

Officers & Leadership Application

Submitted At

04-14-2025 12:50:07

I am seeking the position of:

VP-Elect Membership 2026 (election SPRING 2025)

Name of Candidate

Joshua Shinabarger

Email

Joshua@davestricities.com

Contact Phone

5094203530

NRDS ID#

872011459

Local Association

Tri-City

Firm Name

HomeSmart Elite Brokers

Designated Broker Name

Jeff Smart

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.

Chair of Gov't Affairs (2023-2024)

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.

2023-Current

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.

2019 - 2024 Gov't Affairs, 2019 - 2024 Grievance Committee, 2023 - Current Budget & Finance.

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

Yes

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

2022, 2023

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.

2020 - Current

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

Yes

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

Current Chair of Education Committee

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

Yes

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

2024 - Current Education, 2022 & 2023 Legislative Steering, 2024-Current Membership, 2023 & 2024 Nominations Committee (AKA the best Committee).

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

2024 FBC, 2024 SBC (I was at 2025 Legislative Days but I don't think that is technically a Board Meeting)

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

I first got started at state as an alternate director for my local association. Then, during our virtual COVID days, someone graciously Volentold me to allow my name to stand for regional rep. Since then I have only missed two hill days and have gotten further involved every year. Two years of regional rep, committee membership, and before I even realized what happened I was chairing my very own committee.

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

Between the state and local associations, my wife would kill me if I tried to volunteer anywhere else.

Have you completed a leadership training program? If so, when and what was the name of the program?

I completed a Leadership training program with Ginger Downs that TCAR put on in April 2024

What do you think is the geratest opportunity facing the Association in the next 12-24 months?

Oh Yay! We are focusing on the opportunities and not negatives. I think we are at a critical moment in which we can really differentiate ourselves as the Professional association and not just an oragnization of sales associates. One of the most powerful ways we do that is doubling down on our commitment to ensuring homeownership is available to all and not backing away from DEI. If we lead with our values (and saying 'well, we have a code of ethics' isn't enough-I'm not knocking the Code; it's important. But it's the floor, not the ceiling.) and elevate what professionalism really looks like, the public will feel that difference. And when consumers are specifically asking for a REALTOR®, not just someone with a license and a lockbox code, we'll never have to stress about membership numbers again.

What do you see as the greatest challenge facing the Association in the next 12-24 months?

Dratz! I knew it was too good to be true. All jokes aside, I think the next 24 months will be some of the toughest we have faced since '08. Possibly even tougher than COVID. Our Association is under attack from all sides. We have members questioning our

value proposition, ongoing lawsuits, and a legislative body that is increasingly unwilling to work across the aisle to solve the housing crisis.

Have you, or will you, complete the following requirements in order to serve on the WR Executive Committee by January 1 of your term year?

Yes

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. Why are you seeking this position?

Before transitioning into real estate, my background was in counseling--a field rooted in understanding people, building trust, and fostering communication. That foundation continues to shape how I approach relationships in every area of my work.

The Membership Committee, at its heart, is about relationships. On a broad scale, it supports and oversees other committees, helping to bring their insights and recommendations to the Executive Committee. But at its core, it's about connection—creating open lines of communication between individual members and the organization. It ensures that members are informed about what WR is doing, while also providing a clear path for them to voice concerns, share ideas, and express frustrations.

That two-way communication is what excites me most. My passion is helping people feel seen, heard, and valued.

2. What is your understanding of the responsibilities of the Vice President-elect of your Committee?

The Vice President-Elect of Membership supports the Vice President and assumes their responsibilities in their absence or incapacity. They serve on the Executive Committee and Board of Directors, attend all relevant meetings (Membership Committee, Executive Committee, and Board of Directors), and coordinate closely with the Vice President of Membership to remain informed on all Membership special and advisory committee activities. Additionally, they act as liaison to the Finance Committee as

needed, assist the President-Elect with appointments related to Membership, and help implement the Association's strategic objectives while maintaining familiarity with its governing documents.

3. What skills and abilities do you have that will help you to be an effective volunteer leader of WR?

As already mentioned, my background is in counseling, which makes me uniquely trained in conflict resolution, leading groups designed to facilitate and promote open and honest dialogue, and helping individuals flesh out and express their thoughts. I am also a 2nd generation Realtor, which allows me to have a longer perspective that surpasses my own professional experience while at the same time keeping the fresher eyes of someone who is still in their first ten years.

4. 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?

Of course!

5. What two major issues are facing your Committee and how do you propose to deal with those two issues?

Value articulation and Member retention. For value articulation, I think we need to shift our focus from trying to educate members on the value we provide them and instead ask them what is it they need from their Association. We can keep telling them everything we are doing for them, but if it is aligned with their needs, then it does us no good to offer it. I think if you solve problem one, problem two will follow. But beyond that, I think we need to show the public why being a Realtor is important. If the public's lead off question when interviewing agents is "Are you a Realtor?" member retention will no longer be an issue.

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

Yes

7. How do we convey to members the importance of responding to “Calls-to-Action” on Legislative issues?

I am actually surprised to hear this is an issue. At least in my association, I have members coming up to me asking why we are not doing more calls to action. I think this signifies that we are doing a great job being selective with CtA. Our messaging should be that we don't send these out for every issue because we want our members to understand that when we do send them, they are important and we need them to respond.

8. Do you have an understanding of the WR bylaws, policies and standing rules? Are you committed to abide by them?

Yes, and yes.

9. How should your key area communicate the benefits of your programs to our members?

I think it requires a two prong approach. First you have the broad messaging from the association, things like news letters, email and text blasts. Then we also need to foster a mindset of personal connection when it comes to communicating to membership. Just as we learned to bring up asking for business when we are engaging with friends and family, we need to train ourselves to bring up benefits and ask members about their needs when having friendly conversation.

