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Cover photo courtesy of **Ryan Corvello Photography**.



If you are interested in contributing or nominating REALTORS® for certain stories, please email us at Kristin@kristinbrindley.com.

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FAQ

ABOUT THIS MAGAZINE

By Kristin Brindley



We realize that *Real Producers* is a new concept here in Richmond, and some of you may be wondering what it's all about. That is why we have created a "FAQ About this Magazine" page. Here, we will answer the most commonly asked questions around the country regarding our program. My door is always open to discuss anything regarding this community — this publication is 100-percent designed to be your voice!

It could be they have an amazing story that needs to be told — perhaps they overcame extreme obstacles, they are an exceptional leader, have the best customer service, or they give back to the community in a big way. The next step is an interview with us to ensure it's a good fit. If it all works out, we put the wheels in motion for our writer to conduct an interview and for our photographers to schedule a photo shoot.

Q: WHAT DOES IT COST A REALTOR®/TEAM TO BE FEATURED?

A: Zero, zilch, zippo, nada, nil. It costs nothing, my friends, so nominate away! We are not a pay-to-play model. We share real stories of Real Producers.

Q: WHO ARE THE PREFERRED PARTNERS?

A: Anyone listed as a "preferred partner" in the front of the magazine is a part of this community. They will have an ad in every issue of the magazine, attend our quarterly events, and be a part of our online community. We don't just find these businesses off the street, nor do we work with all businesses that approach us. One or many of you have recommended every single preferred partner you see in this publication. We won't even meet with a business that has not been vetted by one of you and "stamped for approval," in a sense. Our goal is to create a powerhouse network, not only for the best Realtors in the area but the best affiliates, as well, so we can grow stronger together.

Q: HOW CAN I RECOMMEND A PREFERRED PARTNER?

A: If you have a recommendation for a local business that works with top Realtors, please let us know! Send an email to Kristin@kristinbrindley.com.

Q: WHO RECEIVES THIS MAGAZINE?

A: The top 500 agents in the Richmond area. We pulled the MLS numbers (by volume) from Jan. 1, 2020–Dec. 31, 2020, in the Greater Richmond area. We cut the list off at #500, and the distribution was born. For this year's list, the minimum production level for our group is \$7.16 million in 2020. The list will reset at the end of 2021 for next year and continue to update annually.

Q: WHAT IS THE PROCESS FOR BEING FEATURED IN THIS MAGAZINE?

A: It's really simple — every feature you see has first been nominated. You can nominate other REALTORS®, affiliates, brokers, owners, or even yourself! Office leaders can also nominate Realtors. We will consider anyone brought to our attention because we don't know everyone's story, so we need your help to learn about them.

A nomination currently looks like this: you email us at info@richmondrealproducers.com with the subject line, "Nomination: (Name of Nominee)," and explain why you are nominating them to be featured.

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HAPPY NEW YEAR!

publisher's note

Hello, Real Producers of Richmond!

We are pleased to introduce the second issue of *Richmond Real Producers* — a local, REALTOR®-centric publication whose mission is to connect, elevate, and inspire industry professionals such as yourselves all over Richmond. Receiving this publication means you are in the top 500 by volume for 2020 out of 5,600 Realtors in Richmond.

Richmond Real Producers is unique to the Richmond area real estate market and will reflect who you are as a community of Realtors. Each month, we will showcase top-producing agents and give you an exclusive, inside look at their businesses, their personal lives, and the keys to their success. We will bring you the latest developments, top standings, business information, pictures, personal stories, and articles, as well as other information specifically related to our market. A typical publication will include social-event information specific to the Greater Richmond area and announce upcoming meetings and special events.

In addition to our publication, *Richmond Real Producers* will have a variety of exclusive, fun, and free social events to bring the local realtor community together. Our events have fantastic food, drinks, and great

networking with the best of the best. Our event locations for sister communities *NOVA Real Producers* and *DC Metro Real Producers* have included top restaurants, beautiful listings, conference venues for masterminds, awards galas, and more! You will see information on these exciting events in the magazine. If you would like to be included on our email invitation list, please send us a note at info@richmondrealproducers.com.

