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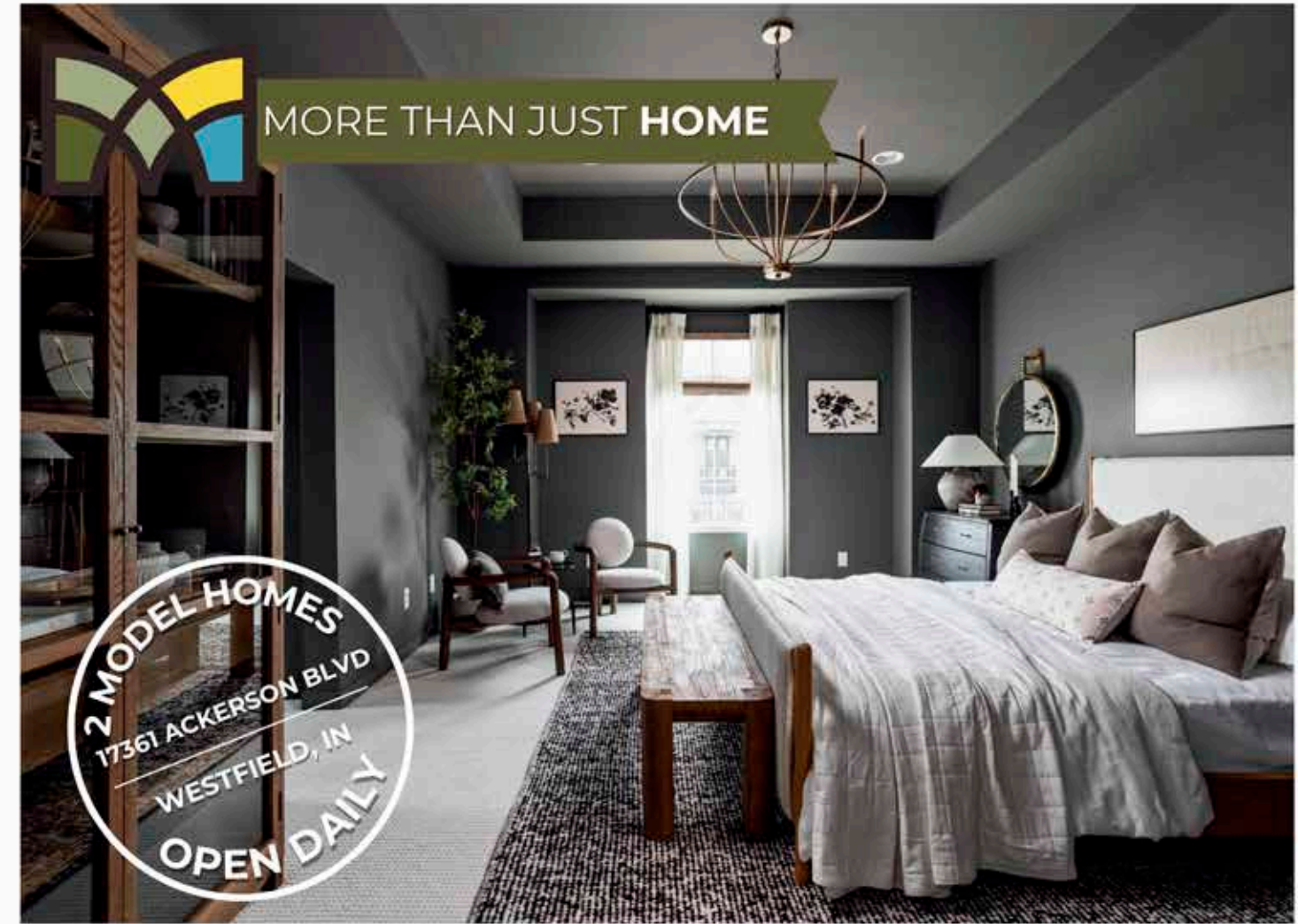


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KELLY

KLEMMENSEN

What do you love most about your job?

I love that I get to make people smile and feel confident. Hying people up and giving them photos that they are proud of truly brings me so much joy. Confidence can go a long way!

What do you like to do when you aren't working?

I love to play with my 1.5 year old daughter. We love the game of chase in our house!

What is your favorite movie or tv series?

New Girl

What is your favorite food?

Greek pita sandwiches

What is your biggest pet peeve?

When people respond to an email and it was OBVIOUS they didn't read a single word I wrote...

What is something we don't know about you?

I love thrills - heights, climbing, falling, jumping... I once spent a week backpacking in Utah so I could rock climb with a group of friends. So fun!!!





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1 Sign Up and Access Chat-GPT:
Go to the Chat.openai.com and sign up for an account.

2 Familiarize Yourself with the API:
Start asking chat-GPT anything. Play with the tool. Start writing your prompts and see how it works. Write the same responses but change the wording.

3 Write an effective prompt:

- A prompt is a message or instruction that you send to the model to get a response.
- Craft prompts that are clear, specific, and contextually relevant to get the desired information.
- Experiment with different phrasings to see what works best.

4 Edit Your Response:
You received a response but it doesn't match your language. Edit accordingly. You don't have to only copy-and-paste the responses.

5 Use Your Responses From Chat-GPT

- Use cases:
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▶▶ publisher's note

Remington Ramsey

50 Pound Dumbbell

Franko Columbu is regarded as one of the greatest bodybuilders of all time, the very best if you ask Franko. He competed against Arnold in the golden era of bodybuilding, has been crowned Mr. Olympia and rests in the IFBB Hall of Fame. However, one of my favorite stories is not about how much Franko could lift, but how little.

The story goes, a man striving to be like Franko approached him at the gym after he watched him lift a 50 pound dumbbell which was well below his means. In paraphrase, he said, "I don't get it, I curl the same weight, why am I not as big and strong as you?" Franko replied, "my 50 pound dumbbell is much heavier than your 50 pound dumbbell."

Time under tension or "TUT" is a buzzword in the lifting community. It refers to the amount of time a muscle or muscle group is being stimulated while performing a lift. It is believed that a longer "TUT" is a winning formula for muscle growth. This is what Franko was referring to. He would lower the weight and slow his motion down so that he felt every part of the tension and then squeeze at the pinnacle of the movement to break down the muscle which was the stimulus for growth. He is sacrificing pride and ego for good form. The antithesis to this would be lifting as quickly as possible to avoid the pain of the movement. This defeats the purpose.

At times, we get so preoccupied with WHAT we are doing and forget the importance of HOW we do it. In fact, sometimes we can actually be hurting ourselves in the process of just trying to get the task done quickly. Have

you hurt yourself exercising with bad form? Or made yourself sick from eating too fast? Or finished a job just to check it off but then created more work for yourself because of how poorly you performed the task?

Don't be in such a hurry to see the results that you sacrifice good form at the altar of pride and ego. We want to experience the glory and riches without going through the experiences that make us strong enough to get to that mountain top. Learn to slow down and really focus on quality work and don't shy away from the pain.

What is your 50 pound dumbbell?



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JOSH SMALLING

Small Town Roots Big Impact Roofs

By Kelsey Ramsey

Josh Smalling, the man behind the thriving roofing company that bears his name, has built more than just roofing and restoration company. He's constructed a family within his team and a legacy within his community.

