our future!

In your opinion, what are the three greatest challenges the real estate industry must confront during the next three years? Please elaborate briefly.

1, Disrupters! The public is influenced in numerous ways by businesses that have different practices than what we think of as our traditional ways of selling real estate. As REALTORS, we must continually strive to be professionals, provide the best service possible, meet the needs of our clients, and be the Experts. It's not what we tell our clients, it's how we make them feel.

2. Technology. The world is getting smaller and technology continues to be a driving force in everything we do. We must figure out ways that we (as REALTORS®) embrace change, and we stay on top of this change in order to continue to be the center of each of our transactions!

3, Market Shifts. Our market never stays the same. We may be thriving now with membership numbers rising, but we must be mindful of our association spending and make decisions after our due diligence and also keeping future consequences in mind.



ROANOKE VALLEY ASSOCIATION OF REALTORS®
4358 Starkey Road
Roanoke, Virginia 24018
Phone: 540-772-0526 • Fax: 540-772-8058 • www.rvar.com

June 17, 2019

Ms. Terrie L. Suit
Chief Executive Officer
Virginia REALTORS®
10231 Telegraph Rd.
Glen Allen VA 23059

Dear Terrie:

The Board of Directors of the Roanoke Valley Association of REALTORS® is pleased to endorse the candidacy of **Betty Kingery** for re-election to the 2020 Board of Directors of the Virginia REALTORS®.

Betty is an energetic and committed leader, who is dedicated to the REALTOR® organization and the betterment of our industry. She has served with distinction at our Association for many years, serving as our President in 2013. She was honored with our REALTOR® of the Year award in 2014. She is a consistent Sterling R contributor to RPAC. She currently serves as Chair of RVAR's MLS Policy Committee and as a member of our Broker Council.

Betty is the broker of RE/MAX Mountain to Lake Realty, specializing in residential, farm and land properties. She brings an important broker perspective to every Board or Committee on which she serves. She regularly shares VR updates at RVAR meetings. Betty is eager to continue her service to the state association and has made the personal commitment to devote the time and energy to do a commendable job.

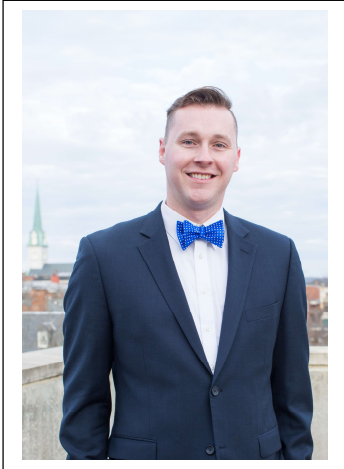
Betty's devotion to the REALTOR® organization is matched by her devotion to her community. She is well known in the Greater Roanoke Valley for her many community service efforts.

The Directors of our Association encourage VR's Delegate Body to elect Betty to serve another term on VR's Board of Directors.

Sincerely,

Laura E. Benjamin
Chief Executive Officer





Drew Fristoe

License Type: Salesperson

Coldwell Banker Elite

Position in Real Estate Firm: Sales Person

Tier C - Fredericksburg Area

Member of Virginia REALTORS® - 11 years

Felony Convictions	None
License Violations	None
Professional Standards Violations	None

Production

Branch if owner or manager; Personal if sales agent

	Sides	Volume
2019 YTD	20	\$2,724,002
2018	7	\$1,575,400

RPAC Involvement

	\$ Amount Contributed
2018	\$1,250 - Sterling R
2017	\$1,125 - Sterling R
2016	\$1,030 - Sterling R

Virginia REALTORS® Committee Involvement last 5 years

Delegate Body	Delegate	2019
RPAC Fundraising and Broker Involvement Workgroup	Member of Committee	2019
Member Communications Committee	Member of Committee	2019
Delegate Body	Delegate	2018
Member Communications Committee	Member of Committee	2018
Federal Political Coordinators	FPC Team Member	2018
RPAC Fundraising and Broker Involvement Workgroup	Member of Committee	2018

Member Communications Committee	Member of Committee	2017
Young Professionals Network Committee	Member of Committee	2017
Virginia REALTORS® Website/Brand Refresh Focus Group	Member	2016
RPAC Fundraising and Broker Involvement Workgroup	Member of Committee	2016
Member Communications Committee	Member of Committee	2016
Young Professionals Network Committee	Member of Committee	2016
RPAC Fundraising and Broker Involvement Workgroup	Member of Committee	2015
Young Professionals Network Committee	Chair	2015
Member Communications Committee	Member of Committee	2015
Federal Political Coordinators	FPC Team Member	2014
Member Communications Committee	Member of Committee	2014
Young Professionals Network Committee	Vice Chair	2014
Virginia Leadership Academy	2013 VLA Member	2013

Licensed in other state(s): No
Real Estate Specialty: Residential

Attachments: Endorsement(s)

Office Information

Coldwell Banker Elite
Fredericksburg, Virginia

Licensees in your firm: 250
Licensees in your office: 40
Branches in your firm: 10

Applicant Information

College/University Degree(s): Bachelor of Science of Business Administration -
University of Mary Washington

Professional/Educational Designations: CRS, MRP, ABR, ePro, SFR

Do you perform real estate licensed services for customers or clients other than yourself?
Yes

Previous REALTOR® association involvement within your local, state, or national REALTOR® association:

Fredericksburg Area Association of REALTORS®

2019 - FAAR President
2018 - FAAR President-Elect
2017 - FAAR Treasurer
2015-2017 - Director on the Board of Directors
2008 - 2010 Technology Committee - Vice Chair - 2008
2009 - 2012 Fredericksburg REALTOR® Foundation - Chair - 2011 and 2012
2011 - present - FAAR YPN - Vice Chair - 2011, Chair - 2012
2008 - present - RPC VA Congressional District 1 - Wittman
2017 - present - Budget and Finance
2017 - present - Investment Committee

Virginia REALTORS®

2012 - present - Members Communications Committee
2014 - 2017 - VAR YPN - Vice Chair 2014 - Chair 2015
2014 - present - VAR RPAC RBI
VAR VLA Class of 2013

National Association of REALTORS®

2013 - present - NAR YPN Advisory Committee - Vice Chair - 2017 - Chair - 2018
2018 - Strategic Thinking Committee

NAR Institute/Society/Council/Section memberships held: n/a

Significant civic/community/professional group involvement and accomplishments:

As an office, we put together multiple fundraisers for Habitat for Humanity every year. I am also a member of a group of Alumni from UMW that is working to put together an LGBTQIA+ alumni group. I help collect and deliver items to my church's thrift store.

Why do you want to be a member of the Board of Directors?

I was raised by parents who instilled in me to give back and to help wherever I can. I would love to give back to an association that has done so much for me in my 11 years in the industry. I hope to be able to use the things I have learned over my many years volunteering at the local, state and national level and to be a helpful voice on the Virginia Realtors Board of Directors.

In your opinion, what are the three greatest challenges the real estate industry must confront during the next three years? Please elaborate briefly.

The top three greatest challenges the real estate industry must confront during the next three years is technology, a quickly changing society, and ourselves. Technology has been a challenge for the real estate industry for decades. From ever-changing business models to large companies trying to make REALTORS® obsolete. Technology feeds right into the quickly changing society. People will always try and get things done quicker, easier and cheaper. As an industry, we do not like change and spend a lot of time and effort to complain and not accept the change. REALTORS® need to figure out how to use technology in a quickly changing society in a way to help ourselves and our clients.

June 24, 2019

Virginia REALTORS
C/o Terrie Suite
10231 Telegraph Road
Glen Allen, VA 23059

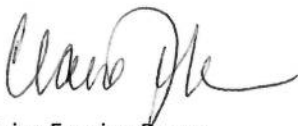
Distinguished Delegate Body Member,

It is with great pleasure that I provide a letter of recommendation for Andrew (Drew) Fristoe for your consideration to the Virginia REALTORS Board of Directors! Drew and I have known each other for years, we have worked together, played together and truth be told I am one of Drew's biggest fans!

Drew has been serving as a volunteer for years and at all levels. On the National level, President Elizabeth Mendenhall asked Drew to Chair NAR'S YPN committee, what an honor! During his tenure I sat in on his committee meetings, I witnessed Drew's commitment, his engagement and his passion. It was quite evident during all the meetings and other obligations that he exuded all these and so much more! Drew believes in RPAC, he has taken the "10 for 10 Challenge" and he has traveled across our nation sharing his knowledge so that others would understand the importance of advocacy and how it impacts our industry.

For over 10 years I have watched and celebrated as Drew increased his commitment to our business. He has served as a President of his local association, is a member of a committee with Virginia REALTORS and Chaired a national committee, that's impressive. As a Past President it is easy to embrace and encourage those who have incredible talent, drive and dedication, Drew is one of these! He is someone that will continue to volunteer for years. He is committed, he is steadfast and he will continue to make sure REALTORS always have a voice! Without hesitation Drew has my full support!

Sincerely,



Claire Forcier-Rowe
Virginia REALTOR President 2017

JUNE 25, 2019

TERRIE SUIT

VIRGINIA REALTORS

10231 TELEGRAPH RD.

GLEN ALLEN, VA. 23059

RE: DREW FRISTOE APPLICATION

DEAR DELEGATES,

IT'S WITH UTMOST ENTHUSIASM THAT I ENCOURAGE YOU TO CONSIDER THE APPLICATION OF DREW FRISTOE FOR THE BOARD OF DIRECTORS SPOT IN OUR TIER.

I HAVE WATCHED DREW GROW FROM A NEW AGENT TO A TRUE LEADER IN OUR INDUSTRY! HE IS ALREADY INVOLVED WITH NAR AND ENTRENCHED IN THE YPN NETWORK BEFORE HE EVEN RAN AS PRESIDENT OF FAAR. HE IS TRULY DEDICATED TO HIS ASSOCIATIONS.

AS PRESIDENT AT HIS LOCAL ASSOCIATION- DREW, IN TRUE DREW FASHION, HAS BROUGHT HIGH ENERGY AND WONDERFUL NEW IDEAS TO ALL THAT HE TOUCHES. HE APPEALS TO BOTH NEW AGENTS AND THE VETERANS IN HIS APPROACH FOR FOLLOWING INDUSTRY TRENDS AND ALWAYS HAS A GOOD GRASP OF WHAT IS GOING ON IN REAL ESTATE INCLUDING DAY TO DAY PRACTICE, CODE OF ETHICS, RPAC, LEGAL AND REGULATORY ISSUES. HE WILL BE A CONSENSUS BUILDER AND THINKS THROUGH THE POSITIONS OF ALL SIDES OF A DEBATE.

CENTURY 21

Redwood Realty



DREW IS THE FIRST TO VOLUNTEER WHEN IT COMES TO NEEDS IN HIS COMMUNITY AND HAS A KIND WORD OF ENCOURAGEMENT FOR ALL. I FEEL SURE THAT YOU WILL NOT REGRET MOVING HIM FORWARD IN HIS QUEST TO MAKE OUR ASSOCIATION BETTER.

AS YOUR 2007 PRESIDENT I AM HAPPY TO ENDORSE THIS CANDIDATE AND ASSURE YOU HE HAS WHAT IT TAKES TO MAKE A GREAT FUTURE STATE PRESIDENT AND BEYOND!

YOURS TRULY,

A handwritten signature in blue ink, appearing to read 'Melanie S. Thompson'.

MELANIE S. THOMPSON

PRINCIPAL BROKER, CENTURY 21 REDWOOD REALTY

2007 VAR PRESIDENT

2010 VAR REALTOR OF THE YEAR



2050 Gordon W. Shelton Blvd.
Fredericksburg, VA 22401

faarmembers.com

ph : 540-373-7711
fx : 540-736-0301

June 27, 2019

Terrie Suit
Virginia REALTORS®
10231 Telegraph Rd.
Glenn Allen, VA 23059

Dear Terrie,

Please accept this letter of endorsement of Drew Fristoe for election to the VR Board of Directors. There is no shortage of accolades that describe Drew. He is recognized at the state and national levels for his commitment to RPAC and unwavering support of YPN across the country. He committed to giving a \$1000 a year for 10 years to RPAC and Drew has energized many groups to start or reboot a local YPN.

Drew is admired and beloved by everyone he meets. It is difficult to walk with him down a hallway at any state or national meeting. He is stopped and greeted by so many people. Drew is 2019 president of FAAR. He climbed the latter quickly. No one doubted his abilities. He cares about the members and is not shy about taking on an opposing view of an issue.

Recently, FAAR invited past presidents to lunch to hear their memories of doing real estate "back in the day". One elderly, past president said that her fondest memories of Drew are of his attentive manner. "Drew always appeared out of nowhere, taking my arm and guiding me upstairs and down uneven pavements."

Drew's resume is an accounting of his many achievements including being named 2016 FAAR REALTOR® of the Year and NAR YPN Chair. He is talented, smart and will be a huge asset to VR. He represents a younger but creditable voice in real estate. He has much to offer, not least of all, his sense of humor. However, I warn you, don't walk down a hall with him, unless you have time to spare.

Respectfully and with Admiration,

Pat Breme, RCE, CIPS
Chief Executive Officer





Kathryn Jones

License Type: Salesperson

Long & Foster Ashburn

Position in Real Estate Firm: Sales Associate

Tier C - Dulles Area

Member of Virginia REALTORS® - 35 years

Felony Convictions	None
License Violations	None
Professional Standards Violations	None

Production

Branch if owner or manager; Personal if sales agent

	Sides	Volume
2019 YTD	21	\$12,904,093
2018	28	\$15,513,993

RPAC Involvement

	\$ Amount Contributed
2018	\$40
2017	\$40
2016	\$80

Virginia REALTORS® Committee Involvement last 5 years

Risk Management Committee	Member of Committee	2018
Risk Management Committee	Member of Committee	2017

Licensed in other state(s): No
Real Estate Specialty: Residential

Attachments: Endorsement(s)

Office Information

Long & Foster Ashburn

Ashburn, Virginia

Licensees in your firm: 10,200
Licensees in your office: 65
Branches in your firm: 230

Applicant Information

College/University Degree(s): Graduate Richmond Memorial School of Nursing

Professional/Educational Designations: SRES, ABR

Do you perform real estate licensed services for customers or clients other than yourself?

Yes

Previous REALTOR® association involvement within your local, state, or national REALTOR® association:

Two terms on DAAR Board of Directors
Member and chair of Education committee DAAR
Grievance committee DAAR
Professional Standards committee DAAR

VR Risk Management committee

Compliance committee MRIS

NAR Institute/Society/Council/Section memberships held:

None

Significant civic/community/professional group involvement and accomplishments:

Involved in my children's schools throughout their years, including PTO, room mother and assisting with specific events. Helped with children's sports teams. Helped start the swim team in our neighborhood. Involved with various DAAR charitable events. Currently working to raise money for a local charity, Loudoun Breast Health Network.

Why do you want to be a member of the Board of Directors?

Would like to be involved with, part of the changes of and direction of our association. This would include, but not be limited to, influencing laws regarding our industry, professionalism and advocacy for consumers. Our industry has changed and evolved so much just in my 35 years as a Realtor. There is a new wave coming unlike anything we have experienced. Some think these changes may totally transform our industry, they may be correct. It has been said that change is inevitable and should be embraced. I am a survivor of the changes thus far and will continue to be through our association leadership. My major focus for the last 20 years has been professionalism in our industry. During that time, through current day, I have remained focused on ethics and professional standards. Attending classes, teaching classes and serving on DAAR Professional Standards committee. I believe that nothing would help our industry more than agents that would follow the code of ethics and encourage and guide their peers to do the same. It is important to lead by example. We learn this as children watching our parents and as parents ourselves. Leadership should start with our association leaders then to principles, managing brokers and agents. All are responsible. I firmly believe professionalism, knowledge and leadership will guide us through our next wave in our industry.

