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# A Tribute to Vicki Holmes

## ► publisher's note

Vicki Holmes, as many of you know, left us on October 16, 2019. She was a true pillar in the Tucson Real Estate community so it is only fitting that we honor her life and the impact she made.

Sonya Lucero & Connie Campos knew her extremely well and worked alongside her for years. Below are a few words spoken at her memorial service by Sonya. A touching tribute indeed!

When you think of the name Vicki Holmes, you probably think - confident, knowledgeable, respected, short sale guru, firecracker, lionhearted and so much more. Maybe even a few more colorful, adjectives. If you were on the other side of a transaction with Vicki you may have, once or twice, been beaten down, out-negotiated, left wondering if this is truly the career you wanted. But... afterward... Secretly, you were probably thinking to yourself "Wow. I need to be more like that." "I have to take note of this." "How did she just do that?" "Wait... what just happened?"

Connie Campos and I lived it every day for years. In between our cries of frustration to each other, red faces of irritation, and literal beads of sweat from working for Vicki- only recently did we realize how much of an honor it was. It's not easy to appreciate the cracking of the whip over...and over...and over while it's happening but Connie & I are better because of it. Vicki knew what we needed...she saw our potential and pushed us to be our best. And the moments we got a pat on the back, a 'that's my girl' or watching her eyes light up proud

of the mini-Vicki's she had groomed us to be....it made it all worth it...the sweetest feeling ever.

Vicki and I met over 10 years ago. I became her right hand and Vicki became my mentor. Connie joined us just a few years later and brought to the table the missing ingredient for our partnership. We all worked hard, played hard and the 3 of us probably saw each other, over the past several years, more than we saw our own husbands. Vicki taught us so much. Her drive was unparalleled. Day in and day out, Connie & I listened to her and watched her in action. Talking to clients, prospects, agents, insurance people, management, lenders.... Her charisma on that phone was second to none. She could have any person stuttering in no time; out of confusion, in awe. That's sort of how we feel now. We arranged this slide show over the last few days and had to stop and take in photos and memories, in awe of her. Of her radiance. In awe of the person she was, in awe of how fun she was. Jaw-dropping her entire existence.

We are so confused how we are all here today. Cause it seems like just two days ago, Connie was dancing with her at Rosie's circle 26 party just days before Christmas. Two days ago, we were in a limo heading to the Long Realty recognition party to celebrate our success together. Two days ago we were having breakfast at Millie's just talking about life and the passing of the torch in business. Two days ago, she told us of her illness. Two days ago, she left us. And here we are.



A Moment of Remembrance!  
Connie, Sonya & Vicki

In actuality, it's been more than two days for any one of those things. But time moves fast. This is probably something we will never truly understand until we are gone, I'm sure. Our time here is temporary. Contemplating the time and years we had with her even though they may seem long...they just don't feel like nearly enough. Surely you must feel the same. If this entire tragic event has taught us anything, it's to enjoy life, as she did with hers. She was probably the biggest concert goer I know. She loved to travel and explore. She met friends, literally everywhere she went. People would just spark up a conversation with her out of nowhere and she would get lost in it for sooo long.

She was proud. Proud of herself. Proud of her success and the business she had built. Because why wouldn't she be?! With so many designations under her belt, so many awards, so many clients lives she'd impacted, with a million phone calls of "hey, nice picture over the bridge! Can you list my house?"

Connie and I were lucky enough to see her just hours before she gave in. She knew her time was coming - she asked us to come as soon as possible. With light in her eyes, she proudly said she gave it all she had. And she did...this past year she fought hard as you would expect her to. We will always be grateful for the time and conversations we had with her these last few months.... the kind of conversa-

tions you have when you know time is not on your side and you gotta get it all out. We laughed, and we cried, and held her. I think one of the reasons we 3 clicked so well is because we are passionate about the same thing. Helping people. We were able to step in and help them transition into a new home. And like so many times moving

is reflective of a chapter closing and a new one beginning so it was for Vicki and her family.

That is exactly what we did for each other this year. We held each other's hands through our own transition...a passing of the torch and for Vicki the ultimate transition. It was a learning experience, heartbreaking, eye-opening, but even through the tragedy we still managed to create profoundly beau-

tiful moments, conversations and an even deeper love. We'll forever cherish these moments with her. She was our mentor, friend, a mother figure and we love her dearly. That last day in typical Vicki fashion she gave us the last items that she would put on our to-do list. And we're working on it.... Thank you.



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# STAGE TUCSON

JENNIFER KMET

▶ partner spotlight

By Nora McDevitt  
Photography by Casey James

## Setting the Stage for the Next Chapter in Life

As one of Tucson's go-to people for staging homes, Jennifer Gates Kmet, owner of **Stage Tucson**, loves the process of getting homes ready to sell. Staging homes strikes the right chord in her. She enjoys interior design and the immediacy of the results you get from staging a home. Jennifer's passion for design combined with her strong desire to help people move forward in their lives makes Stage Tucson a successful company.

Born in Kansas, Jennifer moved to Atlanta when she was young. She started working in marketing for a real estate firm. While there, Jennifer

discovered staging homes for buyers. She found her passion. Jennifer fell in love with the process of designing and transforming spaces in a day. When the recession hit and real estate crashed in Atlanta in 2007, she was a single parent to four children: Jordyn, Aubrey, Raleigh, and Jack. Jennifer decided to relocate to Arizona.

With her oldest child, Jordyn, just starting college, she moved with her three younger children to Phoenix in 2009. She went back to school and received her certificate in interior design from The American Institute of Interior Design. Shortly after that, Jennifer and her children moved down to Tucson to be closer to her now-husband, Chuck. In a new city and not yet connected, she got a job at a patio store in Tucson to make ends meet. While working at the

store, Jennifer met Nancy Mahlstedt who then owned Stage Tucson. The two women became fast friends, and Jennifer bought the business from Nancy in 2011. Nancy passed away from cancer in 2012.

