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DECEMBER'S GIFT

publisher's note

How long have you been a REALTOR®? What changes have you seen since you started? Have you been able to be instrumental in making a positive impact in this industry you have poured your heart and soul into?

It is not too late to get involved and influence the real estate industry in a positive way. We have some great agents right here in Tucson who work tirelessly at the state level and the national level. Always remember **YOU** are an icon in the making!

This month we have a special treat for you! We are focusing on several respected, long-time agents who are industry icons among their peers and in the Tucson RE community.

Becky Taylor has been in the industry for 46 years. She enjoys the confidence that comes with age and is up for challenges that come her way. In her words, most of it "I've seen, heard and done." Working as the compliance coach on Marsee and Jeff Wilhem's team, Becky is a valuable asset.

Surviving 40 years of market changes and still loving the business, **Charlene Anderson** with RE/MAX Results never took her job home at night. She didn't take a briefcase or get on the computer once she was home. This allowed her to give her family the undivided attention they deserved.

James "J.T." Tsighis Associate Broker | Business Coach/Mentor — J.T.'s passion after 50 wonderful years in RE revolves around sharing his expertise freely with those longing to learn, grow and do more for themselves and others. J.T. shines as he perseveres with a positive "can do" mindset. Hands down, he is "J"ust "T"errific!

"Steady as you go" for 56 years in the industry is **Jim Chumbler's** recipe for success. Jim was a pivotal part of implementing the Computerized Multiple Listing Service, for which many are thankful. Nothing holds him back! Not even a challenge he has fought for 25 years.

In 1976 **John Barry** entered the world of RE. Three years later, he was the youngest broker in the city at 23 years old. Recently someone called him "the encyclopedia of real estate"! A wealth of knowledge and the willingness to share that knowledge keeps him IN the business at an emerging new brokerage as managing broker for Diamondback Real Estate.

Now the CEO of the Tucson Association of REALTORS® and former commissioner for the Arizona Department of Real Estate for 13 years, **Judy Lowe** is gracing us again with her service to the Tucson RE community. At a young age, Judy learned, "once you know what you want to accomplish, you need to build a plan around it; opportunities rarely just fall into your lap." This mindset set her on a path to adventure and success.

You will undoubtedly love reading each of our industry icon stories. Be prepared to be inspired and motivated as you glean wisdom and practical ideas.

I love bringing you unique content! Always reach out if you know of someone we should feature.



Warmly,
Delilah
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INTERVIEWS WITH
INDUSTRY
icons

Photography by: Jacquelynn Buck

Featuring James “J.T.” Tsighis, Charlene Anderson,
Jim Chumbler, Becky Taylor, John Barry & Judy Lowe



James “J.T.” TSIGHIS



James “J.T.” Tsighis
REALTOR® Emeritus
Associate Broker |
Business Coach/Mentor
Keller Williams Southern Arizona

What did you do before real estate?

I have a Bachelor of Science degree in hotel and restaurant administration from Cornell University. As division vice president for Restaurant Associates Industries, I managed 25 fine-dining restaurants in New York City, including the Four Seasons. It was an exciting but demanding career. It's true, if you can make it in New York City, you can make it anywhere!

What is the biggest risk you have ever taken?

Leaving one successful professional career for another.

What inspired you to pursue real estate?

A frequent patron at one of my restaurants had purchased a 52-acre property in Tucson. He asked me to evaluate the property's potential as a luxury resort and restaurant.

During my trip, I fell in love with Tucson. I was offered a job opportunity by the broker who sold him the property. I wanted to learn real estate from the ground up, and that's what I did.

When was a time in your past when you faced something that required a quick pivot or rapid change to persevere?



Keep learning and growing, it's what makes life exciting.

In the early '90s, the real estate firm where I was employed closed down and ceased to exist. I started making calls, and within days I had an interview with a real estate brokerage in Anaheim Hills, CA. It was the fastest-growing real estate company in Southern California. It was a grueling experience, but after having succeeded in that environment, I was prepared for anything. After

three years in that role, Judy Lowe recruited me to be a branch manager with Coldwell Banker in Tucson. I gladly accepted and was thrilled to move back to Tucson.

What are you learning about yourself as a leader right now? And/or how are you showing up for your people and your clients that gives you a sense of pride?

I have realized the importance and relevance of sharing my acquired knowledge with anyone interested in learning, growing and doing more for themselves and others. It's always been a great feeling to share my expertise freely. If what I learned can help someone else learn faster without going through the same trials and tribulations, that's great! I like to see others benefit from my experiences, especially when it helps them expedite their success. I think good leadership is sharing your experiences to help others be the best that they can be — that's the greatest reward.

J.T.'s Words of Wisdom:

- *Make things happen; don't wait for things to happen.*
- *Do what you love in the service of people who love what you do.*
- *When you change the way you see things, the things you see will change.*
- *If there is any secret to growing older and wiser: Cherish the experiences you had, and then adapt to the new norm, whatever that might be.*
- *Keep learning and growing, it's what makes life exciting.*

What are you most proud of in your life?

My beautiful loving wife, daughters, family, friends and colleagues I am blessed to have in my life.

How have you pushed through tough times/markets?

By truly believing in myself — knowing full well that when I persevere with a positive “can do” mindset, it's just a matter of time, and the challenges will soon be behind me.

What has been your best asset or trait in finding success?

My best trait can be summed up in two words: task oriented. Give me a worthy goal, assignment or outcome to achieve, and I will find a way or ways to make it happen.

How do you want to be remembered in this industry?

As someone who always gave freely and unconditionally of self so others might benefit, succeed and prosper as a result.

How do you continue to grow and develop as a leader?

By maintaining a “life-long” commitment to learning. The desire to learn has always motivated me. It's what makes life exciting. I am always learning new things, and there has never been a dull moment in my life!

Tell us one thing you are excited about for 2023.

The prospect of being able to spend more time with my family and to travel to places that have been put on hold because of COVID-19.

What is your recipe to stay sane and take care of yourself?

Being able to consciously maintain a comfortable balance between work and play. Making sure that I eat right, exercise and get enough sleep.

Can you share some of the highlights from your real estate career?

I had the privilege of serving as federal political coordinator (FPC) for Congresswoman Gabrielle Giffords, and now I serve as the FPC for her husband, Senator Mark Kelly. (FPCs are the key contact between the National Association of REALTORS® and Congress. We educate legislators on matters that impact homeownership and private property rights.)