Richmond Real Producers is committed to supporting the best of the best to grow their businesses together. This publication and our events are designed to promote a culture of relationship-building in our real estate community and provide opportunities to increase business and social connections between top Realtors and affiliates. It is my personal goal to contribute to your success by providing content that helps you grow, both personally and professionally.

We are pleased to be able to bring this publication to top producers like you free of charge. We do our best to select advertisers who can provide the types of services that you and your clients may need or want, and our advertising partners cover the cost of producing, printing, and mailing each issue. If you currently

utilize a business that does excellent work, please let us know about them. They may want to be featured in *Richmond Real Producers* so they can be seen by your associates as well. And if you own or run a business that needs to reach top Realtors each month, please contact me for information on advertising with us.

I'd like to personally thank all of our business sponsors who partnered with us in making this magazine free to all top producers, as well as the many Realtors who contributed to the first couple of issues. Please know that *Richmond Real Producers* is for you and would not exist without you! If you have any questions, please feel free to reach out to me, or to Assistant Publisher Jennifer Jelic at (910) 233-8322 or at Jennifer@kristinbrindley.com. I look forward to meeting each of you at our upcoming events!

All my best,



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- Katie S., Facebook Review

What is the weirdest thing that has happened to you at a showing?



KACIE JENKINS
Hometown Realty

I had a showing of a flipper house. Opened the door to drugs and needles and someone in the attic.



DAWSON BOYER
Providence Hill Real Estate

Having a showing scheduled and showing up at the assigned time and having a teen child asleep in the bedroom.



TRACY KERZANET
The Kerzanet Group

I walked in on someone in the shower.



JOANELAINE JUSTICE
KW Richmond West

In April of 2018, I broke an ankle in Arizona. Flew home and didn't miss a day of work. Didn't have a ride so my mother drove me to a listing appointment. I was new to the Richmond area and hobbled up the stairs in a boot. A woman answered the door with a shotgun! I told her I was there for a listing appointment and went in the house, and the lady was combative. She wanted to take me to the basement. I didn't go, even though the lady insisted, and just said that I couldn't walk downstairs in a boot. I went to the couch and opened my laptop, and the lady kept the gun pointed at me the whole time. As soon as the appointment was over, I left as fast as I could and never went back.



PATRICK SULLIVAN
One South Realty Group

Old, run-down property that they did a reno on. Knocked on the door and two homeless people were staying there laying down on a mattress.



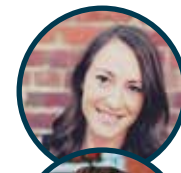
TIFFANY STEVENS
Coach House Realty

Went into an occupied property and someone was sleeping in bed.



KEVIN CURRIE
Hometown Realty

Interrupted two people that shouldn't have been there.



LAUREN & JESSE BAUST
Joyner Fine Properties

Joyner Fine Properties
We once walked in on squatters. And the craziest things happened at an inspection. The inspector turned something on and the house caught on fire.



ABBY MONCRIEF
Providence Hill Real Estate

I walked into a house with some clients and the homeowner's father was sitting there on oxygen in his underwear. It was a little inappropriate.



DREW KISAMORE
The Hogan Group

I entered a property with a client on an early morning tour, and as I began the showing, I noticed a set of keys on the kitchen counter. As soon as I started thinking, "Hmmm, that's strange" ... a woman in her underwear sleepily walked out to the kitchen to start making some coffee. My client and I looked at each other in surprise. The sleepy woman never saw us, so I cleared my throat. She nearly jumped through the ceiling, then apologized profusely and said she was house-sitting and would be out in a second. Didn't sell that one ... but it's something I still laugh about.



