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## ► publisher's note

*Tucson Real Producers* FEBRUARY "FARM-TO-TABLE" luncheon!

We enjoyed another great event together as the *Tucson Real Producers* community! Folks gathered who are committed to building and sustaining relationships, working together with one another to represent the industry and their clients with enthusiasm and integrity. New faces were welcomed, familiar ones were celebrated, top Realtors offered inspiration to up-and-comers, and the best of the best of industry affiliates were present to demonstrate the commitment to their careers and to the Realtors of Tucson. Theresa Barnabei gave tips to maximize your time, energy, efficiency and money! Huge thanks to kb Home for the fabulous lunch and for opening your doors to your beautiful Design Studio! And to Tom Tatro for your sponsorship and continued partnership. Enjoy the photos on the coming pages!



You receive this publication because you are the elite members of a community of civic-minded people, whose mission it is to serve clients faithfully. Our job at *Tucson Real Producers* is to help you achieve this goal, to honor your lives and careers, and to bring you together with like-minded peers and serious professionals. With strong Realtor-Realtor relationships and sustainable Realtor-Affiliate partnerships, clients are better served. We hope to see you at the next event!



Cheers,  
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We are so excited to have our **NEWEST RP** partners on board! Welcome!

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Southern Arizona's Senior Account Executive, Barbara DeFazio, has worked in the Tucson community for 30 years with the last 12 in the real estate industry. She has been in her current position for five years and in 2018 she had the highest growth among the company's account executives nationally. Her commitment goes beyond providing excellent service. She takes great pride in developing lasting relationships based on trust, reliability and a genuine concern for her client's business.

### Photography by Jacquelynn

Jacquelynn is a portrait and wedding photographer based in Tucson, AZ, who also travels frequently to photograph all across the country. Wherever she is, Jacquelynn's vibrant images are distinct and recognizable because of the lighting she incorporates into every image — shaping and shifting with shadows, exposing and softening with sunlight, building drama with off camera lighting, and wowing with sun flare. From glamorous to ethereal, she has a breadth of work that is both current and natural, effortlessly helping clients be their best selves in front of the camera, set against everything from iconic vistas to classic studio backdrops and her work appeals to professionals, families, high school seniors and couples getting



married. Jacquelynn has traveled extensively and based on her experience has recently also started a travel blog called "Travel with me Thursday." Her portrait work can be found at jacquelynnbuck.com, her wedding work at foreverafters.com and her travel blog at jacquelynnbuck.com/travel. She has lived in six different states and survived relocating her business twice while maintaining a strong client base all over the country. Jacquelynn can be found every morning with a cup of freshly roasted coffee in hand (#dark-roast) to start the day. She also gets a thrill from dining at locally sourced, chef-driven establishments all over the country (#foodie), sipping wine or cocktails on rooftop bars (#theviewfromthetop), and traveling to far off places (#takemethere). In her downtime she can be found relaxing near the ocean, reading or watching *The Great British Baking Show* on Netflix.

### Showtime Air/BreezeWays Air Conditioning & Heating

Shane R, aka "SHOWTIME," is the General Manager of Showtime Air. Showtime does residential, commercial, refrigeration, and hot foods. Shane grew up on a ranch in Montana. Upon graduating, he moved to Phoenix to further his education and pursue his passion for motocross racing. Shane obtained the nickname "Showtime" nearly 20 years ago while showing off his motorcycle skills at the sand dunes and to this day his friends still call him Showtime. Shane has been in the construction and HVACR industries since the late '90s. He started his first company in 2006. The company has an office in Phoenix and last year he moved to Tucson to open an office and share his life with Katrina, who is a Tucson native. They have three children and enjoy hiking, riding, and trips to Mexico.



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# ERIC & NANCI FREEDBERG



## “Right- & Left-Brained” ALL THE WAY!

“We met at camp! I was the camping instructor, and Nanci was the arts and crafts director,” Eric Freedberg shares. Eric and Nanci Freedberg recently celebrated their wedding anniversary in Jamaica, the same place where they honeymooned 30 years earlier. In thirty years, they have raised a family and built successful businesses. Their daughter, Rachel, is a second-year nursing student at San Diego State. Their son, Jason, is a graduate of George Washington University in Washington, DC. With Jason joining the business, it’s an exciting time for Tucson Land and Home Realty. But long before they started their boutique real estate company, they were young adults working at a summer camp in Prescott, Arizona. “As the camping instructor, I camped out every night with a different group of kids for two and a half months. No tents, we just slept under the stars!”

Nanci interjects, “Doesn’t that sound like the worst job ever?”

Eric adds, “I thought it was fun!”

The air fills with laughter. Their differences shine through, but after 30 years they know their differences are their strength. It’s part of what makes Tucson Land and Home Realty so unique. “Eric and I are right- and left-brained all the way. He goes into the house with his general contractor hat on, and I go in looking at it from a REALTOR’s®/marketing perspective. We don’t always agree with each other. Eric might recommend something and I’ll say no, don’t do that. But our yin and yang work well together. It helps the client know all of their options.” Eric adds, “It’s an open discussion, there’s not a right or wrong answer. It’s about providing the client with the knowledge to figure out their best option.” Eric and Nanci bring a range of skills and expertise to the table; it’s hard to find a similar combination anywhere else.

After graduating from the University of Arizona, Eric headed to Phoenix to work for one of the Big 8 accounting firms. “I was a CPA specializing in real estate. I realized I wanted to do what my clients were doing.” Thanks to his family, Eric knew he could make the switch. “My dad and my uncle were both entrepreneurs in fields totally different than what they went to school for. Their example gave me the courage to know that I wasn’t trapped in accounting. I saw them take risks and I knew I could do the same.” Eric enrolled at the University of Southern California and earned a master’s degree in real estate development. Nanci adds, “We got married, and two weeks later we moved to California so Eric could go to school.” After graduation, Eric moved back to Tucson and started his custom home building

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company Milestone Homes. "I got my real estate license to help sell the homes we were building. Two years later, I opened my own brokerage company. Its sole purpose was to cater to Milestone Homes." It stayed that way until Nanci joined the team.

"I got my real estate license in 2012. We noticed a change in the market and that we had a distinct perspective to offer clients." With Nanci's background in marketing, she was able to take the real estate side of the business to a whole new level. "I graduated from Arizona State University with a bachelor's degree in communications/marketing. I started out in the non-profit sector handling special events and fundraising. Then, after we had kids, I created an internet-based business around a book I self-published. I sold over 300,000 books."

