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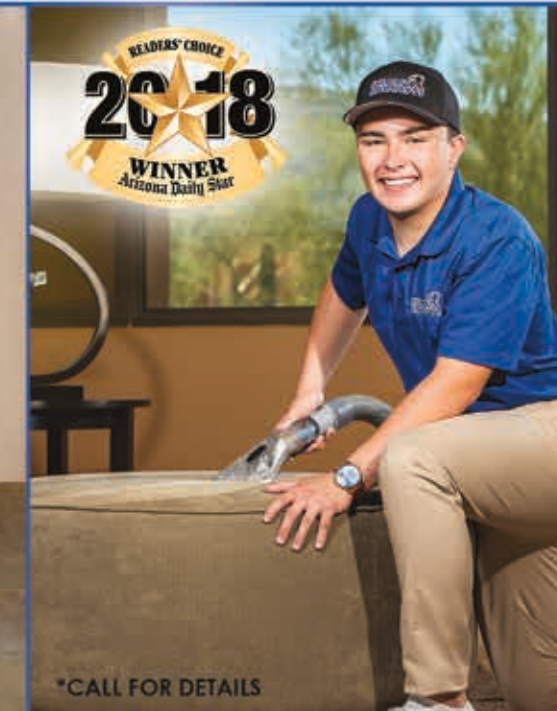
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If you are interested in contributing or nominating Realtors for certain stories, please email us at Delilah.Royce@RealProducersmag.com.

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“Every Home Needs a Little TLC”

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The Best way to Begin & End Everyday

►► publisher's note

When we make a conscientious effort to focus on Gratitude & Thanksgiving at the beginning **and** end of each day it is mind-boggling on how we can be transformed. What do you first do when you wake up? Facebook, emails, texts...yep me too! How many times do we hear about habits that can significantly change the course of each day and never put these ideas into action? Too many times for me!!!

I have to see it every day – have it front and center – make an intentional effort and decision to stop saying “Should” and just DO IT!! Gabe Nevarez with 33 Realty put on his **2nd Leverage Event** at the beginning of October and it spurred me on to make a change! Thanks Gabe!

So, what am I thankful for:

YOU, this Tucson Real Producers Platform & the community we have started to build.

Our dedicated PARTNERS – the advertisers that support you and this project!

For the friendships that have formed with awesome agents & partners alike!



My family, my husband who is my right-hand man, my daughters who are now friends, my son who steps up when needed, & my beautiful grandkids! (aren't the TWINS gorgeous!!)

This is the month to commit and make Gratitude & Thanksgiving a daily habit...before emails, Facebook & whatever.

What is FUN in this November issue?

Mixing it up yet staying laser-focused on Tucson's Best of the Best allows us to share a few of the BEST Thanksgiving Day recipes submitted by some of the BEST REALTORS®! I can't wait to try them.

And make sure to be at our NEXT EVENT!
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With Gratitude,
Delilah

Call me anytime I would love to chat!
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IF YOU'RE READING THIS, THEN CONGRATS!

Every year, we update our mailing list to include the Top 500 Real Estate Agents in Southern Arizona from the previous year based independent data estimates. If you're receiving this publication, it's because you cracked the top 500 list for 2018, or manage a brokerage with agents on the list — so congratulations!

For those of you who have been receiving this publication for a while, it means you've consistently ranked within the top 10% of Southern AZ's Real Estate industry, or run

a top-notch brokerage in the area. We hope you are proud to receive this exclusive publication, attend our events, and connect with the other top producers. In case you're wondering, all of the agents featured are based solely off nomination and featured completely for free (there's no “pay to play” for articles).

This publication is being provided to you FREE OF CHARGE as a top producer in real estate — the cost of producing, printing, and mailing each issue is covered by the advertising partners. If you're ever in need of top-notch services, we hope you'll turn to our partner index for recommendations, as each has been thoroughly vetted, and contrib-

utes significantly to help produce the *Tucson Real Producers* platform. Our partners can be found in the index of this magazine. The events and publication are designed to increase social connections between REALTORS® and top affiliates so that the best of the best can grow their businesses together. It is our goal that the events create a culture where there is no “hard selling” but a culture of relationship-building on a more intimate level. For more information on our platform, email Delilah.Royce@RealProducersMag.com.



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We take a lot of pride in the businesses we partner with to make this magazine **FREE** to the top 500 producers in Southern Arizona. Our partners are **highly recommended referrals** from top agents. Tucson Real Producers Partners can be a trusted resource for you and your clients!

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

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John and Bernadette keep up with the latest plumbing trends and are always providing new tools and techniques to employees and customers. Pipe Lining equipment is the latest tool added. It cleans sewer pipes with a hydro jet, descales, and then sprays an epoxy on the inside to seal it from root intrusion, or repairs a crack. This state of the art equipment can save a homeowner a ton of money and is code approved.

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Shawna Ruboyianes

▶▶ partner spotlight

By Dave Danielson
Photography by Casey James

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STEWART TITLE & TRUST OF TUCSON

In an industry where many of the products and services can be similar, the added value of partnership can make all the difference in making deals get done as efficiently as possible.

That's the approach of **Stewart Title & Trust of Tucson**, a long-standing part of the city.

Tradition of Excellence

Shawna Ruboyianes is President of the company. She's proud of the difference her team brings to its real estate partners and clients, building on a long tradition of excellence.

"Stewart Title Company, as an overall organization got its start over 100 years ago in Texas. We've been here as part of the Tucson community since the 1960s," she explains.

Per Shawna, title insurance companies offer essentially the same products, and rates are regulated to be very close to each other.

"The only thing we can do to set ourselves apart is based on the level of service we bring and the amount of care we take with every client," Shawna says. "Whether it's the long-time client who directed the transaction to us or the customer representing the party on the other end of that transaction, we want both parties to feel at home and like they matter to us. We work very, very hard on that."

Best of Both Worlds

The team at Stewart Title & Trust of Tucson has about 85 members, with six offices throughout the county. Shawna feels good about being able to offer the best of both worlds to those her team works with.

"We have a large parent company that supports us locally, so we have access to resources that make us a lot larger than a group of 85 people in some ways," she points out. "At the same time, we are strong locally. That combination is very important. For example, we just closed and insured a \$200 million transaction, and we were able to do that because of the strength behind the company."

As a direct operation of a major title insurance underwriter, Stewart Title and Trust of Tucson has the ability to be a local company with national financial strength.

As Shawna says, "We have more strength, support, and resources from our underwriter because we are a direct operation of that underwriter, and that benefits Tucson because we can have a local presence in large commercial transactions. At the same time, we are our own local stand-alone organization that has complete autonomy, which gives us the ability to be able to think outside the box and not look at our day-to-day management from a 'corporate parent company view.' There are a lot of strengths we're able to offer, including our title department



community, whether it's building a house as a team for Habitat for Humanity, contributing to local causes, or getting involved as individuals.

