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▶ publisher's note

In daily life we must see that it is not happiness
that makes us grateful, but

gratefulness
that
makes us **happy**



Hi, Rockstar Agents!

Summer has past and fall is here! I hope all of you have had a terrific season and are still going strong!

If anyone is considering a new vehicle, please read the article in next month's edition "TOP Luxury SUVs". This article will provide you valuable information if you are going to be car shopping. Along with this information are some exciting changes to the tax laws that you need to know about! We will also be announcing the winner of the "Best of Article" for the past year, so stay tuned!

We strive to bring you valuable content in the magazine each month and would love to hear from you on any ideas you may have.

As always, thanks for your continued support and readership! Don't forget that all our Vendors have been "vetted" by the Top Agents in the community! They are the reason this magazine exists. Step out of your comfort zone and give one a try! You just might make a new friend or add them to your preferred list!

Mark Van Duren
Publisher

Mark.VanDuren@n2pub.com

Real Producers

Flying With Style (Flying Horse)

An advertisement for Capture Life Photography. The main image shows a woman with short brown hair and glasses, wearing a bright blue blazer over a patterned top. She is smiling warmly. In the background, there are lit candles on a silver stand. Text at the top reads "YOUR REAL PRODUCERS PHOTOGRAPHER". Below that, three services are listed: "Professional Headshots", "Family Portraits", and "Real Estate Listings". On the right side, it says "Do it right the first time!". At the bottom left, the website "www.capturelife.photo" is listed. At the bottom right, the phone number "303-877-1279" and the slogan "We're Local" are shown, along with the company name "Capture Life Photography" in a script font. A small inset photo of another woman is visible in the top left corner of the ad.

An advertisement for Heritage Title Company (HTC). The background is a scenic view of a mountain range with snow-capped peaks and a clear blue sky. The text "YOUR COLORADO SPRINGS RESOURCE" is prominently displayed in large, bold, white letters. Below this, the "HTC" logo is shown, followed by "Heritage Title Company" and the tagline "Making Transactions Personal". The Commonwealth logo is also present. At the bottom, contact information is provided: "1150 KELLY JOHNSON BLVD., SUITE 140 | COLORADO SPRINGS, CO 80920 | PH: 719.592.9933" and "90 S. CASCADE AVE., SUITE 950 | COLORADO SPRINGS, CO 80903 | PH: 719.631.6123". The website "WWW.HERITAGETCO.COM" is listed at the very bottom.

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As your local Caliber Home Loans representative, I'm dedicated to providing superior service and personal expert guidance throughout the home financing process.



The HBA looks forward to carrying out the following Strategic Priorities in 2018:

2018 STRATEGIC PRIORITIES

At the end of each year, the Housing & Building Association of Colorado identifies Strategic Priorities that are adopted into our annual business plan for the following year. Informed by the most critical issues impacting our industry and our community, these Strategic Priorities serve to uphold the mission that has guided our association for more than six decades.

MISSION STATEMENT

The Housing & Building Association of Colorado Springs promotes policies that allow for the production of safe and affordable housing and enhances the environment for the housing and building industry in El Paso County.

ADVOCATE FOR HOUSING

The HBA will continue to build positive relationships with local associations, organizations and elected officials. We will participate in the housing affordability conversation and will push for market-driven solutions that address the need for housing for the working class.

We will remain proactive in regulatory reform, including building codes, EPA regulation, the Colorado Springs Comprehensive Plan, and the statewide limited growth initiative.

BUILD COMMUNITY

We will continue to expand our nationally-recognized Careers in Construction program into local classrooms at the high school

and college level, with the goal of empowering more students to graduate and move into the workforce.

The HBA's Leadership Development program will engage the next generation of industry leaders to teach them the depth and breadth of the HBA, and enable them to become a vital part of the Association and the community.

ENHANCE THE VALUE OF MEMBERSHIP

The HBA will offer more education and training opportunities that our members want and need to help them stay safe, competitive and current in their business.

We will offer exciting new events and venues that allow members to make valuable connections, grow their networks and enhance their business.

CSHBA.com

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Robin SEARLE

up and coming real estate agent ◀◀

Pictures provided by Heidi Mossman with Capture Life Photography. To schedule your own portrait session, please call 303-877-1279.



Always do the right thing and good will come back to you. Always be grateful for the blessings in your life because gratitude brings even more blessings.

Those are two things I've learned and try to practice daily. The gratitude part was really brought home to me when my family went through a difficult period a few years ago. That time ended up being the best thing to happen to me, because during the struggle, I came upon the concept that we each hold the power within to create the life we want.

I grew up in the smallest town you can imagine in southeastern Kansas. Population 300 on a good day. As you drove through on Highway 99, if you

blinked, you'd miss it. My grandfather owned the bank and my dad had a successful oil drilling business. We had several hundred acres of land and horses and I still have a deep love for the beautiful Flint Hills. It was a town where everyone knew everything that was going on which can be a positive thing, but also can drive a person crazy. It was a very safe place with little crime. My siblings and I were given a lot of freedom...I mean how far can

...



you wander in such a small town? My mom used to have a whistle and when it was time for dinner, she'd blow that thing so loudly, you could hear it all over town. Everyone knew that was the Martell call to come home.

I developed lifelong friends, and looking back, I wouldn't trade growing up there, but I didn't always feel so positive about Hamilton, Kansas. I remember sitting on my front steps and counting the days until I graduated so I could go out and experience a world outside of small town America.

Not content to just move to a bigger city nearby, at 17 I headed to Southern California to college. Culture shock was the word of the day

because there were more people in my apartment complex than my entire home town. Those first years were a bit traumatic, but I fell in love with the beach and the ocean.

While at college, I took a part time job with a couple who were starting a women's fitness center back in the days of legwarmers and headbands. That part time job turned full time as they expanded to five clubs throughout the LA Basin. I was promoted to General Manager at the age of 19. I left college to focus on helping the business grow and learned the freeway system forwards and backwards as I drove from San Gabriel, San Marino, and Arcadia, down to La Habra and then to our location in Laguna Niguel, sometimes on a daily basis.

