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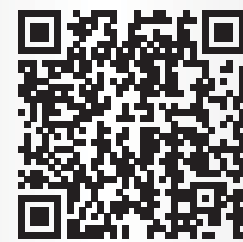
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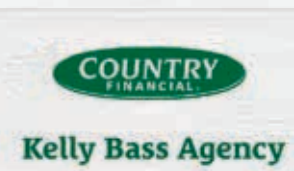


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# FAQs

## SPOKANE REAL PRODUCERS

**RP** Real Producers magazine started in Indianapolis in 2015 and is now in over 80 markets across the nation and spreading rapidly. *Spokane Real Producers* launched in October 2017. Name a large city, and we are there or will be soon! In every market, we take the top 300 agents based on the MLS production, and we build an exclusive monthly magazine around those agents. We share their stories, successes, market trends, upcoming events — really, anything that will connect, inform and inspire, we put in the monthly publication. We strive to inform and inspire the top-producing real estate agents in the local market and connect them socially. The secondary focus is to provide an avenue for our affiliate partners to create relationships with these top performers on a level that they might not be able to achieve on their own.

**Q: WHO RECEIVES SPOKANE REAL PRODUCERS MAGAZINE?** **A:** The top 300 agents in the Spokane area. We update our mailing list every year, so if you are starting to receive the magazine: congratulations! You are among the top-producing 300 agents in Spokane.

**Q: WHAT IS THE PROCESS FOR BEING FEATURED IN THIS MAGAZINE?** **A:** It's really simple — every feature you see has first been nominated. You can nominate other agents, affiliates, brokers, owners, or even yourself! Office leaders can also nominate agents. We will consider anyone brought to our attention who is in the Top 300 because we don't know everyone's story, so we need your help to learn about them. A nomination currently looks like this: you email us at [june.ladd@n2co.com](mailto:june.ladd@n2co.com) with the subject line, "Nomination: (Name of Nominee)." Please explain why you are nominating them to be featured. It

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

**Q: WHAT DOES IT COST A REALTOR®/TEAM TO BE FEATURED?** **A:** Zero, zilch, zippo, nada, nil. It costs nothing, my friends, so nominate away! We are not a pay-to-play model. We share real stories of Real Producers.

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

**Q: HOW CAN I RECOMMEND A PREFERRED PARTNER?** **A:** If you know and want to recommend a local business that works with top agents, please email us to let us know at: [june.ladd@n2co.com](mailto:june.ladd@n2co.com).



▶ real events

# EVENT RECAP:

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rising star

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MEET RISING STAR

# NIKKI KUBAS



**How many years have you been a REALTOR®?** I am on my 7th year.

**What did you do before you became a REALTOR®?** Prior to becoming a REALTOR®, I worked in the banking industry, starting as a personal banker and ending my career there as a mortgage loan originator. My 10-year banking career has equipped me with a deep understanding of financial intricacies, allowing me to offer valuable insights and guidance to my clients as a REALTOR®.

**What were the life events that led you to become a REALTOR®?** Back in 2010, I facilitated the connection between my parents and a REALTOR® in Arizona. Witnessing them invest their retirement in real estate for rental properties, generating passive income, proved to be a highly profitable and strategic move. This experience further ignited my interest in real estate investing, prompting me to delve deeper into the investment side of the industry. Fast forward to 2016, my husband and I had recently welcomed our third son into our family. While I cherished my banking career, I had always been fascinated by the real estate industry from the other side. My husband and I felt it was the perfect time to make the leap, granting me the freedom to control my schedule and dive deeper into expanding our rental portfolio. Since becoming a REALTOR®, I've swiftly built a clientele and relished every moment of my profession.

