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- May 2024

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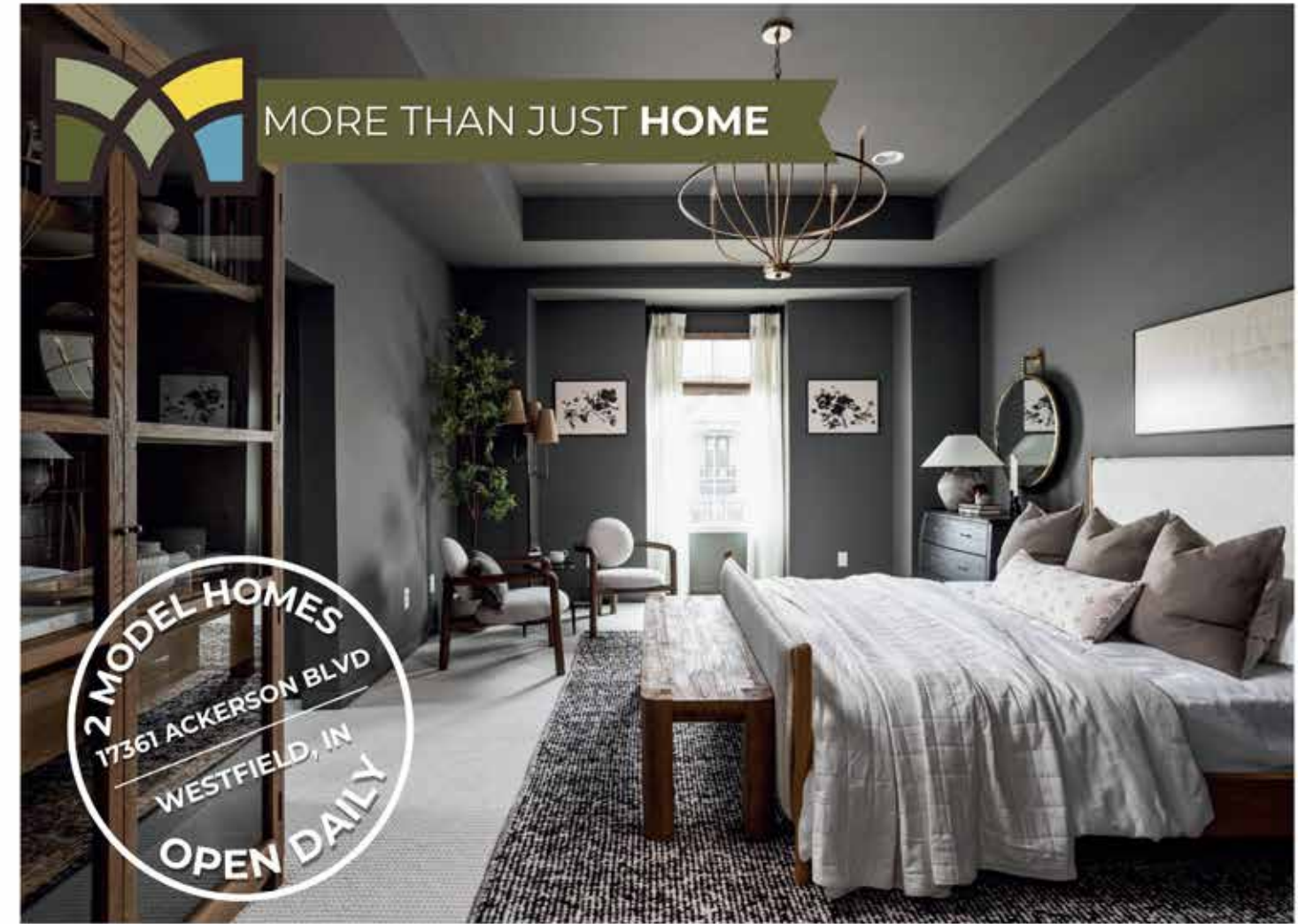
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# BRIAN RAMSEY

**What's your latest guilty pleasure?**

I took a day off last week

**What was your favorite subject in school?**

My Mom taught English, so I will say that class. (It was really Math).

**What's your favorite holiday?**

Christmas and Easter

**What was your least favorite food as a kid?**

I challenged a student in Elementary to see who could eat the most Cheesecake at once. I won! For the next few decades, I could not even pronounce the word without feeling sick. I have overcome that now!

**What's your biggest fear?**

That I would somehow disappoint God.

**What was your first job?**

I worked for my father in his auto repair business until I could drive, then I worked during high school and college for an excavation company - backhoes, bulldozers and dump trucks - you know.

**If you could have any talent, what would you choose?**

I would love to sing and draw.

**What is your biggest pet peeve?**

Socially unaware people and Indy drivers - C'mon man!

**What is your favorite vacation spot?**

Anywhere my family is on vacation

**What is something we don't know about you?**

I once had a television and radio program that aired in Wisconsin. Also, my first trophy was for the design of a kite in our elementary kite-flying contest. Mine was very cool, but it did not fly well.





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▶▶ partner spotlight from epcon communities

# KARA SHIPMAN EPCON COMMUNITIES

## LUXURY LOW-MAINTENANCE LIVING

By Kelsey Ramsey



### Epcon Communities: An Overview

In 1986, Ed Bacome and Phil Fankhauser identified a gap in the real estate market where the needs of aging home buyers were overlooked by builders. They established Epcon Communities in Dublin, Ohio to address this issue and quickly began constructing single-story living communities that were well-received.

Today, Epcon Communities has found that their home and community designs appeal to discerning home buyers of all ages. Those who choose Epcon share a preference for high-quality, low-maintenance living that provides comfort and ease of management. With a focus on quality and excellence, Epcon has built hundreds of communities, establishing itself as a leading real estate builder of luxury single-story homes and residential areas in the country.

With a sales team of 9 and counting, Director of Sales Kara Shipman leads a group of passionate individuals, each with their unique role in making Epcon's vision come true.

You've got Tina Laufter, the creative genius behind the designs, and Kelly Hartgraves, the wizard of contracts. Then there's the squad of Sales Consultants: Melanie, Lisa, Jessica, Eric, Arti, Jeremy, and Elizabeth.

The best part of her job is seeing her team grow and succeed. Whether it's working together as a unit or watching individuals reach new heights, every

day brings something to be proud of. When she's not busy with real estate, Kara cherishes time with her family—her husband of 16 years, her two kids, and their furry friend Luna. Together, they love getting active and soaking up new experiences.

Managing work and life isn't always easy, but for Kara, it's all about being present in the moment. By staying focused and engaged, she ensures that both work and home life get the attention they deserve. "At work or home, presence takes precedence."

To all the top-producing realtors out there, Kara has a message: You can feel confident when you bring your clients to an Epcon Community that you'll feel a difference. With their collaborative approach and focus on quality, they're not just selling houses—they're offering a lifestyle.

Low-Maintenance Communities - HOA maintained; stop spending your weekends mowing, edging, mulching, or raking. Single-Level Living with Modern Amenities - open floor plans, private outdoor spaces swimming pool, fitness center, clubhouse, bocce, walking trails and more!

Lock & Leave Lifestyle - travel for as long as you like and come home to a well-maintained home, yard and community.