RYAN SANFORD
RE/MAX Commonwealth

A neighbor, who was also a relative, came over wielding a shotgun. Was upset and unaware the family was selling and ran us off. And no — they didn't end up buying it.



SEAN GOULD
Hometown Realty

I found some dead cats in a crawlspace.



KATIE BOYKIN
Joyner Fine Properties

Dolls — hundreds of dolls, and it was off-market so the electricity wasn't on. And they all had price tags on them. (We call it "the dollhouse.") I have also had dead animals in a house.



ANDREA LEVINE
One South

I had heard stories about flea infestations and white pants. I went into a flea-infested house and had white pants on, and when I was done, they were black. They go dormant when the pets leave the house and react by vibration/movement. I got the clothes off before getting to my house so I wouldn't bring them inside.



CATINA JONES
Icon Realty

I went to a house that I was going to list for a bank. On the way home, I started scratching and smacking my neck. They [bugs] were all over me. I almost got in an accident and jumped out of my car. I had to strip and hose off in my wooded backyard.



KAREN LOEWEN
Jenni & Co. Residential Real Estate

I showed a home that was on the market for a long time. It didn't have a lockbox on the front ... it was on a side rear door. There were dishes in the sink, not picked up and ready for showing. It was a colonial with steps going straight up. Someone was walking down the stairs. We left the house ASAP because we couldn't tell what or who it was.

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WORDS OF WISDOM FROM THIS MONTH'S FEATURES



TOMMY SIBIGA
Hometeam
Hometown Realty

"At the end of the day, it's a people business. With caring, integrity, and good relationships, I do whatever I can do to help them during one of the most stressful times of their lives."



DREW KISAMORE
The Hogan Group

"Pick up the phone. In this day and age, I see a lot of folks relying on text messages and email. You can find out more in a three-minute conversation than in a long email exchange. Picking up the phone and building rapport is the most important thing you can do."



A Word from Our Sponsor

WILLIAM BOND
Hickman's Termite
& Pest Control

"When a REALTOR® gets involved with a client, no one wants to pay for anything until the house is sold. So if you get a listing, call us and we'll check out the property at no cost."

There's nothing worse than getting to inspection and they pull up a problem and you're back at square one."



▶▶ partner spotlight

By Zachary Cohen
Photos by Ryan Corvello

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WILLIAM BOND

HICKMAN'S TERMITE
and PEST CONTROL

...

Thirty-Five and Counting

In 1986, a gallon of gas cost \$0.89 and the Dow Jones Industrial Average closed at 1985. That was the year of monumental events like the Chernobyl explosion and the failed Space Shuttle Challenger launch.

That was also the year that William Bond, at just 24 years old, helped open Hickman's Termite and Pest Control alongside his mother and step-father. Thirty-five years later, Hickman's Termite and Pest Control is thriving. William has shown that he is capable of leading the company into the future while relying on the immense experience that comes with being in the business for three and a half decades.

The Early Years

William's grandfather and step-grandfather worked in the pest control industry. They both retired in the mid-'80s — around the same time that William and his step-dad launched their pest control business. Suffice it to say, William's family has a long history in the pest control world.

"We opened this company in 1986 — Doug Hickman, my mom, and myself. My brother came over a year later. My brother and I bought my parents out in 1999, and my brother passed away in 2018, so I'm carrying on the family business."

Over the years, Hickman's Termite and Pest Control has been able to effectively grow with the growing needs of their clients. While they began by focusing primarily on termites with some pest control, they've vastly expanded their services. Today, Hickman's Termite and Pest Control offers a full range of services, from termite and other wood-destroying insects to mold inspections and remediation to wildlife control.

A Real Estate Niche

Hickman's Termite and Pest Control has formed a niche in the real estate market due to the exceptional services they offer agents, buyers, and sellers. For example, pre-sale inspections are provided at no cost to the client so that any potential issues can be uncovered before the house is even listed.

