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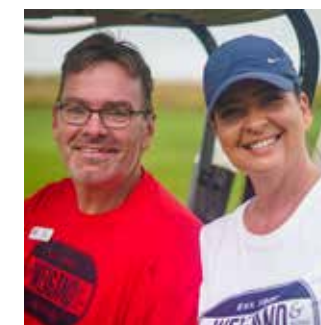
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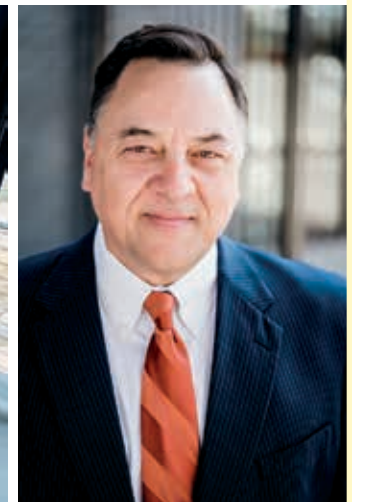
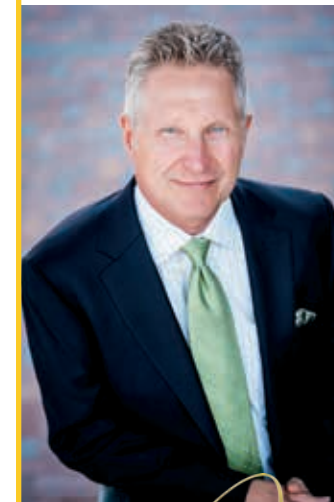
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NANCY SHIH'S

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The impact each of us has can't be overstated. The gestures we make today ripple into the world in the future. In the same way, Nancy Shih makes a lasting impact every day through her strength of purpose as Associate Broker with RE/MAX Realty Centre.

Realizing Results

Moving from Hong Kong, Nancy grew up in New Jersey, earning her degree in dental hygiene. "I worked in New York, where I met my husband, Dr. Alex Zhuang," Nancy recalls. "We got married and moved to St. Louis for two years for his residency. Then we moved to Wichita in 1996 for his first job at the VA Hospital."

Nancy and Alex welcomed their son, Ryan, into the world 21 years ago. At that point, her life entered a new chapter. "When I got pregnant with Ryan, I developed carpal tunnel, so I couldn't work anymore. My husband said, 'Why don't you stay home with Ryan?' I did that for 12 years," Nancy remembers. "Then, I decided to go back to work and do something meaningful for society."

That's when she talked with one of her family members who encouraged Nancy to give real estate a try. She did, and started working with RE/MAX and Broker, Ken Seager. "The market was slow, but it was a perfect time, because I learned from the bottom up," Nancy says. "Many colleagues helped me, including Andy Nguyen, Tom Pinkston, and Tom Maffei. Those three, plus Ken, really gave me a head start. Ken has been a great example for me to follow in the business. In fact, I want to be like him, so I also got my Brokers license."

Professional Passion

The passion Nancy works with comes through loud and clear. "I love the learning that I do each day. It's nonstop, and it comes in a variety of ways," she emphasizes. "It's easy to get a license, but I think you really need to work to be a good real estate

agent. I've enjoyed the challenge and helping others and learning from other people."

In the process, Nancy has found a rewarding path in the business—a career that, so far, has represented over \$40 million in sales volume, including over \$7.5 million in 2019.

Her Guiding Principle

As Nancy reaches results for herself and those around her, she has a guiding principle that she follows in life and business. As she says, "I call it a win-win situation, where I believe that one plus one truly equals three or greater! As part of that, I always work to give my highest level of professionalism to what I do as a REALTOR®."

What Matters Most

Family is the center of Nancy's world, including Alex and Ryan. "They have given me a lot of support through time," she smiles. "It means a lot and has really helped me be successful."

▶▶ top producer

Written by Dave Danielson
Photos by Darrin Hackney Photography

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Nancy also is thankful to her parents.

“My family ran a restaurant, and they taught me the value of hard work. I’ve been working since I was 14 years old. In high school and college, I worked at a dental office, and that’s how I became a dental hygienist,” she says. “It’s the same work ethic I wish for my son, Ryan, too.”