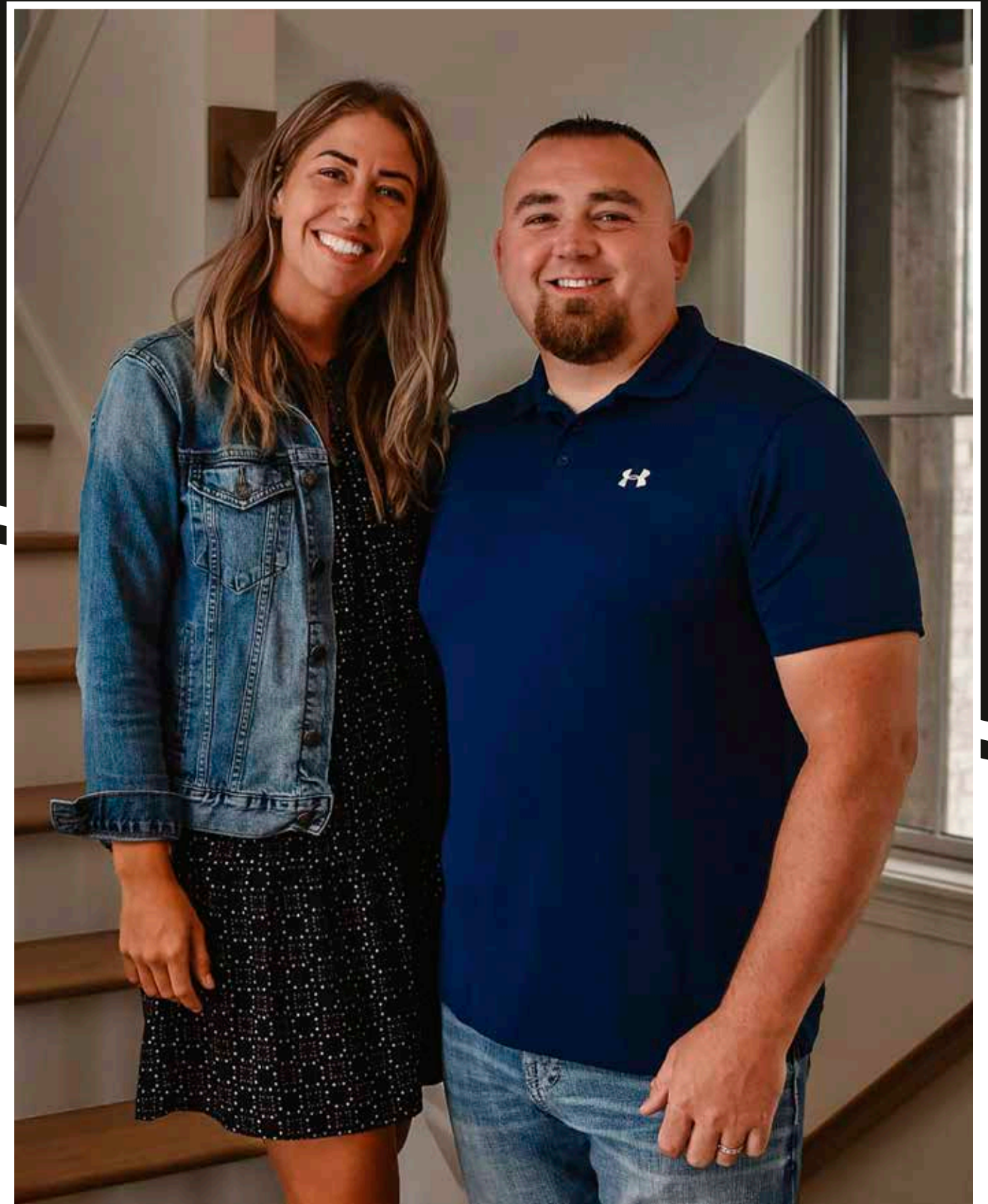
In the heart of Josh Smalling Roofing lies a dedicated team that embodies the company's spirit. As Josh himself puts it, "The field team, including my dad David, Steve, Kent, and Bowen, is more than colleagues – they're family, each contributing unique skills and camaraderie." Bonnie, Rachel, and Anita form the dynamic trio in the office, with Bonnie being the voice of the company. Rachel, drawing from her legal background, multitasks with finesse, and Anita, the financial wizard, is described by Josh as "a Godsend" and "a vital piece to our operation." Project managers Tim and Ross, praised by Josh for their dedication, bring a wealth of experience to orchestrate seamless operations. According to Josh, Tim is not just a manager but someone admirable, a great dad and husband, while Ross, an ex-military member, is celebrated for his service to the country and his invaluable skills in framing, electrical, and plumbing.

For Josh, the roofing industry was more than a profession; it was a family legacy. Growing up working with his father, the foundational knowledge acquired at a young age shaped his career. Influenced by his dad and uncle, he found a love for transforming spaces and creating something spectacular from the seemingly mundane, from custom bathrooms, kitchens, roofing, and more.

Josh credits his success to simple yet powerful principles – doing what he says he'll do, treating every client with respect, and standing behind the work his team produces. He emphasizes the importance of learning from mistakes, making things right, and maintaining a strong work ethic.

Success, for Josh, is the ability to rest peacefully at night, knowing the team has done right by their clients. Beyond business achievements, it's about arriving home to his wife Lindsey and their three children.

▶▶ partner spotlight from josh smalling roofing & restoration





Beyond the business, Josh's family forms the cornerstone of his life. Describing his wife Lindsey as a "superstar," Josh highlights her qualities as a hardworking, kind, and faithful partner. The Smalling household is a lively hub of activity with three wonderful children. As Josh lovingly shares, "Paxton is a great kid, friend, and student," excelling in both academics and sports. Paislyn, their vibrant cheerleader, infuses laughter and creativity into the household, embodying a true diva. Punter, the youngest, brings boundless energy, keeping the family young and lively.

Together, the Smalling family enjoys vacationing, attending sports events, and engaging in various adventures. In the words of Josh, "The past few years I have been fortunate enough to help out with Paxton's football team and getting to know all his friends and family," creating cherished moments that define the essence of their close-knit bond. The Smalling family not only symbolizes the success of Josh's business but also reflects the triumph of a harmonious and fulfilling family life.

Navigating the challenges of work-life balance is a familiar struggle for Josh. Despite the demands of the industry, he emphasizes the importance of being a spouse and parent first.

The love and smiles of his family are what make every endeavor worthwhile.

Josh Smalling's message to top-producing Realtors is clear – he's passionate about helping people. While not the go-to for every handyman task, he excels in insurance claims, custom bathrooms, kitchens, roofing, and more. His dedication to quality and transparency makes him a reliable partner for those seeking excellence.

In addition to his business endeavors, Josh is passionate about sharing knowledge about insurance claims. He emphasizes the importance of understanding Indiana's freedom of contract laws, empowering homeowners to make informed decisions. In fact, Josh specializes in insurance work, ranging from smaller claims to significant losses. They handle additions, ground-up constructions, and expert witness services for law firms. The company's versatility, adaptability, and commitment to client satisfaction set them apart in the roofing industry.

Josh Smalling Roofing is not just a company; it's a commitment to excellence, a dedication to family, and a legacy built on principles of integrity and persistence. From the office to the field, each member of the team contributes to the success story that is Josh Smalling Roofing.

“
The field team, including my dad David, Steve, Kent, and Bowen, is more than colleagues – they're family, each contributing unique skills and camaraderie.
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a day in the life of smart living



In the quiet suburb of Carmel, the Anderson family embraced the future by transforming their traditional house into a smart home. From the moment they woke up to the time they went to bed, their lives were seamlessly intertwined with the capabilities of home automation.

Morning Harmony:

As the morning sun gently streamed through the windows, the Andersons' smart home system began its orchestrated routine. The bedroom lights gradually brightened, simulating a sunrise to gently wake the family. Simultaneously, the smart thermostat adjusted the temperature to the perfect level, ensuring a comfortable start to the day.

Downstairs, in the kitchen, the coffee machine hummed to life, brewing a fresh pot based on the family's preferred schedule. The smart refrigerator reminded them that the milk was expiring, sending an automatic notification to their smartphones, prompting an addition to the shopping list.

Security Reinvented:

As Mr. Anderson left for work, he armed the smart security system with a simple voice command. The front door automatically locked, and the smart cameras initiated real-time monitoring. Mrs. Anderson, still at home, received a notification confirming the security status and was reassured by the ability to check the camera feeds from her smartphone.

