

# MONTANA ASSOCIATION OF REALTORS®

## 2027 Officer Application

*President-Elect — 1-Year Term*

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### Applicant Information

**Full Name:** Gary Shea

**NRDS / M1 Number:** 85000281

**Company Name:** Century 21 Shea Realty

**Position / Title:** Broker / Owner

**Cell Phone:** (406) 49-7432

**Office Phone:** (406) 723-5455

**Years Licensed:** 27

**Years as State Director:** 2

**Local Association / Board:** Rocky Mountain Association of REALTORS® (RMAR)

**Type of Business:** No specialization

**Mailing Address:** 1760 Harrison Avenue, Butte, MT 59701

**Position Sought:** President-Elect 2027 (1-year term)

**Position Held at State Level:** 2026 First Vice-President

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### REALTOR® Association History

#### Local Association / Board

President: 2012 and 2020; Treasurer: Multiple Years; Local Director: Multiple Years; Served on all local committees at least one year, some committees multiple years.

#### State Association

First Vice-President 2026; Treasurer 2024 & 2025; Leadership Team 2024–2026; BOD 2012, 2024, 2025 & 2026; Regional Ambassador – Central Region 2021; Finance & Audit Committee: 8 years; Association Management Committee – 2020; Investment Sub-Committee 2026; Building Sub-Committee: 4 years.

#### National Association

NAR Director 2025–2027; Political Policy Coordinating Committee 2025 & 2026; Federal Taxation Committee: 2021, 2022, 2023 & 2024.

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### Leadership Essay Questions

#### What qualities, experiences, and leadership attributes have best prepared you to serve as an MAR officer, and how would those strengths benefit the association?

I have been a REALTOR for 27 years, including 24 years as a broker/owner, which has given me a strong understanding of the real estate industry. Throughout that time, I have also been actively involved in our REALTOR Association in many capacities at all three levels — local, state and national — including leadership positions at the local and state level as detailed in this application. I have also served in leadership within my business and my hometown community. These experiences will serve me well in representing MAR and its members.

#### What do you believe is the role of an MAR officer, and how does that role differ from the responsibilities of committees and staff?

Officers are responsible for providing leadership, vision, strategic direction, governance, and accountability for the association. Their focus is on long-term goals, organizational priorities, and ensuring that MAR's mission and strategic objectives are being achieved.

Committees focus on detailed issues within their area of responsibility. Staff is responsible for the day-to-day management and operations of the association, implementing policies and other directives from the Executive Committee and the Board of Directors.

**How would you promote timely, transparent, and effective communication among MAR Officers, directors, committees, MAR team, local associations, and members?**

Effective, timely and transparent communication is essential to a strong association. My goal would be to help foster a culture where information flows freely, questions and different perspectives are welcomed, and members feel informed, heard, and connected to the association.

All folks connected to MAR need to have a clear understanding of the association's priorities, strategic objectives, and the key issues of the association. This will be done by leveraging MAR's communication channels, regular interactions with staff and the other officers and the Executive Committee, and local association visits. My goal would be to ensure communication is not simply top-down, but a continuous two-way dialogue that keeps members informed, engaged, and connected to their association.

**What do you believe are the most significant challenges and opportunities currently facing MAR, and why?**

One of the most significant structural issues happening in our industry is the growing change where access to the MLS is no longer tied to being a REALTOR® and the emergence of private and exclusive listing networks. While this change has not happened yet in Montana, it is a clear national trend and is likely to reach Montana soon. It is my understanding that at least one of the main MLSs in Montana is already having a discussion about allowing membership to non-REALTOR® licensees.

This creates a big challenge, in that many licensees who don't understand all the value of our association may believe REALTOR® membership will no longer be needed. This can also create an opportunity to work strongly towards strengthening MAR's position as the leading voice for Montana real estate, advocacy and professional development — and uniting REALTORS® across Montana around a shared mission of professionalism and service to our clients and communities.

**If elected, what specific contributions or leadership priorities would you bring to help MAR address these challenges and advance its mission?**

Ensuring I understand MAR's key priorities and issues and staying focused on them, doing the necessary research, being prepared, developing quality relationships and collaborating with the folks needed to meet these challenges and fulfill our mission.

Another issue I would focus on is developing future leaders.

**Describe a time you worked through disagreement or conflict in a leadership setting. What was your approach, and what did you learn from the experience?**

In my leadership roles, I have been involved in many situations where folks were divided and there were strong opinions on both sides. In these situations, it is essential that the folks involved trust the process as fair and transparent, that the different viewpoints were heard, understood and considered, and that there is an environment of professionalism and respect — keeping focused on the issue at hand and not personalities.

I also believe in working to identify common ground wherever possible and guiding the discussion toward solutions that support the broader goals of the organization. It is not about avoiding conflict but managing it constructively. People are more likely to support a decision — even one they disagree with — when they feel they have been heard and understand the reasoning behind the outcome.

**What do you believe MAR must do to remain relevant and valuable to members across the state?**

To remain relevant and valuable to members across Montana, MAR must continue to focus on the areas where it can provide the greatest value: advocacy, high-quality professional development, being a trusted resource, member engagement — listening and maintaining strong communication — and supporting members' success. MAR needs to clearly communicate that value and be a unified voice for real estate in Montana.

**How would you balance listening to members' input with making a timely and sometimes difficult decision in the best interest of the association?**

Listening and getting input from members to understand various perspectives and potential impacts is essential. Leaders then have the responsibility to make decisions that they believe are in the best interest of the association, and often those decisions are not universally popular.

It is important to communicate the decision with the reasoning behind it. Members are more likely to support difficult decisions when they believe the process was fair and transparent, that the input was considered, and how the decision advances the association's objectives.

**What is your understanding of the time commitment and expectations of this office, and how will you meet them?**

Being on the leadership team for two years, I have a clear understanding that leadership positions require a significant commitment of time, energy and preparation. I also recognize that our Leadership Team needs to be accessible, responsive, and well-informed to effectively serve.

I am prepared to meet these expectations by making the responsibilities of the position a priority in my schedule.

**Signature & Nomination**

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**Applicant Signature:** Gary Shea

**Date:** June 19, 2026

**Nominated By:** Jennifer Shea

**Nominator Title / Office:** Broker/Owner –  
REALTOR® – CENTURY 21 Shea Realty

**Nominator Email:** jennifer@c21shea.com

**Nomination Date:** June 19, 2026