In your opinion, what are the three greatest challenges the real estate industry must confront during the next three years? Please elaborate briefly.

The way business will be conducted while maintaining professionalism, abiding by the code of ethics and communicating our value as REALTORS®.

May 29, 2019

Ms. Beckwith Bolle
President
Virginia REALTORS®
10231 Telegraph Road
Glen Allen, VA 23059-4578

Dear Ms. Bolle:

I am writing on behalf of the Board of Directors of the Dulles Area Association of REALTORS® (DAAR) to recommend Kathy Jones for the Virginia REALTORS® Board of Directors.

As a long-time volunteer with the DAAR, Kathy has demonstrated outstanding leadership, commitment and skill to the real estate industry. Having served on numerous committees and the board of directors, she has made numerous contributions to the real estate profession in the area of ethics and professional standards.

Kathy has served as Chair of DAAR's Education Committee, Grievance Committee, two-terms on the Board of Directors and on the Metropolitan Regional Information Systems (MRIS) Compliance Committee. In 1997, she received the DAAR Code of Ethics Award and in 2000 she received the DAAR REALTOR of the Year. She currently serves on the Professional Standards Committee and as Panel Chair. Kathy regularly teaches code of ethics and standards of conduct classes and is trained to teach Professional Standards to Professional Standards, Grievance and Board of Director Members. In 2017 and 2018, she was appointed to serve on the Virginia REALTORS® Risk Management Committee. She received the prestigious Virginia REALTORS® Code of Ethics Leadership Award.

DAAR proudly and strongly recommends Kathy Jones for Virginia REALTORS® Board of Directors.

Sincerely,

A handwritten signature in black ink that reads "Christine Windle". The signature is written in a cursive, flowing style.

Christine Windle
Chief Executive Officer
Dulles Area Association of REALTORS®



LONG & FOSTER® REAL ESTATE, INC.
PROSPERITY HOME MORTGAGE, LLC
LONG & FOSTER® SETTLEMENT SERVICES
LONG & FOSTER® INSURANCE
LONG & FOSTER® PROPERTY MANAGEMENT

LARRY "BOOMER" FOSTER
President, General Brokerage
Long & Foster Real Estate, Inc.
703-653-8577
boomer.foster@longandfoster.com

EXECUTIVE OFFICES
14501 George Carter Way
Chantilly, VA 20151
703-653-8500
www.longandfoster.com

June 24, 2019

Ms. Beckwith Bolle
President
Virginia Realtors
10231 Telegraph Road
Glen Allen, VA 23059-4578

Dear Ms. Bolle,

It is my distinct pleasure to recommend Kathy Jones for the Virginia Realtors Board of Directors. As a member of our Long & Foster family since 1996, Kathy has established herself as a highly successful real estate professional in her market area. Her success is a direct result of her exemplary customer service and commitment to her clients' individual needs. She approaches her business with honesty and integrity and will leave no stone unturned to help her clients realize their goals and dreams.

Kathy has been a loyal and consistently top producing agent and in 2018 closed almost \$16 million in sales which is an amazing accomplishment. Her production level ensures her membership in Long & Foster's prestigious Gold Team and she has contributed greatly to improving and growing our organization and industry.

Despite her busy schedule managing her business, Kathy has made time to teach and serve on numerous committees and board of directors. I am particularly proud of her industry awards including the DAAR Realtor of the Year Award, DAAR Code of Ethics Award and Virginia Code of Ethics Leadership Award. Her dedication to selflessly helping others makes her ideally suited to serve on the Virginia Realtors Board of Directors.

It is an honor for Long & Foster to have an agent of Kathy's caliber representing us and our clients. I wholeheartedly and without hesitation endorse Kathy for the Virginia Realtors Board of Directors. I believe that her exceptional leadership skills and drive to succeed will bring tremendous value to Virginia Realtors and that she will be an exemplary participant

who will do her utmost to further the goals of the organization. Should you have any questions about Kathy or my endorsement, please do not hesitate to reach out to me.

Sincerely,

A handwritten signature in black ink, appearing to read 'Larry Foster', with a large, stylized flourish extending from the end of the signature.

Larry "Boomer" Foster
President, General Brokerage
Long & Foster Real Estate

Ms. Beckwith Bolle
President
Virginia REALTORS[®]
10231 Telegraph Road
Glen Allen, VA 23059-4578

Dear Beckwith,

I am writing to recommend Kathy Jones for the Virginia REALTORS[®] Board of Directors. I have been associated with Kathy through our common affiliation with Long & Foster Real Estate, the Dulles Area Association of Realtors and Virginia Realtors and I believe she would be the perfect addition to the BOD. As have most Realtors[®] in our area, I have always viewed Kathy as a leader and a fierce proponent for professionalism in our industry. She has served on the board of directors at DAAR and has also volunteered in many other capacities in the areas of ethics and professional standards. She demonstrates her commitment to professionalism in our industry by devoting her time to teaching code of ethics and standards of conduct classes and speaking up for our code of ethics at every opportunity.

She has been very active in the selection process of electing folks to the DAAR BOD, ensuring continued professionalism at the leadership level of our association. Kathy has served as Chair of DAAR's Education Committee, Grievance Committee, two-terms on the DAAR Board of Directors and on the Metropolitan Regional Information Systems (MRIS) Compliance Committee. In 1997, she received the DAAR Code of Ethics Award and in 2000 she received the DAAR REALTOR of the Year.

She currently serves on the Professional Standards Committee and as Panel Chair.

Kathy regularly teaches code of ethics and standards of conduct classes and is trained to teach Professional Standards to Professional Standards, Grievance and Board of Director Members. In 2017 and 2018, she was appointed to serve on the Virginia REALTORS[®] Risk Management Committee. She received the prestigious Virginia REALTORS[®] Code of Ethics Leadership Award.

It's for these reasons that I highly recommend Kathy Jones for the Virginia REALTORS[®] Board of Directors.

Kindest Regards,



Lee Renée McGinnis
Director, Professional & Leadership Development
Long & Foster Real Estate

Dan Freire
Long & Foster Realtors
20396 Exchange Street
Ashburn, VA 20147

June 24th, 2019

Beckwith Bolle
Virginia REALTORS®
10231 Telegraph Road
Glen Allen, VA 23059

Dear Beckwith,

I would like to wholeheartedly nominate Kathy Jones for a spot on the Board of Directors for The Virginia Realtors. Kathy has positively influenced a great many in the real estate industry since 1984. She strongly promotes the professionalism and ethical conduct of agents in our local market through classes taught at the local association, serving on the compliance committee for our MLS, and providing advice to the agents within our office on a daily basis. Kathy was recently recognized by The Virginia Realtors for those efforts by awarding her the 2018 Code of Ethics Leadership Award.

Northern Virginia has been fortunate to have her skills, knowledge and love for our industry for so many years. Having that level of skill and passion can only bring even greater results to The Virginia Realtors.

If you have further questions, feel free to reach me at 571-220-5835.

Sincerely,

Dan Freire

Managing Broker



Robert Dawson

License Type: Broker

BHHS | Dawson Ford Garbee & Co., REALTORS®

Position in Real Estate Firm: Firm Owner (active in sales)

Tier C- Lynchburg

Member of Virginia REALTORS® - 37 years

Felony Convictions	None
License Violations	None
Professional Standards Violations	None

Production

Branch if owner or manager; Personal if sales agent

	Sides	Volume
2019 YTD	24	\$6,738,700
2018	39	\$8,903,458

Units leased or under management, if property manager

	# of units
2019	231
2018	161

RPAC Involvement

\$ Amount Contributed

2018	\$1,500 + \$2,000 - Golden R, President's Circle, Hall of Fame
2017	\$5,030 + \$2,000 - Golden R, President's Circle
2016	\$5,350 + \$2,000 - Golden R, President's Circle

Virginia REALTORS® Committee Involvement last 5 years

RPAC Trustees	Trustee	2020
RPAC Fundraising and Broker Involvement Workgroup	Member of Committee	2019
Delegate Body	Delegate	2017
Delegate Body	Delegate	2016
Delegate Body	Delegate	2015
Delegate Body	Delegate	2014

Licensed in other state(s): No
Real Estate Specialty: Residential

Attachments: Résumé

Office Information

Berkshire Hathaway Home Services Dawson Ford Garbee & Co., REALTORS®
Lynchburg, Virginia

Licensees in your firm: 72
Licensees in your office: 42
Branches in your firm: 4

Applicant Information

College/University Degree(s): N/A

Professional/Educational Designations: GRI

Do you perform real estate licensed services for customers or clients other than yourself?
Yes

Previous REALTOR® association involvement within your local, state, or national REALTOR® association:

NAR Diversity Committee 2017 & 2018, currently member of NAR Fundraising and Broker Involvement Committee.
VR RPAC Trustee 2017-2019, President's Circle, Golden R Investor & RPAC Hall of Fame member. Currently LAR RPAC Committee Co-chair, sole committee chair 2015-2018, President 2016. Previous chair of LAR program, legislative and education committees. Previous committee member of LAR community outreach, nominating, future leadership and MLS committees. VR Honor Society

NAR Institute/Society/Council/Section memberships held:

2018 Fundraising and Broker Involvement Committee
RPAC Hall of Fame
RPAC Presidents Circle

Significant civic/community/professional group involvement and accomplishments:

Previous board member of the local Alzheimer's Association, Cancer Society, Lynch's Landing Foundation, Lynchburg Friday Cheers, Lynchburg Diversity Committee, Lynchburg Humane Society, Lynchburg "Sister City", Lynchburg Academy of Music & other charitable organizations. Past president of The Miss Lynchburg Scholarship Foundation. Robert led the charge in 1998 aiding Nicole Johnson in becoming Miss Lynchburg, Miss Va. and on to become Ms. America. All four years of my presidency our local representative became Ms. Virginia.

Why do you want to be a member of the Board of Directors?

As one can see by just some of my local involvements, I enjoy serving & giving back. This industry has been incredibly good to me, I enjoy my peers, spending time with them and learning from them. Branching out and sharing on the state and national levels is a goal of mine for upcoming years. I also enjoy sharing my knowledge, what I have learned and sharing my leadership abilities. I have often been in motivational and instructional speaking roles in my career. I have led committees, meetings, educational seminars and much more. My ability to problem solve, create an incredible working environment and end situations in a win / win result, has been of great benefit to me and would be also on the VR level.

In your opinion, what are the three greatest challenges the real estate industry must confront during the next three years? Please elaborate briefly.

Education of RPAC, in creasing awareness. Increasing investing, Participation. Calls to action. Voter registration. I am an RPAC junkie, I love RPAC in its entirety. Protecting our clients and their rights as well as our fellow Realtors. This should be at the forefront of every Realtors mind.

New construction costs. The affordability of a new home is diminishing along with quality of construction.

Teams. Management of teams, enforcement of rules and regulations for teams. Teams maintaining the code and the overall professionalism in our industry.



ROBERT DAWSON

Principal Broker | Owner

Berkshire Hathaway HomeServices Dawson Ford Garbee & Co., REALTORS®

3715 Old Forest Rd, Lynchburg, VA 24501

Phone: 434.841.0890 email: robertdawsonrealtor@outlook.com

EXPERIENCE

Since obtaining his license in 1981, Robert quickly made a name for himself. In 1991, Robert opened his own firm, Robert E. Dawson & Co. Shortly thereafter in 1995, he purchased Ford Garbee, merged that company with his own and created Dawson Ford Garbee & Co., REALTORS®. This new company started with four (4) agents and as of 2019 has 80 full time and referral agents. In 2012, Robert earned his Pre-License Education Instructor License. In July 2018, Robert made the decision to join a new real estate brokerage franchise network, Berkshire Hathaway HomeServices a name synonymous with quality, is built on trust, integrity, stability and longevity- core values so closely aligned with his own. His firm includes 3 offices in Lynchburg and Madison Heights along with the newest office on Ivy Rd in Charlottesville.

Robert's belief in taking extra steps in order to offer clients the best turn-key services possible, lead to the establishment of Dawson Ford Garbee Insurance Services and Dawson Ford Garbee Auctions in 2003.

Dawson Ford Garbee Insurance Services is an Independent Insurance Agency representing A.M. Best A+ rated companies. In addition to Homeowner's Insurance, they also offer Auto, Business, Health and Life Insurance coverage. Dawson Ford Garbee Auctions brought together a highly-trained experienced group of individuals and quickly became Central Virginia's "Auction Alternative" specializing in Real Estate, Land, Estates Sales, Antiques, Equipment and Livestock.

The last addition was Dawson Ford Garbee Leasing. They take great pride in removing the burdens that often accompany property management. The leasing professionals are committed to providing clients with the highest and best level of service.

AFFILIATIONS & DISTINCTIONS

Lynchburg Association of REALTORS® (LAR)- Robert recently served on the **LAR Board of Directors**, where he was **2016 President**. He is the **1987, 2003** and **2005** recipient of the **LAR Sales Associate of the Year Award** for recognition of his outstanding commitment to superior quality customer service, loyalty and customer satisfaction. He was also awarded the prestigious **Level of Excellence Award** seven times (**1983-86, 1989-90 & 1998**) and was **Rookie of the Year 1983**.

LAR Committees- His extensive LAR Leadership includes **RPAC Committee Co-Chair 2019 (Chair 2017-18)** as well as having previously served as **Program, Education** and **Fair Housing Chair**. He was a member of the **Legislative, Community Outreach, Nominating** and **MLS Committees** various years.

Virginia REALTORS® (VR)- 2019 Broker Involvement Council- State Representative, as well as a **VR RPAC Trustee 2017-2019**. Proud member of the **VR Honor Society**.

National Association of REALTORS® (NAR)- Robert currently serves as the State Representative (Virginia) for the **2019 Broker Involvement Council**. He previously served on the **NAR Diversity Committee**.

RPAC- Robert is the **2019 LAR REALTORS® Political Action Committee Co-Chair (2017 and 2018 Chair)**, a recurring member of the **Virginia REALTORS® RPAC President's Circle** along with being a **Golden R Investor**. In 2019, Robert was honored to be inducted into the **VR RPAC Hall of Fame** in recognition of his cumulative contributions.

Further Associations- In addition to being a member of the LAR, Robert is also a member of the Roanoke Valley, Charlottesville, Dan River and South Central Associations, as well as VR and NAR.

Community Champion- On a local level, Robert's vast volunteer present and past consists of Alzheimer's Association, Lynch's Landing Foundation, Lynchburg Friday Cheers, Lynchburg Diversity Committee & other charitable organizations. He was delighted to serve on the Boards of the Lynchburg Academy of Music, Lynchburg Humane Society, Miss Lynchburg Scholarship Foundation (also a Past President), the American Cancer Society and Lynchburg Sister City Program.

PROFILE

A native of Rustburg, Virginia, Robert has been a full time REALTOR® for more than 30 years, helping both Buyers and Sellers attain their dreams. He specializes in single family homes, town homes, condos, new construction and land. He has personally handled hundreds of millions of dollars in transactions during that time.