It was during this time I met my husband, Peter, who had left his job in the London Metropolitan Police Force to travel the world. He'd previously

met my roommate in Kenya while he was on an International Rugby Tour. He came to stay with us for a few days, which turned into a few weeks, before he travelled on to Australia. A few months later, he cut his round the world trip short and returned to California.

Three years later, after he flew back and forth to England multiple times to meet the immigration length of stay guidelines, we were married. One of the health club owners overextended the business, so I decided to return to college at California State University, Fullerton. Side note...I just missed having Kevin Costner as a classmate as he graduated from the same college a few years before I was there.

At that time the United States and the United Kingdom didn't recognize dual citizenship, and Peter wasn't ready to give up his British passport so joining the local police force wasn't an option. He'd done some construction work in England so got hired on with a friend and began learning everything from plumbing to electrical to framing. I worked several part-time jobs while earning my degree in Advertising and Marketing. I was awarded a full ride scholarship from the Orange County Advertising Federation, which was such an honor.

After college I landed one of my all time favorite jobs at an ad agency in Orange County – Roberts, Mealer & Emerson. Peter started his own business installing windows. For me, it was a bit of a transition from growing up with plenty of money to struggling to get a business off the ground, but I'm very grateful for the experience. It taught me the value of saving and learning to budget. I would say it made me extremely careful with money even to this day.

My claim to fame - while we were struggling financially, I came up with the brilliant idea to try out for "The \$25,000 Pyramid" with Dick Clark. After driving to downtown LA multiple times for tryouts, I was selected as a contestant. The celebrity guests were Betty White and comedian Nipsy Russell. Though I was nervous, I did well on the first two rounds. In round three, the other contestant and I were tied 20 to 20 and the winner of the tie breaker was going to win a car. At that time, Pete only had a motorcycle, so we could have really used a car! I missed the final question, and my competitor not only got the car but went on to win \$25,000 and a trip to Tahiti. What did I get? Consolation prizes of a year's supply of hot dogs and a box of Harlequin Romances. We laugh about it all the time, and it was truly a fun experience, even though I did want that trip to Tahiti!

We had some wonderful times in California where we made some great friends. We took many sailing trips to Catalina Island, camping trips in Yosemite, skiing at Mammoth Mountain, and spent most of our summer weekends windsurfing on the Newport Back Bay. We also hosted a lot of international visitors from England, Australia, and New Zealand. We gave our tiny apartment the nickname of "The British Transit Camp."

After the birth of our first child, Ashlyn, Peter landed a job with a production home builder. We finally had an opportunity to buy a home, but the only place we could afford was in Riverside County, away from the beach and most of our friends. I left my job at the ad agency and tried several different part-time gigs including substitute teaching (wow do I appreciate teachers after that!) to writing for a local newspaper. Our son was born soon after, and though our family was growing, the economy wasn't so promising. A real estate downturn hit California in 1993. One of Peter's good friends and coworkers, Ron Covington, had relocated to Colorado Springs and helped Peter get an interview with

"I headed to Southern California to college. Culture shock was the word of the day because there were more people in my apartment complex than my entire home town. Those first years were a bit traumatic, but I fell in love with the beach and the ocean."

Classic Homes. He was offered a superintendent position, so we packed up our young family and moved to our new home.

We had a second son and I became a stay at home mom. Those years of being at home with my kids will always be something I treasure. I read a quote the other day that we have 18 precious summers with our kids. That truly puts into perspective how

quickly they grow up. Every summer, we would take a road trip back to my hometown and my kids were able to enjoy a wonderful relationship with my parents. We also made trips to England to visit family and had one particularly memorable trip to Paris. Peter's career in building had him commuting to Denver for several years where he built large apartment complexes, then back to the Springs where he served of VP of Operations for John Laing Homes.

I'd always loved writing and really enjoyed my time at the newspaper in California. I found a job proofreading manuscripts at home for Navpress and decided to tackle writing a novel. I cranked out 300 pages and proudly went to a meeting of a local writers group. I met my two wonderful critique partners and soon got a dose of reality...that first book was

really bad! Through years of critiquing, taking online classes, attending conferences, and entering contests, my writing developed to the point I won awards and signed with a literary agent. But getting published got put on the back burner when 2008 hit.



What goes up must come down. For the second time in our marriage, an economic crash hit the building industry. There were no construction jobs to be found. With three kids and the oldest in college, we were pretty desperate, so Peter took a position in Durango doing a road expansion and building a pedestrian bridge across the Animas river while I stayed behind with our high school and middle school sons.

Along with many others, our family took a major financial hit, and having Peter living and working six hours away made things even more difficult. It was during this time that things seemed particularly dark for us. I realized it was time to reinvent myself and find a new career to help get us through.

Because of my association with building through my husband, and my brother and sister-in-law's long history of being Florida Realtors, I decided to consider real estate as a possibility. Though I had a college degree and an incredibly strong work ethic, I'd also been out of the work force for years. Working for ten dollars an hour wasn't a long-term option. Real estate was one of the few careers that put no limits on my earning potential. I took a job as a real estate assistant to get a feel for the career and after a few months decided to get my license.

Everyone asked me why on earth I'd go into real estate right after a huge economic crash. My answer was always the same, "Everyone else is getting out, I figured it would be a good time to get in."

No truer words have ever been spoken. Working in a struggling economy was an ideal time to learn the business. I joined a team at Keller Williams Partners and had a great opportunity to learn how to deal with short sales, foreclosures, prepare broker's price opinions for Fannie Mae,

and advise sellers to sit tight or rent their homes as many were upside down.

That was one of the hardest years of my life. I was working long hours, showing homes that had been abandoned or trashed, and because of Peter's far away job, I was virtually a single mom of two teenage boys. This while learning the legalities and complexities of real estate sales. Peter's plan to be back within a year stretched to 18 months as the economy continued to struggle.

During this time, I read the book, "The Secret," and discovered the magic of gratitude. The lessons in the book fit right in with my personal Christian beliefs. Even when it felt like there wasn't much to be grateful for, all I had to do was step back and look deeply. I found so many positive things in my life. I learned that by changing your attitude, you can draw more positives into your life. I shared the book with Peter and we could literally feel things turning around.