I was honored to be selected as the first “REALTOR® of the Decade (1980-1990)” for the Tucson Association of REALTORS®. Every 10 years, another REALTOR® is selected for their achievements and impact in the real estate community.

In May 2021, I was the proud recipient of the National Association of REALTORS® RPAC Hall of Fame and continue to be a major investor as a Golden R, President's Circle.



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CHARLENE Anderson

▶▶ industry icon

Photography by Jacob Webb



Charlene Anderson
Broker Associate
RE/MAX Results

When was a time in your past when you faced something that required a quick pivot or rapid change to persevere?

Several times the office I was working in closed and I had to quickly find another office where I felt I could be successful.

What are you learning about yourself as a leader right now? And/or how are you showing up for your people and your clients that gives you a sense of pride?

I always make time for my clients and know they appreciate the attention.

What are you most proud of in your career?

I have survived 40 years of many changes and still love the business!

What accomplishment are you most proud of outside of your career (life in general)?

I am proud that I have had success without sacrificing family and friends.



Always be timely and honest with your clients. Even bad news needs to be delivered in a timely manner and honestly.



What has been your best asset or trait in finding success?

Having a good work ethic has been a major factor in my success.

How do you want to be remembered in this industry?

I hope to be remembered for being honest with my clients and other agents as well.

Who do you look up to for inspiration and leadership?

My church family has been a source of inspiration and support.

How do you continue to grow and develop as a leader?

I am always willing to grow and change as our marketplace changes.

Tell us one thing you are excited about for 2023.

Hopefully, a balanced market!

What advice/insight do you have for up-and-coming agents?

Always be timely and honest with your clients. Even bad news needs to be delivered in a timely manner and honestly.

What is your recipe to stay sane and take care of yourself?

I take time for family and friends. It's important to have some fun and enjoy outside activities. When I first started in real estate, I never said no. I quickly realized that I needed to set boundaries to be successful.

I never took my job home at night. I didn't take a briefcase or get on the computer once I was home. I will take phone calls at home, but I don't work at home. Think about it — when doctors go home, do they take their patients with them? Sometimes that meant long days at the office, but it also meant that I could give my family my undivided attention when I got home. I also never worked on Sunday mornings. I have discovered that when

you set a boundary, your clients will respect it. It may not be for everyone, but it's what worked for me.

What is the biggest change you've witnessed in real estate through the years?

Everything is now computerized. When I started, we searched books of listings. We also hand delivered and personally presented every document. The research is easier and more thorough because of computers; I appreciate that. I do miss the personal contact between agents. I think presenting offers in person created better business vibes and smoother transactions.

What is the biggest risk you have ever taken?

I invested in a real estate limited partnership that failed in the 1980s. It was a hard lesson to learn, but I realized I had the funds and the brains to invest on my own. I encourage agents to put their real estate knowledge to use — don't be afraid to invest on your own. Take a little risk! You don't need to look for someone else to partner with; you can be successful in individual investments. Be cautious. Remember, if it looks too good to be true, it probably is!

In what ways have you impacted Tucson real estate or the local community?

I have participated on the Professional Standards Committee for over 30 years. It has been a very eye-opening experience. I am very thankful that we have the Code of Ethics to keep this industry honorable. I encourage every agent to familiarize themselves with the Code of Ethics; it is increasingly important that REALTORS® hold themselves to the highest standard.

What keeps you awake at night?

Nothing — if I can solve a problem, I do it right away. If I cannot, a good night of rest helps!

How have you pushed through tough times/markets?

By being consistent — I just keep working during challenging times. Follow every lead! Past clients depend on me because I give clients really good service.

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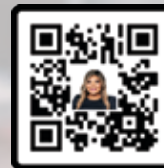
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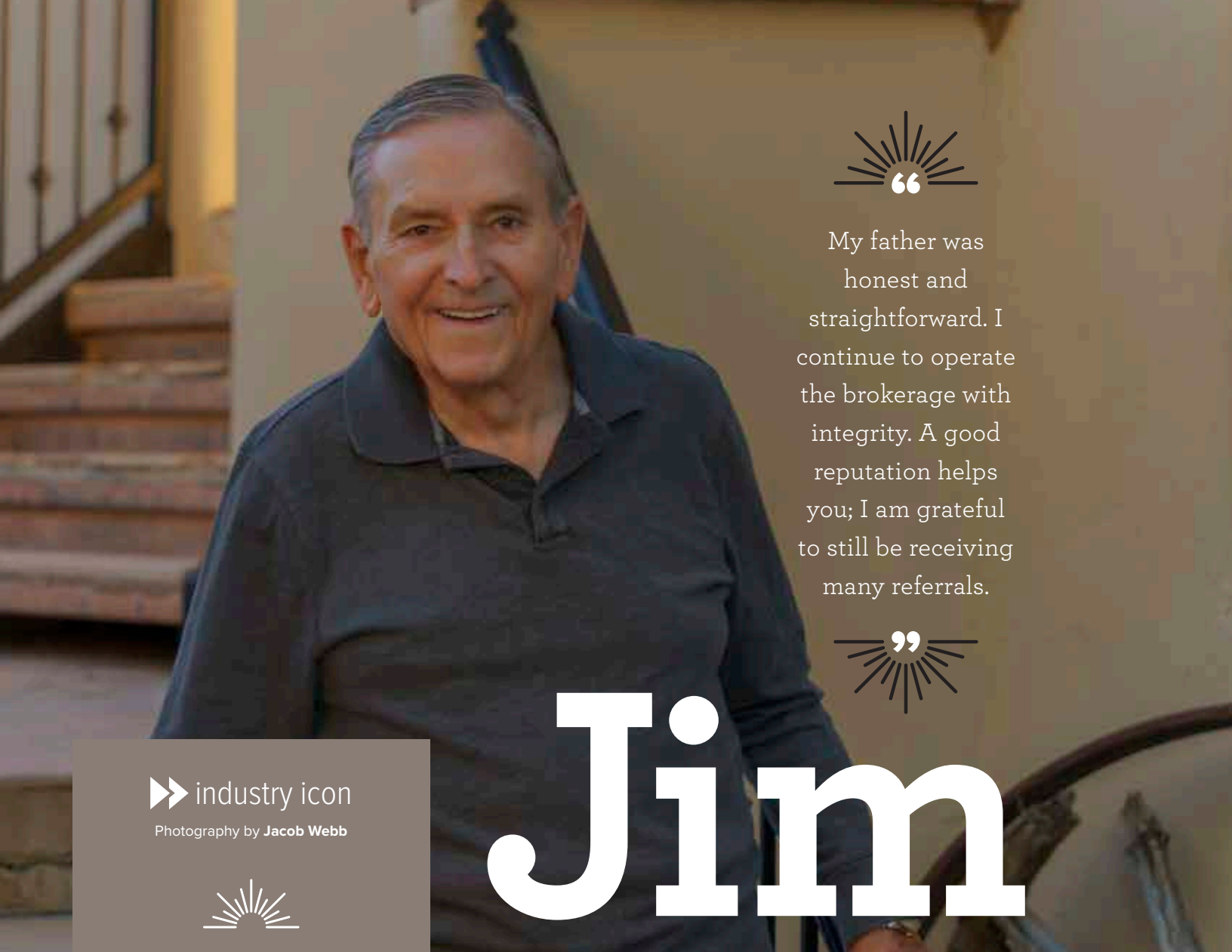
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My father was honest and straightforward. I continue to operate the brokerage with integrity. A good reputation helps you; I am grateful to still be receiving many referrals.



