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Publisher's NOTE

Hello November, the Season of Gratitude!

As we welcome November, there's a crisp chill in the air and a sense of anticipation as the holidays approach. This is the month of gratitude, a time to reflect on all the blessings we've received throughout the year and to express our appreciation for the people and moments that have enriched our lives.

November is also a time for gathering, for cozying up with loved ones, and for savoring the warmth of home and hearth. It's the month of Thanksgiving, a perfect opportunity to come together, share stories, and create new memories.

We're thrilled to announce our 2025 event schedule will be released soon! Stay tuned for more details—there will be fantastic opportunities to connect, learn, and grow together.

A warm welcome to our newest preferred partner, **Choice Home Warranty** and **TD Bank!** We're delighted to have them join our community and look forward to many fruitful collaborations.

As we move through November, let's keep this quote in mind: "Gratitude turns what we have into enough." Here's to embracing thankfulness and cherishing the abundance in our lives.

Wishing you all a November filled with warmth, gratitude, and joyful gatherings. Happy November, everyone!



Kristin Brindley
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BEFORE



HOW I GOT 3 MILLION VIEWS TO MY IG REEL

A few weeks ago, I created an Instagram reel that got around 3 Million views. I wasn't expecting the reel to go "viral" and hit that many people around the country and other parts of the world--but it did. As of this article's writing, I've added around 500 followers and had thousands of shares, comments, and likes to the reel. The key question is, "How did this happen?" Especially when I was not trying to make a viral video. The more I studied the reel, I realized exactly what made this happen, and I want to share it with you.

SHOOTING VIDEOS

You need to get uncomfortable and shoot video content. Many Realtors like to watch video content, just not be in the content. We need to change that. Video is the best way to convey a value message to a target audience. Also, people who choose to follow your social media accounts are there to see and learn more about you. If you refuse to be in your video content, that makes it difficult to do.

TIMELY CONTENT

Creating timely content that has

valid points from both sides. This is important as it invites comments where people do their best to prove their points which invites additional comments. The comments help to fuel the algorithm. My Instagram reel was about the NAR settlement and paying a buyer agent. Timely topic and invited comments from both Realtors and consumers.

TYPE OF VIDEO

Instagram likes videos that entertain and educate. Videos that do well are "skit" videos where there are more

than one person in the video. The skit is entertaining and proves a point about a timely topic. For example, it could be about bringing parents to the home inspection, or a skit about what the consumer thinks a Realtor does versus what you do. If you want more ideas, scroll through the Instagram search feature and find skits or videos you like, and "save" them to your account.

MAKING THE ALGORITHM GO

Several things help to make the algorithm go. People have short attention spans so "jump cutting" in

your videos will help keep interest. Jump cuts are edits where you are cut to another angle or place where you are talking versus you speaking to a camera in one take. On top of the comments made to your videos, having people "sharing" your videos with others also fuels the algorithm.

This is telling Instagram that watching the video till the end, commenting, and sharing makes your video valuable to others. It will then put your video in the Instagram search feature and in the feeds of others so

they can also watch, comment, and share it to their networks. This essentially makes the video go viral as it keeps getting spread to thousands and thousands of Instagram accounts.

ENGAGE WITH OTHERS

As the comments keep coming in, take time to also comment to keep the conversations going. The goal is to increase your reach and get others to know you better and find value in what you are doing. This ultimately can lead to more relationships and business opportunities. Good luck!



Wade Vander Molen is senior vice president of business development at Pruitt Title LLC in the Northern Virginia/Washington, D.C., area and has been in the title industry since 2005. Wade helps real estate professionals with all facets of their marketing and teaches a new, sustainable business model to help them grow their businesses. You can visit Wade at www.DCTitleGuy.com.

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What REALTORS® Need to Know

About the NAR Settlement on Buyer and Seller Commissions

The National Association of REALTORS® (NAR) settled a class action lawsuit with home sellers earlier this year. This settlement introduces new NAR rules, set to take effect on August 17, 2024, and will revolutionize how buyer and seller commissions are handled, significantly altering the real estate transaction landscape. These changes likely will create a more competitive marketplace and shift pricing strategies. Real estate professionals must remain well-informed and understand how these new rules will impact their business.

NAR Rule Changes Quick Facts

Here's a summary of what these rules mean for you:

Mandatory Commission Disclosure

REALTORS® must now disclose commission structures for buyer and seller agents upfront, providing clear payment information and ensuring clients are fully aware of the financial aspects. This transparency is crucial for building trust with clients.

Buyer's Agent Compensation Changes

The new regulation eliminates the automatic requirement for sellers to pay the buyer's agent commission, allowing buyers to take on this responsibility and necessitating new negotiation strategies between agents and their clients.

More Agent Competition

The competition among real estate agents is likely to intensify. Clients will have more information to compare services and fees, pushing agents to adjust their commission rates to stay competitive.

Transaction Dynamics Impacted

The shift in who pays the buyer's agent commission could affect pricing strategies. Sellers might need to reconsider asking prices to accommodate concession buyers' requests to cover agent fees.

New Education Requirements

NAR has instituted mandatory training to ensure all realtors are equipped to handle these changes. These courses are designed to provide you with the necessary skills and knowledge to navigate the new rules, focusing on the ethical disclosure of commissions and best practices for negotiating under the new guidelines.

What Realtors Should Do:

Prepare for Negotiation Changes

Be ready to engage in detailed negotiations regarding who pays the buyer's agent commission. This may involve educating clients about the new rules and helping them understand the financial implications.

Enhance Your Value Proposition

With increased competition, now is the time to clearly

define and communicate your unique value proposition. Consider differentiating your services by offering additional personalized advice or unique property insights in a more transparent marketplace.

Update your Marketing Disclaimers

You must include specific disclaimers in all your marketing materials, including print media, websites, and social media posts. If you use a marketing suite like Elevate by My Marketing Matters, these disclaimers have already been updated to reflect these changes. Remember, your brokerage's legal team must review all marketing materials before they are made public.

By embracing these changes, REALTORS® can continue delivering exceptional service while adhering to industry regulations. This adaptability is a key trait in the ever-evolving real estate industry.



With more than 25 years of experience, Todd Lebowitz is CEO and owner of My Marketing Matters, which he runs with his business partner Ram Devaguptapu. Together, they have grown the company to be a recognized leader in real estate marketing with more than 20,000 clients locally, regionally, and nationwide.