With a new attitude and a career I was beginning to excel at and love, amazing things began to happen. Suddenly Peter was offered a job in Denver at a salary equal to what he'd earned before the downturn, our daughter graduated from CSU with honors, and landed a great job in Denver, our middle son was accepted into the music program at UNC, and our youngest son started high school.

I'd learned so much during that first year, I felt I was ready to make the jump from a team to having my own business, so I transitioned over to Sellstate Alliance Realty where I remain today. I'd always determined that I wanted to build a repeat and referral business, and I've been able to do that. The best feeling in the world is to get a call from a new client saying one of their friends or family recommended me to them.

There are laughter and tears in this business and many times it's all consuming. I've had clients who understand how hard I work for them, and others who think I pop their listing in the MLS and eat bonbons until it sells. It's always rewarding when the latter type of client realizes that I really do work hard for them and refer me to others or call me back when they have another property to buy or sell.

Another amazing thing about this industry is how much help and support other agents have offered me. I have a core group of agents who I know I can count on to give me advice, second opinions, and are just there to talk with when things get rough.

Last year I was blessed to earn top salesperson for Sellstate's Colorado Region and 99% of my business came from past clients and referrals. I enjoy sitting on our agency board of advisors and mentoring new agents. I also had the opportunity to go through the Pikes Peak Area Realtors Leadership Program. This program gave me a deeper understanding of the role our board plays and how our industry can enhance the lives of our clients.

Peter and I are now entering the next phase of life as our kids are grown and our middle son and his wife gave us an adorable grandson. We've found a new passion in investment real estate and recently purchased a triplex. We are renting out one unit long term, and plan to do short term rentals out of the other two units when we complete construction on them. Another fun thing about this industry...there is always something new to learn and I'm excited to dive into learning all that goes into managing a vacation rental property.

I'm also trying to manage my time better to allow me to get back to my love of writing fiction. I have a trilogy of books I'm working on. The first was the one that helped me land my agent. I entered the second in the series in the Pikes Peak Writer's Conference contest last year and took first place in my division which has encouraged me to keep writing.

Looking back, I realize that hardships are part of life's journey. A person can choose to get mired down in a negative situation or they can practice gratitude and create a new reality.

For me, this career in real estate has been worth the investment in education, money, and long hours. Getting to this point hasn't been easy, but I chose hard work and gratitude. I'm a true believer that if you focus on those things, you'll be blessed beyond measure.





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Google R Chan
★★★★★

Lots of windows in this new house. It was a long, cold, windy day, but Wayne did an amazing job! What an amazing man! Have been doing business with him for a decade and cannot imagine entrusting anyone else with my beautiful home!

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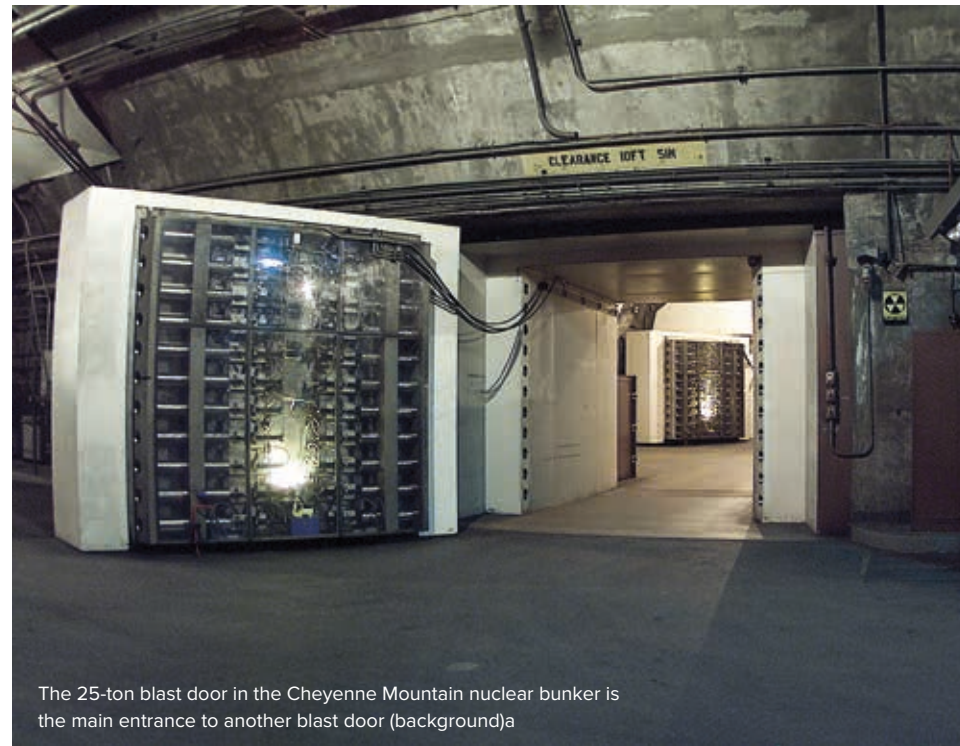
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By Robert O'Brien, Real Producers reporter

CHEYENNE MOUNTAIN COMPLEX

You know, that famous military bunker blasted into a mountain. That mountain, right here in...uh...unincorporated El Paso County (We were going to say Colorado Springs, but...)



The 25-ton blast door in the Cheyenne Mountain nuclear bunker is the main entrance to another blast door (background)



Main entrance to the Cheyenne Mountain Complex

What IS it?

Yes, it's called the "Cheyenne Mountain Complex."

Locals just call it Cheyenne Mountain. While the "Mountain" is also host to a world-class zoo, Cheyenne Mountain State Park and various trails, the "Mountain" is undoubtedly most well-known for what was once thought to be a very expensive cold war relic.

No more. According to <http://www.norad.mil/About-NORAD/Cheyenne-Mountain-Air-Force-Station/> web site, "Today, the Cheyenne Mountain Complex serves as NORAD and USNORTHCOM's Alternate Command Center and as a training site for crew qualification. Day-to-day crew operations for NORAD and USNORTHCOM typically take place at Peterson Air Force Base.