Jennifer loves transforming spaces. She says, "Interior design can be a slow process. With staging, you get immediate results. In a day, you can completely transform a space." That process is very satisfying for her. In Tucson, many of the homes are older and not necessarily updated. She has developed her expertise around showing how a space can be comfort-





ably livable without fundamentally renovating everything immediately. She knows how to work with the existing elements of a home to bring out its strengths while camouflaging the potential weaknesses.

Jennifer owns her staging furniture and accessories. She continually updates her inventory to stay on-trend with styles. She's often asked to show how a home can be great without remodeling. Jennifer says, "Staging is about evoking emotion in people so they can connect with a space. The secret is in how you arrange the furniture. It's about creating a lifestyle so that the potential buyer can see themselves in the home." Her job is to transform a space that potential buyers can envision themselves happily living in. It's a process she really enjoys.



Outside of work, her family comes first and foremost. With her children grown and out of the house, she and her husband are content empty nesters. Now "Ya Ya" to adorable six-year-old and one-year-old granddaughters, she relishes her role as 'grandmother'. She gets to spoil them and love them without having to be the rule enforcer. Now quite settled and happily married to her husband, Chuck, they live a quiet life in Marana. She also enjoys her neighbors, community, and strong family ties. When Jennifer's not staging someone else's home, she's redecorating her own home. She loves the process of transforming spaces and seeing what a home can become through



“ Jennifer loves transforming spaces. She says, “Interior design can be a slow process. With staging, you get immediate results.”

changing the furniture, accessories, and elements within it. Her own home is the perfect place to experiment.

Her business has grown tremendously over the years. Working side-by-side with her son Jack, 20, who manages the warehouse, she continues to keep her eyes facing forward on growing her business. She attributes a lot of her success to mentors who taught her early on how to network and sell herself and her business. Through her early struggles, she developed a lot of grit,

strength, and wisdom that helped her build a successful company. She considers overcoming the challenges of being a single parent and becoming a successful business owner to be her major successes in life.

Moving is about transitioning from one stage of life to the next one. When a potential buyer looks at a home, they are trying to envision what life would be like in that space. Her job is to set the stage for the potential buyer: to understand who they are and what

they want, and then create a space they can see themselves happily living in. She loves the agents she works with and helping clients sell their homes so they can move on with their lives. Eight years and counting, **Stage Tucson** successfully helps people envision the future and find the perfect home to suit their needs.

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# 5 Ways to Create a

# PREDICTABLE REAL ESTATE BUSINESS

## Part 1

### coaches corner

By Jennifer Philips

#### 1. MINDSET

With the right mindset, anything can be accomplished. What does this truly mean? Are you curious or are you committed? If you're curious you will try. If you're committed, you WILL succeed. Failure is not an option when you're truly committed!

Most agents fail in real estate because they just dabble. They get into the business and think they have a real estate license so poof, they will have a successful real estate career. If only it were that easy.

As most of us already know, real estate is a numbers game. A new agent may get lucky their first year by announcing their new endeavor to their sphere. In order to sustain, they must stay in front of their sphere and continue to remind them. They also have to reach out to other avenues and generate new leads and referrals to continue to grow and build their business.

#### 3 IMPORTANT QUESTIONS TO ASK YOURSELF EACH DAY

How many people know I'm a real estate agent and will remember me when it's time to buy, sell, or invest in real estate?

What will I do today to meet my next client? If someone asked one of my past clients or leads who their agent is, have I followed up enough to ensure they will say my name?

Answer these questions each day during the goal planning process. This will give you a roadmap of what to work on next. Using the answers as a guide, dig deeper and ask yourself, "Where are my opportunities for growth, and how will I be sure I am performing at the highest level to create a consistent business I can count on?"

#### 2. EDUCATION

Consistent and constant education is vital to having and sustaining a successful real estate career. You can do this in your pajamas, your car, or with other people. You must learn every way there is to generate business, nurture business and facilitate your business. There are thousands of videos, books,

articles, and classes on how to be a successful real estate agent. Hunt for the best ones.

It's also crucial to take the time to read your real estate contracts and supporting documents several times to be sure you truly know what they mean. These documents are the instrument of your business. It's like a guitar player knowing how to play the guitar. He only gets paid if he knows how to use his instrument.

Decide how you're going to generate new business. If you're going to do open houses, don't just have an open house, have the best open house. If you're going to make calls, don't just make calls, make calls that turn leads into clients. Master each way to generate business. Accuracy before speed. Before you know it, you will be doing open houses and making calls



at such a high level you will hit your goals quickly.

Be an expert in your industry. Find books and videos about the art of lead conversion and negotiation. Give yourself every opportunity to be the best at what you do. Pick a topic for the week. Make time in your calendar each day to educate yourself on this topic. You can literally learn anything you want via the internet. Don't sit back and wait for business to come to you, go get it and make the most of it every single workday.

#### Next month look for the last 3 Predictable Steps!

Jennifer Philips  
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# What is the BEST GIFT you have EVER Received or GIVEN?



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The best gift that I ever **received**:

My dad told the 14-year-old me, that he would always love and stand by me, no matter what.



**ALEXIS CHAVEZ**  
REALTY EXECUTIVES

The best gift I have ever **given**

was a surprise photo album to my mom for Mother's Day. I was able to coordinate a secret photoshoot in Nogales, my hometown, with all of my 4 siblings, their significant others, kids, and dog, to take photos for an album that we gave to Mom on Mother's Day. With two of us in Tucson, 1 in Phoenix, my brother and his family in San Diego, and another sister in Nogales, we were able to make it work. Mom was brought to tears when she received it, she loved it!



**DANAE JACKSON**  
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Best Gift **Given**: custom made wood sign given to a military

client with a map outline marking all the places they have lived and the saying “Home is where we are together”

Best gift **Received**: a generous gift card to a clothing store and a spa!



**PATRICIA KAYE BROWN (PATTI)**  
COLDWELL BANKER

RESIDENTIAL BROKERAGE

I **received** a drop-dead gorgeous Michael Kors tote from a fantastic client.



**CASEY COMPERNOLLE**  
TIERRA ANTIGUA REALTY

Best gift **Given**: Blood.

Best gift **Received**:

News that a donor had been found for my niece's liver transplant.

