

— 2027 —  
*Board of Directors Election*  
**CANDIDATE  
GUIDE**



SAMPLE BALLOT FOR 2027  
**ANNUAL ELECTION**

VOTING BEGINS AT 12:01AM • MONDAY, SEPTEMBER 21, 2026  
VOTES MUST BE CAST ONLINE BEFORE  
2:00PM WEDNESDAY, SEPTEMBER 23, 2026

**As the 2026 President-Elect,  
Your 2027 President will be  
• SHANE NGUYEN •**

**PRESIDENT - ELECT**

*Vote For One (1)*

|                 |     |
|-----------------|-----|
| Stephanie Grant | ( ) |
| Geoffrey Lavell | ( ) |
| Mark Reyes      | ( ) |

**VICE PRESIDENT**

*Vote For One (1)*

|                   |     |
|-------------------|-----|
| Joshua Campa      | ( ) |
| Christina Chipman | ( ) |

**TREASURER**

*Vote For One (1)*

|                |     |
|----------------|-----|
| Susan Brock    | ( ) |
| Daniel Mahabir | ( ) |

**DIRECTOR**

*Vote for No More Than Four (4)*

|                   |     |
|-------------------|-----|
| Jessica Bellai    | ( ) |
| Christopher Fobes | ( ) |
| Nicholas Giorgi   | ( ) |
| Lexy Glassman     | ( ) |
| Alex Mejia        | ( ) |
| David Montanaro   | ( ) |
| Liliana Ruiz      | ( ) |



## 2027 CANDIDATE BACKGROUND

### **STEPHANIE GRANT**

President-Elect Candidate

A second-generation REALTOR® from Toronto, Canada, Stephanie enjoys assisting her clients with their real estate needs and journey to homeownership! She holds a Bachelor's of Science Degree in Business Management and has obtained the CRS, AHWD, ABR, RSPS & MRP Designations/Certifications over her 25 years in the industry. She's also a member of several local, state & national committees, a member of several LVR industry partners and a devoted volunteer alongside non-profit organizations within the local community! With her prior Vegas hospitality industry, customer service and HOA Management experience, it was an easy transition into the entrepreneurial world of real estate! Stephanie has received the LVR Good Neighbor, NVR Inspiring New Leader of Tomorrow & NVR REALTOR® of the Year awards, to name a few. She's a 2016 GLVAR Leadership Academy Graduate, a 2019 NVR Leadership Academy Graduate, served six years on LVR Board of Directors, the Nevada REALTORS® Board of Directors and three years on the National Association of REALTORS® Board of Directors. She currently represents NVR on the National REALTORS® Association's (NAR) Federal Financing and Housing Policy Committee. She's an NAR and local instructor, a Board Director for Leaders in Training (a local non-profit), a Board

Trustee with Silver State Fair Housing Council, Past President of the Henderson Toastmasters Club & Past Toastmasters District Area Director. Stephanie is also a 2022 Leadership Henderson Alumni with the Henderson Chamber of Commerce and had an amazing opportunity as a small group leader for the 2026 leadership class!

**What do you think you can contribute as a member of the Board of Directors and what special skills will you bring?**

As my third attempt applying for the President-Elect position, I'll continue to lead with Integrity, Professionalism and Trustworthy leadership for all of our members even outside the board room. Titles don't make you a leader: Your actions, behavior and earning your team's respect makes you a leader! I continue demonstrating the importance of the REALTOR® brand to fellow members while elevating our volunteer leaders who give so much of their time and efforts not only within our industry but in our community as well! With the recent hire and direction of our new CEO, I believe LVR can and will improve its reputation, get back on the right track and regain the trust of the members and consumers. Nope, leadership is not easy. It takes a lot of hard work, dedication and commitment and I am grateful for the opportunities I get to be a servant leader while inspiring and encouraging others to do the same.

**How do you feel that LVR can be more responsive to its Members?**

With the most recent survey that went out to the membership this year, it's great to finally see leadership asking the members for their honest opinions, where they feel we are as an association and how we can improve moving forward! The results should be part of a roadmap incorporated into LVR's new three-year strategic plan, redirecting the association with positive adjustments, attainable goals and accountability! Increased member engagement with clear and timely communication

is extremely necessary to be more responsive to its members! Unfortunately, for many years, the lack of "Transparency" where processes, information and decisions made were unclear or hidden from the members who all have the right to know outside of strictly confidential matters. I truly believe that when the members trust their leaders, they will become more responsive and more involved.

**What do you think is the most critical issue facing our industry and our Association?**

LVR must stay ahead of potential RISK, avoiding legal and litigation battles surrounding our associations members while protecting not only the REALTOR® brand but also improving our public perception. Managing our MLS, adapting

to AI and improving the values of our members are most critical to the success of our association! LVR needs to be more proactive than reactive, stopping problems before they start instead of trying to fix problems well after they've happened and caused harm. Our industry continues to fight for our best interest, especially with the upcoming legislative year. Many bills could become detrimental to our industry, hence the importance of your RPAC contributions. Protecting Property Rights, Consumer Protection, AI again, Data Centers, Rent Control, Water Supply, Interest Rates, Closing the Homeownership Gap, Attainable Housing and the list goes on. Thank you to our elected representatives, lobbyists and REALTOR® Champions, fighting for our rights on Capitol Hill!



2027 CANDIDATE BACKGROUND  
**GEOFFREY LAVELL**  
President-Elect Candidate

Geoffrey Lavell is a Las Vegas real estate broker and owner of his own firm, a REALTOR®, and is committed to strengthening the voice and influence of REALTORS® at the local, state, and national levels. Currently serving as Vice President of

Las Vegas REALTORS®, Geoff has focused his leadership on advocacy, member engagement, and ensuring REALTORS® have a meaningful role in the public policy decisions affecting private property rights and the real estate profession. During his service with LVR, Geoff helped establish the Association's Local Political Coordinator program, strengthening relationships between REALTORS® and local elected officials. He has also been a REALTOR® Political Action Committee (RPAC) Major Investor for five years and is an active advocate on issues affecting Southern Nevada, including housing, private property rights, and the long-term water challenges facing the Southwest. As a candidate for LVR President-Elect, Geoff brings practical brokerage experience, a strong commitment to REALTOR® advocacy, and a belief that effective leadership means listening to members, building relationships, and keeping LVR focused on the issues that directly affect its members and their businesses.