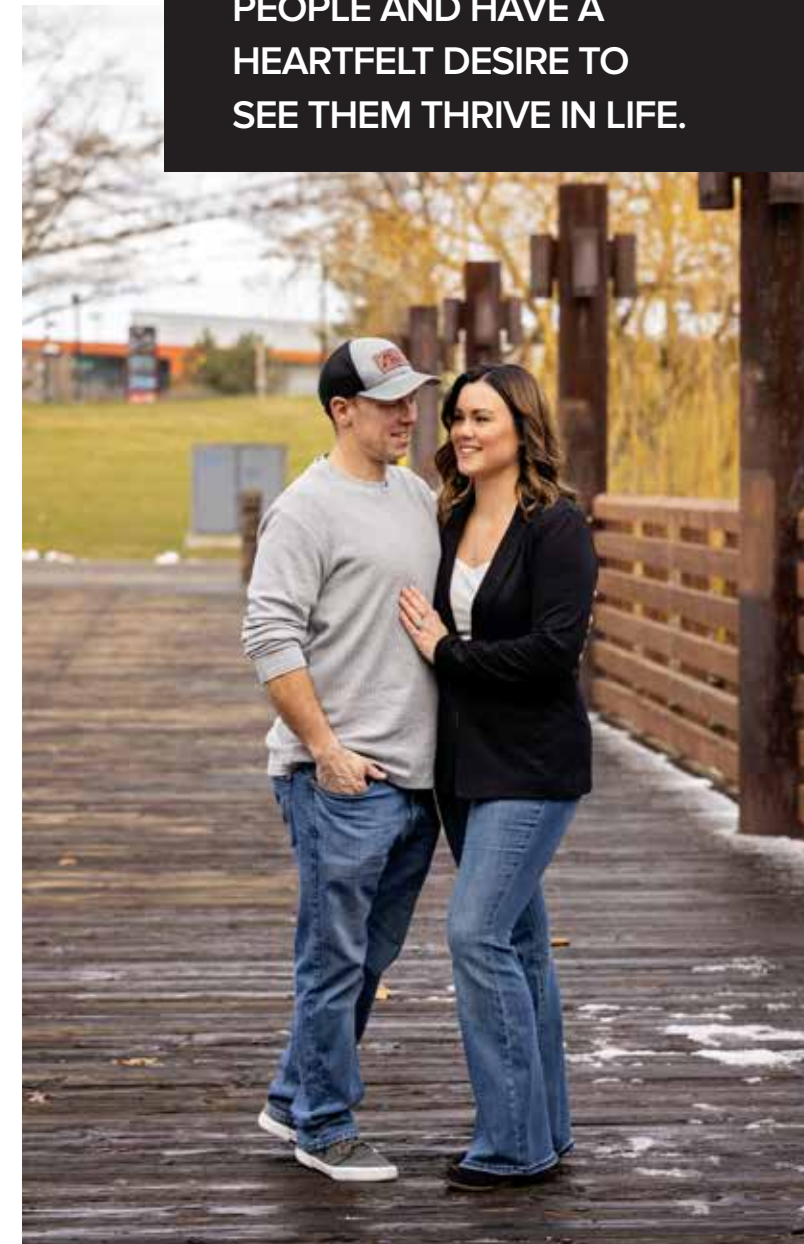
**What are you passionate about right now in your business?** I find immense passion in various aspects of my real estate business. One of the most fulfilling parts is cultivating lasting friendships with my clients from past transactions and cherishing the meaningful connections we establish. Guiding them towards fulfilling their dreams of homeownership is a source of great satisfaction and fuels my dedication to providing them with exceptional support throughout the journey. Building my business through these relationships brings me joy and a sense of fulfillment. I am also deeply passionate about the investing side of real estate. My husband and I have invested in rental properties right here in Spokane, and we recently closed on another property that we are currently renovating. This hands-on involvement in property investment not only enriches my understanding of the market but also allows me to apply my knowledge and experience to create successful investment opportunities for myself and my clients.

**Define success.**

Success, for me, is a beautiful combination of things: family harmony, career fulfillment, community engagement, and financial stability. It's the joy of raising four active boys alongside my husband, creating lasting memories through sports and cherished traditions. It's finding professional fulfillment as a REALTOR®, building meaningful relationships with clients, and making a positive impact in my community through different initiatives, all rooted in love, joy, and a deep sense of fulfillment.



I DEEPLY CARE ABOUT PEOPLE AND HAVE A HEARTFELT DESIRE TO SEE THEM THRIVE IN LIFE.