Robert is extremely knowledgeable in Lynchburg area real estate, working with many relocation buyers moving to Central Virginia. He has a strong reputation of professionalism and integrity and provides a high level of personal attention and customer service. Robert understands that in today's highly competitive climate of real estate that in order to succeed, an agent must be several things. One can no longer sell a home by simply placing a for sale sign on the lawn and entering the property into MLS. Today's market demands an educated business person with extensive market knowledge and a proven marketing plan.

Robert's staunch negotiating skills, attention to detail, stellar follow up and devotion to his clients are just a few of the reasons he has remained a top producing agent. He works hard to educate his clients on the market in general and his commitment to delivering impeccable service places him amongst the best and brightest of his industry.

Together, with the best management and training team within his market, Robert has built and maintained a successful team of real estate professionals who continually prosper in their field.



Nan Piland

License Type: Salesperson

Liz Moore and Associates

Position in Real Estate Firm: Sales along with office training

Tier C - Williamsburg Area

Member of Virginia REALTORS® - 25 years

Felony Convictions	None
License Violations	None
Professional Standards Violations	None

Production

Branch if owner or manager; Personal if sales agent

	Sides	Volume
2019 YTD	17	\$6,978,900
2018	19	\$5,220,652

RPAC Involvement

	\$ Amount Contributed
2018	\$1,000 - Sterling R
2017	\$1,035 - Sterling R
2016	\$1,035 - Sterling R

Virginia REALTORS® Committee Involvement last 5 years

Legal Action Fund	Vice Chair	2019
Professional Development Committee	Member of Committee	2019
Supervising/Managing Broker Certification WG	Member of Committee	2019
Risk Management Committee	Member of Committee	2019
VLA Alumni Council	Member of Committee	2019

Strategic Funding Committee	Member of Committee	2019
Delegate Body	Delegate	2018
Professional Development Committee	Chair	2018
Supervising/Managing Broker Certification WG	Ex-Officio	2018
Federal Political Coordinators	FPC Team Member	2018
Pre-License Education Subcommittee	Chair	2017
Delegate Body	Alternate	2017
Professional Development Committee	Vice Chair	2017
Grievance Committee	Member of Committee	2016
Professional Development Committee	Member of Committee	2016
Board of Directors	Member of Committee	2015
Professional Development Committee	BOD Liaison	2015
Virginia Leadership Academy	2009 VLA Member	2009

Licensed in other state(s): No
Real Estate Specialty: Residential

Attachments: Résumé

Office Information

Liz Moore and Associates

Williamsburg, Virginia

Licensees in your firm: 100
 Licensees in your office: 35
 Branches in your firm: 3

Applicant Information

College/University Degree(s): Christopher Newport University

Professional/Educational Designations: Master, Certified New Home Sales Professional, e-pro, Certified Residential Specialist, Short Sales and Foreclosure Resource, Graduate, Realtor Institute

Do you perform real estate licensed services for customers or clients other than yourself?
 Yes

Previous REALTOR® association involvement within your local, state, or national REALTOR® association:

Virginia REALTORS® Committee and Board Activity

PDC Supervising/Managing Broker Certification WG	Member	3/13/2019 to 11/30/2019
RMC Legal Action Fund	Vice Chair	2/6/2019 to 11/30/2019
FPC Federal Political Coordinator Team	Member	1/1/2017 to 12/31/2018
Professional Development Committee	Member of Committee	12/1/2018 to 11/30/2019
Risk Management Committee	Member of Committee	12/1/2018 to 11/30/2019
VLA Alumni Board	Member of Committee	3/5/2018 to 11/30/2019
Strategic Funding Committee	Member of Committee	11/8/2016 to 11/11/2019
Federal Political Coordinators Team	Member	1/1/2017 to 12/31/2018
VR Delegate Body	Delegate	12/15/2017 to 12/14/2018
PDC Supervising/Managing Broker Certification WG	Ex-Officio	3/15/2018 to 11/6/2018
Professional Development Committee	Chair	11/7/2017 to 11/5/2018
VR Delegate Body	Alternate	12/15/2016 to 12/14/2017
PDC Pre-License Education Subcommittee	Chair	2/7/2017 to 11/7/2017
Professional Development Committee	Vice Chair	11/8/2016 to 11/6/2017
Professional Development Committee	Member	11/16/2015 to 11/7/2016
Grievance Committee	Member	11/16/2015 to 11/7/2016
VR Board of Directors	Director	11/13/2012 to 11/16/2015
Professional Development Committee	BOD Liaison	11/11/2014 to 11/15/2015
Virginia Leadership Academy Trustees	Member	4/1/2014 to 12/31/2014
Bill Review Work Group	BOD Liaison	11/12/2013 to 11/10/2014
Public Policy Committee	BOD Liaison	11/12/2013 to 11/10/2014
Awards Selection Committee	Member	7/1/2013 to 12/31/2013
Investment Management Committee	BOD Liaison	11/13/2012 to 11/11/2013
Public Policy Committee	Member	11/13/2012 to 11/11/2013
Leadership Academy Trustees	Member	6/1/2012 to 11/11/2013
Strategic Funding Committee	Member	4/1/2011 to 11/11/2013
Public Policy Committee	Member	11/15/2011 to 11/12/2012
VR Delegate Body	Member	12/15/2011 to 6/7/2012
Bill Review Work Group	Member	3/1/2011 to 3/1/2012
Local Association Presidents	President	1/1/2011 to 12/31/2011
VR Delegate Body	Member	8/1/2011 to 12/15/2011
VR Delegate Body	Member	12/1/2010 to 6/6/2011
Local Association Presidents-Elect	President-Elect	1/1/2010 to 12/31/2010
VR Delegate Body	Alternate	12/1/2009 to 11/30/2010
Virginia Leadership Academy 2009	VLA Member	1/1/2009 TO 12/31/2009

Williamsburg Area Association of REALTORS®

Committee/Board	Begin	End	Status
Budget & Finance	01/01/19	12/31/19	Member
Nominating Committee	01/01/19	12/31/19	Member
Professional Standards	01/01/19	12/31/19	Member
Strategic Planning	01/01/19	12/31/19	Member
WMLS Board of Directors	11/01/18	10/31/19	Immed Past Pres.
Budget & Finance	01/01/18	12/31/18	Co Chairman
Data & Technology	01/01/18	12/31/18	WAAR BOD Liaison
Nominating Committee	01/01/18	12/31/18	Member
Strategic Planning	01/01/18	12/31/18	Member
WAAR Board of Directors	11/01/17	10/31/18	Director
WMLS Board of Directors	11/01/17	10/31/18	President
Budget & Finance	01/01/17	12/31/17	Member
Nominating Committee	01/01/17	12/31/17	Member
Professional Standards Committee	01/01/17	12/31/17	Member
Strategic Planning	01/01/17	12/31/17	Member
WMLS Board of Directors	11/01/16	10/31/17	President Elect
Committee Chair Meetings	01/01/16	12/31/16	Chairman
Grievance Committee	01/01/16	12/31/16	Chairman
WMLS Board of Directors	07/01/16	10/31/16	Vice President
Committee Chair Meetings	01/01/15	12/31/15	Vice Chair
Grievance Committee	01/01/15	12/31/15	Vice Chair
Strategic Planning	01/01/15	12/31/15	Member
Grievance Committee	01/01/14	12/31/14	Member
Budget & Finance	01/01/12	12/31/12	Member
Nominating Committee	01/01/12	12/31/12	Member
Strategic Planning	01/01/12	12/31/12	Member
WAAR Board of Directors	11/01/11	10/31/12	Immed Past President I/A
Budget & Finance	01/01/11	12/31/11	Chairman
Committee Chair Meetings	01/01/11	12/31/11	Chairman
Investment Committee	01/01/11	12/31/11	Member
Nominating Committee	01/01/11	12/31/11	Chairman
Strategic Planning	01/01/11	12/31/11	Member
WAAR Board of Directors	11/01/10	10/31/11	President
Budget & Finance	01/01/10	12/31/10	Member
Committee Chair Meetings	01/01/10	12/31/10	Chairman Active
Nominating Committee	01/01/10	12/31/10	Member
Public Policy Committee	01/01/10	12/31/10	Member
Strategic Planning	01/01/10	12/31/10	Chairman
WAAR Board of Directors	11/01/09	10/31/10	President Elect
Committee Chair Meetings	01/01/09	12/31/09	Member
RPAC Fundraising Work Group	01/01/09	12/31/09	Chairman
Strategic Planning	01/01/09	12/31/09	Member

WAAR Board of Directors	11/01/08	10/31/09	Vice President
Strategic Planning	01/01/08	12/31/08	Member
WAAR Board of Directors	11/01/07	10/31/08	Director
Grievance Committee	11/01/07	10/31/08	Member
Grievance Committee	11/01/06	10/31/07	Member

There were years served on various committees prior to 2006.

NAR Institute/Society/Council/Section memberships held:

None

Significant civic/community/professional group involvement and accomplishments:

While in my third year of serving as a Director, Virginia REALTORS®, I began serving on a 5-member Design Build Team for my religious community, Williamsburg Unitarian Universalists. We began with congregational focus groups to understand the congregants wants, desires and needs. We then funneled down the needs and priorities. From there we interviewed and hired architects, builders, designers, landscape architects and kitchen designers. It was a \$2.1 million-dollar project that spanned for 3 years from note pads of wishes and wants, with updates made to the current sanctuary to a total renovation and an addition for a total square footage project of over 12,000 square feet. The DBT oversaw every aspect of the build out from the flooring, door handles, signage, kitchen appliances, playground equipment, paint colors, windows, etc., and overall building design. All the while, we took in congregant concerns and comments, gave updates on the progress during the 3-year span and participated in the opening of the building. It has been one of my proudest moments to see the completion but one of the most rewarding albeit challenging, journeys to start with notebooks filled with ideas to then turn that dream into a reality.

Why do you want to be a member of the Board of Directors?

I have been committed to serving on the Williamsburg Area Association of Realtors Board of Directors, then President, then served on the Virginia Realtors Board of Directors. I took some time away from leadership to focus on another organization, all the while served on several committees at Virginia Realtors. 3 years ago, I was appointed to the Williamsburg Multiple Listing Service Board of Directors and have led the MLS through various challenges and diving into the financial health of the MLS as it relates to the Association as a whole. In all my various roles, positions and involvement I have truly grown as a volunteer leader.

I am known to always willing to ask the hard questions. I am unwilling to blindly accept the action presented until the Board has had thorough thought of the possible unintended consequences, while respecting the integrity of the request of the committee. As the President of both the Association and the MLS, I encouraged the Board members to review the materials, make the tough decisions and stand united in the results.

Throughout my career I have served in various leadership roles, strategic planning processes and the execution of plans. I would like to put my talents and perspective from many levels and positions to use for the benefit of my organization and my career. I am willing to ask for

opinions and feedback. I am also not afraid to speak up at a time of importance, but I do feel it is also a skill to listen to your fellow leaders to gain their perspective.

In your opinion, what are the three greatest challenges the real estate industry must confront during the next three years? Please elaborate briefly.

- 1) The stability of the economy and the debt ceiling is a long-term concern. While the economy is stable by some sources, many feel that there will be a correction to the market. Interest rates are still being falsely held down with the country's debt looming and the legislators are not able to come to terms for the correction of the debt.
- 2) Housing affordability is a concern as it relates to rising prices in many areas of the state, lack of inventory thus inhibiting some buyers to compete for the purchase of a home and finally the cost of education and student loans causing many usual first time home buyers from entering the market. They are needed so that the next level of homes can sell and continue the move up and down process of the multi-generational buyers.
- 3) Relevance of the tri-level organization is a concern as it relates to the code of ethics and professionalism. While I support the local, state and national associations, there are a great many members that are undereducated on the purpose and need for the professional organization. State licensees do not see the value to the very low and reasonable dues that are collected as they are not exposed to the support, advocacy and education the associations supply.

Lastly, there has been much discussion about disruption of the practice of real estate from the viability of the MLS to commissions paid. As a REALTOR® of over 25 years, my career as been nothing but one disruption after another. The wonderful part about our industry is our ability to be nimble and adjust.

Resumé

Experience

As an active Realtor® for over 20 years, I have been involved in many successful transactions leading to many happy homeowners. My goal is to foresee possible issues and negotiate for my client. Put my strengths to work for you!

Affiliations and Designations

*Williamsburg, Virginia and National Association of Realtors®
Director, Virginia Association of Realtors® Board of Directors (2012-2015)
Past President, Williamsburg Area Association of Realtors®
Realtor of the Year, Williamsburg Area Association of Realtors®, 2009
Certified Residential Specialist (CRS)
Master, Certified New Homes Sales Professional (MCSP)
Graduate, Realtor® Institute (GRI)
Short Sales and Foreclosure Resource (SFR)
Technology Professional (e-PRO)*

Education

I stay current with the ever changing market to serve my clients in addition to classes for licensure and designations. I was also chosen to attend the 2009 Virginia Association of Realtors® Leadership Academy which was a life changing experience.

Community

I participate in many Realtor® sponsored civic events throughout the year as well as volunteering at my church.

Personal

I am married to my supportive husband, Rob. Our daughter, Leighton, is pursuing graduate school. Our two dogs keep us entertained. I am fortunate to have been born and raised in Williamsburg!



NAN
PILAND
making my hometown yours
CRS, MCSP, e-pro, GRI, SFR

757-870-0611
nanpiland@lizmoore.com
lizmoore.com/nanpiland



Real Estate. Reinvented.®

**Williamsburg Area
Association of
REALTORS®, Inc.**

OFFICERS

President
Ellen Smith Gajda

President-Elect
Frank Hughes, ABR, SRES

Vice President
Mike Grogan

Secretary
Lauren Duguay

Treasurer
John Wilson

Immediate Past President
Kimber Smith, CRB, SRES

DIRECTORS

Sam Mayo
Lisa Remington Smith, GRI
Fred Smith

Chief Executive Officer
Cindy Homewood, ePRO

**Williamsburg Multiple
Listing Service, Inc.**

OFFICERS

President
Fred Smith

President-Elect
Bobby Jankovic

Vice President
Ron Miscavige

Secretary
Tia Stanley

Treasurer
Charlotte Jones

Immediate Past President
Nan Piland, CSP, e-PRO, GRI,
SFR, MCSP

DIRECTORS

Suzanne Dana
Carmen Hamner
Mish Vaiden-Clay, ABR, CRS,
GRI, SRES

Chief Executive Officer
Cindy Homewood, e-PRO

June 18, 2019

President Beckwith Bolle
Virginia REALTORS®
10231 Telegraph Rd.
Glen Allen, VA 23059

Please accept this letter of recommendation on behalf of Nan Piland

Soon you will begin to deliberate the qualifications and service opportunities for REALTORS® to serve on the 2020 Virginia REALTORS® Board of Directors. I am pleased to endorse one of Williamsburg's most outstanding members, Nan Piland, who since joining our Association in 1994 has been actively involved in almost every aspect of Association leadership and is a 2009 graduate of the Virginia Leadership Academy. Her leadership qualities are widely known and respected in the Williamsburg community due to her integrity, frankness, honesty, dependability and substantive real estate knowledge allowing her to always be prepared and capable of handling any challenge she encounters.

As a Past President of both our REALTOR® Association and Multiple Listing Service, and past Director of VR, Nan continues to give her valuable time to serve our organizations, wherever she is needed, and is always willing to explore and learn new technologies and skills to serve her fellow REALTORS and clients. Nan is the epitome of someone who strives to be a valued contributor to her REALTOR® Association and her profession. We are truly fortunate to have someone of her caliber among our current leadership and I believe her service as a State Director would be highly beneficial to all Virginia REALTORS. This is demonstrated by the support Nan receives and gives to her family, friends, real estate office and her REALTOR® Association.

