

Officers & Leadership Application

Submitted At

04-18-2025 13:14:49

I am seeking the position of:

Treasurer-Elect 2026 (election in SPRING 2025)

Name of Candidate

Kim Piper

Email

kim@kimpiper.com

Contact Phone

3604020150

NRDS ID#

866502925

Local Association

Thurston County

Firm Name

RE/MAX Advantage - The Four Seasons Group

Designated Broker Name

I'm the Branch Manager. Chris Millsap is the Designated Broker/Owner of the Firm.

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.

Yes

Please provide the date(s) you've held the Secretary/Treasurer position at the local level.

Thurston County Treasurer 2011. Also, Women's Council of Realtors Treas 2010.

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.

RPAC Fundraising Efforts & Events Co-chair - 2008-2011 . Task Force - created by TCRA President 2024-Current to monitor and work with the Cities of Olympia, Lacey & Tumwate as well as Thurston County as they implement the Thurston Climate Mitigation Plan. As part of that work, I am currently serving a three year term as the liaison for TCRA to the municipalities on the Community Advisory Workgroup.

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

No

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.

Govt Affairs 2004 to 2025. RPAC Events/Fundraising 2008-2011. DEI 2023-2024.

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

No

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

No

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

No

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.

Finance Committee 2024-2025. Operations Committee 2024-2025.

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

I don't specifically recall. Not recent.

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

I've been active in WA Realtors since the early 2000's; going on 24 years. I've remained informed and engaged but have not sought a leadership position as I was devoted to the Brokers, Staff and the communities where the six offices I owned were located. I felt I couldn't adequately commit my time to WR while directing and growing my Firm and caring for my family and loved ones. I've been serving on the WR Legal Affairs Committee since 2015. I'm consistently engaged with WR's GA efforts and serve as TCRA's Key Contract to Senator Jessica Bateman and Representative Lisa Parshley in WA's 22nd District. I've served on two WR PAGS in the last 5 years and was also part of the appointed group that WA Realtors put together to recommend method/actions

when COVID threatened to shut down all business and in person activities; which was presented to the Governor and successfully kept us working and helping clients/homeowners. And, of course, I attend any Annie Fitzsimmons training/sessions offered.

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

Children's Miracle Network - Miracle Office 2015-2024. Active financial supporter and participant in 100 Women Who Care - Olympia, Boys & Girls Clubs Thurston County, SafePlace, Studio West Dance Academy's events and charitable, community efforts. Currently serving on the NWMLS Arbitration and Compliance Committee.

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

I've completed several Brokerage Operations/Ownership/M&A training programs offered by RE/MAX LLC. I also completed a program titled Momentum; David Scott. Brokerage management and leadership courses. I was then asked by RE/MAX LLC to lead/instruct other Broker/Owners across the U.S. Regions in these proven systems that result in a high level of competency and production of Agents/Brokers within a Firm, consistent and quality staff services to support the efficient and responsive services of multi-office firms and better, more predictable profitability and outcomes for the Firm and all members of the organization. I have not attended a Realtor leadership training program.

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

To collaborate with others with diverse and varied backgrounds to reshape and evolve WR to engage the newer generation of licensees and brokerages; while serving the legacy members, to bring more voices together that more clearly reflect the changed Realtor community and acknowledge the altered environment and complex challenges we will face in the near future.

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

Rebuilding trust following the NAR missteps we've seen the last few years. Adapting and evolving and ultimately thriving amidst the chaotic political and economically uncertain environment. Staying abreast of so many issues; complex, nuanced, very

difficult climate, housing, health care and societal challenges. Staying resolute, engaged and courageous enough to do the right thing. Whew...we're going to need to be committed and work together.

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. What experience do you have in preparing and monitoring budgets and financial reports?

Currently, I am a Branch Manager at RE/MAX Advantage and have assisted the owner in implement financial reporting systems to serve 3 locations and increase understanding of his organization and create dynamic, inclusive systems which help the organization thrive. I consult with and assist many small business entities to help position them to make the best possible business decisions to create the desired outcome. From 1999-2018 - Principal Owner of TEAM/MAX Services, Inc., a Sub-S Corporation with six RE/MAX Professionals Brokerage locations in WA State. Olympia, Tacoma, Gig Harbor, Duvall, Kennewick and Othello. I had the privilege of working with a great co-owner, staff, managers, brokers, agents and their communities. I developed and managed the businessss plan, budget, forecasting models, investment strategy and growth of that organization. We were 160 producing brokers, 20-30 staff. We analyzed and selected reliable technologies and accounting/management/communication software and created systems to increase productivity and satisfaction of the entire organization. Before that, I was Assistant Controller of a for profit local manufacturing organization. From 1989 to 2000, I directed the Accounting/Finance Division of the Western Library Network, a non-profit which legislated out of the Washington State Library and served 100's of libraries in the U.S. and internationally. My true passion is meeting business owners, entrepreneurs, and leadership, at whatever level they're at, and collaborate with other humans, resources, and technological tools to formulate and reach clearly articulated and measurable goals. Finding solutions and simplifying the path forward. Oh, and I'm pretty good at surviving and adapting when things aren't going well.

2. What experience do you have that would help plan and monitor our Association's investments?

I have experience in commercial and residential real estate purchasing, management and ownership. I have enough experience in other investment vehicles to understand reporting and assist with leadership's decision making. I would, of course, rely upon the WR staff team and their trusted advisors. There is a skilled group already in place.