Best gifts are not so much tangible as intangible. It's something you deem “priceless”. Look at what you've given with anonymity! Look what has served the greatest good. Look at what ends suffering. Look at what you've done unexpectedly. Those are the best gifts. Given and received.



**CINDIE WOLFE**  
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The best gift I have **received** was when my

adult children now 30, 27 & 25 a few holidays ago reenacted childhood photos of them. They gave me framed photos of the original pictures with the reenactment picture. They were down to the poses and clothes (as close as they could so many

years apart.) The effort they put into the surprise was what warmed my heart and they were so funny.



**MARSEE WILHEMS**  
EXP REALTY

The best gift I have ever **received** was

the birth and survival of our 2 1/2 month early daughter.

The best gift I have ever **given** is because it's for multiple people and not just one... And that was joining EXP for our real estate team to have the opportunity to create a retirement for themselves and not have to start over every month at zero.



**REBECCA GUTHRIE**  
LONG REALTY COMPANY

In 2017 things were really tight because of

medical bills and we agreed that we wouldn't do Christmas presents for each other. David asked me though if I could have any present in the world what would I want. I told him that I'd always wanted diamond stud earrings, that I'd never been able to justify them to myself, but it was a thing I'd always wanted. On Christmas morning as we were watching the kids open

presents, David handed me a small box. In the box was a pair of diamond stud earrings. He'd saved his spending money for nights out with the guys for six months so he could buy me a pair of earrings. I wear them all the time and every time I do, it reminds me how much he loves me.



**TOBY PARKS**  
LONG REALTY COMPANY

Fav gift - a big Clydesdale horse for Christmas when I was 10. My dad asked me to go out and

get the newspaper - I did NOT want to stop playing with my gifts. When I went outside there was a beautiful white horse with a big red bow around his neck. We named him Frosty!



**LOUIS PARRISH**  
UNITED REAL ESTATE SOUTHERN ARIZONA

Last year, my adult son sent me a very fun and unusual gift from The Mysterious Package Com-

pany. It was a series of letters, clues and small packages delivered through the mail. It presented a mysterious puzzle of sorts. It was really fun and I had no idea who sent it until the very end!

<https://mysteriouspackage.com>



**DARLENE DAMIANI**  
TIERRA ANTIGUA REALTY

The best gift I've ever **received** was from a seller ~ a trip to Las Vegas to see Celine Dion!

My seller kiddingly (I thought) mentioned that if I sold her \$750,000+ home on or before her birthday that she'd take me to Vegas! Her birthday was the following week. We received an offer on her birthday & it was accepted that evening!

I had forgotten all about the suggestion, when at our celebratory lunch she said, “pick a date”. And I'm like, “for what?” She said, “I promised you a trip to Las Vegas If you sold my home on or before my birthday & you did it! Job well done!”.

So a few weeks later I was treated to an amazing trip with her to Caesars Palace and dinner at Giada's. Celine was on the agenda but she canceled her show due to her husband being sick. It was still super fun & greatly appreciated!

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# Johana Castillo

If You Dream It,  
You Can Achieve It!

*Johana is a multi-million dollar producing real estate agent with Omni Homes International in Tucson. She's always had big aspirations. They've been the foundations for her achievements.*

As Johana says, "If you dream it, you can achieve it. I've always had big dreams since I was a little girl."

#### **Working for Her Future**

Johana was born in Mexico and moved with her parents to Arizona in 1999. Throughout school, her dreams fueled her results — including earning straight As.

After graduating from high school, Johana had a full scholarship and went to beauty school, and worked at Dillard's makeup counter for Estée Lauder, where she worked for seven years. Her passion for people has always been evident.

"My best friend, Adriana, managed the Chanel department. We used to talk about when we were going to move beyond retail," Johana remembers. "I had children by then, and I realized I didn't want to be at the store all the time, and I wanted to have more time to enjoy my family."

Adriana had advice for her friend.

"She kept telling me, 'You need to get your license. Imagine what you can do in real estate,'" Johana recalls.

So when her son was born, Johana earned her real estate license and started work with Keller Williams.



While she enjoyed her time at the brokerage, she soon realized she wanted a different type of experience, so she moved to Omni, where she began working in a builders program in new construction, which is her specialty.

#### **Signs of Success**

Since beginning her real estate journey in July 2017, Johana has continued dreaming and achieving big. In fact, she has already helped more than 70 families. And she's on track to complete over \$10 million in volume in 2019.





Johana & husband Ivan with their beautiful children



Zulay & Ivan - Such JOY!

it feels so good to know that I have helped to make a difference in people's lives."

And once the deals are done, the relationships Johana enjoys with her clients are just beginning.

"I want them to know that they can always call me with any questions they have," Johana explains.

Johana's life is centered around her family, including her husband, Ivan Enriquez, and their two children, 9-year-old daughter, Zulay, and their 2-year-old son, Ivan. She also remembers the example of her parents, and her grandmother, who adopted her at an early age.

"I've known my husband since I was little. He helps me so much," she smiles. "If it weren't for him, I wouldn't be able to do any of this. We make a very good team."

Johana also has a drive for giving back to the community. She partners with the Sunnyside School District in Tucson. Last year, she was part of an effort to provide more than 700 backpacks and school supplies to students. Her family also adopts a family for the holidays.

Her spirit of giving is the same type of dedication she offers clients.

"For me, the work I do is about my commitment to them ... to work hard, be committed to them and always put their needs in front of mine to help them accomplish their dreams," she says.

“

**I had thought about quitting about six months in. But Bob said, 'You have something I can't teach. You have that drive and motivation you need to be successful.' He said, 'Just hold on and be patient' ... and he was right.**

knowing that I was able to make a difference in someone's lives."

When the deal is done, and another family has realized its dreams, Johana enjoys the drive home—even more than normal.

"I call it my victory drive," she says with a smile. "It's just so motivating to be able to get home to my family,

•••

As Johana says, "I didn't think it would take off this fast, but it has been amazing. I'm enjoying every step of it. I have a coach, Bob Colburn, who has taught me a lot of things around putting systems and procedures in place to make my business work."