Throughout the day, the smart doorbell alerted Mrs. Anderson to a delivery. With a quick tap on her phone, she remotely unlocked the smart door for the courier, ensuring the package was securely placed inside the foyer. Once the delivery was complete, the door automatically locked, maintaining the home's security.

Energy Efficiency at Its Best:

During the day, the smart home system optimized energy usage. Lights turned off in unoccupied rooms, and the thermostat adjusted based on occupancy patterns. The solar panels on the roof generated electricity, powering the home and even feeding excess energy back into the grid.

Entertainment and Comfort:

After a busy day at work, Mr. Anderson received a reminder notification about his dinner reservation at their favorite restaurant. He had almost forgotten about date night! He instructed the smart home system to warm the hot tub, ensuring he wouldn't forget.

While Mr. and Mrs. Anderson were enjoying their night out, back at home the kids gathered in the living room for movie night. With a voice command, the lights dimmed, the blinds closed, and the entertainment system turned on. They browsed a vast library of movies and selected their favorite. Mom and dad arrived home from their date and with a simple touch on the smart home control panel, the patio lights and spa came to life, pre-warmed as planned.

Safety First:

As bedtime approached, the smart home's safety features took center stage. The family was alerted to a potential water leak in the basement. The smart water sensor had detected the issue and automatically shut off the water supply. The Andersons were notified, allowing them to address the problem promptly and avoid significant damage.

The smart smoke detectors and carbon monoxide detectors performed nightly checks, providing peace of mind as the family settled into a restful night's sleep.


Embracing Tomorrow, Today:

The Anderson family's experience showcased some of the incredible capabilities of home automation. From energy efficiency and security to personalized comfort and entertainment, their smart home not only simplified their daily routines but also provided a level of connectivity and responsiveness that was once only imaginable in science fiction.

Home automation is not a one-size-fits-all solution, it's a versatile and customizable ecosystem that adapts to your unique needs. Whether you want to focus on energy efficiency, security, or entertainment, you can tailor your smart home setup accordingly. As technology

continues to evolve, so does the potential for expanding and upgrading your home automation system, ensuring it remains cutting-edge and effective over time.

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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 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?

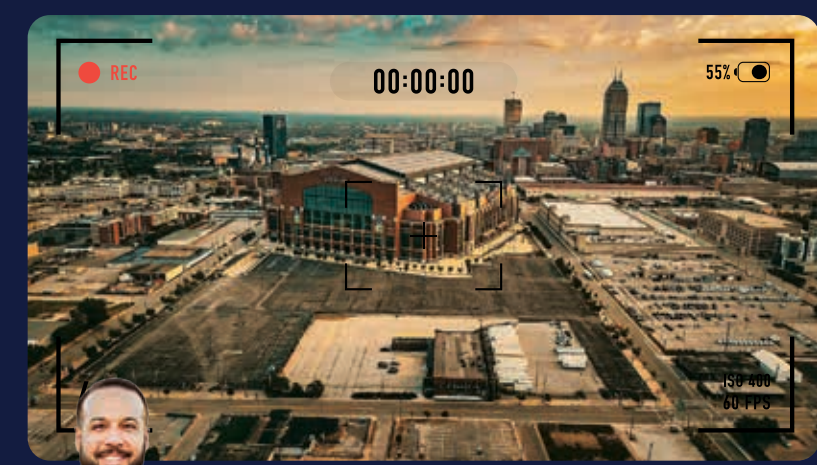
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Katrina Matheis



▶▶ rising star from daniels real estate

Katrina Matheis
Powered by Daniels
Real Estate:

Last year's total volume
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Q. What people influenced you the most?

A. My family, particularly my husband Evan, and my managing broker, Sean Daniels, have been the cornerstone of my life, influencing and shaping me in profound ways. Their unwavering support, love, and guidance have been the driving force behind my personal and professional growth. Evan's enduring love has been my anchor, providing comfort and strength in every challenge. Sean's mentorship and leadership have been instrumental in shaping my career, instilling in me values of dedication and excellence.

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

A. I attended Indiana University Purdue University where I studied Criminal Justice. While being a police officer was my childhood dream, life-altering situations led me down a different path that eventually unfolded into the world of real estate. The experiences I encountered in my law enforcement career prompted a reassessment of my professional journey where I found a renewed sense of purpose and passion in Real Estate.

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

A. My experience as a police officer has equipped me with a unique set of attributes that transcend the realms of law enforcement and real estate. The art of listening, a crucial aspect in both professions, was honed through years of engaging with diverse individuals and understanding their concerns. Negotiation, a skill paramount in law enforcement, seamlessly translates into navigating real estate transactions with finesse. Effective communication, a cornerstone in both roles, allows me to establish rapport, build trust, and ensure clarity with my clients.

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

A. While being a realtor has its positive rewards, it also comes with its share of challenges and negatives. One significant downside is the inherent uncertainty in income. As realtors often work on a commission basis, income can be unpredictable, especially during market fluctuations or slower periods. The pressure to generate sales and secure deals to maintain financial stability can lead to periods of financial stress. The real estate industry is highly competitive, and standing out in a saturated market can be demanding. Building a client base and establishing a reputation takes time and effort, and success is not guaranteed.

Q. What about your family life today?

A. In the heart of my world is a family that fills each day with love and energy. My eleven-year-old daughter, Mackenzie and ten-year-old daughter, Maggie, both passionate about travel softball and volleyball, bring boundless joy and determination to our home. Our weekends are spent on fields and courts, where my husband, a dedicated police officer, stands proudly cheering and coaching them on. His commitment to both our family and community is unwavering, a testament to his deep sense of duty. He is by far, the best person I know. Amidst the lively chaos, our three-year-old little boy, Hunter, adds a sprinkle of mischief, keeping me on my toes. I love being a wife and mother.



“
By building a stronger sense of community and teamwork we can collectively enhance the client experience and elevate the industry as a whole.
”

Q. What other interests do you have?

A. Outside of family life, I enjoy staying active with CrossFit and cherish time with friends who bring laughter and support. Helping others is a passion, and raising awareness for PTSD is a cause close to my heart. When things quiet down, you'll often find me immersed in the world of books, finding joy and relaxation in a good read.

Q. What makes your business different from others?

A. My real estate business stands out because, beyond transactions, my focus is on fostering a genuine connection with my clients. I'm dedicated to ensuring they discover a home they truly love, not just settle for. Education is at the core of my approach—I want my clients to understand the nuances of real estate, their investments, and the profound responsibility of homeownership. It's about empowering them to make informed

decisions and embark on a journey that goes beyond buying a property—it's about creating a place they'll genuinely cherish.

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

A. If there is one thing I wish to change in the real estate industry, it would be the prevailing lack of support and teamwork among agents. Collaborative efforts can elevate the entire profession, fostering a culture where knowledge sharing and mutual assistance become the norm. By building a stronger sense of community and teamwork, we can collectively enhance the client experience and elevate the industry as a whole.



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▶▶ women's council of realtors

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

it's lonely at the top

In life there are those who are destined to be leaders, conquering the world one difficult task at a time while climbing the ladder of success. They often take educational classes, host mastermind sessions, mentor others, attend business conferences all while raising a family. In addition they often volunteer and work on various philanthropic causes. Sometimes you ask yourself why? They do so in order to make a difference in others lives and to create a blueprint on how to become a successful leader.

Along your leadership journey you'll come across many pitfalls. While successful leadership is often presented with many challenges it also comes with immeasurable rewards. You work hard taking on various positions to achieve your goals. You meet new people, discover new things, create new opportunities and open doors for others.

During this journey you often reflect on what you have achieved, where it started and the steps it took to accomplish these successes. The camaraderie of the Women's Council of Realtors is a very rewarding experience allowing you to embrace different cultures and develop bonds that last for years. In addition, we support members with conflict resolution, education, growing their business revenues, creating opportunities with strategic partners as well as keeping members abreast of current trends.