**What do you think you can contribute as a member of the Board of Directors and what special skills will you bring?**

As President-Elect, I believe I can bring a practical, member-focused approach to leadership. I understand the day-to-day realities of running a brokerage, working with clients, managing property, and navigating an industry that continues to change quickly. That perspective keeps me focused on whether the decisions we make as an association actually help our members succeed. Most importantly, I believe I bring the ability to listen, build relationships, and bring people together. I do not believe leadership is about having all the answers. It is about asking the right questions, surrounding yourself with capable people, and making decisions based on what is best for the membership and the long-term strength of LVR.

**How do you feel that LVR can be more responsive to its Members?**

LVR has taken great strides to poll members and better understand where they are so we can meet them there. We are building a pathway and

structure to put the Member back in the forefront and not in the background.

**What do you think is the most critical issue facing our industry and our Association?**

Our profession is changing. Buyer representation and compensation, technology, artificial intelligence weaving its way into every aspect of our industry, cybersecurity, fraud, and increasing regulatory scrutiny are changing how REALTORS® do business. Our Association has an important responsibility to make sure members have the education, tools, and information necessary to adapt and remain successful. In Southern Nevada, we also have to look beyond the next transaction. Issues such as water, infrastructure, responsible growth, and long-term economic development will directly affect the future of our housing market and our community. I believe LVR needs to be proactive rather than reactive. We should anticipate the issues that are coming, advocate aggressively for our members and private property rights, and make sure REALTORS® have a strong voice wherever decisions affecting our profession and our community are being made.



## 2027 CANDIDATE BACKGROUND

### MARK REYES

President-Elect Candidate

I am a Las Vegas REALTOR® who believes in giving back to the industry and helping ensure our association continues to provide meaningful value to its members. My involvement with Las Vegas REALTORS® began in 2020 on the Quality Control Committee. Since then, I have had the opportunity to serve in a variety of leadership roles, including Quality Control Vice Chair, MLS Director, MLS Vice Chair, Quality Control Chair, and MLS Chair in 2025. My service expanded to the Las Vegas REALTORS® Board of Directors, where I have served since 2025, as well as the Nevada REALTORS® Board of Directors in 2025. In 2026, I continue to serve as an LVR Director and as Director Liaison to the Faculty Committee. These experiences have given me a broad understanding of our association, from MLS policy and technology to education, governance, and the everyday challenges facing our members. Throughout my service, I have focused on listening to members, asking thoughtful questions, and being willing to address difficult issues. I believe strong leadership requires collaboration, accountability, transparency, and a willingness to make decisions based on what best serves the membership. I am proud of the work I have contributed to LVR and remain committed to strengthening our association, protecting the value of our MLS, and ensuring our members

have a strong voice in the decisions affecting their businesses and our profession.

### **What do you think you can contribute as a member of the Board of Directors and what special skills will you bring?**

I bring experience, curiosity, and a willingness to ask questions, especially when those questions help us make better decisions for our members. My years of service within LVR have given me experience across several areas of the association. I have served on committees, chaired Quality Control, served on the MLS Board, led the MLS as Chair, and now serve on the LVR Board of Directors. This progression has given me a strong understanding of how decisions move from an idea to implementation and how those decisions ultimately affect our members and their businesses. One of my strongest skills is looking beyond how something has always been done and asking whether there is a better way. I value data, collaboration, open discussion, and accountability. I am willing to speak up, listen to opposing viewpoints, and change my position when presented with better information. I also bring the perspective of a working REALTOR® who understands the daily challenges our members face. I believe every decision should come back to a simple question: How does this serve our members? I want to continue bringing that mindset to the Board by protecting the value of our association and MLS, improving communication and ensuring our members have a meaningful voice in the direction of LVR.

### **How do you feel that LVR can be more responsive to its Members?**

I believe being responsive starts with listening and making sure members know their voices matter. LVR represents thousands of REALTORS® with different business models, experience levels, and needs. We need to continually find better ways to hear from them and bring their perspectives into our

decision-making. Communication is a major part of that. Members should understand what LVR is working on, why decisions are being made, and how those decisions affect their businesses. We also need to communicate the value members receive from their dues through our MLS, education, advocacy, technology, professional resources, and other services. I would like to see more opportunities for two-way communication between members and leadership. Surveys, forums, direct outreach, and increased visibility from Directors give members more opportunities to share what is working and where they need greater support. Most importantly, listening needs to lead to action. We will not always agree on every issue, but members deserve to know their concerns were heard, considered, and addressed. LVR should continually ask itself the same question we ask as REALTORS® when serving our clients: Are we providing enough value for what our members are investing in us? Keeping that question at the center of our decisions will help us build a stronger and more responsive association.

sure they align with what our members need today and where our industry is going tomorrow. I do not believe our job is to resist change. Our responsibility is to help shape it. LVR has an opportunity to lead by protecting the interests of our members, embracing innovation thoughtfully, and making decisions locally that reflect the needs of the Las Vegas real estate community. If we remain focused on member value and are willing to evolve, we will be better positioned to protect both our association and the profession we serve.