Like most new real estate agents, the transition for Johana came with challenges.

"It was very scary for me to transition from having a salary to not knowing when I was going to get paid. When I started, I had every reason to quit. I didn't make any money for the first three months ... I was out there doing things, even though I wasn't getting anything back. It's hard to stay motivated in the beginning."

Johana credits Bob for sustaining her start in the business.

As Johana remembers, "I had thought about quitting about six months in. It was very structured, and I wanted to do things my way. But Bob said, 'You have something I can't teach. You have that drive and motivation you need to be successful.' He said, 'Just hold on and be patient' ... and he was right."

**Celebrating Service**

Johana's passion for her work comes through loud and clear.

"I love being able to make a difference in people's lives," she says. "I remember the first time I ever showed a property to a client. The kids in the family were so excited to have their own bedrooms for the first time. Sometimes after moments like that, I get in my car, and I cry because

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# Diane Raynor Aune

“Tucson’s Designer REALTOR®”

Meet Diane Raynor Aune, an adventurous and creative explorer. Diane has been an avid traveler since she was young, and that is how this New Yorker found herself in Tucson. One year when Diane was 12, her family’s ski trip to Colorado was derailed due to weather conditions, so a friend suggested a trip to a dude ranch in Arizona. They found themselves at the White Stallion Guest Ranch. “We fell in love with Tucson,” Diane explains. “We were the New York family doing the dude ranch thing, you know with the shiny boots and all.” Eventually, her father, Bob Raynor, developed Redington Ranch Estates, where they built their first Tucson family home. “My rescued horse, Barney, lived here. I loved riding him in the open desert and up into the Catalina Mountains. My love of riding started in summer camp and I later became a wrangler at a guest ranch in Colorado. Here, I could have a horse and be outside and not be so crowded.” It wasn’t only the weather and the wide-open spaces that she enjoyed, but also the open warm people. She laughs as she remembers the story about moving her grandmother from New York to the area, “One day she asked me, ‘Do I look funny?’ I responded ‘No, why?’ She [confusedly] replied, ‘Everybody

is looking at me and smiling’. I had to explain to her that people here are just friendly.”

Even after making Tucson her home, Diane would continue to travel the world. She and her mother have traveled to places like Peru, Norway, China, and several other countries. Nowadays, she’s traveling with her husband Carl and teenage twin girls Audrey and Sydney.

“Some people can’t see past other people’s furnishings,” she says. “I can give them the vision to change something or make something out of nothing.”

“We are very much a family unit. My girls like exploring and learning as much as we do, so we don’t have to make trips kid-friendly. We all want to explore, do and see new things, eat new food, and meet people, so we’ve

traveled overseas and all over the U.S. Traveling is one of the best educations we can give our girls.” Diane and Carl met in their 30’s despite several years of being in the same social circles. “It wasn’t our time [to meet]. We both had growing up to do,” she explains, demonstrating her proclivity for seeing the silver lining in everything (a trait that some family members find irritating). When they finally did meet, they hit it off right away. Carl even jumped on board with Diane’s dream of having twin girls. “Since I was in high school, I always said I wanted twin girls.” Her daughters are now 13-year-old, 8th-grade students at Basis and she couldn’t be prouder of who they are.

“No one can ever say we are bored in my family,” Diane explains. “We all enjoy having fun, checking out new experiences and eating lots of delicious food (we are foodies). That’s why my husband and I work so hard so we can do these things with our kids before they are off in the world.” Her favorite trip so far was the time the family rode in an RV all over Alaska. “It was magical for all of us. We would just park somewhere and go fishing. It was just the four of us for two weeks and we loved it.” Always

▶ colleague corner

By Jessica Dennes  
Photography by Jacquelynn Buck





...

up for an adventure, they do not shy away from the unknown. Each year, they make a trip to Colorado to visit Diane's mother and each year they take a different route just to see what else is out there. "We are going to see every nook and cranny of this world and in between."

Diane has always been a hard worker. When she first got her real estate license, she manned new home sites 5 days a week and worked the evening shift as a concierge 5 nights a week. She saved enough money to buy her first home at the age of 25. "This was the first resale contract I had ever written. I guess I was the guinea pig."

She credits her vacations and her ability to create for helping her stay content in her career. In over 30 years in real estate, she has never felt burned out. "I think it's healthy to take time for yourself and your family and get that balance. I schedule everything, my girls, time with my husband, adventures, me time, I put it in a schedule." This way I can schedule my clients around my schedule. This seems to work out great 90% of the time." If for some reason she is unable to accommodate her clients, she has an amazing assistant, Sherry Salah, whom she has worked with for over 15 years, that is available as well. "It is great to have back up support," says Diane of Sherry, "It takes some of the demands off my shoulders."

Diane got her start in real estate at the age of 22 when her father entrusted her with a large project. He had purchased a partially constructed home and told her to collect bids for its completion, giving her full responsibility for the job. "It was scary at first. I didn't want to fail because I wanted to do the best job for him." She didn't let him down. She collected bids and got the house completely built. Her dad continued to give Diane big projects, trusting



Audrey, Carl, Diane & Sydney

that she would get the job done. "He's always given me the confidence to just go do something without questioning my abilities." They have been working together ever since. Her dad developed new home subdivisions and it was Diane's responsibility to man the sales team, colorize with the clients, assist in home design, select the home's finishes, design the community look, stage the homes and marketing. "All these pieces I find great enjoyment in. Creating makes my career so much fun. Starting from scratch to seeing a beautiful end-product is so fulfilling and exciting. [I am] Tucson's Designer Realtor."

Growing up, Diane says, "I wasn't the book-reading person. I was a creative doer. I loved to draw and design, talents I got from my mother." Diane's passion for design is evident in her work. She can see beyond what is in front of her to visualize the possibilities in each home or to imagine where the best views of the house will be on an empty piece of land. "Some people can't see past

other people's furnishings," she says. "I can give them the vision to change something or make something out of nothing." And if Diane has an opinion about something, you can be sure that she will share it. She laughingly reflects, "I'm very opinionated. I just like to make sure I point things out to people before they decide because this is their largest investment. That's why I don't push clients. I don't want them to be unhappy in the future."

