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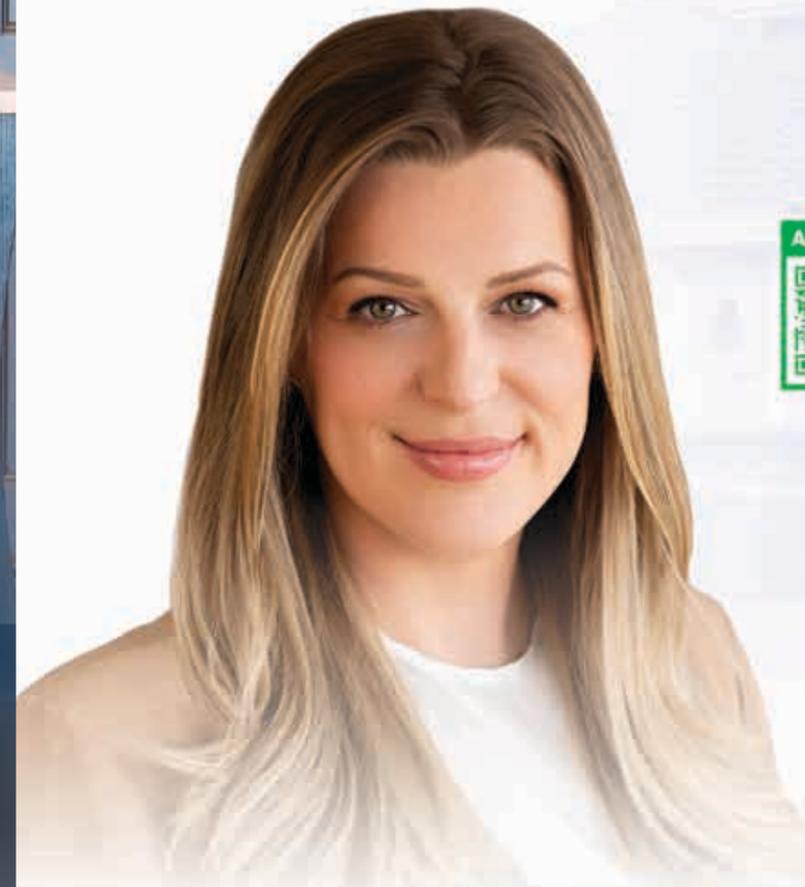
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# JEFF & CLARISA GARZA

## REDBIRD REALTY

**Growing up on the westside of San Antonio in a single parent home, Jeff Garza watched his father grind as a social worker while making extra income as a mobile DJ and by selling pinatas in the local neighborhoods. His father was like a best friend, and though Jeff didn't recognize the entrepreneurial spirit in himself at the time, he had a model example of exactly that right in front of him.**

Initially following in his father's footsteps, Jeff started his professional life as a social worker after studying Criminal Justice at UTSA. By his sophomore year, he was working for the state of Texas in the food stamp office. Once he graduated, he moved into Medicaid before becoming an investigator for Child Protective Services and then a juvenile probation officer for Bexar County. After ten years of working for the state, he began feeling the pushback of the bureaucracy and experienced a moment where his "tank felt empty" and he knew he was done. "I did a lot of self reflecting and a lot of praying at that time," Jeff said in an interview, "and I vowed that if I was given the sign, I'd walk the path."

While between jobs, driving around and looking for a rental property like the "stereotypical looky-loo", Jeff saw a sign- a yard sign. With a slew of standard

consumer questions, he called the advertised agent and was dumbfounded by the response he received. The agent had no idea what home he was talking about and had zero answers to his questions. Frustrated, Jeff let the agent know how appalling and disgraceful their inability to aid their client was and, in that moment, recognized he was doing what he'd already been doing for years- defending a client's needs. Suddenly inspired, he hung up the phone, called the San Antonio Board of Realtors, and asked how to get started. By the following Monday he was taking classes and on his way.

"There's a saying in child protective services, 'give a voice to the voiceless,'" Jeff says, "And I don't feel like the top producers get there with the selling sunset approach, they get there by caring about people, and that's where my heart is."