Jim

CHUMBLER

▶▶ industry icon
Photography by Jacob Webb



Jim Chumbler
REALTOR® Emeritus
Broker/Owner
Chumbler's Realty Inc.

When was a time in your past when you faced something that required a quick pivot or rapid change to persevere?

Being in realty is "steady as you go." When you have been in business for 56 years, it is steady and consistent. Take one day at a time.

What are you learning about yourself as a leader right now? And/or how are you showing up for your people and your clients that gives you a sense of pride?

I love to help people. In many instances, that means going above and beyond your job description.

What are you most proud of in your career?

All the offices that I have held in the field of real estate, including president of the Tucson Association of REALTORS®, and so many others, and the accolades I have received because of my professional career, like REALTOR® of the Year and National REALTOR® Emeritus.

What accomplishment are you most proud of outside of your career?

I love my wife of 54 years, my children and their spouses and my grandchildren. My children are all very successful, for which I am thankful.

What is the biggest change you've witnessed in real estate through the years?

A great development was the inception of the Computerized Multiple Listing Service and how

well the members accepted the new system. This happened in 1984, the year I was president of the Tucson Association of REALTORS®. It had been a full-time role updating the listings manually, pulling out the old ones and adding the new ones. With the new system, they printed and delivered a newly updated book each week. In fact, I still have copies of those MLS books.

What is the biggest risk you have ever taken?

The purchase of real estate throughout my life in weak and strong economies.

In what ways have you impacted Tucson real estate or the local community?

Through my involvement in the real estate profession. I am thankful that real estate has given me a good life and the ability to have a real estate company where we work to make the American dream possible for many people.

What keeps you awake at night?

I have muscular dystrophy, which was detected 25 years ago. It has gotten progressively worse, but it does not hold me back.

How have you pushed through tough times/markets?

Just continue to work harder.

What has been your best asset or trait in finding success?

Honesty and a love of doing the best for my buyers and sellers.

How do you want to be remembered in this industry?

As an honest, caring professional, helping folks buy or sell and achieve their dreams of homeownership.

Who do you look up to for inspiration and leadership?

My father was a great leader, teacher and inspiration to me when I began in real estate. My father and mother challenged me as they went before me in this business. My father started his brokerage in 1952 on the south side of Tucson. My mother worked in the office and did the bookkeeping. My sister also had her real estate license. It was truly a family business!



My dad had a good reputation in the community. When he passed, I didn't want to be one of those sons that run their father's business into the ground. My father was honest and straightforward. I continue to operate the brokerage with integrity. A good reputation helps you; I am grateful to still be receiving many referrals. Right now, I have the honor of listing a house for a past client. I helped her purchase the home in 1983.

Now, my inspiration comes from my faith in Jesus Christ, my Lord and Savior.

How do you continue to grow and develop as a leader?

Education and being involved in this profession.

Tell us one thing you are excited about for 2023.

For the new agents to get involved in their profession regarding education opportunities and volunteering opportunities. There is so much out there for agents.

What is your recipe to stay sane and take care of yourself?

I like to be involved in old cars, including car clubs and trips.

What advice/insight do you have for up-and-coming agents?

Keep learning. There is so much available to you through your association.



ROBERT HATCH

VP - SR. LOAN OFFICER
BRANCH MANAGER NMLS 202680

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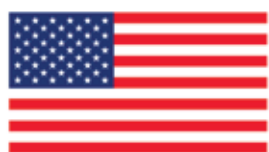
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Becky

REALTORS® TAYLOR



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By Kylea Bitoka
Photography by Jacquelynn Buck



Becky Taylor
Contract and Ethic Transaction Coach
eXp Realty

What are you learning about yourself as a leader right now? And/or how are you showing up for your people and your clients that gives you a sense of pride?

I work as a coach for a team. There is nothing more satisfying to me than when I can share my experience and offer my assistance to an agent in a transaction, hopefully leaving them feeling more confident, less stressed and ready to serve their client.

What are you most proud of in your career?

I'm delighted to have a career in real estate sales, but I especially enjoyed being in management and coaching. My career allowed me the flexibility to raise happy adult children and time to enjoy my grandchildren while earning a living. Serving the public and serving Tucson's real estate community is very satisfying.

What is the biggest risk you have ever taken?

I received my real estate license in 1976. I found selling real estate fascinating and rewarding. I loved it, and eventually, I opened my own brokerage. That was a big step for me and the

biggest risk. I had to sign a hefty lease for which I was personally responsible. As a single mom with three kids, it was a major decision to move out from underneath the safety of a designated broker. Many of my team became lifelong friends. It was a lot of work but a lot of fun.

In what ways have you impacted Tucson Real estate or the local community?

One of the highlights of my career is serving as a chair of the Arizona Professional Standards Committee. Joining the Professional Standards was the best thing I ever did for my career. I learned so much from the experience, and I gained loads of knowledge about contract law and NAR Code of Ethics.

At 46-plus years in the business, I've seen it, heard it and done most of it. Today when the phone rings, I'm not afraid of the challenge on the other end of the line. I enjoy the confidence and calm that comes with age. I really enjoy real estate agents, and I enjoy sharing my experience so that their transaction goes smoother. I hope that the time I've spent with each agent made a positive difference.

How have you pushed through tough times/markets?