The combination of her years of expertise, her eye for design, and her experience around the globe helped her create what she calls the Rustic Contemporary aesthetic, a design concept that blends the modern elements with old-world style and can now be seen in several of her projects. Looking at her career and personal life makes one thing certain; Tucson's Designer Realtor is living a purposeful life!



Carl & Diane

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# BRYAN DURKIN, ANNE FERRO & SUSAN NEITZEL



▶ featuring

Kylea Bitoka

Photography by Casey James

## A Handshake & A Martini!

Anywhere but here. It's the inevitable thought that comes as Tucson summer temperatures climb in the triple digits. Bryan Durkin turns the key in the ignition, ready to make his escape North. "I said to myself; I've got to get out of here. I packed my suitcases for every occasion, hot weather and cold weather. I happened to grab my passport as I walked out the door." With no destination or itinerary, Bryan starts driving. Tucson fades into the background, and the road opens wide. Bryan settles into the drive. As the highway stretches into the horizon, he thinks back to the early days where his passion for driving and real estate started.

"I like to joke: I traded horses for Porsches," says Bryan with a laugh growing serious as he continues, "I don't ever want to go back to a ranch lifestyle, but I am grateful that I grew up in it. It taught me my strong work ethic." Bryan grew up on a working cattle ranch in Tubac, Arizona. While manual labor was a part of everyday life, ranch life also had unique benefits. "I've driven and had a love of cars ever since I was a little kid, like seven years old. I remember going out to feed the cattle with my mom, and she would let me drive. When I was 12, my parents bought me a truck. I would drive down to the local gas station to fill up; the clerk would put it on my dad's account. It enabled me to go to neighboring ranches and work for a few hours in the afternoons." Bryan's parents also introduced him to

real estate at an early age. "I am the third generation in the real estate business. My grandfather was a developer and owned his own real estate company in Northern Arizona and my parents are investors and agents with Sotheby's in Tubac."

After high school graduation, Bryan knew exactly what he wanted to do since real estate was in his blood. He enrolled at the University of Arizona and started working at the largest producing real estate office in Tucson. "Here, I was a 19-year-old kid running with the big dogs; it taught me skills I still use to this day." Bryan balanced a full school schedule while learning the ins and outs of real estate from the most competitive agents in the market. He may have missed out on the parties in college, but when he graduated with his business degree, he had four years of real estate experience under his belt. Now, a seasoned agent, Bryan reaps the rewards of his diligence and a well-matched partnership. Right after college graduation, Bryan partnered with top selling agent Anne Ferro. "Anne and I had offices next door to each other." At a networking event at Risky Business, Anne shared with Bryan that she was looking for a partner and asked if he knew anyone that would be interested. "I got home that night and realized why am I trying to think of someone else? I would love to have this opportunity! I called her that night." Over lunch, Anne and Bryan worked out their partnership and sealed



...

the deal with a handshake and a martini. “We’ve never had a formal written agreement; we’ve never needed it. As a matter of fact, Anne is my longest relationship” Bryan casually jokes. “Our work styles complement each other. In fact, we still share one email address, and it’s the original AOL email that we’ve had since day one!” Bryan jokes, “I’m the youngest old school agent!” Bryan still has paper files and chuckles as he reminisces about how things were done back in the day. “When I got into the business in the late ’90s, the internet was just starting. Everything was on paper or carbon copy. You faxed your offers or delivered them in person. I remember when we had to drop off film at Walgreens to get our listing photos developed. Once we picked up the prints, we took a glue stick and glued them onto our brochure! We still have one of those brochures in the archives; it’s fun to look back and see how our business has evolved.”



“

Here, I was a 19-year-old kid running with the big dogs; it taught me skills I still use to this day.” Bryan balanced a full school schedule while learning the ins and outs of real estate from the most competitive agents in the market.

Two years ago, Bryan and Anne made the decision to move to Russ Lyon Sotheby’s International Realty after a successful 18 year run at Long Realty. They carved out a specialized niche for themselves in Tucson real estate, working with clients buying or selling unique or high-end properties. Bryan shares some of the highlights,

“This year, we had the privilege of listing The Donald & Joan Diamond Estate in The Canyons; he was one of the largest land developers and philanthropists in the area. It’s listed at \$4.5 million.” Bryan has also had the opportunity to represent three different billionaires in their real estate transactions. One of Bryan’s favorite stories is a sale that took an unexpected turn. “I had received a referral; it was a couple moving from the Midwest. They were looking for a property in the foothills \$300,000 - \$500,000 range. They came into town, and I showed them everything in that price range. They did not like a single property; I was worried they wouldn’t come back.” The couple did return for a second visit and increased their price point to \$1 million. However, they still didn’t have any luck. On the third trip, the couple threw out the price point. “I didn’t have to think twice; I knew the perfect property for them.”



Bryan drove them straight to Lute Olsen’s house, which was listed for \$2.7 million. “It’s a dramatic house with extraordinary views. When the wife walked in, she said I don’t need to see anymore.” Bryan laughs, “That’s

the biggest up-sale I’ve ever had!” While Bryan enjoys dealing with luxury properties, the price point does not dictate his business or his level of service. “I sell everything from condos to multi-million-dollar properties.” Bryan’s work ethic continues to shine through. “I just listed a house in the foothills for a sweet couple in their 70s. I helped them move their furniture, and I brought furniture over from my

house to help stage their home.”

This year brought a new and an exciting evolution to the Ferro Durkin duo. “I always said I didn’t want a team or an assistant.” When he met Susan Neitzel, a newer agent recently relocated from Alaska; he changed his mind. “Susan’s desk was near my office. I could overhear her as she talked to clients. Her style was so

similar to mine. I knew she would be an excellent addition to our team, plus I could use the help!” The partnership started similar to how Anne’s and Bryan’s began 15 years ago over lunch and martinis.