According to Wikipedia, "Cheyenne Mountain was excavated under the supervision of the Army Corps of Engineers for the construction of the NORAD Combat Operations Center beginning on May 18, 1961, by Utah Construction & Mining Company. The Space Defense Center and the Combat Operations Center achieved full operational capability on February 6, 1967. The total cost was \$142.4 million."

You can't get there from here. **There are no public tours**, although, even recently, the facility is occasionally opened for limited public and media tours.



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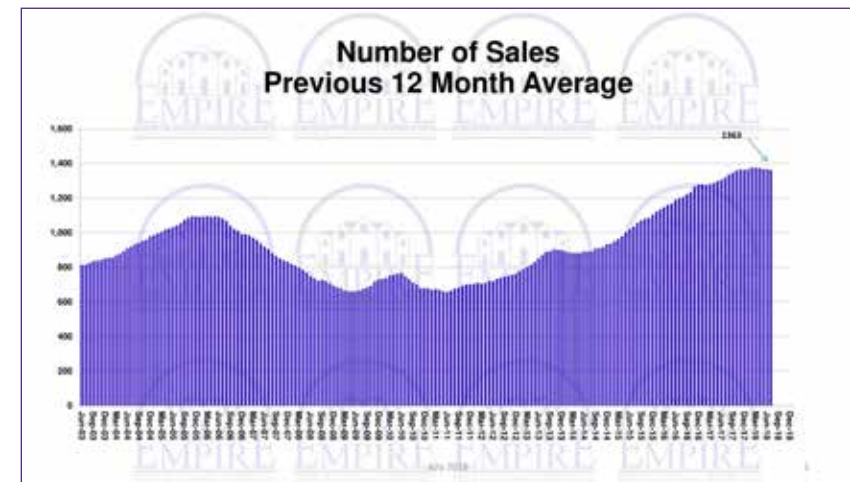
DETAILS:

Where: Colorado home interiors
3609 Austin Bluffs Parkway #20

When: Tuesday, November 6th from 3-6 p.m.



Come and join us for time to socialize at Colorado Home Interiors. Food and drinks are provided. Great time to see old friends and meet new contacts!



By **Bill McAfee**, President –
Empire Title of Colorado Springs, LLC

The definition of a plateau is a “state of little change following a period of activity or progress”.

One thing you can say about our market is we have a massive amount of activity in several directions, up and down.

Sales have been climbing faster than a race car up Pikes Peak. Since 2008, sales have increased at various rates. The rate of increase, on a 12-month running average, began to plateau in December of 2017 (See slide #1). Ironically, the number of listings began to plateau around January of 2018 (See slide #2). From 2008 until now, they had been dropping like a rock. Instead of sales continuing to climb at a very rapid rate and listings continuing to decline at a rapid rate, they both have plateaued. When they were moving in opposite directions, sales prices soared because of the shortage or inventory (See slide #3).

As sales and listings flatten and eventually begin to move toward each other, prices will level off, bringing us to a more normal market.

Now the question remains is a plateau good or bad? In our case I believe it is good because prices cannot sustain 11% and 12% increases year after year.





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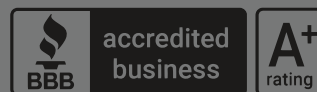
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By Robert O'Brien, Real Producers reporter

WHAT IF? ...

...A well-intentioned ballot initiative passed that would limit growth all along the Front Range to just 1%?

It almost happened.

It's called "Initiative 66." Or, rather, *was* called "Initiative 66."

According to an editorial in the *Colorado Springs Business Journal* April 13, 2018, regarding "Initiative 66": "(It is)...a proposed ballot initiative (which) wants to limit new home construction to 1 percent a year of current stock along the Front Range."

A headline in *The Denver Post* February 7, 2018: "**Proposed initiative to limit new housing on Front Range ignites fears in real estate**

industry. Proposed measure caps housing growth to 1 percent"

However, the measure was pulled by its sponsor/author Golden (Colorado) activist Daniel Hayes.

According to the *Denver Business Journal*, June 6, 2018:

"Initiative 66 would have limited the seven counties in the Denver metro area, as well as El Paso, Larimer and Weld counties, to growing their permitted number of housing units by no more than 1 percent each year and would have banned local citizens from petitioning to remove the cap until 2021 at the earliest. It also would have allowed other cities and coun-

ties to ask voters to approve similar regulations and established statutory requirements on the number of voters needed to launch such local elections."

By the way, the initiative would have limited multi-family construction as well.

According to an analysis by Chris Brown, director of policy and research with *Colorado REMI Partnership (see footnote), submitted to the Colorado Legislative Council: "If the caps were approved, **the Front Range would see 26,050 fewer homes and apartments con-**

structed over the two-year period, representing a loss of \$7.8 billion in activity and a 10 percent reduction in construction employment."

What are the arguments for limiting growth?

According to *Denverite* on Feb 08 2018 (<https://denverite.com/2018/02/08/heres-actually-happen-colorado-votes-front-range-growth-limits/>)

"Basically, Hayes (real-estate broker and landlord Daniel Hayes) thinks that limiting construction will also slow down traffic and demand for infrastructure.

"No water, rampant crime, bad schools — you won't be able to get to the mountains, you won't be able to go anywhere," said Hayes, 71.

He acknowledged the economy depends on housing, and says that's inherently unstable. "We have a lousy economy. We could be heading into a recession," he said today. "I think if we stabilize growth at the national growth rate of 1 percent, it would stabilize our economy."

The article goes on to say: "Hayes said it's meant to bring the Front Range in line with the national growth rate. **The counties affected would be Adams, Arapahoe, Boulder, Broomfield, Denver, Douglas, El Paso, Jefferson, Larimer and Weld. That's a stretch that runs from Colorado Springs all the way to Wyoming.**"

In 1995, when Golden passed an ordinance similar to Initiative 66, three-term former Democratic Gov. Richard Lamm (1975-87) was quoted as saying "We don't want Denver to become one big Los Angeles of the Rockies,"

This reporter remembers that exact sentiment was a popular rallying cry in Phoenix in the '70's. "We don't want to become another LA!" One result was that there was great resistance to building freeways in the greater Phoenix area. Growth happened anyway. Freeways or "loops" now exist. And more are coming. And growth continues.