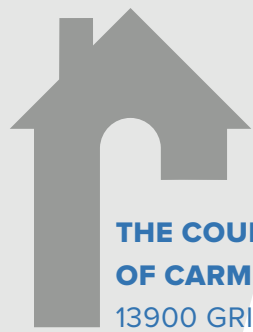
### THE COURTYARDS OF WESTFIELD 2419 COLLINS DRIVE

The Courtyards of Westfield, Epcon's maintenance-free enclave in Westfield, IN, presents upscale ranch homes brimming with ample natural light, secluded garden courtyards, and all necessities conveniently situated on a single level.

We extend a warm invitation to visit our community Welcome Center and discover the myriad offerings of this intimate community, including a central pond, a picturesque park-like environment with tree-lined avenues, and upscale amenities such as a clubhouse, fitness center, outdoor pool, and pickleball courts.

Embrace a low-maintenance lifestyle that affords you more time to focus on what truly matters. Positioned amidst the vibrant locales of Westfield, Carmel, and Zionsville, with easy reach to Indianapolis, you'll find an abundance of entertainment, dining options, parks, and sporting venues just moments away.





## THE COURTYARDS OF CARMEL

13900 GRISHAM DRIVE

Introducing The Courtyards of Carmel, an exclusive 55+ active lifestyle community developed by Epcon, nestled in the heart of Carmel, offering unparalleled convenience to a myriad of amenities. Set amidst a backdrop of vibrant shopping districts, delectable dining options, sprawling parks, lush golf courses, and exciting entertainment venues, this boutique community sets the stage for a truly luxurious living experience.

Here, discover Epcon's meticulously crafted luxury ranch homes, thoughtfully designed to infuse each room with an abundance of natural light, complemented by serene private outdoor courtyards. With everything conveniently situated on one level, these homes epitomize comfort and accessibility, catering to the needs of discerning residents.

From the inviting clubhouse to the refreshing pool, lively bocce and pickleball courts, and direct access to the scenic Monon Trail, every aspect of this community is curated to enhance leisure and relaxation.



## THE COURTYARDS OF FISHERS

16719 SUNLAND FARM DRIVE

At the Courtyards of Fishers, there's no need to decide between a bustling hub at the center of everything or a tranquil haven surrounded by natural beauty. Here, you can enjoy the best of both worlds. This remarkable community is conveniently located just a short drive away from Fishers' attractions, yet it retains a rural charm, capturing the serene forests of the Geist area.

A brief drive into downtown Fishers offers access to shopping, dining, and entertainment. Whether it's running errands, attending a yoga class, or grabbing lunch with friends, you'll find everything within reach. If time permits, bask in the sun at Geist Reservoir before witnessing the stunning sunset over the water while enjoying beverages and dinner at the marina.

At day's end, return to The Courtyards of Fishers, your own personal oasis that truly feels like home. We welcome you to visit our community Welcome Center and explore all that this boutique community has to offer, from a community gathering area with a pavilion and firepit to scenic walking trails, a tranquil pond, and a tree-lined preservation area.





**THE COURTYARDS OF  
RUSSELL OAKS**  
9085 OAK STREET

Nestled just a stone's throw away from downtown Zionsville, this community presents brand-new luxury ranch homes meticulously crafted to suit your present lifestyle and endure for years to come. These homes boast spacious, sunlit interiors and secluded outdoor courtyards.

The Courtyards of Russell Oaks offers an array of resort-style amenities, such as a clubhouse complete with a fitness center and pool, along with bocce and pickleball courts, ensuring you enjoy the low-maintenance lifestyle you deserve.

We extend a warm invitation to join our VIP list, granting you exclusive access to updates, introductory pricing, and priority selection of prime homesites in this exciting new community.






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# LARENE

▶▶ rising star from carpenter realtors



- **What awards have you received?**  
Top 5 Rookie in Carpenter within first 12 months
- **What other recognition have you enjoyed?** Several months of being the top listing agent for my office
- **Career Volume:**  
2 million as of May 1st 2024
- **Last year's total volume:**  
1.2
- **Any other accomplishments?**  
Completed Ninja Installation, Buffinis 100 Days to Greatness, Buffini's Mastermind

**Q. How early did you know that you wanted to be a real estate agent?**

**A.** I've always had an interest in architecture, and loved going to open houses and model homes just to look at the different styles and designs. That interest coupled with my thirst for knowledge and educating others, led me to the real estate field.

**Q. What people influenced you the most?**

**A.** My uncle Brad Baxter, the managing Broker for the North College Carpenter Office was the first one to encourage me to take the leap into this new career.

**Q. What has contributed to your quicker success?**

**A.** I started farming my neighborhood heavily in 2022, and immediately was able to get a listing shortly after, creating a solid foundation in my neighborhood. So far I have sold 3 homes in my neighborhood and closed a buyer that was a renter there. I didn't have a large network of people I knew in Indiana, as I moved here from

Alabama for college. But I started reaching out to everyone I knew to build my sphere. It has been so rewarding to reconnect with old friends that otherwise may have never been in my life again.

**Q. Have you discovered anything from that time that helps you in real estate?**

**A.** Being a Veterinary Technician gave me so many life skills that I still carry. Client education being a huge part I have carried over to real estate. Being able to separate my emotions in a highly emotional life event, and keep focused on getting my clients to the closing table with no regrets. I always strive to be as open and straightforward as possible with people, especially when the news isn't what they'd

like to hear. Having those tough conversations and knowing how to navigate them is another trait I had to use a lot in the veterinary field.

**Q. If you could change one thing in your industry right now, what would it be?**

**A.** If I had a magic wand to change anything, I would make house affordability better. It is so so hard for first time home buyers especially to not only get approved with the higher rates right now, but to have enough savings to be able to compete with the cash offers, the over list offers, etc. It's also difficult for all the people that bought in those unicorn years of 2.5-3.5 rates. They feel stuck in the home they bought for over asking, but can't afford to leave it.

# COOK

**Q. What are the positives/rewards of what you do?**

**A.** I love what I do. The biggest positive for me is being able to take people's biggest fears and carry them every step of the way until they are where they are meant to be. I enjoy being an advocate for my clients, and making sure they are protected every step of the way. I aim to have my clients for life, and it's very rewarding to me when my clients refer me to people they know, trusting me to help them as well.

**Q. What are the negatives/challenges of what you do?**

**A.** Real Estate isn't for the faint of heart, that's for sure. It's a highly competitive job market to be in, and unfortunately not all agents are created equally. Challenges that I've come across have been a lot of times on the other side of the transaction. But I always try to be as helpful as I can to the other side because at the end of the day, I want what's best for the people we are helping. It's never about me or the other agent. These are people's lives and money.

**Q. What about your family life today?**

**A.** My Husband Alex and I have a 5 year old son, Elijah, and 3 dogs: Sammy Davis Jr. Jr. (Sammy), Cassie, and Milo. We are more of a quiet family, with camping, board game nights, and spending time with family as our main activities. Traveling and being able to live the life we want is our goal.

**Q. What other interests do you have?**

**A.** I love being outside. Camping, hiking, and exploring new areas/states/countries I've never been to. Meeting new people, and trying new foods and activities. I enjoy reading mysteries, biographies, sci-fi



fiction and WWII novels; fiction and nonfiction. I also love learning the entire story of historical events- The Titanic and other shipwrecks/ abandoned places fascinate me.

**Q. What makes your business different from others?**

**A.** I have a relationship based business model. I want to host events, be a vendor at festivals, and meet people face to face. I'm not really a cold-caller. It's more important to me to have a real relationship with people so they know me, like me, and trust me enough to not only use me for their own real estate needs, but to refer me to their family and friends as well.