The housing market is always changing and will always be changing. However, the real estate business is about building relationships, and that will never change. Regardless of the market, it's about being diligent and dedicated to our clients. Successful REALTORS® take great concern for their clients' needs and put the client's interest above all. Plus, you have to put in the time. People purchase homes in every kind of market.

What has been your best asset or trait in finding success?

I enjoy people and REALTORS®.



Have a vision and a plan for a great life first, then build a business to fund that wonderful life.



How do you want to be remembered in this industry?

I hope to be remembered as a person who was excited about our industry and was available, knowledgeable and helpful when needed.

Who do you look up to for inspiration and leadership?

There have been so many people — a village of amazing people — who have inspired and still inspire me. It includes my sister, Lea King, who got me into the business and set a great example to follow; the 50-plus high-producing agents/friends that worked with me at the Swan/Sunrise office decades ago; John Hamner, who got me involved in the Tucson Association of REALTORS® board

of directors; Rosie Koberline, who gave me the chance to work with and learn from the big boys; Theresa Barnaby and her fantastic teaching style; Jerome King and J.T. (aka James Tsighis), who with their vast knowledge and sense of humor, set a great example of leadership; and Jeff and Marsee Wilhems, who built an incredible cutting edge business model 17 years ago and have allowed me to be part of the team today ... and so many more in the Tucson real estate community.

How do you continue to grow and develop as a leader?

I try to stay informed by joining groups/organizations and reading publications. I also learn each day working with agents and their transaction issues.

Tell us one thing you are excited about for 2023.

I'm excited about the new people coming into the business every year, and 2023 is no different. They are tech savvy with fresh ideas and infectious enthusiasm ... and energy! Where do they get all that energy?

What is your recipe to stay sane and take care of yourself?

I find when I start the day with a purpose in mind and have a written plan, starting with personal goals, that I get more satisfaction from each day. If I could start over, I would be better at time management and time blocking.

What advice/insight do you have for up-and-coming agents?

Have a vision and a plan for a great life first, then build a business to fund that wonderful life.

Manage your time and block out your activities for each day. Know your inventory, be genuine, listen carefully, do what you say you will do ... and have fun!



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John BARRY

When was a time in your past when you faced something that required a quick pivot or rapid change to persevere?

Yesterday! I was negotiating a BINSR. Real estate is hard work these days. Everyone wants everything on both sides of the transaction. Communicating expectations and keeping everyone on the same page has its struggles.

What are you learning about yourself as a leader right now? And/or how are you showing up for your people and your clients that gives you a sense of pride?

My leadership style has changed over the last few years. I had a reputation for having answers because of my years of experience as a REALTOR® (46 years and counting) and a real estate instructor. I was usually quick to answer. Today, I work hard to listen and be more of a mediator, giving advice only when it's needed.

What are you most proud of in your career?

I started in 1976. I had a broker's license by 1979. At one time, I was the youngest broker in the city at 23 years old. When I started, the only training class was 13 VHS tapes of Tommy Hopkins. I'll never forget, "Let me make a note of that." My broker didn't have a clue; he told me to call a lender or a title person for help.

So, I am most proud of becoming a real estate instructor. I have trained or mentored thousands of agents. I am very proud of what I have given back to my profession. I worked hard in my class, teaching agents how to be better and protect the public.

What accomplishment are you most proud of outside of your career (life in general)?

This is easy — working hard to be the best dad I can be. God gave me a son

for so many reasons. Together my son and I created a whole new culture for our family. I doubted if I could be a good dad because I didn't come from that. I've made my fair share of mistakes along the way, but I was always there for my son. Being a dad makes everything else not seem so important. His mom, Beth, is a great mom and deserves a big hand of applause.

What is the biggest change you've witnessed in real estate through the years?

Where do I start? We used to control the data and real estate agents were essential. Not anymore! One-page contracts now, a bunch of pages and addendums. MLS listings were in a book that looked like a phone book; now it's on an iPad or laptop. We drove across town for a signature; now it's e-signatures. We used to present offers to a seller in person. I miss that the most; I wish we had never given that away. I could go on forever!



The absolute most important thing that will make you successful is the relationships you build.



John J. Barry
Managing Broker
Diamondback Real Estate

In what ways have you impacted Tucson real estate or the local community?

Personally, I hope what I am most remembered for is my training. I taught licensing, broker's classes and continuing education for years. In each class, I tried my best to have fun while giving agents one thing that they could go out and use that day. I wanted to equip agents with practical knowledge to use out in the field to be better agents and to protect the public.

Someone called me "the encyclopedia of real estate" the other day. It caught me off guard! It was a bit embarrassing, but it might have been the nicest thing anyone has ever said to me in my career. I have worked hard to educate myself and others over the years. I have worked hard to be a good ambassador for our industry. Hearing that from someone made me feel like maybe I made a little difference along the way. I am so thankful to those who have helped me be who I am today.

What keeps you awake at night?

Quick story: A few years ago, I stepped away from my real estate management job and was thinking about slowing down. Then I teamed up with a wonderful guy, Patrick Chamberlin. He said, "I need your brain, don't slow down, work with me." His analytical brain is amazing. He kills it in social media, totally new school. And then there is me, the glue and total old school, emotions flying; I'm watching out for everyone. It seems like we are total opposites, but it works.

We do so well together that Patrick decides to open Diamondback Real Estate. So, I go from wanting to slow down to assisting in running the company, watching over all the files, recruiting, training and selling a little real estate. There are a few things that keep me up a bit at night: the success of Patrick Chamberlin and Diamondback Real Estate — creating something new and different after all these years — and the fact that I will never retire! By the way, I sleep very well at night, and I love my job.

How have you pushed through tough times/markets?

I avoided slumps by being consistent. I learned I had one job to keep reminding everyone I know that I am out here. If I remind you enough, you might call me when you need my services. My personal database has taken very good care of me over the years. The best agents get up every day with a plan and do it each day, even when they don't feel like it. Can you make one more call? That's the true professional.

How do you want to be remembered in this industry?

I hope they say about me, "He was a good dad, had a huge heart and put a smile on everyone's face." Even if I was a bit misunderstood some days, passion is a funny beast. I hope they say, "He was a man of God that gave back more than he took, and he left the place a little better than he found it."

Who do you look up to for inspiration and leadership?