3. What future expenditures do you see that we should be preparing for now? What would you recommend as a means for preparing for those?

Preparing and planning for income/membership fluctuations and possible newly defined membership and revenue models. Also, carefully discuss and implement educational, informative outreach communications plan and methods; investing in ways to truly engage; using current technologies and trends.

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

At the outset, I would ask questions, listen, research and investigate the current practices and cultural norms that are present in the WR organization that engage and support Director involvement in committees. I would then collaborate with others to develop a specific plan and action items & responsibilities needed to help get buy in and involvement. I believe building relationships, one on one, to identify and achieve common goals, is in many ways the best possible method to create and sustain effective organizations.

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

Well, at the outset I would poll the group and experienced leadership to discover the best and preferred communication channels. I would then communicate and adopt the best practices and systems for open conversations and predictable delivery of information. Personally, I prefer email communications for data & reporting and then engage in live conversation as much as possible.

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

Yes

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

Once again, it would great to poll current leadership to ascertain what is working best and what could be improved. In my experience, studying other's success at engaging and activating groups and membership to action, there must be a personal connection within the constituency, lots of education and explanation as to "why" it's important and how the legislation can benefit or what harm inaction can do. This takes a lot of work, and time.

8. Why are you seeking this position?

I was asked by someone I like and trust. It felt as if it was my time to step and serve. There are so many in the WA Realtors organization that I admire and respect. I hope my broad experience and tenure in the industry, brokerage ownership and small business will be a helpful resource. I also feel strongly that these are tenous and unpredictable times and we should all be stepping towards the issues and solutions; to come together to help, guide and benefit the organization and our communities.

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

I would continue to stay engaged, offer my support, and serve when asked.

10. 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?

Yes. However, I would ask that WA Realtors leadership continue to broaden their perspective and views by expanding outreach and inclusiveness so that our actions and positions represent today's more varied, complex, and nuanced constituency and environment.

Name

Mark Kitabayashi

Company

Windermere

Title

Managing Broker

Contact #

3608882210

Email

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Statement in support of candidate:

See uploaded document

OR upload their recommendation here.

[Mark Kitabyashi Stmnt of Support WA Realtors.docx \(https://s3.amazonaws.com/pf-user-files-01/u-28033/uploads/2025-04-17/jr03z0d/Mark%20Kitabyashi%20Stmnt%20of%20Support%20WA%20Realtors.docx\)](https://s3.amazonaws.com/pf-user-files-01/u-28033/uploads/2025-04-17/jr03z0d/Mark%20Kitabyashi%20Stmnt%20of%20Support%20WA%20Realtors.docx)

Name

Melissa Montgomery

Company

RE/MAX Northwest

Title

Real Estate Broker

Contact #

5099483147

Email

Melissa@3mhomes.com

Statement in support of candidate:

To Whom it may concern,

It is with great admiration and gratitude that I write this letter in strong endorsement and support of Kim Piper. I had the privilege of working under her leadership as my owner/broker here in Kennewick, and I can say without hesitation that she had a profound impact not only on my professional development but also on my personal growth.

Kim is a woman of unwavering integrity and honesty. She leads by example, consistently showing up with a servant's heart and a passion for helping others succeed. As a woman in the real estate industry, I felt deeply supported and empowered by her encouragement and mentorship. She created a space where growth was not just welcomed—it was expected, nurtured, and celebrated.

One of the most transformative experiences during my time with her was participating in the mastermind group she ran within our office. It was more than just a meeting of minds—it was a powerful community of like-minded professionals committed to rising above the status quo. Her vision and leadership fostered an environment of accountability, collaboration, and inspiration.

Kim's commitment to growth, both personally and professionally, is contagious. She is dedicated to serving not only her team but also the larger community, always looking for ways to give back and elevate those around her.

I wholeheartedly endorse and support Kim in her application for WA Realtors Treasurer Elect. She is a leader, a mentor, and will be a true asset to the Washington Association of Realtor's if elected.

Sincerely,

Melissa Montgomery

Real Estate Broker

RE/MAX Northwest

509-948-3147

Melissa@3mhomes.com

OR upload their recommendation here.

[Stacie Belman Stmt of Support WA Realtors.docx \(https://s3.amazonaws.com/pf-user-files-01/u-28033/uploads/2025-04-](https://s3.amazonaws.com/pf-user-files-01/u-28033/uploads/2025-04-)

Name

Tom Schrader

Company

RE/MAX Parkside

Title

Real Estate Broker

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3604809387

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Statement in support of candidate:

See uploaded document

OR upload their recommendation here:

[Tom Schraeder Statement of Support WA Realtors.docx \(https://s3.amazonaws.com/pf-user-files-01/u-28033/uploads/2025-04-18/xf13zl7/Tom%20Schraeder%20Statement%20of%20Support%20WA%20Realtors.docx\)](#)

Please upload your best photo of yourself.

[Kim Piper pic 1 4.27.25.jpg \(https://s3.amazonaws.com/pf-user-files-01/u-28033/uploads/2025-04-18/qx23z5g/Kim%20Piper%20pic%201%204.27.25.jpg\)](#)

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, appearing to be 'KDH' followed by a long horizontal flourish.

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