When the opportunity presented itself for Nanci to join Eric in real estate, she sold her business to focus solely on real estate. Like Eric, Nanci was not scared to take the leap. "I was always really independent as a kid. I put myself through college; it made me really resourceful and unafraid. It's helped me navigate the business world and become successful. When I jump into something, I take it on full force."

Nanci and Eric's backgrounds allow them to offer a full-service experience that's difficult to compete with. "Whether a client wants to build, renovate, or purchase a turn-key home, we can help. We wear both hats. We can look at land and present building options, or we can look at existing houses with the option to remodel or leave it as is." After three decades in the industry, Eric and Nanci have connections with trusted sub-contractors in every trade. For listings, Nanci puts her marketing skills to work, and the

construction side of the business can help with getting it ready for market. "Our goal is to present our clients with all of their options so they can make an informed decision whether they are buying or selling."

The principle behind their business practice is simple: "Do the right thing, and the rest will take care of itself. Our focus is on building relationships. We don't sugarcoat things, and we don't try to sway our clients in one direction or another."

The Freedbergs have been doing the right thing from the very beginning. Eric shares, "The very first house we built had a major problem. Six months afterward, the buyer had issues with the foundation. It turns out the soil engineer had made a mistake." Eric was faced with a choice. "As a brand-new company, the 'smart' thing to do was just close the company and either start again under a new name or do something completely different." That's not what Eric did. Instead, he repurchased the home from the customer and built a new one for them at-cost next door. "We were a brand-new company; we weren't in a financial position to do that, but it was the right thing to do. If I did that in 1992, when I had no reputation to preserve, you can trust that now after decades in the business I'll be standing there to take care of you after the transaction."

Eric continues, "That's what drives our business, the relationships, that's where the fulfillment is. We make friends through the process and that's the best part!" Nanci gives an example: "There was this sweet elderly man in his 80s, his wife had passed, and he was alone in a two-story house. We helped him list the house." Nanci didn't stop at listing his house. "I helped him pack, research assisted living facilities, and move. We still




keep in contact. We talk on the phone, or I'll stop by and visit." With another previous client, they have an annual lunch. "They are winter visitors. Every time they are in town we make it a point to see them. We have lunch at P.F. Chang's and catch-up."

To maintain the principles they've built their company on, their business is evolving again with the addition of another family member. "We can better serve our clients with Jason on the team." While earning his degree, Jason helped his parents out during the summer. Now he's ready to make it his career. While the Freedbergs never expected to run a family business, they are ecstatic with the new development and excited to see what the future may hold.



“DO THE RIGHT THING, AND THE REST WILL TAKE CARE OF ITSELF.”





# To Team or Not to Team! THAT IS THE QUESTION!

## ► a closer look!

By John Harings

For most of my 14 years in a real estate career, I have been on a team of some sort. My first brokerage was a family run business and all my stats and “splits” went to the house. I really liked it because we were family, hanging out together, learning from each other and having fun. We sold a lot of homes and zoomed to the top of the leader list.

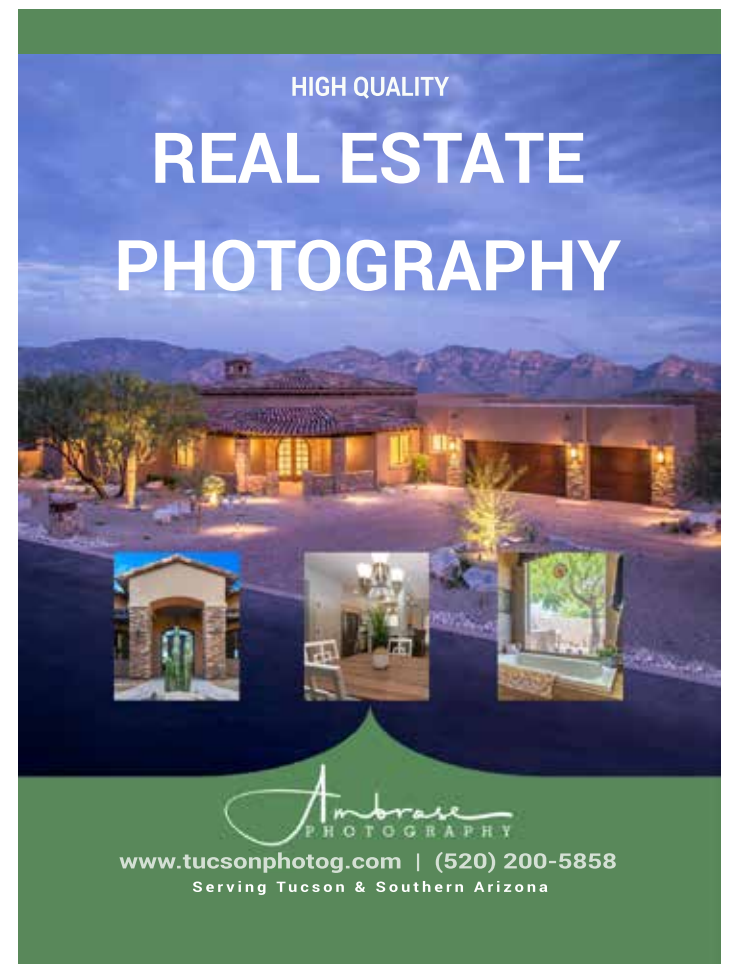
They say the view never changes if you don’t lead pack. I was due for a change after eight years and checked out two or three different brokerages and to be honest, the thought of working by myself in this industry scared me. There is so much you must pay attention to, to protect yourself and to protect your clients. I wanted someone else around to help with the tough questions and tough calls. I decided on a team concept again; this company was a little more structured and growing, which I like. I really do like building things.

Did I mention making money? It will eventually come up as a second or third question in the interview process, “tell me about the splits.” Sometimes, and it depends on who you work with, the splits sound out of proportion and heavily in favor of the house. Reminds me of Las Vegas where the house always wins, technically it must survive to hang your license there. But the idea of working within a team and family atmosphere again was one part of the decision that was easy. I also do some recruiting now and wanted a short list of why I work on a team. Yes, the “splits” are less but I truly believe that the team out weights the “splits.” So, here is my top 10 list of reasons to join a team, and I must admit upfront that I asked my teammates to email me a list of the reasons why they work on a team. This really is a **team** effort top 10 list.