In an editorial appearing in the *Boulder Daily Camera*, (http://www.dailycamera.com/guest-opinions/ci_29830500/tom-dudley-immigration-must-be-curbed-limit-colorados) by guest columnist Tom Dudley, the headline to his opinion piece argues that "Immigration must be curbed to limit Colorado's population growth."

Dudley spends much of the article mentioning growth-related statistics and issues for the State:

- **Colorado is now the second-fastest growing state in the nation**, according to new Census Bureau data. From July 2014 to July 2015, Colorado's population increased by over 100,000 people — the biggest jump since 2001. This nearly-two percent increase was more than double the nation's population growth rate.
- Colorado's population boom is clogging up roads and highways.
- Rapid population growth also strains the education system.
- Colorado's population growth also inflates housing prices. Last June, home values in the Denver area jumped by more than 10 percent — double the national pace — from the year prior. Colorado rent prices increased 6.2 percent year-over-year this January, nearly twice the national increase.
- Population growth also threatens Colorado's environment, including rapid loss of green space to development.
- Water scarcity is another huge concern. A recent study found that water demand from the Colorado River Basin will vastly exceed supply by 2060.

Dudley argues that "**Such growth is simply unsustainable.** To ensure that it can adequately support future generations, Colorado — and the United States — must reduce population growth to a reasonable level."

Migration vs. immigration: Dudley concludes: "It's important to know that migration —

not high birth rates — is the driving factor behind Colorado and the nation's population growth. Migration was responsible for nearly 70 percent of Colorado's population increase last year."

While Dudley points out valid concerns regarding growth in the State, he seems to be conflating migration with immigration, concluding that immigration is the real reason for "out of control" growth in Colorado. He calls for new laws limiting immigration. What's needed is clearer data regarding state-to-state migration vs. out-of-country immigration. We need to have the right argument, not an emotional or politically charged one.

What are the arguments for promoting growth?

In discussing "pro-growth," thoughts seem to turn to the negative impacts of impeding growth:



Ted Leighty, CEO of Colorado Association of Home Builders spoke with Real Producers about what the effect of Initiative 66 might have been, coupled with what turns out to be a "natural" barrier to growth in Colorado, which is the inability of builders to keep up with current demand as

well as dealing with a now seemingly chronic backlog of single and multi-family housing.

“There is a serious affordability problem already in place all along the Front Range. If the ten counties in the Initiative (Initiative 66) were limited to just building one percent per year, that would certainly affect affordability; it would put that problem on steroids,” says Leighty.

“State demographers see 2.2% growth over the next two years for the Front Range. The 1% limitation would mean 45% to 55% fewer housing units being built. This has serious implications not only for housing but also in overall economic impact. El Paso County would experience something in the area of \$2.3 billion in lost economic activity from 2018 through 2022,” Leighty continued.

In areas of the State where there are growth-limiting initiatives in place, Leighty points out *“In 2017, the average price for a single family home in Golden was \$520,200 and in Boulder \$825,000. In the Denver area, (with no general building growth limitations in place) overall, the average price was \$315,952.”*

Leighty sees loosening restrictions on multi-family housing as a faster way to address the housing shortage. He points out that it will take time to put policies in place that will allow more multi-family housing, including bringing builders to the table who have in the past been “risk averse” to getting into that market. He sees *“land, lumber, labor and loans”* as impediments to curing the current housing shortfall and affordability issues.

The *Denver Post*, February 7, 2018: “This (Initiative 66) will bring our economy to a halt. You don’t bring affordability to a market by reducing supply,” Scott Thorson, the chief

operating officer at Oakwood Homes, said at the Colorado Association of Realtors’ Economic Summit on Wednesday in Denver.

In an article in The *Denver Post* dated January 11, 2018 with the headline: **“Denver metro area for-sale housing stock at an all-time low, part of nationwide pinch, analysts say,”** “Inventory is one of our biggest concerns we have going today,” Steve Danyliw, chairman of the association of Realtors’ market trends committee, said Thursday, pointing to a year-end stock of 3,854 properties on the market, the lowest level since record-keeping began in 1985. “Pretty much for the last four years, we have been in a substantial deficit in terms of inventory.”

The article continues, “Danyliw, owner/broker with Littleton-based Danyliw & Associates, highlighted association statistics that showed that if no new single-family homes were added to the market in January, the metro area would sell out of housing stock by the first week of February. The problem is worse for cheaper properties. The stock of homes selling for \$200,000 to \$300,000 would sell out in around 10 days.

So, is it possible that all along the Front Range there is a “virtual” slow-growth initiative, based on builders focusing on fewer, higher-end builds? And an inability to find enough workers in the “trades,” such as framers, drywallers, roofers, concrete suppliers, etc.?

The *Denver Post* article contends that access to credit continues to be an issue and that in light of a strong jobs market, wages are not keeping up. “A major drag on the ability to meet the demand — nationally and locally — is a worker shortage in the construction industry.

A recent survey of industry professionals shows 56 percent of Colorado firms in the construction industry view finding enough workers as their biggest concern in 2018.

In a recent article in *Real Producers* regarding the shortage of available homes for sale in the Colorado Springs points to the inability of the local and regional builders currently creating new housing stock in the Pikes Peak area to go much beyond their historical annual benchmarks. These builders simply do not have the capacity to build enough

homes to meet demand in the Pikes Peak MLS area. As is the case with builders almost everywhere in the US, there simply isn’t enough of a skilled labor pool to draw from.

According to a blog from the *Colorado Springs Chamber and EDC* in February 5, 2018, (<https://coloradospringschamberedc.com/colorado-springs-millennials/>) “Recent population forecasts showed (by the Brookings Institution’s Metropolitan Policy Program) that Colorado Springs is poised to overtake Denver as the largest city in Colorado by 2050.” This fact seems to have created quite a buzz among the Colorado Springs population. This reporter has heard this statistic repeated in conversations over these past few months, but no one seems to know exactly where it came from.

The blog continues with an excited pro-growth vibe: “Last year, Colorado Springs was ranked the #3 best large metro for first-time homebuyers, many of whom are millennials. The city is home to the nation’s #9 best downtown area, boasts a low unemployment rate of just 3.3 percent, and is considered one of the nation’s best cities for business and careers by Forbes. Tack on our city’s unique culture, affordable cost of living, and beautiful mountain landscape, and it’s no surprise that so many skilled young professionals are choosing to call Colorado Springs home!”

