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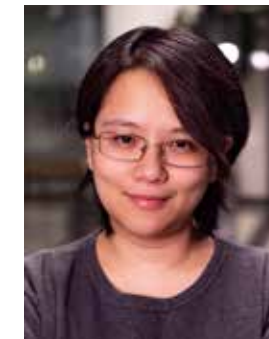
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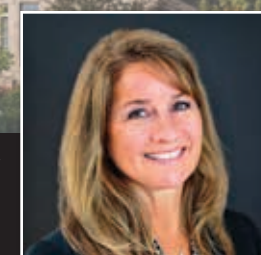
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MUCH TO BE THANKFUL FOR

▶ publisher's note

When I observe the world we live in today, it's easy to be critical, judgmental and downright disappointed. However, while worldly circumstances often look grim, I believe we do have much to be thankful for in life.

Often times, myself included, we can focus on many of the things we don't have, wish we had or perhaps have lost. My goal in writing this note today is to bring encouragement and a focus on so much more that we do have.

I'm not a history buff, but I do enjoy learning more about our past and the insights it provides. We all know the story of the Pilgrims who set out from England so long ago. Of the 102 passengers on board the *Mayflower*, nearly half died during the first winter. Yet those who remained gave thanks for their lives, their freedoms, their new friends and their new home. They celebrated the end of the harvest by sharing a meal with others different than themselves, the Native Americans.

During this month, my hope is that we share some of the same gratitude. Certainly, I'm not trying to say everything was rosy back then, but I'm moved by their genuine thankfulness to show my gratitude for similar things.

First, I'm grateful for those closest to me in my life. My wife, Terri, my kids: Jordyn, Keegan and Carson, my church family, my father and step-mother, my in-laws, and friends like you. I also treasure the relationships I had with my deceased mother and brother.

As we share a wonderful meal together at our VIP event this month, please know how grateful I am for each one of you.

I want to wish you a wonderful Thanksgiving!



Jason Acres
Owner/Publisher
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Lisa Finks is a hard-working REALTOR® who is passionate about the ins and outs of her business. Her success comes from the time she takes to stay relevant on market knowledge and her expertise in market data. As a former litigator, Lisa's extensive negotiating experience and intimate knowledge of contract law has set her up for success in her career as a REALTOR®.

Born in Chicago, Lisa grew up in the southwest suburb of Orland Park. "My family has lived there for the past 43 years and my parents still live in my childhood home," she says. Lisa majored in government and graduated from Dartmouth in 1991. She then pursued law school at Notre Dame and graduated in 1994. Her career after college began as a litigator in a mid-sized downtown firm specializing in insurance defense work.

Pursuing life as a full-time mom, Lisa paused her career until 2000 when her husband, Tom, started his company "Pro Sports Experience." When her kids got older, she began handling all of the legal work for her husband's company, while taking on a role in management and human resources. "By the time our kids were teens, I recognized that I had the time and desire to do more, so I decided to go into residential real estate."

In April of 2015, Lisa received her real estate license. With her mom in commercial real estate and brother in industrial real estate, she says, "Not only was I surrounded by real estate, but I also believed my legal training would enhance my ability to service clients. My knowledge became a distinguishing factor for me among agents as well. Real estate has always played a role in our family." ...

“

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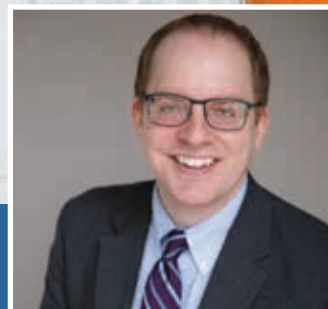