- 1. The family culture and atmosphere.** We really do have a place that people care about and we know each other on a deeper level, professionally and personally, and it shows.
- 2. The pooled knowledge** is impressive. Get five or six brokers with each over 10 years’ experience and there is not too much they have not seen. When something new comes down the pipe, and it will, you have the brain bank to help you figure it out.
- 3. Accountability and encouragement.** Let’s be honest, once you get your license, there is a mountain of work to do, and coaching is needed to define and attain your goals. We do it continually from a new agent to the leaders of the team. We help each other build our business.
- 4. Mentoring is huge.** When you have leadership looking after your professional and sometimes personal development, it really is hard not to grow. Yes, sometimes we all are pushed out of our comfort zone to grow, but when you look back and have friends that took that journey with you, it really is worth it.
- 5. Leads.** You know we had to go there. When you join a team there is usually one or two “rainmakers” producing more business than they can handle. They have a list of homes you can hold open houses at. They usually start out with buyers’ agents then move up to listing agents. Our pooled resources also allow us to pay for lead generation.
- 6. New build leads.** Being on a team we can leverage our time better. Some local high-end builders need to be open and have a shortage of agents for their homes, and they allow us to rotate into brand new million-dollar homes for coverage and leads.
- 7. Smooth out the income peaks and valleys.** There is always a steady stream of leads and opportunities within the team. We have special events we do as a team and even have an easier time getting sponsorship from lenders, title companies and affiliates.
- 8. Leverage team resources.** I love when someone else files my paperwork! When you have a team, you will probably have a transaction manager and listing agents around to help lessen your load. The best use of my time is talking to people and closing deals.
- 9. The collective experience** is powerful. We did an open house blitz and in one four-hour period, we held multiple homes open in a concentrated area and saw over 50 groups of people, and gained 15 solid leads and one listing. When we all get together there is friendly competition, team-building events, and client appreciation events. All opportunities to grow you and your business.
- 10. FUN!** We all said it and we all mean it, it is fun and the growth I have experienced personally is worth every minute. The friendships and business growth are also high on the list; we are building something together and with each other.



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Michael, Leo 1.5 years, Eli 3.5 years & Jennifer

## ONWARD, UPWARD, HOMEWARD

"I don't remember being scared at all! I was super excited. During the flight they actually let you fly the plane for a little bit. I got to put my hands on the controls and fly." It was a life-defining moment for Jennifer Schrantz. In fourth grade, Jennifer participated in Wright Flight, a program designed to give children the opportunity to set and achieve goals and earn the right to fly an airplane. "The students who participate set a goal for themselves like getting 100 on all of their spelling tests. If they achieve the goal and finish the course, the reward is flying in a little airplane. I got to take the flight and I was hooked." After the flight, Jennifer knew what she wanted to do.

Accepted into Arizona State University's aviation program, Jennifer

studied aeronautical management technology. She attended the Polytechnic campus located at the Phoenix-Mesa Gateway Airport. "I needed an internship. I went to the airport and asked if they could create an internship if they didn't already have one. They created an internship for me." The internship helped Jennifer decide what career to pursue in the aviation industry. "I got a job at the Marana airport, doing what I loved. While I was there, I earned my pilot's license. I worked there for a few years until I was laid off." Over the next few years Jennifer continued to pursue a career in the aviation industry, but after two more layoffs, she took a job with Embry-Riddle Aeronautical University. It was a decent job and she was hired to run the new campus,

but it was not where her passion was. "It worked, but I was bored and there was no room for advancement."

That's when Jennifer's mom and stepdad approached her with an idea. "They suggested that I should go to real estate school, get my license, and then we could flip houses." With the work Jennifer had put into earning all of her pilot licenses and ratings, and becoming a flight instructor, it was clear Jennifer had the skills to get her real estate license. Jennifer thought through the proposition. "I wasn't working in the field I went to school for. I had been laid off three times and thought maybe I need to try something different. I asked, 'What's the worst that can happen?' I've always been really driven and motivated. I put 100% into what I do. When I do that I usually succeed, so I felt like I had nothing to lose."

There's no denying Jennifer is driven. She accomplished her goal in Wright Flight, asked the airport to create an internship for her, and earned her first pilot's license in four months. "It can take a year or more to earn the first license. I would fly all the time before work, after work, and on weekends." After she earned her first license, she kept going. "Every year after that I was able to work on new licenses and ratings." While flying is expensive, Jennifer earned over \$25,000 in scholarships. "I got my flight instructor certificate, and I taught until I was eight months pregnant with our first son and could no longer fit behind the yoke." She says with a laugh. Only seven percent of pilots are women, and only six percent of flight instructors are female. Jennifer learned from her mom's example. "I was raised by my mom. She was a single mother. She pushed me to work hard; she told me I







“  
I've literally built my business with a baby on my hip. Both boys have been coming to work with me since they were babies. Listing appointments, showings, and home inspections they come with me.

would have more opportunities. At an early age, my mom instilled in me the importance of working hard and doing a good job.”

While they never flipped a house, Jennifer found a new passion in real estate. As a pilot, she wanted to be the best because she had people's lives in her hands. For Jennifer, being a REALTOR® is not any different. “Buying or selling a home is a major life decision and it's just as important that I provide the best experience for my clients.” Her time as a flight instructor prepared her for real estate. “I enjoy teaching first-time homebuyers about the process and experiencing the joy when they get the keys to their dream home.” While she is building her business, Jennifer is passing on the key values she learned from her mom to her kids. “I've literally built my business with a baby on my hip. Both boys have been coming to work with me since they were babies. Listing appointments, showings, and home inspections they come with me.” She adds with a chuckle, “My oldest, Eli, will bring his own flashlight for home inspections.” Jennifer is grateful for

the flexibility of real estate and for her mom, Vicki Treese, who helps out with her two sons, allowing her to enjoy being a mom and have a career at the same time.

Jennifer also hopes to pass on the passion for flying. It's a joy that she and her husband share. In fact, that's how they met. “We met at the airport. He was learning how to fly, working on his private license. I was working on my commercial license. One morning he saw the flight instructor and I eating breakfast at the Marana airport. Later, he asked the flight instructor about me. We got introduced, started talking, and the rest is history!”

With her broker's license in hand, the future is full of possibilities, but Jennifer is not rushing to make any plans. “I feel like I need to take things as they come and not plan every single detail. My life has worked well that way, taking opportunities as they come up.” Whatever happens in life, Jennifer is certain of this: “I hope I am doing real estate and flying a lot, too!”