Leadership can seem to be a daunting task for some, but for others it can be life altering. Upon reaching the pentacle of your profession you might feel all of your goals have been met, but you might feel alone



as if it's you against the world. This is a common reframe mentioned by many in leadership roles. While in some situations this may be the case having a vast array of support resources available is invaluable.

For example, the Women's Council of Realtors offers a network of support. Even our current leaders need guidance from other leaders in the industry. This guidance helps to show that if you stop and take a moment, you realize you're not alone, those that raised you up are still supporting you and those you raised up are still being lifted and guided by you. The path never ends and you're not alone. You are now leading by example, you are setting the stage for those that follow. You have laid the gravel to

pave that road. You are now who you hoped to be..

Remember along your journey you're never alone, you have built an entire support team of professionals to rely on, so remember don't look back, look ahead!

On a personal note, my leadership journey has given me the privilege and honor of serving as the "2024" Indiana-Women's Council of Realtors State President. My journey has been life changing for me both professionally and personally.

As an unnamed leader once said: "The greatest leaders are not necessarily the ones that do the greatest things, but rather those that put others in leadership positions."

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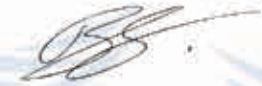


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The REALTOR® Foundation Update

January 2023

Spring into action for your community! Giving back is what REALTORS® do. Your job in the real estate industry is vital to the wellbeing of so many people. It's no secret that home ownership is such an important part of our success, safety, and health, so it's important not to forget about the vulnerable members of our community struggling to find secure housing. Whether you give your time, your money, or just your words- there are so many easy ways to support your community!

Give your time.

Local shelters are always in need of volunteers. They often operate at full capacity and helping hands are so important to serve food, keep

buildings clean, and accomplish projects. Even just a few hours every month can make a difference!

Donate items.

Most organizations that serve those experiencing homelessness have an Amazon wish list or post needed items on their social media pages regularly. Personal hygiene products, diapers, socks, underwear, and bedding are always in high demand. Other less common items are important as well, such as bus passes for clients of Outreach Indiana or used bicycles for HVAF's veterans to get to and from work. Organize a donation drive with your office to make a momentous impact!



By Ben Carter

Give a monetary donation.

Most importantly, shelters need money to operate. The number of unsheltered individuals in central Indiana decreased in 2022, showing us that the programs we fund are truly working to solve homelessness in our community. We want to continue to change the numbers! It takes just a few clicks to sign up for recurring online monthly donations at realtorfoundation.org/donate. Even a one-time donation can make a difference- just \$25 will feed a child in a shelter for a whole week!

We invite you to "spring into action" for our most vulnerable neighbors. Visit realtorfoundation.org and join our mission today!

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HISTORY & WHAT TO DO WITH IT

► home inspection
By Phil Thornberry

In Indiana's history, our housing goes back 200+ years. In that time, resources and infrastructure have dictated how we solved some of the problems associated with humans living inside. The world has been very innovative in designing solutions for specific needs. Regardless, we still have homes with old solutions in them that need to be modified, removed, or in some other way, dealt with to protect ourselves and our environment. Below are a few of these.

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CISTERNS

Cisterns are underground pits typically in the backyard, but some were in basements. They measure up to 10' deep and several feet in diameter. Water was directed from the gutter system into these pits to be used for laundry and the other uses in the house. While there is no requirement to fill them in, it is recommended. Most that still exist hold water, sometimes deep, and can be a safety hazard for children.

LEAD

Lead has been used in paint, water lines, drain lines, well components, faucets, and solder to mention a few. New requirements have children being tested for lead in their blood. This is a good thing, and it shows that we still have some kids with elevated levels. To be pro-active, having the water in your home tested for lead would be a good first step. This test is typically done on houses with wells but should be considered for homes on municipal systems. If water has elevated lead levels, the simple solution is to install a reverse osmosis system that treats the water you drink and cook with. Do not forget to connect the ice maker.

There are other sources like lead dust that is the result of painted surfaces that rub other surfaces

like windows and doors. If your child has elevated levels don't assume it is from your house. It could be from the daycare or school.

WELLS

If your house was on a well but now has been connected to city water, it is required that the well be closed by a qualified contractor UNLESS the well still supplies water to something (a hose bibb for instance). Proper closing protects the aquifer and typically costs a few hundred dollars.

SEPTIC SYSTEMS

If your house was on a septic system and has since been connected to a municipal sewer, it is required that the tank be broken up and filled in. It could collapse in the future if not properly closed. The contractor that performs the new hook up should do this but oddly we do find tanks that have not been properly closed.

OIL TANKS

Many older homes used to use heating oil for fuel. Some had oil tanks buried in the yard. A telltale sign is two pipes sticking out of the ground, one 2" and one 1". There are two choices to consider once the need for action is determined, close in place or remove. If the tank leaked and the soil is contaminated, removal is the only option.

INCINERATORS

There are still homes with incinerators installed. It is no longer proper to use them since it is equivalent to open burning. Some share flues with other fuel burning appliances. In these cases, removal and proper capping is required.

Fun History (things we don't use anymore but really aren't a risk to health or property)

- Foot button under the head of the dining table to call the servant.
- Gas piping to light fixtures because gas was more dependable than electricity.
- Hidden rooms used for the Underground Railroad.
- Horse troughs in attic for expansion of steam boiler water.
- Ice door. Before refrigerators we had ice delivery trucks.
- Milk door. The "milk man" would deliver milk directly to your house.

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GRIT BEATS TALENT

By Dr. Brian Ramsey

You should not let Sean Daniels motto fool you; Grit does beat talent in many instances, but in his ... he has them both! Sean was born in Cumberland, Indiana and graduated from Mt. Vernon High School. Early on, he worked for Discount Tire, and he also attended night school at the Kelly School of Business. He later pivoted to Hubler Chevrolet where he served as a Service Consultant.

At the young age of twenty, he excelled quickly – even earning a trip on the Hubler Yacht for his “Best in Service” reputation and accomplishments. At 23, he built his first home and promptly rented out rooms for three “roomies.” “In all that I have done, I have always tried to maintain a ‘10-year’ mindset that controlled my goals and visions,” he notes.

Sean continued up the wage and the leadership scales as he eventually was promoted to the position of Service Manager. He loved mentoring other Service Writers, but in time, he realized that he had hit a ceiling with no opportunity for further financial or promotional advancement. In his late thirties he left the industry, but he walked away with some serious skills relating to building relationships with people, caring for them with stellar service, and solving difficult problems. These talents would be leveraged

later in big ways as he set his sights on the industry of selling real estate.

Sean earned his real estate license in 2018, and he is not afraid to inform you that it took him 10 times to pass. It highlights his grit, and it tells the rest of us to persevere to our goal and destination regardless of the speed bumps. His first year was a partial year, and he sold four homes, but his second year brought 17 deals and by the third year he posted \$9 million in sales. In his fourth year, he dreamed of breaking the \$10 million barrier; he did it selling over \$20 million while registering 80+ transactions.

He paid off his debts and launched into his 5th and 6th years selling \$23 and \$26 million respectively.

Sean, who is never happy with the status quo, set his aspirations even higher by opening his own brokerage. He was not as interested in branding with buildings but took a more organic approach to develop his team (of now 19 agents) by word of mouth. Those who know him, know that he will never call anyone to recruit. If you are interested, you should give HIM the call. “I do not think of myself as an owner but as a mentor, and I love the idea of being able to help others toward financial freedom.



Daniels is not a huge proponent of module learning – though it certainly works for many. He read decades ago that it takes over \$150k to move a new hire through the 90-day process to become an employee who is trained and ready to go. That figure is much higher today, so he takes a more strategic approach and carefully guides people through the pangs of start-up.