TOP 250 STANDINGS

Teams and Individuals Closed Data from Jan. 1 to Dec 31, 2023

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|------|----------------|--------|-------------|-------------|-------------|
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| 2 | Christopher... | ... | \$1,100,000 | \$1,400,000 | \$2,500,000 |
| 3 | Robert... | ... | \$1,000,000 | \$1,300,000 | \$2,300,000 |
| 4 | David... | ... | \$900,000 | \$1,200,000 | \$2,100,000 |
| 5 | Jennifer... | ... | \$800,000 | \$1,100,000 | \$1,900,000 |
| 6 | Thomas... | ... | \$700,000 | \$1,000,000 | \$1,700,000 |
| 7 | Emily... | ... | \$600,000 | \$900,000 | \$1,500,000 |
| 8 | James... | ... | \$500,000 | \$800,000 | \$1,300,000 |
| 9 | Sarah... | ... | \$400,000 | \$700,000 | \$1,100,000 |
| 10 | Christopher... | ... | \$300,000 | \$600,000 | \$900,000 |

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Nathan Burch, Senior Vice President and Senior Loan Officer at Vellum Mortgage stands out in the mortgage industry with his deep expertise, unwavering commitment to clients, and a genuine passion for helping people achieve the dream of homeownership. With over two decades of experience, Nathan's journey is marked by his dedication to doing things the right way and his continuous drive to make the home financing process as smooth as possible for his clients.

From Real Estate to Mortgage Lending

Nathan's entry into the mortgage industry wasn't planned. Initially working as a commercial real estate broker, Nathan found himself at a crossroads when the demand for data centers—a focus of his early career—slowed down. "I saw people working as loan officers and doing loans. I figured if they could do it, I could do it too," Nathan recalls. However, he didn't just follow the crowd; he focused on helping people buy homes, a decision driven by his belief that "helping people buy homes would be a business that would be around forever."

Nathan's career trajectory took him from commercial real estate to mortgage lending, where he



quickly made a name for himself. He eventually co-founded Vellum Mortgage, where he now focuses solely on originating loans. Reflecting on his journey, Nathan says, “My influences are about doing things right, being a good person, and knowing that if you help people, it comes back to you in spades.”

For Nathan, working with first-time homebuyers is the most rewarding part of his job. He finds great satisfaction in educating clients on the financial benefits of homeownership, explaining how “their home not only provides security and safety but also appreciates over time.”

A Modern Approach to Home Financing

Vellum Mortgage, where Nathan has been a critical figure for the past seven years, is a well-established mortgage lender headquartered in Fairfax, Virginia. The company operates additional offices in Annapolis, Maryland; Rockville, Maryland; and Irvine, California. Since its inception in 2007, Vellum Mortgage has grown to about 100 employees, all focused on providing clients with the best possible mortgage solutions.

Nathan describes his role at Vellum Mortgage as one where he “helps people secure loans and understand the importance of purchasing a home, whether it is a primary residence, a second home, or an investment property.” His team, including Loan Managers Karen Semerad and Michelle Pond, is dedicated to ensuring that every client has a seamless experience from start to finish.

Nathan’s extensive experience running mortgage companies gives him a unique perspective as a loan officer. “I think what sets me apart as a loan officer compared to most is that since I started companies and I’ve started every department in a mortgage lender, I know how things work behind the scenes,” he explains. This deep understanding allows Nathan to structure loans in a way that works best for his clients and their real estate agents.

He prides himself on being a reliable partner to realtors, emphasizing that he has “never missed a closing in my 24-year career.” Nathan’s

meticulous approach and commitment to his business partners are evident when he says, “I help promote their business. I help them win contracts.” His ability to present solid offers and assure listing agents of the security in choosing his loans has earned him a solid reputation in even the most competitive markets.

Reflecting on the changes in the mortgage industry, Nathan highlights the improvements that have come with increased regulation and the elimination of predatory loans. He believes the future will continue seeing technological advancements to improve efficiencies. However, he notes, “there’s always going to be a need for a human to decipher what’s going on and help the borrower understand the different loan programs.”

Beyond the Office

When Nathan isn’t helping clients secure their dream homes, he enjoys spending time with his family and indulging in his passion for cars. Married for 23 years, Nathan is a proud father of two—his son Nathan Jr., who is starting at James Madison University, and his daughter Emerson, a junior at Oakton High School. The family also has a dog, reflecting their love for pets, although allergies prevent them from having cats.

Additionally, Nathan loves cars. His fondness for mechanics and cars goes back to his childhood. Whether it’s working on his three cars, dirt bikes, or ATVs, Nathan finds that mechanical work helps him decompress from the stresses of his professional life. “It gets me away from thinking about race and the stress and how that works,” he adds.

Looking Ahead

As Nathan looks to the future, he plans to continue focusing on what he loves—helping people achieve homeownership

and supporting realtors in growing their businesses. “The future for me professionally, I guess I’ll probably work another 15 years or so,” Nathan says. He is content with his current role, emphasizing that he loves being a loan officer and has no plans to return to a leadership position.

Nathan is truly a dedicated mortgage professional who values integrity, education, and partnership. His extensive industry knowledge, ethical approach, and commitment to excellence make him a trusted and respected figure in the mortgage industry.

For more information on how Nathan Burch and Vellum Mortgage can help you achieve your homeownership goals or to learn how he can support your real estate business, contact him at (703) 348-2166 or via email at nathan@vellummortgage.com.



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Giving Back Special Issue: THE RIPPLE EFFECT OF KINDNESS

NOVA Real Producers is proud to highlight the inspiring stories of our agents and preferred partners who are not only leaders in real estate but also in their communities. These individuals have gone above and beyond in their charitable efforts, dedicating their time, resources, and hearts to causes that make a real difference. From supporting local organizations to creating lasting change, they exemplify what it means to give back. We are honored to share their journeys and celebrate their commitment to making the world a better place, one act of kindness at a time.

Thank you for your dedication and for showing that real impact comes from caring for others!

Ripples of Change: David Adams

Inspiration to Give Back: David Adams, with the Dave and JoAnne Adams Group at Coldwell Banker Realty, has been in the real estate industry for 13 years and is driven by a deep desire to give back to those in need. Along with JoAnne, David is committed to making a positive difference in the lives of others.