My mother inspired me, God rest her soul. God inspires me. My wonderful son, Michael, inspires me, just to name a few of the people that have inspired me through the years. I was born prematurely in the 50s and lived in an incubator for almost three months. I wore braces on my legs until the fifth grade. They once said I might not ever walk or talk. I used to need inspiration just to try and get up. I became a national platform speaker. I was in a coma in 2007. I stayed well through the pandemic. I try very hard to put out only positive thoughts everywhere I go. If I do not have anything nice to say, I don't say anything. I read a lot of inspirational books, and I am very interested in our dreams.

Tell us one thing you are excited about for 2023.

First is understanding the market; times are changing. I think you have to change to survive. We are heading in a new direction with our company. We are building a boutique brokerage geared around helping agents build their own brands. We are talking about having only 10 to 12 agents who then develop and grow their own businesses. We want it to be about the agents. We have hand picked the first two agents, and they have jumped right into the program. It's been fun to be part of it. I can't wait to see what we learn along the way. One last silly one — I have used a cartoon character for years to promote myself. I'm now using a personal photo so they know me better. Big change for me, but I can't be afraid to make changes.

What is your recipe to stay sane and take care of yourself?

I am trying to take better care of myself. The first big one for me, I have kept my weight down. In 2007, I was in a coma and weighed 350 pounds. Happy to say in 2022, I'm awake and I just got on a scale: 198 pounds. I'm eating better and taking care of my diabetes. I put a gym in my house, which allows me to work out every day.

What advice/insight do you have for up-and-coming agents?

It's all about reminding people you are here. You have to understand real estate is a business and run it as such. Understand the difference between working on your business versus working in your business — too many work on and not in the business. Learn how to time block your activities. Understand you have to make calls or visit folks every day, even when you don't feel like it. Always make one more call than the plan you had for the day. You don't have to sell anything to anyone. Build relationships and be ethical. The absolute most important thing that will make you successful is the relationships you build.

Judy LOWE



Judy Lowe

CEO Tucson Association of REALTORS® | Multiple Listing Service of Southern Arizona

When was a time in your past when you faced something that required a quick pivot or rapid change to persevere?

When Governor Jan Brewer called with an invitation to assume the role of commissioner for the Arizona Department of Real Estate. I was appointed in May 2009; it was a challenging time for real estate with the collapse of the market.

When Governor Doug Ducey was elected, he also appointed me commissioner. I served as commissioner for 13 years. It was a one-of-a-kind life experience. I learned so much from my time serving under Governor Ducey. It was the best business experience I have ever been exposed to.

What are you learning about yourself as a leader right now? And/or how are you showing up for your people and your clients that gives you a sense of pride?

I'm learning how much I don't know! Leading the TAR and MLSSAZ staff is an exciting challenge. Each staff member is amazing. We are a very strong team, dedicated to the success



of our members, the REALTORS® and to our Southern Arizona communities.

What are you most proud of in your career?

Receiving the 2021 REALTOR® Legacy Award. It was presented to me as a “thank you for enriching, influencing, inspiring the real estate community, setting an example of selfless service to others and striving to leave the world better than you found it. Your legacy lives on in the many lives you have touched.”

What accomplishment are you most proud of outside of your career (life in general)?

My marriage to my best friend, John, and the opportunity we have had together as parents of three sons, who have brought us three grandsons and a great-grandson.

What is your recipe to stay sane and take care of yourself?

Stay positive! Know what you need and want. Be true to yourself while thinking of others. Don't allow anyone else to define your definition of success or what a fulfilling life is.

What keeps you awake at night?

Not much keeps me awake at night. I end each day with a prayer of thanks for everything that I have achieved, always knowing that tomorrow brings a new and exciting day.

How have you pushed through tough times/markets?

I create strategies for achievement that involve writing down very explicit goals. I outline what the achievement of the goal will look like, who will benefit from that achievement and the people needed for the implementation and success of the plan.

What has been your best asset or trait in finding success?

My best asset in achieving success was positive perseverance. My mother taught me that nothing can hold you back from what you want to do, but you have to decide what you want to do. Once you know what you want to accomplish, you need to build a plan around it; opportunities rarely just fall into your lap.

In high school, I was very shy. I always sat at the back of the class and kept to myself. In my sophomore year, I realized that I had a handicap of shyness. I needed to get over it. I built a plan with my mom's help. My class had over 1,000 students, but I committed to memorizing every student's name because I wanted to run for junior class secretary. I needed to break out of my shell if I wanted to be elected. As I passed students in the hall, I would say hi, use their names and give a heartfelt compliment. Through the process of memorizing names and intentionally greeting my fellow students, I overcame my shyness. It proved to me that you can



achieve anything once you've made the decision to do it and have a written plan to execute it.

How do you want to be remembered in this industry?

I hope to be remembered for enriching, influencing and inspiring the community. I strive to set an example of selfless service to others, and I want to leave the world better than I found it. I hope to do that with grace.

Who do you look up to for inspiration and leadership?

First, to my God; I'm always thankful for what he/she gives me. I feel true inspiration from those who are doing great things around our Southern Arizona communities. Hearing the visions and contributions of our members provides the jolt and inspiration I need to think outside the box and do more myself.

How do you continue to grow and develop as a leader?

Hang out with the right people, like the TAR staff and the REALTOR® community.

Tell us one thing you are excited about for 2023.

The Power of Real Estate in Southern Arizona and the role of REALTOR® in the economic success of our communities.

What advice/insight do you have for up-and-coming agents?

Constantly reach for knowledge through great education and then work hard. If you work hard and stay focused, you will succeed. If you are great at the hard work, others will recognize it and will want you to work for them. Also, be a professional with your clients and with all REALTORS® you work with.



I hope to be remembered for enriching, influencing and inspiring the community.