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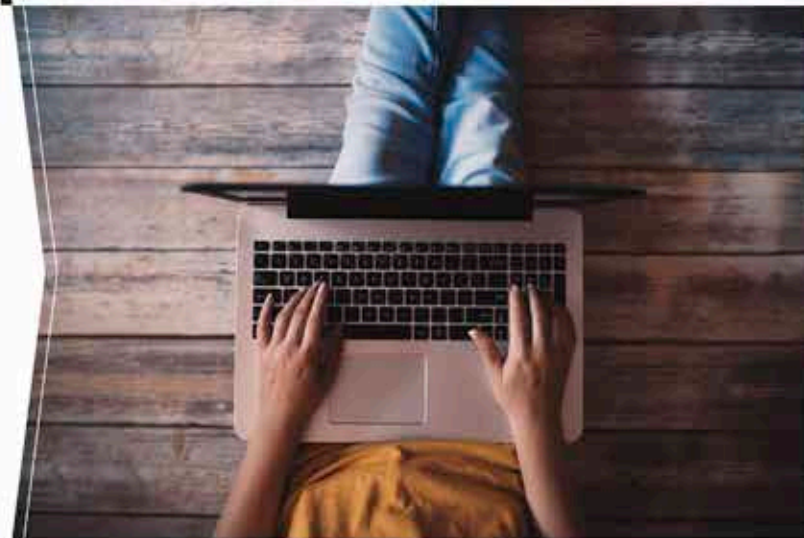


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Article written by Nora Wall
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Be Your
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BE YOUR OWN PERSON

B Comfortable in her skin, Glo Matlin has a way of making everyone feel at ease. When she was a little girl, her mother gave her advice that became critical in shaping her as a person. She recalls her mother telling her, “Glo, be who you are. Not everyone is going to like you, and that’s okay. People can see through phoniness. If you are okay with you, then you’ll be a success no matter what because you will be comfortable in your skin.” Today, Glo ranks among the top 1% of REALTORS® in the nation. She credits much of it to following her mother’s early wisdom, which set the foundation for her development as a person.

CHICAGO TO NORTH SHORE

A native of Chicago, Glo grew up in the city. While in college, she married her husband, Eric Matlin in 1975. While Eric was in law school. Glo supported him. It took a lot of grit to get through those early years as a married couple. They were broke, young, and stayed together despite the many obstacles starting. She says, “We grew together during

those early years. It made our marriage solid.” They moved to North Shore early on. Forty-five years later, the couple now enjoys two children: Arielle, married to Sean, and her son Zack, married to Katie. They have two grandchildren: Hannah (3) and Noah (1). Glo says, “We are a tight, close family.”

As a family, they spend much of their time watching sunsets and hanging at the beach at their lake house in Glenn, Michigan. Glo described it as her happy place. After spending many summers in Glenn, Glo and Eric bought an old cottage that needed a lot of TLC in 1975. Five years ago, they tore it down and built a brand new house on the lake. It’s their family house. It’s her favorite place to be and where she goes to clear her head and spend time with loved ones.

FROM RETAIL TO REAL ESTATE

With previous careers as an optician and as a retail store manager, Glo decided to step into a job that would offer more flexibility in terms of hours. She picked real estate. It was 1987, and at first, she thought it would be part-time. Little did she realize that it would become a full-blown second career, and one in which she





“ I get to work with people I like. I attract people who are similar to me. ”

...

would ascend to become a top performer not only in Chicagoland but also across the United States.

Thirty-three years later, she works closely with her son Zack, who is her partner at Compass. With a previous career as a mortgage broker, Zack brings valuable insight into the partnership. They also have three more agents working with them. Jenni Gordon handles city listings. Jana Lance works in the Northfield area, and Bridget Workmen manages the Park Ridge area and further west. Between the five of them, they have Chicagoland completely covered to serve buyers and sellers.

