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Since most home buyers make their purchase during the spring and summer months, some sellers become more anxious during the winter, giving you and your clients the upper hand.

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· Invest extra dough

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Williams







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For articles, coverage, and advertising, contact Brian Gowdy at 719-313-3028; brian.gowdy@realproducersmag.com.

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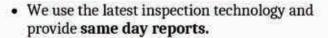


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5. Keep everything legal

Focus on preventative maintenance. Make sure it's easy for tenants to tell you about issues. Do seasonal maintenance.

6. Establish business hours

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Joyce Heffner-Williams, Greg Luczak and Brian Gowdy celebrating Joyce "passing the torch" to Greg!

Wow! It's a brand new year. Time flies, and it's easy to feel like I haven't grown enough in the past 12 months, but when I reflect on where I was January 2022, nothing could be further from the truth.

Business wise, in 2022, I feel our biggest accomplishment was hosting the first-ever RP Awards. What I loved most about the event was how it brought agents together to celebrate their colleagues. I'll never forget the applause that rang after we named each of our nominees before announcing the winners. I can't wait to see how our next one shapes out. Stay tuned. ...

Another major improvement was our magazine celebration parties. In contrast with our awards event, these are simple events to organize, yet they still achieve our brand goal: to elevate the culture of the real estate community so that agents and vendors know each other on a deeper level and will be inspired to treat each other more kindly during transactions.

My first goal of 2023 is to hire an administrative assistant to help with our events and organization so that I can spend more time meeting with potential advertisers and bringing value to our current partners. As of writing this (Nov. 20, 2022), I already have someone in mind. More advertising dollars means more resources for our platform to make a positive impact on the community and the industry.

If you own a business that would benefit from more real estate referral partnerships, we welcome you to reach out for an advertising consult! At Real Producers, we go the extra mile (or two!) to bring massive value for our advertisers as soon as we bring them aboard.

Thank you all for making 2022 a special year. I hope to see you all soon!

Brian Gowdy

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publisher's







LEADING WITH DATA

With a background in journalism and experience working for Fox News and serving as a data analyst for the Department of Defense, Renee Young loves to dig deep, lead with numbers and help clients grow wealth and equity. As a devoted Air Force wife, she has wanted to live in Colorado Springs for 15 years, and after 10 moves in 13 years, she is finally living her dream in the Springs as a REALTOR® and helping others live theirs!

ACTION RENEE

Renee grew up in northern California loving outdoor adventure. Josh, her high school sweetheart, took her on a hike for their first date. Shortly after the lovebirds married in 2005, Josh followed his dream and joined the Air Force. Renee was proud of him, and she was inspired to pursue her dream as well.

Although she enjoyed working as a special events coordinator for almost two years, Renee's love of investigative journalism prompted her to earn an associate degree in mass communication and media studies. While working on a bachelor's degree in broadcast journalism at the University of Maryland (UMD), she served as a regional account manager for Estée Lauder Corporation, and the couple bought a home.

Renee's coursework at the UMD opened the door for her to work for the Fox News Channel as a production coordinator responsible for booking guests and coordinating for shows like Fox and Friends, America's Newsroom, On the Record with Greta Van Susteren and The O'Reilly Factor. Some of her favorite memories there were made while she was working the 2008 election between President Obama and Senator McCain and covering Capital Hill.

Like many families, the Youngs experienced a drastic drop in the value of their personal house during the Great Recession. When Josh's military career

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necessitated a PCS, the Youngs knew they wouldn't be able to sell their home. So they turned it into an investment property.

When Josh was stationed in Honolulu for five years, Renee became an entrepreneur as an Amazon merchant dealer. She also changed her major to business and ultimately earned a degree in marketing from UMD online. Her education and experience in journalism, business, sales and e-commerce paved the way for Renee's work with the Air Force from 2015 through spring of 2022, including responsibilities as a marketing director and a data analyst for the Department of Defense.

LEAD WITH NUMBERS

When Josh was stationed at Peterson AFB in 2018, it was like a dream come true. The outdoor adventurers had always dreamed of living in Colorado Springs, and top REALTOR® Lauren Schneider found them an amazing house.

The experience was so inspiring that Renee decided to get her real estate license and join Lauren's team the Military Home Search Team. She knew that she loved the passion and direction that the Military Home Search Team had and wanted to be a part of helping the military community in Colorado. "I am a part of the most talented and incredible team. I've had so many opportunities while being on a team of true professionals. I take great joy in watching my teammates be successful as well. It's inspiring my growth," shared Renee.