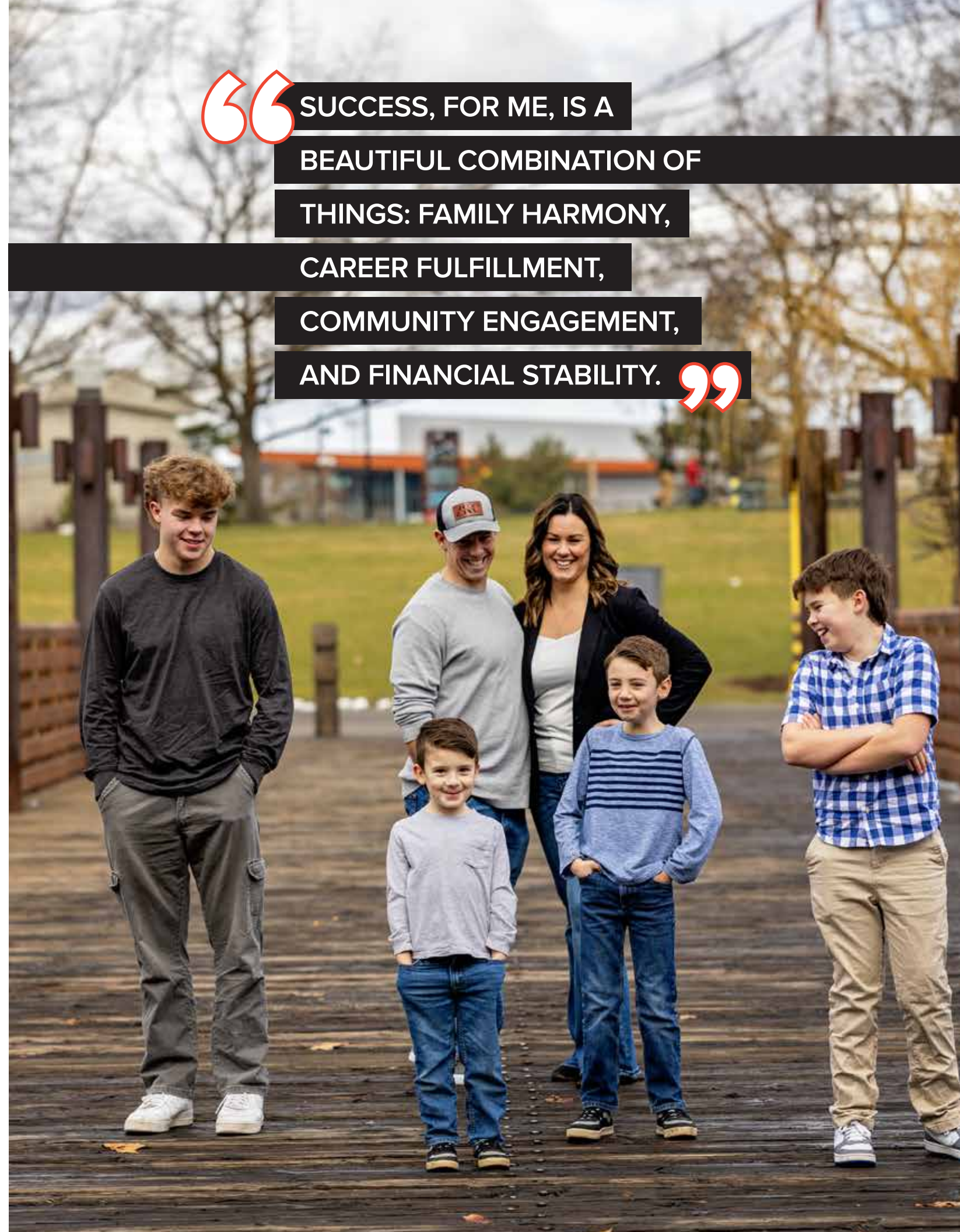
(the soon-to-be-adult at 18), Micah (our pre-teen champ at 12), Noah (the energetic 7-year-old dynamo), and our little Sy Guy, Josiah (4 going on superhero!). Life in our household is a non-stop sports extravaganza, with soccer balls flying, footballs spiraling, hoops slam-dunking, and now, wrestling matches adding to the chaos (and laughter). Our four fur buddies—yes, we have a pack of doggie pals—keep the energy levels high and the cuddles non-stop. We live a very busy and fun life! When summer hits, we trade our sports gear for camping gear! A few years ago, I helped my parents purchase a beautiful property on Lake Roosevelt. The property quickly became the ultimate family headquarters for sun-soaked adventures and starry nights by the campfire. Golf? It's not just a game; it's a family tradition! From swinging clubs as a kid to hitting the greens with my crew and Zack, it's a slice of fun we all love. Some say we live a life of chaos with my husband and I both being entrepreneurs running successful businesses, sports, and four rambunctious boys. I like to call it "coordinated chaos" and I wouldn't have it any other way. We are a very blessed family with lots of love!