### **What do you think is the most critical issue facing our industry and our Association?**

I believe one of the most critical issues facing our industry and our association is remaining relevant and valuable during a period of significant change. Our industry continues to face changes in consumer expectations, technology, AI, affordability, business practices, and the role of the MLS. REALTORS® are being asked to adapt faster than ever, and our association needs to evolve alongside them. For LVR, this means protecting and strengthening one of our greatest assets, our MLS and the data our members create. It also means investing in education, technology, advocacy, and resources that help REALTORS® demonstrate their value to consumers and compete in a changing marketplace. At the same time, we need to look closely at our own organization. We should continually evaluate our programs, services, and expenses to make



## 2027 CANDIDATE BACKGROUND

### **JOSHUA CAMPA**

Vice President Candidate

As Team Leader, Joshua oversees all operations of Campa Group's Residential Management, Commercial Management & Sales divisions. Joshua's real estate career spans over 19 years in Property Management & Leasing with experience in every facet of property management operations. He has worked in commercial and residential property management. Through his career, he has managed over 25 million square feet of commercial real estate and over 1,500 single family homes throughout the Las Vegas Valley. With a business and marketing background from UNLV, he has taken his real estate experience to founding and expanding the Campa Group at Berkshire Hathaway Home Services, Nevada Properties to nearly 500 residential units. Joshua currently holds several designations in Residential Property Management, including Accredited Residential Manager® (ARM) from the Institute of Real Estate Management® (IREM) & the Residential Management Professional® (RMP) designation from the National Association of Residential Property Managers® (NARPM). He served as President of Nevada NARPM in addition to serving on committees for NARPM National. Additionally he has served on the Board of Directors for the Institute of Real Estate Management® (IREM), Las Vegas Association

of REALTORS®, Nevada REALTORS®, and the National Association of REALTORS®. In 2021 Joshua was named one of IREM's top 30 Under 30 professionals across the country. In 2021, 2022, and 2023 he was named one of Las Vegas REALTORS® top 40 under 40 and inducted into the YPN 40 under 40 Hall of Fame in 2024. In 2025 Josh was named REALTOR® of the Year by Las Vegas REALTORS®.

**What do you think you can contribute as a member of the Board of Directors and what special skills will you bring?**

As a past member of LVR BOD I have a thorough knowledge and understanding of the Association's Bylaws, Policies, and leadership history. Our members are concerned about the direction of the Association, preserving the value of the MLS and their data. My background and skillset will ensure the members' concerns are addressed, and proactive steps are taken.

**How do you feel that LVR can be more responsive to its Members?**

LVR can be more responsive to its members by including them in crafting solutions. By creating regular surveys, engaging with the members through committees, and listening to their feedback, our leadership can better represent and act on their needs.

**What do you think is the most critical issue facing our industry and our Association?**

The most critical issue facing our industry is adapting to the changes in cooperative compensation, evolving technology, and enhancing consumer confidence in the REALTOR® brand. As an organization we must act with care and diligence in these areas for the betterment of all 15,000+ members.



## 2027 CANDIDATE BACKGROUND

### **CHRISTINA CHIPMAN**

Vice President Candidate

Born and raised in Las Vegas, Christina Chipman brings a deep-rooted knowledge and genuine love for the community she proudly calls home. She believes that every successful real estate experience is built on clear communication, trust, and strong relationships. With a 100% referral-based model, Christina considers each referral as the highest compliment to the service she provides her clients. Since launching in 2015, Christina has consistently ranked as a top-producing agent and earned recognition for her production and leadership. Her accolades include the YPN Top 40 Under 40 and YPN Hall of Fame. She was named one of Women's Council of REALTORS® Top 25 Women in Real Estate and received their Hall of Fame honor. Additional honors include LVR'S REALTOR® of the Year, the Nevada REALTORS® Distinguished Service Award, and the LVR Good Neighbor Award. Beyond production, Christina is committed to leadership and service. She served as President of the Women's Council of REALTORS® Las Vegas in 2020, has held multiple roles on the Las Vegas REALTORS® Board of Directors. Her influence extends to the state and national level as a NV REALTORS® Leadership Academy Trustee and Nevada's representative on the National Association of REALTORS® Major Investor Council in 2026. Christina is a devoted mother to three daughters and embraces life with

energy and intention. An adrenaline enthusiast, she enjoys snowboarding, skydiving, traveling, and attending music festivals. Giving back is a core value in both her business and personal life, and she actively involves her family in supporting charitable causes.

### **What do you think you can contribute as a member of the Board of Directors and what special skills will you bring?**

I bring extensive leadership experience and a deep commitment to serving both Las Vegas REALTORS® and our membership. Over the years, I have had the privilege of serving our association in numerous capacities, giving me a strong understanding of our organization, its history, its challenges, and—most importantly—the diverse needs of the members we represent. My service has also extended beyond the local level to leadership and involvement at both the state and national levels. Those experiences have broadened my perspective and allowed me to learn from REALTOR® leaders and associations across the country, while also giving me the opportunity to represent the interests and voice of Nevada REALTORS® on a larger stage. I believe one of the most important qualities I bring to the Board is the ability to listen, consider different perspectives, and approach decisions with fairness and the best interests of the membership at the forefront. I value collaboration, thoughtful discussion, and building consensus, even when there are differing opinions at the table. As Las Vegas REALTORS® continues to evolve and move in a new direction, I believe my combination of institutional knowledge, leadership experience, relationships, and broader industry perspective allows me to help bridge where we have been with where we are going. Above all, I want to ensure that our members feel represented, heard, and confident that their association is working for them.

## How do you feel that LVR can be more responsive to its Members?

I believe Las Vegas REALTORS® has taken significant steps forward over the past year, and I am encouraged by the work our leadership and staff have already begun to create a stronger and more positive member experience. I believe the key moving forward is to continue building on that momentum. Being responsive to our members starts with listening. We must create opportunities for members to feel comfortable sharing their concerns, ideas, and experiences and, equally important, ensure they know their voices are being heard. That requires open communication, accessibility from leadership, and a willingness to engage with members at every level of our association. Responsiveness also means being willing to act on what we hear. As our industry and the needs of our membership continue to evolve, we must be willing to evaluate how we operate and, when necessary, make difficult changes that keep our association on the right track. I want to continue the work that has already begun by helping foster a culture where our members feel heard, valued, and represented and where leadership and staff work collaboratively with our membership to ensure Las Vegas REALTORS® continues moving forward in a direction that best serves all of our members.