Immediately, Jeff began consuming all the information he could. He quickly came to understand that "real estate school teaches you what is, but not how to", so driven by pure commitment, he began deep diving into every possible outlet- podcasts, YouTube, Facebook groups, you name it- and he hit the pavement, showing up to new builds, meeting reps and getting plans. He left no stone unturned, which is how he came across a lucrative opportunity.



met on Match.com the year prior (a true success story), Jeff hit the proverbial brick wall when he lost his father, his right hand man, to cardiovascular complications. Devastated and lacking the gusto to return to the hard grind, Jeff once again began to contemplate his next step. Feeling introspective about his finances and “like my dad was telling me something”, Jeff pulled the binders with his old tax information. After reviewing the documents, he realized that over the course of his five years in the industry he’d paid approximately \$260k

He discovered two independent agencies, one in Southern California and one in Minnesota, that were offering 100% commission to their agents. After learning that neither had the intention to expand into Texas, he decided to do it himself.

Redbird Realty was named as an homage to Jeff’s late father. In many cultures, a red bird signifies the visiting of a loved one, a new beginning, or that God is with you. After earning his broker’s license, Jeff founded the company as a way to give the agency back to the agent.

Through the various groups he belonged to, mostly on Facebook, Jeff started to recognize a pattern of people needing rental properties. Knowing that most agents pass on renters because of the smaller commission rates, Jeff created a funnel directly to himself, snatching renters from his fellow agents and directly off social media. Knowing that most renters don’t intend to rent forever, he started sending his prospective clients to his lender to see how close they were to owning and, slowly but surely, began turning renters into owners into sellers. By the end of year one, Jeff was an extremely busy man.

and God’s blessings, I understood that helping people could correlate to unlimited income if you were sincere.”

After year two he was hitting numbers that got him noticed by The National Association of Hispanic Real Estate Professionals (NAHREP) and, without Jeff knowing it, had been named in the top local 100. At that same time, Jeff joined Keller Williams Heritage where his star continued to rise at warp speed. With an office situated close to some of the state’s top performing teams, Jeff learned how to scale from the very best, and during his three years at KW was asked to train new agents as part of the ALC, was recognized again by NAHREP as part of the Top 250 in the U.S., and was written about on three separate occasions in Texas Monthly.

Sadly, in May of 2018, just a month prior to his marriage to Clarisa Flint, whom he



to brokerages from his flat fee or production cap splits. He realized that brokerage agencies are like Vegas, the house never loses.

Reignited with a new vigor and inspired by Clarisa, who at the time of their meeting was the Managing Director of Compensation for all of HEB and a true go-getter herself, Jeff went on the hunt to find a model that was pro agent and pro agent profitability.

Essentially, Redbird is a subscription model brokerage. An agent can pay either \$300 per month or \$3000 for the year and have access to training, offices, a whole team, the works. An agent can close as little or as much as they want and keep 100% of their commission. Having just celebrated five years in business, Redbird ranked #188 in the Inc. 500 and last year Jeff was named Broker of the Year by the San Antonio Board of Realtors.

**Being a broker means being there for my agents through thick and thin, and all are welcome at Redbird as long as you have a heart for people.**



With their 75% retention rate as compared to the standard 30%, they’re crushing the old model and proving that the pro agent approach works.

“Being a broker means being there for my agents through thick and thin, and all are welcome at Redbird as long as you have a heart

for people,” Jeff says proudly, “and our goal is to make Redbird the Premiere Independent Brokerage in all of Texas as we continue to expand.”

With nearly 200 agents already under his guidance across two locations, Jeff knows there’s no ceiling

for what Redbird Realty can become and he feels fulfilled knowing that he’s finally living in his purpose. In 2022, Clarisa heard the calling herself and left the corporate world to launch Neighborhood Loans and is the leader of her own growing team of five Mortgage Loan Originators. Though her plan was never to

join Jeff in the real estate industry, as Jeff knows, you can never say never.

Though busy as ever, Jeff’s happy to have found his calling, guided by his father’s spirit, Clarisa’s love and support, and by doing what he’s always done best- giving a voice to the voiceless.



faq

## What is *San Antonio Real Producers* All About?



Welcome to the brand new *San Antonio Real Producers* magazine! We are excited to launch this platform here in San Antonio as the premier publication of the real estate community. So ... If you're picking this up for the first time, you may be asking, "What is this thing??" I'm glad you asked.