First Experience with Charity Work: David and JoAnne first became involved in charity work when they met the young adults at SPARC. “We were so touched by the need to help,” David recalls. This experience led to their ongoing support for SPARC and other charitable initiatives.

Current Charitable Involvement: David and JoAnne are proud members of the Board of SPARC, an organization dedicated to supporting adults with severe and profound disabilities. In addition, they actively support HomeStretch, an organization helping homeless families.

A Personal Connection: “Everyone has the right to live their best life,” David believes. Being asked to join the SPARC Board was an honor, giving him and JoAnne the chance to contribute to the well-being of individuals with special needs and help create a more inclusive community.

Balancing Career and Charity: David and JoAnne make it a priority to dedicate part of their week to charitable

commitments, ensuring that their professional responsibilities align with their desire to give back.

Most Rewarding Aspect of Charity Work: For David, the most fulfilling part of charity work is knowing that he is helping to improve the lives of individuals in his community. “SPARC’s mission to provide a safe and engaging environment for young adults aligns with our values and desire to make a positive impact.”

Influence on Real Estate Career: While David hopes his charitable efforts raise awareness for organizations like SPARC, he emphasizes that it’s not about his real estate career. It’s about making a difference in the lives of others.

Integrating Business and Charity: David has integrated his real estate business with his charitable efforts by nominating SPARC and HomeStretch to the Coldwell Banker CARES Foundation, which has resulted in donations to both organizations.

Proud Charitable Projects: David is particularly proud of SPARC’s public-private partnership with Fairfax County and its planned expansions



into Loudoun and the Route 1 corridor. “SPARC offers alternatives to traditional programs, and being on the board allows us to contribute to these vital services, ensuring more individuals and their families benefit from the opportunities SPARC provides.”

Motivation to Give Back: For David, giving back is simply the right thing to do. “It’s about helping those in need.”

Advice to Other Real Estate Professionals: David encourages others to get involved, saying, “Giving back will always come back twofold.”

Encouraging Participation: David actively promotes the charitable organizations he supports, encouraging colleagues and clients to get involved.

Legacy of Charity: David hopes to leave a lasting impact on those less fortunate in his community, asking for nothing in return.

Favorite Quote: “Kindness is universal. Those who are happiest are those who do the most for others in need.”

How You Can Help: To support SPARC, visit www.sparcsolutions.org.



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Ripples of Change: Chuck Hall

Inspiration to Give Back: For Chuck Hall, who has spent 35 years in real estate, the drive to engage in charitable work is deeply rooted in the simple desire to help those in need. “It feels good to help those who need it,” Chuck shares. His journey into charity began during his high school years at an all-boys Catholic school, where he was required to perform acts of service for an entire semester. He chose to work in a hospital, witnessing firsthand the impact of charity work on others. “Charity work is not always about giving money,” he notes, reflecting on how this experience shaped his view on giving.

A Personal Connection to Giving Back:

Chuck’s involvement in charity work is both wide-ranging and heartfelt. He supports several organizations, including Sweep Away Cancer, Sweet Julia Grace Foundation, and Warrior Horse. One of Chuck’s most impactful experiences was with Sweep Away Cancer. “This organization puts 95% of the money raised directly into the hands of those who have cancer in \$5,000 increments,” he explains. “I’ve seen the impact this has on families when they receive their check. I’ve read letters and spoken to those who have benefited from these donations. It’s deeply moving.”

Balancing Charity with Career: Despite the demands of a busy career, Chuck prioritizes his charitable commitments. “There are several charity events per year for each organization that I schedule into my calendar,” he says. “I always make time for them.” Chuck also integrates his chimney business with his charitable efforts by donating 5% of the chimney sweep revenue during their busiest month to Sweep Away Cancer. Additionally, his company packs hospital care packages for families visiting from out of town for treatment in partnership with the Sweet Julia Grace Foundation. “By allowing our employees to get involved, they experience what it’s like to make a difference in someone’s life, and that’s a gift.”

Memorable Moments: Among the various charitable projects Chuck participates in, Sweep Away Cancer is the most rewarding and heartbreaking. “The project involves raising money to help families financially devastated by cancer,” he explains. “Many of the people we help end up passing away, which is incredibly sad. But we make a difference for them at that moment—a snapshot in time when they need it most.”



A Message to Others: Chuck’s advice to others is straightforward: “Just put it in your calendar and do it. Team up with someone close to you and make it a team effort. Share the wonderful feeling of giving with others, and they, in turn, can share it with someone else.” He encourages his colleagues and clients to participate in charitable initiatives by promoting them through social media and scheduling events during work hours to ensure 100% participation. “Through social media and our company, we talk about charity work and try to involve everyone.”

Legacy and Inspiration: Chuck hopes to leave behind a legacy of generosity and a framework for others to follow. “I want to create a model that others can surpass,” he says. His favorite quote, by Patti Labelle, reflects his approach to giving: “You don’t have to be an angel, just be someone who can give.”

How You Can Help: To support Chuck’s charitable efforts, you can donate to the following organizations:

Sweep Away Cancer: www.paypal.com/donate/?hosted_button_id=H9EC2JSZV87HA
Sweet Julia Grace Foundation: secure.givelively.org/donate/sweet-julia-grace-foundation-inc
Warrior Horse: www.warriorhorse.net/donate/

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Ripples of Change: Robin Gebhardt

Inspiration to Give Back: Robin Gebhardt has been in the real estate industry for 11 years, but her passion for giving back goes back even further. “I have always been involved. It’s how I was raised,” she explains. This upbringing fostered a deep sense of community responsibility, and Robin has carried that with her throughout her life and career.

A Personal Connection: Robin’s understanding of need stems from her own experiences growing up. “We didn’t grow up with a lot, so I know what it feels like to need,” she shares. This personal connection to the struggles others face has been a driving force in her charitable work. One of the causes closest to her heart is the American Autoimmune Related Diseases Association (AARDA), where she volunteered for years. “My sister and niece both suffer from so many autoimmune diseases. It’s the least I could do to help,” she says, reflecting on her time organizing local walks and raising funds.