**Are there any charities or organizations you support?** Over the past few years, I've been deeply involved in supporting my local community. I've organized school supply drives and, most recently, a drive for youth boots, socks, hats, and gloves. During this time, I had the pleasure of meeting Brandon Comella, the founder of Millwood Impact, a nonprofit dedicated to addressing the unmet essential needs for the health and well-being of the kids and families in the Millwood community. I knew immediately that partnering with Millwood Impact for my community drives was the perfect fit. Additionally, I have a special place in my heart for supporting Vanessa Behan, an organization that is devoted to helping children and families. Their commitment to making a difference truly resonates with me, and I am proud to support their impactful work.

**If there is one thing people should know about you, what would that be?** I deeply care about people and have a heartfelt desire to see them thrive in life, whether it's by guiding them through real estate endeavors or being a nurturing presence they can turn to for support and loving advice.

**Tell us about your family and what you like to do together?** My husband, Zack, and I are both born and raised in Spokane. He graduated from Rodgers High School, and I from Central Valley High School. We met in our early 20s and were inseparable. We married a few years later and now have four handsome boys, Levi

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RENSHAW

**How many years have you been a REALTOR®?** Since 2016, eight years.

**What do you consider a recent career highlight?** I was named one of eXp Realty's Top 100 Individual Agents in 2023, my first year with the group. My sales surpassed \$25 million, which put me at 79 out of 89,000 agents and is something I'm incredibly proud of.

**How long have you lived in Spokane?** My husband's career brought us from Boise to Spokane 15 years ago on what was supposed to be a

temporary move, but ended up as a long-term love affair with the city. Both our boys were born here and our family is proud to call Spokane our home.

**Tell us about your family.**

I met my husband Ryan 17 years ago, fell madly in love with him, and still feel the same way after all these years. I consider myself lucky to have found this kind of love. Although Ryan also drives me crazy, I wouldn't have it any other way. We have two young boys, Jude (6) and Ronan (4), who are the most important people in my life. My biggest dream has always been to have a loving and



committed family life, and I feel grateful to have that. I love spending time at home with my family; you can find us together most nights and weekends. Ryan and I also prioritize weekly date nights to communicate and connect outside our role as parents. This is key for our marriage.

**What are some of your favorite things?**

People and music. If I had to pick five things that bring me the most internal joy, they would be:

- One-on-one friend dates with hours of conversation - Either on a walk or over a cocktail.
- Dancing – Not surprising if you know me; I love this so much!
- Singing – I love a good karaoke moment.
- Concerts – Shocking, I know, since this also includes singing and dancing.
- Quality time with my family.

**How do you achieve work-life balance?**

My micro team! Made up of Alyssa Walsh, Sasha May and myself.

My primary reason for starting a team was to be able to take time off. Real estate is a 24/7 gig, and I knew that to have balance and not always be on my phone (especially while on vacation or with my family), I would need some support. Lucky for me,



we truly have the *dream team*. The secret sauce for us is that we like working with each other almost as much as we like hanging out with each other, and the complimenting talents these ladies bring to the team is a close second to the beautiful friendships they've brought to my life.

I operated as "Desiree Renshaw Real Estate," – a solo agent with a licensed assistant – until the end of 2023 when I brought Sasha onto the team and rebranded into The Renshaw Group. Alyssa is a licensed real estate assistant and the organizational powerhouse of our Group, serving as Director of Client Relations. I've been lucky enough to call Alyssa a friend for all 15 years of my Spokane life and I couldn't ask for a better partner in crime. Sasha is a licensed agent and our fresh perspective, outside-the-box, innovator. Her background in social work brings an unmatched understanding of people's needs and motivations.