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meet

# RANDY ROGERS

CEO: Tucson Association of REALTORS®

## Carrying the Torch!



Humble, thoughtful and personable are three words that best describe Randy Rogers, the CEO of the Tucson Association of REALTORS®. It's been just a year and a half since Rogers took on the role, and though his main goal this year is to maintain the soundness of the Association, he's constantly thinking of ways to better educate and engage with REALTORS®. "We're past the newbie syndrome and are now figuring out the best ways to benefit our members by adding value and relevance to their lives."

For almost 25 years, Randy Rogers was in the university fundraising industry, focusing on tasks like development, membership, and engagement. "I think I was selected because the task force was looking for an innovator with a fresh look from the outside. Someone that can lead, change and be present in the community on behalf of the Association, representing REALTORS® in a positive way."

Rogers has labeled 2019 as a transitional year for the Association. "This organization has been run well for many years. We have a seasoned staff and a fantastic board, of which I am very



It was really casual and such a fun environment to take our members to, considering the subject. We delivered the same content but with a twist. That's the kind of stuff we're looking to do.

grateful," Rogers notes. For these reasons, Rogers insists his contribution has been more of a refining element than anything, but he can't resist adding some of his specialties to the mix: creatively engaging people and making a deep but pleasant impact on members and the Tucson community as a whole.

With this in mind, the Association made the decision to reconnect with the rodeo in 2018 and 2019, and even participate in the parade. Continuing in the rodeo spirit, TAR recently hosted the Family Rodeo BBQ, where around 250 people were able to come together, eat, enjoy live music and visit a petting zoo with their families. "It was a fun way for members to see us not strictly as professional development, dues, or a challenge, but as an enjoyable place to be with their families. It was a way to say, 'Wow! TAR is fun, too.'"

Another one of Randy's favorite events this year was the delivery of the economic forecast. "Nor-

mally, it's a PowerPoint presentation done in a large conference room. This year, we did the same thing, but we did it at the Loft Cinema. Then we had beer and pizza afterward. It was really casual and such a fun environment to take our members to, considering the subject. We delivered the same content but with a twist. That's the kind of stuff we're looking to do."

While Randy appreciates a fresh take on these Association classics, he firmly believes in keeping the core of the organization the same. "This organization will be 100 years old in 2021. The mantra I want to lead by is: 'Everywhere we look, caring hands precede us.' We're going on a hundred presidents of this organization. There were a hundred people that led this



...

organization and tried to make it better. All I'm doing as a CEO is carrying the torch to the next person and trying to make it better along the way."

Coming from a university setting and a culture that is dedicated to self-improvement, Randy has decided to prioritize the expansion of even more educational opportunities to become available to members. "Our individuals want to grow and become better and more equipped to handle their clients. If we can help them approach continuing education from a professional development standpoint, or with the goal of attaining a special designation, they automatically have more clout and ability to serve their clients. I believe that we are providing something hugely valuable to our members in that way."

"I came from a university platform where we were raising millions of dollars a year for ourselves," Randy recalls. One of his titles as the CEO is also the Head of the Charitable Foundation. "The Charitable Foundation gives monetary grants that make huge differences for local nonprofits. It blew me away, how much money people raised and gave

away. Especially coming from the environment that I did." The overarching humility of Tucson has surprised him. "The people here are down to earth and not over promoting. I think we should be proud of who we are as a community. This place is pretty amazing," Randy explains. After living in Indiana, there are many striking things about Tucson that he has come to appreciate. Mostly, he feels he can enjoy his life as much as he does his work. "I love to run, cycle and hike. I am a stop-and-smell-the-roses-and-be-inquisitive kind of person. I'm very observant. I love looking at nature. The sunset, the flowers outside, the mountains."

"It's such a blessing to be able to lead this organization. But we're all in this together. In their normal everyday lives, all the agents are in competition with each other, but when they come together here, they can be collaborators, partners, and friends. It's a pretty interesting dynamic," Randy concludes. With Randy Rogers around, we can expect exciting changes and more special opportunities coming from the Tucson Association of REALTORS®.

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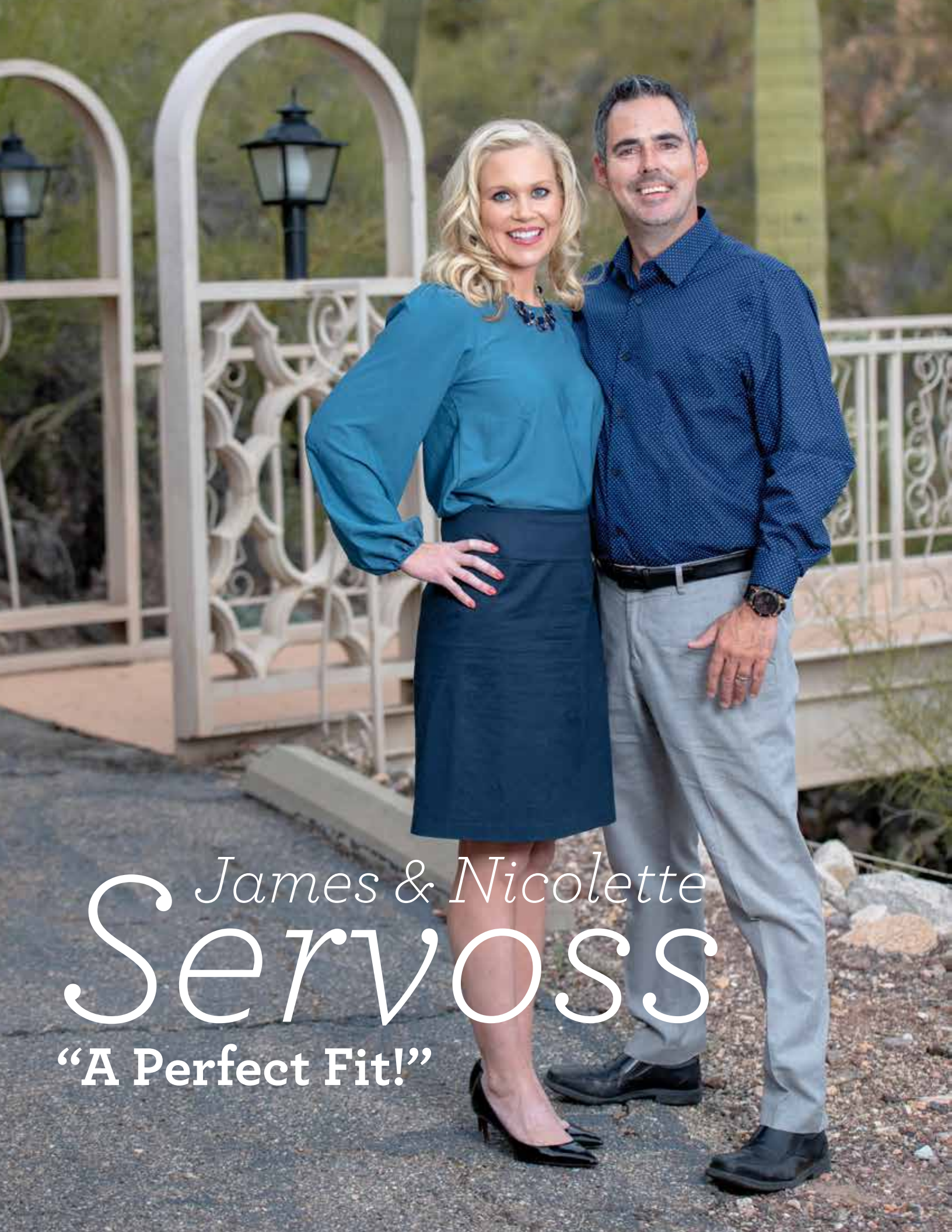
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James & Nicolette  
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# The Servoss Group