Current Charitable Efforts: This quarter, Robin’s team is actively involved with Loudoun Hunger Relief. “We



have boxes set up throughout western Loudoun County, and we are donating a portion of our commission from each transaction for the 3rd quarter.” Through this initiative, Robin is not only giving back but also connecting with her community on a deeper level.

Balancing Charity with Career: For Robin, balancing her real estate career with charitable commitments is not a challenge. “It’s a priority,” she says simply. Her dedication to making an impact shines through in her work as she integrates charitable efforts into her business. On Instagram, her team showcases their involvement with local businesses, creating a cross-promotion that helps both the community and the organizations they support.

Proud Achievements: “This just fills my cup to help our community and put things in perspective,” she says, adding that networking with others who share her passion is always a bonus.

Motivation to Give Back: Robin is motivated by her family and the desire to leave a lasting impact. “It needs to be bigger than you. It can’t only ever be about money,” she advises other real estate

professionals who want to get involved in charity work. For her, it’s not just about transactions—it’s about making a meaningful contribution to the community she serves.

Legacy of

Compassion: Robin hopes to be remembered not just for her professional accomplishments but for how she made people feel. “I want people to remember how I made them feel and contributed to our community,” she shares. Her commitment to giving back is woven into the fabric of her life, making her real estate career more intentional and purpose-driven.



How You Can Help: To support Loudoun Hunger Relief and learn more about Robin’s charitable efforts, visit loudounhunger.org



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Ripples of Change: Samuel Richardson



A Heart for Service: With eight years in the real estate industry, Samuel Richardson's journey toward charitable work stems from a deep belief in sharing the gifts he's been given. "I've been the recipient of incredible generosity and kindness throughout my life, and I believe I was given gifts and talents that are meant to be shared with others," Samuel reflects. His philosophy is simple yet powerful: to be a good steward of the resources, network, and talents he has, giving back whenever possible. This mindset of gratitude and service has shaped much of his personal and professional life.

The First Steps in Giving Back: Samuel's introduction to charitable work began in his home state of Kentucky, where his love for service first blossomed. As a member & regional leader of the Family, Career & Community Leaders of America (FCCLA), he volunteered at the local animal shelter, caring for sheltered animals. "I would walk them, help take care of their basic needs, and just love on them," Samuel recalls with a smile. This early experience unlocked a passion for giving back and taught him how fulfilling it can be to devote time and energy to helping others—whether people or animals.

A Commitment to Habitat for Humanity and Homes Not Borders: Today, Samuel is involved in charitable organizations like Habitat for Humanity and Homes Not

Borders (HNB). Both of these organizations hold special meaning for him. "Habitat makes homeownership a reality for many families in the DMV, while Homes Not Borders works with refugees from across the world, helping them get settled with dignity and escape horrible situations." Samuel's personal story may not be about his own

struggles but about sharing the testimonies of the people these organizations serve. "It's incredible to see how these organizations provide hope and opportunity for families."

Blending Business and Charity: Samuel has successfully integrated his charitable commitments into his real estate business. "We sponsor events tied to charities we love, and we get to network with people who are making a big impact in our community," he explains. Beyond event sponsorships, his team has been actively donating furniture and household items to local charities. "In 2023 alone, we dropped off around 55,000 lbs of donations to Habitat for Humanity. When you quantify that into resell volume, it's played a significant role in supporting Habitat's efforts to provide affordable housing for local families."

A New Perspective on Community: His involvement in charity work has opened his eyes to lesser-known needs within the community. "It's introduced us to organizations and causes we otherwise wouldn't have been exposed to, and it's made us appreciate the community we serve on a whole new level." Samuel is motivated not just by the desire to help but by the impact he sees firsthand. "Seeing the lives changed by our efforts and watching those impacted go on to give back is the most rewarding part."



Passing on the Legacy of Service: Samuel attributes his dedication to community service to his upbringing. "I'm very fortunate to have been raised by parents who always taught us to focus on others and be kind to everyone. I didn't have to look past them for a great example of how to serve." This focus on family extends to the legacy he hopes to leave behind. "I want my kids to grow up in a better world, and I want them to know that we all have a responsibility to make it better."

Advice for Getting Started: For real estate professionals interested in charity work, Samuel's advice is straightforward: "Just get started! If an organization that serves the needs you want doesn't exist, then start one!" He also encourages inviting colleagues and clients to join in. "Just invite everyone all the time! Eventually, people say yes or find a way to help."

A Motto to Live By: Guided by the Golden Rule, Samuel keeps his approach to giving back rooted in kindness and compassion. "Do unto others as you would have them do unto you," he shares as a motto he lives by in both his personal and professional life.

How You Can Help: Samuel invites others to support causes like Habitat for Humanity and Homes Not Borders. To make a donation to Habitat for Humanity, visit www.habitatdenova.org/restore/

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Ripples of Change: Alicia Brown

Inspiration to Give Back: Alicia Brown, who has dedicated 23 years to her industry, finds her motivation for charitable activities deeply rooted in her upbringing. “My parents had me volunteering when I was a teenager, and I’ve always enjoyed giving back,” she explains. This early exposure to philanthropy sparked a lifelong passion for helping others.

A First Experience That Left an Impression: Alicia’s first significant experience with charity work was during her teenage years when she volunteered at homes for the elderly on Thanksgiving. “I assisted in serving food and kept company with people whose families couldn’t make it or who didn’t have any family left,” Alicia recalls. “I loved hearing their stories of their lives.” This experience profoundly impacted her, teaching her the value of companionship and the joy of connecting with others.

Current Charitable Involvements: Alicia is actively involved with Steadfast Old World Shepherds, an organization she supports wholeheartedly. “You can learn more about them and their work here: steadfastold-worldshepherds.squarespace.com.” She is particularly passionate about their mission, which is evident from her active participation and support.

A Personal Story: Alicia’s involvement with Steadfast Old World Shepherds holds a special place in her heart, largely due to her close connection with the founders, Andre and his wife, Gwen. “Andre was originally in real estate, but everything changed when he met Snouticus, his dog,” Alicia explains. “Snouticus had such a profound impact that Andre changed careers and started a Facebook page dedicated to him, which eventually led to the creation of Steadfast



Service Dogs.” Though Snouticus has since passed, his legacy continues through their work, including providing support dogs for survivors of the Parkland shooting.