As for the Colorado Springs government, there was a post on the City’s Facebook page in February, (<https://www.facebook.com/springsgov/posts/10156226990667164>) which said “

Colorado Springs City Government. February 22.

“The rapid growth of Colorado Springs is transforming the city,

landscape, historically significant locations and our cultural identity. We want to make sure these changes take place in a positive and sustainable way. Please take a few minutes to fill out our online #HistoricCOS Community Survey. Your input will be used to drive our historic preservation strategy for 2018 and beyond. <https://coloradosprings.gov/historiccoc>.” Council of Neighbors and Organizations, Ivywild Improvement Society, Colorado College, El Pomar Foundation, Colorado Springs Pioneers Museum.

We plan on following-up on the results of that survey. There is recognition on the part of City government that growth is happening and that it must be managed in a “sustainable way.” There is a visceral reaction against growth-limiting legislation, especially from those with a financial interest in that

growth, while there is, in some instances, great concern over that very same growth. The issues around growth, however, affect both the business and resident communities in the same way. Those issues are outlined in the Tom Dudley editorial in the Boulder Daily Camera, and, while his conclusion regarding immigration vs. migration would certainly be controversial, the other items he cites are incontrovertible. The current growth rate for the State and the Pikes Peak area will impact:

- Water
- Transportation
- Land use
- Housing affordability
- Green space
- Recreation
- Schools

...add your own concerns to this list.

Tom Leighty, CEO of the Colorado Association of Home Builders, whose comments are reported in this article, sees more attempts at growth limitations, especially if there is no recession. He feels

that if growth continues at its current pace, *“there will be more initiatives like Initiative 66 in the future.”*

***About the REMI Partnership**
A partnership of public and private organizations announced in July 2013 the formation of a collaboration to provide Colorado lawmakers, policy makers, business leaders, and citizens, with greater insight into the economic impact of public policy decisions that face the state and surrounding regions. The current partners include the Common Sense Policy Roundtable, the Colorado Association of REALTORS®, Colorado Concern, Colorado Bankers Association and the Denver South Economic Development Partnership. The partnership meets monthly to discuss pressing economic issues impacting the state and to prioritize and manage its independent research efforts.

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JASON DANIELS

When looking back on my life, I can't help but think of what an incredible journey it has been. Not a perfect path but more like a busy highway with a few unexpected curves. A journey that I am proud of and can call my own. From, knocking on doors trying to drum up a single client to owning a Real Estate Brokerage Firm. From, being a single dad of two small children to becoming a flourishing family of eight. From, being a son who looked up to a father for advice and wisdom to working side-by-side in a growing office and booming industry. From, being a man who wasn't interested in "man-made" religion to becoming someone who turned to God during a time of great challenges. Although, turning 40 this year has

been a welcome milestone, I know that in many ways the journey has just begun.

I was born in 1978 in a place that I love which is Colorado Springs. I am a true native who graduated from Doherty High School and was heavily involved in golf and athletics. I grew up on the east side of town in the Old Farm Neighborhood. It was a time when I remember seeing the Real Estate industry in action by watching my father who got into the business in 1992. He owned the first model of a Motorola flip phone and gave me a "half-brick" cell phone that I kept in my backpack and carried to school. It cost a hefty 25 cents a minute to make a call. We were both on the cutting edge of technology.

Real estate was not my father's first career choice. He loved working with his hands and therefore started repairing cars at his father's service station and eventually a local car dealership. He later

moved up into sales and eventually became sales manager. I remember he sold eight cars to one family over a period of eight years. So, when he decided to move into the Real Estate Market he took his Rolodex with him. Young agents may have to look up that reference. It was full of contacts and referrals. His first 12 months as a real estate agent he sold a remarkable 42 homes! That was unheard of at the time. He was quite an example of how to treat people and the imminent result of those relationships.

After I graduated from High School, I attended Colorado State University in Fort Collins, CO. My Freshman





... year I majored in Civil Engineering and took a full-load of classes the 1st semester with 21 credits. The second semester I took another 22 credits because at the time that was a requirement of the major. I was also the Vice President of S.L.E.D.G., which stood for Student Led Engineering Design Group. I had jumped into college with both feet and hit the ground running. When I asked my professor what kind of jobs were available after I graduated, he said,

“You will be behind a desk and computer screen for the next five years.”

That wasn't for me. I've always enjoyed science and taking things apart and working with my hands, as did my father, so I switched to a Construction Management Major. I also had two uncles who graduated with the same major both from CSU.

At 19-years-old I would get up at 6 a.m. and go to my job of framing

homes for a builder in Fort Collins for a total of 4 to 5 hours, then go to class at CSU, then go straight to my 2nd job at Home Depot until 11 p.m. Then I would finish homework until midnight and start all over again the next day. That set the pattern for a busy and full life.

During my time at CSU, I also completed an internship at Hensel Phelps Construction Co. where I was an Assistant Field Engineer

and worked on a new four-story parking garage with retail shops in downtown Fort Collins. Later I also worked as an Assistant Office Engineer for Hensel Phelps on the expansion construction of the Budweiser factory in Fort Collins.

I graduated from CSU in 2000 with a Bachelor of Science degree in Construction Management. I was already married with a small child. However, I was considered one of the top two graduates in my class and had several job offers on the table. I decided to take a job with Milender White Construction Co. and bought a house in Arvada just outside of Denver. My wife was also working as an assistant manager at a local pharmacy.

At the time, I really enjoyed the work I was doing but was getting burned out. I had one job title as Project Engineer but unfortunately, was assigned the duties of about eight other positions at the company and worked a 70-hour week instead of 40. Also, during that period, my wife became disinterested in her church, but two persistent missionaries continued to knock on my door on a regular basis and asked if there was any way they could help me. I was cordial to them but ignored their inquiries.

My boss soon insisted that I start working on Sundays even though I was already working Monday through Saturday. The hours were nearly intolerable, and I couldn't spend time with my family. That was a tipping point in my life. Something had to change. I immediately gave them my two-week notice and decided to go to Real Estate school.