Away from work, Nancy enjoys a range of activities, including traveling, cooking, gardening, and watching movies. She also honed a unique and engaging creative talent through time—constructing elaborate fruit platters in the shapes of various objects—works of art that look too good to be eaten. “It was something I first started when I was home with Ryan during his younger years,” she says. “It is time-consuming, but it is very relaxing. I found that making fruit platters relieved my stress. While you’re doing it, you have to stay focused and not think about anything else.”

Nancy also is a contributing and involved member of her church, as well as the local Asian Association. Another heartfelt activity is supporting an organization that helps patients fighting brain cancer. Plus, she also appreciates the *Real Producers* community for, as she says, “providing a great platform for all of us to know each other.”

Those who know Nancy see her dedication and the way she delivers the same level of stellar service to everyone. No deal is too big or too small. “It means so much to me to know that most of my clients come from referrals. I’m very grateful when they come back, because it means they think I did a good job and gave them good service,” smiles Nancy.



“

It means so much to me to know that most of my clients come from referrals. I’m very grateful when they come back, because it means they think I did a good job and gave them good service.

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Sara Linnebur

▶▶ rising star

Written by Heather Pluard
Photos by Kelly Remacle Photography

*Brings Her Love for Interior Design
to the World of Real Estate!*

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Timing is everything! Initially launching her career while still in college, REALTOR® Sara Linnebur switched to a “normal career” after graduation. Ten years later, she found her way back to the industry she loves, and now she’s averaging \$5 million in annual sales.

“I absolutely love listing homes,” Sara says. “It’s an honor to assist people in closing one chapter of their life and beginning the next. I take the responsibility seriously. Whether it’s because of a happy occasion or a new season of life, I end up attached to every client I work with. They are like family to me, and I’m honored they trust me with these large transactions.”

While earning her Bachelor’s Degree in Strategic Leadership, Sara went to work at Coldwell Banker in 2007 and closed on 19 homes in less than two years. Then, she graduated from Southwestern College, and the market crashed. “The seed of real estate was definitely planted during this time, but I felt like I needed to expand my Wichita network,” Sara says. “So I kept up with my real estate license, and I kept my signs in my garage as a reminder that when the timing was right, I would re-enter real estate.”

First, Sara earned three years of property management experience. Then, she became an interior designer for Star Lumber’s New Construction Showroom, where she spent five years collaborating with many people in the real estate industry. “I had an absolute blast assisting clients with all the ‘pretties’ they needed for building and remodeling, including tile, countertops, cabinets, flooring, and paint,” Sara mentions enthusiastically. “I’m still obsessed with looking at gorgeous new tile lines!”

...

Originally from Oxford, KS, Sara tells us to further her real estate career, she focused on building her referral network, researching and understanding the Wichita real estate market, and increasing her home product knowledge. "I absolutely loved designing at Star Lumber, but wanted to incorporate it in another fashion," Sara says. "Real Estate still allows me to utilize the creative design side of the business while tapping into endless opportunities. It's the best of both worlds."