“I actually met Snouticus when he was a puppy,” Alicia fondly recalls, highlighting her deep connection to the program. Her charitable efforts also extend to her past role as a CASA (Court Appointed Special Advocate) for children in Manassas, Virginia. “I was trained, sworn in, and served for a few years. But as you can imagine, sometimes you need to step back from such emotionally intense work.”

How Charitable Work Influences Her Career: For Alicia, volunteering and giving back have always been integral to her life, and she integrates these values into her professional career. “Charitable

work is a significant part of who I am, and it enriches my personal and professional life,” she says.

Encouraging Others: Alicia believes in leading by example and encourages others to get involved in causes they care about. Her own journey illustrates how early experiences with charity can evolve into lifelong commitments.

How to Support: To contribute to Alicia’s charitable efforts, you can make a donation to Steadfast Old World Shepherds through this link: www.paypal.com/donate/?hosted_button_id=NDUEE483HCD2W.

Final Thoughts: Alicia’s story is a testament to the enduring impact of early experiences with charity and the fulfillment that comes from giving back. Her dedication to her causes not only enhances her life but also inspires those around her to contribute to meaningful change.



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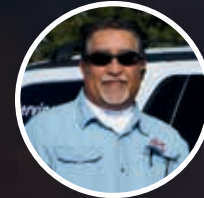


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Ripples of Change: Sam Nassar

A Decade of Impact: Sam Nassar, who has spent the last ten years in the real estate industry, believes in more than just closing deals—he's dedicated to making a lasting impact on his community and beyond. His journey into charitable work stems from witnessing the struggles faced by children, particularly those in conflict zones. "Every child deserves access to education, healthcare, and a safe environment," Sam emphasizes. It's this belief that drives him to create hope and opportunity for those who need it most.

A Life-Changing Experience: One of Sam's most impactful charitable experiences was bringing a child from the Middle East to the U.S. for urgent medical care. "We collaborated with a local hospital and arranged for a compassionate host family to welcome the boy during his recovery," Sam recalls. While the process was filled with challenges, it highlighted the power of community and compassion. Watching the young boy's resilience as he navigated through surgery and recovery was both inspiring and humbling. "Each day brought new challenges, but also moments of joy, like seeing him smile after a successful procedure or discovering the simple pleasure of playing with toys," he shares.

This experience was transformative for Sam, reminding him of our shared humanity.



"Even small acts of kindness can create ripples of change in someone's life," he reflects. This realization has motivated him to advocate for those who often feel forgotten and to continue his work with organizations like Heal Palestine and Palestine's Children Relief Fund (PCRF), which supports children and families in dire circumstances.

Balancing Career and Charity: For Sam, finding harmony between his real estate career and his charitable commitments comes down to time management and prioritization. He sets clear goals and makes sure that his charitable activities complement, rather than conflict with, his professional responsibilities. His involvement with organizations like Heal Palestine is particularly rewarding, as he witnesses the tangible impact his efforts have on both individuals and communities. "Seeing the smiles and gratitude of those we help, knowing that our efforts contribute to positive change, brings immense fulfillment," he says.

A Passion for Community Support: Sam's dedication to charitable causes is deeply intertwined with his Palestinian heritage. "The resilience and strength of my culture inspire me to advocate for those facing hardship and to contribute positively to the lives of others," he explains. This cultural connection has



motivated him to work tirelessly to bring hope and relief to those in need, whether it's through raising awareness, fundraising, or direct community involvement.

In fact, one of his proudest achievements is organizing a fundraising campaign to support education for children in the Middle East. By partnering with nonprofits focused on providing school supplies and resources to underprivileged communities, Sam has helped ensure that many children have the tools they need to succeed academically. It's a cause that's close to his heart and one that perfectly aligns with his belief in the power of education.

Giving Back in Real Estate: Sam has also found ways to integrate his charitable efforts directly into his real estate business. He regularly organizes fundraising events and partners with local charities, raising awareness about important community issues while enhancing his business's reputation. "In 2023, we organized a campaign that resulted in over 55,000 lbs of donations to various charities, including Habitat for Humanity," he says proudly. This type of initiative not only strengthens his connection to the community but also reinforces the positive impact that businesses can have when they prioritize giving back.

Advice for Real Estate Professionals: Sam's advice for other real estate professionals who want to get involved in charitable work is straightforward: "Just get started! If an organization that serves the cause you're passionate about doesn't exist, then start one yourself." He also believes in leading by example, encouraging his colleagues and clients to participate in charitable initiatives through

group volunteer activities, and fostering a culture of giving within the workplace.

A Legacy of Compassion: Looking toward the future, Sam hopes to leave behind a legacy of compassion and community empowerment. "I want to inspire others to recognize the importance of giving back and to create a ripple effect of kindness," he explains. By fostering connections, supporting vulnerable populations, and advocating for social responsibility, Sam aims to contribute to a more caring and inclusive society. His vision is that future generations will continue the spirit of giving, ensuring that the power of compassion endures.

Living by a Motto: When it comes to his guiding principles, Sam holds firmly to a quote by Winston Churchill: "We make a living by what we get, but we make a life by what we give." This simple yet profound motto underscores his approach to both life and business. It serves as a daily reminder that true success is measured not just in professional achievements but in the positive impact we make on the lives of others.

How You Can Help: Sam encourages anyone interested in supporting his charitable efforts to learn more about Heal Palestine, an organization dedicated to providing medical aid to children in conflict zones. For more information or to make a donation, visit www.healpalestine.org.



Ripples of Change: Vicki Hamp

Inspiration to Give Back: With 30 years in the real estate industry, Vicki Hamp's journey toward charitable work began early in life. "When I was in my mid-twenties, I applied for a college program that required volunteer work in the health industry," Vicki recalls. At the time, she was going through a challenging period, uncertain about her future and experiencing what she now recognizes as depression. It was during this volunteer work that she met a young woman whose face had been severely disfigured at birth. "Her mouth was where her cheek should have been. Meeting her made me realize how fragile life can be and how much we take for granted," Vicki says. That encounter sparked a profound shift in her perspective, helping her find meaning in serving others and leaving her with a deep sense of purpose. "It taught me that life's meaning often comes from the way we touch others. That moment gave me peace and helped me feel more grateful for my own life."