Sean loves the ever-changing aspect of real estate. No two days are the same, and he is very intentional about forming solid relationships. He likes the idea that there is no ceiling on earning power,

and that his agency is poised to help mentor agents through the often-tumultuous waters of selling real estate. He vividly remembers juggling two businesses in his early days, and he knows how to work hard. He has labored to steward his time, and he enjoys the videos that he produces to assist others with pertinent topics.

For Sean, success is about impacting and influencing others. “We are all influencers to some degree,” he says. He knows that it is not about money, transactions, or accomplishments but about being authentic and helping others achieve their goals. He



“ I do not think of myself as an owner but as a mentor, and I love the idea of being able to help others toward financial freedom. ”



hopes that someday, people will remember him as someone who changed their life, and he wants his children to see his good work and sacrifices. He is a firm believer in the idea that the more you help others, the more you help yourself.

Sean and his wife of twenty years, Starie, have two children: Olivia (18) who wants to study to be a lawyer, and Evelyn (12). Starie is a Registered Nurse at the VA hospital. Sean loves to go hunting, fishing, trapping, camping, and boating. He has competed in 8 Tough Mudders, a 13-mile course. He loves the creativity in developing and taping videos too. He would love to visit Ireland someday, and if every job paid the same and he had to choose something different, he would be a teacher.



Sean Daniels is an energetic, motivational, and supportive agent, owner and father, and he sees consistency as paramount to success. He labors hard to avoid being a secret agent, and you will always find him on the path that requires grit to not only survive but rather thrive!

Need Someone to Tackle the To-Do List?

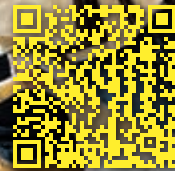
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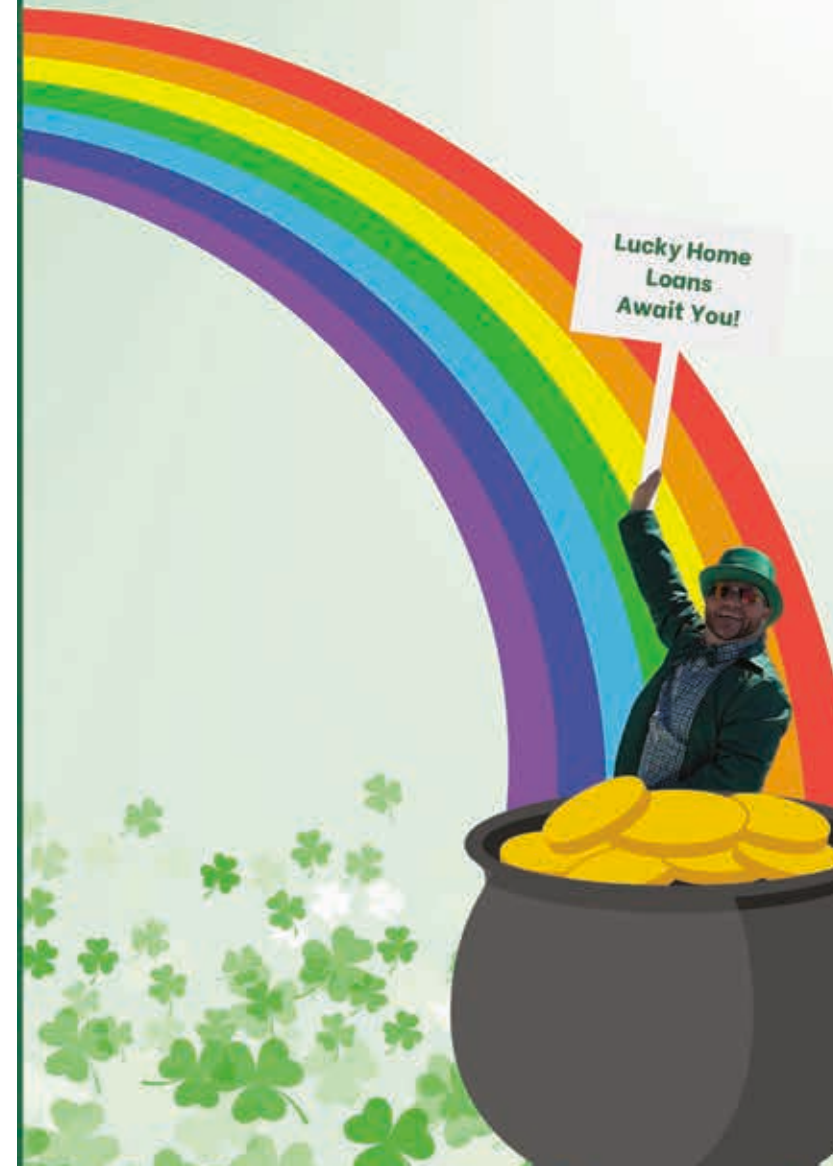


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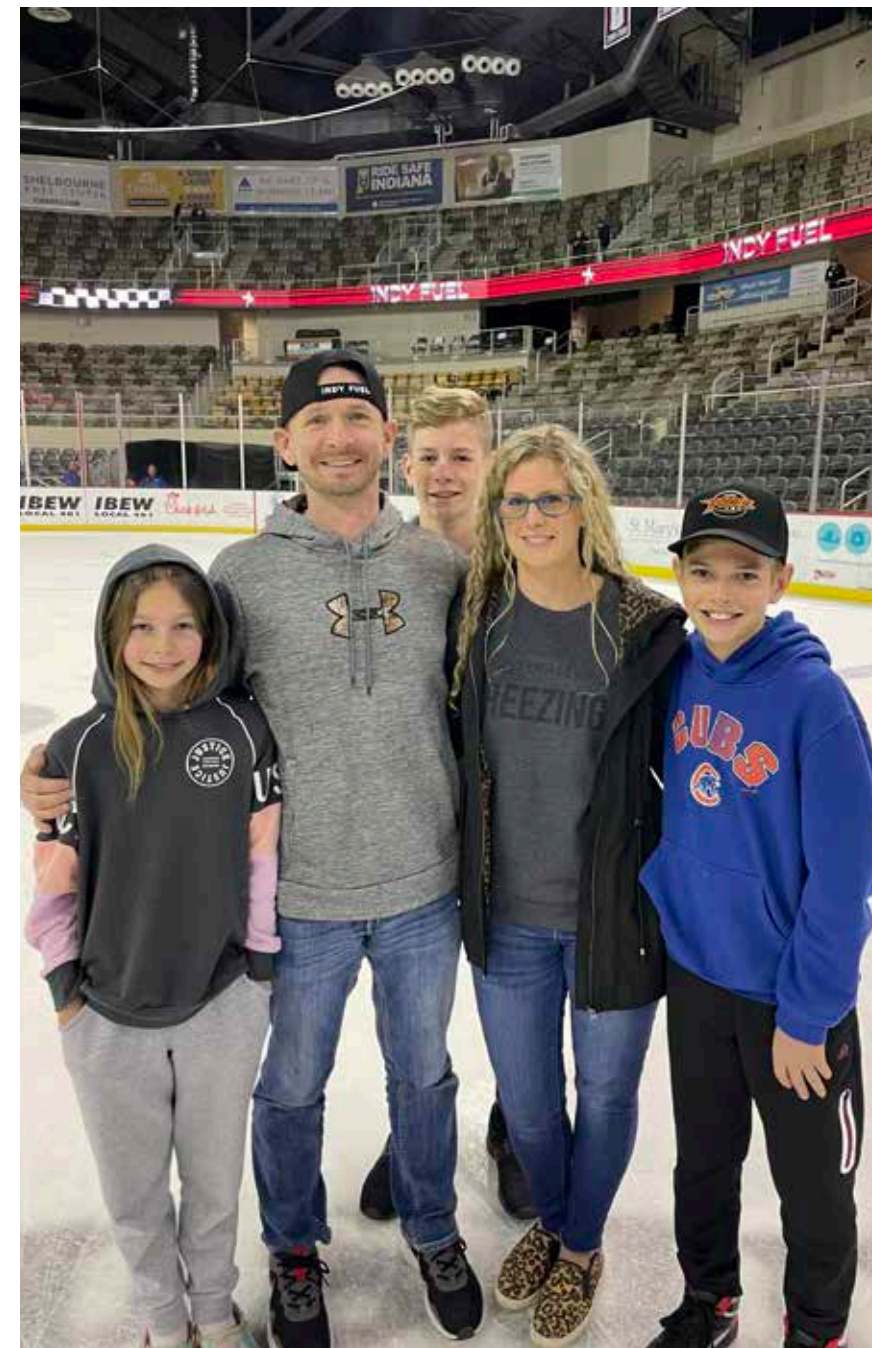
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THE ELI SKINNER TEAM