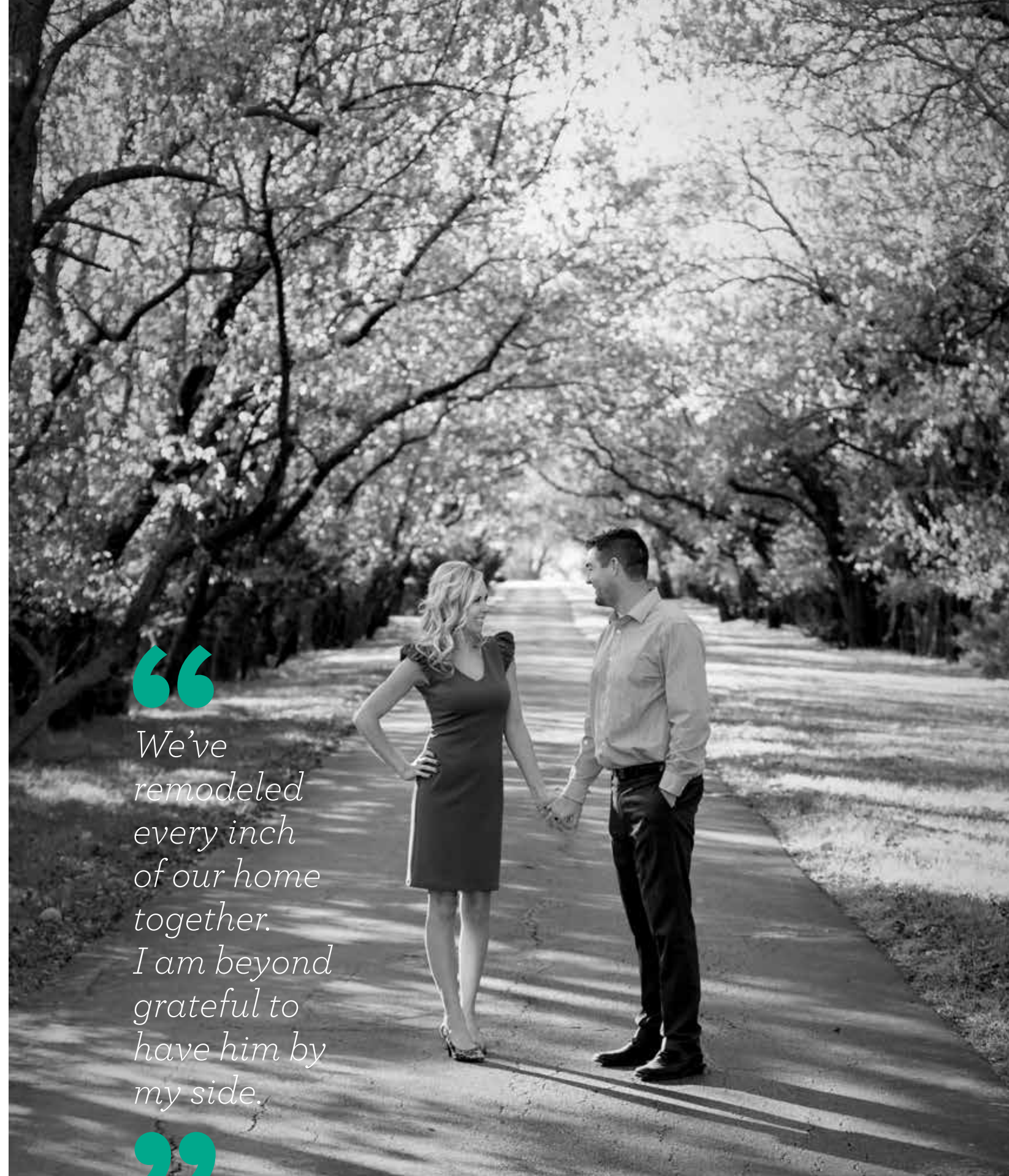
During this time, Sara married her husband, Steve. "He is my rock," she says. "He was very supportive of me entering the commission-only lifestyle, and he is always there to take care of our kiddos, Landen (6) and Audrey (3), during the evenings and weekends while I am working. As an electrician at a family-owned business, Linnebur Electric, he is also quite the handyman! We've remodeled every inch of our home together. I am beyond grateful to have him by my side."

Sara also appreciates how much guidance her mentor, Delaine Lacey, offers. "She's the reason I joined JP Weigand when I re-launched my career," Sara says. "She is always there when I need help, and she doesn't sugar-coat anything. I also look up to several agents in our office, including Kelly Watkins, Janet Foster, Wendy Carter, Paula Clouse, Stephanie Jakup, and Scott Stremel. Everyone on the team is incredibly supportive. Outside of the JP Weigand office, I have so much respect for Vickie Vargas-Jacobs with Coldwell

Banker, who helped me when I first got my license. I have been blessed with several amazing role models, including my parents, who taught me my work ethic and how to find work/life balance."

Since joining JP Weigand in 2018, Sara's career volume is over \$10 million. She earned the 1 Million Dollar Sales Club her first year with JP Weigand and quickly followed that up with the \$2 Million Dollar Listing Club and President's Club. Sara has also been nominated for Wichita Business Journal's 40 Under 40.

"When I re-entered real estate, I knew I had to focus properly and treat it like a business," Sara says. "I'm thankful for the steady stream of clients I've earned, but I also make sure to spend quality time with my family. Otherwise, what's the point? I feel very fortunate for all of the doors God has literally opened up to me."



“

We've remodeled every inch of our home together. I am beyond grateful to have him by my side.

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ANN & MIKE SEYBERT

Take Care of People First Radical Bubbles

Together, couple Ann and Mike Seybert own Radical Bubbles, a full-service blind and shade company dedicated to cleaning, repairing, selling, and the installation of blinds, shutters, and patio shades. “We left corporate America for a better way of life,” The Seyberts tell us, and “we saw a niche of service that was not offered in the Wichita area. Both of us have always been in the business of helping people, and we felt like we could take our talents and offer a unique service with our special twist!”

