

Application Form

Profile

Prefix _____ Weston _____ Middle Initial _____ Bayes _____ Suffix _____
First Name Last Name

weston@matchboxrealty.com
Email Address

423 West Water Street _____ Suite or Apt _____
Home Address

Harrisonburg _____ VA _____ 22801
City State Postal Code

How many years have you been a resident of Harrisonburg?

5 Months but I grew up in the area

Mobile: (540) 830-0359 _____ Alternate Phone _____
Primary Phone

Matchbox Realty, Inc. _____ Real Estate Development
Employer Job Title
Manager

Demographics - *(Submission of this information if voluntary and will not subject you to any adverse treatment should you chose to not complete)*

Ethnicity

None Selected

Gender

None Selected

What is your age?

30-40 years old

Are you reapplying for a current position you hold? *

No

Which Boards would you like to apply for?

Board of Equalization (BOE): On Agenda

Interests & Experiences

Weston Bayes

Please tell us about yourself and why you want to serve.

Why are you interested in serving on a board or commission?

I am passionate about community building in both the tangible and intangible sense. A community's real estate should serve to connect people, incubate commerce, and increase revenues for the area through operation and tax basis. I came back to Harrisonburg to help build the next phase of the City and give back to the community that helped build me into the person I am today. I would be incredibly excited about having the opportunity to work directly with the City on strategically ensuring that commerce, development, quality of life, and the cost of living meet the needs of community members and the City.

What other interests or concerns do you have regarding the community?

My main concern is creating an environment that supports business/commerce and drives tourism while creating a good quality of life for residents. BOE is obviously an important piece in how it flows into City budgeting, and I believe it is important to have clear and measurable standards for why property is being assessed at the value it is.

What relevant experience or education do you have to this board or commission?

I have worked in and studied commercial real estate for ~9 years. I believe the combination of my knowledge of the fundamentals of real estate in conjunction with my real-world experience would be a valuable add to the Board. I have worked in development in other municipalities, and I have gone through tax appeals in other cities for buildings my previous employer owned and operated. Having a viewpoint from the "other side" would be a unique perspective that I could lend in review and decision making.

Please list any past or present community involvement e.g. City Council, Boards and Commissions, Citizen Academy, etc. in Harrisonburg or elsewhere:

I volunteer with Harrisonburg Downtown Renaissance. I'd like to become more involved, and I plan on applying for Citizen Academy next cycle as I've heard great things about that program.

[Weston_Bayes_Resume_BOE.pdf](#)

Upload a Resume

EPSAC Applicants only

Bike/Pedestrian Subcommittee Applicants only

WESTON J. BAYES

weston@matchboxrealty.com
(540) 830-0359
linkedin.com/in/weston-bayes

EDUCATION

UNIVERSITY OF NORTH CAROLINA, Kenan-Flagler Business School – Chapel Hill, NC May 2024

Master of Business Administration, Full-Time MBA Program

- David and Carol Ann Flanagan Real Estate Fellowship
- Executive Vice President – MBA Real Estate Club

UNIVERSITY OF CENTRAL FLORIDA – Orlando, FL May 2015

Bachelor of Arts, Political Science, Business (minor)

- Student Body President and voting member of the University Board of Trustees

EXPERIENCE

MATCHBOX REALTY, INC – Harrisonburg, VA July 2024-Present

Real Estate Development Manager

- Negotiation of the refinance of two separate loans totaling \$42M
- Asset management responsibilities for the portfolio
- Secured a master lease for a multi-family development and a portfolio of single-family homes in downtown Harrisonburg

HOFFMAN & ASSOCIATES – Raleigh, NC Summer-Fall 2023

MBA Associate

- Performed financial analyses in support of the delivery of a \$300M+ mixed-use development in downtown Raleigh, including break-even, NPV, and retail lease analysis
- Contributed to the underwriting of the proposed next phase of the master plan development
- Assisted in developing RFQ response for a public-private partnership in the Raleigh area

BARRY-WEHMILLER COMPANIES, INC – St. Louis, MO 2016-2022

Privately held capital equipment provider and engineering solutions firm with revenues of \$3B+

Senior Associate, Real Estate Strategy & Transactions (2021-2022)

- Oversaw a global real estate portfolio of 9M+ sf (220 locations) reporting directly to company president
- Managed and advised \$120M+ in lease and sale transactions; orchestrated sale of manufacturing site in Minneapolis, MN, for sale price 15% above company goal
- Executed on projects in 15 countries, including England, France, India, Germany, and Italy

Associate, Real Estate Strategy & Transactions (2017-2021)

- Crafted detailed financial analyses for lease and sale transactions with values of \$150K-25M; analyses were included in senior leadership updates and guided decision-making
- Led global teams in property acquisition, property management, and build-out of spaces; secured 92% occupancy of 100K sf of income lease space in Neuwied, Germany

Flight Operations Coordinator (2016-2017)

- Developed a network of fuel provider programs to save \$100K+ on fuel and Fixed Based Operator fees

THE WHITE HOUSE – Washington, D.C. 2015

Chief of Staff Intern, Office of the First Lady

- Assembled confidential daily briefing books for the First Lady and the Chief of Staff; researched and edited biographies and memos for the First Lady

ADDITIONAL

- Urban Land Institute Member (2022-Present); CoreNet Global Member (2017-Present)
- Volunteer Coach at non-profit First Tee (2021-Present)
- Interests: Golf, Travel, Scuba, and Adaptive Reuse