

1. Which position are you applying for and why?

I have submitted my name for the Treasurer position and another term as a board of director member if I am not chosen to be Treasurer.

2. What experience or perspective will you bring to the Board of Directors?

As a board member for the last three years, I bring continuity of leadership to the organization. I have also served as treasurer and as a board member for other organizations. As an appraiser, I am familiar with dealing with and reviewing financials.

3. What do you see as a major issue(s) facing the Association in 2025?

The attrition of membership is going to be a concern. As work has slowed for many agents, brokers, and appraisers, maintaining active memberships is more burdensome from a budget perspective. The data share that we have created with Bright has some members asking why they should have multiple memberships. CAAR's value proposition is centered on the education and community that the organization fosters. We have some great classes and some great instructors. Our membership meetings and other events bring many of us together. We need to bring more folks to these events.

We have identified that our messaging is not as effective as we would like, and I think some effort needs to be made to ensure we get effective capture among members. Effective capture will result in more professionals seeing the additional value that CAAR brings outside of just MLS Access. Additionally, advocating for the real profession is vital to our work. In partnership with other local associations and with the Virginia Association of Realtors<sup>®</sup>, we are responsible for ensuring that our members are protected through active and thoughtful advocacy.

In the end, it is important to define and implement the association's valuation proposition. We can only do that by doing the same for the members. This will be a key year for helping the public define the value of working with a Realtor<sup>®</sup> locally.

As treasurer, I will be responsible for ensuring that we move forward and understand where we are and where we are likely headed from a fiscal perspective. Together with our wonderful staff, I am sure that I can contribute positively to the position.

4. What will you do to build a diverse, equitable, and inclusive Association?

I will continue to welcome any professionals who want to join the organization. After all, I am a product of the association's welcoming nature and inclusivity. I am a Realtor<sup>®</sup>, but I do not sell real estate. As an appraiser, I have had the unique opportunity to be a part of the association's membership and now as a part of the leadership. I have been a member of many real estate associations throughout my career, and CAAR has been the most inclusive. I have been welcomed from my first day as a member. Appraisers are likely the smallest subset of professionals in the association, so I know the feeling of intimidation and wondering if you fit in. Members and leadership have bent over backward to include me. I want everyone to feel the way that I do about CAAR.