While there are many places to buy window treatments in the area and online, Radical Bubbles makes sure to set up a consultation and place the client’s needs at the forefront of matters. “We spend time asking questions about how we can help make life better in their home or office,” explains Ann. “We make it a focus to establish a real relationship with our customers, so we can craft a client’s window treatments to better serve their lifestyle.”

Ann and Mike want Top Producing REALTORS® to know that they treat their customers like family by respecting their clients’ home as if it were their own. “We always wear booties and use drop cloths under our ladders, taking great care while in each home or office,” Mike says.

An average home has 200 to 300 square feet of blinds and shades that have not been professionally cleaned. “You wouldn’t believe the way smells can cling to your blinds and shades,” Ann notes. “While we clean the blinds and shades of a home, we can actually smell various cooking odors, pet odor, and even perfumes.” The team at Radical Bubbles can clean and repair blinds and shades to make them like new again; and oftentimes, Mike and Ann hear their customers say: “My home smells better with clean blinds!”

For customers purchasing new products, the Radical Bubbles team listens to the homeowner to help them make sure that the investment is right for their home and lifestyle. Consultations at Radical Bubbles are always free, and the ●●●

▶▶ partner spotlight

Written by Nicole Langley
Photos by Kelly Remacle Photography

... team is happy to meet the agent and their client at the home or at the new Radical Bubbles showroom where customers can see blinds and shades in action and look at fabric and color samples. Radical Bubbles also specializes in automated window coverings and can pre-wire new construction to eliminate the need for batteries!

Ann and Mike absolutely love their job and tell us that every day is different. "We have a great, dedicated staff, and we really enjoy interacting with so many different people and making friends on a daily basis," smiles the couple. The Seyberts both would like to be remembered for going the extra step to ensure that their customers are happy and their needs are taken care of.

While they are self-employed, Ann and Mike are always working on and thinking about the business, but in their free time, the couple enjoys traveling, camping, spending time with the family, and enjoying the great outdoors.

As Ann and Mike say, "Come visit us and see how we can help control the way light comes into your home!"

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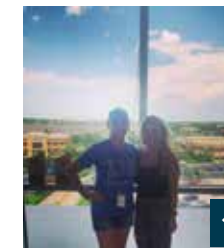
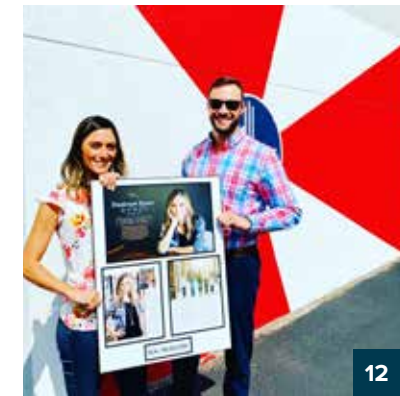
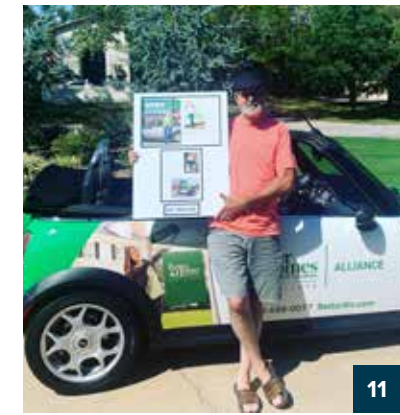

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As our second year partnering with Real Producers draws to a close, our entire team would like to wish you and your family a holiday season blessed with peace, joy, and good company.

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▶ celebrating leaders

Written by **Dave Danielson**
Photos by **Jennifer Ruggles Photography**

RICK HODGE, SR., is Counted on by Many!

Hodge Real Estate, LLC

In a changing and unpredictable world, it means a lot when you have something rock solid you can count on. Rick Hodge is one such example. As Owner/Broker of Hodge Real Estate, LLC, Rick has helped many people throughout the region for 25 years through his experience, expertise, and reliable leadership.