In 2020, their team joined the cloud-based brokerage eXp Realty and finished the year having helped over 250 families. Last year their team served 366 families, and in the first 11 months of 2022, the team had already helped over 322 families. In the past five years, the Military Home Search Team has sold over 1,700 homes to families in Colorado.

Renee is very driven to help others and make a difference. She has been good at

multitasking her entire life. She has had a long history of working more than one job and, many times, two. However, in the spring of 2022, she stepped down from her job as a DOD data analyst so that she could devote all of her "work" time and focus on her real estate clients and her teammates.

I have had incredible opportunities with my work. But, my career in real estate is the most rewarding. It really is a mix of my previous work experiences combined," shared Renee. "I love meeting new people often, hearing my clients' real stories, learning their goals, negotiating and investigating the history and condition of homes. Real estate has fulfilled my need for a challenge. I'm always looking for an innovative way to bring strategic plans and clients' goals to life."

Ninety percent of the clients that Renee serves are connected to the military. Being a military spouse herself, she is able to offer advice and information (for example, about the VA loan) from the perspective of a REALTOR® and from her own personal experience.

Renee is very client-focused. She creates a genuine connection and partnership with each new client and focuses on





learning their goals first. She is protective of her clients and likes to "insulate" them. Renee informs clients of potential risks and the potential benefits of each option they are considering. She has a similar heart for connecting and protecting new agents and building up her teammates by helping them utilize efficient and effective "means and methods" to accomplish their goals.

She is also very intentional about follow-up.
Renee also likes to celebrate the increase in each client's investment and the opportunity they took to purposefully build wealth. As of the writing of this article (November 2022), Renee has been able to serve as an agent for 80 families buying and selling

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homes. Since joining the Military Home Search Team, she has been personally able to help over 200 clients find homes. Her hope is to help them improve their families' security and financial stability.

"The client is always the driver," noted Renee, "I listen intently, think quickly, plan creatively and deliver effectively. One of my favorite quotes, which has been accurate in my business, is, "Clients stay loyal when you stay agile."

ACTIONS SPEAK LOUDER THAN WORDS

Renee and the Military Home Search Team host some annual and quarterly client events that are geared simply on having fun together. The focus is less about real estate and more about creating a fun environment for clients and their families. They just have fun and enjoy each other's company. Renee also stays connected with her clients through monthly pop-bys and fun

little "extra mile"

things she does.

Renee and Josh have been married for 17 adventurous years and love the life they're creating together in Colorado Springs. They are proud of their children, Natalie (12), Lily (10) and Jacob (4). The Young family loves hiking the Cheyenne Mountains and walking Fox Run Regional Park. They enjoy exploring Colorado, especially if it involves camping or hiking, or mountain biking at Black Forest Section 16 trail.

The entire family love games and competitive adventures, such as scavenger hunts and escape rooms. Renee also enjoys fitness and truly is energized

When it's time to work, I am totally focused on helping my clients. the best and plan to retire here. "I want to make things easy and

by doing research for clients. Josh and Renee love to support local and foster a sense of community. They enjoyed being stationed in Washington, D.C.; Texas; Hawaii; Nebraska and other places, but they love Colorado Springs

stress-free for my past, present and

future clients," Renee said. "I want to create an enjoyable experience for my clients that alleviates the stress of moving and finding a home. I love to be fun, but when it's time to work, I am totally focused on helping my clients. I am honest, accurate and efficient. I lead with numbers because I am committed to helping my clients make sound investments."

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ART WORK

16 · January 2023

It started as a favor to a friend. Artistic by nature, Brittany Willams was helping her best friend get their home ready to sell when their REALTOR® noticed how wellstaged the interior was. One introduction later and Brittany was hired!

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"I never intended on staging homes long term," Brittany says. She went to school for phlebotomy, drawing blood for sailors while she and her family were stationed at Pearl Harbor. Her plan was to become a nurse once her children started school, but she fell in love with staging, and the rest was history.

Brittany started off staging exclusively for the REALTOR® who discovered her. In 2019, stepped up. She ran the day to day; she carshe was ready to spread her wings and start her own business: Brittany Williams Home Staging and Decor.