**Q. What college did you attend, and what did you study (degree)?**

**A.** I went to International Business College in Indianapolis, and graduated with a Applied Science Degree in Animal Science.

**Q. Anything else you want to say with this platform?**

**A.** I truly have found my passion in my career as a REALTOR. It has taken a lot of self reflection, learning from my mistakes, and being a better agent and advisor for my clients every day. When you're ready to sell or look, call Cook!

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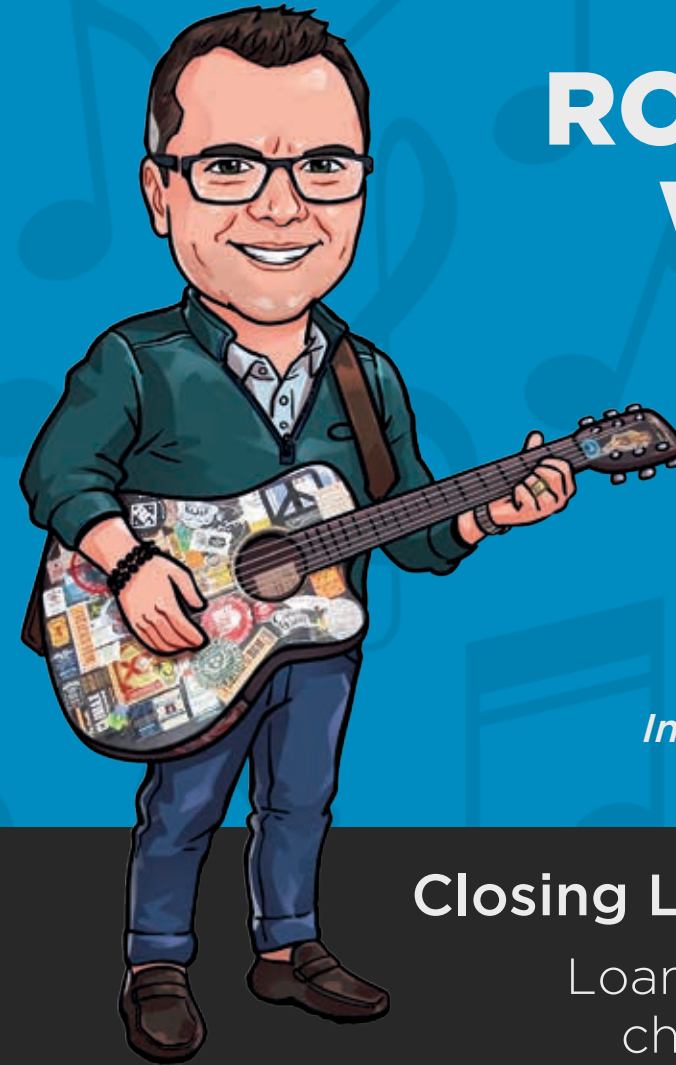


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By Dawn Adams

# The REALTOR® Foundation Update

## BEYOND BEING RESCUED - HUMAN TRAFFICKING

Human trafficking is a severe form of exploitation that involves the recruitment, transportation, transfer, harboring, or receipt of persons through force, fraud, or coercion for the purpose of exploitation. It is a global phenomenon that affects millions of men, women, and children every year, with devastating consequences for victims. Though it may be hard to believe, human trafficking is rapidly growing in Indiana. The number of identified cases has risen each year as advocacy and awareness efforts grow. In 2021 alone, 123 cases involving 176 victims were identified in Indiana through the National Human Trafficking Hotline.

Traffickers prey on vulnerable individuals by offering to fulfill their needs. This can include providing material support like housing or clothing, promising quick wealth, or offering emotional support and a sense of belonging. Factors such as poverty, inequality, lack of education, and political instability all increase individuals' vulnerability to trafficking.

Efforts to combat human trafficking include legal frameworks at the international and national levels, as well as prevention strategies, victim identification and assistance programs, and law enforcement efforts. However, challenges remain in addressing the root causes of trafficking and providing comprehensive support to victims.

Grace Horizon is a REALTOR® Foundation grantee that collaborates directly with survivors of human trafficking and the sex industry. They are a community of survivors in Central Indiana supporting each other in the recovery from violence and exploitation, including sex trafficking and sexual exploitation. They offer

coaching, counseling, mentorship, and friendship to those affected by violence and injustice. The recovery tools and resources provided by Grace Horizon are essential for survivors as they journey toward healing, stability, and rediscovering wholeness.

Victims of human trafficking often find themselves facing homelessness due to dangerous situations, like "Elise," who found herself facing discrimination and abuse in the form of racism at her temporary residence. She was given just one week to relocate and was at risk of becoming homeless. Thankfully, she found Grace Horizon, where their staff dedicated themselves to finding Elise a safe and secure place to live.

The team at Grace Horizon were able to find a suitable safe house with a recovery program suited to fit Elise's unique needs. With the help of funds from the REALTOR® Foundation, they were able to cover the first five weeks of her stay. Now safely housed, this allowed her to heal from her trauma, seek employment, and begin her journey to recovery.

Addressing human trafficking requires a coordinated and multi-faceted approach involving governments, law enforcement agencies, nonprofit organizations, and the private sector. By raising awareness, advocating for strengthening legal frameworks, and providing support to victims through organizations like Grace Horizon, we can work towards ending this horrific violation of human rights.

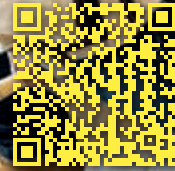
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# TANKLESS

▶▶ home inspection

By Phil Thornberry

# WATER HEATERS

## ARE THEY WORTH IT?

### Tankless water heaters and radon mitigation

As with many things, it depends. Determining the return on investment can be difficult. The up-front price of the unit is higher than a standard water heater. While there is a large price range, a tankless unit typically costs twice as much as its tank type counterpart. Tankless units require a larger circuit if electric and a larger flue if gas. The gas supply may also need to be upgraded. Sizing the heater is important. Too small and it may have difficulty supplying hot water during cooler months or to two fixtures at the same time. The decision to go tankless is much easier if you are building a new house. Circuits, flues and gas supply can be sized accordingly up front. New construction makes this an easy yes. These are all site specific which will require a contractor to assess and give you an estimate. Costs for a first-time replacement can exceed \$5000. In most areas, gas tankless water heaters recoup their costs faster than electric.

Another thing to consider is how long you plan to live in the home. If you are planning a move in under five years, the upgrade is probably not going to give you a payback. 10 years is a more realistic expectation on breakeven. In addition to saving money, don't forget the longer life expectancy and the reduced carbon emissions can make it a good decision. There are also some other advantages like limitless hot water, less risk of leaks and considerable space savings.

Increased maintenance of tankless water heaters is another consideration. Tankless units are susceptible to scale build-up from hard water and do require annual flushing which can be performed by the homeowner. Assuming your plumber installed a service valve kit, this requires a 5-gallon bucket, a pump, a hose, and a cleaning solution. One can also pay the plumber to do this. This can cost \$150-\$250 depending on your plumber. They may include the first one with the purchase. Using a water softener is highly recommended in areas with hard water due to the increased scale buildup. Some manufacturers require a water softener to reduce hardness. Discuss this with your installer.