Our young family picked up our lives and moved to Colorado Springs. I had helped my father during weekends with some carpentry and handyman work during college. We were flipping homes before it became the popular thing to do. I loved work-

ing around the house doing remodeling work. My father said, “I will teach you the ropes of Real Estate, but you have to show me that you can earn business on your own.” It was definitely a tough love approach, but I am so grateful for the invaluable experience it has given me.

I sold my house in Arvada, CO, and made a \$50,000 profit after flipping my own home making more than my annual salary in construction. We moved to Colorado Springs and I put a desk in my father's office at RE/MAX Partners. We are both extremely loyal to the RE/MAX brand and spent our entire real estate careers with RE/MAX. I was literally an

“
My father said, “I will teach you the ropes of Real Estate, but you have to show me that you can earn business on your own.” It was definitely a tough love approach, but I am so grateful for the invaluable experience it has given me.
 ”

individual agent being mentored and tutored by my father. That experience and mentorship gave me a three-year head start on my career.

In 2003 at age 23, I had just moved to Colorado Springs with my wife and two young sons, ages 4 and 18 months. My wife had transferred her position from Denver to a local Walgreens as Assistant Manager. One night, I woke up and my wife had not returned home from work. It was in the very early hours of morning. I was so concerned for her safety. I didn't know what to do. I decided to pray to God asking for her safe return. In that plea to God, I made a promise that I would do whatever He wanted of me.

Later, she returned. In the days following, she informed me that she no longer loved me and never really did. My heart sank, it was a bombshell I could have never expected. She told me that she was leaving, was too young to be a mother, and that I could basically have custody of the boys.

I was devastated. I was starting over with nothing. Her job provided the needed health insurance and income for our family during my transition to real estate. I decided to turn to God and remembered the missionaries who kept visiting me in Denver.

I soon attended church and wanted to talk to the missionaries. The first time they taught me the scriptures, I felt something different. Their message made sense to me and touched my life. I remembered my promise to God and I soon decided to become baptized and belong to the church that my wife was no longer interested in. My father was initially angry and disappointed with my decision but soon decided to support me and my children and continue to be a part of my life.

As a single father, I was determined to succeed. I had to succeed. I began full-force in the Real Estate industry. I rented a desk in my father's office and he became my mentor. After passing the Real Estate exam, I began knocking on doors at a local apartment complex. After the 12th door, a gentleman answered and said this was his girlfriend's apartment, but he had a property in Fountain he was interested in selling and then wanted to buy a townhome near his girlfriend. My first two transactions!

My day would begin by taking my sons to day-care at 6 a.m. Then I would remodel homes from 7 a.m. until noon. Then I would get ready and go into the RE/MAX office with

•••

Dad and learn the ropes until about 6 p.m. at night when I would pick my boys up from daycare. A familiar pattern and work ethic that I had established in college and continue to live by today.

My first 6 months of being a Real Estate agent I only sold two homes and was really struggling with money. I had to decide whether to pay a donation of one-tenth to my church or pay the utility bill before the power got turned off. I remembered my promise to God and decided to keep the faith. I paid the tithe to my church. A couple days later I found an unexpected check in the mail. Just enough to pay the utility bill and buy pizza for my boys. From that day forward, I was determined to always have faith and believe in a higher power.

During the 1st full year of being a Real Estate agent in 2004, I sold 14 homes. The second year, my father and I officially teamed up and sold more than 70 homes together. We teamed-up in 2005 even before that concept was familiar and I was the Buyer Specialist with him being the Listing Specialist. Today, I am the proud broker/owner of RE/MAX Millennium located at 9362 Grand Cordera Parkway, Suite 100, in Cordera just East of Powers Blvd. and South of Briargate Pkwy. in Colorado Springs.

I opened RE/MAX Millennium, my own brokerage, in 2015 to provide a new experience for clients and agents with a very attractive office and cutting-edge technology. I am also the team leader of Jason Daniels & Associates. My team has sold over 100 homes each year for the past six years in a row. My father now works with me in my office with his own team along with my two younger brothers on The Daniels Team. At RE/MAX Millennium we have three teams, five full-time staff members, one part-time employee, and 18 agents. We hope to have over 20 agents into the office by

the end of this year and are expected to sell close to 200 million in property sales in 2018.

I have now been in the Real Estate business for the past 15 years. My mantra for the great success that we have experienced has been, "If you're in the service of your fellow beings, you're only in the service on your God."

Another saying that I live by is, "If you help enough people achieve their goals, eventually you'll achieve your own goals."

I want to always have a heart of a servant and help others. I think, "How can we impact the lives of others? How can we help other agents? How can we help others in the community?" Our mission is to "Impact and improve the lives of our clients, agents, staff, and those in our community" while our vision is "To be the leading real estate office in Colorado Springs in professionalism, production, and people through complete agent development and personal growth".

It has always been important to me to serve others in the community. I am an Eagle Scout and have served as Scout Master on three different occasions.

For over 14 years we have held a community garage sale and have donated the proceeds to the Children's Hospital in the UC Health Memorial system. Which is exciting because their new location will soon be finished very close to our office.

Many of our staff and agents volunteer regularly at the Marion House through Catholic Charities located in downtown Colorado Springs. They help prepare food and serve lunch to the homeless.

I also serve as a volunteer Realtor at the Fort Carson Housing Office. This is close to my heart because my grandfather served in the Army Air Corps in

World War II and retired here in Colorado Springs. He served at the Ent Air Force Base which is now the Olympic Training Center. Also, 50-60 percent of our clients are active or retired military, and this is one way of showing my appreciation to all those who have bravely served our country.

I can't forget the most important part of this journey. My wife Janae and our six children. After my divorce, I tried dating a few women, but they weren't quite the right fit. Believe it or not, I found my wife through a dating service online when dating online was considered "taboo". We were married in 2006 after a brief courtship and she has been an amazing and integral part of all our success.

She incorporated the initial vision and design of our new offices and oversees the hiring of all staff. She just launched her own new business called, DIY Hiring, where she teaches, Realtors, Dentists, Doctors and Chiropractors, and other small business owners how to hire a successful and efficient staff.