"When a REALTOR® gets involved with a client, no one wants to pay for anything until the house is sold. So if you get a listing, call us and we'll check out the property at no cost. There's nothing worse than getting to inspection and they pull up a problem and you're back at square one," William explains.

Hickman's Termite and Pest Control offers a one-year warranty for wood-destroying insects — whether or not they remediate an issue.



William Bond, owner of Hickman's Termite and Pest Control.

"It's peace of mind for the seller and the buyer. If the buyer moves in and something comes up later, we can re-treat at no charge."

Built to Last

Hickman's Termite and Pest Control has been able to thrive for so many years due to their reputation in the industry. They don't advertise much, instead deriving their business primarily from word of mouth. They've built their reputation by sticking to the basics, primarily high-quality workmanship and an honest approach.

"We show up on time, never late. We give a fair price and use top-of-the-line chemicals. Most of my real

estate inspectors, they've been in the business for at least 20 years. There are no new guys out of college," William explains. "We're a local, family-owned and operated business. We're here to take care of the customer. We're honest. We try to keep a good reputation going."

For more information, please visit hickmanstermite.com.





DREW KISAMORE

HITTING THE GROUND RUNNING



“When there’s a hill to climb, don’t think that waiting will make it smaller.” —H. Jackson Brown

In his first year in the real estate business, Drew Kismore has proven that he has what it takes to succeed in real estate. By diving in headfirst, committing to prospecting and cold calling, and sticking to his personal values, Drew has nearly hit his audacious goal of closing 36 homes in year one.

But the number of transactions that Drew has closed doesn’t tell the whole story. He’s building a life of freedom, flexibility, and abundance for his growing family.

Rewind: Five Years in the Making

Drew was initially licensed in 2016. At the time, he was working in marketing at a due-diligence firm primarily focused on multifamily units. This sparked his interest

in selling residential real estate, so he took a week off, studied for his exam, and got his license.

“I decided to knock it all out at once,” Drew remembers. “I got my license, passed my test, and hung my license at Long & Foster. They opened the door, showed me the office, and said, ‘Go ahead.’ I had no idea what I was doing and no mentors except when my broker had time.”

Drew quickly realized that starting a real estate business while maintaining a full-time job wasn’t reasonable. So he stepped back, trusting that his time to become a REALTOR® full-time would eventually come.

Diving In

Over the next five years, Drew continued working in and around the real estate business. He stayed with his former company for another year, then spent four years working for Costar, where he focused on commercial real estate data and analytics. ●●●



Rising Star Drew Kisamore joined The Hogan Group in 2021.

...

Meanwhile, Drew's wife, Jessie, began working with The Hogan Group, and she began to put the bug in Drew's ear about returning to real estate. In 2021, he decided it was finally time. Drew landed with The Hogan Group and began his real estate sales career in earnest.

"It's been a great move for me, personally and professionally," Drew says. "I've been able to spend more time with my family. I play in a band professionally and have been playing in bands since I was 16, so I have been able to play more music. And I am able to get after real estate as much as I want to."

Relationships First

In his first year, Drew has already achieved tremendous success. He's tracking to close over 30 deals and he's built his business with good, old-fashioned hard work. As he looks ahead, his goal is to continue to learn *and* re-center on relationships — both in and outside the business. With a 4-year-old daughter at home and



@realproducers



a baby boy on the way in early 2022, Drew has never had a better reason to get out of bed each morning and work towards his dreams.

"The vision from here is to grow my business. I don't see myself leaving The Hogan Group. I'm in a good position here," Drew says. "And I want to work on my relationships a ton more. This year, I have been so concentrated on work that friends and family have been pushed aside a little bit, and I hate that feeling. Relationships are very important. I have to realize there is more to life than work, and I got into this business to have a little more freedom. I'm looking forward to building my relationships and growing my business."

“The vision from here is to grow my business.”