If you need additional information, please do not hesitate to contact me at (757) 903-4014 or by email at cindy@WAAREaltor.com.

Sincerely,



Cindy Homewood, e-Pro
Chief Executive Officer



BERKSHIRE HATHAWAY
HomeServices

June 28, 2019

Virginia Realtors
10231 Telegraph Road
Glen Allen VA 23059

To whom it may concern:

It is an honor and with great pleasure that I endorse and recommend Realtor Nan Piland for the Virginia Realtors Board of Directors.

Nan’s extensive Resume demonstrates a cross section of skills, training and Leadership from Professional Standards, Public Policy, Strategic Funding, Delegate Body, Professional Development, Legal Action, Risk Management as well as Leadership Academy and as a Director on Virginia Realtors Board and more.

Having served with Nan on the VR Board of Directors during my Leadership tenure I can tell you that Nan is thoughtful, strategic, engaged, cautious, collaborative, dedicated to member service and our industry and is beyond reproach when it comes to ethics!

I am thrilled to see Nan submit her application to serve on the Board again and the Board and the membership will be greatly gifted by her knowledge and stewardship.

Sincerely,



Deborah A Baisden CRS GRI

The Agent People Love to Refer

Virginia Realtor of the Year 2018

Realtor of the Year 1999, 2015 HRRRA

Code of Ethics Award 2005, HRRRA

BHHS Chairman & Legend Awards

Circle of Excellence 29 Years, Platinum

BHHS Towne Realty

301 Lynnhaven Parkway

Virginia Beach VA 23452

President Virginia Realtors 2015

Director National Association of Realtors

State & Local Issues Policy Committee, Chair

Smart Growth Advisory Board

Public Policy Coordinating Committee



www.deborahbaisden.com

dbaisden1@cox.net

Direct 757-404-6020

Efax 866-430-4349

Licensed in Virginia

301 & 305 Lynnhaven Parkway • Virginia Beach, VA 23452 • Office: 757-486-4500 • Fax: 757-431-0578



BERKSHIRE HATHAWAY
HomeServices

Thursday, June 27, 2019

Terrie Suit
Virginia REALTORS
10231 Telegraph Road
Glen Allen, VA 23059

To the Delegate Body,

It's my absolute pleasure to recommend Nan Piland as a Director for Virginia REALTORS.

She has 25 years of experience and is respected in the Williamsburg Area market by her clients. She has represented her members well at the local level in many ways, including Past President of MLS and WAAR. She was also named REALTOR of The Year for Williamsburg the year I was VAR President.

Nan did an excellent job previously serving on the VR Board of Directors and I have personally worked with her in her volunteer roles. She has leadership experience at the Virginia REALTORS level, just to mention a few key roles, as chair of the Professional Development Committee and also of the Pre-license Education Subcommittee. She was a Leadership Academy Graduate and has also served on Public Policy, which I consider one of the most important committees at Virginia REALTORS.

She is a true team player, and always manages to foster positive discussions.

I recommend Nan and I know that she will be a beneficial addition to Virginia REALTORS.

Sincerely,

A handwritten signature in blue ink that reads 'John L. Powell'.

John L. Powell

2009 President of Virginia Realtors
2019 Chair of Virginia Realtors RPAC Fundraising & Broker Involvement
2019 NAR Director
2019 Vice Chair of NAR RPAC Trustees/Fundraising



BERKSHIRE HATHAWAY
HomeServices

June 22, 2019

Virginia REALTORS Delegate Body
10231 Telegraph Road
Glen Allen, VA 23059

Re: Recommendation of Nan Piland

To whom it may concern:

I wholeheartedly recommend Nan Piland as a candidate for Director to the Virginia REALTORS Board of Directors for the upcoming term. I have known Nan professionally for twenty-five years and have watched her grow both as a practitioner and strong participant at the local, state and national association levels. The underlying characteristic that Nan possesses is that of commitment. Once she makes a commitment, she is extremely dependable and reliable to accomplish what she sets out to do.

In addition to her character, Nan has extensive leadership experience at the local and state association levels. At the Williamsburg Area Association of REALTORS (WAAR) she has served on and chaired numerous committees, served as President of both WAAR and the Williamsburg Multiple Listing Service (WMLS), and was recognized as the association's REALTOR of the Year in 2009. At Virginia REALTORS she has also served on numerous committees, is a graduate of the Virginia Association of REALTORS Leadership Academy, and previously served on the Board of Directors.

I have had the pleasure to serve with Nan on a number of committees and boards. She served on my Board of Directors this past year while I was President of WAAR and she currently serves on my Federal Political Coordinator (FPC) Team for Virginia Congressman Rob Wittman. In all instances, Nan is very engaged in the process, stays focused on the mission at hand, contributes to the discussion and provides great depth of knowledge to the team. These attributes were especially valuable to me when Nan served on my Board this past year.

In summary, Nan would be an excellent Director for the Virginia REALTORS Board of Directors. Her level of commitment, her extensive leadership experience and her passion for work all make her a wonderfully qualified candidate as a Director. I endorse her without hesitation and strongly recommend her for the position on the Board.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kimber A. Smith'.

Kimber A. Smith, CRB, MBA
Chief Operations Officer

June 20, 2019

To Whom It May Concern,

Please accept this letter as a recommendation for Nan Piland to serve on the Board of Directors for the Virginia Realtors.

I have known Nan for a number of years, but have had the pleasure of working directly with her as her Broker. Nan is a role model in our industry, both for her professionalism, and for her commitment to her clients. She is well respected both in the community and in the industry. She is both a “learner” and a teacher – always in a front row seat taking advantage of any new class, and always the first to share her expertise and insights with a new agent.

She is very systematic and detail oriented, and avoids “short cuts,” instead opting for doing things the *right* way. She’s a team player, and yet not shy about taking a stand she believes in. Not only is she successful in business, but she has managed to achieve the balance between work and family that eludes so many in our profession.

It has been a treat to watch her shine as she has served our local Williamsburg Association in the capacity of President and the President of the Williamsburg Multiple Listing Service. Nan takes her leadership responsibilities very seriously, and devotes a tremendous amount of thought and energy to preparation...everything from meetings to membership surveys to association initiatives is well planned and executed. She has taken a keen personal interest in her Committee Chairs’ performance, and the unexpected (but much appreciated) “job well done” e-mails from time to time have made serving as a Chair more rewarding than ever.

Nan is a great leader in every sense of the word. I am proud to work with her. Virginia Realtors would be fortunate to have a director of her caliber.

If I can answer any specific questions regarding Nan’s talents and abilities, please don’t hesitate to contact me at 757.645.4106 or liz@lizmoore.com.

Regards,

Liz Moore
President

To Whom it May Concern:

June 21, 2019

I have known Nan Piland for over ten years and to say she is the epitome of a REALTOR is an understatement. One of Nan's favorite saying is that she bleeds REALTOR blue. I smile inside every time I hear her say that because I know it is true. Nan will go to bat for any REALTOR or any REALTOR cause with her heart and soul. She does not back down if there is a tough question to be answered, but instead is fueled up at the chance to teach someone why she feels the way she does as well as takes the opportunity to learn from the question herself. Nan is diligent in her research and doesn't take her tasks on WAAR Committees, VR Committees or in servicing her clients, day to day lightly.

I have had the pleasure of seeing Nan in action as an Association President, an MLS President, a Board of Director for both local and state associations and most recently as Chair of Professional Standards. She is a force to be reckon with all in the name of what is right for clients, REALTORS and the surrounding community she serves.

Nan would be a perfect addition to our already strong Virginia REALTORS Board of Directors. She has served before and can take her previous knowledge to do outstanding service again. Nan's continual thirst for knowledge and her desire to do what is right for the community she serves makes her a great asset to our Association.

Please consider putting Nan Piland on the slate for Virginia REALTORS Board of Directors. She will not disappoint.

Thank you,

Peggy Todd
REALTOR with Liz Moore & Associates
757-869-9069



Gene Mock

License Type: Associate Broker

Keller Williams Realty

Position in Real Estate Firm: Associate Broker

Tier C - Dulles Area

Northern Virginia *(Secondary Association)*

Member of Virginia REALTORS® - 11 years

Felony Convictions	None
License Violations	None
Professional Standards Violations	None

Production

Branch if owner or manager; Personal if sales agent

	Sides	Volume
2019 YTD	11	\$8,161,900.00
2018	8	\$15,047,900.00

RPAC Involvement

	\$ Amount Contributed
2018	\$5,000 + \$2000 - Platinum R, President's Circle, Hall of Fame
2017	\$5,000 + \$2000 - Platinum R, President's Circle, Hall of Fame
2016	\$5,000 + \$2000 - Platinum R, President's Circle, Hall of Fame

Virginia REALTORS® Committee Involvement last 5 years

RPAC Trustees	Trustee	2021
RPAC Trustees	Vice Chair	2019
RPAC Trustees Local Candidate Campaign Services Subcommittee	Chair	2019
RPAC Fundraising and Broker Involvement Work Group	Member of Committee	2019
Regulatory Review Work Group	Member of Committee	2019

CIC Subcommittee	Member of Committee	2019
Public Policy Committee	Member of Committee	2019
RPAC Fundraising and Broker Involvement Work Group	Member of Committee	2018
RPAC Trustees	Treasurer	2018
Delegate Body	Alternate	2018
Public Policy Committee	Member of Committee	2018
Strategic Funding Committee	Immediate Past Chair	2018
Investment Management Committee	Ex-Officio	2018
Federal Political Coordinators	FPC Team Member	2018
RPAC Trustees	Trustee	2018
Public Policy Committee	Member of Committee	2017
Strategic Funding Committee	Chair	2017
Strategic Funding Committee	Member of Committee	2017
Public Policy Committee	Member of Committee	2016
Relocation Conference Work Group	Member of Committee	2016
Relocation Conference Work Group	Member of Committee	2014

Licensed in other state(s): Yes: Washington DC, Maryland, South Carolina, Georgia

Real Estate Specialty: Residential

Attachments: Endorsement(s)

Office Information

Keller Williams Realty

Leesburg, Virginia

Licensees in your firm: 1,000

Licensees in your office: 110

Branches in your firm: 5

Applicant Information

College/University Degree(s):

Professional/Educational Designations: ABR CIPS CRB CRS GRI SFR SRES

Do you perform real estate licensed services for customers or clients other than yourself?

Yes

Previous REALTOR® association involvement within your local, state, or national REALTOR® association:

Service for Local REALTORS®: Dulles Area Association REALTORS®

- 2015-2018 Executive Committee – Public Policy Chair
- 2015-2018 Board of Directors
- 2014-2018 DARPAC - Vice Chair
- 2014-2018 DARPAC - Trustee
- 2012-2018 Education Committee
- 2012-2014 Investment Committee
- 2010-2018 Governmental Affairs Committee
- 2017-2018 Delegate Body Alternate

Service for State of Virginia: Virginia REALTORS®:

- 2013-2019 Public Policy Committee
- 2015-2018 Common Interest Community Sub-Committee
- 2014-2017 Strategic Funding Committee – 2015 Vice Chair 2016 Chair
- 2012-2018 Federal Political Coordinator – FPC Team Member
- 2012-2016 Virginia Relocation Committee/Work-group, 2016 Vice-Chair
- 2015-2019 Virginia RPAC Trustee, 2018 Treasure, 2019 Vice-Chair
- 2017-2019 RPAC Campaign Services Subcommittee 2019 Chair
- 2018 VR Investment Management Committee, ex officio member
- 2018-2019 RPAC Fundraising & Broker Involvement Group (FBI)

Service for National REALTORS®: National Association of REALTORS®:

- 2014-2015 Land Use Property Rights and Environment Committee
- 2016-2019 Global Business and Alliances Committee
- 2018-2019 Public Policy Coordinating Committee
- 2019 - Global Business and Alliances Committee H-2B Working Group.

NAR Institute/Society/Council/Section memberships held:

FIABCI - International Real Estate Federation
ERC - Employee Relocation Council

Significant civic/community/professional group involvement and accomplishments:

ASPCA - Aiken Society for the Prevention of Cruelty to Animals: Served on BOD. Donated 10 acres land to build a new no-kill dog shelter and dog park.

MALA - Mid-Atlantic Lipizzan Association: Served as president for 10 yrs. Donated funds to improve breeding for Lipizzan Horses in North America.

Mobil Hope - Helping Homeless Youth: Donated funds and volunteered time for the homeless youth of Loudoun County.

American Red Cross: Field work and contributions for flood victims.

Blue Ridge Speech & Hearing: Contributions for the hearing and speech impaired youth.

United Way: Local team leader to coordinate neighborhood contributions.

Keller Williams Red Day: Year-round commitment to improving our local communities.

Why do you want to be a member of the Board of Directors?

I'd like the opportunity to bring fresh ideas to the board of directors based on my deep knowledge of the real estate industry. I am dedicated to encouraging strong professional standards to enhance the industry's standing in the community it serves.

In your opinion, what are the three greatest challenges the real estate industry must confront during the next three years? Please elaborate briefly.

Some of our greatest challenges over the next 3 years are to close the gap between the seasoned, experienced full-time agents and the new inexperienced part-time agents. This lack of experience could be narrowed through GRI. Virginia REALTORS® should develop instructor programs to train agents in order to narrow this experience gap.

Another major challenge is keeping the Virginia real estate sector strong through housing affordability programs for all underserved Virginians.

Develop social platforms that create interest and involvement by more Virginia REALTORS® members. To bring a sense of pride of being part of something larger than themselves in order to add true meaning to the phrase "REALTOR® Family."

June 21st, 2019

Ms. Beckwith Bolle
President
Virginia REALTORS®
10231 Telegraph Road
Glen Allen, VA 23059-4578

Dear Ms. Bolle:

I am writing on behalf of the Board of Directors of the Dulles Area Association of REALTORS® (DAAR) to nominate Gene Mock, Keller Williams, Leesburg, VA for the Virginia REALTORS® Board of Directors.

As an active REALTOR® member of DAAR for several years, Gene has been instrumental in guiding the Association's governance, legislative and RPAC efforts. Having served as a trustee of the Dulles Area REALTORS® Political Action Committee (DARPAC), Chair of Public Policy of DAAR's Board of Directors and a member of DAAR's Government Affairs Committee and Education Committee, Gene is incredibly active in legislative initiatives and governance.

Gene's extensive involvement locally naturally transitioned into serving at the state and national level where he serves as a member of the Virginia REALTORS® Public Policy Committee, Vice Chair of the RPAC of Virginia Trustees, Strategic Funding Committee (Chair, Vice Chair), Virginia Relocation Committee/Workgroup, 2016 Vice-Chair, RPAC Campaign Services Subcommittee (Chair), Investment Management Committee and RPAC Fundraising & Broker Involvement Group (FBI) as well as NAR's Land Use and Property Rights Committee, member at-large of Global Business and Alliances Committee, Public Policy Coordinating Committee and former member of the FPC Team for Congresswoman Barbara Comstock (R-10). He will apply his strong knowledge base and offer experiences and observations derived from extensive involvement in the REALTOR® organization's governance structure to help guide Virginia REALTORS® in the future.

As an active and engaged member volunteer at the leadership level, Gene understands and accepts the responsibility that serving on the Virginia REALTORS® Board of Directors entails and is committed to upholding the governance structure, strategic plan and vision with an eye on advancing the Association in the future.

The Dulles Area Association of REALTORS® proudly and strongly recommends Gene Mock for the Virginia REALTORS® Board of Directors.