"We want to benefit the community. We believe that contributing to a strong community makes a strong organization.

You can't be successful in the community without giving back to the community," Shawna says.

Leading by Giving

Shawna loves bicycling. And she combines her passion with her leadership skills — serving as a board member at Perimeter Bicycling, which is the non-profit organization that puts on the El Tour de Tucson annual ride -- and has raised over \$100 million to support local charities.

In her free time, Shawna cherishes time with her adult children, Ryan, Annie, and Lauran.

As she says, "I have three amazing children who are my proudest accomplishment. They are my reason for being." In fact, one daughter, Annie, is following in her mom's footsteps and is an employee of Stewart Title & Trust of Tucson.

It's the same kind of care that Shawna brings to everything she does.

"I think that true success requires being well-rounded. If you don't have success in your personal life, you can't carry it over into your work, and I think it's true the other way, as well. "I have raised three incredible, amazing human beings who are all successful in their own right. Also, it's rewarding to be part of the Stewart family and help it grow and become a successful part of the community," she explains. "I'm very blessed with the success that has

come my way and do not take it for granted for even one moment."

Clients who work with Stewart Title & Trust of Tucson quickly feel the level of care and an open, inviting atmosphere that encourages ongoing communication way beyond just the closing table. And that sense of warmth and care begins with Shawna.

"Every single one of us is here to make the process enjoyable and easy," she smiles. "We truly are a team. The way we are with each other shows up in a deep level of trust that we pass on to our clients. That's who we are."

For more information about Stewart Title & Trust of Tucson: Visit www.Stewart.com/Tucson

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Lauran, Ryan, Shawna & Annie



Lauren Smith Klase, Karyn Radtke, Bob Dytko, Clarissa Marquez, Shawna Ruboyianes, Wendy Whitehead, Eva Hendrix, Michael Bock & Johanna "Jojo" Simental

that has so much experience. In today's world, where everyone is outsourcing, many title companies have consolidated their title departments into regional or off-shore groups. **At Stewart Title & Trust of Tucson, we have chosen to build on our local strength and experience by keeping the title search process right here in Tucson.**

Service with Care

Shawna has been President of Stewart Title & Trust of Tucson for four and a half years. She's been with the company for 12 years and brings 35 years of industry experience to her role.

"I inherited my current role from my mentor, John Rafferty, who passed away. I quickly found that I could not walk in his shoes. Instead, I had to figure out my own path, using the tools he taught me," she emphasizes. "This is my role in life... taking care of this family. I've never been part of such a true family atmosphere anywhere else. That means a lot to me. I came up through the ranks, so I know what it's like to be on the front lines and what challenges our team members face on a day-to-day basis. My job, as the leader, is to 'clear the path' for them and to support them."

The passion for what Shawna and her team do comes through loud and clear.

"I do a job every day where I get to participate in what is often times people's largest events in their life. Whether that be first-time homebuyers, empty nesters downsizing, people buying second homes or retirement homes, or the commercial clients that change our community. It means so much to see the community thriving, changing and growing. I enjoy coming to work each day and being an integral part of our community's development."


The Stewart Title & Trust of Tucson team looks for opportunities to give back with its sense of

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DEBRA QUADT



ADAPTING, EMBRACING, THRIVING = **OPPORTUNITY!**

▶▶ be inspired!

By **Jessica Dennes**
Photography by **Jacquelynn Buck**

Debra Quadt is no stranger to adapting, in fact, she's thrived because of it. Debra has worked in the real estate business for 15 years. In her long career, she has gone through many changes in positions and responsibilities, and with each change came the opportunity to learn and grow.

Her parents helped her learn to embrace challenge and take risks. "They are really good parents, good, humanitarian people, who have been married for 51 years." Debra was born in Hawaii, but her parents relocated to Tucson when she was four years old to be closer to family.

She smiles as she remembers, "When I was little, anytime I had an achievement or a birthday, anything, [my parents] would put signs up in my room that said, 'You are the Greatest'. They still say that. Even through the dark times in my career, they have been so supportive. If anything, having good parents like that gives you a feeling that you are safer taking risks because you will have a soft place to fall if something doesn't work out."

Her career in real estate began in 2004. While working for First American Title, she met Brigitte Jewell, a top producer who convinced her to get her real estate license. She attended real estate school while working fulltime, joined that team, and began her real estate career. "I will always be grateful to Brigitte for seeing my potential and taking a chance on me. I would have most certainly never gotten into the business without her."

What she didn't know when she started her promising career was that one of the largest economic downturns in U.S. history was just around the corner. A single mom at the time, Debra quickly had to figure out how she was going to pay the bills. "Gas



“
WHEN I THINK ABOUT
THE THEME OR THE
BACKBONE IN MY
CAREER, I THINK OF
HOW MANY TIMES I'VE
HAD TO PIVOT... THEY
SAY THAT NECESSITY
IS THE MOTHER OF
INVENTION AND I THINK
IT'S ALSO THE MOTHER
OF REINVENTION.”

was \$4.65 a gallon and I had to pay a nanny to come and be [with my son] during the day so that I could go meet clients who weren't buying houses."

By 2008, Debra decided to rejoin a real estate team to help make ends meet. She soon became the company's first female listing agent and worked hard to prove that she could be successful in that position. "I had to bust the myth that women weren't

right for that role. The only way to do that was to put my head down and go to work."

It was during this time that a lot of REALTORS® were leaving the industry. She, too, considered making a switch, but her friend Jon O'Shea gave her the career-defining advice to "figure out a different way to stay doing what you know how to do." It made sense to Debra who didn't want

to walk away from the knowledge and experience she had gained. Once again, she made it work. "I was able to stay in the business and adapt to the market. I took on investors, short sales, and began doing flips. Anything to stay in the game."

Some of the most striking aspects of Debra's character are her resiliency and positive outlook. When explaining each twist and turn of her career, she maintains the attitude that challenges are growth opportunities that usually lead towards something better. "Something good comes from everything," she says. "When I think about the theme or the backbone in my career, I think of how many times I've had to pivot... They say that necessity is the mother of invention and I think it's also the mother of reinvention."

A true testament to her ability to adapt, Debra now finds herself working as a Listing Specialist for Redfin, an online brokerage that allows consumers to have a more hands-on approach to home sales. She explains, "There are so many time-saving and productivity-enhancing tools today that we could not conceive of when I started... Agents used to have the keys to the kingdom but now the average client has all these tools at their disposal. Now, instead of being the magicians behind the curtain, it's all out there for the consumer to utilize." She believes that technology is going to be the driving force behind radical shifts in the real estate business over the next 5 years and that these changes will inevitably raise the standards of the industry. Of course, Debra does not shy away from these changes. She embraces them. "I respect this industry's innovation... I want to be leading that charge rather than following it."

One major difference in Redfin's model is that agents are incentivized based on their customer satisfaction surveys rather than individual sales.