#### RADON MITIGATION SYSTEM CHECKS

If you have a radon mitigation system, it is a good idea to do some checks periodically. First, test the house

periodically. If there is not a real estate transaction in progress, the homeowner can purchase a test kit. Just make sure it is from an approved lab. Every two years is good practice. If you do have a system, there is supposed to be a device on it to give a visual on whether it is producing negative pressure or not. Check it, if you don't understand the indication, call the company that installed it. Their name and number must be on the system too. The fans that are typically a part of a system do fail. Replacement really should be performed by a radon mitigator, although I have seen these units for sale online and in the occasional store.

Many systems have piping routed to a cover on a sump pit. We find many that have had the cover taken loose to service the pump and were not resealed. This will affect function and may expose your family to elevated levels of radon. If you have any questions, go online, and read an EPA document "A Citizens Guide to Radon". It covers this and more.

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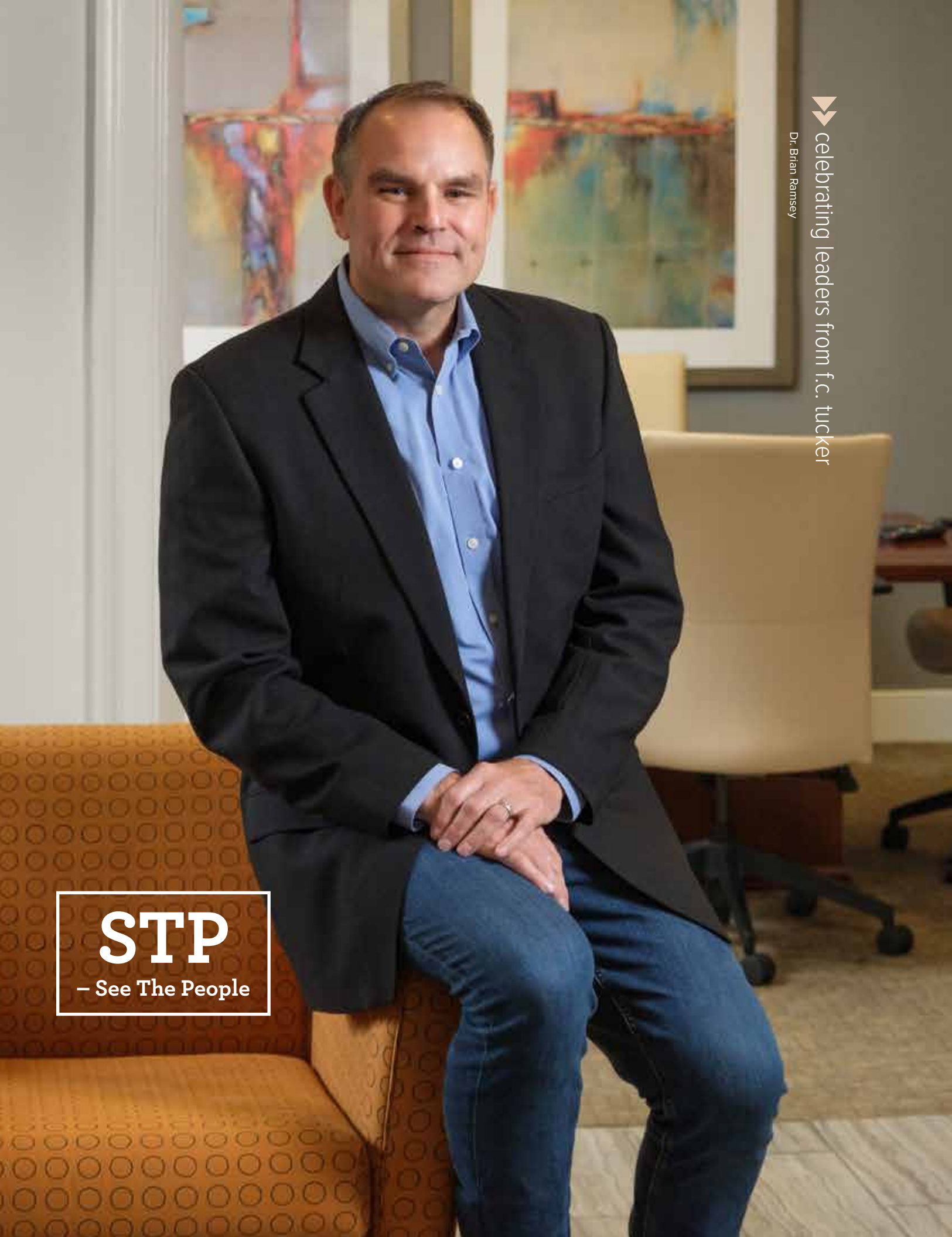


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**STP**  
– See The People

# FLETCHALL Craig

Not to understate the task, Craig Fletchall sees the work of agents in real estate as following the golden rule of STP – see the people. He is well known as being a very social person, and it has served him well both as an agent and now as a branch manager. His degree from Indiana University in Sociology and Telecommunications was a great foundation, and his time spent in his small business working with painting and flooring helped him to see a side of real estate that enhanced his work.

Since 1997 / 1998 when he was licensed and started with FC Tucker, Craig has been building on skills that have a proven track record of success, and he leverages those experiences and abilities to help others reach their goals today. He really enjoys working with all agents, and new ones are especially fun since they are a clean slate to build upon. He enjoys the problem-solving aspect of the work, and he really enjoys the collaboration of it all. “I try to create an environment where people can succeed and accomplish what they need,” he explains.

Craig remembers clearly, though it was a minute ago, what starting was like. He was 25 years old with no sphere, and he knew he had to build credibility quickly. Though it was fun to build a new business, it could also present some interesting challenges. He focused on time management and just sought to make a living the first two years. He sees success as something different at the various stages of life, but he defines it now as being measured by opportunities. He also knows that mentors are vital in a salesperson’s life, and he gives huge kudos to Tucker Hawkins, David Wilcox, and Matt McLaughlin.

Fletchall has seen the habits of the better agents, and he explains that the best agents are confident and have a strong “fire” in their bellies. They are poised with a great work ethic,

and they can get “buy-in” from people which builds trust in relationships. Their clients release the process to them and let the agent navigate them through the rough waters.

Craig is often asked for his advice since he has spent almost three decades in the business. He teaches newer agents to “hang out” often at the office so that they can learn from others. “It is a copycat business; find out what other people do,” he challenges. He encourages them to ask a lot of questions and to find something to learn from everything they hear and see. The great thing about this business is that there is not a “one size fits all” kind of process.

For the seasoned veterans, he would challenge them to never get comfortable in the business, for it will always be changing – so should they! He also thinks that agents should stick to their strategic plan and recognize that 95% of the business is lead generation. It is vital for all agents to think in terms of “lead-generation-activities.”

From a management perspective, he speaks about learning to be a chameleon by adapting to the personality types of others, adjusting to different styles, and always being a great listener. “If you let the other person talk 90% of the time, they will be right 90% of the time,” he says.

“ I TRY TO CREATE AN ENVIRONMENT WHERE PEOPLE CAN SUCCEED AND ACCOMPLISH WHAT THEY NEED. ”



For the future, Craig sees that the real key will be education and the appropriate application of that education to what is happening in the marketplace. “I am confident that FC Tucker will be ready and ahead of the ballgame. We have been working already on the new documents because we embrace change, and that helps us to be postured to succeed,” he postulates.