TOMMY SIBIGA

EASING THE WAY

cover story
By Dave Danielson
Photos by Ryan Corvello



With all of the moving parts in real estate, the process can be daunting for clients and members of the industry alike. That's where people like Tommy Sibiga excel.

As associate broker and team leader of The Hometeam at Hometown Realty, Tommy eases the way forward for those around him.

"At the end of the day, it's a people business," Tommy says. "With caring, integrity, and good relationships, I do whatever I can do to help them during one of the most stressful times of their lives." Tommy earned his real estate license eight years ago.

Through time, Tommy has had a knack for sales and helping those around him. "I've been selling things since elementary school, including cookies to other students between classes, then bike parts, then auto parts, and more," he says.

Fast Forward

As he came of age and started his career, Tommy worked full-time in youth ministry with Young Life. In the meantime, he and his wife also started their family. They faced a challenging hurdle during that time.

"When we were expecting our oldest son, Tucker, we found out he would be born with a set of congenital birth defects. We knew there would be challenges but were not prepared for what lay ahead. Unrelated to the birth defects, he was also born extremely premature, weighing just 2 pounds," Tommy says.

"He spent 11 months total in the NICU, with approximately five of the months at Boston Children's Hospital. My wife had to quit her job to be in Boston full-time with him. After almost a full year in the hospital, Tucker was finally discharged home with a trach, on a ventilator, oxygen, and feeding tube. We had to look for something that would allow my wife to stay at home to care for him and allow for a household income."

Opening a New Door

While he was working with Young Life and traveling back and forth to Boston, Tommy needed to think through a career transition and pursued an interest in real estate. ●●●

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“Many of the families I knew through the ministry worked in real estate. I asked one of the owners of the most popular local brokerage to see if they thought I would have a good background for it,” he says. “The owner warned me of how tough it would be but also believed that with time and effort I could be successful. He was also willing to bring me onto his team and take me under his wing. It was Mike Chenault.”

At that point, there was no holding back. “I jumped right in with an all-out or get-out approach,” he remembers. “I door-knocked, worked in model homes, open houses, and built my referral network. I tried everything and sold five houses in the first five months.”

Gaining Ground

That was just the start. During his second year in the business, he recorded 27 transactions. And in the third, 65. From there, Tommy kept building, including creating his own team. In 2020, he and his team amassed \$100 million in sales volume, representing 324 transactions. This year, the team is well on its way to a goal of 400 deals.

Tommy is quick to shine the spotlight on his team of 20 licensed agents, including several that are brand new to the business. He also generously gives away his time, mentorship, and many, many leads to contribute to their success.



“WITH CARING, INTEGRITY, AND GOOD RELATIONSHIPS, I DO WHATEVER I CAN DO TO HELP THEM DURING ONE OF THE MOST STRESSFUL TIMES OF THEIR LIVES.”



Tommy Sibiga with his wife, Ellie, and their sons, Tucker and Noah. (Photo by Sarah Saunders Photography)

Family Foundation

Away from work, Tommy’s world revolves around his family, including his wife, Ellie, and their two children: 9-year-old Tucker and 4-year-old Noah.

In their free time, Tommy and his family look forward to time together at their lake house. “We love doing everything in the water, including wake surfing, kneeboarding, and tubing,” he smiles. Physical fitness is also very important to Tommy. He teaches cycling at the YMCA and has helped coach several 10K training teams.

Those who have the opportunity to know and work with Tommy appreciate his quick responses, even-keeled temperament, and willingness to go above and beyond with all those he serves.

Congratulations to Tommy Sibiga for making an unforgettable impact for those around him ... in the process, easing the way ahead for them.



UNEXPECTED HEALTH BENEFITS OF READING

I remember many nights as a child falling asleep with a flashlight and book under my covers, awake until well past my bedtime, fully immersed in the tales of whatever wild animal or brave heroine the stories centered upon; now, I can't help but smile when I catch my own children awake late with a light and a book.