Sincerely,



Christine Windle
CEO
Dulles Area Association of REALTORS®



BERKSHIRE HATHAWAY
HomeServices

June 28, 2019

Virginia Realtors
10231 Telegraph Road
Glen Allen VA 23059

To whom it may concern:

I am pleased to endorse Gene Mock for your consideration on the Virginia Realtors Board of Directors

Gene is a distinguished Realtor, a consummate supporter of all levels of our industry associations and has served in many capacities and most recently on global business and alliances committee as well as the public policy coordinating committee at NAR to name only a few.

Gene is a familiar face at association seminars, committees and conventions and I feel he has much to offer our members.

Sincerely,



Deborah A Baisden CRS GRI

The Agent People Love to Refer

Virginia Realtor of the Year 2018

Realtor of the Year 1999, 2015 HRRRA
Code of Ethics Award 2005, HRRRA
BHHS Chairman & Legend Awards
Circle of Excellence 29 Years, Platinum
BHHS Towne Realty
301 Lynnhaven Parkway
Virginia Beach VA 23452

President Virginia Realtors 2015
Director National Association of Realtors
State & Local Issues Policy Committee, Chair
Smart Growth Advisory Board
Public Policy Coordinating Committee



www.deborahbaisden.com

dbaisden1@cox.net

Direct 757-404-6020

Efax 866-430-4349

Licensed in Virginia

June 24, 2019

TO: Virginia Realtors Board Members

**RE: Letter of endorsement for:
Gene Mock**

It is an honor to speak to the qualifications of Gene Mock in his quest for election to the Virginia Realtors Board of Directors. As a broker/co-owner of a multi office firm in the in the cities of Hampton Roads, it is always my pleasure to encourage activities of our Realtor membership in their quest to serve our local and state Associations.

Gene has a record of dedicated service to the Great Dulles Association and the Virginia Realtors. He has funded his own travel and expenses to serve at the National level and serves with distinction. As an ardent RPAC Major investor Gene has shown industry commitment and leadership by his Platinum and President's Circle support and participation. He is an excellent example of a member who is willing to serve and step up to plate. As an active member of his community, he has remembered to give back by volunteering to assist in meeting the needs of his fellow citizens. Gene is a real estate professional who is committed to giving back.

In Realtor Spirit,

Dorcas Helfant-Browning
**Principal Broker & Managing Partner
Coldwell Banker Professional, Realtors
NAR Past President
Virginia Realtor, Past President**



BERKSHIRE HATHAWAY
HomeServices

Thursday, June 27, 2019

Terrie Suit
Virginia REALTORS
10231 Telegraph Road
Glen Allen, VA 23059

To the Delegate Body,

First, I would like to thank you as a member of the delegate body; I appreciate your leadership and, as a past leader of VR, I know the value of a strong Board and dedicated volunteer leaders. We all have been fortunate to have a choice of many great leaders and volunteers to choose from in Virginia, thank you for taking the time to make the right choices at the right times.

Given the unique times and rapidly changing industry, it's my pleasure to recommend Gene Mock as a Director for Virginia REALTORS. We have served on numerous committees together over the years as well as we are both 2015 RPAC Hall of Fame class mates and I also congratulate Gene, since he will be awarded the \$50,000.00 RPAC Hall of Fame level this year.

Gene has the experience to be a beneficial asset to the Board of Directors. He has been an FPC and has been heavily involved in the political advocacy of DAR, Virginia REALTORS and NAR. He has leadership experience at the Virginia REALTORS level and is currently Vice Chair of RPAC Trustees and Virginia Relocation Committee Workgroup. He is also Chair of the RPAC Campaign Services Subcommittee.

Gene gets the job done, without a doubt, I confidently recommend Gene for Virginia REALTORS BOD.

Sincerely,

A handwritten signature in blue ink that reads 'John L. Powell'.

John L. Powell

2009 President of Virginia Realtors
2019 Chair of Virginia Realtors RPAC Fundraising & Broker Involvement
2019 NAR Director
2019 Vice Chair of NAR RPAC Trustees/Fundraising



Experience. Service. Satisfaction.

Dear Delegate,

It is my pleasure to recommend Gene Mock to you as a candidate for the Virginia REALTORS Board of Directors.

Gene is a dedicated volunteer leader who has demonstrated a commitment to our profession in an exemplary manner. Gene is a successful respected business man and a tireless volunteer in all levels of our organization and in his community.

As you review his resume and application please note his depth of knowledge and service in the Public Policy arena. Gene has further skills in investment management, land use and global business.

Gene has distinguished himself and exemplified his personal commitment to the future of this organization by being Virginia's only individual RPAC Platinum Investor. This is a rare level of RPAC participation and another reason that Gene will make a good leader as a Virginia REALTOR Director.

Sincerely,

A handwritten signature in black ink that reads 'Mary Dykstra'.

Mary Dykstra
2013 Virginia REALTORS, President



Chandra Patterson

License Type: Salesperson

Rose & Womble Realty Company

Position in Real Estate Firm: Sales Associate

Tier C- Virginia Peninsula

Member of Virginia REALTORS® - 25 years

Felony Convictions	None
License Violations	None
Professional Standards Violations	None

Production

Branch if owner or manager; Personal if sales agent

	Sides	Volume
2019 YTD	11	\$2,771,000
2018	18	\$2,563,791

RPAC Involvement

	\$ Amount Contributed
2018	\$270
2017	\$40
2016	\$275

Virginia REALTORS® Committee Involvement last 5 years

RPAC Fundraising and Broker Involvement Workgroup	Member of Committee	2019
RPAC Fundraising and Broker Involvement Workgroup	Ex-Officio	2018
Delegate Body	Delegate	2018
Strategic Planning Task Force	Member of Committee	2018
Federal Political Coordinators	Vice Chair	2018

Federal Political Coordinators	FPC Team Member	2018
Delegate Body	Delegate	2017
RPAC Fundraising and Broker Involvement Workgroup	Member of Committee	2017
Delegate Body	Member of Committee	2016
Federal Political Coordinators	Federal Political Coordinator	2016
RPAC Trustees	Trustee	2016
Delegate Body	Alternate	2015
Federal Political Coordinators	Federal Political Coordinator	2014
Virginia Leadership Academy	2009 VLA Member	2009

Licensed in other state(s): No
Real Estate Specialty: Residential

Attachments: Résumé
Endorsement(s)

Office Information

Rose & Womble Realty Company

Newport News, Virginia

Licensees in your firm: 500
Licensees in your office: 30
Branches in your firm: 11

Applicant Information

College/University Degree(s): Hampton University - BS Finance

Professional/Educational Designations: SFR

Do you perform real estate licensed services for customers or clients other than yourself?

Yes

Previous REALTOR® association involvement within your local, state, or national REALTOR® association:

Local: 2017 VPAR President; 2013-2015 VPAR Treasurer; 2010-2012 VPAR BOD; 2017-present VPAR Charitable Foundation Treasurer; 2019 Chair VPAR Public Policy Committee (served as chair circa 2009); Budget & Finance Committee, Professional Standards & Grievance Committee, YPN, Technology Committee, Public Policy Committee, RPAC Committee

State: 2011-2016 RPAC Trustee of Virginia; 2017-2018 RPMIC Vice Chair for FPCs, Strategic Planning Committee (2017); 2009 VLA

National: 2005 - present FPC (Congressman Bobby Scott); 2017-present RPMIC; Multicultural Committee, Diversity Committee, Public Policy Coordinating Committee (2014-2016)

NAR Institute/Society/Council/Section memberships held: N/A

Significant civic/community/professional group involvement and accomplishments:

Member of the Hampton Democratic Committee; Voter Protection Volunteer (2008 - present); Voter registration volunteer; Menchville House Ministries (family shelter) volunteer; PORT Volunteer;

National Association of Real Estate Brokers (NAREB) - Member for 24 years; Currently serve as Vice Chair of Public Affairs Committee (public policy) and Chair of Credentials Committee; Serve on Budget & Finance Committee; Chair of the NAREB Community Wealth Building Day in Hampton Roads

Hampton Roads Association of Real Estate Brokers (HRAREB) - Member for 24 years; Currently serve as Treasurer

Why do you want to be a member of the Board of Directors?

At the encouragement of my first broker, I have been involved in my local Association since I've been a REALTOR® in 1994. I've served in various capacities and on various committees (too many to recall from the last 25 years). It is my way of giving back to the Association. This eventually led to my involvement on the state and then national level committees. The journey has been a wonderful experience and I have grown leaps and bounds because of it. Through my service to my local and state, I would like to do more and serve on the state level. I am extremely passionate about my industry, and I very much want to be a part of the leadership at a Board level. Therefore, I would appreciate the opportunity and would be honored to serve in the capacity as a Director for the Virginia REALTORS®.

In your opinion, what are the three greatest challenges the real estate industry must confront during the next three years? Please elaborate briefly.

1. Improving member involvement and engagement. We have approximately 30,000 members and maybe 10% or less are involved/engaged on the state level. This is also a challenge on our local level. During my term as President at VPAR, my goal was to improve our member involvement and engagement to events, classes and committee volunteering. We were able to improve this in some areas, yet I wanted more. I see the many efforts our state leadership has been making to increase member involvement and engagement.

2. Staying at the forefront of technology. Technology is a constant animal that we as an Association need to stay out in front as much as possible. As technology evolves, VR is making strides to evolve with it through Podcasts, digital newsletters, social media engagement with our members and the consumers.

3. Continuing to have a seat at the table politically. Virginia Realtors has done a phenomenal job at being advocates for public policy in our industry. Kudos to our GADs for all of their hard work to build relationships with our legislators and lobby for our industry to help the Association stay out in front of issues that could negatively impact the industry and consumers. But we can not sit back and relax. We have to always stay engaged to protect property owners rights and our ability to do business in Virginia. Our Association is looked upon as a resource and I would like to see that role continue.

Professional Resume

Chandra R Patterson, SFR



Experience

- 2017 VPAR President
- 2011 NAREB Realtist of the Year
- 2010 VPAR Realtor of the Year
- VPAR Outstanding Salesmanship Club
- Rose & Womble President's Club for top Sales Associates

1994 - PRESENT: Independent Real Estate Professional committed to 110% professional service and attention in helping clients to relocate, purchase, and/or sell property.

- Specializing in real estate sales and relocation for the Peninsula, Southside and surrounding cities/counties of Virginia.
- SFR (Short Sales and Foreclosure Specialist) Certification
- Experience with selling HUD/VA and bank foreclosures.
- Property Preservation (re-key, trash-outs, relocation assistance negotiation, weekly inspections)
- Coordinate and negotiate with vendors/contractors for repairs to be done on homes.
- Very detailed-oriented with managing transactions from contract to beyond closing.
- First time homebuyer and home selling counseling experience.
- VHDA certified for teaching first time homebuyers.
- Handle business with honest and a firm commitment to meeting the needs of my clients.
- Developed strong repeat and referral business.

Education

- 1992 Bachelor of Science, Finance, Hampton University
- 2009 Graduate of the Virginia Association of Realtors (VAR) Leadership Academy
- Accredited Buyer Representative
- Short Sales and Foreclosure Specialist
- Continuous training at the local board of Realtors to keep abreast of market changes/trends (in all aspects of real estate: new homes, resales, foreclosures, etc.)

Professional Affiliations

- National Association of Realtors (NAR) -- currently serve on the RPMIC Committee and as FPC for Congressman Bobby Scott
- Virginia Association of Realtors (VAR) -- currently serve as RPMIC Committee Vice Chair
- Virginia Peninsula Association of Realtors (VPAR) -- previously served as 2017 President
- Virginia Peninsula Association of Realtors (VPAR) Charitable Foundation -- currently serve as Treasurer
- National Association of Real Estate Brokers, Inc. (NAREB) -- currently serve as Chair of Credentials Committee and Vice Chair of Public Affairs Committee
- Hampton Roads Association of Real Estate Brokers, Inc. (HRAREB) -- currently serve as Treasurer

Community Involvement

- Member of Gethsemane Baptist Church, YWCA Peninsula, and Hampton Democratic Committee
- Menchville House Volunteer
- Member of Hampton University Alumni Association

Background, Family and Hobbies

- Resident of Hampton Roads since 1988
- "Independently Owned and Operated"; Have younger sister, 3 goddaughters
- Enjoy music (gospel, jazz, classical), The Arts, sports, fitness, dancing, reading

Virginia Peninsula Association of REALTORS®

The Voice for Real Estate™ on the Virginia Peninsula



1001 North Campus Parkway
Hampton, VA 23666
(757) 599-5222 FAX: (757) 596-3911
www.vpar.org

Letter of Recommendation

Ms. Chandra R. Patterson

To Whom It May Concern,

Please accept this letter as my recommendation for Ms. Chandra R. Patterson. Chandra has been a member of the Virginia Peninsula Association of REALTORS® since 1994 and currently with Rose & Womble Realty Company, Newport News, Virginia. An active participant in the association Chandra has been active in leadership serving on numerous committees including Budget & Finance, Public Policy, RPAC Fundraising, Strategic Planning, Technology, Young Professionals Network (YPN), and Professional Standards. Chandra has risen and mastered her leadership skills demonstrated as a valued association Director since 2010 and officer serving as Treasurer 2013-2015; President Elect 2016 and VPAR President 2017.

Chandra serves with honor the Virginia REALTORS® as an RPAC Trustee from 2011-2016; Vice Chair of the Virginia RPAC Federal Political Coordinators and at NAR Federal Political Coordinator to Congressman Bobby Scott 2007 - Present.

Chandra is active in the Hampton Roads Association of Real Estate Brokers (HRAREB) serving as a Director, Treasurer and NAREB's Budget & Finance, Credentials Public Affairs, and Membership Committees.

Chandra received her BS in Finance from Hampton University and graduated the 2009 Virginia REALTORS® Leadership Academy.

Chandra stands out from her peers with her cheerful personality and "Can Do" attitude. Always there to help others, her motivation and encouragement is an inspiration for her clients and her REALTOR® Peers.

It is with honor that I give my highest personal recommendation for Chandra Patterson to serve as a Director for the Virginia REALTORS®.

Sincerely,

A handwritten signature in black ink, appearing to read 'James M. Wetzel'. Below the signature, the name and title are printed.

James M. Wetzel, CEO



**National Association
of Real Estate Brokers, Inc.**

9831 Greenbelt Road, Suite 309,
Lanham, MD 20706

June 24, 2019

REALTOR® Beckwith Bolle, President
Virginia REALTORS
10231 Telegraph Road
Glen Allen, VA 23059

Dear President Bolle:

It is my pleasure to recommend Chandra Patterson for a Director position with the Virginia REALTORS®.

Chandra has been an active member of the REALTOR® Association for her entire career (since 1994). She has also been an active member of the National Association of Real Estate Brokers, Inc. (NAREB) and the Hampton Roads Association of Real Estate Brokers, Inc. (HRAREB) since 1995. The mission of NAREB is "Democracy in Housing". Her level of commitment to help ensure this mission gets carried out in her local community is superb. She recently and successfully chaired our NAREB Community Wealth Building Day event selected to be held in the Hampton Roads market. She gained experience by serving on a special taskforce committee to help develop an initiative called "**2 Million in 5**". This program speaks to serving the African American communities where there is a wealth gap mainly due to a low percentage of homeownership in our communities. This program is implemented by way of having Community Wealth Building Day events.

Because we recognize Chandra's wealth of knowledge and experience as an NAR FPC, she currently serves as Vice Chair of our Public Affairs Committee, which is our political advocacy component of our organization. She also serves as a member of our Budget & Finance Committee and is Chair of our Credentials Committee and as Treasurer for her Hampton Roads Chapter.