cover rewind

TAKING CARE OF PEOPLE



Eli Skinner has a laser focus on his clients, and he understands his fiduciary responsibility to them. Providing good service is a given, and he knows that if he prioritizes that goal, everything else needed will automatically follow. For him, success is about loving God and others well, and when he keeps his relationships in a proper priority, he deems that successful.

Once Eli started in real estate sales, his business exploded quickly. He explains that he never really saw himself as someone who “worked deals” but rather as a “problem solver.” In his first nine months, he oversaw about 60 transactions, and while many would love to have that volume, it took a serious toll on him. “I did not realize that I had never had to deal with the pressures/weight of the possibilities of transactions that could go wrongly, and it literally broke my brain,” he remembers. Eli suffered severe anxiety and describes it as a spinning ball of razors inside him.

Eli Skinner has been described as unpredictable, passionate and self-sacrificing, and his passion usually finds its fulfillment in helping others and in caring for them properly. He loves teaching, coaching and working with his team whom he describes as “super-capable.” “We have a blast together – learning to solve problems and looking out for our clients’ best interests,” he says. Eli is not much of a “futuristic” kind of guy. He lives for the moment and is very much in the present mindset. He loves strategizing for the “now,” and he says that makes him hard to coach. He does have one goal: retiring in five years, and he is well on his way.

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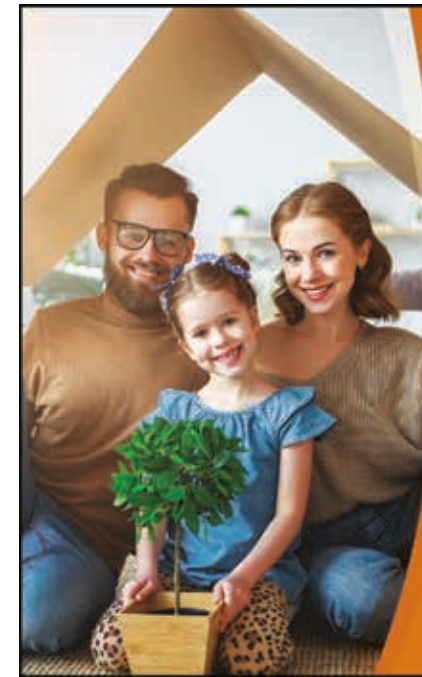
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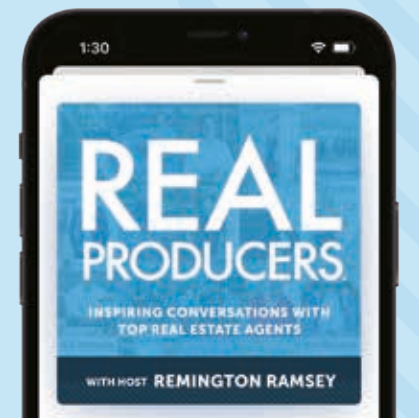
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TOP 200 STANDINGS

Teams and Individuals January 1, 2023, to November 31, 2023

Rank	Agent Name	Brokerage	# Units Sold - 1 Side	# Units Sold - 2 Sides	Total # Tran. Sides	Total Tran. Vol
1	Mike Deck	Berkshire Hathaway HomeServices Indiana	6	4	14	\$21,109,610
2	Amber Greene		2	6	14	\$8,107,620
3	Christi Coffey	F.C. Tucker Company	1	1	3	\$7,399,900
4	Mike Scheetz	Century 21 Scheetz	16	0	16	\$7,245,943
5	Lindsey Smalling	F C Tucker Company	16	3	22	\$6,720,555
6	Justin Steill	Berkshire Hathaway HomeServices Indiana	6	1	8	\$6,185,850
7	Allen Williams	Berkshire Hathaway HomeServices Indiana	6	2	10	\$5,334,655
8	Matt McLaughlin	F C Tucker Company	7	0	7	\$4,975,000
9	Steve Metarelis	Offerpad Brokerage, LLC	18	0	18	\$4,862,600
10	Eric Wolfe	Prime Real Estate Group	8	7	22	\$4,720,933
11	Laura Heigl	Century 21 Scheetz	2	0	2	\$4,625,000
12	Michelle Chandler	Berkshire Hathaway HomeServices Indiana	7	4	15	\$4,507,796
13	Shannon Gilbert	Highgarden Real Estate	10	0	10	\$4,359,824
14	Frances Williams	DRH Realty of Indiana, LLC	13	0	13	\$4,297,695
15	Mary Wernke	Encore Sotheby's International	2	0	2	\$4,240,000
16	Patrick Tumbarello	F C Tucker Company	7	0	7	\$4,129,900
17	Chris Schulhof	Re/Max Realty Services	4	1	6	\$3,990,000
18	Brian Sanders	Century 21 Scheetz	4	0	4	\$3,730,000
19	Dean Glascock	F C Tucker Company	3	3	9	\$3,722,000
20	Erika Frantz	Berkshire Hathaway HomeServices Indiana	9	0	9	\$3,703,800
21	Bif Ward	F C Tucker Company	5	0	5	\$3,662,450
22	Robbin Edwards	Coldwell Banker Kaiser Real Estate	1	0	1	\$3,400,000
23	Heather Bottorff	Doc Real Estate, Inc	5	0	5	\$3,338,104
24	Carrie Holle	Compass	5	0	5	\$3,288,000
25	Mike Feldman	Compass	3	0	3	\$3,268,000
26	Kevin Hudson	Ridgeline Realty	5	2	9	\$3,176,987
27	Eric Forney	Keller Williams Indy Metro Northeast	10	0	10	\$3,118,000
28	Seth Bernhardt	Compass	1	0	1	\$2,885,560
29	Daniel Moore	Dan Moore Real Estate Services	1	0	1	\$2,885,560
30	Derek Gutting	Keller Williams Indpls Metro N	2	1	4	\$2,835,000
31	Allison Steck	F C Tucker Company	2	0	2	\$2,833,000
32	Gary Anderson	CENTURY 21 Signature Realty	1	0	1	\$2,800,000
33	Kristie Smith	Keller Williams Indy Metro Ne	41	4	49	\$34,866,257