Craig has been married to Amy, a school nurse for Carmel High School for 19 years. They have two children (17/15) and very busy lives. Craig has two brothers and a sister, and the passing of his brother, Tim, last year is still something he is trying to overcome. Family and friends are vital to him, and in his free time, he enjoys watching his children play sports and working on his house and in his yard. He hopes that someday, people will remember him as someone who brought very positive energy, who made others comfortable, who communicated well, and who made a difference in other’s lives. He is well on his way!



“

**I AM CONFIDENT THAT FC TUCKER WILL BE READY AND AHEAD OF THE BALLGAME.**

We have been working already on the new documents because we embrace change, and that helps us to be postured to succeed.

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# the Harvest

## forgotten seeds

▶▶ women's council of realtors

Kristen Olsen (Women's Council of Realtors, Indiana 2024 State President)

**R**ecently someone said to me “wonderful things are coming your way, there are seeds you planted long ago you may have forgotten about”. I was puzzled and amused while sitting and contemplating just exactly what she meant?. As I sat and reflected on the image of planting seeds and what lessons I might learn from this, I felt excitement for what might lay ahead. If you look at life as a field of healthy crops or one big field of weeds, each of us has our own personal plot of land to tend to.

You might ask yourself what would I plant, how often would I need to tend the crops, or do I even want to? Using this analogy as part of our professional journey, the field could represent your career path and the seeds could represent the goals you've set for yourself. A lot of work goes into preparing the land for business, preparation is key! You work diligently to lay out the perfect business plan and are prepared to start planting your first row of seeds. You began your journey by networking in various ways, some of which are very unlikely situations.

For example, while having a casual conversation at the gym, grocery store or just with a random stranger you might be planting seeds without realizing it, and those seeds in turn become crops. Just like a real plant you nurture by fertilizing & watering it until it's fully grown, these seeds need care and attention along the way to becoming crops as well. What does that mean in Realtor parlance? Follow up is your key to the survival of your crops. Without constant care the crops will wither and die much like the relationships (crops) you worked so hard to get started and grow. If you water on Wednesday this week then you should water on Wednesday next week and so on. When you do, things really take off and begin to grow! One row turns into two rows and two into three and so forth, until the field is in full production. If you get so busy you miss watering on Wednesday and things are starting to look a bit wilted, you can go to make those follow up calls only to find they moved on looking for water. You're thinking it was only one day, but then realize it was several weeks in a row. Before you know it you're not focused on the current crops and have lost sight of the harvest which never came.

Why you might ask? Because you didn't put in enough effort to tend to your existing crops and became too focused on growing your production without focusing on your current harvest. Now it's too late and you have to re-plow the land and start over. The market shifts and you get busy trying to plant new seeds where the old ones once grew. You reset your focus and begin all over again. This time, you choose seeds that are more resilient than the last while restructuring your business plan and setting a schedule to care for the crops more consistently. This time you're better equipped for success by making it a priority to work in a smaller track to develop a plan to succeed. Your hyper focused on where to plant those seeds knowing mother nature will do her part to spread the word.

Fast forward to today, you're attending a conference and they call up a name you recognize to deliver the inspiration. You're beaming with both surprise and admiration, as this person was one of your seeds from your first crop. There she is standing proud and delivering her message of collaboration and the vision/mission at hand. You're leaning in and listening

intently to every word she says and she mentions you! She speaks about how you met and took the time to guide her along her leadership journey, she mentioned a few bumps in the road and how with-collaboration she overcame obstacles and surpassed even her own lofty expectations. At that moment it felt like we were the only two women in the room and she spoke to my heart and I couldn't have been more proud of her and her accomplishments.

This seed was from my first attempt to grow crops in that large field. The field I almost forgot about, the very one I began to replant. That seed survived because it knew where to get water and when it needed fertilization, that one seed grew into the most beautiful flower that attracted a diverse variety of birds and butterflies which continued to spread seeds across the field. A field that is now a beautiful garden of future leaders. You never know what will come of your leadership or gardening skills. How it will impact others and how it only takes one to become many!

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# Jennifer McLean & Amy Costidakis



## Doing Right - Not Easy!

Words like loyalty, trust, good communication, sincerity, honesty and continuity describe the team's core values, and they are a family who seeks to add more "family members" (aka clients) to their realm on a daily basis. People have often complimented these two saying that they have "established a new standard of caring, punctuality and thoroughness," and perhaps most all their clients would agree that they make a habit of taking the extra step or going that extra mile to ensure client satisfaction.

Jennifer and Amy have accomplished enough in real estate to offer some sage advice. They tell newer agents to make their clients the most important priority, and they say to never let the negative things pull them down. They say that the best agents are not afraid to make mistakes and learn from them and that smart agents try to be around the office a lot to learn from those who have worked the industry longer. It is a good idea to also find a team to work with for a while.

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▶▶ home security  
Patty Thornberry

# MR. COOK PART 2

Last month we started to tell the story of a normal morning work commute that turned into a shocking emergency in our quiet community. Mr. Cook (93 years old), while mowing his lawn like he had for decades, had an accident while cleaning the grass stuck in the mower blade. Mr. Cook (Bob) was stabilized, and the bleeding stopped but he was not able to stand. The ambulance and Bob's daughter were on the way...

The paramedics arrive and talk with Bob. As the paramedics were carefully lifting Bob, I could see he was distraught. I lean into Bob and tell him he will be fine; we will wait here until she gets here and then she will meet him at the hospital. Bob responds "I can't leave, I'm the caretaker of my wife. She is inside and she has Alzheimer's." Stunned, I tell Bob not to worry, we will take care of his wife.

Bob's neighbor, covered in blood, was not the one to check on Bob's wife, so I volunteered. I put the daughter on the speakerphone to provide a comforting and familiar voice then went in to find Bob's wife. I found her coming out of the bathroom using her walker, head bent down. She stopped, rolled her eyes up to me and gave me an empty stare, then looked down and proceeded to go back to bed as if everything were fine. If she could hear her daughter, it did not register. With the wife safely back in bed, the neighbor agreed to stay until the daughter arrived.

In the following days and weeks, without the adrenalin and shock of the situation, I finally got to talk with the daughter and get an update on Bob. After he was treated at the hospital, he was admitted to acute rehab with no broken bones but not able to put weight on his left leg.

Eleven days later, I got another update: he fractured his left hip. They "just" caught this, two brutal weeks into rehab. As tough as Bob was, he couldn't just "walk it off". Following a successful partial hip replacement surgery, he is now back in therapy for a while. His daughter is staying at the house and taking care of mom. They are figuring out the next steps.

This brings us to the tough decisions we must make to help our older generations stay safe and enjoy their independence. The options are limited. The younger generation living with the older generation is one. While out of style for decades, due to major sacrifices and lifestyle changes, finances are bringing it back in style. That guest bedroom is now the in-law suite.

Another option is an assisted living facility. In Bob's case, it will also need a memory care facility to properly care for his wife. They exist but are in demand and many have a waiting list. Hard to believe at \$5000+ a month depending on your area.

Regardless of how you handle room and board, medical care will be an ongoing concern and either in-home care or sufficient and qualified staffed care at a facility will be needed.

Don't get caught off guard by this predicament. You and your loved ones will be much better off if you plan for this and decide ahead of time what makes sense. If it is an assisted living facility, take the time to tour the facilities with your older loved ones and find the right one that will bring the most happiness AND keep them safe.