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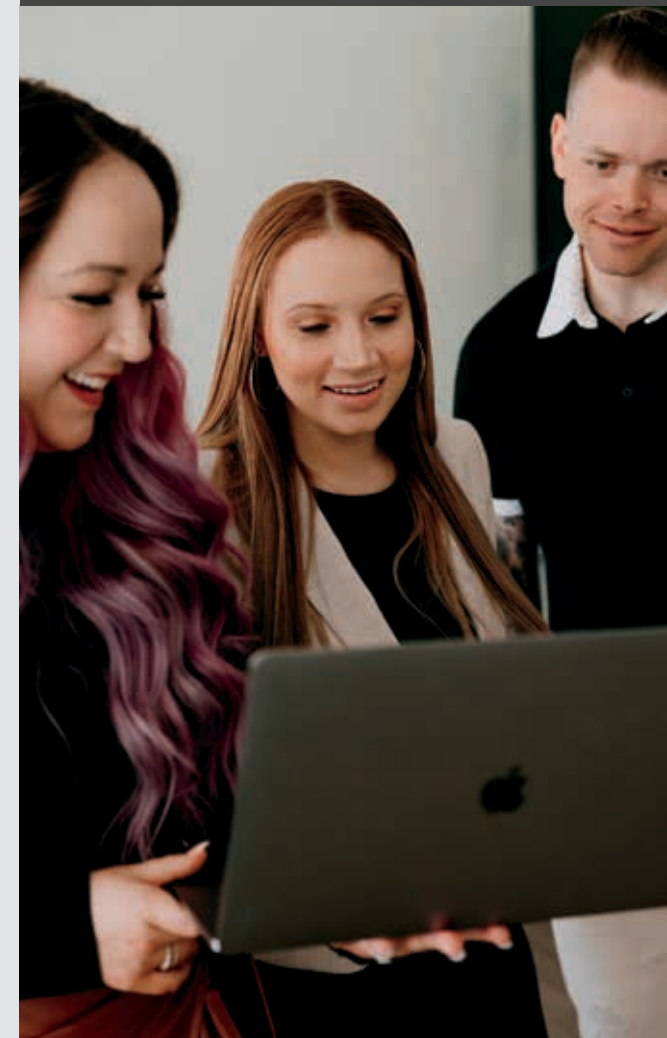
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Rank	Name	Sides	Volume	Average
1	Marsee Wilhems (16298) of eXp Realty 06 (495201)	266.5	90,768,817	340,596
2	Michael D Rhodes (19668) of Realty Executives Arizona Territory (498307)	259.5	88,124,393	339,593
3	Kaukaha S Watanabe (22275) of eXp Realty (495203)	264.0	85,844,209	325,167
4	Lisa M Bayless (22524) of Long Realty Company (16717)	136.0	78,060,592	573,975
5	Kyle Mokhtarian (17381) of KMS Realty (51920)	229.0	72,156,075	315,092
6	Angela Marie Kuzma (28301) of Keller Williams Southern Arizona (478310)	179.0	61,987,394	346,298
7	Danny A Roth (6204) of OMNI Homes International (5791) and 1 prior office	101.0	46,653,626	461,917
8	Don Vallee (13267) of Long Realty Company (52896) and 1 prior office	80.0	43,984,850	549,811
9	Peter Deluca (9105) of Long Realty Company (52896) and 1 prior office	76.0	43,523,795	572,682
10	Russell P Long (1193) of Long Realty Company (52896) and 1 prior office	40.5	42,835,394	1,057,664
11	Traci D. Jones (17762) of Keller Williams Southern Arizona (478316) and 2 prior offices	104.0	42,244,372	406,196
12	Lauren M Moore (35196) of Keller Williams Southern Arizona (478313) and 1 prior office	74.0	42,080,651	568,657
13	Laurie Lundeen (1420134) of Coldwell Banker Realty (70204)	113.0	40,404,597	357,563
14	Aaron Wilson (17450) of Keller Williams Southern Arizona (478313) and 2 prior offices	109.0	40,335,358	370,049
15	Denice Osbourne (10387) of Long Realty Company (52896) and 1 prior office	58.5	39,145,097	669,147
16	Peter R Oosterhuis (32811) of Dove Mountain Realty, LLC (5156)	14.0	34,604,152	2,471,725
17	Jennifer R Bury (35650) of Jason Mitchell Group (51974)	98.0	33,384,154	340,655
18	Gary P Brasher (80408123) of Russ Lyon Sotheby's International Realty -472205	61.5	32,828,821	533,802
19	Barbara C Bardach (17751) of Long Realty Company (16717)	26.0	32,460,832	1,248,494
20	Sandra M Northcutt (18950) of Long Realty Company (16727)	50.0	32,216,301	644,326
21	Stephan Daniel Desgagne (53060) of eXp Realty (495206)	97.0	32,014,650	330,048
22	Patty Howard (5346) of Long Realty Company (16706)	31.0	31,330,501	1,010,661
23	Jose Campillo (32992) of Tierra Antigua Realty (2866)	109.0	30,652,780	281,218
24	Robin Sue Kaiserman (4368) of Russ Lyon Sotheby's International Realty (472203) and 1 prior office	34.5	30,456,669	882,802
25	Bryan Durkin (12762) of Russ Lyon Sotheby's International Realty (472203)	30.0	30,190,500	1,006,350
26	Tori Marshall (35657) of Coldwell Banker Realty (70207)	59.5	27,924,903	469,326
27	Laurie Hassey (11711) of Long Realty Company (16731)	50.0	27,407,887	548,158
28	McKenna St. Onge (31758) of Gray St. Onge (52154)	24.5	27,327,457	1,115,406
29	Jameson Gray (14214) of Gray St. Onge (52154)	21.5	26,370,357	1,226,528
30	Tom Ebenhack (26304) of Long Realty Company (16706)	52.0	26,258,218	504,966
31	Eddie D Watters (31442) of Realty Executives Arizona Territory (4983)	64.0	25,963,849	405,685
32	John E Billings (17459) of Long Realty Company (16717)	50.0	25,746,159	514,923
33	Paula Williams (10840) of Long Realty Company (16706)	41.5	25,592,043	616,676

Rank	Name	Sides	Volume	Average
34	Denise Newton (7833) of Realty Executives Arizona Territory (498306)	39.0	25,255,455	647,576
35	Russ Fortuno (35524) of Tierra Antigua Realty (286610)	66.5	25,133,443	377,947
36	Suzanne Corona (11830) of Long Realty Company (16717)	17.0	24,580,000	1,445,882
37	Josh Berkley (29422) of Keller Williams Southern Arizona (478307)	58.5	24,248,875	414,511
38	Tony Ray Baker (5103) of RE/MAX Select (51543)	52.0	23,921,550	460,030
39	Joshua Waggoner (14045) of Long Realty Company (16706)	18.0	23,875,000	1,326,389
40	Julie Marti-McLain (148054285) of Sunset View Realty, LLC (402901)	52.5	23,424,350	446,178
41	Sally Ann Robling (1420161) of Realty Executives Arizona Territory (498304)	51.0	23,407,220	458,965
42	Marta Harvey (11916) of Russ Lyon Sotheby's International Realty (472203)	39.0	23,178,602	594,323
43	Corissa Y Miller (22532) of Tucson's TLC Realty (3939)	55.0	22,769,451	413,990
44	Laura Sayers (13644) of Long Realty Company (16717)	45.0	22,729,798	505,107
45	Brittany Palma (32760) of 1st Heritage Realty (133)	62.0	22,713,300	366,344
46	Spirit Messingham (22794) of Tierra Antigua Realty (2866)	50.0	22,325,760	446,515
47	Tim Rehmann (25385) of eXp Realty (495206)	64.5	21,969,083	340,606
48	Brenda O'Brien (11918) of Long Realty Company (16717)	35.0	21,947,000	627,057
49	Jim Storey (27624) of Long Realty Company (16706) and 1 prior office	23.0	21,736,951	945,085
50	Tyler Lopez (29866) of Long Realty Company (16719)	56.5	20,800,427	368,149