With their business poised to reach new heights, and Susan holding down the fort, Bryan felt confident to jump in his car and escape the heat which he does each summer. He drove up through Colorado, Wyoming, and Montana into B.C. Canada (good thing he remembered his passport!), over to the west coast and down Highway 101 along the pacific coast to La Jolla. Bryan checked off a bucket list experience and played the number one public golf course in the US, Bandon Dunes, in Oregon. He also put three properties into escrow and secured two new listings.

Eventually, Bryan makes his way back to Tucson. Thirty-two days and 5,826 miles later, the majestic mountains of Tucson come back into view. “I saw some of the most breathtaking sites in the western US and Canada, but when I returned home and saw my beautiful Catalina mountains, I was reminded of why I love Tucson, and I was ready to get back in the saddle and back to work.”

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– Don Vallee, Founder of the Vallee Gold Team, Long Realty Company



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# TOP 150 STANDINGS

Teams And Individuals Closed Date From January 1 - October 31, 2019

Rank	Name	Sides	Volume	Average
1	Marsee Wilhems (16298) of eXp Realty (495201)	279.0	70,236,254	251,743
2	Kyle Mokhtarian (17381) of Realty Executives Tucson Elite (498305)	324.5	63,271,284	194,981
3	Michael D Rhodes (19668) of Realty Executives Tucson Elite (498307)	255.5	48,560,087	190,059
4	Danny A Roth (6204) of Keller Williams Southern Arizona (478306)	150.0	44,320,288	295,469
5	Laura Sayers (13644) of Long Realty Company (16717)	104.0	39,638,406	381,139
6	Kaukaha S Watanabe (22275) of eXp Realty (495203)	179.0	36,980,486	206,595
7	Jennifer Philips (16201) of Realty Executives Tucson Elite (4983)	133.0	36,686,556	275,839
8	Lisa M Bayless (22524) of Long Realty Company (16717)	92.5	36,463,114	394,196
9	Peter Deluca (9105) of Long Realty Company (298)	90.0	35,679,598	396,440
10	Tom Gansheimer (12814) of Lennar Sales Corp (128102) and 1 prior office	91.0	33,438,965	367,461
11	Don Hatcher (31480) of MTH Realty LLC (5383)	107.0	32,744,156	306,020
12	Jeremy Ryan Smith (53015) of PCD Realty LLC (4826)	96.0	32,645,026	340,052
13	Don Vallee (13267) of Long Realty Company (298)	92.5	31,029,883	335,458
14	Sandra M Northcutt (18950) of Long Realty Company (16727)	74.0	28,619,400	386,749
15	Laurie Lundeen (1420134) of Coldwell Banker Res Brokerage (70204)	128.5	28,222,700	219,632
16	Aaron Wilson (17450) of Keller Williams Southern Arizo (4783)	121.0	28,187,675	232,956
17	Denice Osbourne (10387) of Long Realty Company (16707)	67.0	27,127,818	404,893
18	RW Christian (52833) of LGI Realty Arizona (51463)	117.5	24,673,862	209,990
19	Traci D. Jones (17762) of Keller Williams Southern Arizona (478302)	101.5	24,511,645	241,494
20	Brenda O'Brien (11918) of Long Realty Company (16717)	47.0	23,802,198	506,430
21	Alfred R LaPeter (32582) of Long Realty Company (16717)	49.5	23,504,539	474,839
22	Janell E Jellison (4774) of Long Realty Company (16706)	47.0	23,269,505	495,096
23	Wanda Fudge (28579) of Long Realty Company (16728)	59.0	22,719,342	385,074
24	Angela Marie Kuzma (28301) of Keller Williams Southern Arizona (478310)	92.0	22,475,504	244,299
25	Russell P Long (1193) of Long Realty Company (298)	34.5	21,988,900	637,359
26	Anjela K Salyer (30415) of Mattamy Homes (5799)	49.5	21,126,058	426,789
27	Leslie Heros (17827) of Long Realty Company (16706)	54.5	20,677,372	379,401
28	Candy Bowen (37722) of Tierra Antigua Realty (286610)	92.5	20,635,255	223,084
29	Eddie D Watters (31442) of Realty Executives Tucson Elite (4983)	78.0	19,679,351	252,299
30	Jim Storey (27624) of Tierra Antigua Realty (286607)	42.5	19,518,075	459,249
31	Nestor M Davila (17982) of Tierra Antigua Realty (286606)	92.5	19,419,967	209,946
32	Laurie Hassey (11711) of Long Realty Company (16731)	53.5	19,385,312	362,342
33	John E Billings (17459) of Long Realty Company (16717)	63.0	19,269,323	305,862

Rank	Name	Sides	Volume	Average
34	Susanne Grogan (17201) of Russ Lyon Sotheby's Int Realty (472203)	22.5	18,513,576	822,826
35	Joshua Waggoner (14045) of Long Realty Company (16706)	17.5	18,442,500	1,053,857
36	Ronnie G Spece (19664) of At Home Tucson Realty (4637)	62.0	17,879,400	288,377
37	Patricia Brown (14873) of Coldwell Banker Residential Br (70202)	46.5	17,552,535	377,474
38	Tom Ebenhack (26304) of Long Realty Company (16706)	62.0	17,535,434	282,830
39	Spirit Messingham (22794) of Tierra Antigua Realty (2866)	64.0	17,028,273	266,067
40	Sofia Gil (1420209) of Realty Executives Tucson Elite (4983)	77.0	16,919,236	219,730
41	Gerald L Hause (30852) of Long Realty Company (16728)	35.0	16,909,162	483,119
42	Corissa Y Miller (22532) of Tucson's TLC Realty (3939)	60.5	16,876,130	278,944
43	Peter R Oosterhuis (32811) of Dove Mountain Realty, LLC (5156)	11.0	16,637,433	1,512,494
44	Patricia Sable (27022) of Long Realty Company (16706)	28.5	16,594,400	582,260
45	Carmen Pottinger (145000027) of Carm's Realty LLC (145064241)	81.5	16,492,318	202,360
46	Glenn Michael Nowacki (35737) of Realty Executives Tucson Elite (498306)and 2 prior offices	64.0	16,342,250	255,348
47	Nicole Jessica Churchill (28164) of eXp Realty (4952)	63.5	16,161,900	254,518
48	Jacqueline Moore (54996) of Opendoor Brokerage, LLC (5169901)	80.0	16,077,160	200,964
49	Karin S. Radzewicz (20569) of Coldwell Banker Residential Br (70202)	36.5	16,010,400	438,641
50	Jose Campillo (32992) of Tierra Antigua Realty (2866)	86.5	15,884,404	183,635