"Going on my own was scary; I didn't know if I was going to fall flat on my face." Still, like Today, Morgan Greer is Brittany's business so many others in our industry, she took the risk and went all in.

Less than a year later, the COVID-19 pandemic shook the industry. Suddenly homes were selling so fast, agents were skipping staging their listings entirely. "My business slowed quite a bit. It was stressful, as it was for everyone, but it helped me set a growth pace that I could manage."

Things clicked in 2021 when Brittany hired Jordan Trask, her first-ever assistant. Before Jordan, Brittany was carrying the entire business herself; bringing her aboard was a huge weight off her shoulders.

"Jordan saved my business," Brittany says. "In 2021, my ex-husband and I filed for divorce. I was heartbroken; even the smallest of tasks drained my energy. Jordan ried the team while I recovered." Jordan has since moved to Washington state, but she will always be a pillar of Brittany Williams Home Staging and Decor.

manager. Morgan has a background in the Army and used to run her own virtual assis tant business. The two met while Brittany was staging a house; Morgan was the nanny for the home, and the two got to talking.



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"We were getting along really well," Brittany says.

"Morgan gave me a glimpse of her systems to keep
the household organized, and it hit me: I needed
that organization in my own business!" The timing
was right; Jordan was getting ready to move, and
Morgan was burning out from her virtual assistant business. Morgan had dreamed of becoming
a REALTOR® in the past until she was introduced
to staging, realizing staging was the portion of real
estate that had attracted her in the first place.

As a stager, Brittany and Morgan will put their hearts and souls into every home's design. Staging a home earns your sellers top dollar. Choosing the right stager makes the home stand out from the competition. "By using a home's unique qualities and hand-selected decorations, I give every home its own character," Brittany says. "A special something that makes potential buyers say, 'Wow, I want that!"

When Brittany started her business, she branded herself as being a military spouse. She knows several agents started using her for that reason, and she is thankful. "One of the most fulfilling pieces of working as a stager is becoming friends with so many of my REALTOR® clients. Today, with my family situation having changed, I hope agents will continue supporting my business because of the relationships we have and the value my style of staging brings to their clients."

Something most people now know about Brittany is that she has a blood clotting disorder. "I found out that I had Factor IV Leiden when I was 20 years old. I went to the ER for what I thought was my gallbladder. It turned out that I had blood clots in both of my lungs and in my pelvis." It wasn't until Brittany was pregnant with



her daughter that the doctors tested her for the disorder and found out that she is homozygous for it and that she will need life-long blood thinners.

"I almost died. I have scar tissue in my lungs. I was fortunate to be able to carry two healthy pregnancies despite the high risk. My anxiety has become crippling, but I'm able to manage it with therapy. The experience made me

realize how short life is. It made me value the time I have with my family and to count my blessings."

Staging is art within real estate. Creative by nature, Brittany sees the world through a unique perspective and loves making each home its own. "Staging is a dream career, and I won't let any challenges hinder my passion for it."



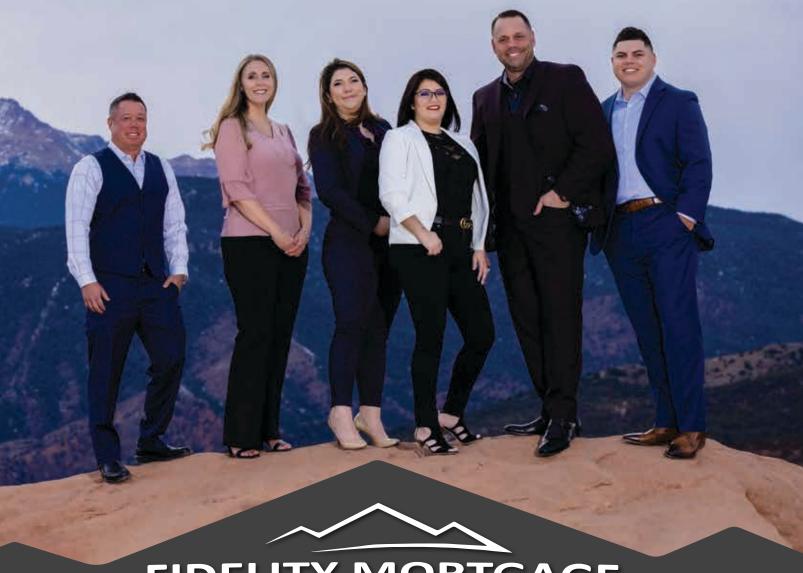
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PASSING ON THE TORCH

Joyce Heffner-Williams got her first taste of Colorado at 24 years old; she had traveled to Denver to give a speech at The Brown Palace. Having been raised on a farm in lowa, she took one look at the mountains and decided it was time to move!