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By Marcy Fox, Fox and Company Real Estate, C21 Scheetz, mfox@c21scheetz.com, 317.588.0122  
Photos by Kelly Klemmensen Photography W

# MASTERCLASS RECAP

## MAY 2024

### RISING STAR PANEL

May's Masterclass Indy took a deep dive into the weeds with our Rising Star Panelists Max Moore & Sean Daniels.

How did they stay motivated to stay in the game and grow from \$3M agents to \$10M Top Producers? It had a lot more to do with knowing WHY they were in the game, than just having a structured or routine schedule (as Sean Daniels pointed out).

**Here's a few of Max & Sean's takeaways:**

- Talk to people.
- Find good mentors.
- Observe and be a sponge.
- Watch what others do and repeat.
- Get your mind right.
- Have confidence.
- Network.
- Choose to work *on* your business, not just *in* your business.
- Delegate.
- Refer.
- Ask questions.
- Determine where you can add value.
- Surprise people.
- Do the unexpected.
- Exceed expectations.
- Make your interactions with people about them, not you.
- Don't be a secret agent.
- Make sure people know what you do!
- Be kind and giving.
- Let your connections be genuine.
- Make people like you.
- Be useful to your clients and others.

Want to take it one step further? Build your business on your personal stories. Or understand other people's stories and make them a star of the show on your social media. Find out what your audience needs that day and be there for them.

Remember why you are doing it and ask yourself what happens to your clients if you were removed from the equation.

You have to be **real** about what you're doing and why you're doing it. You *cannot* just be content where you are if you want to grow. And, you cannot count on others to teach you motivation. No one else can make you be a good realtor. **You have to want it.**



But in case you needed some extra motivation, Tracy Hutton had plenty to share with us as she highlighted the forces that work against momentum and the things that can fuel it.

**5 forces that work against momentum:**

1. Doing what is known.
2. Doing what is safe.
3. Doing what is comfortable.
4. Doing what is easy.
5. Doing everything.

Know your limits and understand that you cannot do everything and build momentum or success at the same time. Stay in your lane. Delegate to elevate.

**How to fuel your momentum:**

1. It is created by a clear vision. Know why you are doing it and be consistent.
2. It is activated by faith. Trust and be confident.
3. It is backed by systems. Develop ones that support you and execute them.
4. It is sustained by grit. Hustle (don't be hustled).

We live and die by the momentum we create and we have to show up every day with that energy and momentum in place.

So, stop and ask yourself: **What is the #1 thing holding you back from reaching your goals this year?** Then identify the WHY behind it. Attack the problem, not just the symptom. Determine why you're running out of fuel and pivot (like Ross Geller would). Adjust your business. And, if you're motivated to build equity, you'll figure out the rest later. Just simply choose to get it done.



And don't forget: You can always restart something - *at any time.*



Photo by: Gina Rogers

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▶▶ cover story from the Kelly Dather real estate group

By Dr. Brian Ramsey · Photos by Kelly Klemmensen

# KELLY DATHER

IF YOU DO NOT WANT  
TO BE LIKE EVERYONE  
ELSE, DON'T DO WHAT  
EVERYONE ELSE DOES.

**Kelly Dather knows the value of subscribing to the idea of better action leads to better results, and he has leveraged his experience in the corporate world to enhance his effectiveness in the realm of real estate. He does not want to be like everyone else, so he does not do what they do.**

**I like being held accountable  
and responsible for my work.**



Kelly graduated from high school in the late 1970's, and he spent some time in retail, but he quickly realized that was not the career path for him. After graduating from the now Minnesota State University, he spent several years with Maytag Corporation and later with Jenn-Air and Magic Chef brands. Kelly also spent several years as a Corporate VP of a small manufacturing company. Corporate life can move people around the country some, and Dather decided to stay and build a life in Indianapolis. That led to his growing roots in Indy and to obtaining his license in 2005.

Entering the industry of real estate was fortuitous in that Kelly could decide how to run and manage his own business, and he could choose to live where he wanted without someone making him move. He loves the marketing aspect of his work, and when he entered the work, he thought he could have a positive impact on raising the level of professionalism in the marketing of homes. He really enjoys working with his clients, and it is a joy for him to help people through the process. "I like being held accountable and responsible for my work," he notes.

Making the transition from the corporate world was not easy, and funds were limited. That is one reason why Kelly became so creative with marketing. He needed to do things with little investment and huge returns. After two or three years of incredibly hard work, Dather realized that some of the benefits in the corporate life (company car, company card, health insurance and gas money) did not look so bad. He persevered, and today it has given him an appreciation for the business side of things.



“  
**We are not in sales. We do not buy people houses; we market them.**  
”

Kelly's attention to the fundamentals of the business gave him and the team some great success during the downturn of 2007 to 2011. The team kept moving forward – no flashy pans or people on edge – just consistent work and a commitment to stay true to the marketing plan. "We are not in sales," he explains, "We do not buy people houses; we market them."

Kelly notes that the best agents commit themselves to and spend time with their work and their families – in balance. "I want to be engaged 100% to both," he challenges. He likens his work to a machine that needs attention, or one can be left behind.

People know that Dather never plays games with clients or other agents, that his team is honest, excellent with follow-up and in meeting deadlines, and they build relationships on trust.

He is happy to boast about his team, and he says that he is just one of the team. Stephanie Cook and Ravi Sajja are the other members, and they have built a strong culture – moving in sync as they conduct business. He considers himself quite fortunate to be a part of such a team, and he never takes it for granted. At home, Kelly also has a team – five children and three young grandchildren. He likes to watch his children's lives take



“  
**We consider ourselves to be very blessed; that is why we succeed.**  
 ”



shape as they pursue their professional tracts in law, internet entrepreneurship, accounting, coaching and even sales.

Kelly sees great things when he looks ahead. He often thinks that our experiences are the opposite of what everyone sees. "We consider ourselves to be very blessed; that is why we succeed," he says. He trusts that someday people will not remember him for his work in real estate but for the fact that he longed to enjoy having an impact on others!



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# TOP 200 STANDINGS

Teams and Individuals January 1, 2024 to May 31, 2024

Rank	Agent Name	# Units Sold - 1 Side	# Units Sold - 2 Sides	Total # Tran. Sides	Total Tran. Vol
1	Mike Scheetz	102	6	108	\$47,845,443
2	Mike Deck	23	19	42	\$42,800,615
3	Matt McLaughlin	20.5	21.5	42	\$36,636,608
4	Chandra Sekhar Alokam	9	62.5	71.5	\$29,114,203
5	Mark Harris	1	2	3	\$24,657,000
6	Olivia Albright	1	0	1	\$24,400,000
7	Carrie Holle	40.5	6	46.5	\$24,388,228
8	Justin Steill	27.5	8	35.5	\$23,743,385
9	Lindsey Smalling	48.5	29	77.5	\$23,514,038
10	Lauren Giesler	62	0.5	62.5	\$23,410,532
11	Allen Williams	26.5	18	44.5	\$23,097,618
12	Kevin Hudson	45	18	63	\$22,482,662
13	Amanda Peterson	50.5	1.5	52	\$19,735,257
14	Jennil Salazar	11	8	19	\$19,043,700
15	Michelle Chandler	19.5	33	52.5	\$17,739,785
16	Jerrold Klein	43	0	43	\$16,571,145
17	Christine Robbins	41.5	1.5	43	\$16,515,986
18	Bif Ward	10.5	7	17.5	\$16,127,775
19	Jamie Boer	16.5	14	30.5	\$15,899,680
20	Mike Feldman	17	14	31	\$15,649,200
21	Stephen Clark	13.5	20	33.5	\$15,644,529
22	Laura Heigl	7.5	14.5	22	\$15,309,700
23	Russell Harmeyer	3	3	6	\$14,481,240
24	Summer Hudson	13	37	50	\$14,436,200
25	Eric Forney	11.5	29	40.5	\$14,144,447
26	David Brenton	28	17.5	45.5	\$14,119,767
27	Jennifer Shopp	14	17.5	31.5	\$14,072,371
28	Alex Montagano	12	31	43	\$13,726,900
29	Shannon Gilbert	10.5	20.5	31	\$13,710,863
30	James Robinson	8	21	29	\$13,644,790
31	Rashad Mitchell	22	8	30	\$13,402,663
32	Kristian Gaynor	11	9	20	\$13,261,205
33	Robbin Edwards	7.5	9.5	17	\$12,857,525