Working together, we can all achieve work-life balance while still providing our clients with a consistent and exceptional level of service.

**What were the life events that led you to become a REALTOR®?** There are simpler and more recent answers to this question – like finding passion in aspects of my mother's interior design career or wanting to help people discover and enjoy Spokane in the same ways that I have – but my journey runs a lot deeper than this. Anyone who knows me knows that relationships and serving others rank incredibly high on my priority list, but what most people don't know is that my childhood played a pivotal role in shaping these aspects of my personality.



The challenges I faced during my teenage years are not something I talk about often, mostly because they taught me invaluable life lessons, but also because I am a firm believer that focusing on the negative will never get you anywhere. That said, circumstances led me to start working when I was in eighth grade, and I never stopped. I consider myself an incredibly hard worker and most of this can be attributed to truly understanding the value of a dollar. These same circumstances led to me moving in with my best friend during my sophomore year of high school. I am eternally grateful to

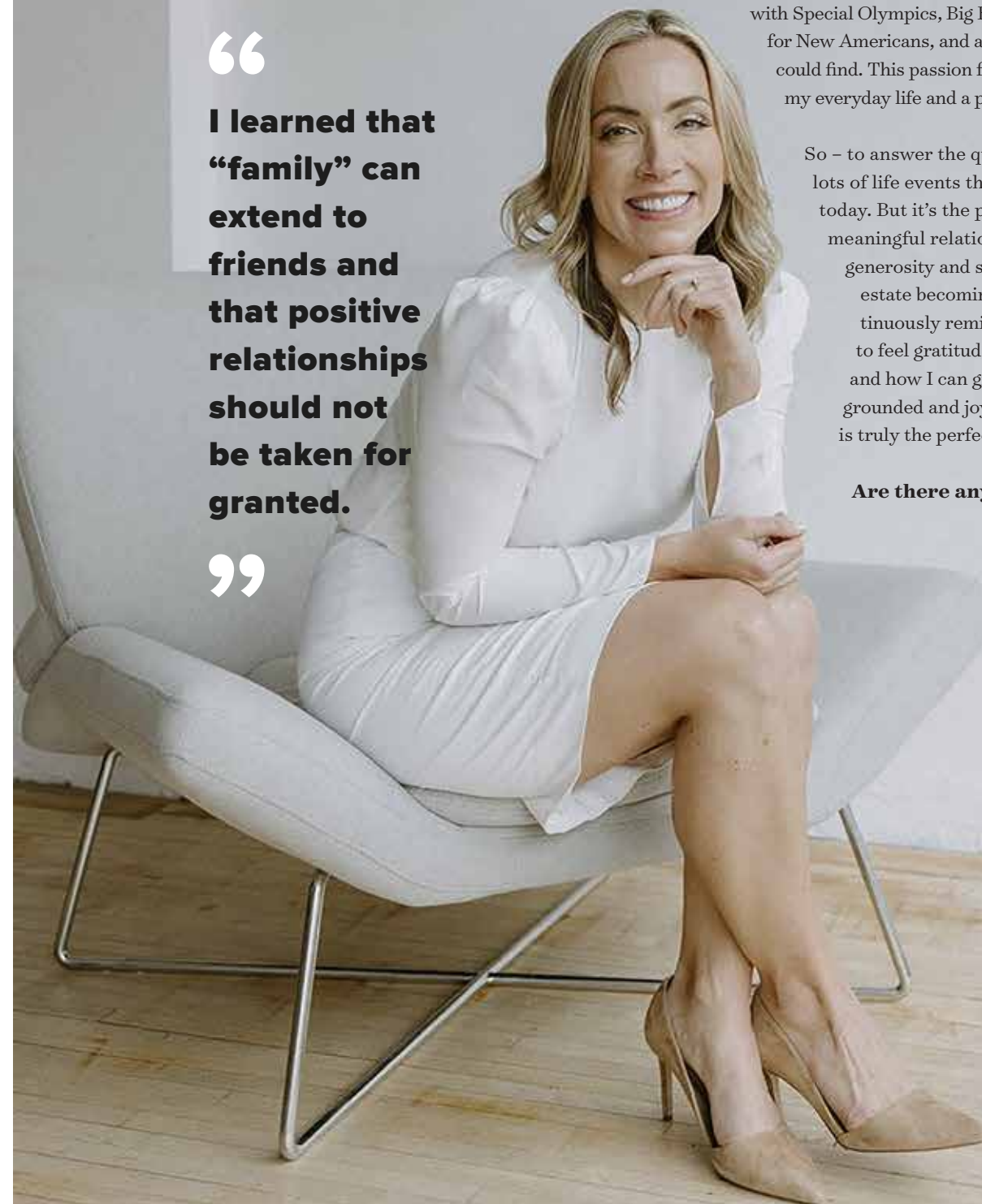
her and her parents for taking me in and treating me like their own. They were beyond loving, generous and kind, but I was also aware I was a visitor in their home and worked every day to go above and beyond so as not to overstay my welcome.