Chandra exemplifies the professional image and conducts herself in a business manner. She constantly strives to empower the public of the importance of homeownership in spite of these challenging economic times. She enjoys educating them about the home buying process and how to stay on track as a responsible homeowner. When there is a concern or question, Chandra speaks her professional opinions clearly and directly with sensitivity.

Chandra is very passionate in what she does and it shows in her interactions and discussions within meetings. Her passion for this organization has allowed her to be awarded the 2011 REALTIST® of the Year at our National Convention in New Orleans, LA. I would like to express my respect and appreciation for this bright young person, who brings outstanding contribution to the work of the National Association of Real Estate Brokers, Inc. I believe that she will be a valuable addition to the Virginia REALTORS Board of Directors; therefore, I enthusiastically recommend her as a promising candidate.

I will be pleased to answer any additional questions you may have.

Respectfully,

Jeffrey Hicks

Jeffrey Hicks, President

National Association of Real Estate Brokers, Inc. (NAREB)



Rachel Anker-Johnson

License Type: Salesperson

RE/MAX 8

Position in Real Estate Firm: Sales Associate

Tier C - New River Valley

Member of Virginia REALTORS® - 12 years

Felony Convictions	None
License Violations	None
Professional Standards Violations	None

Production

Branch if owner or manager; Personal if sales agent

	Sides	Volume
2019 YTD	23	\$5,287,700
2018	25	\$5,475,1510

RPAC Involvement

	\$ Amount Contributed
2018	\$99
2017	\$70
2016	\$250

Virginia REALTORS® Committee Involvement last 5 years

Professional Development Committee	Member of Committee	2019
Supervising/Managing Broker Certification WG	Member of Committee	2019
Supervising/Managing Broker Certification WG	Member	2018
Delegate Body	Delegate	2018
Professional Development Committee	Member of Committee	2018

Pre-License Education Subcommittee	Ex-Officio	2017
Delegate Body	Delegate	2017
Professional Development Committee	Chair	2017
VR Delegate Body	Member of Committee	2016
Professional Development Committee	Vice Chair	2016
Professional Standards & Grievance Committee	Member of Committee	2016
Learning Objectives Work Group	Member of Committee	2015
Professional Development Committee	Member of Committee	2015
Professional Development Committee	Member of Committee	2014
Virginia Leadership Academy	2013 VLA Member	2013

Licensed in other state(s): No
Real Estate Specialty: Residential

Attachments: Résumé
Endorsement(s)

Office Information

RE/MAX 8

Blacksburg, Virginia

Licensees in your firm: 35
Licensees in your office: 30
Branches in your firm: 3

Applicant Information

College/University Degree(s): Virginia Tech - BS - Finance, Cum Laude 2005

Professional/Educational Designations: GRI, ABR

Do you perform real estate licensed services for customers or clients other than yourself?

Yes

Previous REALTOR® association involvement within your local, state, or national REALTOR® association:

NRVAR - 2019 Compliance Committee, Chair
NRVAR - 2018 President
NRVAR - 2014 - Present - Member, Board of Directors
Virginia REALTORS - 2017 Professional Development Committee, Chair
Virginia REALTORS - 2014 - Present - Member, Professional Development Committee

Virginia REALTORS® - Leadership Academy, Class of 2013

NAR Institute/Society/Council/Section memberships held: N/A

Significant civic/community/professional group involvement and accomplishments:

New River Valley Regional Housing Study - Leadership Team
PSI - National Real Estate Advisory Committee
PSI - State Real Estate Advisory Committee

Why do you want to be a member of the Board of Directors?

Virginia REALTORS is charged with advocating for real property owners in the Commonwealth of Virginia. Additionally, the organization is engaged in shaping the direction of the real estate profession and reacting to emerging industry trends that affect consumers and REALTORS alike. By being a member of the Virginia REALTORS Board of Directors, I am confident that I can contribute thoughtful and insightful viewpoints that will help to advance the professionalism of our REALTOR members, and protect and promote the best interests of real property owners.

In your opinion, what are the three greatest challenges the real estate industry must confront during the next three years? Please elaborate briefly.

Housing Affordability - The American Dream of homeownership is alive and well, yet residents of many areas of the Commonwealth, particularly large population centers and adjacent suburbs, are finding themselves in a never-ending cycle of renting. The natural law of supply and demand is putting upward pressure on home prices and rent rates, making it very difficult for entry level buyers to become homeowners. Rising rents cut into their ability to save for a down payment, and student loan debt prevents many potential new homeowners from saving for a down payment or qualifying for a mortgage at all. One way Virginia REALTORS can participate in the solution is by partnering with home builder associations and localities to reduce the burdensome, costly and time consuming process of new development on home builders, thereby taking steps to create more balance in supply and demand.

Disruptive Technology - The vast array of websites that provide consumers with real estate data is overwhelming. Many of these websites are offering services that purport to save the consumer money by cutting out the so-called "middle man" - the real estate professional. Unfortunately, we as a profession continue to struggle in demonstrating our value to the consumer. We must find new ways to deliver our services and our message of value, and we must demonstrate that value through professionalism, depth of knowledge, and process expertise. One way Virginia REALTORS can participate in the solution is to create and promote a REALTOR® brand awareness campaign across multiple forms of media, highlighting how professionals protect and promote the best interests of their clients.

Climate Change and Natural Disasters - It's no secret that climate change is impacting housing as severe weather and hurricanes batter coastal communities, and floods and wildfires destroy communities throughout the country. These disasters leave entire communities wondering where they will go, how they will keep their families safe, and how they will rebuild. Many homeowners who are living through these disasters find themselves underinsured or uninsured against floods at all. When these communities are destroyed, the residents resettle in surrounding areas or move to other areas of the country to find family support, abandoning their damaged homes and making community recovery efforts burdensome to those who stay. While Virginia has been very fortunate compared to other states with regard to the frequency and severity of climate change effects, I believe that we can take proactive steps to prepare for the inevitable. Virginia RPAC can continue to support political candidates that have demonstrated a commitment to addressing climate change. Further, Virginia Realtors can spearhead efforts to create a natural disaster relief fund for the purpose of complementing the efforts of other emergency agencies. Lastly, Virginia Realtors can continue advocating for the availability of affordable flood insurance.

Rachel Anker-Johnson

REALTOR, GRI, ABR

1344 N. Main St.
Blacksburg, VA 24060
(540) 641-2241
rachelremax8@gmail.com

EXPERIENCE

RE/MAX 8, Blacksburg, VA — REALTOR

December 2009 - PRESENT

Assist buyers and sellers to identify and execute their home buying/selling goals

Coldwell Banker Townside, Blacksburg, VA — REALTOR

JAN 2007 - NOV 2009

Assist buyers and sellers to identify and execute their home buying/selling goals

EDUCATION

Virginia Tech, Blacksburg, VA — B.S. - Finance

Cum Laude - May, 2005

ORGANIZATIONS/AFFILIATIONS

2018-2019 - Leadership Team
New River Valley Regional Housing Study

2018 President
New River Valley Association of REALTORS®

2017 Chairperson - Professional Development Committee
Virginia REALTORS®

2014-Present - Member, Professional Development Committee
Virginia REALTORS®

Member, Professional Standards Committee
Virginia REALTORS®

2014-Present - Member, Board of Directors
New River Valley Association of REALTORS®

Member, National Real Estate Advisory Committee
PSI - Administration of National Real Estate Licensure Exam

Member, Virginia Real Estate Advisory Committee
PSI - Administration of State Real Estate Licensure Exam

Virginia Association of REALTORS® Leadership Academy
Alumnus, Class of 2013

SKILLS

Strong and creative negotiation skills

Excellent mathematical and financial analysis/valuation skills

Intuitive communication skills

Thorough organizational and project management skills

Personable yet professional interpersonal skills

AWARDS

REALTOR of the Year, 2011
New River Valley Association of REALTORS

RE/MAX 100% Club, 2012
- **2018** - Outstanding production

RE/MAX Executive Club,
2010-2011 - Excellent production

Progressive Agent Award - Coldwell Banker Townside, 2008 - Innovative and creative methods

June 25, 2019

Delegate Body

Virginia Realtors

10231 Telegraph Road

Glen Allen, VA 23059

Dear Distinguished Members of the Delegate Body:

Please allow me this opportunity to formally endorse Rachel Anker-Johnson to the prestigious position as a Member of the Board of Directors for the Virginia Realtors. I consider it a privilege to be able to make this recommendation.

Rachel and I have worked together doing the members work for almost 10 years. Because of her day to day practice of professionalism, she always brings a unique perspective to issues that affect our members. As a graduate of the 2013 Virginia Leadership Academy, Rachel stated loud and clear her intentions to help move our association forward. She has been very involved ever since.

Rachel is a Realtors' Realtor. Her practice of ethics at a very high level and her willingness to do what is best for the members of our association and their clients, makes her extremely well qualified for a seat on the Board of Directors. Rachel is the exact type of individual we need guiding our association.

Thank you for the opportunity to endorse my colleague, Rachel Anker-Johnson.

Respectfully submitted,

Bradley J. Boland

Principal Broker/ Owner

Keller Williams Realty Dulles

May 22, 2019

Virginia REALTORS
C/o Terrie Suite
10231 Telegraph Road
Glen Allen, VA 23059

Distinguished Delegate Body Member,

It is always an honor and privileged to write a letter of endorsement to someone you know, trust and can recommend without hesitation! That is how I feel about Rachel Anker-Johnson!

When serving as President in 2017 I asked Rachel if she would agree to hold the position of Chair of the Professional Development Committee. She agreed and she served our association well! Under her guidance the committee made legislative changes and worked on the Property Management Certification which is being written now and will be offered to all Property Managers shortly. Additional and what Rachel is reluctant to share with you is her involvement with PSI. She and other distinguished members of our association were asked to serve on the Virginia Real Estate Advisory Committee for PSI. Rachel served and then was asked to serve nationally for PSI as well!

I have known, watched and encouraged Rachel for years! I have witnessed her depth of commitment to our industry and her growth from serving as President of her local association and volunteering! Without any hesitation I encourage you to strongly consider Rachel to serve on the Virginia REALTORS Board of Directors, she would be a wonderful addition.

Sincerely,

Claire Forcier-Rowe
Virginia REALTOR President 2017



New River Valley Association of REALTORS®

125 Ponderosa Drive, Christiansburg, Virginia 24073

Phone: 540.381.9354

June 20, 2019

Virginia REALTORS®

Members of the Delegate Body

10231 Telegraph Road
Glen Allen, Virginia 23059

Dear Delegate Body Member:

The New River Valley Association of REALTORS® is very pleased to announce and endorse the candidacy of Rachel Anker-Johnson for a seat on the Virginia REALTORS® Board of Directors.

Since becoming a REALTOR® in 2007, Mrs. Anker-Johnson has always exemplified the true character of a servant-leader and has worked tirelessly to improve the real estate industry. In addition to serving as 2019 Past President of the New River Valley Association of REALTORS®, Rachel lends her leadership abilities to the REALTOR® family in numerous other ways:

- **New River Valley Regional Commission Housing Study, 2018 - 2019 Leadership Team**
- **Virginia Realtors® Professional Development Committee, 2017 Chair**
- **PSI's National Real Estate Advisory Committee, Member**
- **Virginia Leadership Academy, Class of 2013**

Throughout her career, Rachel has worked diligently with local and state politicians to ensure that our industry retains the voice that it needs to safeguard and protect the interests of the REALTOR® organization and the customers and clients that we serve. This is an ongoing struggle and we need leaders who are proactive in political advocacy, who can effectively communicate with a diverse group of stakeholders, and who possess a sense of urgency to meet and solve problems that we will no doubt encounter in the future. In working closely with Rachel over the past several years, I have seen her extraordinary abilities firsthand, particularly in the critical areas of advocacy, public policy, and professional standards. Rachel is a known quantity with a proven track record of leadership, service, and success!

I am fully confident in the talents and expertise of Rachel Anker-Johnson, and I cannot put forth a worthier and more qualified candidate for the Virginia REALTORS® Board of Directors.

Cordially yours,

New River Valley Association of REALTORS®

William B. Haithcock
Chief Executive Officer



Vonda Lacey

License Type: Associate Broker

RE/MAX Advantage

Position in Real Estate Firm: Sales and Associate Broker

Tier D- Greater Augusta

Member of Virginia REALTORS® - 22 years

Felony Convictions	None
License Violations	None
Professional Standards Violations	None

Production

Branch if owner or manager; Personal if sales agent

	Sides	Volume
2019 YTD	19	2,987,100
2018	29	\$4,431,885

No ownership in firm; I own 2 rental properties that I personally manage

RPAC Involvement

	\$ Amount Contributed
2018	\$30
2017	Sterling R
2016	Sterling R

Virginia REALTORS® Committee Involvement last 5 years

Public Policy Committee	Member of Committee	2018
VLA Alumni Council	Treasurer	2018
Grievance Committee	Member of Committee	2017
Grievance Committee	Member of Committee	2016
Grievance Committee	Member of Committee	2015
VLA Leadership Academy	2009 VLA Member	2009

Licensed in other state(s): No

Real Estate Specialty: Residential

Attachments: Résumé
Endorsement(s)

Office Information

RE/MAX Advantage

WAYNESBORO, Virginia

Licensees in your firm: 90

Licensees in your office: 20

Branches in your firm: 6

Applicant Information

College/University Degree(s): Blue Ridge Community College;
University Transfer Degree

Professional/Educational Designations: CRS, GRI, ABR, Res.net REO certification, FiveStar REO certification

Do you perform real estate licensed services for customers or clients other than yourself?

No

Previous REALTOR® association involvement within your local, state, or national REALTOR® association:

Virginia REALTORS®

- 2009 - VLA graduate
- 2010- 2014—Professional Development Committee member , 2011 Co-Chair, 2012 Chair
- 2010-2016—Grievance committee
- 2018—Public Policy
- 2016-2018 - RPAC major donor
- Greater Augusta Association of Realtors, volunteer work experience
- 2007-2010—Treasurer on the Board of Directors
- 2005-2007—Director on the Board of Directors
- 2004-present—member of the Multiple Listing Committee; CHAIR 2004-2009
- 2007—2013—Grievance Committee member—ALL grievance hearings moved to state level in 2014
- 2011-2015—Legislative Committee
- 2004-2008—Community Service Committee member
- 2014-present—Education Committee

NAR Institute/Society/Council/Section memberships held:

none

Significant civic/community/professional group involvement and accomplishments:

- Dec 2014—present ROTARY, Waynesboro, VA club; 2019 to present Board of Director
- 2012—Treasurer for Kurt Y. Michael (I) for Supervisor (Augusta County)
- 2006-2008; 2013-Present—Chaperone for Impact Virginia & Nehemiah Project, 7th-12th grade church youth, working on low income housing (in Mississippi [post Hurricane Katrina]; Eastern Shore, VA; Bluefield, VA)
- 2001-2006—Member of Staunton Kiwanis Club, served as membership chair & served on BOD
- 1995—served on local United Way Campaign
- 2000-2008—Served as worker in nursery at Memorial Baptist Church
- 2006-2009—co-teach 5th/6th Sunday School at Memorial Baptist Church

Why do you want to be a member of the Board of Directors?

I have enjoyed serving on various committees and locally as treasurer and a director. Being involved keeps me informed of changes and challenges in the industry, therefore I am able to inform my peers and the public. It is rewarding to be part of the decision making on issues as they arise.