Rank	Agent Name	# Units Sold - 1 Side	# Units Sold - 2 Sides	Total # Tran. Sides	Total Tran. Vol
34	Scott Chain	22	27	49	\$12,672,380
35	Meighan Wise	10	10.5	20.5	\$12,582,995
36	Eric Wolfe	25.5	29	54.5	\$12,438,609
37	Nicole Yunker	31	3	34	\$12,366,587
38	Sarah Wiley	3	2	5	\$12,157,000
39	Mamadou Gueye	8	22	30	\$11,869,185
40	Chris Schulhof	7	8.5	15.5	\$11,790,250
41	Sean Daniels	13.5	18	31.5	\$11,774,728
42	Laura Turner	15.5	12	27.5	\$11,717,565
43	Traci Garontakos	6.5	6	12.5	\$11,638,500
44	Erika Frantz	23.5	3	26.5	\$11,532,142
45	Luis Coronel	16	62	78	\$11,528,000
46	Mark Linder	8	10.5	18.5	\$11,171,474
47	Kyle Williams	13	8	21	\$11,151,900
48	Molly Hadley	16	14	30	\$11,070,700
49	Brian Sanders	7	8.5	15.5	\$11,059,000
50	Elizabeth Marks-Strauss	6.5	16	22.5	\$11,029,510

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# TOP 200 STANDINGS

Teams and Individuals January 1, 2024 to May 31, 2024

Rank	Agent Name	# Units Sold - 1 Side	# Units Sold - 2 Sides	Total # Tran. Sides	Total Tran. Vol
51	Jeffrey Cummings	16.5	15.5	32	\$10,980,190
52	Scott Hackman	9	8	17	\$10,765,675
53	Mary Wernke	6	4.5	10.5	\$10,557,500
54	Stephanie Evelo	16.5	14.5	31	\$10,499,055
55	Patrick Watkins	9.5	17	26.5	\$10,387,892
56	Matthew Meyers	10	8	18	\$10,209,265
57	Kelly Dather	6	17	23	\$10,160,492
58	Kristie Smith	8	7	15	\$10,085,520
59	Timeko Whitaker	10	14.5	24.5	\$10,046,349
60	Drew Wyant	22	12	34	\$9,947,356
61	Jeffrey Paxson	20	11	31	\$9,874,550
62	Jared Cowan	7	18	25	\$9,835,800
63	Ashlea Stone	23	1	24	\$9,697,147
64	Peter Stewart	30	20	50	\$9,684,947
65	Brigette Nolting	7.5	14.5	22	\$9,654,696
66	Amber Greene	12.5	13	25.5	\$9,614,961
67	Stacy Barry	12.5	8	20.5	\$9,598,000

Rank	Agent Name	# Units Sold - 1 Side	# Units Sold - 2 Sides	Total # Tran. Sides	Total Tran. Vol
68	Steve Lew	16	24	40	\$9,584,215
69	Arjun Dhital	6	25	31	\$9,461,700
70	Laura Waters	7.5	18	25.5	\$9,423,650
71	Lisa Graham	2	1	3	\$9,259,360
72	Chad Hess	16.5	24	40.5	\$9,236,044
73	Bina Ahluwalia	3	19	22	\$9,215,022
74	Craig McLaurin	7	19	26	\$9,197,115
75	Lora Reynolds	9	25	34	\$8,948,100
76	Rachel Patterson	7	9	16	\$8,896,930
77	Carrie Abfall	11	5	16	\$8,840,130
78	Garrett Brooks	27	6	33	\$8,782,403
79	Jeanne Hutcherson	10	6	16	\$8,600,750
80	Andre Grimes	32	0	32	\$8,587,125
81	Manzil Kohli	11	12	23	\$8,558,275
82	Denis O'Brien	14.5	16	30.5	\$8,535,875
83	Stacy Snively	3.5	4	7.5	\$8,427,500
84	Matthew Reffeitt	17	8.5	25.5	\$8,419,250
85	Stevee Clifton	7	9	16	\$8,389,250
86	Benjamin Jones	2	8.5	10.5	\$8,363,408
87	Jenny Lauck	2.5	23	25.5	\$8,303,851
88	Michael Johnson	9	6	15	\$8,299,720
89	Sai Lakshmana Vankayala	5	20	25	\$8,249,875
90	Timothy McCulloch	17	16	33	\$8,237,500
91	Mary Boustani	7	7	14	\$8,160,735
92	Patrick Keller	13	12	25	\$8,101,243
93	Ryan Orr	33	14	47	\$8,042,050
94	Jenni Bliss McMillion	12	6.5	18.5	\$7,969,300
95	Jennifer Goodspeed	7.5	7.5	15	\$7,963,300
96	Diane Brooks	12	9	21	\$7,930,706
97	Staci Woods	9	11	20	\$7,925,249
98	James Embry	12.5	7.5	20	\$7,912,556
99	Carl Vargas	8.5	7.5	16	\$7,841,400
100	Patrick Daves	15	14	29	\$7,829,300

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# TOP 200 STANDINGS

Teams and Individuals January 1, 2024 to May 31, 2024

Rank	Agent Name	# Units Sold - 1 Side	# Units Sold - 2 Sides	Total # Tran. Sides	Total Tran. Vol
101	Chris Harcourt	18	15	33	\$7,778,925
102	Allison Steck	4	3	7	\$7,768,000
103	Tim O'Connor	9	7	16	\$7,764,737
104	Angelica Brewer	7	15.5	22.5	\$7,762,140
105	Jennifer Turner	16	7	23	\$7,723,550
106	Jason O'Neil	4	5	9	\$7,713,009
107	Jeremy Sandlin	18	14	32	\$7,709,800
108	Adam Corya	6	6	12	\$7,706,945
109	Basim Najeeb	9	18	27	\$7,608,000
110	Dody Mariscotti	6	15.5	21.5	\$7,559,400
111	James Smock	6.5	15.5	22	\$7,553,684
112	Jacob Duke	7	6	13	\$7,465,000
113	Donald Wilder	10	8	18	\$7,445,230
114	Jacilynn Ferris	3	25	28	\$7,379,800
115	Joseph Wootan	23	0	23	\$7,352,300
116	Christi Coffey	6.5	5.5	12	\$7,339,530
117	Kristin Glassburn	11	6.5	17.5	\$7,237,000