CANCER AND GAINING PERSPECTIVE

Ten years ago, Glo battled cancer. Getting through the treatment was tough. During that time, she spent a lot of time reflecting on her past, present, and future. She made some big life decisions. She says, “I decided I don’t want to be known as a great REALTOR®. I want to be known as a great person. I changed my business model that year, and it was my best year ever.” She realized she needed to be more well-rounded and let go of working 24/7 in order to carve out more time with family and friends. She stopped thinking the world would fall apart if she wasn’t available around the clock. She says, “I realized I needed to have more of a life outside of work.”

Glo considers herself a real people person who enjoys connecting with people. Her biggest obstacle was her shyness, and slowly, over time, she became very outgoing. Glo says, “Success is waking up in the morning and knowing I did a good job. It’s about making my clients happy.” She continues, “I get to work with people I like. I attract people who are similar to me.”

LOOKING TO THE FUTURE

A firm believer in goal setting and working to accomplish something systematically, Glo takes time every year to review the year’s successes and challenges. She says, “There are always challenges to overcome.” She expects 2021 will be a challenging one for real estate because of the uncertainty brought on by the coronavirus.

Glo says, “We don’t know where things are going exactly, but the ...”





downturn doesn't affect me because it's about a state of mind – one that focuses on helping people get past their fears and challenges. People still have to move. You do the right thing by your clients and help buyers understand the marketplace. It's about always doing your best. It's important to enjoy what you do too." She continues, "My advice to other agents is to be your best real self."



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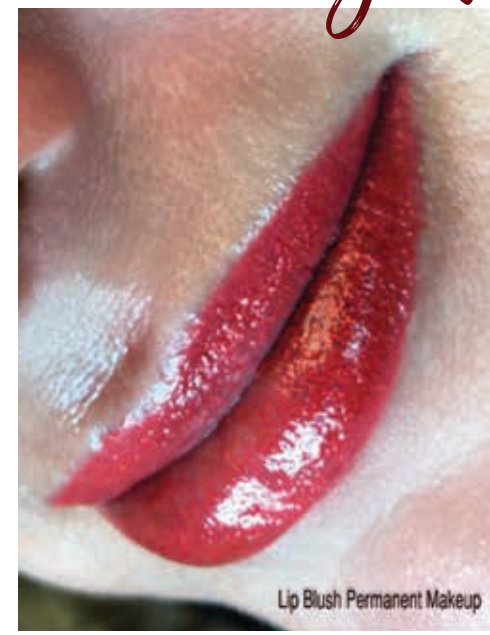
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Baird & Warner
Written by Laura Zickert

Karen Poteschman Skurie



REALTOR® for 25-Plus Years

...

Hard-working REALTOR® Finds Honesty is Key

Karen Poteshman Skurie is a REALTOR® in the North Shore who has created a legacy of success and a reputation of honesty. The words “hard-working and high-energy” are just a glimpse into her personality that has brought countless clients over 29 years to trust her and respect her.

Born, raised and currently living in Highland Park, Karen has a unique insight to the area. This insight has allowed her to have a one-of-a-kind understanding of the real estate market of the North Shore. Karen knows the business inside and out and continues to stay relevant in market knowledge.

In 1986, Karen graduated from the University of Iowa with her degree in Fashion Merchandising and Business. After graduating, Karen pursued working in a buying management program at Bloomingdales in NYC. She later transitioned and worked retail at a family business in Chicago, which brought her back to Illinois. In 1991, Karen and her husband bought their first home. She fell in love with the process and

... knew it was time for a career change. 1991 was just the start of an incredible career that would form for Karen. She received her REALTOR'S® license and began working with the team that opened Baird and Warner Highland Park. That same Baird and Warner is still in the same location today and Karen still has found success within their company. Karen has always been an independent REALTOR® and truly found her passion in real estate.

Karen has received many awards including She is a part of the Baird and Warner Founders Club and is in the top 2% of REALTORS® within Baird and Warner. Over the past 29 years, Karen has thrived as a REALTOR® and set an example to those around her as someone who pursues success and lives out their dreams. She believes it's important to “know your business and inventory. People always want to discuss the real estate market, always!” She is always ready to discuss the great opportunities the real estate market has to offer and provide honest insight.