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TOP 150 STANDINGS • BY VOLUME

Teams And Individuals Closed Date From Jan. 1-Oct. 31, 2022

Rank	Name	Sides	Volume	Average
51	Kate Herk (16552) of Russ Lyon Sotheby's International Realty (472203)	17.5	20,627,586	1,178,719
52	Sofia Gil (1420209) of Realty Executives Arizona Territory (4983)	56.5	20,288,490	359,088
53	Maria R Anemone (5134) of Long Realty Company (16727)	14.0	19,927,413	1,423,387
54	Amanda Clark (39708) of Keller Williams Southern Arizona (478313) and 1 prior office	51.0	19,913,128	390,453
55	Susanne Grogan (17201) of Russ Lyon Sotheby's International Realty -472203	22.0	19,478,000	885,364
56	Leslie Heros (17827) of Long Realty Company (16706)	42.0	19,305,400	459,652
57	Rebecca Ann Crane (32933) of Realty Executives Arizona Territory (498306)	51.5	19,169,642	372,226
58	Danae S. Jackson (26717) of Coldwell Banker Realty (70202)	43.5	18,965,900	435,998
59	Tom Peckham (7785) of Long Realty Company (16706)	23.5	18,934,870	805,739
60	Jay Lotoski (27768) of Long Realty Company (16717)	52.5	18,670,400	355,627
61	Heather Shallenberger (10179) of Long Realty Company (16717)	47.5	18,582,528	391,211
62	Jason K Foster (9230) of Keller Williams Southern Arizona (478313) and 1 prior office	27.0	18,194,309	673,863
63	Angela Tennison (15175) of Long Realty Company (16719)	28.0	18,178,905	649,247
64	Eliza Landon Dray (37458) of Tierra Antigua Realty (2866)	35.0	18,174,672	519,276
65	Kelly Garcia (18671) of Keller Williams Southern Arizona (478313) and 2 prior offices	40.5	18,170,140	448,645
66	Curt Stinson (4808) of Engel & Volkers Tucson (51620)	36.0	18,112,450	503,124
67	Lisette C Wells-Makovic (21792) of Redfin (477801)	43.5	18,059,000	415,149
68	Pam Ruggeroli (13471) of Long Realty Company (16719)	37.5	18,050,866	481,356
69	Judy L Smedes (8843) of Russ Lyon Sotheby's International Realty (472203)	13.0	18,042,386	1,387,876
70	Don Eugene (10600) of Realty Executives Arizona Territory (498306)	50.5	18,034,725	357,123
71	Madeline E Friedman (1735) of Long Realty Company (16719)	26.5	17,893,363	675,221
72	Patricia Sable (27022) of Long Realty Company (16706)	21.0	17,804,500	847,833
73	Lisa Korpi (16056) of Long Realty Company (16727)	35.0	17,753,249	507,236
74	Gary B Roberts (6358) of Long Realty Company (16733)	37.0	17,723,485	479,013
75	LizBiz Nguyen (27962) of Realty Executives Arizona Territory (498306)	54.5	17,711,300	324,978
76	Sue Brooks (25916) of Long Realty Company (16706)	32.5	17,681,700	544,052
77	Sonya M. Lucero (27425) of Realty Executives Arizona Territory (498306) and 1 prior office	40.5	17,279,577	426,656
78	Jennifer Uhlmann (53743) of United Real Estate Specialists (5947)	33.0	17,258,800	522,994
79	Victoria Anderson, PLLC (31547) of Realty One Group Integrity (51535)	51.0	17,250,900	338,253
80	Anthony D Schaefer (31073) of Long Realty Company (52896) and 1 prior office	39.5	17,067,730	432,094
81	Kathy Westerburg (1420955) of Tierra Antigua Realty (286610)	34.5	17,014,402	493,171
82	Glenn Michael Nowacki (35737) of Realty Executives Arizona Territory -498306	45.5	16,891,990	371,253
83	Debbie G Backus (6894) of Backus Realty and Development (2422)	21.0	16,761,900	798,186

Rank	Name	Sides	Volume	Average
84	Nicole Jessica Churchill (28164) of eXp Realty (495208)	43.5	16,751,820	385,099
85	Michele O'Brien (14021) of Long Realty Company (16717)	35.0	16,668,815	476,252
86	Martin Durkin (145036508) of Russ Lyon Sotheby's International Realty (472203) and 1 prior office	22.5	16,538,055	735,025
87	Sherri Vis (54719) of Redfin (477801)	38.0	16,460,550	433,172
88	Shawn M Polston (20189) of Keller Williams Southern Arizona (478313) and 1 prior office	42.5	16,191,500	380,976
89	Paula J MacRae (11157) of OMNI Homes International (5791)	29.5	16,178,850	548,436
90	Stacey Bell (142000763) of Long Realty -Green Valley (16716)	48.0	15,948,278	332,256
91	Kimberly Mihalka (38675) of eXp Realty (4952)	32.5	15,928,065	490,094
92	Karin S. Radzewicz (20569) of Coldwell Banker Realty (70202)	23.0	15,855,861	689,385
93	Nestor M Davila (17982) of Tierra Antigua Realty (53134) and 2 prior offices	47.0	15,845,326	337,135
94	Iris Pasos (38869) of Tierra Antigua Realty (286610)	38.0	15,750,852	414,496
95	Michael Shiner (26232) of CXT Realty (5755)	22.0	15,641,148	710,961
96	Jennifer C Anderson (16896) of Long Realty Company (16724)	32.0	15,569,356	486,542
97	Jeffrey M Eil (19955) of eXp Realty (495211)	36.5	15,553,189	426,115
98	Jenna D Loving (18375) of Russ Lyon Sotheby's International Realty -472203	23.0	15,456,490	672,021
99	Yvonne C Bondanza-Whittaker (58689) of Realty ONE Group 03 (580803) and 1 prior office	48.0	15,383,850	320,497
100	Ronnie Spece (19664) of At Home Desert Realty (4637)	37.0	15,325,173	414,194

