



## BOARD OF DIRECTORS ELECTIONS

As a valued member of our association, your voice and participation are crucial in guiding our path forward. The board election is a great opportunity for you to have a direct impact on the strategic decisions and vision of BNAR. By casting your vote, you play an essential role in selecting leaders who align with our mission and values.

## ANNUAL MEETING AND DIRECTOR ELECTION EVENT

All BNAR members are invited to our Annual Meeting and Director Election Event on Thursday September 11 from 5:00-7:00 pm at Salvatore's Italian Gardens. Winners of the election will be announced shortly after 7:00 pm.

**Please register through your member portal.**

*Mission: To assist members to become successful, inclusive, and profitable and to promote professionalism, cooperation, fair housing, and real property rights*

*Vision: The BNAR will support and maintain an orderly marketplace for the effective exchange of real estate while promoting uncompromising ethical principles among its members.*

## DIRECTOR CANDIDATES

Earl Altheide  
Margaret Fisher  
Howard Gynspan  
Donna Littlefield  
Tammie Scibilia  
James Wangelin  
Amber Wesser

## ELECTIONS

There are seven candidates running for Director and four will be selected to serve three-year terms.

## ONLINE VOTING

As a voting member, you may vote through your member portal. Voting begins on September 4 at 9:00 am and closes on September 11 at 7:00 pm.

## IN PERSON VOTING

You may vote in person at the event as well until 7:00 pm. You will need your MLS Login information.

# CANDIDATES

## AMBER WESSER

I'm truly honored for the opportunity to run for a Director seat on the Buffalo Niagara Association of REALTORS® Board, and I'm grateful to the Nomination Committee for their confidence in me.

Real estate is more than transactions—it's about trust, ethics, and a commitment to raising the bar for our profession. I believe our value to today's consumer comes from integrity, education, and awareness, and I want to help keep those principles front and center.

Over the years, I've been actively involved in many committees at the local, state, and national levels. I've also been proud to serve within the Women's Council of REALTORS® as 2016 President. In 2021, I had the honor of serving as President of BNAR, and I look forward to the opportunity to serve our membership once again.

With a vocational degree in Carpentry, a Bachelor's in Business Administration, and a Master's in Human Resource Management, I bring both practical skills and strategic perspective. And as a mother of five, I'm deeply invested in creating a strong, sustainable future—not just for my family, but for our entire REALTOR® community.

If elected, I'll bring a fresh, collaborative approach to the Board, always keeping the best interests of our members in mind and working to strengthen our industry's reputation and impact.

**Amber Wesser**



## MARGARET FISHER

### Giving Back to the Industry with Experience and Professionalism

It is a privilege to contribute my expertise and insights to our organization as a BNAR Director. Since obtaining my license in 1986, I have observed the evolution of our industry firsthand, including the significant shifts experienced over the past year. The recent changes following the NAR lawsuits echoed the challenges we faced with the introduction of Agency Disclosure, emphasizing once again the importance of transparency, effective communication, and informed consent.

Earning the ITI (Instructor Training Institute) designation has enabled me to develop and instruct CE-approved courses for our members. Through teaching, I strive to support agents by sharing my knowledge and recognizing the rapid advancements in technology. I serve as co-chair of the Technology Committee. We evaluate new tools and resources designed to enhance productivity and simplify daily tasks. In response to member needs, we introduced hybrid (classroom and Zoom) classes during the pandemic and continued to offer these flexible learning opportunities for the convenience of our BNAR community.

Beyond my work with the Technology Committee, I am an active member of the Education and Government Affairs Committees, and I am honored to be a past recipient of the BNAR Realtor Associate of the Year award and have served as a BNAR Director, as well as a position as VP on the Board.

I look forward to supporting you as we navigate ongoing industry changes together, helping you grow your business and advance the Real Estate Industry of WNY. My role as a BNAR Director will help us to achieve our collective goals as Realtors.

**THANK YOU!**



# CANDIDATES

## JAMES WANGELIN

I am a dedicated Realtor and community leader committed to building a stronger future for BNAR and its members. As one of the region's leading voices on artificial intelligence in real estate, I have trained countless agents on how to use AI safely, effectively, and responsibly. I am passionate about helping Realtors stay competitive in a rapidly changing market, and I believe BNAR must be at the forefront of innovation by implementing clear AI use policies and offering hands-on training opportunities.

Along with my focus on technology, I have a proven track record of service and advocacy. I am an RPAC Major Investor, a longtime Government Affairs Committee member, and currently serve as State Political Coordinator for Assemblyman Rivera—where I was honored as SPC of the Quarter in 2024. I have also served as Past President of both the Women's Council of Realtors and the Grant Amherst Business Association, and I actively advocate for property rights at Buffalo Common Council meetings. I am running for BNAR Director to ensure our association remains innovative, protected, and prepared for the future.



## HOWARD "HOWIE" GRYNSPAN

Greetings to my fellow BNAR Members:

I'm honored to be nominated for the BNAR Board of Directors, and I'm asking for your support. With decades of experience in both Western NY and Downstate, I've built my career on collaboration, transparency, and strategic problem-solving.