## What do you think is the most critical issue facing our industry and our Association?

I believe one of the most critical issues facing our industry and our association is the continued challenge to the value and role of the REALTOR® in the real estate transaction. Our profession has faced disruption and scrutiny for many years, and I believe those challenges will continue as technology, consumer expectations, and our industry itself continue to evolve. As leaders, we have a responsibility to ensure our members are educated, prepared, and equipped to clearly demonstrate the value they bring to every transaction. Equally important, we must continue educating the public about the expertise, advocacy, guidance, and protection a professional REALTOR® provides throughout what is often one of the largest financial decisions of their lives. At the same time, we cannot simply defend the way we have always done business. We must continue to innovate and evolve. We should embrace today's technology and provide our members with the education, tools, and resources necessary to level up their businesses, better serve their clients, and remain indispensable throughout the real estate transaction. Our responsibility as an association is to help REALTORS® adapt and lead through change so that, regardless of how our industry evolves, our members remain relevant, valuable, and positioned at the center of the real estate transaction.



## 2027 CANDIDATE BACKGROUND

### **SUSAN BROCK**

Treasurer Candidate

As a real estate professional and current Las Vegas REALTORS® Director for the last 14 plus years, I am committed to serving members and strengthening the future of our profession. I also served as a Director in 2024, giving me valuable experience with Board responsibilities, member concerns and association governance. In addition, I managed the family business for 20 years and have operated my own real estate business. These experiences have strengthened my leadership, financial management, communication, and decision-making skills. I am dedicated to promoting transparency, member engagement and meaningful value for all Las Vegas REALTORS® members.

#### **What do you think you can contribute as a member of the Board of Directors and what special skills will you bring?**

As a current Director who also served on 2024, I bring Board experience, continuity, and an understanding of the responsibilities that come with serving our members. I also bring strong financial and business experience, having managed the finances of my family business for 20 years in addition to managing my own real estate business. I believe my strengths include sound judgement, financial responsibility,

leadership, communication, and a willingness to ask thoughtful questions before making important decisions. As Treasurer, I would bring a careful and responsible approach to our association's finances while always keeping the best interests of our members at the forefront.

#### **How do you feel that LVR can be more responsive to its Members?**

I believe LVR can be more responsive by creating an environment where members know their voices are heard and their concerns are taken seriously. Communication should be timely, transparent, and easy to understand, particularly when decisions directly affect our members and their businesses. We should actively seek member input, provide meaningful opportunities for participation and follow up so members know their feedback matters.

#### **What do you think is the most critical issue facing our industry and our Association?**

I believe one of the most critical issues facing our industry is demonstrating the continued value of the REALTOR® in a rapidly changing real estate environment. Technology, online platforms, changing consumer expectations, affordability challenges, and continued changes within our industry are reshaping how we do business. Our association must stay ahead of these changes by providing relevant education, resources, advocacy, and strong representation for our members. At the same time, we must maintain the trust and engagement of our membership so REALTORS® see LVR as an organization that understands their challenges, protects their interests, and helps them succeed.



## 2027 CANDIDATE BACKGROUND

### **DANIEL MAHABIR**

Treasurer Candidate

I understand that buying, selling or renting a home is more than just a transaction: it's a life-changing experience. That's why I am dedicated to providing exceptional, personalized service to all of my clients. I take great pride in the relationships I build and always work relentlessly on the client's behalf to help them achieve their real estate goals. I am always striving to lead the field in research, innovation and consumer education. Today's buyers and sellers need a trusted resource that can guide them through the complex world of real estate. With an unmatched commitment to providing only the best and most timely information to my clients, I am your go-to source for real estate industry insight and advice.

**What do you think you can contribute as a member of the Board of Directors and what special skills will you bring?**

As CEO and Team Leader of Mahabir Real Estate Group at Keller Williams VIP, I bring nearly a decade of hands-on leadership, coaching, and business-building experience in the Las Vegas market. I founded and grew my group from a solo operation into a multi-agent team. This has given me practical skills in recruiting, retaining, and developing agents at every level—from helping new agents get into production quickly

to supporting experienced agents scale their businesses.

**How do you feel that LVR can be more responsive to its Members?**

LVR can become more responsive to members by prioritizing clear two-way communication, faster feedback loops, and practical support that reflects the daily realities agents face. As a team leader who coaches agents every week, I see firsthand where the association can close the gap between leadership decisions and member needs.

**What do you think is the most critical issue facing our industry and our Association?**

I believe the most critical issue facing Las Vegas real estate is the ongoing pressure on housing affordability combined with elevated mortgage rates. The market has moved toward greater balance—inventory is higher and price growth has flattened—but monthly payments remain challenging for many local households. This keeps some buyers on the sidelines and requires agents to work harder at education, expectation-setting, and negotiation. In this environment, transactions take more skill and patience. Newer agents especially need stronger training and support to succeed when volume alone is no longer enough.



## 2027 CANDIDATE BACKGROUND

### JESSICA BELLAI

Director Candidate

Born and raised in Canada, I made Las Vegas my home in 2003. I've been married for 22 years and am a proud mom of two children who are both currently in college. Professionally, I believe success is built on education, integrity, accountability, and a strong work ethic. I pride myself on providing exceptional customer service and building genuine, lasting relationships with my clients. To me, real estate and property management are about much more than a transaction. They're about earning trust, staying connected, and being someone my clients know they can count on long after the deal is done. I'm committed to continually learning and growing so I can better serve my clients, my industry, and my community.

#### **What do you think you can contribute as a member of the Board of Directors and what special skills will you bring?**

As a member of the Board of Directors, I believe I can contribute a sound mind, strong work ethic, honesty, and a willingness to make thoughtful decisions that are in the best interest of the organization and its members. I value integrity and accountability and am not afraid to ask questions, offer a different perspective, or have difficult conversations when necessary. I also

bring strong communication and relationship-building skills, along with a genuine commitment to education and professional growth. I believe a successful board requires members who listen, collaborate, follow through on their commitments, and put the needs of the organization ahead of personal interests. I would bring that mindset to the Board while working to strengthen member engagement, encourage new ideas, and help move the organization forward in a positive and responsible direction.