A Personal Connection to Giving Back:

Back: As a seasoned real estate professional, Vicki sees her role as extending beyond business transactions. "We all have causes that resonate with us—whether it's cancer, heart disease, or something personal to our lives. But homelessness is one cause I believe every real estate professional can unite behind," she explains. Vicki believes that those

in the real estate industry have a unique position to make a difference in addressing homelessness. "It's not just about selling homes; it's about making sure that everyone has access to a safe place to call home. I see it as a responsibility."

Memorable Moments: Vicki has found creative ways to give back despite the busy and often unpredictable nature of her real estate career. "As real estate professionals, our schedules don't always allow for regular volunteer hours, but that doesn't mean we can't find moments to give back," she shares. One of her favorite ways to brighten someone's day is by offering simple, spontaneous acts of kindness. "Once, I bought some flowers and placed them in small glass vases—or even recycled water bottles. Then, my niece and I made an unplanned visit to a senior living facility and handed them out," Vicki recalls. The simple gesture, which took only minutes, left a lasting impact on the residents, many of whom were moved to tears. "It was incredible to see how something so simple could bring so much joy, and sharing that moment with my niece made it even more special."

Balancing Charity with Career:



has learned to integrate charitable work into her professional life, finding opportunities to give back in ways that complement her demanding schedule. "I don't always have the time for long-term commitments, but I've found impromptu ways to make a difference, even in small ways. It doesn't always have to be a grand gesture—sometimes it's the little things that make the biggest impact."

A Message to Others: Vicki's advice to other real estate professionals is simple: "Find a cause that speaks to you. Whether it's a personal cause like cancer or something broader like homelessness, giving back in any capacity is rewarding. It doesn't have to be a major time commitment—sometimes it's the smallest actions that have the greatest impact."

How You Can Help: Vicki encourages real estate professionals to unite behind the fight against homelessness, knowing that even the smallest efforts can contribute to a much larger cause. "As a real estate professional, it's part of our job to ensure everyone has a place to call home."

Ripples of Change: Daniel Sanders

Inspiration to Give Back: Daniel Sanders has spent 18+ years supporting realtors and working in the real estate industry, driven by a strong desire to give back to the community. "My wife, Karen, and I have been very blessed, and we've always believed in finding ways to support those in need," he shares. Upon taking over Four Sales, they were determined to implement a social corporate responsibility program.



A Personal Connection: Daniel's first experience with charity work began in middle school when he volunteered at Pocopson Home in West Chester, Pennsylvania. "Reading to the residents taught me the importance of caring for others and the value of giving your time," he recalls. Today, he actively supports many area organizations, including the Cystic Fibrosis Foundation and Operation Renewed Hope.

Memorable Moments: About 15 years ago, Daniel started volunteering as the charity auctioneer for the Cystic Fibrosis Foundation's Brewer's Ball. "It was personally fulfilling because the effort supported my daughter's friend who lives with CF. To be able to attend the event with her this year and see her thriving as an adult and a teacher was incredibly rewarding," he reflects.

Balancing Charity with Career: Daniel prioritizes his time between his estate sale business and charitable commitments. "I just sleep less, LOL," he jokes, noting that many events are in the evenings, so they leave him free to run the business during the day.

Proud Achievements: One project he is particularly proud of is the "Open Houses, Open Hearts" event, where his company partnered with local

realtors and the community to collect food for the pantry. "One year, we collected more than 6000 pounds of food!" he beams.

A Message to Others: Daniel encourages fellow real estate industry professionals to get involved. "In the words of Yoda, 'No try, only do.' Find something that inspires you and ask how you can help," he advises. "Remember, it's even more fun if you bring friends along with you!"

Legacy and Motivation: His legacy goal is to uplift others without seeking recognition. "The best result is to help lots of people and simply be remembered for that," he says. Daniel is motivated by a lifelong understanding of his blessings and the joy he finds in giving back.

How You Can Help: To support the Cystic Fibrosis Foundation, visit give.cff.org/virginia/Donate.



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Ripples of Change: Kristin Brindley

Inspiration to Give Back: Kristin Brindley's journey in real estate has always been intertwined with her deep sense of responsibility to give back. "I've always believed that giving back is a privilege, and when you have the platform and resources, it's your duty to help others," she shares. Personal experiences and the power of community continue to fuel her passion for charitable work.

A Personal Connection:

Kristin's commitment to supporting Love Justice, an organization that fights human trafficking, comes from a personal place. "A close friend once shared her experience with human trafficking, and it opened my eyes to the sheer scale of this issue," she explains. That moment became a turning point, driving Kristin to take action and support efforts to protect vulnerable individuals.



Balancing Charity with Career: For Kristin, it's about integrating purpose into everything she does. "Whether it's through Real Producers or in my personal life, I find ways to blend my passion for giving back with my work," she says. This balance allows her to stay involved in the causes that matter most while maintaining her professional commitments.

Proud Achievements: Kristin finds great reward in knowing that even the smallest effort can change a life. "Seeing the real-world impact of initiatives like Love Justice is what keeps me going," she says. The stories of hope and resilience from the people she helps remind her why giving back is so important.



A Message to Others: Kristin encourages fellow professionals to take the first step, no matter how small. "Start small, and start today. Find a cause that resonates with you, and offer your skills, network, or resources," she advises. The impact, she notes, can be far greater than expected.

Legacy and Motivation: Kristin hopes to leave behind a legacy of compassion and empowerment. "If my efforts can inspire others to do more for their communities, that's the ultimate success," she reflects. The stories of those who helped through Love Justice and the people who worked tirelessly behind the scenes continue to motivate her to give back.

How You Can Help: To support Love Justice and their mission to fight human trafficking, visit: www.lovejustice.ngo. Your contributions can make a real difference.



A New Beginning: Zach and Jess Ducote's Mission to Help Jean Max Start a New Life in the U.S.

A Family Bond: Over 13 years ago, Zach Ducote met Jean Max while working on his ministry in Haiti. What started as a partnership grew into a deep bond—Jean Max became like a brother to Zach and, later, his wife, Jess. Jean Max, fluent in English and skilled in many areas, played a crucial role in supporting Zach's work in Haiti. Now, Zach and Jess are embarking on a mission to help Jean Max take the next step in his life: building a future in the United States.