For the past 18 years, from municipal planning to finding homes for children born with birth defects, I've worked to elevate our profession and empower our fellow members. I am currently the owner/broker of my own firm, having most recently served as the City of Buffalo's Director of Real Estate.

As a BNAR Director, I will focus on introducing new technologies. One of my other goals is to work with the BNAR staff and Members to enhance and improve our continuing education courses with an emphasis on the future of our business.

As the former Director of Real Estate for the City of Buffalo, I have a unique perspective on affordable housing, development and vacant land strategies. It is my belief that through education and engagement, our Board can play major roles in these spaces.

I currently serve on the BNAR Government Affairs and Community Engagement Committees. I am also a member of the Hudson Gateway Board of Realtors where I have served on the Fair Housing, Equal Opportunities, Government Affairs and International Committee.

I believe in a transparent, forward-thinking Board that reflects our shared values and ambitions. I ask for your support so I can continue serving our Association, strengthening our profession, and helping shape a progressive future for the BNAR and our Members.



# CANDIDATES

## **EARL ALTHEIDE**

Born and raised in Lancaster, NY, I have always been proud to call Western New York home. After attending the University at Buffalo, I began my career locally and entered the real estate world more than ten years ago as an investor. Over time, my passion for the industry led me to become a licensed agent and, ultimately, a broker.

In addition to my professional work, I've been an active member of BNAR, serving the past two years on multiple committees, including Technology, Grievance and Professional Standards, Agents' Day, and Best Practices. These experiences have allowed me to contribute to the organization while collaborating with peers to uphold professional standards and explore innovative solutions.

I am eager to continue supporting BNAR and its members, with a focus on integrating new technologies that enhance the way we serve clients and strengthen our role as agents and brokers in the community. My long-standing commitment to real estate and to Western New York motivates me every day to help others achieve their goals.

Thank you.



## **DONNA LITTLEFIELD**

I am honored to be a candidate for Director of The Buffalo Niagara Association of Realtors. My love and passion for the Real Estate Industry-and for promoting the value of homeownership - continue to inspire me to serve our members and our community.

As the past President of the Association in 2020 during the height of the Pandemic, I gained leadership skills I never knew I had. That experience taught me the true meaning of service and the importance of listening to the needs of our members. I have proudly served as a lobbyist in Albany, advocating to protect the rights of Realtors and to defend the dream of homeownership. My service has also included the Review Committee, Executive Committee, Shadow Board, Bylaws, and Strategic Planning Committee.

I was a proud National Director and New York State Director. I have served as Vice President of The New York State Women's Council of Realtors and bring management experience as a former manager with Howard Hanna. I am also an Inducted Hall of Fame member (RPAC) both Nationally and at State Level. These experiences have given me perspective, resilience, and the ability to help guide and mentor future leaders as our association moves forward. I would be truly grateful for your consideration. I am proud to be a member of this association, and I remain committed to working hard to make a positive difference for all of us. I would be honored to continue serving as Director.



# CANDIDATES

## TAMMIE SCIBILIA

With more than 20 years of experience in real estate, mortgage, and finance, I bring both deep industry knowledge and a proven commitment to professionalism. Over my career, I have built trusted relationships throughout the Western New York market, while also contributing expertise to broader efforts in economic development and community growth.

Within BNAR, I have served on key committees including Grievance, Forms & Contracts, and Best Practices, along with numerous sub-committees addressing industry challenges. My leadership extends beyond BNAR through active service with the Lewiston Chamber of Commerce, the Niagara Falls Financial Committee (NFC), the Niagara Falls Zoning Board of Appeals (ZBA), and the LaSalle Small Business Association.

If elected to the Board of Directors, I look forward to advancing BNAR's mission by promoting accessible, practical education for REALTORS® helping members stay prepared for today's market while upholding the highest standards of professionalism.



# UPCOMING EVENTS

## REGISTER TODAY IN YOUR MEMBER PORTAL UNDER EVENTS

### RPAC MEAT-BRAWL CHALLENGE- OCTOBER 8 ARTISAN CULINARY LOFT, 5:30 PM

Join us as four REALTOR chefs compete for the tastiest meatball championship as determined by a panel of judges. Attendees will also be treated to catered hors d'oeuvres and refreshments while sampling contestant's creations. One Winner receives bragging rights and the coveted "Meat-Brawl" Trophy.

Cost: \$75 RPAC Contribution

### AGENTS DAY- OCTOBER 22 THE GRAPEVINE BANQUETS

Theme "There's No Place Like Home"

Registration and Exhibitor Open - 8:30 am

Join us for a great day of fun, networking, education with the theme from the Wizard of Oz and Wicked for a low cost of only \$10. Best Dress Prize! Bring your creativity and sparkle-our Best Dress Prize will be awarded to the member with the most eye-catching, engaging, and on-theme display. Don't be afraid to follow the yellow brick road to something spectacular! Let's make this Agents Day a whirlwind of energy, excitement, and emerald-hued excellence. This day was designed especially for you. Because truly- There's no place like home-especially when we're in it together.