#### **How do you feel that LVR can be more responsive to its Members?**

I believe LVR could be more responsive by placing a stronger focus on truly listening to and advocating for its members. At times, I feel the focus has leaned more toward visibility and popularity rather than ensuring members feel represented, supported, and heard as professionals. LVR should be a resource its members can rely on for education, advocacy, communication, and professional support. This means actively seeking member input, being transparent about decisions, addressing concerns even when they are difficult, and making sure members understand the value their association provides. Ultimately, I would like to see LVR continue building a culture where decisions are driven by what best serves the membership and strengthens our professional community.

#### **What do you think is the most critical issue facing our industry and our Association?**

I believe one of the most critical issues facing our industry today is maintaining the value, professionalism, and trust of the REALTOR® in a rapidly changing real estate environment. Consumers have more access to information and technology than ever before, and our industry continues to face changes in how we conduct business, communicate our value, and serve our clients. As an association, I believe

our responsibility is to ensure members are educated, informed, and prepared to adapt. We need to raise the standard of professionalism, ethics, and accountability while providing meaningful education and resources that

help our members succeed. If we focus on developing knowledgeable, ethical, and engaged professionals, we not only strengthen LVR, but also protect the value of our profession and the trust of the communities we serve.



2027 CANDIDATE BACKGROUND  
**CHRISTOPHER FOBES**  
Director Candidate

With over 25 years of diverse real estate experience, I bring a wealth of leadership, operational expertise, and a deep commitment to service to the Las Vegas REALTORS® (LVR) Board of Directors. A UC Berkeley alumnus, I began my real estate journey in 1998, serving as a licensed Broker Salesperson and Office Manager. Since relocating to Las Vegas in 2007, I have significantly expanded my industry footprint, managing a real estate investment portfolio, overseeing investor relations for a 250-door property management company, and directing a 282-unit HOA. Currently with The Agency Las Vegas, I leverage my extensive market knowledge to advocate for agents and clients alike. My multi-faceted background in sales, brokerage operations, property management, and community governance equips me with a unique, 360-degree perspective on the challenges and opportunities

facing Southern Nevada REALTORS®, our clients and our consumers. Deeply committed to leadership and professional standards, I actively serve on the Whitney Town Advisory Board, the Nevada Preservation Foundation, the Cal Alumni Chapter of Southern Nevada, and LVR MLS committees. My time on the LVR MLS BOD has provided a lot of insight into the national, state and local issues MLSs & Associations are facing. I am dedicated to championing private property rights, enhancing educational resources, and ensuring LVR remains a strong advocate for its members. When not serving my community, I enjoy golf, traveling, fitness, and spending time with my dog, Madden. I would be honored to help guide LVR into a successful future.

**What do you think you can contribute as a member of the Board of Directors and what special skills will you bring?**

I will contribute a governance perspective balanced by a deep and practical understanding of our members' daily challenges. Having spent the last several years actively involved in LVR through key committees, including the LVR MLS Board of Directors, Risk Management, Education, and the 2025 Chair of the Political Affairs Committee, I am prepared to hit the ground running. My goal is to ensure that LVR's strategic initiatives remain both practical for our diverse agent base and aggressive in defending private property rights. I will serve as a bridge, ensuring that Board policy decisions are informed by the real-world operational realities faced by our agents today. Some of the special

skills I will bring are 1) fiduciary oversight: Beyond real estate, I bring extensive professional financial management experience. As a former Financing and Accounting Manager for multi-million dollar productions and an HOA Office Manager, I am adept at auditing administrative systems and managing complex budgets. I will apply this financial rigor to the Board to ensure we maintain lean, transparent, and high-impact resource allocation. 2) operational and regulatory fluency: My tenure managing leasing operations, accounting for 250-door portfolios, and serving on the Whitney Town Advisory Board has provided me with an ability to navigate regulations and resolve conflicts. I bring the ability to dissect complex contracts and policy frameworks with a calm, analytical approach. I offer the Board and our members a unique blend of financial precision, regulatory fluency, and unwavering commitment to the LVR community and our consumers.

#### **How do you feel that LVR can be more responsive to its Members?**

The LVR Board's primary role is strategic oversight, not operational management. I believe the Board best serves members by empowering the CEO and staff to execute our Strategic Plan, while we focus on ensuring that execution aligns with member needs. I identify three pillars where we can increase responsiveness: Transparency, Communication, and Member Service. 1. Transparency and Accountability - I advocate for full transparency in our decision-making. Board and committee meetings should be accessible—both live and recorded—to ensure members understand the “why” behind the policy changes that affect their businesses. We should encourage in-person participation, but we must also provide remote access so that every member can stay informed about the discussions and decisions that shape our organization. 2. Communication - LVR must meet agents where they are. We need to diversify our

channels to ensure our updates cut through the noise. I support a robust communication strategy that utilizes email newsletters, app notifications, social media channels, broker and agent forums, text opt-ins, and a significantly more user-friendly, modern member website. 3. Member Service and Removing Friction - Finally, LVR must get back to the basics: serving our members. Our building should be a vibrant, welcoming hub where agents can drop in between appointments. We should prioritize an open and friendly member experience, such as adding a printing center for quick document needs. Furthermore, I am committed to “removing friction” for our volunteer leaders. Our committees are the engine of LVR, and by streamlining the unnecessary bureaucratic hurdles that currently slow them down, we can empower our volunteers to run and facilitate their work more effectively.

#### **What do you think is the most critical issue facing our industry and our Association?**

The most critical issue facing our industry and our Association is a crisis of the value proposition. In an era where portals, artificial intelligence, and unprecedented legal challenges are headline news, consumers and members alike are questioning the necessity of our roles. For our industry, the traditional gatekeeper model is obsolete. We must pivot from being the sole providers of data to being trusted, indispensable advisors. The burden of proof is on us to demonstrate our unique value, specifically our fiduciary duty, intimate local knowledge, and ability to navigate the complex, high-stakes problems that AI and search portals cannot solve. Our Association faces a parallel challenge of relevance. For too long, LVR has been perceived as somewhat insular, an organization where the full value of dues and the impact of our advocacy were only truly visible to those already in the room on committees or in leadership. To remain vital, we must move beyond this club-like atmosphere and aggressively modernize how we communicate

and serve our diverse membership. Our members span a wide spectrum ranging from full-time top producers to newer agents, and the Association must provide tailored value to each. We need to evolve from a one-size-fits-all model toward segmented engagement, ensuring our educational resources, market data, and communication

channels are relevant to the member's specific career stage. Furthermore, we must be proactive in demonstrating our achievements, whether through local advocacy victories, the provision of robust tools like RPR and Forewarn, or the protection of our number one asset, the MLS.