Karen has been married to her husband, Sam, for 31 years. Together, they have three children, Jaclyn (28),

Amanda (26), and Charlie (21). Both Jaclyn and Amanda live in NYC, while Charlie is a senior at Washington University in St. Louis. “I had all three children during my career and never took maternity leave. My kids grew up in this business and sacrificed a lot of family time being patient while I was on the phone,” she said. Family has been very important to Karen and her husband. Her attentiveness and responsiveness have allowed her to maintain great relationships and friendships with those around her.

Outside of work, Karen enjoys walking in the mornings, walking down to Rosewood Beach, visiting the Botanical Gardens, and entertaining family and friends. Karen is a member of her local synagogue, local schools, and local charities. Even during busy selling seasons, she still tries to stay involved socially. Her energy and optimism have successfully contributed to the great relationships she has been able to make with her clients, peers, and family. Karen has found that being honest is key to having a great reputation in real estate and in relationships.

“I love my job and am proud of my success for 29 years at Baird and Warner Highland Park. I don't need to chase success; I have created it where I am now and always have been.” As Karen emanates passion, honesty, and integrity, she continues to be a trusted REALTOR® in the North Shore and is our distinguished *Legacy of Legends* celebrating 25-plus years as a top REALTOR®.



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» top REALTOR® thoughts

Written by Top Realtor **Kati Spaniak**

KATI SPANIAK

eXp Realty

Maintaining and Cultivating REALTOR® Relationships



After more than my fair share of arguing with other agents, I actually realized that there was no reason to be angry, adversarial or spiteful towards other agents. We were all on the same team.

As I moved along my own career path at three different brokerages, I realized the wonderful feeling of having and maintaining personal relationships and friendships with agents across the board no matter what brokerage he or she was with.

My current brokerage is more of an independent brokerage. We don't have thousands of agents in the area. So, I can't really choose to connect and socialize with only those agents at my brokerage. I had to branch out if I wanted to engage, learn and grow from other agents. And that is when I decided to become a part of our real estate community at a higher level.

Have you ever hung up the phone after a particularly contentious call with another agent and say, "Hmmm...maybe I could have handled that better? That probably wasn't the best thing to say."

OK. Admit it. We've all been there.

At one point or another, as real estate agents, we get into particularly difficult negotiations with other agents and we start to act and take it personally. We lash out or criticize or sometimes even hang up on other agents.

realproducersmag.com

In 2019, I was selected to serve on the North Shore Barrington Association of REALTORS® Board of Directors (NSBAR). Many of you know NSBAR as one of the associations you are required to join when you affiliate with a brokerage and you want to use the MLS.

But what most don't know is that NSBAR is a way to cultivate new relationships

between other agents and different brokerages. NSBAR gives you the education you may not find at your current brokerage, especially if you are at a smaller one. And, it allows you to meet and mingle with those agents you might never have gotten the chance to know.

I have really enjoyed my time serving on the board and getting to know these outstanding other agents who have made a difference by giving of their time and giving back to the community that has provided so much to us in our profession.

I encourage all of you to get involved in continuing to develop the standards and growth of our profession. It doesn't have to be at NSBAR. It can be anywhere that encourages you to grow as a real estate professional and provide your knowledge and experience to those around you. Go out there and make a difference in your real estate community and get to know your fellow REALTORS® outside of your own brokerage. It makes it so much more fun to negotiate with agents who you are proud to call your friends!

Kati Spaniak
eXp Realty

North Shore Real Producers • 39

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MICKY JANCZAK

Compassionate Business Owner Treats Pups and Clients Like Family



▶▶ partner spotlight

Article written by **Laura Zickert**
Playtime Pup Ranch

Micky Janczak is the owner of Playtime Pup Ranch. Servicing dogs through daycare, grooming, cage-free boarding, walks, in-home services, and more has brought Playtime Pup Ranch to be a trusted business in the North Shore.