In your opinion, what are the three greatest challenges the real estate industry must confront during the next three years? Please elaborate briefly.

Affordable housing & affordable lending - this has been an issue during my entire tenure in real estate. More than 50% of my clients have been first time homebuyers. I live in the 2nd largest county in Virginia and it is also the 2nd lowest paid per couple household in the state. Lot of blue collar factory jobs in my home county. Housing and lending for buyers with little to money for a downpayment is essential for my market.

Education - I think REALTOR® education still has needed areas of improvement. Online college classes are starting to require students to show their I.D. and their face, via the camera, when logging in to take a test. I think it would be beneficial to require this of REALTORS® taking continuing ed, etc. via online formats. This will ensure it is the REALTOR® actually completing the course(s)

REALTOR® involvement - it seems less and less REALTORS® are volunteering and being active in government issues affecting the industry. There is a need to promote involvement locally, state, and nationally. I hope to learn from involvement as a director how to encourage my peers to be involved and to share with them why they should donate more to RPAC.

Vonda L. Lacey, Associate Broker, GRI, ABR, CRS

RE/MAX Advantage

2017 W. Main St

Waynesboro, VA 22980

Direct: 540-294-1702

Office: 540-9494174 Fax: 540-949-0773

Objective

To continually seek education and employment opportunities to learn, grow, and advance in the Real Estate Industry and to use these learned skills to teach, help, and inspire others who aspire to be the best in the Real Estate industry.

References REO and BPO

RES.net

Amanda Smith, Asset Mgr 207-885-1200 x145 asmith@olympusasset.com
Amy Melanson, Asset Mgr 207-885-1200 x126 amelanson@olympusasset.com
Tonya McGrath, Sr. Asset Mgr 207-885-1200 x184 amelanson@olympusasset.com
Olympus Asset Management 40 Manson Libby Rd Scarborough ME 04074

Brian Richards, Sr. Asset Mgr 913-461-0513 Brian.Richards@ServiceLinkFNF.com
ServiceLink, FNF's National Lender Platform 17300 W 119th St. Suite 100 |Olathe, KS 66061

Sean Costarell, Sr. Asset Mgr 512-250-2715 Sean.Costarell@owb.com
One West Services, LLC **2900 Esperanza Crossing** Austin, TX 78758

Bill Goff, REO Manager 804-343-5781 bill.goff@VHDA.com
Buddy Fountain, REO Manager [804-343-5861](mailto:buddy.fountain@vhda.com) buddy.fountain@vhda.com
Virginia Housing Development Authority **601 South Belvidere St** Richmond, VA 23220

Jennifer Clayton 303-539-7210 JClayton@phnxam.com
Phoenix Asset Management **999 18th Street Suite 1400** Denver, CO 80202

Single Source—333 Technolog Dr, Suite 102, Canonsburg, PA 15317
Kay Yelton—866.620.7577 x 2229
Brandon Jones - 866.620.7577

REO - Equator.com, Res.net, LPS, ServiceLink, Keystone

BPO - Proteck, Clear Capital, LPS Valuations (formerly ServiceLink), Financial Asset Services, EquityPoint, InsideEvaluation, Old Republic, Trinity, Finiti, IASreo, USRES, Altisource (RealTrans), Residential Real Estate Review, and others

Education and Accreditation

A.A. & S. College/Business Administration & University Transfer, Blue Ridge Community College—Graduated May 12, 2012

- Currently enrolled at Mary Baldwin College to complete the B.S. Degree Business for a Sustainable Future via the Adult Degree Program

Present — Member of Phi Theta Kappa Honor Society

2011, Five Star REO Certification

2011, RES.NET REO Certification & Short Sale Certification

2009, Graduate of the VA Association of Realtors Leadership Academy

2008, Virginia Broker's License

2007, Certified Residential Specialist

1999, Accredited Buyer's Representative

1998, Graduate, Realtor Institute

Awards — based more on involvement, not sales related.

Greater Augusta Association of Realtors, Realtor of the Year 2010

Staunton Augusta Association of Realtors, Presidential Award of Excellence, 1998-present (awarded annually)

Virginia Association of Realtors, Honor Society, 2006 to present (annually awarded)

Staunton Augusta Association of Realtors, New Realtor of the Year, 1998

Staunton Augusta Association of Realtors, The News Virginian Community Involvement Award, 2003

Robert E. Lee High School, Marketing Education, Thanks Boss Award, 1995 (hiring intern program)

Shenandoah Valley Regional Committee for Disability/Employment Awareness, Employer of the Year, 1994

Work Experience

9/2014-Present, Associate Broker, Sales Associate

RE/MAX Advantage, Waynesboro, VA

- Associate Broker— Overseeing & facilitating contracts, Advertising preparation, and real estate sales.

Co-owner of Collinswood Subdivision—a townhouse and single family development. This subdivision has been developed from the ground up. We were responsible for developing the initial infrastructure including roads, water/sewer, other utilities. The development is approximately 25% complete.

- Sales Associate

Traditional real estate sales, representing Buyers, Sellers, or both in Residential, Farms, Historic, and New Construction properties

- Foreclosure Sales—as a listing agent I am required to handle property management in addition to marketing the property to sell. Am responsible for hiring contractors to conduct maintenance and repairs, then responsible for submitting proof of completed jobs in order for contractors to be compensated. References listed on page 1.

Vonda L. Lacey

pg 3

- Experience includes

Conducting Title Search, Deed Search, Obtaining Building Permits, Coordinating Contractor Schedules for building or remodeling projects, Cooperating with Building inspectors to reach project completion, Working with engineers and inspectors on historic properties, Meeting requirements regarding various loan requirements in regards to new construction (e.g. VA loans have stipulations regarding new construction)

7/2013-8/2014 Associate Broker, Sales Associate

Key Real Estate, Waynesboro, VA

2001—2013, Associate Broker, Sales Associate

Lacey Real Estate Group, Fishersville, VA

- Broker Co-owner/Operator of Real Estate Firm. Manage office, advertising preparation, and real estate sales. Broker, Sales Agent, Foreclosure Sales as stated above

Co-owner of Collinswood Subdivision—a townhouse and single family developed from the ground up including developing the initial infrastructure including roads, water/sewer, other utilities.

1996-2001, Sales Associate

Re/Max Advantage, Staunton, VA

Real Estate sales; Created, Maintained and utilized database of past clients to build business; advertising preparation.

1990-1996, Owner/Operator

Rosa's Cantina, Staunton, VA

Managed Restaurant, Responsibilities included; hiring of staff, ordering food & supplies, maintaining all financial aspects including accounts payables, deposits, payroll, P&L's, taxes, etc. Also, worked as host, waitress, cook when needed or when employees were absent.

1989-1990, Receptionist

Fresquez Inc., Albuquerque, N.M.

General Office Work, Obtaining daily figures from 14 Arby's Restaurants and preparing report for Controller.

1984-1989 Customer Service Representative

Super-Valu, Inc., Atlanta, GA

Collected monies from grocery stores for products purchased, if delinquent had to start collection procedures and terminate supply orders. Maintained issuing credits to clients for damaged &/or rotten supplies.

Vonda L. Lacey

pg 4

Virginia Association of Realtors, volunteer work experience

2010– 2014—Professional Development Committee member , 2011 Co-Chair, 2012 Chair

2010-2016—Grievance committee

2018—Public Policy

Greater Augusta Association of Realtors, volunteer work experience

2007-2010—Treasurer on the Board of Directors

2005-2007—Director on the Board of Directors

2004-present—member of the Multiple Listing Committee; CHAIR 2004-2009

2007—2013—Grievance Committee member—ALL grievance hearings moved to state level in 2014

2011-2015—Legislative Committee

2004-2008—Community Service Committee member

2014-present—Education Committee

Computer Skills

Fluent in Microsoft Word, Publisher, Excel, Access., and numerous real estate related sites. Fluent with Database procedures, emailing, pdf.

Volunteer Experience

Dec 2014—present ROTARY, Waynesboro, VA club; 2019 to present Board of Director

2012—Treasurer for Kurt Y. Michael (I) for Supervisor (Augusta County)

2006-2008; 2013-Present—Chaperone for Impact Virginia & Nehemiah Project, 7th-12th grade church youth, working on low income housing (in Mississippi [post Hurricane Katrina]; Eastern Shore, VA; Bluefield, VA)

2001-2006—Member of Staunton Kiwanis Club, served as membership chair & served on BOD

1995—served on local United Way Campaign

2000-2008—Served as worker in nursery at Memorial Baptist Church

2006-2009—co-teach 5th/6th Sunday School at Memorial Baptist Church

2006-2013—served as chaperone for various High/Middle School Youth trips at Memorial Baptist Church

Occasionally served as chaperone for my children's field trips, prepare program using MS Publisher for various programs and functions at my children's school.

Hobbies

My Children & Grandchildren and their activities, Reading, Gardening, Exercising and Weight Lifting, Learning Technology & Computer programs, Traveling, Decorating

Community Involvement, Church—singing in choir, chaperoning youth trips including mission trips

Online Presence:

REMAX.com; REALTOR.com; Homes.com; Zillow.com Premier agent; Trulia.com; TheRealEstatePreview.com

Facebook.com/Vonda Lea Lybrand Lacey; LinkedIn.com Vonda (Lybrand) Lacey;

VondaLacey.com BugVonda.com



RE/MAX

Advantage

Each Office Independently Owned and Operated.

2017 W. Main St
Waynesboro, VA 22980
540-949-4174

Email: Waynesboro@REMAXAdvantageVA.com

To Whom It May Concern,

I'm writing this letter to express my support for Vonda Lacey's application to the VR Board of Director position.

Vonda is a full-time agent in the real estate industry, holds an Associate Broker license, and has been a volunteer in the real estate industry as well as community organizations throughout her career as a REALTOR®.

She is currently a member of the Waynesboro Rotary Club and begins her first year on the club's board this year. She has volunteered regularly at her church and at her children's schools.

Vonda is a 2009 graduate of VLA. She has earned the CRS, GRI, & ABR designations.

She has earned numerous awards for volunteering in the public as well as the real estate industry.

Vonda has served on the Greater Augusta Assoc board and committees;
2007-2010—Treasurer on the Board of Directors

2005-2007—Director on the Board of Directors

2004-present—member of the Multiple Listing Committee; CHAIR 2004-2009

2007—2013—Grievance Committee member—ALL grievance hearings moved to state level in 2014

2011-2015—Legislative Committee

2004-2008—Community Service Committee member



RE/MAX

Advantage

Each Office Independently Owned and Operated.

2017 W. Main St
Waynesboro, VA 22980
540-949-4174

Email: Waynesboro@REMAXAdvantageVA.com

2014-present—Education Committee

She has also served on committees at VR;

2010– 2014—Professional Development Committee member, 2011 Co-Chair, 2012 Chair

2010-2016—Grievance committee

2018 – Public Policy

Please consider Vonda for the position of Director on the board with Virginia Realtors.

She possesses a heart for volunteering and is committed to continually improve the real estate industry.

Sincerely,

Patrick Burns
Owner/Operator RE/MAX Advantage



RE/MAX

Advantage

Each Office Independently Owned and Operated.

2017 W. Main St

Waynesboro, VA 22980

540-949-4174

Email: Waynesboro@REMAXAdvantageVA.com

To Whom It May Concern,

I'm writing this letter to express my support for Vonda Lacey's application to the VR Board of Director position.

Vonda is a full-time agent in the real estate industry, holds an Associate Broker license, and has been a volunteer in the real estate industry as well as community organizations throughout her career as a REALTOR®.

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Vonda is a 2009 graduate of VLA. She has earned the CRS, GRI, & ABR designations.

She has earned numerous awards for volunteering in the public as well as the real estate industry.

Vonda has served on the Greater Augusta Assoc board and committees;
2007-2010—Treasurer on the Board of Directors

2005-2007—Director on the Board of Directors

2004-present—member of the Multiple Listing Committee; CHAIR 2004-2009

2007—2013—Grievance Committee member—ALL grievance hearings moved to state level in 2014

2011-2015—Legislative Committee

2004-2008—Community Service Committee member



RE/MAX

Advantage

Each Office Independently Owned and Operated.

2017 W. Main St
Waynesboro, VA 22980
540-949-4174

Email: Waynesboro@REMAXAdvantageVA.com

2014-present—Education Committee

She has also served on committees at VR;

2010– 2014—Professional Development Committee member, 2011 Co-Chair, 2012 Chair

2010-2016—Grievance committee

2018 – Public Policy

Please consider Vonda for the position of Director on the board with Virginia Realtors.

She possesses a heart for volunteering and is committed to continually improve the real estate industry.

Sincerely,

Garnett R. Falls
Owner/Operator RE/MAX Advantage

Phyllis Meador, Assoc. Broker, GRI, C-REPS

Office: 540.886.0145 | Cell: 540.471.1617 | Email: pmeador40@hotmail.com

2282 N. Augusta Street
Staunton, VA 24401

To Whom it May Concern:

I am writing this letter to endorse Vonda Lacey in her application to the VR Board of Directors. I have known Vonda for many years and know her to be diligent in her real estate responsibilities and enthusiastic about volunteering in our community. Her positivity and commitment to the real estate industry would be a great asset to your board.

Vonda is a full time REALTOR and holds an Associate Broker license. She is a 2009 graduate of VLA and has earned the CRS, GRI, and ABR designations. She has received numerous awards including the Greater Augusta Association of Realtors (GAAR) Realtor of the Year in 2010, GAAR Presidential Award of Excellence, and VAR Honor Society. She has served on our GAAR board as Treasurer and Director, and has been a member of several committees including Grievance, Legislative, Community Service, and Education.

In addition to her real estate responsibilities, Vonda gives generously of her time in our community. She is currently a member of the Waynesboro Rotary Club and has recently been selected as a member of the Rotary board. She volunteers regularly at her church and in our local schools.

Please consider Vonda for the position of Director of the Virginia Realtors board. She possesses a heart for volunteering and is committed to continually improve the real estate industry.

Sincerely,

Phyllis

Phyllis Meador
Associate Broker, GRI
GAAR President 2019



Diron Clements

License Type: Associate Broker

Wilkins & Co. REALTORS®

Position in Real Estate Firm: Broker Associate

Tier D- Dan River Region

Member of Virginia REALTORS® - 10 years

Felony Convictions	None
License Violations	None
Professional Standards Violations	None

Production

Branch if owner or manager; Personal if sales agent

	Sides	Volume
2019	26	\$3,466,200
2018	48	\$4,096,000

RPAC Involvement

	\$ Amount Contributed
2018	\$30
2017	\$30
2016	\$15

Virginia REALTORS® Committee Involvement last 5 years

VR Delegate Body	Delegate	2019
VR Delegate Body	Delegate	2018
Grievance Committee	Member of Committee	2015
Virginia Leadership Academy	2013 VLA Member	2013

Licensed in other state(s): Yes: North Carolina

Real Estate Specialty: Residential

Attachments: Endorsement(s)

Office Information

Wilkins & Co. REALTORS®

Danville, Virginia

Licensees in your firm: 32

Licensees in your office: 5

Branches in your firm: 2

Applicant Information

College/University Degree(s): Bachelor of Science (2007) &
Master of Business Administration (2009)

Professional/Educational Designations: Virginia Leadership Academy Graduate (Class of 2013)

Do you perform real estate licensed services for customers or clients other than yourself?