Luckily, serving customers is an area where Debra really shines, and most reviews left by her customers laud her for communication. "I think one of the best gifts I can give my client is to be fully engaged in what they're saying and making sure I [am] the best version of myself for them."

Even though it takes more time and effort, she always makes sure to give space for people to tell their story and feel valued. When she first got into the business, a couple invited her to their backyard wedding after she sold them their first home. She felt so grateful to be a part of their dream and for having the chance to build a relationship with them. "I think when you're dealing with something as personal as where someone sleeps every night or where a family unwraps their presents at Christmas, we should treat each other as compassionately as possible."

Debra credits one of her co-agents and best friends, Kristi Penrod, for helping shape the way she views her role in her clients' lives. Kristi once told her, "It's not about anything but the way you make people feel," and Debra couldn't agree more. Much like her parents, she wants to be remembered as someone who makes people feel valued and special.

Finding a balance between work and personal life is critical to Debra, who prioritizes spending time with her family. She and her husband Brett dated in high school before losing contact for 25 years. What brought them back together? Technology of course. "We found each other again on Facebook and had our second first date at Noble Hops and just went from there." They were married in 2015 and just celebrated their four-year anniversary. When Debra isn't serving her clients, she enjoys watching sports with her husband and 12-year-old son Jackson, being outdoors, and throwing the football around as a family to help her



Debra with her son Jackson & husband Brett

son develop as a quarterback. Her favorite pastime, though, is cooking.

"Cooking is my creative outlet and my decompressor," says Debra. "I can lose myself in the ritual of planning the menu, the guest list, the table setting, the theme, or the atmosphere. There's also a nurturing aspect in breaking bread with those we love and asking that they let me pamper them. It takes me completely out of my real estate mindset and allows me to focus on the beauty of food, wine, and good company."

Although her parents are no longer hanging signs in her bedroom, Debra is proud of her accomplishments in reinventing herself and optimistically looks forward to the journey ahead.

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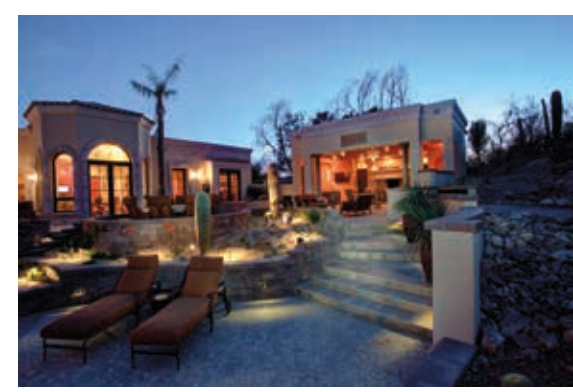
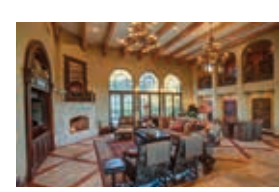
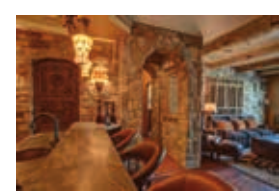


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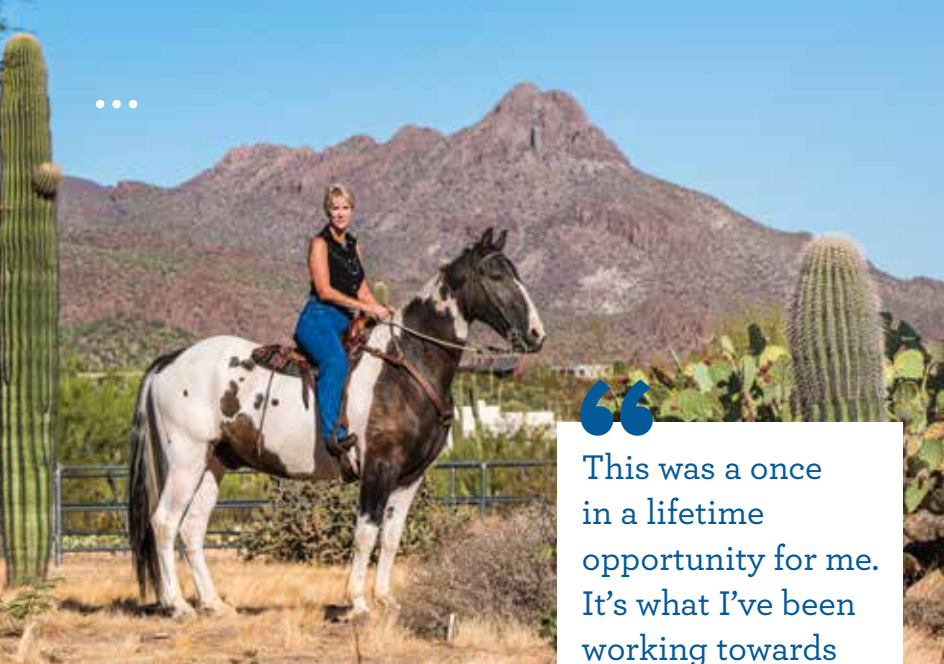
“I was raised by my grandparents. One of the things I learned from Pop was a strong work ethic. He had a horse ranch; I had chores in the morning and afternoon, and I was still expected to complete school work as well as other responsibilities. What I learned then still proves true to this day,” shares Cathy Erchull, Designated Broker for Long Realty. The lessons from her grandfather would guide Cathy through each career transition and relocation, keeping her moving forward no matter the challenge. “My husband was in the United States Marine Corps. We lived in Panama, Argentina, and Japan. Those were some of our biggest adventures.” Cathy chuckles as she remembers one of her experiences in Argentina. “When we lived in Argentina, we were completely immersed in the culture, the kids went to a local school, and we lived in the countryside. The houses have small refrigerators because most people go to the market to purchase food on a daily basis. So, I got the kids to school and found my way by bus to the market. I was so proud of myself only to discover that everyone fully embraces the tradition of an afternoon siesta, and everything was closed!” From every experience, Cathy learned a valuable lesson; paired with her strong work ethic it made for an unstoppable career.

“Sometimes change has to occur to meet your goals,” states Cathy as she reflects on her journey to her current position as Designated Broker of Long Realty. In 1999, Cathy transitioned from the healthcare industry to real estate. “I love to take care of people. Nursing fit right in with my personality. It was a good career, and it allowed me to give back daily.” Her interest in real estate sparked from personal

CATHY ERCHULL

A Person of Uncompromising Integrity!

Long Realty - Designated Broker



“This was a once in a lifetime opportunity for me. It’s what I’ve been working towards my entire career. I am so grateful...”



experience. Cathy and her husband, Dave, invested in real estate and had purchased and sold homes. As the healthcare industry began to change, hospitals cut budgets, and the patient to nurse ratio increased. Cathy realized she would not be able to provide the highest level of care like she wanted to. She decided to jump into real estate. “It was an easy transition to consider. I enjoyed real estate, and I was comfortable with sales. As a nurse, I organized and managed a skincare clinic for a plastic surgeon. I sold products and treatments, and I did well.” One of the biggest draws for Cathy; in real estate, nothing could stop her from delivering the best service and taking care of her clients.