▶ featuring

Kylea Bitoka  
Photography by Joey Ambrose

It's Christmas morning. The excitement is tangible; children are running from their rooms, eyes sparkling, laughter bubbling up from the anticipation. While James Servoss' siblings are drawn to the large presents under the tree, James rushes towards his stocking. He looks inside and to his delight pulls out stock certificates. "Most 8- or 9-year-old boys would be asking for toys, but I was asking for stock certificates. I would ask for shares in companies like Mattel, Disney, or McDonald's, stuff that a kid would be into; I just wanted it as a stock certificate. My grandparents would get me five shares of, say, Coca-Cola and it would be in my stocking Christmas morning." James' early introduction into the world of business paid off. "I learned a lot. I got my bumps and bruises in investments when there was minimal money at stake. It made me a better investor now as an adult." Thankful for the experience, James shares the lesson with his 8-year-old son, Parker. "I purchased Parker a Disney stock. Parker went out to the movie with a friend and was telling his friend about how he owned part of Disney!" James chuckles as he shares the story.

After 15 years in real estate, James thinks back to those early years and how they served as a foundation for



his success. "My parents instilled a great work ethic in me." Now James and his wife, Nicolette, run a top real estate team and property management business. Clearly business-savvy from a young age, it may have seemed like James was destined for real estate, but when he moved to Tucson, he didn't know what the future held. He did know that he was glad to be away from the Ohio winters. "My

grandparents were snowbirds, so we frequently vacationed in Tucson. As I soon as I graduated with my business degree, I moved out here." At first, James pursued his passion for tennis. Loews Ventana Canyon Resort hired him as a tennis instructor. "My grandparents introduced me to tennis







Danielle Nordsletten, James & Nicolette

around the age of 10. I loved it. They were great tennis players.” James adds with a laugh, “They would kick my butt; it took me several years before I could beat them!” In Tucson, the tennis industry slows in the summer. James had a friend in real estate who suggested that he should give real estate a try. James liked the idea and figured when he wasn’t doing tennis, he could sell real estate.

Meanwhile, the other half of this dynamic duo, Nicolette, had also come to Tucson to escape the cold. “I grew up in Minnesota, but my family vacationed in Tucson. After graduating with my

degree in marketing and business administration, I took a job with a temporary staffing agency.” Inspired by her parent’s example, Nicolette had dreams of starting her own business. “Both of my parents were self-employed. I saw how hard they worked, but I also saw the flexibility that they enjoyed. They were always at my sporting events or school functions, that was great. I wanted to create that for myself. After three years with the staffing agency, I knew I had what it took to start my own staffing business. I found a partner, and we started our own company.” Grateful for her parents’ support, Nicolette hopes to provide a similar foundation for their kids. “My mom was tough on me, but we were best friends.

She gave me the confidence to move away from home after college. She is an amazing person! I talk to her every day on the phone before picking up the kids from school. She is my cheerleader in everything; I want to pass that on to my kids as well.”

When Nicolette’s cousin, Danielle Nordsletten, joined the business, she brought a new level of energy to the

team as the business manager. Danielle moved to Tucson to work for The Servoss Group after graduating from North Dakota State University. It was the perfect addition to their partnership and the three often find themselves spending time together even when they are not in the office.



While they enjoy being a leading name in Tucson real estate, it’s clear to see that their son, Parker, and daughter, Brooke, hold their hearts. Which leads to the most important part of the story, how James and Nicolette found each other and teamed up in life and in business. Nicolette shares how they first met. “It was a blind date! I was in the market for a house and the REALTOR® I was using worked in the same office as James. She said to me, ‘You know, there’s this young realtor, he’s also a tennis pro...I think you guys would be good together.’ Fast forward; four months into the relationship James was taking a trip to Minnesota in the winter to meet Nicolette’s family instead of vacationing with his family in the sunny, warm Bahamas. Nicolette jokes, “I think I might owe him a trip to the Bahamas!” Nicolette’s REALTOR® was right, but what she never guessed was just how good of a match they would be. Nicolette adds, “She jokes that the match has cost her a lot of business.” It’s a funny story, but at the time when James and Nicolette wanted to go into business together, their families were not so sure.

After the birth of their son, Nicolette sold her business and was trying to decide what to do next. James was in real estate full-time and noticing a trend. After purchasing a condo, James realized the market potential for condos and townhomes in Tucson. He focused his real estate business on

luxury condos, townhomes, and vacation properties. The strategy worked; but in his success, James realized he was constantly referring his clients to others for property management. Nicolette was in the market for a new career and James needed a property manager, it was the perfect fit. “Our families were nervous about both of us being in a commission-based business. They thought it was too risky, like putting all of our eggs in one basket especially since we had just had a baby.”

Nicolette comments, “It was the best decision we ever made!”

“I thought marrying me was the best decision you ever made!” James teases.

Laughter erupts, and Nicolette clarifies, “Financially, it was the best decision!”