Service and Leadership

Before starting his iconic real estate career, Rick worked as a Sheriff's Officer and Detective in Sedgewick County. Through time, Rick had also invested in real estate. "A year before I retired, I got my real estate license on the advice of my accountant. He told me it would be beneficial to me as I was selling and buying property," Rick remembers. "I would buy property, split it up, build, and remodel." So Rick earned his license and started his real estate career, working with Mickey Gillette at Gillette Real Estate for 10 years.

In time, Rick set out on his own and built his own brokerage. Today, Hodge Real Estate has a team of eight agents, including Rick, who also serves as a selling Broker. "Our team members are more like family," Rick emphasizes. "We get to know each other's families and have developed a very supportive environment where we watch out for each other."

Dependable Drive

Rick has the drive to help others. And that starts with his team members. "Each agent learns every aspect of real estate, and I want to be here to support them from the beginning through closing," he says. "We have a fantastic team of agents who can step in at any point in any sale or listing from any other agents. They know how to list, promote properties, go to closing, and get appraisals. They learn the whole thing, and we keep up on our training. I'm huge on continuous education. There are changes in the real estate market. We need to be prepared for what will come around the corner. We always want to be up to speed."

It has been a labor of love.

"I've loved it. The interaction with people, including clients, buyers, sellers, lenders, and appraisers have been outstanding," Rick explains. "I've also liked the fact that you set your own schedule. And even though that schedule is really based on the schedules of clients, it has worked out well because overall, it has given me a lot of flexibility."

Family Foundation

Rick's world revolves around his family, including his wife, Jan, who also works as the firm's Office Manager. Rick and Jan also run a cattle ranch in Butler County, where they raise Charolais cattle. The couple also has horses, chickens, cats, and a dog on the ranch. "We definitely have a whole menagerie of wildlife," he laughs. "It's been fun doing that with Jan. When I'm not able to be around, she is the primary person who takes care of things there."

Giving back is a central part of what Rick has done through time, with he and Jan being involved with Freedom Hooves. They also attend and support a variety of fundraising events,

...



...

such as being involved with Friends of the Library in El Dorado; members of the NRA and the Kansas Livestock Association, and the National Charolais Cattle Association. Rick and Jan also enjoy time spent with their grandchildren, and Jan is a member of the Kansas Academy of Oil Painters.

Experience and Excellence

When you talk with Rick, you quickly see the qualities that have helped him build a successful career through the past 25 years. His friendly nature and drive to help people solve problems have made him a resource, mentor, and leader that people continue to look to for advice.

“In this business, it’s all about the buyer and seller. It’s not about me,” Rick says. “It’s about what they need for me to do to help them. I put my emphasis on them getting the service they want and ask for. In the process, I don’t cut corners on that at all.”

With honesty, integrity, hard work, and a straightforward approach to helping others, Rick Hodge represents the best of the business—reliable leadership that continues to benefit people each day.



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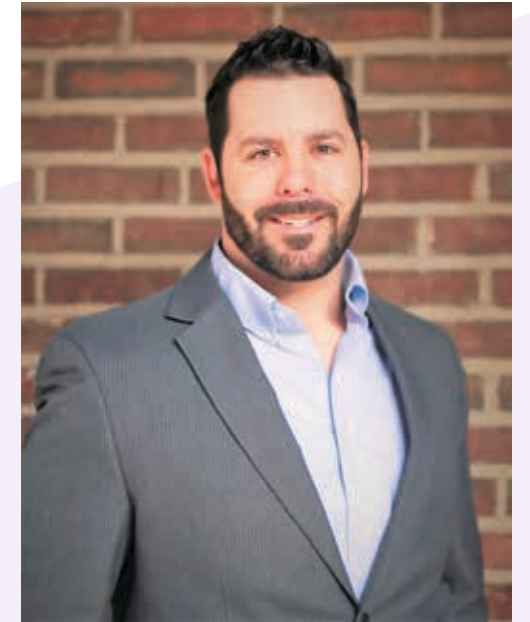
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▶▶ team spotlight

Written by Heather Pluard
Photos by Jennifer Ruggles Photography

KEELY HILLARD & Team

Are the True Epitome of
#GIRLBOSSSES!

Homes by Keely

A college internship was the beginning of a multi-million dollar career for REALTOR® Keely Hillard. Now, this vibrant #GirlBoss runs her own Keller Williams Signature Partners, LLC team. Homes by Keely will close more than \$10 million in sales this year by providing exceptional service and complete dedication to clients. And they're having a lot of fun doing it!