#### 2027 CANDIDATE BACKGROUND

### **NICHOLAS GIORGI**

Director Candidate

Throughout my career, I have remained committed to the REALTOR® community and growing as a leader at the local, state and national levels. My involvement has given me valuable experience in member engagement, advocacy, leadership and collaboration, while strengthening my understanding of the responsibilities that come with serving our profession. My journey began with Las Vegas REALTORS® YPN, where I served as Vice Chair of Local YPN. In 2023, I graduated from the Nevada REALTORS® Leadership Academy, which further developed my leadership skills and broadened my understanding. I continued my involvement at the state level as Vice Chair of Nevada REALTORS® YPN and State Chair of YPN. I also served as Chair of the Nevada REALTORS® DEI Committee and as a member of LVR's Grievance, BORPAC and NVR-PAC Committees. These experiences have provided me

a deeper understanding of the diverse needs of our membership, the importance of advocacy and the role associations play in protecting and advancing our profession. For 2026–2027, I am honored to serve as a National Association of REALTORS® YPN Advisory Board Member, allowing me to contribute at the national level while bringing the perspective and experiences of Nevada REALTORS® to a broader audience. I am seeking to serve on the Las Vegas REALTORS® Board of Directors because I believe my experience has prepared me to contribute a well-rounded perspective. I am committed to serving with integrity, professionalism and an open mind, while advocating for our members and strengthening our association.

#### **What do you think you can contribute as a member of the Board of Directors and what special skills will you bring?**

As a REALTOR® for the past six and a half years, I would bring a combination of real-world industry experience, association leadership, and a fresh perspective to the Las Vegas REALTORS® Board of Directors. Throughout my career, I have actively sought opportunities to serve and understand the needs of our members at the local, state, and national levels. As a younger REALTOR®, I can provide insight into the experiences and challenges facing the next generation of real estate professionals while also understanding the importance of learning from those who have helped build our industry. I believe this perspective allows me to help bridge the gap between

newer and more experienced REALTORS® and encourage greater engagement across our membership. My experience serving in YPN leadership, the Nevada REALTORS® Leadership Academy, the NVR DEI Committee, LVR Grievance Committee, LV BOPAC, NVRPAC, and now the NAR YPN Advisory Board has exposed me to a broad range of issues affecting our members and our profession. I would bring that experience to the Board along with a willingness to listen, collaborate, team build and consider new ideas. I believe associations must continue evolving to meet the needs of today's REALTORS®. I would contribute an open mind, energy and a forward-thinking approach while remaining focused on advocacy, professionalism, member engagement and the long-term success of Las Vegas REALTORS®. Most importantly, I would approach the position with a genuine desire to serve, represent the membership and help make our association stronger for the future.

#### **How do you feel that LVR can be more responsive to its Members?**

One opportunity for Las Vegas REALTORS® to become even more responsive to its members is to strengthen the connection between member feedback and the actions of the association. Members want to know that when they raise a concern, suggest an idea or identify an issue affecting their business, their voice is being heard and that there is a clear path toward action. I believe LVR could expand opportunities for members to provide feedback through short, regular surveys, member listening sessions and direct engagement with leadership. Just as importantly, the association can close the

feedback loop by communicating what was heard, what actions are being considered and what outcomes resulted from member input.

#### **What do you think is the most critical issue facing our industry and our Association?**

For our local association, I believe a critical issue is ensuring that REALTORS® remain informed, engaged and prepared to adapt to a rapidly changing industry. Technology, artificial intelligence, changing consumer expectations, evolving regulations and competition from alternative business models are changing the way real estate is practiced. LVR must continue to provide its members with the education, resources, advocacy and tools necessary to remain competitive and successful. I also believe advocacy will become increasingly important. Our association needs to remain a strong voice for private property rights, housing opportunities and policies that support a healthy real estate market while ensuring that the perspectives of REALTORS® are represented with local and state decision-makers. Finally, I believe member engagement is critical. With six and a half years in the industry and experience serving at the local, state and national levels, I have seen the value of bringing different generations and perspectives together. LVR has an opportunity to continue engaging newer REALTORS® while benefiting from the knowledge and experience of established members. Ultimately, I believe the greatest challenge and opportunity is preparing our members for the future while ensuring that LVR remains a strong, responsive and unified voice for the real estate profession in Southern Nevada.



## 2027 CANDIDATE BACKGROUND

### LEXY GLASSMAN

Director Candidate

Real Estate isn't just my career—it's in my DNA. I've grown up in the Las Vegas real estate community for 20+ years and, after earning my Bachelor's in Business Marketing from UNLV (GO REBS!), officially began my career 13+ years ago. The rest, as they say, is history. Throughout my career, I've remained passionate about serving both our real estate industry and the community that makes it thrive. I've had the privilege of serving on numerous committees, including Forms and Grievance, as NVR State YPN Chair (2019), LVR Trends Chair (2020), and LVR Forms Chair (2024). In 2024, I was honored to be elected by our membership as a Director for Las Vegas REALTORS®, a journey that has been both challenging and incredibly rewarding. Philanthropy and community service are equally important to me. I believe that when we are fortunate enough to serve our communities, we have a responsibility to give back and help create opportunities for others. Today, I proudly serve buyers and sellers full-time while also serving as Managing Broker for Platinum Real Estate Professionals. Helping agents find their path forward is incredibly rewarding, while helping clients buy or sell a home means helping them achieve a dream. For me, real estate has always been about more than transactions. It's about people, service, leadership, and giving back to the community we're privileged to call home.

