

W.A.R. Executive Vice President Appointed

Stephan J. Francks has been named W.A.R. Executive Vice President, effective April 3. Formerly W.A.R. Education Director, Francks was promoted to the Association's lead staff position by the W.A.R. Executive Committee after a comprehensive search and interview process. As the senior staff member, Francks is charged with seeing that the Association efficiently and faithfully carries out the policies and programs set by the W.A.R. Board of Directors.



"After conducting a nationwide search and receiving more than 40 applications from very qualified candidates, we found the most qualified individual for the position within our own organization," said W.A.R. President Phil Souza. "Steve Francks' knowledge, background and management style made him the perfect match for our new executive officer. The pressures on private property rights, and the real estate industry in general, dictate that we must focus more on governmental affairs while maintaining other programs such as education. Steve's education and legal experience will be a great asset and will help us meet the challenges that lie ahead."

Steve Francks

Francks established new standards of success for the W.A.R. education program during his three years working with REALTOR® volunteers in the program. The Association's education program provides continuing education to more real estate licensees than any other provider in the state, and has grown to become one of the most successful of its kind in the nation. As E.V.P., Francks now oversees administration, [communications](#), government affairs, member services and professional standards, in addition to the [education](#) program.

Before joining W.A.R. in 1997, Francks worked in Seattle as an attorney in a litigation-oriented practice focused on real estate. He earned his undergraduate and law degrees from UCLA. Member Services and Professional Standards Director Janet Ruddick served as interim Executive Vice President while the search process was underway. Posted 4/4/00; 4/18/01.