### Q: WHO RECEIVES REAL PRODUCERS MAGAZINES?

A: The top 500+ real estate agents in the greater San Antonio area.

### Q: WHAT IS THE GOAL OF THIS MAGAZINE?

A: We believe that we are better together. When we surround ourselves with other successful, like-minded people, we grow to new heights. Real Producers is a platform that brings together the most elite individuals in the real estate industry.

We take the top 500 real estate agents and RP-vetted businesses in every market, and we build an exclusive community around that group. We share their stories, successes, market trends, and upcoming events — really, anything that will connect, inform and inspire, we put in our monthly publication.

### Q: DOES REAL PRODUCERS HAVE EVENTS?

A: Yes! We will have specific networking events throughout the year.

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

A: It's really simple. You have to be on the top 500 list, and we take nominations seriously. You can nominate other real estate agents, businesses, brokers, owners or even yourself!

Office leaders can also nominate real estate agents. We will consider anyone brought to our attention who is in the top 500 because we don't know everyone's story, so we need your help to learn about them. We cannot guarantee a feature, but we encourage you to meet with one of our team members, support Real Producers and attend our private events to increase your chances.

### Q: WHAT DOES IT COST A REAL ESTATE AGENT/TEAM TO BE FEATURED?

A: Absolutely nothing, my friends, so nominate away! Everything we do for real estate agents is 100% free. We are not a pay-to-play model. We share **real** stories of Real Producers.

### Q: WHO ARE THE RP-VETTED BUSINESSES?

A: They are the best businesses in their category, and you can find them listed in our index! We don't just find these businesses off the street, nor do we work with all businesses that approach us. Many of the top agents have recommended every single business 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 team will further vet every business to make sure they are a good fit and bring value to our community. Our goal is to create a powerhouse network, not only for the best real estate agents in the area but the best businesses so we can grow stronger together.

### Q: HOW CAN I RECOMMEND A BUSINESS?

A: If you want to recommend a business that works with top real estate agents, please email or message us!

Email: [Jason.Smith@n2co.com](mailto:Jason.Smith@n2co.com)



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▶▶ realtor on the rise

# HEATHER KNOX

ENGEL&VÖLKERS

It's been said that the true value of knowledge only comes once it's been shared. Like money, its value increases as it circulates, and all who take part are rewarded. Nobody embraces this more than Heather Knox, a remarkable agent whose true passion is in coaching- the spreading of knowledge. For Heather, the greatest reward is seeing others succeed. Heather's journey in real estate began five years ago while living in California. With a background as an accountant, she chose to put her career aside to become a hands on, full time mom. When her youngest reached school-age, Heather wanted to fill her newfound free time with a business venture that could work around her motherly schedule, and real estate was the perfect fit.



Her career was sparked through her sphere of influence, leaning on friends and former colleagues to find leads and make transactions. Just as she was finding her stride in the market however, Heather and her family decided to move to the Texas Hill Country to embrace a more desirable pace of life.

Prior to their relocation, Heather wisely got her license in Texas so that she could hit the ground running as soon as they landed, but quickly realized that in Texas she lacked her network and connections. With a keen sense of the modern age and market trends, she turned to social media as a resource and potential avenue of income. She dug into the digital marketing world, teaching herself everything there was to learn by watching videos and taking courses. Soon, her online presence began to gain momentum. Today, 100% of her clients are through social media. "The way I look at it is I'm a marketer first," Heather said in an interview, "The old method of using fliers would maybe reach a couple hundred in a day? Online I can reach thousands within



minutes.” At her he began mentoring realtors on the rise before deciding it was time to strike out on her own. She then partnered with Mandy Smith, owner of Succession Title and a proven leader in personal growth to create Elevate, a realtor coaching and mentorship company. With Mandy heading the personal development side and Heather providing her proven approach to real estate, the duo have become highly sought after, and their reach extends well beyond the greater San Antonio area.

Elevate provides a variety of resources for those wanting to evolve as individuals and grow their businesses, and they’re available to any agent nationwide. They offer a series of self-led courses, group masterminds every other week centered around a specific topic, as well as one on one coaching. For those based locally, they also host property tours for their students to provide hands-on training on how to shoot content and be in front of the camera which students are encouraged to post on their personal platforms. Recently, Elevate began to partner with major brokerages to teach their agents how to excel in the modern arena as well. Though Heather is still very active as an agent herself, selling in both Texas as well as California, there’s nothing she appreciates more than offering her expertise to those who seek them. “I love seeing the results these realtors are getting,” Heather says, “Going from nothing to have multiple leads and a network as their confidence grows. There’s really nothing better.”