After years of industry experience, Cathy’s passion for excellent service has not changed. Now, as the Designated Broker for Long Realty, she can achieve that in a whole new way. “This was a once in a lifetime opportunity for me. It’s what I’ve been working towards my entire career. I am so grateful for the opportunity to give back and humbled by the chance to impact agents and the industry as a whole.” Cathy’s passion shines through as she continues, “I feel that education is essential for agents to take care of clients at the highest level. This is one of the biggest purchases most people will ever make and, when they sell, it will likely be one of their sources of retirement

income. We need to be at the cutting edge to serve our clients well.”

As Cathy moves forward in her career, she strives to continue being a person of uncompromising integrity. “For me, success is simply doing the right thing for every occasion. I have been fortunate to be in contact with strong women leaders such as Kimberly Clifton, Rosey Koberlein, and Laura Mance, who have inspired and motivated me along the way.” As a wife, mother, nurse, and then a real estate agent, it was not an easy journey. “I remember when I had my oldest daughter, I was working and going to school full time. I struggled to fit all the pieces into a 24-hour day.” Cathy laughs as she continues, “I did find more hours in a day; it’s called less sleep!”

Cathy shares what she discovered that helped her build a successful career and family. “You have to have tremendous work ethic; fully commit yourself to the task at hand.” Next, Cathy reveals how a solid plan and systems increased her productivity. “I asked myself, ‘What can I do to accomplish all of these things—time with my daughter, make the grades, and work?’ I took a speed-reading class so I could get through the material for class quicker.” At every turn, Cathy looked for ways to be more efficient. “Every Sunday, I still sit down and look at what I need to accomplish for the week. I make a list and set my priorities.” Cathy’s systems helped her balance work and life as her children, and her career grew. “I am so lucky to be married to my soul mate. He shares my work ethic and values. Together, we worked to instill those same principles in our kids.” Now that their three children are raised and growing their careers, Cathy and Dave enjoy taking their Tennessee Walkers out on trail rides. They’re also currently working their way through a list of places they’d like to visit across the United States and the world.

Cathy worked her way up from a green real estate agent to a top producer, to an industry leader but, for Cathy, all of her success came down to one question. “I asked my children if they felt like their time with me was limited or reduced while they were growing up. All of them said they never felt like I wasn’t there for them.” Cathy considers that her greatest achievement. “Dave and I were able to raise open-minded, independent children that value giving back to society. Being able to accomplish that is the one thing I am most proud of.”

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Favorite Thanksgiving Traditions or side dish?



DEBORAH J. BRESLIN
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Actually my favorite thing about Thanksgiving is the leftover sandwich. I love it and it goes like this:

- Lightly toasted Sourdough Bread
- Mayonnaise
- Cranberry Sauce
- Turkey
- Stuffing (My Grandma's stuffing I make is my favorite)

OH my goodness if you haven't tried this sandwich, you just must this year as it is the best Turkey sandwich ever!

DAY AFTER THANKSGIVING - Family always starts Christmas decorating. ;)



MICHELLE LIMONES
REALTY EXECUTIVES

For the past 3 years, I have been a part of the Sunnyside School District Thanksgiving Dinner. I help raise/contribute \$500 to help bring roughly 150 families together during the holidays and will continue the tradition... I volunteer my time to those in need and it's the most rewarding experience and I love to help out our community.

My family lives in Texas and I live in Arizona so the holidays can be tough sometimes if I'm not able to make it home, but seeing the com-



LOUIS PARRISH
UNITED REAL ESTATE

Gravy is my favorite Thanksgiving side dish! We traditionally have 20 or more people get together for Thanksgiving. Up until recently, we usually gathered at grandmas house but we have outgrown her house!



REBECCA GUTHRIE
LONG REALTY

Homemade mashed potatoes (Who does not LOVE this?)



SANDE BULAWA
TIERRA ANTIGUA

- 1 butternut squash, halved lengthwise and seeded
- 1/4 cup butter, divided
- 1/4 cup brown sugar, divided
- 1/8 teaspoon apple pie spice

Add all ingredients above
Preheat oven to 350 degrees - Grease a baking sheet.

Place squash, cut-side up, on the prepared baking sheet. Place 1 tablespoon butter and 1 tablespoon brown sugar into the

cavity of each squash half. Bake in the preheated oven until skin is crispy and flesh is tender about 1 hour. Cool until squash is easily handled, about 10 minutes. Scoop flesh into a large bowl; add remaining butter, brown sugar, and apple pie spice. Whip squash mixture with an electric mixer on medium speed until fluffy. FAVORITE TRADITION FOR THANKS: Everyone prepares ahead of time to say what they are thankful for and if there are guests we ask them to think about it ahead of time so they are prepared to share as well.



DENISE KIEWEL
TIERRA ANTIGUA
REALTY

Spinach Mashed Potatoes AKA "Green Potatoes"

- 6 large potatoes (boiled, peeled and mashed)
- 1/2 cup milk
- 8 oz package cream cheese
- 1 cup sour cream
- 1/2 pound butter

- Salt
- 1/4 teaspoon pepper
- 1 1/4 teaspoon garlic salt
- 1 package frozen chopped spinach (cooked & drained)

Mix all the above ingredients. Bake at 375 degrees for 20 minutes. Delish!



CHRISTINA ESALA
TIERRA ANTIGUA

My favorite dish for Thanksgiving is the **ENTIRE MEAL**. I can't decide on one particular dish. Our traditional family meal consists of turkey dinner with mashed potatoes and gravy, cranberry sauce, green bean casserole, stuffing, sweet potato casserole, and pumpkin pie with whipped cream. We all decide in advance who's home the celebration will be in for that year and who is bringing what dish. My dad ALWAYS makes the turkey. I love Thanksgiving so much I actually served Thanksgiving dinner for my wedding party meal!



SUE WEST
COLDWELL BANKER

Favorite Thanksgiving side dish: My grandmother's Cornbread Butternut Squash Dressing (no need to stuff it)

The ingredients include:

- Cornbread - mix as directed (do not bake)
- 1 loaf crusty French or any crusty bread
- 1 stick butter
- Olive Oil
- 6 stalks of celery diced with leaves
- 1 large sweet onion diced
- 1 small Butternut Squash diced
- 4 Cups of Chicken Broth
- 2-4 teaspoons chopped Fresh Rosemary (personal preference)
- 1 teaspoon Dried Thyme
- 1 tablespoon ground sage
- Kosher salt and Pepper to taste

Bake on a cookie sheet at 350-degree Celery, Onion and Butternut Squash olive oil salt, and pepper. Mix Cornbread mixture, baked veggies, and all ingredients in a baking dish. Cook at 400 degrees for 30 minutes. Let it rest for 10 minutes before serving with Roasted Turkey.