...



...

“We operate off Girl Power,” Keely laughs. “Abby, Jessica, and I are extremely alike in terms of personality, drive, and work ethic. Our clients will have an amazing experience no matter who they work with because we are always on the same page behind the scenes. We love helping people find the perfect home and placing SOLD signs in sellers’ yards.”

Real estate piqued Keely’s interest while she was at Wichita State, earning a Bachelor’s Degree in Marketing. To see if it were a career she would enjoy pursuing, Keely took an unpaid internship with a commercial agent

at Keller Williams. “I grew up in the Wichita area but hadn’t heard of Keller Williams before this opportunity,” Keely says. “I fell in love with the office camaraderie and its leadership, but industrial buildings and vacant offices were not that appealing. Residential real estate feels much more personal than commercial real estate for me. My idea of success is aligning a passion with a purpose that positively impacts others, and that’s exactly what I’m able to do in residential sales.”

While finishing her college internship, Keely obtained her real estate license in 2012. She launched her

career with Keller Williams in January of 2013, a month after graduating college. Soon, Keely was closing \$5-million in sales as a single agent. In 2016, she hired Jessica as her licensed transaction coordinator. In 2019, Keely expanded again by hiring her long-time friend, Abby, as a buyer’s agent.

“I’m naturally a control freak, so the thought of expanding and growing was overwhelming at first,” Keely says. “I wanted to be the one doing it all. When I couldn’t maintain the business without dropping customer service, I knew I had to expand my



“If you want to **GROW**, find people who complement your style and how you run your business. Then the **OPPORTUNITIES** are **ENDLESS**.”

team. Abby and Jessica were the right fit because they understand me, my goals, and my vision. If you want to grow, find people who complement your style and how you run your business. Then the opportunities are endless.”

Especially when you have Keely’s systems in place. “We stay a step ahead of any hiccups by setting client expectations early, over-communicating about every step in the process, and using thorough, beautiful checklists,” Keely smiles. “Every single piece of information is on the list. Then we do constant check-ins and pop-bys

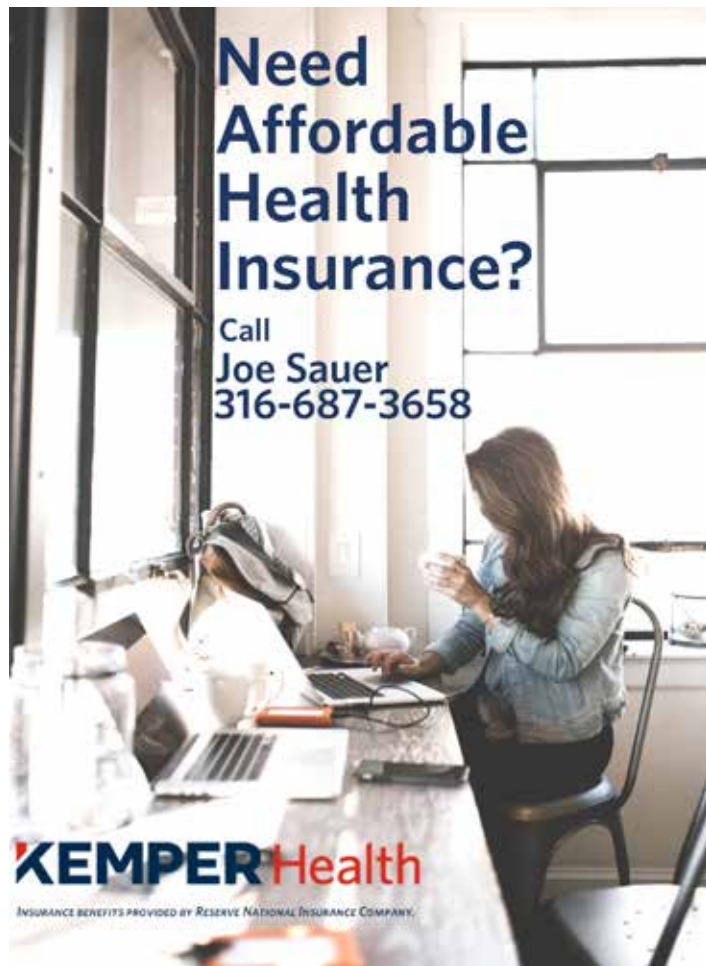
to make sure our clients have the ultimate real estate experience. We contact clients in our database about 30 times a year.”