### What do you think you can contribute as a member of the Board of Directors and what special skills will you bring?

I pride myself as being a level-headed person with an open mind. Right now, we need rational people in the board room with experience in our industry right now and NO AGENDA, and I think I meet that need. Me being a full-time managing broker AND practitioner, helps me understand what our members need and want. It is easy to lose sight of what members need when we aren't experiencing it firsthand and are disconnected. We need all kinds of kinds at the table. I think our forms and MLS are CRUCIAL in what value LVR gives its members, and forms are a passion of mine, as many people know. I intend to keep fighting for our members to have forms and resources to properly help our clients and grow our businesses. I am not sure it is a special skill but I can work with anyone, whether they like me or not haha. I am here for membership, not myself.

### How do you feel that LVR can be more responsive to its Members?

This is a hard one. I think there has been a lot of progress in the last 6 months, which is amazing! I think our members have checked out a bit in the last couple years for a lot of reasons, so gaining back that trust and engagement will take time. We need to communicate better, listen more, and get in front of some bad press. I would love to see LVR put out more press releases and do more with local/national news given the hub we are. There are a lot of positive things our association and members bring to the table.

### What do you think is the most critical issue facing our industry and our Association?

I think AI is incredible and dangerous at the same time. We need to leverage it but be mindful that we don't replace ourselves in certain things. Human connection cannot be replaced by an AI bot but we need to make sure we aren't relying on it so heavily we get lost and mistakes get made. Humans matter and we can't forget that.



## 2027 CANDIDATE BACKGROUND

### ALEX MEJIA

Director Candidate

I was born in Guadalajara, Mexico, and came to the United States at 15 without speaking English. That experience became the foundation of everything I do. It taught me resilience, and it taught me how to connect with people beyond words. I earned my Nevada real estate license in 2005 and have spent more than 20 years serving buyers, sellers, investors, and relocating families across Las Vegas, Henderson, North Las Vegas, and all of Clark County. Today I am a Global Real Estate Advisor and Broker Salesperson with Real Broker LLC, a Certified International Property Specialist, and a licensed real estate broker in Mexico with a focus on Quintana Roo — Cancún, Playa del Carmen, and Tulum. Before real estate became full-time, I built a long career with the Clark County School District, growing from bus aide assistant into technology roles including information systems processing, computer systems analysis, and technology support management. For nearly a decade I carried both worlds at once. It was not glamorous. It required discipline and sacrifice, and it taught me how large institutions and real people actually work together. I serve as the 2026 Chair of the Las Vegas REALTORS® Global Business Committee. I speak English and Spanish fluently, and a large part of my work has been proudly dedicated to Hispanic and Latin American clients. Most of my business comes from repeat clients and referrals.

That is the measure I care about most.

### What do you think you can contribute as a member of the Board of Directors and what special skills will you bring?

I bring a global lens to a local board. I have served on the Global Business Committee for ten years, I chair it in 2026, and I have been part of multiple international trade missions, including the year our association earned NAR's Diamond level recognition in 2017. As a CIPS designee and a licensed broker in both Nevada and Mexico, I see how international buyers, investors, and relocating families enter our market — and how much opportunity our members leave on the table when we do not prepare them for it. Southern Nevada is a global market. Our association should lead like one. I bring a background in systems and technology. Years with the Clark County School District in information systems, systems analysis, and technology support taught me how infrastructure, data, and adoption function, and how to ask practical questions before an organization commits to a platform. I use AI and digital tools in my practice daily — always in service of deeper human connection, never as a replacement for it. I bring bilingual and bicultural reach. Much of my career has been dedicated to Hispanic and Latin American clients and agents. I can serve as a bridge between members who are not yet at the table and the association that needs their voice. And I bring 20 years of listening first. My first step with any person is always the same: understand them before I advise them. I believe we reach our goals by helping others reach theirs.

### How do you feel that LVR can be more responsive to its Members?

LVR does a lot well. Where we can grow is in meeting members where they already are. Most of our members are not sitting in a classroom downtown on a Tuesday morning. They are in their cars, on a listing appointment, or working a second job while they build this one. Responsiveness

means bringing the association to them — short, practical content they can use that same week, delivered in the formats they already use, and offered in Spanish as often as it is offered in English. A large share of our membership serves Spanish-speaking clients every day. When our communication reflects that, members feel seen. Responsiveness also means closing the loop. We ask for feedback in surveys and at events. We should be able to point back and say, here is what you told us, and here is what changed because of it. That one habit builds more trust than any new program. And it means making the door easier to find. Many members do not know which committees exist, what they do, or how to join one — new agents especially. A clear path in, and a personal invitation rather than only an email blast, turns a dues payer into a participant. I also believe in listening in person. Broker visits, small roundtables, real conversation with no agenda other than to understand. Members do not need us to be everywhere. They need us to be useful, and to answer when they call.

**What do you think is the most critical issue facing our industry and our Association?**

Trust. Everything else we are facing runs through it. The consumer has more information than ever,

and more voices telling them they may not need us. At the same time, our industry is still adjusting to new expectations around how we represent buyers and how we talk about compensation. That combination puts one question in front of every member: can you clearly explain your value, and can you deliver it? For our industry, the answer is competency. Not more letters after our names for their own sake — real skill. Contract knowledge, negotiation, ethics, and the ability to guide people through the largest financial decision of their lives with clarity. Technology and AI will keep raising the floor on information. They will not replace judgment, advocacy, or a person who knows how to sit with a family and help them decide. Our value has to be visible, and it has to be earned in every transaction. For our Association, the answer is relevance. Our job is to make our members so good that the consumer feels the difference. That means education that changes behavior, not just fills a seat. It means protecting private property rights and standing for our members at the legislative table. And it means preparing our members for a market that is already global, already diverse, and already asking questions in more than one language. If we raise the standard of the practitioner, we protect the profession.