A Complicated Journey to Residency: Jean Max's journey to U.S. residency is being navigated through the Welcome Corps program, with Zach, Jess, and their close friends Mike and Bev Gray standing by his side. After years of dedication to the Haitian ministry, Jean Max faces a new challenge—a chance at a fresh start in the U.S. that Zach and Jess are determined to help him achieve.

Escaping Danger and Seeking Stability: As gang violence escalated in Haiti, Jean Max was forced to leave his home. Zach and Jess temporarily relocated him to the Dominican Republic for safety. However, with a Work Visa, Jean Max is able to find employment, and the strained relationship between Haiti and the Dominican Republic, along with closed borders, has made life even more difficult. Zach and Jess have been covering Jean Max's living expenses during this time, but they need additional support to sustain him and move forward with his U.S. relocation.

How You Can Help: Zach and Jess are seeking donations to support Jean Max for the next 6 to 8 months as they work toward his relocation. Monthly donations will help cover his current living costs in the Dominican Republic, while additional funds will go directly toward his resettlement in the U.S. via the Welcome Corps program. Your support will ensure Jean Max is housed, fed, and prepared for his new life.



The Financial Breakdown: Jean Max's monthly expenses, including rent, food, and basic necessities, are currently over \$600. Additionally, the Welcome Corps requires \$2,500 in Jean Max's account to support him during his first three months upon arriving in the U.S. Zach and Jess have set a goal to raise \$7,300 to cover these expenses and ensure a smooth transition for Jean Max.

Total Expenses Needed: \$7,300

Join Zach and Jess: By contributing to this cause, you're helping Jean Max escape a dangerous situation and supporting Zach and Jess in their mission to bring him to the U.S., where he can finally build a stable and fulfilling life. <https://gofund.me/ab915c23>

Ripples of Positive Change

We proudly highlight real estate professionals and preferred partners who are making waves through their charitable efforts. These individuals go beyond the call of duty, dedicating their time and resources to causes that matter. Their commitment to giving back creates ripples of positive change in our community, and we are excited to share the impact they are making.



— Diane Northern, Coldwell

"In addition to family, Diane's commitment to the community shines through her philanthropy. A portion of each commission check goes to CBCares, supporting local charities like Rallye for Vets, Mobil Hope, and the Ryan Bartel Foundation."



— Felicia Brewster, Compass

"Philanthropy isn't just a box to tick for me; it's ingrained in my daily life. Serving as Chair of the NVAR Cares committee, my commitment earned me the Volunteer of the Year title with Alexandria City Senior Services during the peak of the pandemic. Also, she volunteers weekly in the community."



"I'm an active supporter of the Lamb Center in Fairfax, a daytime homeless shelter that provides employment opportunities and counseling."
— Elizabeth Kline, RE/MAX



"Community involvement is a priority at DryHome. We sponsor several local youth athletic teams and have organized for nine years the annual Loudon Lyme 5K/10K (AKA: FinishLyme) race to raise awareness for Lyme disease. Every Christmas for the past 21 years, we have gifted a new roof to a non-profit or someone in need."
— Steve Gotschi, DryHome Roofing & Siding, Inc.



"We firmly believe in giving back to the community by partnering with charities after each closing. We've donated over \$50,000 to local charities, such as Lucky Dog Animal Rescue, Doorways, Sunflower of Peace, Arlington Food Assistance Center, and the Theatre of Washington."
— Blake Davenport, RLAH@properties



"I actively support people experiencing homelessness and women who have faced abuse and displacement. During the holiday season, my family and I sponsor families for Christmas, creating 'blessing bags' filled with essentials for those less fortunate."
— Mike Putnam, RE/MAX



"My philanthropic involvement with the American Farmland Trust is a testament to my dedication to making a positive impact beyond real estate."
— Julian Varo, Keller Williams Preferred Properties



"A firm believer in giving back, I donate to Shishu Vihar, a charity in India focused on education and providing resources to underprivileged families. This is a family tradition, as my grandmother was actively involved with the organization during my father's youth."
— Akash Dave, eXp Realty LLC



"I'm passionate about preserving the Potomac River's health and support the Potomac River Keepers, an organization dedicated to clean water advocacy and pollution monitoring."
— Michael Sobhi, Fairfax Realty



"I've organized, sponsored, and participated in numerous 5K races, supporting causes like Habitat for Humanity, Melanoma No More, and The Parkinson Alliance. I'm also proud of my service as a Red Cross volunteer during Hurricanes Katrina and Rita."
— Frank Schofield, Summit Realtors



"I volunteer at Carpenter's Shelter and donate to New Story Charity, supporting homeless families."
— Laura Sacher, Compass



"My team donates a portion of our commissions to the Women's Center in Vienna. I'm also involved in efforts to resettle refugees from Afghanistan and support charities overseas."
— Diana Wassel, Keller Williams Metro Centre



"My team and I are deeply involved with various charities, including the Independence High School Marching Band, Lightridge High School, Madison's Trust Elementary School, Hovatter Elementary School, Henrietta Elementary School, Mobile Hope Foundation, The Foundation—A Giving Group of Guys, The Woman's Center, Willowsford Waves Swim Team, Willowsford Cares, and the Lymphoma and Leukemia Society."
— Viktorija Piano, Keller Williams Reston



"I support local businesses by sourcing closing baskets for clients from Care+Giving, featuring products from local, female, and minority-owned businesses. I look forward to getting more involved with my neighborhood's vibrant community events."
— Andy Hewitt, RLAH@properties



"Our team actively supports local charities, including Shriners Hospital, Children's Miracle Network, and Run for Jamie."
— Bedewi, Duke, & Associates, Keller Williams Loudoun Gateway



“During my teaching years, I sponsored a Key Club, and my family has supported charities like the Wildlife Rescue League and Chesapeake Bay Foundation. I continue to support community programs in various ways.”

— Chantal Winstead, Realty ONE Group Capital



“I support the Wounded Warrior Program, demonstrating my commitment to veterans, and I contribute to Homes for Heroes, which helps veterans with PTSD.”

— Jason Cheperdak, Samson Properties



“I contribute to Homeward Trails and Lupus-related causes, inspired by a former student’s diagnosis, as well as veterans’ PTSD-related causes.”