For 20 years, Micky started her career working for a large commercial insurance company. She then decided to move out of the corporate America hustle and start pursuing a role that fit the life she wanted to live. She said, “When I decided that I had to get out and finally do something I was passionate about, it was a no-brainer that taking care of dogs was my thing.” After balancing starting her business while still working in corporate America, she was able to see quickly how her dreams could become a reality. After evaluating, her now business partner said, “Let’s open a dog daycare.” Three years later, their company is thriving and continuing to receive positive reviews that are growing their list of clients.

Micky leads her team with efficiency and fun. The Playtime Pup Ranch is set apart from the competition as it never kennels their boarding dogs. Instead, after day play is over,

the area is cleaned and transformed into a slumber party space. She says, “My overnight boarding staff is the best! They actually roll their bed into the slumber party and sleep with the pups all night long!” Micky’s says, “Safety and cleanliness are #1 to me in my facility.” This is evident in how she cares for the dogs staying at the ranch.

Micky is married to her husband, Joe. Together they have two sons who are in high school, Luke (17) and Max (15). Both boys play hockey and Max plays baseball. Micky and Joe are very proud of their sons and enjoy going to their sporting events. As a family, they have three dogs named Rocky, Layla, and Maddie. Together they all enjoy traveling to Hayward, WI, every year for family vacation where they go fishing and enjoy spending time together.

She has found that success isn’t found in tangible wealth. Instead, she says, “Success is having a great business, great employees, great clients, good health, enjoying what you do and a family that supports you and puts up with a few extra dogs for sleepovers a lot!” As the world continues to change, Micky and her team continue to be thankful for loyalty from their clients.

People say, “The Pup Ranch will never be the same without the compassion that Micky gives to it.” With a variety of services, The Pup Ranch is a one-stop shop and the perfect place to take care of your pup. Micky is an incredible mom, business owner, and dog whisperer. She continues to build her business and serve clients in the North Shore with excellence and compassion.



“Success is having a great business, great employees, great clients, good health, ENJOYING WHAT YOU DO and a FAMILY that SUPPORTS you and puts up with a few extra dogs for sleepovers a lot!”

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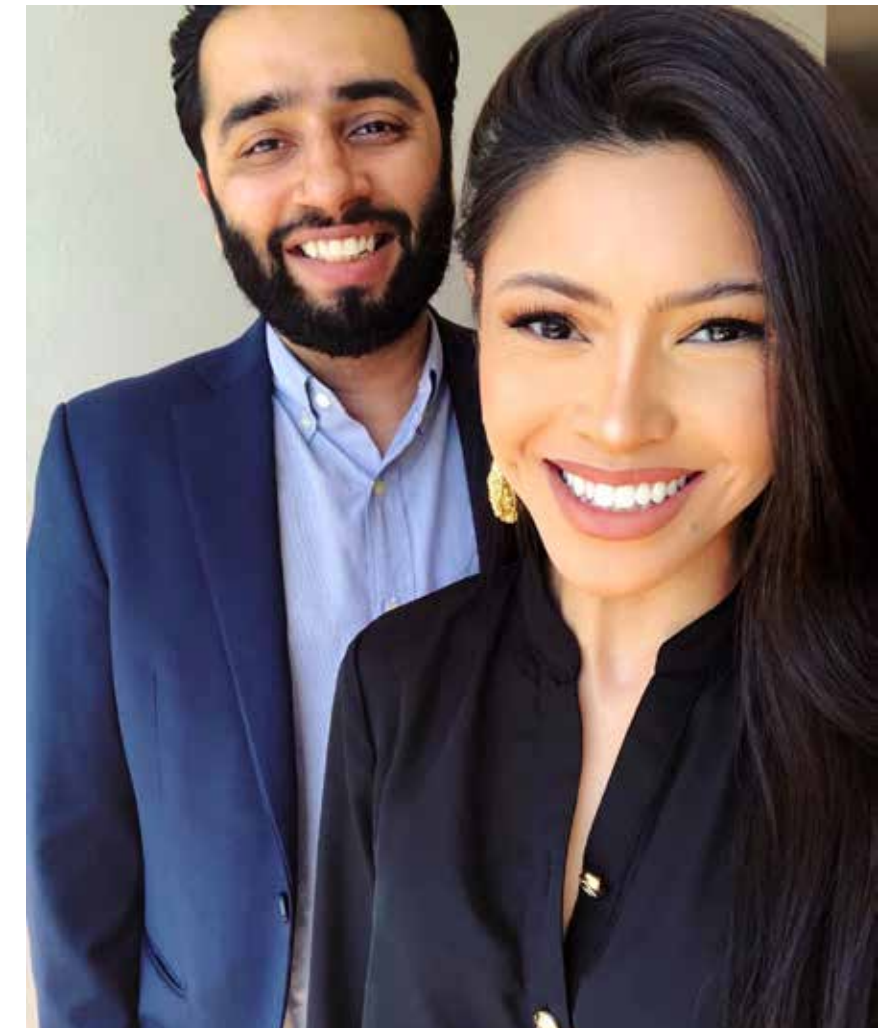
Article written by Laura Zickert