To see Heather’s work or reach out directly, check out @movetotexaswithheather and @weareelevatecoaching



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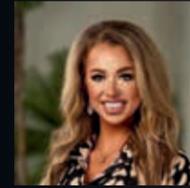
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## SUCCESSION TITLE



**Autumn Waznis**

From the sunny coast of California to the mountainous resort-style lake town of Coeur d'Alene, Idaho to now, the great state of Texas, my passion for providing exceptional service in the real estate industry has been unwavering. As an Escrow Assistant, I bring 4 years of experience in facilitating smooth transactions and ensuring client satisfaction. My escrow experience has allowed me to flourish into the my current role with Succession, where my knowledge of what takes place behind the scenes, always lets me be one step ahead.

Outside of work, I enjoy being active, traveling and you cannot keep me away from the water. Being an aunt and a faithful 49ers fan are my two favorite titles, and I can't wait to continue to see what San Antonio sports has to offer.



**Linda Jeffers**

I believe that the best thing I can do for my clients is to be kind and warm, as if you were working with a real estate guardian angel. I am always going to look out for you no matter what, just like I do for my family. Having worked as a realtor with REMAX for 13 years and going on 9 years in title, I will leave no stone unturned when it comes to attention to detail. My experience, quality of work and attentiveness to our partners is a commodity that personifies our company's standard to serve your clients and their families. I am also BILINGUAL!



**Grace Solis**

I've been in Real Estate for over 10 years, starting as a marketing assistant for a real estate publication which grew into transaction coordinating and office managing. Those years of experiences allowed me to learn Commercial, Residential and Farm & Ranch transactions like the back of my hand. Always looking toward an opportunity to learn, I decided to venture into an Escrow and apply the transaction coordinating touch to every file while finishing every closing with a special and engaging closing experience. After all, it's not every day you buy or sell a home, and that should be celebrated!

When I am not in the office creating memorable closing experiences, you can find me on a running or hiking trail with my sweet husband, Doberman, and German Shepherd. I find Zen in cooking and breadmaking, especially to Carb-load before a half marathon race weekend. Saturday nights and Sunday mornings are for Formula 1 or watching the Lord of the Rings extended edition again!



**Tara Arnold**

Recently moving from DFW, I have a hunger to grow my market in South Texas and San Antonio. Building my book of business and providing the best service in SA is my daily driver to get out of my comfort zone and generate new leads that will turn into life-long clients. Going along with that is acceptance of change. I welcome new systems and any industry changes, which I tend to use to my advantage. Working in numerous environments within real estate allows my flexible and adaptable personality to flourish.

I personally enjoy living an active lifestyle. Whether it's running, hiking, or golfing, you will always find me on the go and looking for the next best version of myself. I am an avid Dallas sports fan; always supporting my Cowboys, Rangers, and Mavericks.



**Michelle Barrett**

The GIF queen of our office, I am a fun & spunky closer who works with all kinds of agents: from luxury closings to meticulously assisting new agents, from accepted offer to the closing table. When you start off your week with me, you're going to kick off your week on a high note. My energy and caring nature will have your clients leaving our office excited and ready to begin the newest chapter in their life in their new home!