Family tradition is making Chocolate and Pumpkin pies together on Thanksgiving Day. My husband's mother's recipe!



RON SABLE
LONG REALTY

Favorite side dish- hands down- Patsy's cornbread dressing with pan gravy.

Family Thanksgiving tradition-everyone at our house, plus friends who don't have family in the area.



JILL RICH
LONG REALTY

This is especially good if you have any vegetarians at the table. Everyone loves it.

Cheddar and Onion Quiche

Ingredients:

- 1 medium onion sliced into rounds
- 8 Tbsp butter
- 33 salted saltine crackers
- 1 1/2 cups of whole milk
- 8 oz grated sharp or extra sharp cheese
- 3 beaten eggs
- 1 tsp salt
- 1/4 tsp pepper
- 1 tsp Worcestershire sauce or vegetarian Worcestershire sauce

Directions:

- Fry the onions in 2 Tbsp of the butter until they are soft - Set aside
- Roll the 33 crackers into fine crumbs.
- In a saucepan, melt the remaining 6 tbsp of butter.
- Remove from the heat and add the cracker crumbs.
- Line a 9-inch pie plate or a quiche pan with the buttered crumbs.
- Add the cooked onions into the pie or quiche pan.
- In a different saucepan, scald the milk.
- Remove from the heat

Add all the grated cheese and stir until it melts. Add the beaten eggs, salt, pepper and Worcestershire sauce. Stir well and gently pour over the onions. Bake in a pre-heated 350-degree oven for 35 minutes.



TOBY PARKS
LONG REALTY

Our favorite family Thanksgiving tradition - Our family (mine and my husbands) consists of sisters, brother, kids, my mom and stepdad. Also a few stray friends. We eat around 1pm and then head to a park for a kickball game. We tried playing flag football but as the kids started getting bigger the adults were getting hurt so we went back to kickball. It's a blast and helps us work off our stuffed tummies so we can go back home and eat pie.



JOHN & MEGAN BILLINGS

Up for ANY Challenge!

▶ featuring

Kylea Bitoka
Photography by Casey James

Thousands of miles away, a grandma and her 10-year-old granddaughter are in desperate need of a new start. She hits send on an inquiry to two Tucson agents. It whizzes through cyberspace across the ocean and to the computers on another continent.

It's another typical day at the office. John is managing listing appointments and showings. Megan diligently works on marketing and networking. "Ping!" A new message dings into the Billings' inbox. It's a humble beginning to an unforgettable transaction.

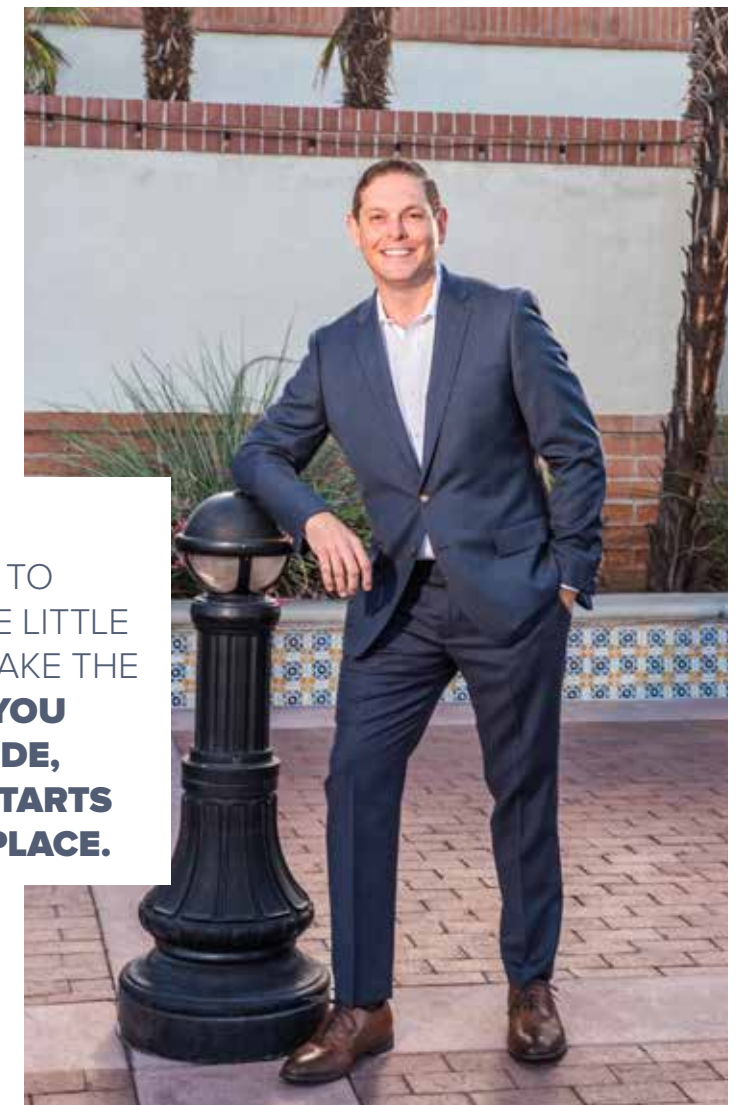
John shares the story, "As we began to correspond with the grandma, we found out more details about the situation. She had received custody of her granddaughter after both parents had overdosed. The need for a home was quite urgent, but it was only one part of the challenge." The Billings discovered they would be arriving in the United States with only a few suitcases of clothes. Essentially all they would have were some clothes and an empty house. "As closing approached Megan and I started talking about a closing gift. What could we do to help out? What started as us wanting to do something nice for them turned into a whole community outreach. Other real estate agents and businesses donated clothes, toys, furniture, and household items. On the day of closing, our team, as well as other members of the community, showed up to welcome them into their fully furnished new home." In their 15 years of real estate, John and Megan had never witnessed a transaction like this one. "It was heartwarming to see all of these people reach out and help." Megan adds, "Not just for one day, either. There has been an ongoing effort to make them feel part of the community."

“

IT'S IMPORTANT TO APPRECIATE THE LITTLE THINGS THAT MAKE THE BIG THINGS. **IF YOU HAVE GRATITUDE, EVERYTHING STARTS TO FALL INTO PLACE.**



Leighton & Jack



This transaction reaffirmed what Megan loves about Tucson. Megan shares, "My family moved here in 1997 from the Midwest. It was different, but the people here were so nice and welcoming." After years of growth and change, Tucson's heart remains the same. Megan enjoys helping others discover all that Tucson has to offer. Relocating families could not ask for a better guide. "I've probably moved 25,000 times in my life," says Megan with a laugh. "My family moved about every two years. ...