Rank	Agent Name	Brokerage	# Units Sold - 1 Side	# Units Sold - 2 Sides	Total # Tran. Sides	Total Tran. Vol
34	Greg Morrison	Keller Williams-Morrison	1	0	1	\$2,800,000
35	Suzanne Kappen	CENTURY 21 Signature Realty	2	1	4	\$2,749,000
36	Scott Chain	RE/MAX Advanced Realty	7	1	9	\$2,740,900
37	William Mitchell	eXp Realty, LLC	2	0	2	\$2,649,000
38	Steve Lew	Steve Lew Real Estate Group LLC	8	2	12	\$2,606,000
39	Carrie Clark	Highgarden Real Estate	2	1	4	\$2,527,000
40	Clay Burris	Highgarden Real Estate	3	1	5	\$2,474,900
41	Matthew Meyers	Encore Sotheby's International	1	1	3	\$2,469,865
42	Andre Grimes	Keller Williams Indy Metro Ne	9	0	9	\$2,438,875
43	Lindsay Sears	Compass	1	1	3	\$2,429,540
44	Baljinder Singh	Keller Williams Indy Metro Ne	6	0	6	\$2,425,000
45	Dennis Weaver	MY Agent Realty	7	0	7	\$2,423,750
46	David Brenton	David Brenton's Team	6	0	6	\$2,353,000
47	Luis Coronel	Coronel Realty Group	12	2	16	\$2,337,400
48	Stephanie Evelo	Keller Williams Indy Metro Northeast	8	0	8	\$2,326,629
49	Jennil Salazar	Compass	0	2	4	\$2,297,000
50	Peter Stewart	Keller Williams Indianapolis Metro North	9	0	9	\$2,291,100

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TOP 200 STANDINGS

Teams and Individuals January 1, 2023, to November 31, 2023

Rank	Agent Name	Brokerage	# Units Sold - 1 Side	# Units Sold - 2 Sides	Total # Tran. Sides	Total Tran. Vol
51	Stephen Clark	Compass	4	1	6	\$2,281,000
52	David Barnes	F.C. Tucker Company - Keystone at the Crossing	1	0	1	\$2,275,000
53	Sara Eynon	F.C. Tucker Company - Keystone at the Crossing	3	0	3	\$2,275,000
54	Jerry Lamb	Coldwell Banker Martin Miller	4	1	6	\$2,267,500
55	Sheri Coldren	Highgarden Real Estate	1	1	3	\$2,238,990
56	Patsy Coffey	Keller Williams Indy Metro S	4	1	6	\$2,207,900
57	Brian Heaney	Mark Dietel Realty, LLC	5	0	5	\$2,205,725
58	Lisa Stokes	Century 21 Scheetz	4	1	6	\$2,197,100
59	Kelly Dather	Keller Williams Indy Metro NE	6	0	6	\$2,197,000
60	Meighan Wise	Berkshire Hathaway Homeservices Indiana Realty - Fishers	3	0	3	\$2,185,000
61	Shelby Farrar	Opendoor Brokerage LLC	7	0	7	\$2,129,000
62	Alex Montagano	eXp Realty	8	0	8	\$2,126,500
63	Joseph Wootan	Listwithfreedom.com LLC	6	0	6	\$2,050,500
64	Carl Vargas	F C Tucker Company	2	0	2	\$2,008,500
65	Maher Batarseh	F.C. Tucker Company - Crosspoint	6	1	8	\$2,007,000
66	Troy Dixon	eXp Realty, LLC	5	0	5	\$2,006,050
67	Roy Wilson	F C Tucker Company	2	1	4	\$2,000,758

Rank	Agent Name	Brokerage	# Units Sold - 1 Side	# Units Sold - 2 Sides	Total # Tran. Sides	Total Tran. Vol
68	Corina Jones	Your Home Team	2	1	4	\$1,992,000
69	John Bradley	Traditions Realty, LLC	6	0	6	\$1,984,500
70	Ronda Pollock	F C Tucker Company	4	0	4	\$1,980,000
71	Sean Daniels	Daniels Real Estate	5	0	5	\$1,971,000
72	Jenny Lauck	Lauck Real Estate Services, LLC	5	0	5	\$1,959,398
73	Kurt Meyer	F C Tucker Company	2	2	6	\$1,943,900
74	Derek Manis	F.C. Tucker Company	3	0	3	\$1,914,531
75	Summer Hudson	eXp Realty, LLC	6	0	6	\$1,908,000
76	Sandra Ginn	Encore Sotheby's International	2	0	2	\$1,890,000
77	Mark Bowman	Tramcore Realty	1	1	3	\$1,887,500
78	Jerrod Klein	Pyatt Builders, LLC	5	0	5	\$1,868,640
79	Garrett Brooks	United Real Estate Indpls	7	0	7	\$1,865,480
80	Susan Sommer	Carpenter Realtors	2	0	2	\$1,863,000
81	Jonathan Bell	@properties	3	0	3	\$1,860,000
82	Mark Dudley	Re/Max Realty Group	8	0	8	\$1,823,221
83	Manzil Kohli	Vylla Home	5	0	5	\$1,787,985
84	Robert Cowan	F.C. Tucker Company	1	1	3	\$1,770,000
85	Tim O'Connor	Berkshire Hathaway HomeServices Indiana	5	0	5	\$1,755,700
86	P. Aaron Starr	F.C. Tucker Company	3	2	7	\$1,754,000
87	Renee Peek	F.C. Tucker Company	3	0	3	\$1,750,000
88	Rochelle Perkins	Garnet Group	7	0	7	\$1,743,000
89	Joe Bottorff	Doc Real Estate, Inc	1	0	1	\$1,739,200
90	Kyle Gatesy	eXp Real Estate	4	0	4	\$1,708,500
91	Jon Kindred	F.C. Tucker Company	2	3	8	\$1,697,300
92	Lora Reynolds	Indy Homes Realty Group Llc	8	0	8	\$1,695,900
93	Kevin Elson	eXp Realty	4	1	6	\$1,695,000
94	Lisa Taylor	Taylor Real Estate Specialists	2	3	8	\$1,693,000
95	Jillian Holloway	F.C. Tucker Company	2	0	2	\$1,647,000
96	Leigh Burchyett	Berkshire Hathaway Homeservices Indiana Realty - Columbus	5	0	5	\$1,642,890
97	Susan Tibbs	F.C. Tucker Company	1	1	3	\$1,635,000
98	Adam Corya	Carpenter Realtors	4	0	4	\$1,628,445
99	Jodi Gandy	Honor Realty	6	0	6	\$1,624,385
100	Ross Graham	Exp Realty LLC	7	0	7	\$1,620,000

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Teams and Individuals January 1, 2023, to November 31, 2023

Rank	Agent Name	Brokerage	# Units Sold - 1 Side	# Units Sold - 2 Sides	Total # Tran. Sides	Total Tran. Vol
101	David Charles	RE/MAX Centerstone	2	1	4	\$1,607,300
102	Justin Capps	Ferris Property Group	2	1	4	\$1,600,000
103	Devon Shaw	T&H Realty Services	8	0	8	\$1,592,800
104	Andrea Ratcliff	Redfin Corporation	3	0	3	\$1,590,000
105	Heather Upton	Keller Williams Indy Metro Northeast	6	1	8	\$1,584,900
106	Kristin Rafferty-Burdine	Exp Realty, Llc	5	0	5	\$1,579,000
107	Donald Wilder	Berkshire Hathaway HomeServices Indiana Realty	2	0	2	\$1,576,690
108	Matthew Kressley	F.C. Tucker Company	2	0	2	\$1,572,500
109	James Talhelm	Hoosier, REALTORS	4	0	4	\$1,561,000
110	Ann Himmelheber	Exp Realty, Llc	2	0	2	\$1,550,000
111	Robert Ertel	RE/MAX Advanced Realty	2	0	2	\$1,535,000
112	Darla Spina	F.C. Tucker Company	1	2	5	\$1,535,000
113	Marcy Fox	Century 21 Scheetz	2	0	2	\$1,533,000
114	Mark Linder	Century 21 Scheetz	3	0	3	\$1,526,824
115	Jamie Boer	Compass	3	0	3	\$1,520,000
116	James Embry	Berkshire Hathaway HomeServices Indiana	5	0	5	\$1,519,875
117	Susan Falck-Neal	ERA Integrity	3	1	5	\$1,514,137