We have six children, Kameron (19) and James (16) from my previous marriage. We also have Joshua (11), Katie (10), Jacob (6) and Kara (2), who I share the same birthday.

As a family, we love spending time together in the beautiful outdoors here in Colorado. We enjoy hiking, skiing, and camping. Really, anything we can do together. I also enjoy playing golf and riding my motorcycle to unwind after a long work week.

If I were to give advice to anyone who is interested in becoming a Real Estate agent I would tell them to dream big, celebrate your wins and enjoy the journey no matter how challenging and difficult that journey may be. It is all part of the process of learning and growing which will only benefit you, your family and the lives you touch every day.



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#	Name	Office Name	List Side	Sold Side	Total Sides	\$ Volume List Side	\$ Volume Sold Side	Total \$ Volume
1	Kevin Patterson	The Patterson Group	26	7	33	\$18,462,200	\$5,895,000	\$24,357,200
2	Mark Ewell	Turner Associates	74	0	74	\$22,732,932	\$0	\$22,732,932
3	Kathy Loidolt	Flying Horse Realty	32	17	49	\$12,247,600	\$8,056,323	\$20,303,923
4	Cherise Selley	Selley Group Real Estate, LLC	16	22	38	\$6,323,947	\$9,128,010	\$15,451,957
5	Mark Salas	Best Realty, Inc.	21	46	67	\$5,324,500	\$9,387,821	\$14,712,321
6	Monica L Shea	The Platinum Group Realtors	18	22	40	\$6,172,400	\$7,490,252	\$13,662,652
7	Nathan Johnson	remax real estate group	11	30	41	\$2,770,500	\$9,441,896	\$12,212,396
8	Amber Wolcott	RE/MAX Real Estate Group	15	23	38	\$3,726,000	\$7,554,100	\$11,280,100
9	Scott Coddington	Pulse Real Estate Group, LLC	19	14	33	\$6,796,000	\$4,345,475	\$11,141,475
10	Michelle Fisher	RE/MAX Properties, Inc	23	10	33	\$6,852,300	\$3,917,054	\$10,769,354
11	Dustin Kimberlin	Keller Williams Premier Realty	18	16	34	\$5,464,500	\$4,895,600	\$10,360,100
12	Chris J Clark	Pikes Peak Homes and Land	24	7	31	\$7,460,368	\$2,190,000	\$9,650,368
13	Ashley Wilson	RE/MAX Properties, Inc	16	13	29	\$4,732,000	\$4,574,977	\$9,306,977
14	Jamie Krakofsky	Remax Real Estate Group	11	16	27	\$3,155,000	\$5,621,400	\$8,776,400
15	Kimberley Klapac	Coldwell Banker Residential Brokerage	18	12	30	\$4,866,850	\$3,882,940	\$8,749,790
16	Craig McConnell	Avalar	17	9	26	\$5,247,000	\$2,756,200	\$8,388,200
17	Bill Hourigan	The Platinum Group, Realtors	10	8	18	\$3,799,900	\$3,645,698	\$7,445,598
18	Maggie Easton	RE/MAX Properties, Inc.	11	6	17	\$4,565,009	\$2,731,299	\$7,296,308
19	Craig Rogers	The Platinum Group, Realtors	6	11	17	\$1,824,300	\$3,610,436	\$5,434,736
20	Linda Lafferty	The Platinum Group Realtors	4	8	12	\$1,392,500	\$3,198,500	\$4,591,000
21	Marie Sweetland	Coldwell Banker Red Rock Realty	7	7	14	\$2,114,500	\$2,463,297	\$4,577,797
22	Aaron Robinson	Coldwell Banker	7	6	13	\$1,922,500	\$1,763,500	\$3,686,000
23	Veronica Gurule	Red, White & Blue Realty Group, Inc	10	4	14	\$2,464,500	\$1,116,400	\$3,580,900
24	Robin M Searle	Sellstate Alliance Realty	5	8	13	\$1,432,500	\$2,097,700	\$3,530,200
25	Aaron Robinson	Coldwell Banker	6	5	11	\$1,835,000	\$1,676,000	\$3,511,000
26	Rachel Buller	Manitou Springs Real Estate, LLC	5	5	10	\$1,585,000	\$1,171,900	\$2,756,900
27	Whitney Lewis	Manitou Springs Real Estate, LLC	1	5	6	\$374,500	\$1,520,000	\$1,894,500

Realtor stats are provided directly from each Realtor and are in no way associated with MLS or the Pikes Peak Association of Realtors. If you would like your numbers to be considered for the standings page, please ensure you email forward them to Mark Van Duren at Mark.Vanduren@n2pub.com.

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TEAM STATS

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#	Team Name	List Side	Sold Side	Total Sides	\$ Volume List Side	\$ Volume Sold Side	Total \$ Volume
1	The Clement Group	60	49	109	\$27,771,925	\$25,024,950	\$52,796,875
2	Nathan Johnson Team	32	83	115	\$8,645,500	\$24,124,396	\$32,769,896
3	Pulse Real Estate Group, LLC	36	55	91	\$12,254,400	\$17,061,811	\$29,316,211
4	The Kibler Group	41.2	61.1	102.3	\$11,959,065	\$16,875,087	\$28,834,152
5	Roshek Group	40	48	88	\$13,367,167	\$12,116,489	\$25,483,656
6	Jason Daniels & Associates at RE/MAX Millennium	32	\$47.00	\$79.00	\$9,453,900	\$14,416,557	\$23,870,457
7	The Bobbi Price Team	43	10	53	\$13,105,359	\$3,863,893	\$16,969,252
8	Jason Daniels & Associates at RE/MAX Millennium	21	30	51	\$6,413,850	\$10,313,497	\$16,727,347
9	The Barcus Team	17	7	24	\$11,293,063	\$3,469,231	\$14,762,294
10	The Dunfee Group	14	20	34	\$3,689,186	\$5,677,945	\$9,367,131
11	The Dream Team	10	18	28	\$2,935,500	\$5,273,400	\$8,208,900
12	Integrity 1st Team at Keller Williams Clients' Choice	5	5	10	\$1,731,000	\$1,571,500	\$3,302,500

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