REALTOR® Finds Two Careers Are More Alike Than She Thought

Midori Sahara is a passionate and trustworthy REALTOR® in the North Shore. Her experience working in pharmaceuticals has led her to have a unique understanding of client care and passion to help others. She has a reputation of going above and beyond in her field, while also taking the time to be up to date on current market knowledge.

Born in Chicago, Midori grew up in the northwest suburbs of Chicago. She received her Bachelor of Science degree in biology from Northeastern Illinois University in 2013. Her career began working in retail pharmacy for ten years. “I enjoyed helping patients and making a difference in their lives,” she says.

With her father owning his own brokerage, she was able to see the ins and outs of the business before getting licensed. “Similar to working in a pharmacy, I saw an opportunity to connect with and help people – just in a different capacity,” said Midori. In 2015, she received her license and began working as an independent agent for her father’s brokerage, List One Realty, Inc. Her father’s guidance and expertise helped Midori immensely at the start of her career and is invaluable to her today. In 2018, both she and her father made the decision to join Dream Town Realty as independent agents.



When talking about the transition from working ten years in pharmacy to working in real estate, Midori says, “These careers initially seemed like completely different worlds. But the more experienced I gained, the more I realized that the qualities it takes to succeed in both fields are quite similar. Working in a pharmacy, I learned to communicate effectively and understand the needs of the patients. This is equally important when working with clients in real estate.”



2018 marked another important milestone in Midori's life when she married her husband, Ibrahim, that December. Ibrahim is a clinical pharmacist for Loyola University Medical Center in the west suburbs of Chicago. Together they enjoy spending quality time with family where there is an emphasis on amazing food and outdoor activities. Midori is very close with her brother, Jaden, and she has found family to be a huge source of inspiration in her life. Specifically, she has looked up a lot to her mother. "Many of the values that she instilled in me play a vital role in my career today."



Her passion outside real estate is food. "I love cooking and experimenting in the kitchen." Midori's love for food and people go hand in hand when she helps her father at his restaurant in Deerfield, Jimmy Thai. In addition, she also loves music, reading, biking, and her cats. Midori has also invested much time in medical missions and has partnered with Hospitals for Humanity (an organization that helps to improve lives of pediatric patients with congenital heart disease). In 2019, Midori traveled to Uyo, Nigeria, with Ibrahim and her sister-in-law, Mariyum, to plan and implement a pharmacy for pediatric surgical patients.