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TOP 150 STANDINGS • BY VOLUME

Teams And Individuals Closed Date From Jan. 1-Oct. 31, 2022

Rank	Name	Sides	Volume	Average
101	Bob Norris (14601) of Long Realty Company (16733)	33.5	15,106,485	450,940
102	Lori C Mares (19448) of Long Realty Company (16719)	41.5	14,980,350	360,972
103	Rob Lamb (1572) of Long Realty Company (16725)	18.5	14,910,910	805,995
104	Ann K Gavlick (27887) of Tierra Antigua Realty (286601)	31.5	14,758,441	468,522
105	Thomas J Krieger (17680) of Keller Williams Southern Arizona (478306)	33.5	14,727,605	439,630
106	Nanci J Freedberg (30853) of Tucson Land & Home Realty, LLC (783)	18.0	14,700,815	816,712
107	James Servoss (15515) of Keller Williams Southern Arizona (478313) and 1 prior office	48.5	14,580,770	300,634
108	Michelle Metcalf (1420854) of RE/MAX Select (5154301)	43.0	14,579,750	339,064
109	Kate Wright (35438) of Long Realty Company (16706)	32.0	14,564,542	455,142
110	Christina Anne Chesnut (36241) of OMNI Homes International (5791)	33.5	14,447,430	431,267
111	Calvin Case (13173) of OMNI Homes International (5791)	37.0	14,392,225	388,979
112	Anthony Boatner (16214) of Keller Williams Southern Arizona (478313) and 1 prior office	47.5	14,385,650	302,856
113	Cyndi R.A. Sherman (54744) of Tierra Antigua Realty (286606)	39.0	14,346,352	367,855
114	Zachary R Tyler (16327) of Tierra Antigua Realty (286601)	22.0	14,234,050	647,002
115	Kynn C Escalante (8137) of WeMoveTucson (2536)	20.0	14,223,500	711,175
116	Christian Lemmer (52143) of Engel & Volkers Gilbert (53038) and 1 prior office	19.5	14,208,645	728,648
117	Matthew F James (20088) of Long Realty Company (16706)	19.5	14,098,100	722,979
118	Lonnie Williams (61428) of Redfin (477801)	33.0	14,087,250	426,886
119	Wanda Fudge (28579) of Long Realty Company (16728)	24.0	14,073,000	586,375
120	Trina M Alberta Oesterle (1420383) of Coldwell Banker Realty (70204)	36.0	14,065,500	390,708
121	Jenni T Morrison (4744) of Long Realty Company (52896) and 1 prior office	15.0	14,046,800	936,453
122	Antonio Reyes Moreno (33276) of RE/MAX Portfolio Homes (142000645)	35.0	13,995,489	399,871
123	Penny Bernal (142000056) of Russ Lyon Sotheby's International Realty -472203	26.0	13,790,059	530,387
124	Michael D Oliver (14532) of Oliver Realty, LLC (51610)	29.0	13,475,782	464,682
125	Joelle C Kahn (21408) of Tierra Antigua Realty (286607)	26.5	13,425,081	506,607
126	Douglas J Sedam (55438) of SBRanchRealty (51898)	22.5	13,372,600	594,338
127	Robin L Supalla (30882) of Tierra Antigua Realty (286607)	30.0	13,348,230	444,941
128	Alicia Girard (31626) of Long Realty Company (16717)	24.5	13,347,500	544,796
129	David K Guthrie (19180) of Long Realty Company (16706)	29.0	13,323,290	459,424
130	Carolyn A. Fox (1420840) of Coldwell Banker Realty (70204)	49.0	13,128,700	267,933
131	Matt Bowen (53352) of Coldwell Banker Realty (70204)	34.5	13,066,700	378,745
132	Blaire C. Lometti (57232) of Realty One Group Integrity (5153501)	28.0	12,997,700	464,204
133	David L Duarte (57860) of Tierra Antigua Realty (286606)	54.0	12,963,387	240,063

Rank	Name	Sides	Volume	Average
134	Tim S Harris (2378) of Long Realty Company (52896) and 1 prior office	23.0	12,933,750	562,337
135	Timothy R Hagyard (32545) of Long Realty Company (52896) and 2 prior offices	27.5	12,909,950	469,453
136	Tracy Wood (36252) of Realty One Group Integrity (51535)	21.5	12,899,248	599,965
137	Erica Hoffman (15629) of eXp Realty 40 (52964) and 1 prior office	35.5	12,837,035	361,607
138	An Nguyen (36001) of Tierra Antigua Realty (286607)	33.5	12,833,285	383,083
139	Christina Esala (27596) of Tierra Antigua Realty (286607)	32.0	12,796,300	399,884
140	Cathrine L Donau (142000057) of Long Realty -Green Valley (16716)	21.0	12,740,528	606,692
141	Michelle Bakarich PLLC (20785) of Homesmart Advantage Group (516901)	34.0	12,551,692	369,167
142	Patricia Kaye Brown (14873) of Coldwell Banker Realty (70202)	23.0	12,156,000	528,522
143	Bridgett J.A. Baldwin (27963) of Berkshire Hathaway HomeServices Arizona Properties (356307)	24.0	12,061,085	502,545
144	Frank Scott Lococo (56578) of Russ Lyon Sotheby's International Realty -472203	17.5	12,031,797	687,531
145	Michelle M Ripley (11554) of Keller Williams Southern Arizona (52933) and 1 prior office	33.0	12,028,500	364,500
146	Pam Treece (13186) of Long Realty Company (16717)	19.5	11,995,519	615,155
147	Richard M Kenney (5903) of Long Realty Company (52896) and 1 prior office	17.0	11,986,800	705,106
148	Dottie May (25551) of Long Realty Company (16728)	17.0	11,985,975	705,057
149	Margaret E. Nicholson (27112) of Long Realty Company (16728)	17.0	11,985,975	705,057
150	Kemena Rene Duany (37934) of OMNI Homes International (5791)	26.0	11,836,700	455,258

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