Yes

Previous REALTOR® association involvement within your local, state, or national REALTOR® association:

- 2019 DRRAR President
- DRRAR Board of Directors Member since 2012
- Member of various DRRAR committees since 2012
- 2018 RPAC Committee Chair, 2018 New Membership Committee Chair, 2018 Equal Opportunity Committee Chair
- Chair of Fair Housing Committee for multiple years

NAR Institute/Society/Council/Section memberships held: N/A

Significant civic/community/professional group involvement and accomplishments:

- Movement Bank Board of Directors member since 2016
- 2018 & 2019 Chair of Loan Committee at Movement Bank
- Averett University – Alumni Board Member 2012 – 2016
- 2010 Dan River Regional Association of REALTORS® Rookie of the Year

Why do you want to be a member of the Board of Directors?

I would like to be on the Virginia REALTORS® Board of Directors because I would be honored to represent a portion of Southside Virginia on a state-wide level in the real estate industry.

In your opinion, what are the three greatest challenges the real estate industry must confront during the next three years? Please elaborate briefly.

1. Technology - Technology is evolving rapidly every day. It's important for us as REALTORS® to be educated on technology trends and tools in order to maintain and grow our business. In addition to being on the same side as technology to further our business, it is also important to keep up with in order to stay on top of the disruptions (sites like Trulia, Redfin, etc.) in the real estate industry that affect how our clients receive information that doesn't come from their agent.
2. Protecting and advocating for the REALTOR® brand and what it means for consumers - Touched on briefly at the end of #1, but as technology expands and consumers are given access to more information on their own, it will become increasingly important for REALTORS® to promote and advocate for what a REALTOR® is and why working with one is advantageous for consumers.
3. Low inventory - Across the nation, it seems that low inventory is an immediate issue. Whether it is low inventory of affordable housing or low inventory in general, I think most areas see this as an issue in one way or another.



Dan River Region Association of REALTORS[®], Inc.

299 PINEY FOREST ROAD • DANVILLE, VIRGINIA 24540 • 434-792-2851

Virginia REALTORS[®]
Board of Directors

28 June 2019

Dear Board of Directors,

It is my pleasure to recommend Diron Clements for a position on the 2020 Virginia REALTORS[®] Board of Directors. I have known Diron since I started this position as Association Executive at the Dan River Region Association of REALTORS[®] in January of 2018. I have worked closely with him as the Association Executive; first in his President-Elect position last year, and now as our association's President this year.

Diron is incredibly kind, personable, and has a unique skill for constantly carrying and exhibiting a positive attitude in everything he does. I have personally seen this exude any time I have witnessed him in any leadership position. Because of this, I believe that he has a very keen sense of how to work with multiple personalities and discover the best solutions for various problems and questions that arise in our industry.

As President, I have also seen him face challenges with poise and integrity that has led me to view him as not only the leader of our Board of Directors and association, but also as an inspiration to myself to learn and become a better Association Executive. Having the chance to work alongside him is an honor that I am thankful for, and I feel confident that your organization would feel the same if Diron is selected.

Diron is an asset to any organization, and he has a particular passion for the real estate industry. I would recommend he be admitted to your Board of Directors without reservation. If you have any questions or would like to know more information, I encourage you to contact me at 434-792-2851 or by email at ericasturkie@drar.com.

Sincerely,

A handwritten signature in blue ink that reads 'Erica Sturkie'.

Erica Sturkie
Association Executive
Dan River Region Association of REALTORS[®], Inc.





Kenneth Hensley

License Type: Associate Broker

Funkhouser Real Estate Group

Position in Real Estate Firm: Broker Associate

Tier D - Harrisonburg- Rockingham

Member of Virginia REALTORS® - 33 years

Felony Convictions	None
License Violations	None
Professional Standards Violations	None

Production

Branch if owner or manager; Personal if sales agent

	Sides	Volume
2019 YTD	8	\$1,062,370
2018	12	\$1,064,080

RPAC Involvement

	\$ Amount Contributed
2018	\$30
2017	\$30
2016	\$30

Virginia REALTORS® Committee Involvement last 5 years

Professional Standards & Grievance Committee	Member of Committee	2019
Risk Management Committee	Member of Committee	2018
Professional Standards & Grievance Committee	Member of Committee	2017
Risk Management Committee	Member of Committee	2017
Standard Forms Subcommittee	Member of Committee	2017
Standard Forms Subcommittee	Chair	2016

Grievance Committee	Member of Committee	2016
Risk Management Committee	Member of Committee	2016
Risk Management Committee	Member of Committee	2015
Standard Forms Subcommittee	Member of Committee	2015
Risk Management Committee	Member of Committee	2014

Licensed in other state(s): No
Real Estate Specialty: Residential

Attachments:

Office Information

Funkhouser Real Estate Group
Harrisonburg, Virginia

Licensees in your firm: 80
Licensees in your office:
Branches in your firm: 3

Applicant Information

College/University Degree(s): None

Professional/Educational Designations: GRI CRS

Do you perform real estate licensed services for customers or clients other than yourself?
Yes

Previous REALTOR® association involvement within your local, state, or national REALTOR® association:

I have been an active agent in the HRAR for 33 years and have been with Joe Funkhouser for approximately 29 of those years. I have been a committee member of the VR RMC and the Standard forms committee which I served as chair. I am currently a member of the grievance Committee and was an ombudsman when that program was started.

I continue to be an active Realtor and want to continue the effort to promote professionalism within our business.

With Joe Funkhouser As my mentor I have been fortunate to have had guidance from The Best.

NAR Institute/Society/Council/Section memberships held: N/A

Significant civic/community/professional group involvement and accomplishments:

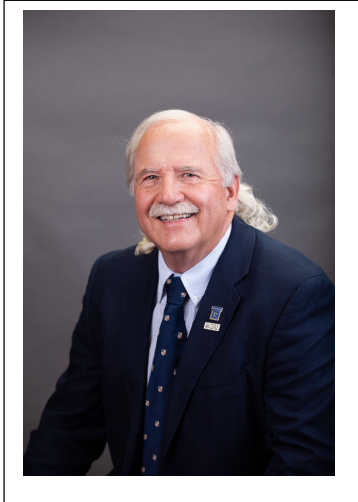
I greatly support my wife Llsa in Her Animal Advocacy Group. Promoting the Rights of Animals.

Why do you want to be a member of the Board of Directors?

To be an integral part in a business that touches all residents in life in a way that nothing else does and To assist in promoting Professionalism within that Business.

In your opinion, what are the three greatest challenges the real estate industry must confront during the next three years? Please elaborate briefly.

1. Promoting ways to affordable housing. Retaining Home ownership citizen rights.
2. Supporting political programs to help all people find suitable housing.
3. Get our political leaders to work together in an effort to strengthen our economy and support the industry that drives our Nation. The Housing Industry.



Warren Rodgers

License Type: Broker

Warren Rodgers Realty

Position in Real Estate Firm: Firm Owner Active in Sales

Tier D- Martinsville, Henry & Patrick Counties

Member of Virginia REALTORS® - 21 years

Felony Convictions	None
License Violations	None
Professional Standards Violations	None

Production

Branch if owner or manager; Personal if sales agent

	Sides	Volume
2019 YTD	2	\$885,000
2018	1	\$676.250

RPAC Involvement

	\$ Amount Contributed
2018	\$70
2017	\$315
2016	\$50

Virginia REALTORS® Committee Involvement last 5 years

Delegate Body	Delegate	2019
Professional Standards & Grievance Committee	Member of Committee	2019
Delegate Body	Delegate	2018
Professional Standards & Grievance Committee	Member of Committee	2018
Delegate Body	Delegate	2017
Grievance Committee	Chair	2017

Grievance Committee	Vice Chair	2016
Professional Standards & Grievance Committee	Member of Committee	2016
Grievance Committee	Member of Committee	2015

Licensed in other state(s): Yes: North Carolina

Real Estate Specialty: Residential

Attachments: Résumé
Endorsement(s)

Office Information

Warren Rodgers Realty

Stuart, Virginia

Licensees in your firm: 4

Licensees in your office: 4

Branches in your firm: 1

Applicant Information

College/University Degree(s): University of Richmond - BS in Marketing

Professional/Educational Designations: GRI, ABR

Do you perform real estate licensed services for customers or clients other than yourself?

Yes

Previous REALTOR® association involvement within your local, state, or national REALTOR® association:

Martinsville Henry & Patrick Counties Association of REALTORS®

Board member since 2010

President, 2013

President, 2019

REALTOR of the year 2019

Virginia REALTORS®

Grievance Committee 2015 – present, Vice-Chair 2016, Chair 2017

Professional Standards Committee 2017 – present

Ombudsman 2016 – present

Graduate, REALTOR® Institute 2018

Accredited Buyer Representative 2018

NAR Institute/Society/Council/Section memberships held:

NAR member 1998-present

Significant civic/community/professional group involvement and accomplishments:

Why do you want to be a member of the Board of Directors?

I have been a REALTOR® since 1998, and have served my local association since 2010. During that time I have dealt with budgets, operations, maintenance and grounds, ethics, and REALTOR® related problems. Having served on the Virginia REALTORS® Grievance and Standards of Practice committees I have honed my skills at dealing with complex REALTOR®-related issues. When I enter a board meeting I take off my REALTOR®/Broker hat and put on my Association hat. I feel extremely confident that I have the experience to serve my fellow Virginia REALTORS® as a member of the board of directors and will always work for the greater good of Virginia REALTORS®.

In your opinion, what are the three greatest challenges the real estate industry must confront during the next three years? Please elaborate briefly.

1. Housing inventory - Many areas of the state, mine included, have low inventory numbers. Northern Virginia with the arrival of Amazon will see an even more critical shortage.
2. High speed broadband internet access - This is crucial to our industry and is unavailable in many of the rural areas of our state.
3. Keeping on the cutting edge of technology and marketing as outside entities continue to attempt to chip away at our market share and influence in the REALTOR® community.

Warren L. Rodgers, Sr.

RESUME

EDUCATION

Graduated from Stuart High School in 1969

Graduated from Ferrum Jr. College in 1971 with an Associate of Science degree.

Graduated from University of Richmond School of Business Administration in 1973 with a Bachelor of Science degree in Marketing.

WORK HISTORY

1973 – 1989 Manager of B.H. Cooper Farm & Mill, operating as Cooper's Mill – Southern States

1989 – 1991 Booking agent at King's Entertainment, Roanoke, VA

1992 – 1993 Manager of Ridenhour Music in Martinsville

1993 – 1995 Performed as a musician and ran a small farm operation

1995 – 1996 Road musician based out of Lubbock, Texas

1996 - 1997 Road Manager of 'The Hutchens' with Atlantic Records

1997 – 1998 Co-owner of the 'White Horse Nightclub'

1998 – 1999 Acquired a Virginia Real Estate License - worked for Owens & Company in Roanoke, VA

1999 – 2014 Warren was music director and band leader for Percy Sledge

1999 – 2012 Warren sold real estate at Patrick Land & Auction

2004 Warren got his Virginia and North Carolina real estate brokers license

2012 – present Owner and Principal Broker of 'Warren Rodgers Realty' in Stuart

PAST COMMUNITY ACTIVITIES

Charter member of JEB Stuart Vol. Rescue Squad – Emergency Medical Technician, president, captain

Member of Patrick Springs Vol. Fire Dept. – Firefighter III, Secretary

Member of Patrick County Recreation Commission

Member of R.J. Reynolds – Patrick County Memorial Hospital board of directors

Board member of Patrick County – Stuart Chamber of Commerce

Board member of Anchor House in Martinsville

CURRENT COMMUNITY ACTIVITIES

Secretary – Patrick County Electoral Board

Member – Patrick County Chamber of Commerce

REAL ESTATE POSITIONS

Virginia Realtors

Grievance Committee 2015 – present, Vice-Chairman 2016, Chairman 2017

Professional Standards Committee 2017 – present

Ombudsman 2016 – present

Graduate, Realtor Institute 2018

Accredited Buyer Representative 2018

Martinsville Henry & Patrick Counties Association of Realtors

Board member since 2010

President, 2013

President, 2019

REALTOR of the year 2019

June 28, 2019

To the Virginia Realtors® Board of Directors nominating committee:

It is with great pleasure that we nominate Warren Rodgers to represent our area as a Board of Director at Virginia Realtors®. His dedication to our profession has prepared him for this role and we look forward to seeing him further excel the directives and focus which the organization has made over the past few years.

Warren has successfully served the Martinsville, Henry and Patrick Counties Association board of directors since 2010, which includes two presidential terms. He was elected by his peers as the 2018 Realtor® of the Year for MHPCAR. On the state level, he is a member of the Grievance Committee, serving as vice-chair in 2016 and chairman in 2017. He also actively serves as a member of the Professional Standards Committee and is an Ombudsman for Virginia Realtors®. Warren has his broker's license and operates Warren Rodgers Realty as managing broker, in addition to his GRI designation.

He has assisted various local nonprofits as a board member and is currently serving as secretary of Patrick County's Electoral Board. Warren has a passion for music. He has played with, as well as managed, many great bands including The Embers and Sunset Drive.

Warren is enthusiastic about promoting the Realtor® profession, maintaining the code of ethics and staying ahead of market trends. He has been an asset to our local association and we look forward to the energy that he will bring to Virginia Realtors®.

Sincerely,

Lindsey Pucket, Past President
MHPCAR

June 23, 2019

Re: Letter of Recommendation for Warren Rodgers

To Whom it May Concern,

My brother and I hired Warren as a sales associate with Owens and Company Realtors when he first became licensed. Warren completed all training and became very successful as an agent with our company and was always very much a team player, willing to help others. He has personally represented me in the purchase of real estate and conducted himself in a very professional manner. I know that he now has his Real Estate Brokerage firm and is licensed in Virginia and North Carolina. I have total confidence in Warren's ability to represent his fellow REALTORS through V.A.R. and the citizens of the Commonwealth of Virginia.

Respectfully submitted,



S. Ronald Owens
Associate Broker, Long & Foster REALTORS
Past Chairman of the Virginia Real Estate Board
540-761-9777 Mobile
Ron.owens@longandfoster.com

1 of 1

RPAC Major Investors and the Presidents Circle, Explained

RPAC Major Investor Contributions – Members give personal contributions annually of \$1,000 or more to become a RPAC Major Investor. Of these contributions, 70% is retained in Virginia with 30% sent to NAR RPAC. The Virginia share is split with local associations for local advocacy efforts. The deadline for all Major Investor contributions to be completed is November 30th each year.

Sterling R	\$1,000 annually to RPAC
Crystal R	\$2,500 first year to RPAC \$1,500 to sustain, 2 nd and subsequent years
Golden R	\$5,000 first year to RPAC \$2,000 to sustain, 2 nd and subsequent years
Platinum R	\$10,000 first year to RPAC \$ 5,000 to sustain, 2 nd and subsequent years

RPAC Major Investor plus the Presidents Circle – Members must give at an RPAC Major Investor level plus give an additional \$2,000 annually in direct contributions to NAR identified REALTOR® Champions who are Members of Congress.

Sterling R	\$1,000 to RPAC	\$2,000 to the Presidents Circle
Crystal R	\$2,000 first year to RPAC \$1,000 (2 nd & subsequent years)	\$2,000 to the Presidents Circle \$2,000 to Presidents Circle
Golden R	\$4,000 first year to RPAC \$1,000 (2 nd & subsequent years)	\$2,000 to the Presidents Circle \$2,000 to the Presidents Circle
Platinum R	\$10,000 first year to RPAC \$5,000 (2 nd & subsequent years)	\$2,000 to the Presidents Circle \$2,000 to Presidents Circle