Melissa Walker, buyer/selling agent, John & Megan, Cindy Reichert, assistant & Nancy Newcomer, transaction coordinator

I've seen a lot of the United States! The experience forced me to make friends with anyone I met. I quickly learned to put myself out there being shy wasn't an option." Years later, the experience not only helps her understand the struggle of relocat-

ing families but her fun, genuine personality puts them at ease.

John discovered Tucson as a high school student when he arrived in February for a campus visit at the University of Arizona. "I visited several campuses; all of the others had snow, but it was sunny

and warm in Tucson! I immediately loved the vibe on campus." While he may not have realized just how warm the desert can be, in the end, it wouldn't make a difference. "I met Megan in my sophomore year; after that, I wasn't going anywhere else."

John's introduction to real estate happened in his senior year of college. "I bought a house. My father and my father-in-law are both financial guys. They helped me see I could pay less with a mortgage than rent." It piqued his interest in the industry.

Upon graduation, John launched his career in real estate while Megan finished up her teaching degree at the UofA. After graduation, Megan started teaching, but it didn't take long for real estate to draw her in too. The Billings hit the ground running...

straight into the recession. "We had to re-adjust our business. We started working with banks and doing BPO's," John explains. John's high school experience helped equip him with needed skills. "I went to a boarding school. Living away from my family, taught me independence and how to figure things out on my own." While the timing was less than ideal, it proved a valuable training ground. The Billings survived becoming stronger REALTORS® in the process.

Outside of real estate, the adventure continues. John and Megan encourage their kids to explore and discover, just like Megan's father inspired her. "When I was five, my family lived in Palm Springs. My dad would take me to watch the paragliders run and jump off the mountain. I wanted to do it, too! One day I was so upset that I couldn't, my dad promised me he would take me sky diving when I turned 18." Fast forward to the morning of Megan's 18th birthday. "My dad called me that morning and said, get dressed; I'm picking you up in an hour to go sky-diving. My dad jumped too! It was so fun; I would do it again!"

While it's probably a few years before Megan can sky-dive with her kids, the Billings find plenty of other ways to have fun. "If we are not in the office, you'll probably find us doing something outside whether it's geocaching, hiking, going to the lake, or checking out wineries in Sonoita." John and Megan also love to travel with their daughter, Leighton, (age 10) and son, Jack, (age 8). "We took a 2-week road trip this summer, 3,000 miles and a different hotel each night." Their stop in Colorado took the family road trip to the next level. Megan tells the story, "I booked us a tubing excursion or at least I thought I did. John had his doubts about it because the company's name included white water rafting. I told him it would be fine, just like tubing down the Salt River." Laughter interrupts the story, and it's clear this excursion did not end up being a leisurely tube ride. "So, it was a class four rapids!" exclaims Megan. However, that didn't deter the Billings family; they jumped right in. "My son was petrified, but he went with the flow. My daughter loved it and wanted to go again."

From sky-diving and white water rafting to recessions and major relocations, John and Megan are up for the challenge. As far as the future, they'll continue to grow their team and experience new adventures with their kids. So, whether you're in the market for a house or need a sky-diving partner, you know who to call!

TOP 150 STANDINGS

Teams And Individuals Closed Date From January 1 - September 30, 2019

Rank	Name	Sides	Volume	Average
1	Marsee Wilhems (16298) of eXp Realty (495201)	257.5	64,765,154	251,515
2	Kyle Mokhtarian (17381) of Realty Executives Tucson Elite (498305)	300.5	58,570,116	194,909
3	Michael D Rhodes (19668) of Realty Executives Tucson Elite (498307)	229.5	42,875,417	186,821
4	Danny A Roth (6204) of Keller Williams Southern Arizona (478306)	142.0	42,276,288	297,720
5	Laura Sayers (13644) of Long Realty Company (16717)	89.0	34,630,520	389,107
6	Peter Deluca (9105) of Long Realty Company (298)	82.0	33,876,598	413,129
7	Kaukaha S Watanabe (22275) of eXp Realty (495203)	156.5	32,763,086	209,349
8	Tom Gansheimer (12814) of Lennar Sales Corp (128102) and 1 prior office	87.0	32,172,735	369,802
9	Lisa M Bayless (22524) of Long Realty Company (16717)	81.0	31,220,237	385,435
10	Jennifer Philips (16201) of Realty Executives Tucson Elite (4983)	110.0	30,931,156	281,192
11	Jeremy Ryan Smith (53015) of PCD Realty LLC (4826)	91.0	30,853,184	339,046
12	Don Hatcher (31480) of MTH Realty LLC (5383)	95.0	29,470,606	310,217
13	Don Vallee (13267) of Long Realty Company (298)	78.5	26,735,383	340,578
14	Aaron Wilson (17450) of Keller Williams Southern Arizo (4783)	114.5	26,698,775	233,177
15	Sandra M Northcutt (18950) of Long Realty Company (16727)	66.0	26,495,900	401,453
16	Laurie Lundeen (1420134) of Coldwell Banker Res Brokerage (70204)	119.5	26,037,400	217,886
17	Denice Osbourne (10387) of Long Realty Company (16707)	62.0	25,744,418	415,233
18	RW Christian (52833) of LGI Realty Arizona (51463)	106.5	22,217,162	208,612
19	Traci D. Jones (17762) of Keller Williams Southern Arizona (478302)	91.5	21,845,645	238,750
20	Brenda O'Brien (11918) of Long Realty Company (16717)	43.0	21,819,698	507,435
21	Alfred R LaPeter (32582) of Long Realty Company (16717)	45.5	21,810,589	479,354
22	Janell E Jellison (4774) of Long Realty Company (16706)	42.0	21,587,505	513,988
23	Russell P Long (1193) of Long Realty Company (298)	30.5	19,741,000	647,246
24	Leslie Heros (17827) of Long Realty Company (16706)	51.5	19,447,372	377,619
25	Candy Bowen (37722) of Tierra Antigua Realty (286610)	86.5	19,086,805	220,657
26	Angela Marie Kuzma (28301) of Keller Williams Southern Arizona (478310)	77.5	18,973,259	244,816
27	Wanda Fudge (28579) of Long Realty Company (16728)	48.0	18,659,342	388,736
28	Anjela K Salyer (30415) of Mattamy Homes (5799)	42.0	18,005,192	428,695
29	Eddie D Watters (31442) of Realty Executives Tucson Elite (4983)	70.5	17,691,351	250,941
30	John E Billings (17459) of Long Realty Company (16717)	58.0	17,419,323	300,333
31	Ronnie G Spece (19664) of At Home Tucson Realty (4637)	59.0	17,405,950	295,016
32	Jim Storey (27624) of Tierra Antigua Realty (286607)	37.5	17,182,575	458,202
33	Susanne Grogan (17201) of Russ Lyon Sotheby's Int Realty (472203)	20.5	17,158,576	837,004