## 2027 CANDIDATE BACKGROUND

### DAVID MONTANARO

Director Candidate

The first time I visited this city was when I was in first grade. On the flight back to New York, I remember telling my parents that I wanted to one day live in Las Vegas. Over the years I continued to visit, each time reaffirming my desire to make this my home. In 2005 I finally realized a life-long dream. My family and I made the move. With so many beautiful areas we decided that Summerlin offered everything we were looking for and so much more. I still find the lights of Las Vegas Boulevard hypnotic, but they pale by comparison to my family's home porch light.

As a REALTOR®, David strives to deliver the best possible experience for all clients, whether they are selling or buying. Real estate transactions are complicated and often seem overwhelming, which is why you need an experienced REALTOR® to help you navigate the process. For many people their house is their single largest investment, but David understands it is so much more, it's their home! Prior to beginning his real estate career, David gained business experience with numerous Fortune 500 companies both domestically and internationally over a thirty plus year career. This combination of experience has proven to be invaluable in his current position as a branch manager for BHHS. He has truly found his joy in helping other agents achieve their professional goals. David believes that only with

undying commitment to the customer experience, coupled with cutting-edge ideas, can success be earned.

### What do you think you can contribute as a member of the Board of Directors and what special skills will you bring?

I believe my nearly 30 years of management and leadership experience, combined with my career as a REALTOR®, Broker-Salesperson, Sales Manager, and Branch Manager, would allow me to make a meaningful contribution to the LVR Board of Directors. My professional background has provided me with extensive experience building and leading teams, recruiting and developing talent, managing operations, overseeing financial responsibilities, and implementing new strategies and initiatives. I bring a business-minded, solutions-oriented perspective while understanding the day-to-day challenges faced by REALTORS® and their clients. My experience working at multiple levels of the real estate industry allows me to appreciate the needs of individual agents, teams, managers, and brokerages. I believe effective leadership requires listening, collaboration, integrity, accountability, and the ability to make thoughtful decisions that serve the greater good. I would bring those qualities to the Board, along with a commitment to strengthening the value LVR provides to its members. Most importantly, I want to use my experience to help LVR remain responsive, innovative, and forward-thinking while protecting and advancing the interests of REALTORS® throughout Southern Nevada. I would approach Board service not simply as an opportunity to lead, but as an opportunity to listen, collaborate, and contribute to the continued success of our profession and our Association.

### How do you feel that LVR can be more responsive to its Members?

LVR can become even more responsive to its members by creating stronger channels for listening, understanding, and acting on the issues that directly affect REALTORS®' businesses. Members should

feel that their concerns are not only heard, but translated into meaningful action and measurable results. LVR should continually seek input from REALTORS® at every level—from new agents and individual producers to team leaders, brokers, and managers—and use that feedback to prioritize initiatives that provide tangible value. This includes education that addresses real-world business challenges, technology and tools that improve productivity, advocacy that protects REALTORS®' ability to do business, and programs that help members adapt to a rapidly changing industry. At the same time, LVR has an opportunity to strengthen the public image of our profession by promoting professionalism, ethics, expertise, and the value REALTORS® bring to consumers and our community. We should not simply respond to negative perceptions; we should proactively tell the story of how REALTORS® protect consumers, provide market knowledge, and contribute to the strength of Southern Nevada. Ultimately, LVR should measure its success by one question: Are we providing our members with resources, representation, and leadership that make a meaningful difference in their businesses while strengthening public confidence in our profession? Listening to members and acting decisively on what we hear is the path to achieving that goal.

**What do you think is the most critical issue facing our industry and our Association?**

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The most critical issue facing our industry and LVR today is public trust. People make one of the largest financial decisions of their lives with the help of a real estate professional, yet many consumers do not fully understand the value REALTORS® provide or, more importantly, do not always trust the industry to put their interests first. We need to change that perception. LVR has an opportunity to lead a renewed effort to demonstrate that REALTORS® are more than salespeople—we are professionals who provide expertise, protect consumers, navigate complex transactions, uphold ethical standards, and help people make informed decisions. Trust cannot be created through advertising alone; it must be earned through transparency, professionalism, accountability, and the way we serve our clients every day. LVR should lead from the front by promoting higher standards, educating the public about the true value of REALTORS®, recognizing members who exemplify professionalism and ethics, and addressing practices that undermine confidence in our profession. People need to trust us because they are trusting us with their homes, their finances, and their futures. Rebuilding that trust should be one of LVR's highest priorities. If we can strengthen the public's confidence in REALTORS®, we strengthen our members, our businesses, and the long-term future of the real estate profession in Southern Nevada.



## 2027 CANDIDATE BACKGROUND

### LILIANA RUIZ

Director Candidate

I've been a REALTOR® for more than 16 years and am licensed in Nevada and Utah. I've worked with buyers, sellers, investors, and military clients, throughout my career. My background also includes marketing, social media, entrepreneurship, art, and writing. I've built my business through relationships, referrals, and a strong online presence. I'm interested in serving on the Board because I'd like to be more involved in our industry, our association, and hopefully have a voice in the issues that affect REALTORS® and our businesses.

**What do you think you can contribute as a member of the Board of Directors and what special skills will you bring?**

I would bring more than 16 years of experience

in real estate, along with a strong background in marketing, social media, technology, and business. I think we need to make it easier for REALTORS® to stay informed and understand the rules that affect our business. I believe more free classes and practical education would be a great way to do that. I think LVR should offer more free, practical classes on ethics, rules, contracts, technology, and changes that affect our business. Education is always valuable, and making these resources more accessible can help REALTORS® stay current and avoid mistakes. At the same time, REALTORS® are professionals and should be held accountable for knowing and following the rules. When someone knowingly violates them, there should be appropriate consequences. I'm also not afraid to ask questions, speak up, or suggest that something be done differently when I think there is a better way.

**How do you feel that LVR can be more responsive to its Members?**

Many agents I speak with are struggling to get enough business. More support and practical ideas to help agents generate business would be valuable.

**What do you think is the most critical issue facing our industry and our Association?**

Many agents are struggling to get clients and close sales. I also think the buyer-broker agreement needs to be better explained, with clearer guidance and practical solutions for agents.