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118	Christopher McGuire	Redfin Corporation	4	0	4	\$1,507,400
119	Michelle Dumas	eXp Realty, LLC	2	0	2	\$1,505,000
120	Basim Najeeb	Keller Williams Indy Metro South	4	1	6	\$1,501,500
121	John Downey	F.C. Tucker Company	3	0	3	\$1,500,000
122	Kelly Johnson	Exp Realty, Llc	4	1	6	\$1,489,900
123	Jeffrey Paxson	Jeff Paxson Team	5	0	5	\$1,486,650
124	Allen Culpepper	RE/MAX Centerstone	1	0	1	\$1,485,000
125	Kristian Gaynor	F.C. Tucker Company	2	0	2	\$1,480,000
126	Jennifer Deckert	CENTURY 21 Scheetz	4	0	4	\$1,470,500
127	Kate Benson	Keller Williams Indy Metro Ne	3	0	3	\$1,463,900
128	Gary Angstadt	Century 21 Scheetz	1	1	3	\$1,460,000
129	Rita Fish	F.C. Tucker Company	5	0	5	\$1,455,900
130	Terry Young	Red Bridge Real Estate	13	0	13	\$1,445,900
131	Lisa Kercheval Aerne	F.C. Tucker Company	2	0	2	\$1,444,900
132	Jacilynn Ferris	In-Homes realty Solutions	6	0	6	\$1,438,900
133	Kylie Ellis	Highgarden Real Estate	2	1	4	\$1,434,900
134	Mark Branch	Highgarden Real Estate	3	0	3	\$1,428,300
135	Jason Gatewood	Sweetwater Realty LLC	0	1	2	\$1,420,000
136	Drew Wyant	Berkshire Hathaway Homeservices	5	0	5	\$1,411,000
137	Chad Hess	F.C. Tucker Company	3	4	11	\$1,410,000
138	Jennie Harvey	Era Integrity	0	1	2	\$1,410,000
139	Laura Waters	Highgarden Real Estate	5	0	5	\$1,409,000
140	Nancy Mutchmore	F.C. Tucker Company	3	0	3	\$1,405,000
141	Kyle Morris	F.C. Tucker Company	3	0	3	\$1,389,900
142	Rodney Sneath	A & B HOMES	5	1	7	\$1,356,000
143	Sarah Springman	Berkshire Hathaway HomeServices Indiana	2	0	2	\$1,355,900
144	Jennifer Shopp	Berkshire Hathaway Homeservices	4	0	4	\$1,355,000
145	Joe Pritchett	Pritchett Property Group Llc	3	1	5	\$1,353,900
146	Amy McIntyre	CIRCLE REAL ESTATE	1	1	3	\$1,353,324
147	Teresa Harwood	Keller Williams Indy Metro S	1	0	1	\$1,350,000
148	Jeremy Sandlin	F C Tucker Company	2	1	4	\$1,344,900
149	Lori Davis Smith	Highgarden Real Estate	4	0	4	\$1,329,000
150	Sarah Schaefer	White Stag Realty	3	1	5	\$1,326,000

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151	Vicki Westbrook	F C Tucker Company	1	0	1	\$1,320,000
152	Molly Hadley	F C Tucker Company	2	0	2	\$1,305,000
153	Joshua Martin	@properties	1	0	1	\$1,300,000
154	Michelle Griffith	Red Dog Realty, LLC	3	0	3	\$1,297,000
155	Gene Tumbarello	F C Tucker Company	3	0	3	\$1,293,000
156	Jen Richardson	Berkshire Hathaway Homeservices Indiana Realty - Seymour	6	0	6	\$1,292,800
157	Larry Rasmussen	Century 21 Rasmussen Company	3	0	3	\$1,285,104
158	Tami Pelton	F C Tucker Company	3	0	3	\$1,276,900
159	Halea Kopetsky	Mark Dietel Realty, LLC	4	1	6	\$1,276,250
160	Valerie Strohl	CENTURY 21 Scheetz	2	0	2	\$1,274,900
161	Tia Vote	Exp Realty, Llc	2	0	2	\$1,265,000
162	Katrina Matheis	Daniels Real Estate	3	1	5	\$1,263,000
163	Doug Anderson	Carpenter Realtors	4	0	4	\$1,260,000
164	Jennifer Turner	Carpenter Realtors	3	1	5	\$1,257,900
165	Megan Kelly	F C Tucker Company	2	0	2	\$1,250,000
166	Jamie Hall	Carpenter Realtors	2	0	2	\$1,240,500
167	Jim Reed	Berkshire Hathaway HomeServices Indiana Realty	2	0	2	\$1,239,000

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Rank	Agent Name	Brokerage	# Units Sold - 1 Side	# Units Sold - 2 Sides	Total # Tran. Sides	Total Tran. Vol
168	Marji Legault	Monteith-Legault Real Estate Company	4	0	4	\$1,225,000
169	Karen O'Neill	Hoosier, Realtors	2	1	4	\$1,224,000
170	Stacy Barry	Century 21 Scheetz	5	0	5	\$1,219,250
171	Jeremy Duling	White Stag Realty, LLC	3	0	3	\$1,211,000
172	Erin Martin Scott	F C Tucker Company	2	0	2	\$1,210,000
173	Judith Ann Hoeping	Tomorrow Realty, Inc.	2	0	2	\$1,200,000
174	Chad Renbarger	Mossy Oak Properties	0	1	2	\$1,200,000
175	Steve Slavin	Coldwell Banker Lunsford	5	0	5	\$1,200,000
176	Jarrood Daeger	F C Tucker Company	3	3	9	\$1,196,000
177	Ally Hunckler	Maywright Property Co.	2	0	2	\$1,192,500
178	Xuesong Yan	Best Value Realty LLC	2	0	2	\$1,189,000
179	Robert Rhinehart	Highgarden Real Estate	2	0	2	\$1,186,000
180	Jocelyn Deal	Exp Realty LLC	5	0	5	\$1,185,500
181	Todd Ferris	Ferris Property Group	2	0	2	\$1,185,000
182	Jennifer Brown	Century 21 Scheetz	4	0	4	\$1,177,900
183	Connor Woodland	Circle Real Estate	2	0	2	\$1,177,500
184	David Smith	Smith Family Realty	2	1	4	\$1,173,000
185	Frederick Paris	Smythe & Co, Inc.	0	1	2	\$1,170,000
186	Caleb Cleek	Jeff Boone & Associates Auction & Realty	1	1	3	\$1,168,400
187	Herbert Rice	eXp Realty, LLC	2	1	4	\$1,162,500
188	Kay Kammeyer	F C Tucker Company	3	0	3	\$1,162,000
189	Luis Carrillo	F C Tucker Company	4	0	4	\$1,160,900
190	Patrick Davidson	The Cooper Real Estate Group	3	0	3	\$1,159,800
191	Ashok Challa		1	0	1	\$1,153,000
192	Ryan Foxworthy	F.C. Tucker Company	1	1	3	\$1,151,000
193	Matt King	F.C. Tucker Company	1	0	1	\$1,150,000
194	Brooke Mattson	Carpenter Realtors	1	0	1	\$1,150,000
195	Jason Hess	Compass	3	0	3	\$1,140,000
196	Anna Ball	CENTURY 21 Scheetz	2	0	2	\$1,139,000
197	Patrick Watkins	Mike Watkins Real Estate Group	4	0	4	\$1,136,545
198	Brenda Dean	Your Realty Link, Llc	4	0	4	\$1,135,000
199	Erin Walker	Berkshire Hathaway HomeServices Indiana Realty	4	0	4	\$1,133,000
200	Brandon Smith	Carpenter Realtors	2	1	4	\$1,131,900

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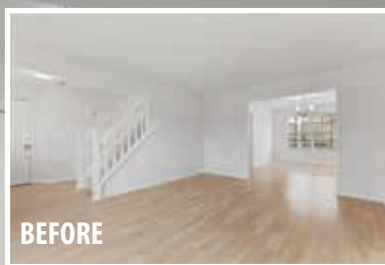


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