Rank	Agent Name	# Units Sold - 1 Side	# Units Sold - 2 Sides	Total # Tran. Sides	Total Tran. Vol
118	Joel Vanags	3	5.5	8.5	\$7,198,364
119	Sena Taylor	11	9	20	\$7,196,942
120	Jeff Kucic	8	4	12	\$7,195,000
121	Amy Spillman	8	12	20	\$7,193,780
122	Troy Dixon	7.5	12	19.5	\$7,184,547
123	Derek Gutting	9	7	16	\$7,110,948
124	Alexis Alvey	2.5	7	9.5	\$7,086,400
125	Craig DeBoor	8.5	17	25.5	\$7,083,030
126	Mark Dudley	19.5	18	37.5	\$7,078,585
127	Phyllis Gillingham	3	13	16	\$7,011,497
128	Joel Mathews	14	7	21	\$7,009,600
129	Chanda Johnson	8	9	17	\$7,001,900
130	Brian Wignall	5.5	9	14.5	\$6,999,109
131	Jonathan Bell	8.5	7	15.5	\$6,954,150
132	Baljinder Singh	0	17	17	\$6,946,022
133	Terry Young	61	0	61	\$6,929,177
134	Joshua Carpenter	3.5	13	16.5	\$6,881,400
135	Natalie Clayton	8.5	9	17.5	\$6,876,750
136	Susan Falck-Neal	14	6	20	\$6,865,937
137	Jennifer Brammer	0	11	11	\$6,838,500
138	Patrick Tumbarello	5.5	10.5	16	\$6,838,449
139	Chris Price	20.5	11	31.5	\$6,810,320
140	Erica Shupert	17	4.5	21.5	\$6,777,325
141	James Talhelm	13	6	19	\$6,746,000
142	Lindsay Sears	6.5	9.5	16	\$6,705,722
143	Matt King	5	3	8	\$6,700,001
144	Amanda Spicer	7	3.5	10.5	\$6,685,987
145	Katrina Matheis	5	21	26	\$6,684,565
146	Andrea Ratcliff	11	4	15	\$6,619,450
147	Michael Fox	5	4	9	\$6,612,400
148	Blake Cardenas	13	11	24	\$6,582,608
149	Leslie Cooper Pyle	21	12	33	\$6,558,849
150	Wendy Zin	3	18	21	\$6,554,645

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# TOP 200 STANDINGS

Teams and Individuals January 1, 2024 to May 31, 2024

Rank	Agent Name	# Units Sold - 1 Side	# Units Sold - 2 Sides	Total # Tran. Sides	Total Tran. Vol
151	Devon Shaw	20	13	33	\$6,514,800
152	Chad Renbarger	8	7	15	\$6,505,034
153	Zeida Suljkanovic	5	13.5	18.5	\$6,494,255
154	Kelly Todd	5	5	10	\$6,490,516
155	Tina Smith	4	3	7	\$6,489,000
156	Scott Smith	15	15	30	\$6,455,040
157	Stephanie Scott	4.5	3	7.5	\$6,437,000
158	Denise Fiore	5	7	12	\$6,436,400
159	Jason Hess	9	12.5	21.5	\$6,402,900
160	Roy Wilson	13	5	18	\$6,373,793
161	Emily Huskey	10	11.5	21.5	\$6,332,350
162	Jenny Laughner	11	6	17	\$6,317,300
163	Danielle Robinson	7	11	18	\$6,292,720
164	Rochelle Perkins	24	1	25	\$6,283,050
165	David Charles	8	13	21	\$6,267,500
166	Courtney Miller	4	10	14	\$6,267,495
167	Ann Williams	5.5	6	11.5	\$6,266,831

Rank	Agent Name	# Units Sold - 1 Side	# Units Sold - 2 Sides	Total # Tran. Sides	Total Tran. Vol
168	Drew Schroeder	5	5	10	\$6,260,053
169	Mark Branch	7.5	10.5	18	\$6,195,899
170	Lisa Kercheval Aerne	7	7	14	\$6,195,464
171	Dan Huber	3.5	11	14.5	\$6,184,400
172	Daniel Moran	9	9	18	\$6,179,000
173	Kristen Yazel	11	8	19	\$6,157,923
174	Jodi Gandy	15	10	25	\$6,154,661
175	Leigh Burchyett	6.5	9	15.5	\$6,133,170
176	Ellen Orzeske	7.5	6.5	14	\$6,121,559
177	Angela McComiskey	5.5	9	14.5	\$6,109,500
178	Jill Johnson	6	6	12	\$6,087,192
179	Scott Lindsay	8	7	15	\$6,086,686
180	Julie Preston	7	9	16	\$6,076,100
181	Matthew Kressley	4	6	10	\$6,056,000
182	Dean Glascock	4	9.5	13.5	\$6,048,500
183	Heather Bottorff	3	3	6	\$6,030,752
184	Ryan Radecki	9.5	8.5	18	\$5,995,474
185	Trent Whittington	4.5	12	16.5	\$5,949,475
186	Lisa Stokes	14	6	20	\$5,947,100
187	Kate Tuttle	8	4	12	\$5,943,350
188	Gregory Leugers	6	6	12	\$5,941,925
189	Argenita Miller	4	0	4	\$5,906,000
190	Michelle West	2	21	23	\$5,891,957
191	Preeti Kaur	5	15	20	\$5,881,183
192	Jeneene West	13	10.5	23.5	\$5,869,413
193	Tony Janko	7.5	8.5	16	\$5,835,626
194	Bryan Arnold	7	8	15	\$5,830,900
195	Jerry Gemmecke	6	6	12	\$5,829,193
196	Kyle Morris	5	8.5	13.5	\$5,828,750
197	Anuja Gupta	7	9	16	\$5,828,292
198	David Baird	6	2	8	\$5,825,918
199	Derek Manis	6	12	18	\$5,825,032
200	Corina Jones	11.5	8.5	20	\$5,808,926

**Disclaimer:** Information is pulled directly from MLS. New construction or numbers not reported to MLS within the date range listed are not included. MLS is not responsible for submitting this data. Some teams may report each agent individually. *Indy Real Producers* does not alter or compile this data, nor claim responsibility for the stats reported to/by MLS. Data is based off of Mibor counties.



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# FAQ

## WE HAVE THE ANSWERS TO YOUR QUESTIONS

**Q. Who receives this magazine?**

**A:** The top 500 real estate agents based on last year's volume. It takes 10.3million in sold volume to be in this select group of REALTORS®.

**Q. Do real estate agents have to pay for magazines or events?**

**A:** NO! The magazine and the events are FREE to the agents and paid for by the partners who advertise.

**Q. When are the events?**

**A:** We typically have one event per quarter. These are mostly social events where we give out food and prizes and celebrate the success of those who have been featured.

**Q. How do I become a partner of the magazine?**

**A:** Contact Remington Ramsey or someone on the *Indy Real Producers Magazine* team to discuss becoming a partner. Partners have access to the

top agents via events, the monthly magazine, and social media.

**Q. How do I advertise?**

**A:** We have options for advertising in our partnership agreements. All of our partners are personally vetted by the *Indy Real Producers* team. Email [indyteam@realproducersmag.com](mailto:indyteam@realproducersmag.com) to learn more.

**Q. Can I nominate someone or be nominated for a featured article?**

**A:** YES! - Reach out via email for us to send you a form.

**Q. How did this magazine start?**

**A:** Real Producers is a local magazine currently found in over 120 markets nationwide. It started in Indianapolis as a concept to highlight top-producing agents regardless of brand and connect them to the best vendors in town. Follow us on social media and reach out to find out how you can become a part of the platform.

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