When they’re not selling and managing real estate, you’ll find the Servosses spending time together, whether it’s playing tennis, hiking Sabino Canyon or going to a U of A basketball game. Nicolette confesses, “James got me hooked on tennis. I love it.” Parker is already quite a tennis player, like his dad. Five-year-old Brooke is starting soccer, though right now her favorite thing is her American Girl doll. “It is so cute; she gets her doll ready for the day every morning and every night ready for bed. It’s a little funny because before we can leave for anywhere the doll has to be ready, too.” In the future, James and Nicolette hope to expand their business into new markets, but right now they’re focused on being the best in Tucson real estate and making the most of their time with their precious kids.





▶▶ tucson association of REALTORS®

Brian, Will Rose & Randy!

# 2018 TAR Awards Night



Lauren Smith Klase, Michael Bock, Brian Anderson & Randy Rogers



Randy, Cathy, Lisa Saurez, Brian



## Congratulations!

Tucson Association of REALTORS® award night was held on January 24. In keeping with featuring Randy Roger, TAR'S CEO, this month we thought it would be fitting to congratulate those who were honored for 2018. As you know TAR is there to support you, provide continuing education, be a solid resource for the real estate community and it is a place where community can happen for the greater good. So many individuals pour their heart, experience, time and love into making your association better each year.

### Congratulations to the Winners!

Committee of the Year:  
Home Tour

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James Robertson, Realty  
Executives Tucson Elite



Diane Marzonie  
Outstanding Service  
Award

Florence Johnhoff Community  
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Jamie Argueta

Roy Drachman Community Achievement Award:  
Will Rose, Russ Lyon Sotheby's

TAR Rookie Award:  
Sara Garcia, Cobb Realty

Affiliate of the Year:  
Michael Bock, Stewart Title & Trust

REALTOR® of the year  
Cathy Erchull, Tierra Antigua

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If you are interested in joining a committee, please reach out! They are always looking for fresh ideas and unique perspectives as TAR continues to strive to be all it can be for you!

Please go to the TAR website to see the criteria for each category.



James Robertson, Brian Anderson & Randy Rogers



Sara Garcia, Cathy Erchull, Michael Bock

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# TOP 150 STANDINGS

Teams And Individuals Closed Date From January 1—February 28, 2019

Rank	Name	Sides	Volume	Average
1	Kyle Mokhtarian (17381) of Realty Executives Tucson Elite (498305)	50.0	9,708,150	194,163
2	Marsee Wilhems (16298) of eXp Realty (495201)	35.5	8,094,949	228,027
3	Sandra M Northcutt (18950) of Long Realty Company (16727)	15.0	5,917,500	394,500
4	Kaukaha S Watanabe (22275) of eXp Realty (495203)	30.0	5,640,550	188,018
5	Danny A Roth (6204) of Keller Williams Southern Arizona (478306)	23.0	5,478,592	238,200
6	Laurie Lundeen (1420134) of Coldwell Banker Residential Br (70204)	27.0	5,356,600	198,393
7	Lisa M Bayless (22524) of Long Realty Company (16717)	11.0	5,267,307	478,846
8	Leslie Heros (17827) of Long Realty Company (16706)	12.5	5,152,450	412,196
9	Susanne Grogan (17201) of Russ Lyon Sotheby's International Realty (472203)	4.5	4,545,000	1,010,000
10	Carmen Pottinger (145000027) of Carm's Realty LLC (145064241)	20.5	4,439,600	216,566
11	Don Vallee (13267) of Long Realty Company (298)	13.5	4,335,924	321,180
12	Louis Parrish (6411) of United Real Estate Southern Arizona (5947)	8.0	4,288,756	536,094
13	Beth Hughes (27468) of Sierra Vista Realty Inc. (4690)	4.0	4,280,000	1,070,000
14	Jim Jacobs (7140) of Long Realty Company (16706)	9.0	4,106,900	456,322
15	Michael D Rhodes (19668) of Realty Executives Tucson Elite (498307)	26.0	4,011,950	154,306
16	Laura Sayers (13644) of Long Realty Company (16717)	12.0	3,790,635	315,886
17	Jeffrey M Ell (19955) of Keller Williams Southern Arizona (478312)	10.5	3,774,500	359,476
18	Janell E Jellison (4774) of Long Realty Company (16706)	8.0	3,707,000	463,375
19	Jameson Gray (14214) of Long Realty Company (16706)	5.0	3,556,865	711,373
20	McKenna St. Onge (31758) of Long Realty Company (16706)	5.0	3,556,865	711,373
21	Wanda Fudge (28579) of Long Realty Company (16728)	11.0	3,503,000	318,455
22	Sally Ann Robling (1420161) of Realty Executives Tucson Elite (498304)	12.0	3,490,000	290,833
23	Jennifer Philips (16201) of Realty Executives Tucson Elite (4983)	10.0	3,446,000	344,600
24	Patricia Sable (27022) of Long Realty Company (16706)	5.0	3,404,600	680,920
25	Mary G Dorais (5988) of Long Realty Company (16706)	5.0	3,335,000	667,000
26	Shawn M Polston (20189) of Keller Williams Southern Arizona (478306)	16.5	3,304,800	200,291
27	Rob Lamb (1572) of Long Realty Company (16725)	8.0	3,291,400	411,425
28	Joshua Waggoner (14045) of Long Realty Company (16706)	3.0	3,200,000	1,066,667
29	Heidi M Baldwin (4228) of Long Realty Company (16706)	4.0	3,195,000	798,750
30	Cathy A Whalen (17500) of RE/MAX Excalibur (453501)	7.0	3,168,115	452,588
31	Jay Lotoski (27768) of Long Realty Company (16717)	7.0	3,162,750	451,821
32	Vicki L Holmes (19184) of Long Realty Company (16719)	10.0	3,126,750	312,675
33	Lauren M Moore (35196) of Keller Williams Southern Arizona (478302)	7.5	3,112,000	414,933