Soon after, Colorado Springs became her home. Joyce purchased her first home at 19, sold it, and her family moved and purchased a home in Colorado Springs. After moving, Joyce passed so many referrals to her REALTOR® that her broker paid for Joyce to go to real estate school. Upon graduating (approximately 1977), she was tasked with knocking on "For Sale By Owner" doors. Joyce remembers asking, "What do I say when I knock?"

Her REALTOR® replied with an inquisitive glance: "I don't know; what *are* you going to say?"

And so, Joyce got her start in real estate by knocking on doors. Her plan was to ask for a 30-day listing. "If at the end of 30 days, you don't like me, I go away," she would say. "But if you do like me, I'll ask for a 90-day extension. I will work harder for you than anyone else, and when you have a question, I will

have an answer within 24 hours. May I come in and interview for the position?" She earned five listings her first month. Interest rates were 12 to 15% at the time. Most sellers came to the table with money to save their credit. "It was a gift to start out in that market. Markets after that were a breeze," she says.

Joyce's early career began with RE/MAX Properties and moved to Prudential. As a single mom for six to seven years with two boys and juggling a real estate career, she was closing 75 to 85 transactions per year when a headhunter introduced her to Keller Williams. She flew out to Austin to sit in on a class taught by Mo Anderson, the right-hand person to Gary Keller. In that class, Mo spoke the words that changed Joyce's life trajectory. Mo said, "At Keller Williams, we're about God, family and business, in that order, even though it may not be politically correct." "That was the moment my heart joined the Keller Williams family," Joyce says. At the time, Colorado Springs had one Keller Williams office; Joyce joined as an agent September of 1999. The office was off 30th and Centennial Boulevard. Joyce later learned the firm was having trouble paying their bills. She stepped into a leadership position, buying out the other five partners. "I felt it was the right thing to do." As the team lead, she was only able to refer business and accept referral fees from her past business, a significant loss of income. It was a risk she stepped into, saying, "Failure is not an option." She pioneered being one of the first women in the real estate industry and woman-owned real estate offices in the Colorado Springs area. "There have been many people and mentors along the way 'standing on the shoulders of giants,' and so many to thank for a blessed

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lives. Brian has two sons: Rylan and Oden. Todd has three daughters (Joyce's granddaughters), who give a new kind of meaning to fun and a purpose in life: Aubrey, Courtney and Ella, all beautiful and precious.

Today, Joyce is shifting out of her role as the Leader of Keller Williams Clients' Choice and Greg Luczak is stepping in. Joyce is overjoyed about the transition. "I could have adopted Greg as a son," Joyce says, reflecting on the past few months. "He is someone who will add to what we already have here at the office." In the past, Joyce admits to having made decisions with her business mind only. Passing the torch to Greg was one she made with her heart and her business mind. He will always have the best interest of the agent front and center when making decisions. "It took an agent outside of KW to remind me that my heart and business mind is where the magic happens."

career, colleagues, family and friends over the years."

Family will always come before business for Joyce. "The world can be falling apart at the office and I won't be upset, but if my

family is hurting, my world is turned inside out."

She has been happily married to Terry Williams for 35 years. He is the VP for Heritage Title here in Colorado. She has three

sons: Troy, Todd and her stepson, Brian. Joyce's family is her purpose. As a mom, she vowed to give her boys the opportunity to go to college anywhere they wanted, and as a grandmother, she wants to ensure her family

will always be able to live in a place where they are happy and safe. Troy is a USC Trojan "Fight On" and works the social media aspect of real estate. Todd is a firefighter, 20 years for the Colorado Springs department, and graduate of CSU. The family nearly lost Troy in a bicycle accident, and they're forever grateful to still have him in their

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KNOWING AND UNDERSTANDING I COULDN'T **BE LEAVING MY LEGACY IN** BETTER HANDS. **HE WILL 'PLUS IT' AND CONTINUE HIS JOURNEY.**

Moving forward, Joyce will retain some ownership but will be selling a majority interest to Greg. "Knowing and understanding I couldn't be leaving my legacy in better hands, he will 'plus it' and continue his journey." Joyce bought, built and designed their building to be the home of the best company, the best agents and the best leaders in the industry. "We grew it to a \$1-million gross profit company, and Greg is meant to be the one she passes the torch to and takes it to the next level of net a million." He is meant for a time such as this, and Joyce is so proud to call him partner and pass the leadership torch.