Purchasing a home is a milestone in someone's life. Midori has found her passion in being able to help others find a home that is the perfect fit for their lifestyle. Midori says, "Experiencing the excitement and pure joy with my clients on closing days (and leading up to closing) is priceless."



Midori plans to continue growing her business. Her perspective of client care has contributed to the success she has built around client relationships. "It is important to be able to put yourself in your client's shoes and operate with compassion." Her integrity, authenticity, and passion for her business have led her to be a trusted REALTOR® in the North Shore and an excellent partner for her fellow brokers.



“
It is important to be able to put yourself in your client's shoes and operate with compassion.
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STEVEN SIMS

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A REALTOR® Who Steps Up as an AGENT and FRIEND

Steven Sims is a REALTOR® who focuses on going beyond the surface to help his clients. He is known as being not just a great REALTOR®, but also a kind and caring human being. His passion to go above and beyond for his clients is evident and he excels at creating lasting relationships.

Steven was born in Chicago and grew up in Skokie and Wilmette. He attended Arizona State University before transitioning to partner with his father owning car dealerships for 18 years. Steven says, "I never liked the car business. When my dad wanted to retire and asked me if I wanted to continue running the business, I didn't even take a breath and said, 'Let's sell it.'"

In 1997 Steven received his license in real estate. He said, "I took to it like a horse to water." He began his career with Coldwell Banker. There, he eventually found himself with two jobs



being a part-time employee working to onboard agents in 8 North Shore offices, and a full-time broker. He was with Coldwell until June 2020 when he left and went to @properties. Fran Broude, the past President of Coldwell Banker, is his mentor and dear friend. Steven says, "Her leadership

capabilities surpass no other and she leads with intelligence, compassion and always has a smile on her face. She is amazing!" Steven has always been an independent REALTOR® and after several years earned the Presidents Club, which identified the top 1% of agents at Coldwell Banker. With

▶▶ featured agent

Top Realtor
Article written by **Laura Zickert**

•••

24 years of experience, Steven has gained valuable insight and combines it with his increased understanding of relevant market knowledge.

Steven has been married to his husband, Barry Mann, since June 2018. Barry is also a REALTOR® and together they have created a wonderful life of love and happiness. Steven has two sons, whom he adopted with his former partner. Jeremy is 29 and a special ed teacher in Northbrook. Kyle is 25 and working in the car business. With both boys out of the house, he is excited to experience his new life as an empty nester. Having three sisters and four nephews all local, he loves they are close enough to get together for birthdays, holidays, and just because. He recently sold the boat he had on Lake Michigan for 12 years. "I loved it and it brought me great happiness to share with friends and family. Best two days in a boater's life is when you buy the boat and when you sell the boat." He also loves to go fishing, golfing, knitting chemo caps for cancer patients, traveling, attending theater events, and painting with pastels.



“SUCCESS is not about how much money you make; it’s about the difference you make in people’s lives.”

He has found the challenges in his past have helped make him a stronger person today. Steven says, "I want to get the message across to all children who feel different that they can overcome their fears, depression, and anxiety by allowing them to be defined by what they think of themselves and not being defined by what others think of them." He is a proud supporter of the Ronald McDonald House, St Jude's Children's Hospital, Bernie's Books, Wright Way Rescue, Prostate Cancer Foundation, Special Spaces, and many more. After experiencing cancer, he found his life changed in the best way possible. He says, "I don't sweat the small stuff and put a spotlight on the most important things in my life."

Steven has found his passion in working with buyers and sellers to help them find the right home. "Whether it is a 100,000 condo or a multi-million-dollar home I treat everyone the same with respect and put all I've got into making it a great experience for them," he says. Gaining clients' trust is an important part of the process for Steven. It is rewarding for him to be in a business where clients open up and share parts of their lives with him.

"Success is not about how much money you make; it's about the difference you make in people's lives." The impact he is making in his community and in the lives around him shows he truly cares about the heart and values people over profits. His passion and incredible work ethic have led him to be a trusted REALTOR® in the North Shore. If you are looking to work with an agent and friend who is honest and caring, Steven Sims just may be the agent for you.