Rank	Name	Sides	Volume	Average
34	Don Hatcher (31480) of MTH Realty LLC (5383)	9.0	3,064,728	340,525
35	Laurie Hassey (11711) of Long Realty Company (16731)	7.5	2,967,817	395,709
36	Spirit Messingham (22794) of Tierra Antigua Realty (2866)	9.0	2,961,550	329,061
37	Brenda O'Brien (11918) of Long Realty Company (16717)	7.0	2,959,198	422,743
38	Thomas J Krieger (17680) of Keller Williams Southern Arizona (478306)	12.5	2,945,100	235,608
39	Peter Deluca (9105) of Long Realty Company (298)	7.0	2,921,119	417,303
40	Dorothy Jean Moore (35146) of Keller Williams Southern Arizona (478302)	6.5	2,886,000	444,000
41	Ann K Gavlick (27887) of Tierra Antigua Realty (286601)	13.0	2,855,800	219,677
42	Patricia "Patti" Brown (14873) of Coldwell Banker Residential Brokerage-70202	6.0	2,847,250	474,542
43	Sofia Gil (1420209) of Realty Executives Tucson Elite (4983)	12.0	2,843,300	236,942
44	Tom Peckham (7785) of Long Realty Company (16706)	7.0	2,749,000	392,714
45	Tim Rehmann (25385) of eXp Realty (4952)	9.5	2,741,319	288,560
46	Denice Osbourne (10387) of Long Realty Company (16707)	8.0	2,726,500	340,812
47	Traci D. Jones (17762) of Keller Williams Southern Arizona (478302)	12.0	2,704,750	225,396
48	Peter R Oosterhuis (32811) of Dove Mountain Realty, LLC (5156)	2.0	2,696,000	1,348,000
49	Jeremy Smith (53015) of PCD Realty LLC (4826)	8.0	2,670,010	333,751
50	John E Billings (17459) of Long Realty Company (16717)	8.0	2,621,900	327,738

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# TOP 150 STANDINGS

Teams And Individuals Closed Date From January 1—February 28, 2019

Rank	Name	Sides	Volume	Average
51	Nicole Jessica Churchill (28164) of eXp Realty (4952)	10.0	2,592,000	259,200
52	Russell P Long (1193) of Long Realty Company (298)	6.0	2,560,000	426,667
53	Anjela K Salyer (30415) of Mattamy Homes (5799)	5.0	2,535,706	507,141
54	Heather Shallenberger (10179) of Long Realty Company (16717)	8.0	2,484,675	310,584
55	Alfred R LaPeter (32582) of Long Realty Company (16717)	5.0	2,357,400	471,480
56	Aaron Wilson (17450) of Keller Williams Southern Arizona (4783)	11.5	2,326,185	202,277
57	Kathy Westerburg (1420955) of Tierra Antigua Realty (286610)	7.0	2,308,019	329,717
58	Jose Campillo (32992) of Tierra Antigua Realty (2866)	12.5	2,289,175	183,134
59	Patty Howard (5346) of Long Realty Company (16706)	5.0	2,274,000	454,800
60	Tyler Lopez (29866) of Long Realty Company (16707)	10.5	2,265,950	215,805
61	Victoria R McGullam (31547) of eXp Realty (495203)	12.5	2,254,400	180,352
62	Zachary R Tyler (16327) of Tierra Antigua Realty (286601)	4.5	2,209,965	491,103
63	Irene A Delgado (9426) of KB HOME Sales-Tucson Inc. (2434)	8.0	2,183,420	272,928
64	Elizabeth "Bizzy" Orr (22768) of Realty Executives Tucson Elite (498306)	5.0	2,172,250	434,450
65	Michael Shiner (26232) of CXT Realty (5755)	9.0	2,120,000	235,556
66	Sue Hill (5815) of Long Realty Company (16706)	2.0	2,099,500	1,049,750
67	Mary Vierthaler (12199) of Long Realty Company (298)	7.0	2,070,900	295,843
68	Karen Karnofski (17102) of Keller Williams Southern Arizona (478302)	4.0	2,058,000	514,500
69	Gary B Roberts (6358) of Long Realty Company (16707)	7.5	2,051,900	273,587
70	Matthew F James (20088) of Long Realty Company (16706)	5.0	2,051,375	410,275
71	Jim Storey (27624) of Tierra Antigua Realty, LLC (286607)	3.0	2,049,000	683,000
72	Angela Tennison (15175) of Long Realty Company (16719)	4.0	2,030,000	507,500
73	Gary P Brasher (80408123) of Russ Lyon Sotheby's International Realty-472205	4.0	2,014,250	503,562
74	Layne Lundeen (31434) of Long Realty Company (16731)	4.0	2,001,490	500,372
75	Ronnie G Spece (19664) of At Home Tucson Realty (4637)	8.0	1,988,050	248,506
76	Heather L Arnaud (32186) of Realty Executives Tucson Elite (498306)	11.5	1,948,500	169,435
77	Calvin Case (13173) of OMNI Homes International (5791)	9.0	1,945,344	216,149
78	Oscar J Ramirez (5010) of Long Realty Company (16727)	3.0	1,938,500	646,167
79	Lisa Holliday (36798) of Tierra Antigua Realty, LLC (286607)	4.0	1,925,000	481,250
80	Melody K Mesch (3024) of Coldwell Banker Residential Brokerage (70202)	6.0	1,924,040	320,673
81	Shirley G McGhee (31383) of Centra Realty (230701)	5.0	1,924,000	384,800
82	Jill M Jones (7585) of Lennar Sales Corp. (1281)	6.0	1,917,000	319,500
83	Alan Murdock (13942) of Realty Executives Tucson Elite (498306)	9.5	1,906,090	200,641

Rank	Name	Sides	Volume	Average
84	Amado Manriquez (145064496) of Century 21 Success Realty (80401846)	10.0	1,866,400	186,640
85	Gerald L Hause (30852) of Long Realty Company (16728)	4.0	1,857,000	464,250
86	Danae S. Jackson (26717) of Coldwell Banker Residential Brokerage (70202)	6.5	1,846,100	284,015
87	Dina M Hogg (17312) of eXp Realty (4952)	8.5	1,830,000	215,294
88	Eddie Watters (31442) of Realty Executives Tucson Elite (4983)	8.5	1,827,230	214,968
89	Tom Gansheimer (12814) of Lennar Sales Corp. (1281)	5.0	1,821,000	364,200
90	Roni Benge-Adamson (8355) of Keller Williams Southern Arizona (4783)	7.0	1,816,928	259,561
91	Judy S Ibrado (27978) of Long Realty Company (16717)	7.0	1,810,800	258,686
92	Anthony Boatner (16214) of Keller Williams Southern Arizona (478306)	7.0	1,798,750	256,964
93	Jill B Rich (1675) of Long Realty Company (298)	5.0	1,794,000	358,800
94	Nick K Manning (20102) of Tierra Antigua Realty, LLC (286607)	5.0	1,782,450	356,490
95	Christina E Tierney (29878) of Russ Lyon Sotheby's International Realty-472203	3.0	1,775,500	591,833
96	Judy L Smedes (8843) of Long Realty Company (16706)	3.0	1,768,460	589,487
97	Tana R Newton (18103) of Long Realty Company (16707)	7.5	1,764,500	235,267
98	Viridiana Rodriguez (37899) of Tierra Antigua Realty (286606)	4.0	1,760,000	440,000
99	Dottie May (25551) of Long Realty Company (16728)	4.0	1,758,950	439,738
100	Margaret E. Nicholson (27112) of Long Realty Company (16728)	4.0	1,758,950	439,738

