

Officers & Leadership Application

Submitted At

09-29-2023 10:56:46

I am seeking the position of:

First Vice President 2025 (election in FALL 2024)

Name of Candidate

Eddie Chang

Email

eddie@changgroup.com

Contact Phone

425-922-7136

NRDS ID#

869048348

Local Association

Seattle King County

Firm Name

Realogics Sotheby's International Realty

Designated Broker Name

Tim McCanta

Have you held the President position on the local level?

No

Have you held the Vice President position on the local level?

No

Have you held a Secretary/Treasurer position on the local level? If so, please provide the date.

No

Have you held a Committee Chair position on the local level?

Yes

Please provide the date(s) and name(s) of the committees that you've held the Committee Chair position at the local level.

VP of Government Affairs at Seattle King County in 2021

Have you held a Local Director position on the local level?

Yes

Please provide the date(s) you've held the Local Director position at the local level.

Director At Large, 2018-2019, VP-Elect of Government Affairs 2020, VP of Government Affairs, 2021.

Have you held a Committee Member position on the local level? If so, list committee(s).

Yes

Please provide the date(s) and committee name(s) of the committees that you've held the Committee Member position at the local level.

Grievance Committee, Current.

In the past five years have you served as an Officer on the state level?

Yes

Please provide the date(s) you served as an Officer on the state level.

2023 VP Elect of Government Affairs, 2024 VP of Government Affairs

In the past five years have you served as a Director on the state level?

Yes

Please provide the date(s) you served as a Director on the state level.

Board of Directors from 2017 to Present.

In the past five years have you served as a Committee Chair?

Yes

Please provide the date(s) and committee name(s) you served as a Committee Chair on the state level.

2022, Chair of Legislative Steering

In the past five years have you served as a Committee Member?

Yes

Please provide the date(s) and committee name(s) you served as a Committee Member on the state level.

2019 - 2021, Legislative Steering

Please list the dates of the last two WR Board Meetings you have attended.

Spring Conference, 2023 (April 12th to 15th), Fall Conference 2023, (September 13-15). Special Board Meeting September 8th.

Please explain the nature and extent of your activities in the State Association:

I've been very involved in the State Association since going to my first conference in Fall of 2016 as an alternate director. I have not missed a conference since, though I did miss a Hill day due to Covid. I have been very active in the legislative steering committee, on the PAGs that I've been assigned to, as well as any other work the association has thrown my way.

List any other experiences, e.g., community boards and/or service groups, task forces that you've served on.

I serve as the vice-chair of the Washington Real Estate Commission, on the board of the Bellevue Chamber of Commerce, as well as the Seattle Aquarium. I am part of the Policy committee at the Bellevue Chamber, as well as the PLUSH (Permitting, Land Use, Sustainability, & Housing). I was also the past chair of the East King County Chamber Legislative Coalition. At the Seattle Aquarium, I am on the Public Partnership Committee. I previously served on the Bellevue Schools Foundation's Community engagement committee, Marketing Committee, as well as the Major Donors Committee. I previously served on the board of the Washington Chess Foundation's Tournament Coordinator, and currently their Event Coordinator.

What do you think is the most important aspect of the Strategic Plan?

I think the most important part of the Strategic plan is membership engagement. Our organization would not exist without our members, and everything we do on the GA side is for our members. RPAC all comes from our members. Without our membership, our ability to affect positive change in our community would not be possible.

What do you see as strengths/weaknesses in the Strategic Plan?

Our biggest strength of our Strategic Plan is the interplay between all the different pillars. Each pillar, each core committee, department succeed because they all support each other. GA is successful because of our members, not just the officers and volunteers, but every individual member. The GA successes also helps more members engage with us and helps create a great value proposition for RPAC, which helps us expand our reach in Olympia. DEI, YPN, & WCR all help identify and develop future leaders of our organization, and help us create a collaborative winning cycle.

The Nominations Committee will check with your Local Association Executive to broaden your background review. Do they have permission to contact your current broker/manager?

Yes

1. What do you think are the key issues facing the Association over the next two years?

Over the next two years, the biggest issue we face is a possible soft landing or recession. How do we keep our members successful in a downturn, how do we help create an environment that they can still continue to take care of themselves and/or their family. No other issue is as big as protecting our members ability to make a living.

2. Please offer solutions or address the key issues you've listed above.

More legislative wins to create more housing, more educational opportunities for our members to learn, creating skillsets and opportunities for our members to engage in their community and be able to build their clientbase.

3. In previous leadership positions how did you handle instances of budget surplus or deficit?

Budget Surpluses are always nice, and we have been lucky that in the past few years, that has been the case across the board. For those organizations that have done a good job of minimizing wasted costs, saving money, reducing debt load, will be in a better position to take advantages of any opportunities during a budget deficit.

4. What steps can WR take as a leadership position to ensure that REALTORS® are the source of information for the real estate industry in the state of Washington?

Realtors can't be the source of information for their community if we don't give them the information in the first place. Member outreach and talking points for our members help every REALTOR be a reliable source of information for their community.