Small touches like handwriting thank-you notes, dropping off sharpies and packing tape when a client goes under contract, and leaving fun holiday gift bags on porches are just some of the ways the Homes by Keely team reaches out to their clients. “It’s just a part of my personality to find ways to start a conversation and see how people are doing,” Keely says. “And we want our clients to know we are here for them way beyond the transaction.”

Homes by Keely is also there for the community, especially other women-owned businesses in Wichita. “We love to spotlight them in our newsletter, and we shop women-owned businesses as much as possible,” Keely says. “Women who own businesses inspire me. When I first started in real estate, I saw it as a job. But now I see way beyond that, and I plan to expand my business even further, if and when I find the right agent who fits in with our team. Right now, we love how everything runs so smoothly for our clients and our co-op agents. I wake up every day, excited to get to work!”

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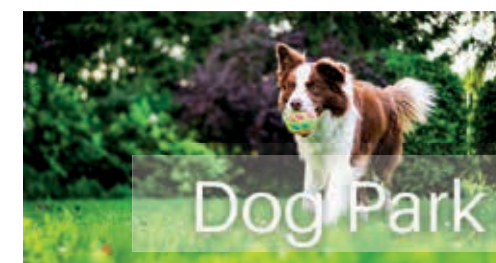
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Written by Dave Danielson

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Zur works through a thoughtful, free process with his clients—helping them navigate the real estate process while they also move forward the following divorce.

“The attorney calls me, and I go meet with the client and outline our process. In addition to helping them with the real estate side of things as an agent, I’m also there as a resource to connect them with other partners in the industry, such as insurance agents, mortgage representatives, and inspectors who, working together, move the process forward,” Zur says. “In the process, we’re not selling them anything, and we’re helping them make the best house decision for them.”

First, Zur offers a collaborative approach aiding homeowners and attorneys through the discovery process to gather all useful house documents prior to mediation.

Second, he provides unbiased professional information to the client and attorney’s case file so they have the information to make informed decisions.

Third, Zur and his team track all consultations and gather “Real Property Information,” updating all progress to the attorneys weekly using the RPI Form Tracking Tool for case files.

The goal is simple.

“We want to help clients make the most informed decision possible regarding real estate true value, new mortgage or refinance options, insurance options and pitfalls, title

information, and actual condition of the home,” he says.

Zur moved to Wichita years ago from Hawaii. Before entering the real estate industry 25 years ago, he was in the restaurant business and also ran a chain of health clubs where he taught and trained sales principles to a group of 150 people for over six years.

“Through time, I was always drawn to real estate. I made the switch, and it’s the best thing I’ve ever done,” Zur says. “It’s been an incredible industry for me... and I feel very grateful to have built a good 100% referral business.”

Fulfilling Life and Family

Away from work, Zur cherishes time spent with his family, including his daughter, Tiffany Jackson, who got married a year ago. In his free time, Zur has a strong love for travel, with favorite destinations including Europe and Mexico. He also is a long-time motorcycle enthusiast, enjoying rides and rallies like Sturgis.

Giving back is also central to Zur’s life. He supports a variety of causes, including groups that support leukemia research, abandoned animals, and more.

Zur loves what he does and where he does it. “I grew up in a cool place in Hawaii. But living there wouldn’t come close to giving me all of the great things that I get to experience here in Wichita,” he says. “It’s a great place to live, and it was the best decision to raise my daughter here.”

As Zur helps his clients through a challenging time in their lives, he demonstrates the care, expertise, and experience that his clients have come to count on...helping them reach their goals...and moving lives forward.



Under the best of circumstances, buying or selling a home can be one of a family’s most stressful situations. But what about when that stress is combined with the fact that the family is changing through divorce?

In those moments, these families need someone with a special level of understanding and expertise to fulfill the unique needs that they face.

That’s where Zur Johnson comes in with 25 years of experience in the industry—moving lives forward as a real estate agent specializing in Divorce.



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Written by **Keith Stareck**

2020 From the Eyes of A Mortgage Lender

Keith Stareck,

Branch Manager of BNC National Bank

This year has been quite unique due to the pandemic. As a mortgage lender, we have faced numerous

challenges: from staff working remotely to more strict lending guidelines. The impact has varied quite a bit, depending on the organization and their risk tolerances.