Rank	Name	Sides	Volume	Average
34	Nestor M Davila (17982) of Tierra Antigua Realty (286606)	81.5	17,066,567	209,406
35	Laurie Hassey (11711) of Long Realty Company (16731)	46.0	16,892,845	367,236
36	Peter R Oosterhuis (32811) of Dove Mountain Realty, LLC (5156)	11.0	16,637,433	1,512,494
37	Patricia Sable (27022) of Long Realty Company (16706)	28.0	16,479,400	588,550
38	Gerald L Hause (30852) of Long Realty Company (16728)	33.5	16,073,162	479,796
39	Corissa Y Miller (22532) of Tucson's TLC Realty (3939)	56.5	16,066,130	284,356
40	Patricia Brown (14873) of Coldwell Banker Residential Br (70202)	40.0	15,897,785	397,445
41	Joshua Waggoner (14045) of Long Realty Company (16706)	15.5	15,762,500	1,016,935
42	Sofia Gil (1420209) of Realty Executives Tucson Elite (4983)	73.0	15,629,236	214,099
43	Jameson Gray (14214) of Long Realty Company (16706)	23.0	15,557,207	676,400
44	McKenna St. Onge (31758) of Long Realty Company (16706)	23.0	15,557,207	676,400
45	Jose Campillo (32992) of Tierra Antigua Realty (2866)	82.5	15,150,404	183,641
46	Nicole Jessica Churchill (28164) of eXp Realty (4952)	58.5	14,800,150	252,994
47	Anthony Boatner (16214) of Keller Williams Southern Arizona (478306)	67.5	14,792,963	219,155
48	Carmen Pottinger (145000027) of Carm's Realty LLC (145064241)	71.5	14,758,318	206,410
49	Karin S. Radzewicz (20569) of Coldwell Banker Residential Br (70202)	33.0	14,667,900	444,482
50	Tom Ebenhack (26304) of Long Realty Company (16706)	52.0	14,479,769	278,457

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TOP 150 STANDINGS

Teams And Individuals Closed Date From January 1 - September 30, 2019

Rank	Name	Sides	Volume	Average
51	Ann K Gavlick (27887) of Tierra Antigua Realty (286601)	51.0	14,451,700	283,367
52	Vicki L Holmes (19184) of Long Realty Company (16719)	46.5	14,295,645	307,433
53	Sue Brooks (25916) of Long Realty Company (16706)	36.0	14,150,250	393,062
54	Michael Shiner (26232) of CXT Realty (5755)	55.5	14,034,174	252,868
55	Robin Sue Kaiserman (4368) of Long Realty Company (16706)	20.5	13,945,500	680,268
56	Glenn Michael Nowacki (35737) of Realty Executives Tucson Elite (498306)and 2 prior offices	54.5	13,932,750	255,647
57	Shawn M Polston (20189) of Keller Williams Southern Arizona (478306)	85.5	13,787,300	161,255
58	Kathy Westerburg (1420955) of Tierra Antigua Realty (286610)	42.5	13,721,219	322,852
59	Spirit Messingham (22794) of Tierra Antigua Realty (2866)	54.0	13,666,900	253,091
60	Martin Durkin (145036508) of Russ Lyon Sotheby's Int Realty (472203)	13.0	13,412,500	1,031,731
61	Carolyn A. Fox (1420840) of Coldwell Banker Res Brokerage (70204)	64.0	13,335,872	208,373
62	Susan Denis (14572) of Tierra Antigua Realty (2866) and 1 prior office	36.5	13,044,480	357,383
63	Christina E Tierney (29878) of Russ Lyon Sotheby's Int Realty (472203)	21.5	12,983,400	603,879
64	Tony Ray Baker (5103) of Tierra Antigua Realty (286606)	36.5	12,750,730	349,335
65	Jerri Szach (6050) of Long Realty Company (16706)	37.0	12,690,000	342,973
66	Matthew F James (20088) of Long Realty Company (16706)	28.0	12,490,125	446,076
67	Kelly Garcia (18671) of Keller Williams Southern Arizo (4783)	40.5	12,447,286	307,340
68	Marta Harvey (11916) of Russ Lyon Sotheby's Int Realty (472203)	30.5	12,425,965	407,409
69	Lisa Marie Naughton (39052) of DRH Properties Inc. (2520)	48.0	12,378,593	257,887
70	Tim Rehrmann (25385) of eXp Realty (4952)	48.0	12,350,507	257,302
71	Jeffrey M Ell (19955) of Keller Williams Southern Arizona (478312)	42.5	12,330,200	290,122
72	Michelle Bakarich (20785) of Homesmart Advantage Group (516901)	44.5	12,328,810	277,052
73	Tom Peckham (7785) of Long Realty Company (16706)	30.0	12,083,450	402,782
74	Alicia Girard (31626) of Long Realty Company (16717)	40.0	11,887,365	297,184
75	Tyler Lopez (29866) of Long Realty Company (16707)	53.0	11,880,608	224,162
76	Jason C. Mitchell (36629) of My Home Group Real Estate (427501)	48.5	11,848,818	244,306
77	Lauren M Moore (35196) of Keller Williams Southern Arizona (478302)	30.0	11,780,110	392,670
78	Kristi Penrod (33258) of Redfin Corporation (477801)	36.0	11,762,590	326,739
79	Marian R Soto (28907) of Mattamy Homes (5799)	27.0	11,730,787	434,474
80	Jim Jacobs (7140) of Long Realty Company (16706)	29.5	11,702,450	396,693
81	Dorothy Jean Moore (35146) of Keller Williams Southern Arizona (478302)	29.0	11,554,110	398,418
82	Anthony D Schaefer (31073) of Long Realty Company (298)	45.5	11,495,930	252,658
83	Gary P Brasher (80408123) of Russ Lyon Sotheby's International Realty-472205	28.5	11,406,523	400,229

Rank	Name	Sides	Volume	Average
84	Jason K Foster (9230) of Keller Williams Southern Arizona (478302)	26.0	11,240,020	432,308
85	Gary B Roberts (6358) of Long Realty Company (16733) and 1 prior office	40.5	10,967,452	270,801
86	Curt Stinson (4808) of Engel & Volkers Tucson (51620) and 1 prior office	44.0	10,871,500	247,080
87	Heather Shallenberger (10179) of Long Realty Company (16717)	36.5	10,771,559	295,111
88	Louis Parrish (6411) of United Real Estate Southern Arizona (5947)	22.0	10,498,718	477,214
89	Tori Marshall (35657) of Coldwell Banker Residential 34 (70207)	34.5	10,413,900	301,852
90	Trina M Alberta Oesterle (1420383) of Coldwell Banker Res Brokerage-70204	37.5	10,188,400	271,691
91	Bob Norris (14601) of Long Realty Company (16733) and 1 prior office	37.5	10,152,052	270,721
92	Jenna D Loving (18375) of Russ Lyon Sotheby's Int Realty (472203)	28.0	10,031,821	358,279
93	Timothy R Hagyard (32545) of Long Realty Company (16707)	36.5	9,971,704	273,197
94	Heather L Arnaud (32186) of Realty Executives Tucson Elite (498306)	41.5	9,965,100	240,123
95	Jerimiah Taylor (17606) of Keller Williams Southern Arizona (478306)	47.5	9,886,033	208,127
96	Sonya M. Lucero (27425) of Long Realty Company (16719)	31.0	9,749,345	314,495
97	James L Arnold (142000775) of Tierra Antigua Realty (286614)	19.0	9,702,523	510,659
98	Kate Weiss (35438) of Long Realty Company (16706)	27.0	9,684,542	358,687
99	Rob Lamb (1572) of Long Realty Company (16725)	25.0	9,625,900	385,036
100	Lori C Mares (19448) of Long Realty Company (16719)	38.0	9,621,543	253,198