5. How are you going to keep Directors involved in committees?

At the 2017 Leadership Academy, we had a speaker named Mark Smiley. He talked about the rings of involvement and how we need to create different levels of commitment for people so they can feel comfortable stepping in with different levels of time commitment. There is a different level of time commitment between PAGs, Committees, and Leadership. Creating more PAGS, opportunities for members who are not engaging at a committee level, gives them a good introduction to the work of committees with a lower time commitment. That should help engage more people to committees.

6. How will you effectively deliver the information you receive from the committees to the Directors and members?

This is a team effort and not something one person can do by themselves. We can support our communications subcommittee and be committed to their recommendations on how we can reach each and every REALTOR. Part of being a good leader is to understand that you can't be an expert on everything, so you have to rely on those who know better than you, and we are stronger with everyone's input.

7. Are you signed up on the NAR "Calls-to-Action"?

Yes

8. How do we convey to members the importance of responding to "Calls-to-Action" on Legislative issues?

One way we can convey the importance of responding to Calls to Action is by showing them how it worked in the past. The seller Disclosure Call to action is a great example of how it affected the bill, and the strength of what we do.

9. Why are you seeking this position and what is your vision for the Association?

I am seeking this position because I believe in what we stand for, I believe that we can still improve, and I believe that we make a positive difference in our community. In baseball, some people are home run hitters, others are small ball hitters, but with the size of our organization, we can do both. Lets take the big swings when it makes sense, but if there is no opportunity to, lets just make small positive improvements, and they will all add up.

10. If you are not elected, what do you see as your role with the Washington REALTORS® in the future?

I will still be participating and volunteering, in whatever capacity the Board and leadership will want me to. This is not about titles, this is about our culture and what we do. My passion for Washington Realtors and the work we do won't go away just because I was not elected, I will still believe in our core values and why we advocate for our members and our community.

11. Are you willing to support and defend, if necessary, the Washington REALTORS® position, legislative or otherwise, even though you personally disagree with the Association's adopted positions or policies?

Absolutely!

Name

Russ Hokanson

Company

Seattle King County Realtors

Title

CEO

Contact #

4259741021

Email

rhokanson@nwrealtor.com

Statement in support of candidate:

Eddie Chang is an engaged member of the Seattle King County REALTORS®. Eddie started serving on our Board of Directors in 2018 and as an officer for two years, as both 2020 Vice President-elect and 2021 Vice President of Governmental Affairs.

Our local advocacy program is extensive and requires a Vice President who is politically

astute and knowledgeable on local, state and national regulations which impact the real

estate transaction. Eddie is highly adept in this area and one of our most experienced political candidate interviewers. He has shown this expertise through his recent service

as a WR Governmental Affairs officer.

Eddie's knowledge of key real estate industry issues is strengthened by his service on the NAR Public Policy Coordinating Committee. His appointment to the Washington Real Estate Commission is a boon to our organization and is an additional testament to his industry credentials.

Eddie is well positioned to be an influential leader for Washington REALTORS® and I highly recommend him for Association office.

Name

Krista Gross

Company

Professional Realty Services

Title

REALTOR

Contact #

5093399524

Email

kristagross@gmail.com

Statement in support of candidate:

I recommend Eddie Chang for the position of First Vice President of Washington REALTORS. Eddie's deep knowledge of the industry, commitment to guiding future leaders along with him, and meticulous attention to detail make him a standout. What truly sets Eddie apart is his visionary thinking; he looks beyond the horizon, offering innovative solutions and a clear sense of direction. Eddie Chang is not just a candidate; he is the ideal candidate to lead and inspire our community of REALTORS, and I have no doubt that his impact will be both immediate and enduring.

Name

Gina Madeya

Company

Windermere Real Estate Eastside

Title

REALTOR

Contact #

425-495-0926

Email

GinaM@Windermere.com

Statement in support of candidate:

It's with great enthusiasm that I write this endorsement for the consideration of Eddie Chang to the office of First Vice President for Washington REALTORS®. I've worked along side Eddie when he chaired the local association's Government Affairs committee and witnessed first-hand his passion for the organization and depth of knowledge of legislative priorities. He is exceptionally skilled at helping the broader membership understand the key issues, engage in meaningful discussions, and rally support for motions aligned with REALTOR® priorities. He currently serves on Legislative Steering Committee for Washington REALTORS® as well as on the Real Estate Commission. Eddie brings a depth of knowledge and perspective to these roles that are unparalleled. Additionally, his relationships with local council members and industry leaders ensures productive advocacy and ongoing dialogue so that our perspective is considered when it matters most. He's an ardent supporter of and major investor in RPAC and takes pride in mentoring members who want to engage more meaningfully in the local or state organization or pursue leadership opportunities. Eddie is the complete package and would excel in the capacity of First Vice President.

Please upload your best photo of yourself.

[EddieC-Headshot-Carly-Bish-Photography-5 Centered.jpg](https://s3.amazonaws.com/pf-user-files-01/u-28033/uploads/2023-09-29/p603zpk/EddieC-Headshot-Carly-Bish-Photography-5%20Centered.jpg)
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