Although that period in life was hard, it had profound and lasting impacts on me. I learned to be grateful for what you're given and to be sensitive to others' boundaries. I learned that "family" can extend to friends and that positive relationships should not be taken for granted. I learned how impactful it can be when someone supports you financially, emotionally, or in any other capacity available to them, which was the catalyst for my passion for volunteering. During high school and college, I volunteered with Special Olympics, Big Brother Big Sister, Agency for New Americans, and any other one-off activity I could find. This passion for giving back is still part of my everyday life and a pillar of what matters to me.

So – to answer the question plainly – there were lots of life events that led me to where I am today. But it's the passion I have for building meaningful relationships without foregoing generosity and service that has led to real estate becoming my dream career. I continuously remind myself to focus on how to feel gratitude, how to show it, and where and how I can give, and it leaves me feeling grounded and joyful in my career. Real estate is truly the perfect fit for me and my life.

**Are there any charities or organizations you support?** As mentioned, supporting others is truly a passion of mine. This year, we launched our "Client Centered, Community Focused" initiative. We donate two hundred dollars from

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every closing, and the client gets to choose from one of three organizations we support: Wishing Star Foundation, Sacred Heart Children's Hospital, or Ronald McDonald House Charities of the Inland Northwest.

Beyond financial support, The Renshaw Group donates their time by volunteering at least once per month with one of these incredible organizations. I have been heavily involved with the Wishing Star Foundation for years and was the presenting sponsor for their Wishes and Wine event for seven consecutive years. I continue to volunteer today, and we will be goat wrangling for their "Send a Friend a Goat" event this year.

Sacred Heart Children's Hospital has been near and dear to my heart for years and a cause I always support financially, but starting in 2024 we took it a step further. This year, we purchased and put together Easter baskets for all of the children staying in the hospital. We will do the same for Halloween, which we're incredibly excited about because we will get to dress up and deliver the gifts personally. I plan to own these two holidays every year! For Easter, we joined forces with local lender, Kyle Gilliam, and PR firm, The Colab Comms.

Last but not least, we support Ronald McDonald House Charities (RMHC) of the Inland Northwest. I had already been supporting the organization financially and through volunteering, but I also

joined the Board in 2024! I am incredibly excited about all the opportunities available to volunteer here and participate with the incredible staff, Board members, and families staying at the home.

**Favorite Quote?**

"It is not the critic who counts; not the man who points out how the strong man stumbles or where the doer of deeds could have done better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood, who strives valiantly, who errs and comes up short again and again, because there is no effort without error or shortcoming, but who knows the great enthusiasms, the great devotions, who spends himself in a worthy cause; who, at the best, knows, in the end, the triumph of high achievement, and who, at the worst, if he fails, at least he fails while daring greatly, so that his place shall never be with those cold and timid souls who knew neither victory nor defeat." - *Theodore Roosevelt*

I love this quote because it is *essential* to take risks - even at the cost of looking like a failure - and to support others who take risks and put themselves out there. If we all cheered on our peers for taking risks instead of criticizing them, the world would be a lot better place.





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