"There is a special American flag made of 4-by-4-inch frames where we will put our friends and family photos of our hero firefighters, police and military who have served and sacrificed to protect all of us. This flag is in loving memory of my father, Willard (Willie) Morarend, a Marine veteran.

He was the man who instilled in his girls that they could be/do anything we wanted

Joyce will continue to recruit and run occasional training, but her focus will be on travel and family. "I've been around the world the equivalent of twice." One of her favorite places to visit is Vienna, Austria, which she has been to five times. She loves the cathedrals, the architecture and the cultures around the world. Interestingly, in India, a financially poor country, she observed how happy the people were; it was something to think about. "If everyone traveled the world, they would come back to America and be very grateful. We are blessed."

Regarding her real estate career, Joyce says, "I came from the rock (Prudential), which was a little too hard. The balloon (RE/MAX), which had a little too much air. To my last stop where I bleed Keller Williams heart red." An amazing career, clients, friends and amazing family and amazing God, the giver of all. #BLESSED

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VOLUNTEER DAY:

BUILDING BUNK BEDS

On Thursday, Oct. 20, a group of bighearted REALTORS® joined together to volunteer at the Love Your Neighbor organization, building a three-tiered bunk bed for children who don't have a bed to call their own.

For those of you who aren't familiar with Love Your Neighbor, they are a faith-based nonprofit founded by Luke Wrobleski. Here is a bit of their story:

Luke Wrobleski started the Love Your Neighbor team when he got a few people together, loaded up a truck with fence supplies and fixed fences after they were blown down by the 100-plus mph winds in January 2017. Soon after, he realized he was in a position to use the gifts God has given him to reach out and bless others.

The Love Your Neighbor (LYN) team initially worked on projects for homeowners that could not afford to hire a trade specialist. The team has built a deck and a wheelchair ramp; remodeled a kitchen; fixed fences; pulled weeds; installed stoves, washers and dryers; delivered dressers and even replaced a vehicle radiator.

In mid-2018, the team started to make bunk beds for kids in El Paso County.

It quickly became apparent that this should be the primary focus for the LYN team. Partnering with CarePortal to find kids that need a bed to sleep in, LYN is regularly building, delivering and assembling bunk beds for the kids that need them most.

To volunteer with Love Your Neighbor, visit https://pulpitrock.com/lyn/.

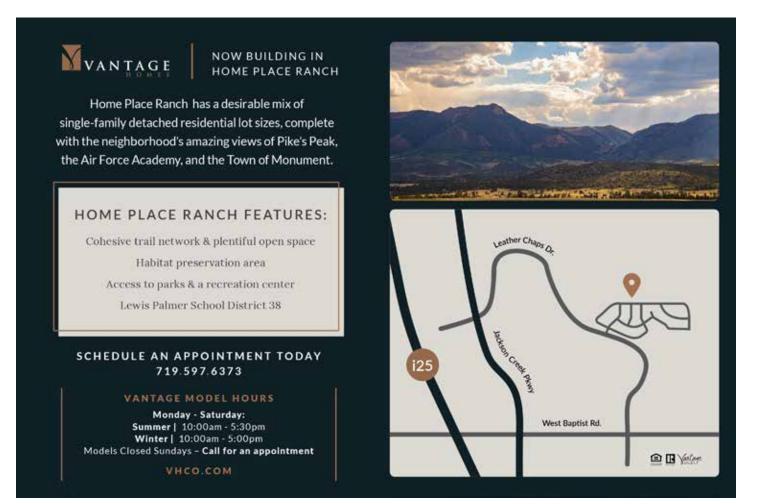
To join a future Real Producers volunteer day, email brian.gowdy@n2co.com.