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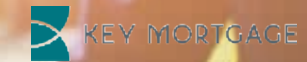
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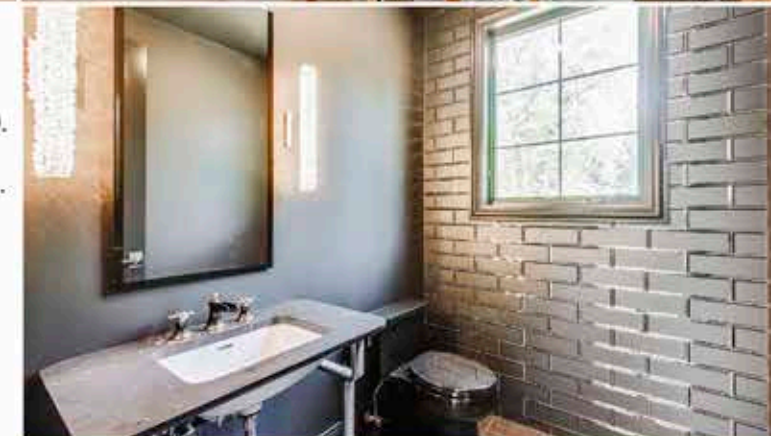
Homes **DO NEED** updating post close
According to Trulia, the number of new homeowners that want to remodel or renovate is up from 84% in 2018 to 90% in 2019. The most commonly cited rooms homeowners plan to remodel or renovate are kitchens (50%) and bathrooms (45%).

So, our question is... why shouldn't **YOU** benefit from this?

Let's work together to grow your commissions by getting credit for this additional spend!

Refer a new Icon home or remodel and get your commission **paid on the front end!***

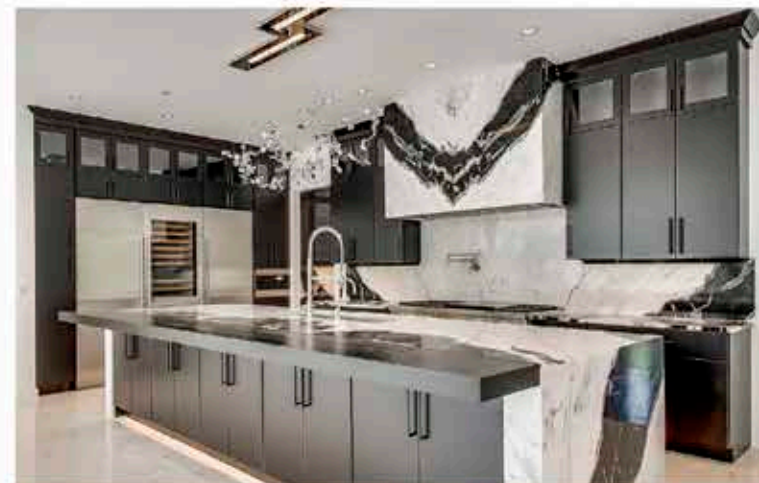
*If your client signs a deal to build a new custom home or remodel with Icon Building Group, you will be paid your full commission on the 1st draw, not at the closing!



OUR COMMUNITIES

- Majestic Pines, Indian Creek
- Woodland Chase, Vernon Hills
- Riviera Estates-Greggs Landing, Vernon Hills
- Deerpath Farm, Mettawa
- Hawthorn Place, Hawthorn Woods
- Meadowood Estates, Kildeer
- Woodleaf at Sanctuary Club, Kildeer
- Elm Estates, Lincolnshire
- Oak Knoll Woodlands, Lake Forest
- Wimbledon Estates, Lake Bluff
- Brighton Oaks, Lakewood

Icon builds homes that are 100% custom, whether in one of its communities or on a lot we help your client find.



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Before



After



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