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# TOP 150 STANDINGS

Teams And Individuals Closed Date From January 1 - October 31, 2019

Rank	Name	Sides	Volume	Average
51	Jameson Gray (14214) of Long Realty Company (16706)	23.5	15,834,707	673,817
52	McKenna St. Onge (31758) of Long Realty Company (16706)	23.5	15,834,707	673,817
53	Sue Brooks (25916) of Long Realty Company (16706)	40.0	15,779,250	394,481
54	Michael Shiner (26232) of CXT Realty (5755)	62.5	15,552,124	248,834
55	Anthony Boatner (16214) of Keller Williams Southern Arizona (478306)	70.5	15,333,463	217,496
56	Ann K Gavlick (27887) of Tierra Antigua Realty (286601)	53.0	15,145,465	285,763
57	Tim Rehrmann (25385) of eXp Realty (4952)	56.0	14,975,657	267,422
58	Lisa Marie Naughton (39052) of DRH Properties Inc. (2520)	57.0	14,858,805	260,681
59	Kathy Westerburg (1420955) of Tierra Antigua Realty (286610)	45.5	14,826,619	325,860
60	Shawn M Polston (20189) of Keller Williams Southern Arizona (478306)	93.0	14,824,950	159,408
61	Michelle Bakarich (20785) of Homesmart Advantage Group (516901)	54.5	14,785,710	271,297
62	Susan Denis (14572) of Tierra Antigua Realty (2866) and 1 prior office	40.0	14,620,980	365,524
63	Marta Harvey (11916) of Russ Lyon Sotheby's Int Realty (472203)	33.5	14,565,215	434,783
64	Tony Ray Baker (5103) of Tierra Antigua Realty (286606)	42.0	14,550,730	346,446
65	Robin Sue Kaiserman (4368) of Long Realty Company (16706)	21.5	14,534,500	676,023
66	Vicki L Holmes (19184) of Long Realty Company (16719)	46.5	14,295,645	307,433
67	Marian R Soto (28907) of Mattamy Homes (5799)	32.5	14,092,121	433,604
68	Carolyn A. Fox (1420840) of Coldwell Banker Res Brokerage (70204)	66.0	13,935,872	211,150
69	Martin Durkin (145036508) of Russ Lyon Sotheby's Int Realty (472203)	14.0	13,807,500	986,250
70	Anthony D Schaefer (31073) of Long Realty Company (298)	54.0	13,737,430	254,397
71	Matthew F James (20088) of Long Realty Company (16706)	30.5	13,542,625	444,020
72	Jerri Szach (6050) of Long Realty Company (16706)	39.0	13,329,750	341,788
73	Jeffrey M Ell (19955) of Keller Williams Southern Arizona (478312)	46.0	13,257,200	288,200
74	Kelly Garcia (18671) of Keller Williams Southern Arizo (4783)	42.5	13,093,286	308,077
75	Christina E Tierney (29878) of Russ Lyon Sotheby's Int Realty (472203)	21.5	12,983,400	603,879
76	Rob Lamb (1572) of Long Realty Company (16725)	30.0	12,961,900	432,063
77	Lauren M Moore (35196) of Keller Williams Southern Arizona (478302)	33.0	12,955,760	392,599
78	Jason C. Mitchell (36629) of My Home Group Real Estate (427501)	53.0	12,846,211	242,381
79	Tyler Lopez (29866) of Long Realty Company (16707)	58.0	12,817,793	220,996
80	Tom Peckham (7785) of Long Realty Company (16706)	31.0	12,643,450	407,853
81	Curt Stinson (4808) of Engel & Volkers Tucson (51620) and 1 prior office	48.0	12,604,400	262,592
82	Dorothy Jean Moore (35146) of Keller Williams Southern Arizona (478302)	31.5	12,600,310	400,010
83	Kristi Penrod (33258) of Redfin Corporation (477801)	39.0	12,482,090	320,054

Rank	Name	Sides	Volume	Average
84	Jim Jacobs (7140) of Long Realty Company (16706)	31.5	12,452,715	395,324
85	Alicia Girard (31626) of Long Realty Company (16717)	44.0	12,438,365	282,690
86	Louis Parrish (6411) of United Real Estate Southern Arizona (5947)	24.0	12,008,468	500,353
87	Jason K Foster (9230) of Keller Williams Southern Arizona (478302)	27.0	11,918,020	441,408
88	Jerimiah Taylor (17606) of Keller Williams Southern Arizona (478306)	56.5	11,769,733	208,314
89	Gary B Roberts (6358) of Long Realty Company (16733) and 1 prior office	44.0	11,685,952	265,590
90	Lynn Slaten (14783) of Long Realty Company (16728)	28.5	11,512,750	403,956
91	Tori Marshall (35657) of Coldwell Banker Residential (70207)	37.5	11,410,100	304,269
92	Gary P Brasher (80408123) of Russ Lyon Sotheby's International Realty-472205	28.5	11,406,523	400,229
93	Barbara C Bardach (17751) of Long Realty Company (16717)	13.0	11,275,000	867,308
94	Heather Shallenberger (10179) of Long Realty Company (16717)	39.0	11,181,159	286,696
95	Bob Norris (14601) of Long Realty Company (16733) and 1 prior office	42.0	11,080,552	263,823
96	Heather L Arnaud (32186) of Realty Executives Tucson Elite (498306)	45.5	11,043,100	242,705
97	Karen A Baughman (20321) of Coldwell Banker Residential Br (70202)	45.0	10,837,520	240,834
98	James L Arnold (142000775) of Tierra Antigua Realty (286614)	21.0	10,756,757	512,227
99	Camille Rivas-Rutherford (11782) of Coldwell Banker Residential Br (70202)	27.0	10,756,060	398,373
100	Sonya M. Lucero (27425) of Long Realty Company (16719)	35.5	10,737,345	302,460