**Gary Goetz**

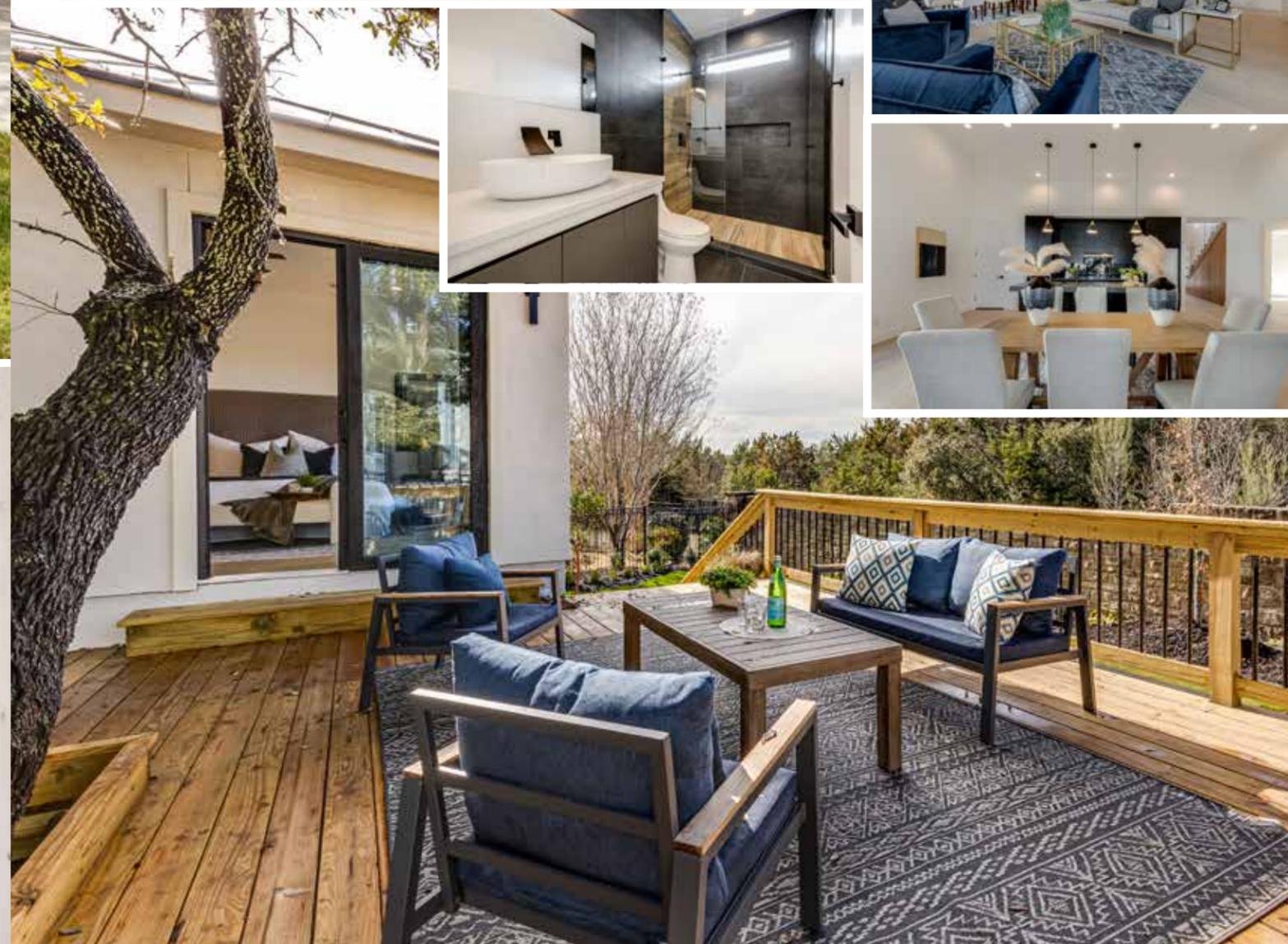
I am a 9-year Navy veteran and computer science professional. I am a UIW alum (Dec '22) and possess a BS in Computer Science with a focus in Emerging Tech, and a BA in Theater Arts with a focus in Playwriting. As for my Navy experience, I've led Sailors into combat zones during two deployments in the Mediterranean and various gulf coasts surrounding Africa. I have also led joint forces through missions at the National Security Agency.

I am now a blessed husband to a beautiful wife and father of two beautiful girls. My "why" for being in Title is that having purchased two beautiful homes of my own, with an awesome realtor and awesome lender on both deals, I had a terrible closing experience on both deals that no one should have to experience during an already stressful process. As a buyer who didn't know any better, both of those realtors and lenders lost my business as a repeat client, and I darn sure didn't refer them to anyone. So now, it is MY MISSION to ensure that EVERYONE gets an amazing closing experience, regardless of price point.

For fun, I love my Cleveland Browns & San Antonio Spurs. I also enjoy pretty much anything competitive and have played every sport ever created, hoops being my specialty. Lastly, if you ever need a resource for fantasy football advice, I'm fresh off 4 trophies out of 5 leagues in 2023

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