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# TOP 150 STANDINGS

Teams And Individuals Closed Date From January 1—February 28, 2019

Rank	Name	Sides	Volume	Average
101	Hilary Backlund (20597) of Long Realty Company (16717)	4.0	1,752,750	438,188
102	Alicia Girard (31626) of Long Realty Company (16717)	6.0	1,717,000	286,167
103	Charlene Anderson (35) of RE/MAX Results (5106)	5.0	1,711,900	342,380
104	Maria R Anemone (5134) of Long Realty Company (16717)	3.5	1,705,000	487,143
105	Susan Denis (14572) of Habitation Realty (4119)	5.5	1,694,500	308,091
106	Kelly Garcia (18671) of Keller Williams Southern Arizona (4783)	5.0	1,672,700	334,540
107	Kevin W Wood (19152) of eXp Realty (4952)	5.5	1,671,000	303,818
108	Pete M Torrez (21748) of Long Realty Company (16706)	3.0	1,665,500	555,167
109	Steve Nissen (15430) of Long Realty Company (16706)	3.0	1,665,500	555,167
110	Antonio Reyes Moreno (33276) of Realty Executives Tucson Elite (498303)	7.0	1,659,995	237,142
111	Sue Brooks (25916) of Long Realty Company (16706)	3.0	1,658,500	552,833
112	Steven W Inouye (22297) of Long Realty Company (16706)	7.0	1,642,985	234,712
113	Kim Mazura (1420218) of RE/MAX Valley Properties (4621)	6.0	1,638,000	273,000
114	Renee Powers (12832) of Tierra Antigua Realty (2866)	3.0	1,635,000	545,000
115	Ashley Kimberlin (18406) of Realty Executives Tucson Elite (498306)	7.0	1,630,825	232,975
116	Amos Kardonchik-Koren (29385) of Realty Executives Tucson Elite (498312)and 1 prior office	5.0	1,623,179	324,636
117	Pam Treece (13186) of Long Realty Company (16717)	6.0	1,595,500	265,917
118	Bob Norris (14601) of Long Realty Company (16707)	6.5	1,586,900	244,138
119	Carlos L Albelais (30953) of Realty Executives Tucson Elite (498306)	5.5	1,577,500	286,818
120	Colleen M McDonald (2901) of Realty Executives Tucson Elite (4983)	4.0	1,564,000	391,000
121	Nancy Ho (35602) of Realty Executives Tucson Elite (498306)	7.5	1,563,950	208,527
122	Glenn Michael Nowacki (35737) of Realty Executives Tucson Elite (498306)and 2 prior offices	7.0	1,562,400	223,200
123	Pupak Lowther (31709) of Coldwell Banker Residential Brokerage (70202)	4.0	1,560,000	390,000
124	Susan Terry (6705) of Long Realty Company (16717)	3.0	1,556,000	518,667
125	Bob Prigmore (145000093) of Russ Lyon Sotheby's International Realty-472205	5.0	1,547,950	309,590
126	Remi Aguila (36183) of Long Realty Company (16706)	6.0	1,547,400	257,900
127	Peter W Ware (4677) of Long Realty Company (298)	3.0	1,536,500	512,167
128	Jennifer M Schrantz (31930) of OMNI Homes International (5791)	6.0	1,529,122	254,854
129	Joelle C Kahn (21408) of Tierra Antigua Realty, LLC (286607)	5.0	1,520,000	304,000
130	Kristin Gloria Penrod (33258) of Redfin Corporation (477801)	5.5	1,515,040	275,462
131	Marian R Soto (28907) of Mattamy Homes (5799)	3.0	1,514,971	504,990
132	Anthony D Schaefer (31073) of Long Realty Company (298)	6.5	1,510,500	232,385
133	Kate Weiss (35438) of Long Realty Company (16706)	5.0	1,507,400	301,480

Rank	Name	Sides	Volume	Average
134	Tom Ebenhack (26304) of Long Realty Company (16706)	5.0	1,505,344	301,069
135	Corissa Y Miller (22532) of Tucson's TLC Realty (3939)	6.0	1,500,000	250,000
136	Jerri Szach (6050) of Long Realty Company (16706)	6.5	1,500,000	230,769
137	Melinda L Akowski (26025) of Coldwell Banker Residential Brokerage (70202)	5.5	1,464,100	266,200
138	Soraya Platt (17286) of RE/MAX Select (51543)	3.0	1,454,000	484,667
139	Kate Herk (16552) of Long Realty Company (16706)	2.5	1,453,750	581,500
140	Samantha Kalil (37742) of OMNI Homes International (5791)	1.0	1,453,000	1,453,000
141	Jenna D Loving (18375) of Russ Lyon Sotheby's International Realty (472203)	4.0	1,449,900	362,475
142	Nancy Howery (36747) of Long Realty Company (16724)	4.0	1,428,000	357,000
143	Lynda Meyer (35956) of Long Realty Company (16728)	3.0	1,420,000	473,333
144	Becca Riccardi (29910) of Tierra Antigua Realty (286603)	7.0	1,415,100	202,157
145	Dean Groth (6874) of Long Realty Company (16707)	2.0	1,407,500	703,750
146	Bob Schmand (16100) of Long Realty Company (16706)	2.0	1,404,500	702,250
147	Russ Fortuno (35524) of Tierra Antigua Realty (286610)	9.0	1,403,400	155,933
148	Carolyn Ann Fox (1420840) of Coldwell Banker Residential Br (70204)	5.0	1,394,000	278,800
149	Alexandra Berger (12643) of OMNI Homes International (5791)	5.0	1,393,700	278,740
150	Nancy A Hofstede (1420494) of Tierra Antigua Realty (286610) and 1 prior office	6.0	1,389,000	231,500

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