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# TOP 150 STANDINGS

Teams And Individuals Closed Date From January 1 - October 31, 2019

Rank	Name	Sides	Volume	Average
101	Derek R. Dickson (53878) of OfferPad (51230)	52.0	10,664,100	205,079
102	Jenna D Loving (18375) of Russ Lyon Sotheby's Int Realty (472203)	29.0	10,487,600	361,641
103	Melinda L Akowski (26025) of Coldwell Banker Residential Br (70202)	37.5	10,475,303	279,341
104	Trina M Alberta Oesterle (1420383) of Coldwell Banker Res Brokerage-70204	38.5	10,388,400	269,829
105	Daniel S Yang (28982) of Coldwell Banker Residential Br (702)	42.0	10,263,288	244,364
106	Michael Braxton (53095) of Long Realty Company (16717)	32.0	10,210,912	319,091
107	Bryan Durkin (12762) of Russ Lyon Sotheby's Int Realty (472203)	15.0	10,197,769	679,851
108	Jennifer C Anderson (16896) of Long Realty Company (16724)	41.0	10,140,923	247,340
109	Lori C Mares (19448) of Long Realty Company (16719)	40.0	10,071,543	251,789
110	Aaron Dominguez (37936) of Homesmart Advantage Group (5169)	60.5	10,043,200	166,003
111	Ricardo J Coppel (11178) of Long Realty Company (298)	31.5	10,025,700	318,276
112	Timothy R Hagyard (32545) of Long Realty Company (16707)	36.5	9,971,704	273,197
113	Catherine S Donovan (28185) of Berkshire Hathaway Home Services-356307	31.0	9,949,288	320,945
114	Michael D Oliver (14532) of Oliver Realty, LLC (51610)	34.0	9,945,889	292,526
115	Kate Weiss (35438) of Long Realty Company (16706)	28.0	9,908,342	353,869
116	Dottie May (25551) of Long Realty Company (16728)	23.5	9,880,200	420,434
117	Ashley Kimberlin (18406) of Realty Executives Tucson Elite (498306)	29.5	9,751,175	330,548
118	Joelle C Kahn (21408) of Tierra Antigua Realty (286607)	30.0	9,697,300	323,243
119	Antonio Reyes Moreno (33276) of Realty Executives Tucson Elite (498303)	39.0	9,692,333	248,521
120	Danae S. Jackson (26717) of Coldwell Banker Residential Br (70202)	33.5	9,679,067	288,927
121	Margaret E. Nicholson (27112) of Long Realty Company (16728)	22.5	9,604,200	426,853
122	Daniel F Sieverding (22220) of Long Realty Company (16728)	25.0	9,595,760	383,830
123	Maria E Juvera (20669) of Tierra Antigua Realty (SV) (286603)	57.5	9,593,982	166,852
124	Leah Mandal (35134) of Keller Williams Southern Arizona (478306)	44.5	9,548,050	214,563
125	Robert J Helmig (20563) of Tierra Antigua Realty (2866)	34.5	9,533,102	276,322
126	Nancy Nhu Ho (35602) of Realty Executives Tucson Elite (498306)	40.5	9,446,100	233,237
127	Christian Lemmer (52143) of Engel & Volkers Tucson (51620) and 1 prior office	32.0	9,406,600	293,956
128	Thomas J Krieger (17680) of Keller Williams Southern Arizona (478306)	34.5	9,356,925	271,215
129	Nicole Brule-Fisher (14479) of Tierra Antigua Realty (286606)	34.0	9,209,297	270,862
130	Tracy Wood (36252) of Russ Lyon Sotheby's Int Realty (472203)	28.0	9,204,086	328,717
131	Roni Benge-Adamson (8355) of Keller Williams Southern Arizo (4783)	32.5	9,166,137	282,035
132	Michele O'Brien (14021) of Long Realty Company (16717)	23.5	9,121,118	388,133
133	Becca Riccardi (29910) of Tierra Antigua Realty (SV) (286603)	41.0	9,004,750	219,628

Rank	Name	Sides	Volume	Average
134	Lisa Korpi (16056) of Long Realty Company (16727)	29.5	8,938,376	302,996
135	Patty Howard (5346) of Long Realty Company (16706)	19.0	8,937,677	470,404
136	Cindie Wolfe (14784) of Long Realty Company (16717)	30.0	8,929,900	297,663
137	Calvin Case (13173) of OMNI Homes International (5791)	40.5	8,910,444	220,011
138	Glenda Grow (7030) of United Real Estate Southern Arizona (5947) and 1 prior office	26.0	8,902,350	342,398
139	Angela Tennison (15175) of Long Realty Company (16719)	24.0	8,893,290	370,554
140	Richard M Kenney (5903) of Long Realty Company (16707)	19.0	8,879,100	467,321
141	Melissa Dawn Rich (30786) of Tierra Antigua Realty (286607)	43.0	8,867,750	206,227
142	William V Mesch (3395) of Coldwell Banker Residential Br (70202)	24.0	8,851,032	368,793
143	LizBiz Nguyen (27962) of Realty Executives Tucson Elite (498305)	39.5	8,840,700	223,815
144	Zachary R Tyler (16327) of Tierra Antigua Realty (286601)	23.5	8,824,465	375,509
145	Nick K Manning (20102) of Tierra Antigua Realty (286607)	23.0	8,808,590	382,982
146	Sally Ann Robling (1420161) of Realty Executives Tucson Elite (498304)	37.0	8,807,676	238,045
147	Paula J MacRae (11157) of OMNI Homes International (5791)	21.5	8,762,900	407,577
148	Denise Newton (7833) of Realty Executives Tucson Elite (498306)	29.5	8,719,905	295,590
149	Linda M Johnson (12215) of Tierra Antigua Realty (2866)	29.0	8,712,000	300,414
150	James Servoss (15515) of Keller Williams Southern Arizona (478306)	48.0	8,689,800	181,038

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