10. How would you handle a conflict between a committee chair, members and staff?

It depends greatly on the level of conflict, but any resolution would follow the same basic outline. 1) Before everything else, establish the expectation of all parties treating the other with respect. Conflicts happen, it's to be expected, but we need to be able to have respectful conversations in order to resolve the issue. 2) Establish the level of the conflict, is it something minor that can be handled quickly? Or is it a larger problem that needs to have others brought in and made aware of? 3) Gather the necessary parties and begin working towards resolution. 4) Follow up with whomever is appropriate (again, it largely depends on the nature of the conflict) and document what happened, who was involved and how it is/was resolved (when and where appropriate).

11. Are you familiar with the Strategic Plan as it relates to your proposed leadership role and the importance of business plans and committee action?

Yes. In my past involvement with WR, I have been a part of the Strategic Plan review process. It and Business plans are essential for committees because they serve as both the map of where we are going and the measuring stick to see how we are doing. How can a committee know if it is accomplishing anything if it doesn't know what its is supposed to be accomplishing? For example, lets say the education committee throws a great social function and all who attend agree it was a raving success. Did the Ed committee do a good job? Without a Strat Plan, we can't answer that. Objectively, we can say they put on a great function, but whether or not they did a good job, comes down to if they were supposed to put on a function in the first place.

12. How have you served on this Committee and, if so, how long?

Yes, I am in my second year on the committee.

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

1) To continue to serve as a director from my association, 2) to serve as needed and requested on committees, 3) And always continue to show up to conferences so I can hear first hand what is going on in our industry, connect with colleagues and encourage new members to get involved on a committees both at state and locally.

Name

Eddie Chang

Company

Realogics Sotheby's International Realty

Title

Founder of Chang Group, Managing Broker, Senior Global Real Estate Advisor

Contact #

4259227136

Email

eddie@changgroup.com

Statement in support of candidate:

To Whom It May Concern,

I am pleased to write this letter of recommendation for Joshua Shinabarger for the position of Vice Chair of Membership. I have had the privilege of working alongside Joshua in various capacities over the years, and I can speak with confidence to his dedication, leadership, and deep commitment to our profession.

I first got to know Joshua when we were both serving as regional representatives. During that time, I saw firsthand his initiative and organizational skill as he helped facilitate candidate participation in our regional round tables.

We also had the opportunity to serve together on the Executive Committee, where he was a consistent and active contributor. His insights and collaborative approach always added value to our discussions. Since then, I've continued to watch him bring the same energy and thoughtful engagement to any committee he is serving on, whether it be as a member of Legislative steering or now as Chair of Education.

Joshua leads with intention, listens actively, and always seeks to make sure everyone has a chance to speak—qualities that make him an ideal candidate for a leadership role focused on membership growth and engagement. I have no doubt he would serve with distinction as Vice Chair of Membership.

Sincerely,

Eddie Chang

Name

Andrew Magallanez

Company

Tri-City Association of Realtors

Title

Association Executive and CEO

Contact #

5097832184

Email

andrew@realtoramc.com

Statement in support of candidate:

See attached

OR upload their recommendation here.

[Joshua Shinabarger Recommendation \(1\).pdf \(https://s3.amazonaws.com/pf-user-files-01/u-28033/uploads/2025-04-14/an03wbh/Joshua%20Shinabarger%20Recommendation%201.pdf\)](https://s3.amazonaws.com/pf-user-files-01/u-28033/uploads/2025-04-14/an03wbh/Joshua%20Shinabarger%20Recommendation%201.pdf)

Name

Pam Begley

Company

Coldwell Banker Best Homes

Title

Broker

Contact #

360-301-3694

Email

pam@pambegleyrealtor.com

Statement in support of candidate:

I am writing to share my enthusiastic support for Joshua Shinabarger as he seeks the position of Vice Chair of Membership for Washington Realtors. Having gotten the

pleasure of getting to know Joshua over the years at many of the state conferences, I have had the opportunity to watch his leadership style in action—and to benefit from it directly.

I have found Joshua to be unafraid to step forward and provide new ideas, structure, and direction within the WR organizaion. He is calm, considers things before he speaks, and is well versed in the processes and subjects of real estate. Joshua willingly steps up with ideas, direction, and purpose, and he is professional, courteous, and helpful to those around him.

Over the years I have seen Joshua continue to rise in the Washington Realtors rank, bringing us fresh perspectives, and a continued commitment to WR. Joshua has continued to be a steady and encouraging presence in the WR community. Whether it's a quick check-in in the hallway, or a deeper conversation about the challenges we face, he's someone I know I can approach with trust and confidence. That kind of relational leadership—grounded in both approachability and action—is exactly what WR needs in the Vice Chair of Membership.

Joshua's commitment to fostering connections and supporting others has earned my full endorsement for the position of Vice Chair of Membership for Washington Realtors.

Respectfully,

Pam Begley

2025 State Director, Jefferson County Assoc. of Realtors

Past President, Jefferson County Assoc. of Realtors

Please upload your best photo of yourself.



[Joshua Head Shot.png \(https://s3.amazonaws.com/pf-user-files-01/u-28033/uploads/2025-04-14/n323wxf/Joshua%20Head%20Shot.png\)](https://s3.amazonaws.com/pf-user-files-01/u-28033/uploads/2025-04-14/n323wxf/Joshua%20Head%20Shot.png)

I realize the position I am seeking will require me to spend additional time, effort and personal funds. At the very least, I shall be expected to attend all WR meetings, serve on at least one committee and provide communications between my local association and WR.

A handwritten signature in black ink, consisting of stylized, overlapping loops and a long horizontal stroke extending to the right.

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