For example, some lenders have suspended all government loan products such as FHA, VA, and USDA, which make up a large majority of loans in our area. Others have continued offering all products with an increased FICO score requirement. These new challenges were created once the legislature was passed that homeowners could

place their mortgage into forbearance, even without evidence that they were financially impacted by COVID-19.

In April, we saw the FICO requirement change overnight. Many lenders were requiring no less than a 680 to qualify, regardless of loan type. This required us to work closely with our prospective homebuyers and ensure they were still able to qualify and, if not, work on improving their credit rating. Luckily, as forbearance rates have decreased, so have the credit requirements. We've noticed that those affected the most have been first-time homebuyers relying on a government loan with down payment assistance and maximum seller concessions. With such low inventory levels, it is a highly competitive market, and the likelihood of those offers being accepted has declined, with many being well over the asking price from more qualified buyers.

The good news for 2020 is interest rates are at an all-time low. This has brought more buyers into the market and also sparked another refinance boom. Hiring additional support staff has been challenging with the restrictions that have been in place, but necessary in order to handle the loan volume we're experiencing. We continue to prioritize purchase transactions over refinances to make sure those buyers close and move in on time.

In summary, it's been a record year for many in the real estate business, despite the pandemic. If I had been asked if I thought we would accomplish what we have with the obstacles in place, I would have had serious doubts! I tip my cap to everyone and wish you continued success.



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Cassy Rohr, Director of Marketing at J.P. Weigand & Sons, Inc., a well-known locally-owned and operated full-service real estate company, first became involved with Big Brothers Big Sisters in high school when the organization sent representatives to recruit upperclassman to be “Bigs” or mentors to elementary students. “It is truly a cause I have held close to my heart for years,” Cassy tells us. Continuing to support Big Brothers Big Sisters today, Cassy oversees J.P. Weigand & Son’s involvement with Kansas Big Brothers Big Sisters through fundraising and recruiting.

Several Weigand agents are involved and volunteer individually with Kansas Big Brothers Big Sisters, and every year the company raises money for their Bowl for Kids’ Sake campaign. “As a local company, we feel a great responsibility to give back to the community that has made us so successful for so many years,” Cassy says. “We are honored to support this organization, especially this year. The pandemic is having a significant impact on our youth and particularly the youth facing adversity—social isolation, virtual education with parents still trying to work, and the racial injustices that have occurred—it’s been a tough year for our kids.”

In addition to raising funds for the Kids’ Bowl and volunteering individually, on October 9, 2020, Josh Turner, Vice President of J.P. Weigand & Sons and Weigand’s Commercial General Manager, Johnathan Weigand, put together a successful Golf Charity Event in support of Big Brothers Big Sisters. “We were so thrilled with the turnout—so many local residents and businesses came to show their support,” Cassy says. “Thirty-five other local businesses sponsored the event with us, and together we had the opportunity to raise a projected \$10,000 to go to the organization, directly supporting youth facing adversity. As a company, we are proud to be a part of that cause!”

Kansas Big Brothers Big Sisters is part of Big Brothers Big Sisters of America with chapters across the country. Their mission is to provide one-to-one mentors that serve as role models and

positively influence youth facing adversity. Of the youth they serve, 85% live at or below the poverty line, more than 80% come from single-parent households, and 60% from households facing drug or alcohol abuse—some have incarcerated parents.

“One of the unique aspects of Kansas Big Brothers Big Sisters is that they really focus on today’s youth and what they need to thrive,” explains Cassy. “The Bigs provide a positive light in the youth’s life, regardless of what they have going on that is out of their control. The Bigs give them something to look forward to and the opportunity to learn new things from another adult in their life. It’s also an important way to invest in our community, making a better Wichita for all of us.”

According to a national study, youth that participated in the Big Brothers Big Sisters program who are now grown reported that 46% had a household income of over \$75k, 78% voted in elections, 90% reported that their mentor made them feel better about themselves, 78% learned right from wrong from their mentor, and more than 50% said that their mentor kept them from dropping out of high school.



Kansas Big Brothers Big Sisters is always looking for new Bigs for the youth on their waiting list!

To contact KSBBS, please reach out to Haley Butts, Recruitment Manager at hbutts@kansasbigs.org, Tammy Boucher, Development Manager, at tboucher@kansasbigs.org, or visit their website at <https://kansasbigs.org/>



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