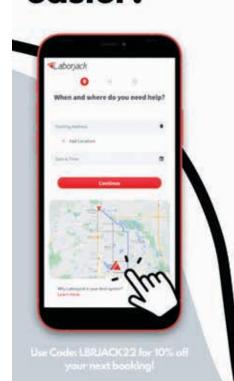
Amber Flannigan and Brian Gowdy



Dan Simental



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Casey Arent, Wendy Weber and Luke Wrobleski





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Andrew Weber after a hard day on the drill say







Tarvn Simental



Brian Gowdy and Jennifer Crosby



Brian Gowdy pretending he knows what he's doing



Wendy Weber sanding with precision (while Andrew Weber tries to look busy in the background)









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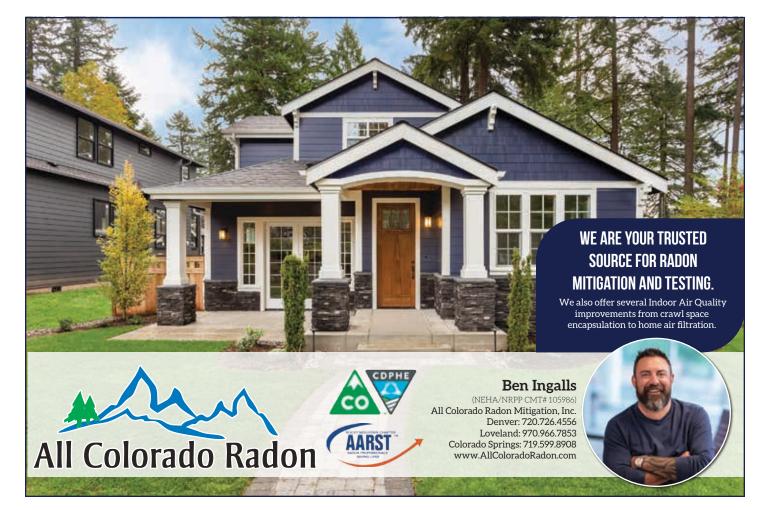
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AGENTS ON THE MOVE



Jim Beckham joined the commercial real estate division at Berkshire Hathaway HomeServices Rocky Mountain REALTORS® in

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UNWAVERING FAITH

Prior to becoming a licensed REALTOR® in 2014, Taryn Simental worked in the fields of health care and financing. Her experiences taught her to be solution-oriented in life and with her clients. Taryn also loves to help agents create success and willingly shares her systems, processes, templates and spreadsheets. She chooses joy in the moment and learned long ago to have unwavering faith, even when life is difficult.

Taryn grew up in a small town in Illinois where everyone knew each other. When she was a senior in high school, her life took an adventurous turn as she became a new mother. The timing was somewhat unexpected, but she didn't regret her decision to embrace motherhood "ready or not."

Diligent and determined, Taryn's first job was in a local hotel. She enjoyed connecting with the staff and patrons but wanted a career that allowed her to build long-term relationships.

She considered becoming a massage therapist, but during the discovery process, she was given the opportunity to become a certified nursing assistant (CNA) at an assisted living facility. Taryn enjoyed the people so much that she also volunteered to serve the elderly during her time off.

FAMILY MATTERS

Near the end of her third year as a CNA, Taryn met Dan Simental. He had great respect for her drive and passion and confided in her that he was raised by a young mother himself. The pair started their life together less than an hour away from Taryn's hometown, and she began working as a bank teller.

In the summer of 2007, the engaged couple traveled out to Colorado Springs to visit Taryn's sister. They were so inspired by the beautiful mountains that Dan and Taryn spontaneously decided to have an outdoor wedding ... right on her sister's deck in Black Forest!

2007 was also memorable for another reason. Years before, when Taryn was in kindergarten, her 32-year-old mother had been diagnosed with breast cancer. Thankfully it went into remission for over a decade, but it returned in the year 2000. In October 2007, after a long and valiant fight, Taryn's mother lost her battle to cancer at the age of 52.

• •

Before her passing, doctors discovered that Taryn's mother had the BRCA2 gene mutation, which had made her susceptible to breast cancer, and they informed Taryn and her two sisters that they may have the gene as well. All three sisters were relieved to learn that none of them carried the cancer mutation.

YOUR CHOICES DEFINE YOUR FUTURE

By 2012 Dan had established his landscaping company and was serving hundreds of clients. Taryn was faithfully working for the bank and had even opened up a bank account for a celebrity! In 2012 she was a successful Community Reinvestment Act (CRA) officer and branch manager.