Some worry, with the introduction of so much new, instantly gratifying technology, that reading books will become a lost pastime. In fact, according to the Pew Research Center, over a quarter of Americans report not having read even part of a book in the last year. However, as the other three-quarters may already know, reading has some surprising emotional and intellectual benefits.

For example, the act of reading can **improve focus, concentration, and attention span** significantly. Our brains are accustomed to having information delivered in bite-size chunks (think tweets, texts, etc.), whereas reading a book, especially on a subject one is interested in, compels – and eventually trains – the brain to hone in and stay honed in for every last word. Interestingly, regular readers also tend to have **better vocabularies**. Of course, encountering a new word in the context of a thought-provoking read is a more memorable experience than rote memorization of a dictionary entry.

Need a **mood boost**? Research has shown that reading silently slows down the heart rate and eases tension in the muscles – and even more effectively than activities we generally consider “relaxing,” such as sitting quietly or having a cup of tea. Additionally, the act of immersing oneself in a story can take readers to an “altered state of consciousness,” distracting from stressors momentarily and replacing them with the chance to flex the imagination and step into another’s shoes. Reading, particularly fiction, activates the left temporal cortex, an area of the brain associated with enhanced emotional intelligence and ability to be compassionate.

Not surprisingly, bookworms tend to show **higher levels of empathy, creativity, and emotional intelligence**. Each time you pick up a book, you become engaged in the lives of characters, their relationships, history, and so much more. Plots and even sub-plots are presented in stories for readers to trace. Each read helps cognition by forging new brain pathways and strengthening existing ones, which, in turn, improves short-term memory recall and memory reflex over time. Certainly, keeping the mind busy with reading can help **slow cognitive decline**, such as with dementia, as reading helps the brain to retain information over time.

The benefits of reading are endless, so go stick your nose in a book this month!



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-Linda

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TOP 100 STANDINGS

Teams and Individuals Closed Data from January 1 to November 30, 2021

Rank	Name	Office	List Units	List Volume (Selling \$)	Sold Units	Sell Volume (Buying \$)	Total Units	Total \$
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Disclaimer: Information based on MLS closed data as of December 7, 2021, for residential sales from January 1, 2021, to November 30, 2021, in Greater Richmond, Virginia, by agents licensed in our service area, which includes Hanover, New Kent, Henrico, Charles City, Chesterfield, Powhatan, Goochland, King William counties. Numbers not reported to the MLS by the date the information is retrieved are not included. MLS is not responsible for submitting this data. Some teams may report each agent individually.

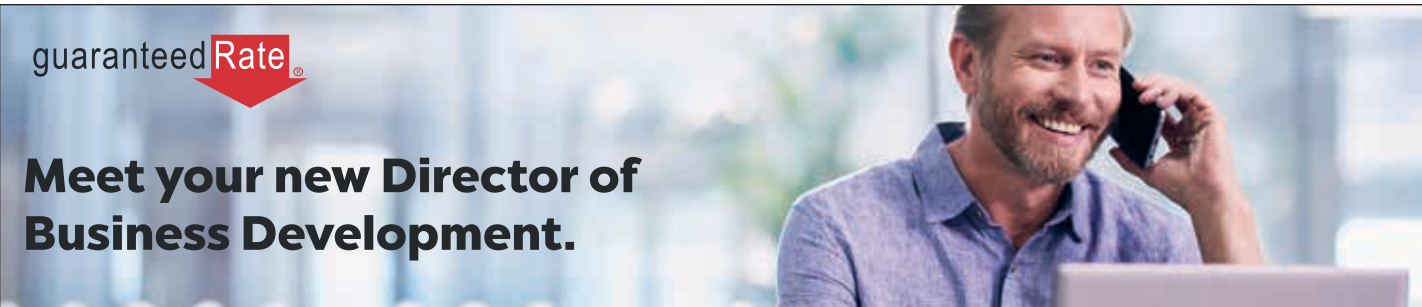
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