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TOP 150 STANDINGS

Teams And Individuals Closed Date From January 1 - September 30, 2019

Rank	Name	Sides	Volume	Average
101	Jennifer C Anderson (16896) of Long Realty Company (16724)	38.0	9,562,173	251,636
102	Ashley Kimberlin (18406) of Realty Executives Tucson Elite (498306)	28.5	9,526,175	334,252
103	Lynn Slaten (14783) of Long Realty Company (16728)	24.5	9,514,250	388,337
104	Jacqueline Moore (54996) of Opendoor Brokerage, LLC (5169901)	47.0	9,423,960	200,510
105	Karen A Baughman (20321) of Coldwell Banker Residential Br (70202)	38.0	9,417,520	247,829
106	Daniel S Yang (28982) of Coldwell Banker Residential Br (702)	39.0	9,310,798	238,738
107	Joelle C Kahn (21408) of Tierra Antigua Realty (286607)	28.0	9,292,400	331,871
108	Melinda L Akowski (26025) of Coldwell Banker Residential Br (70202)	33.5	9,277,653	276,945
109	Aaron Dominguez (37936) of Homesmart Advantage Group (5169)	55.5	9,252,200	166,706
110	Antonio Reyes Moreno (33276) of Realty Executives Tucson Elite (498303)	37.0	9,241,578	249,772
111	Roni Benge-Adamson (8355) of Keller Williams Southern Arizo (4783)	32.0	9,084,187	283,881
112	Dottie May (25551) of Long Realty Company (16728)	21.5	9,052,700	421,056
113	Michele O'Brien (14021) of Long Realty Company (16717)	22.5	8,996,118	399,827
114	Bryan Durkin (12762) of Russ Lyon Sotheby's Int Realty (472203)	13.5	8,880,269	657,798
115	Christian Lemmer (52143) of Engel & Volkers Tucson (51620) and 1 prior office	30.0	8,826,600	294,220
116	Camille Rivas-Rutherford (11782) of Coldwell Banker Residential Br (70202)	22.0	8,786,060	399,366
117	Danae S. Jackson (26717) of Coldwell Banker Residential Br (70202)	30.5	8,781,317	287,912
118	Margaret E. Nicholson (27112) of Long Realty Company (16728)	20.5	8,776,700	428,132
119	Paula J MacRae (11157) of OMNI Homes International (5791)	21.5	8,762,900	407,577
120	Robert J Helmig (20563) of Tierra Antigua Realty (2866)	31.5	8,704,102	276,321
121	Nancy Nhu Ho (35602) of Realty Executives Tucson Elite (498306)	36.5	8,693,100	238,167
122	Barbara C Bardach (17751) of Long Realty Company (16717)	9.0	8,655,000	961,667
123	Oscar J Ramirez (5010) of Long Realty Company (16727)	12.0	8,564,100	713,675
124	Tracy Wood (36252) of Russ Lyon Sotheby's Int Realty (472203)	25.0	8,556,086	342,243
125	Derek R. Dickson (53878) of OfferPad Brokerage, LLC (51230)	42.0	8,543,800	203,424
126	Daniel F Sieverding (22220) of Long Realty Company (16728)	23.0	8,539,760	371,294
127	Michael Braxton (53095) of Long Realty Company (16717)	27.5	8,528,358	310,122
128	Leah Mandal (35134) of Keller Williams Southern Arizona (478306)	40.0	8,516,050	212,901
129	Michael D Oliver (14532) of Oliver Realty, LLC (51610)	27.5	8,476,189	308,225
130	Nick K Manning (20102) of Tierra Antigua Realty (286607)	22.0	8,468,590	384,936
131	Maria E Juvera (20669) of Tierra Antigua Realty (SV) (286603)	48.5	8,432,082	173,857
132	Becca Riccardi (29910) of Tierra Antigua Realty (SV) (286603)	38.0	8,427,750	221,783
133	Cindie Wolfe (14784) of Long Realty Company (16717)	28.0	8,393,400	299,764

Rank	Name	Sides	Volume	Average
134	Nicole Brule-Fisher (14479) of Tierra Antigua Realty (286606)	31.5	8,297,297	263,406
135	Charlene Anderson (35) of RE/MAX Results (5106)	31.0	8,285,600	267,277
136	Linda M Johnson (12215) of Tierra Antigua Realty (2866)	27.0	8,274,000	306,444
137	Lindsay L Liffengren (4949) of RE/MAX Excalibur Realty (453501)	26.5	8,229,115	310,533
138	Thomas J Krieger (17680) of Keller Williams Southern Arizona (478306)	30.5	8,217,425	269,424
139	Zachary R Tyler (16327) of Tierra Antigua Realty (286601)	21.5	8,204,465	381,603
140	Catherine S Donovan (28185) of Berkshire Hathaway Home Services-356307	26.0	8,202,288	315,473
141	Patty Howard (5346) of Long Realty Company (16706)	18.0	8,182,484	454,582
142	James Servoss (15515) of Keller Williams Southern Arizona (478306)	47.0	8,143,800	173,272
143	Ricardo J Coppel (11178) of Long Realty Company (298)	24.5	8,101,700	330,682
144	Sally Ann Robling (1420161) of Realty Executives Tucson Elite (498304)	33.0	8,039,676	243,627
145	Melissa Dawn Rich (30786) of Tierra Antigua Realty (286607)	39.0	7,995,250	205,006
146	Angela Tennison (15175) of Long Realty Company (16719)	22.0	7,985,500	362,977
147	Glenda Grow (7030) of United Real Estate Southern Arizona (5947) and 1 prior office	23.0	7,972,450	346,628
148	Susan M. Derlein (1420144) of Long Realty - Green Valley (16716)	34.0	7,961,890	234,173
149	Carlos L. Albelais (30953) of Realty Executives Tucson Elite (498306)	38.5	7,932,300	206,034
150	Tyler Gadi (32415) of Long Realty Company (16707)	38.0	7,918,682	208,386

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