Taryn was thankful for Pam Topper's mentorship, which helped her provide top-rate customer service, create a positive customer experience and develop herself professionally. Although she enjoyed what she did, Taryn felt it was time to leave banking to be home full time, helping Dan with his business and caring for their youngest daughter, who was 9 months old.

Before the year was up, the Simentals took a family trip to Colorado Springs. They enjoyed every moment of it and dreamed of coming back to live someday.

In 2013, after an ectopic pregnancy scare, they decided to live out their dream instead of just talking about it. The decision to relocate was almost as spontaneous as their outdoor Colorado wedding six years prior, but they made it happen!

BE GOOD, DO GOOD, GET GOOD

Dan managed his Illinois-based landscaping company from Colorado with Taryn's help. In the fall







of 2014, he saw an ad for a sprinkler company for sale in Colorado. When he and Taryn met with the owner of the company and his wife, they learned that the wife was a successful REALTOR® who was actively looking for a showing agent.

Taryn and Dan talked about the opportunity for a few days. There was a "risk" in Taryn taking a commission-based job, but the "reward" of flexibility with no ceiling was too much to pass up. Within six weeks, Taryn became a licensed REALTOR®.

She had a great work ethic and a powerful internal drive. She worked with a team for five years, and in February 2020, it was time for a change. Taryn had become a workaholic, and her family had taken a backseat to her business.

Shortly after this decision, Taryn received a call from Gary Martinez, principal broker of The Cutting Edge. Their authentic culture was so uplifting that she onboarded that very day. To this day, the partners at The Cutting Edge continuously promote freedom by telling Taryn, "You be you."

During the COVID-19 lockdown, Taryn focused on systems, processes, client care and finding balance. In July of 2020, Dan became a licensed REALTOR® too, and with his support, Taryn closed \$20 million and helped 51 families by the end of the year.

To make some fun memories in 2021, the Simental family and their three dogs reserved an Airbnb in Scottsdale. They loved it so much that in October they purchased a second home in Scottsdale. By the end of the year, they had helped 83 Colorado Springs families and closed out the year at \$40 million. This year they will close \$45 million.

LOVE YOUR NEIGHBOR

Taryn focuses on client experience and always follows the Golden Rule. The Simental Team has instituted a reward program at closing for heroes, including clients in the military, teachers and first responders, to thank them for their heroic service.

Taryn was the recipient of the Real Producers Rise and Grind Award and has received the 2020 Hustle Award and the 2021 and 2022 Agent of the Year at The Cutting Edge. Her client care is seamless, thanks to her systems and processes.

She hosts events, recognizes client birthdays and client anniversaries and does quarterly pop-bys. What really sets her apart is her attention to detail and intention to provide a stress-free experience.

Her life flows with ease, and she makes her own success. She has alarms that go off with affirmations throughout the day, and she writes in her gratitude journal daily. However, she does not wake up at 5 a.m. to get started on her workday, and she encourages other agents not to feel pressured to do so.

"I have a diligent mindset," Taryn reflected, "but I am not overly scheduled or structured, which allows me to work most efficiently. I feel less 'busy' than I used to, but I am more productive! And I learned that a lull in clients is not failure; it's just a time to recharge and work on myself."

Taryn and Dan are proud of their children. Their son, Collin, 22, has taken over Dan's sprinkler business and is also a newly licensed REALTOR®. Their daughter Camryn, 16, is mature beyond her years and very involved at her high school. And their youngest daughter, Chloe, 10, is on Student Council at school and is truly a carbon copy of Taryn. The Simentals love living in a cul-de-sac where they not only know their neighbors but love them like family.

When Taryn was a child, she had a variety of pets, including dogs and cats, an iguana, hamsters, a turtle and a rabbit. She is now a shelter animal advocate and serves on the board for the Humane Society of the Pikes Peak Region. The Simental family has their own variety of pets, including a golden retriever, Chihuahua, springer spaniel, cockatiel and a bearded dragon. One of their favorite family spots is the Cheyenne Mountain Zoo.

"I have learned not to inflict the pain on others that I have felt," Taryn concluded. "I have an 'abundance mentality.' I do not feel lack by helping others succeed in any way, and I do not expect anything in return. There is no reason not to collaborate; there is enough for everyone! Other agents are not my competition, and helping someone else shine does not make me dimmer. I'm a win-win kind of person!"





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