— Lauren Breslaw, Compass



“Animal rescue shelters have been a part of my business ethos from the beginning. I knew I wanted to give back to the community I lived and worked in, and my passion for animals made it an easy choice. I have

volunteered, donated, and contributed to shelters like the Animal Welfare League of Arlington and Friends of Homeless Animals, and I am currently sponsoring animals with the Humane Society of Loudoun County”

— Palmer Harned, Compass



“Since I’ve started working independently, I’ve incorporated charity into my business. After closing a transaction, I donate in my client’s name to a charity of their choice. This year, I’ve also committed to supporting the Archives for the Autoimmune Community.”

— Robin Gebhardt, Real Broker LLC



“I support organizations such as Food for Others and Homes for Heroes, contributing to families in need and helping military veterans.”

— Lauren Longshore, Compass



“I support animal welfare by volunteering at the Fairfax County Animal Shelter and contributing to Friends of Fairfax County Animal Shelter.”

— Alli Collier, eXp Realty.



“In celebration of our 10th anniversary, we’ve partnered with Becky’s Fund to support victims of domestic violence by donating a portion of our commissions to this important cause.”

— George M. Mrad, Red Door Metro of Keller Williams Metro Center



“My team donates a portion of every commission to feed five families for a week. In 2022, we fed 365 families and also supported Passion for Community.”

— Candyce Astroth, Samson Properties



“I support Childcare Aware, an organization that helps educate daycare workers on caring for infants.”

— Dilyara Daminova, Samson Properties



“Our team has transitioned its charitable focus from the Women’s Center in Vienna. Now, with every closing, we proudly contribute to two remarkable organizations:

Becky’s Fund (beckysfund.org) and Bethany House of Northern Virginia (bhnv.org), both dedicated to supporting victims of domestic violence.”

— Melanie Khoury, Red Door Metro of Keller Williams Metro Center



“I’m passionate about giving back to my community. I support the Assist Pregnancy Center in Springfield, Casa Chirilagua, and For the Nations.”

— Hannah Wolf, McEneaney Associates



“I actively support Christian ministries, including Young Life and Fellowship of Christian Athletes, through my philanthropic efforts.”

— Gayle Bailey, Keller Williams Realty



“I serve on the Young Professionals Committee for the Leukemia and Lymphoma Society, raising funds for their upcoming ball.”

— Reagan Fox, Keller Williams United



“My husband, Joseph, and I regularly collect pantry donations on our front porch to support the Streetlight food pantry in Woodbridge. Streetlight provides housing, case management, and

pantry services to the medically fragile, disabled, and chronically homeless in Prince William County and operates a hypothermia shelter in winter. We also support the Arcadia Center for Food and Agriculture, which trains veterans in agriculture and provides mobile fresh produce for the Route 1 corridor. I serve on the Honorable Service Realty Group, where we incorporate support for these and other local charitable efforts into our business plans each year.”

— Renee Conrad, eXp Realty LLC



“I believe in giving back. I served as chair for the Salvation Army Advisory Council in Fairfax and mentored individuals with substance abuse. I’ve also rescued several pets abandoned by homeowners, adding to my family of animals.”

— Lauren Kivlighan, Northern Virginia Real Estate



“I support organizations like FCKLL, where I manage my son’s baseball team and sponsor local schools. I also participate in an annual community clean-up day and Memorial Day festival.”

— Ed Blanchard, Weichert, REALTORS®



“I regularly support Wholehearted Foundation, Paradigm Foundation, and Moms Demand Action, advocating for gun violence prevention.”

— Casey Menish, Pearson Smith Realty



"I support Vienna Little League, BRAWS, Vienna Jammers, and local school 5Ks."
— *Laura Schwartz, McEearney Associates*



"Yes, we have many passions and charities that we support, mostly local. The Sue Smith Team is proud to give back to the community, supporting charities like Tunnel to Towers (t2t.org), Dandelion Meadow (dandelionmeadow.org), Boulder Crest Retreat (bouldercrest.org), Blue Ridge Wildlife Center (blueridgewildlifectr.org), Colby's Crew Rescue (colbyscrewrescue.org), and Sprout Therapeutic Riding & Education Center (sproutcenter.org)."
— *Sue Smith, Compass*



"I support HomeStretch! HomeStretch is a non-profit organization designed to address the root causes of homelessness for each family and reverse it."
— *Kelly Stock Bacon, Century 21 Redwood*



"My husband and I support Children's National Hospital, St. Jude, and animal rescue organizations. We also donate our time within the community."
— *Andrea Schatz Hayes, Samson Properties Reston*



"I volunteer with CASA DC, serving as a court-appointed special advocate for kids in foster care."
— *Jordan Beck, Compass*

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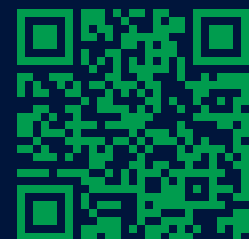


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² Minimum borrower contribution varies for properties with 2 or more units. See your Mortgage Loan Officer for details.
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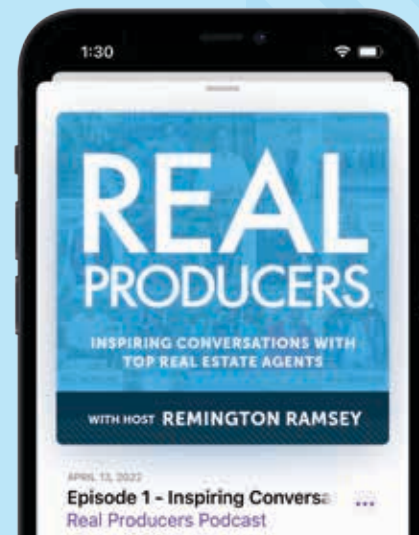
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GAME DAY

on the GREEN:

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SEPTEMBER 10, 2024



►► events recap | Photos by Ryan Corvello

We couldn't have asked for a better day to kick off our first Game Day on the Green: Putt Putt Edition, hosted by DC Metro and *NOVA Real Producers* on September 10th at Perch Putt in Tyson's Corner! The weather was beautiful, the energy high, and the Real Producers community came out in full force to enjoy an afternoon filled with friendly competition, delicious food, and laughter.

The event brought together top real estate leaders, creating a dynamic and fun environment. The mini-golf tournament had everyone showcasing their putting skills, while our amazing food trucks kept the crowd fueled with delicious cocktails. To top it off, the excitement of raffle giveaways kept everyone on their toes!

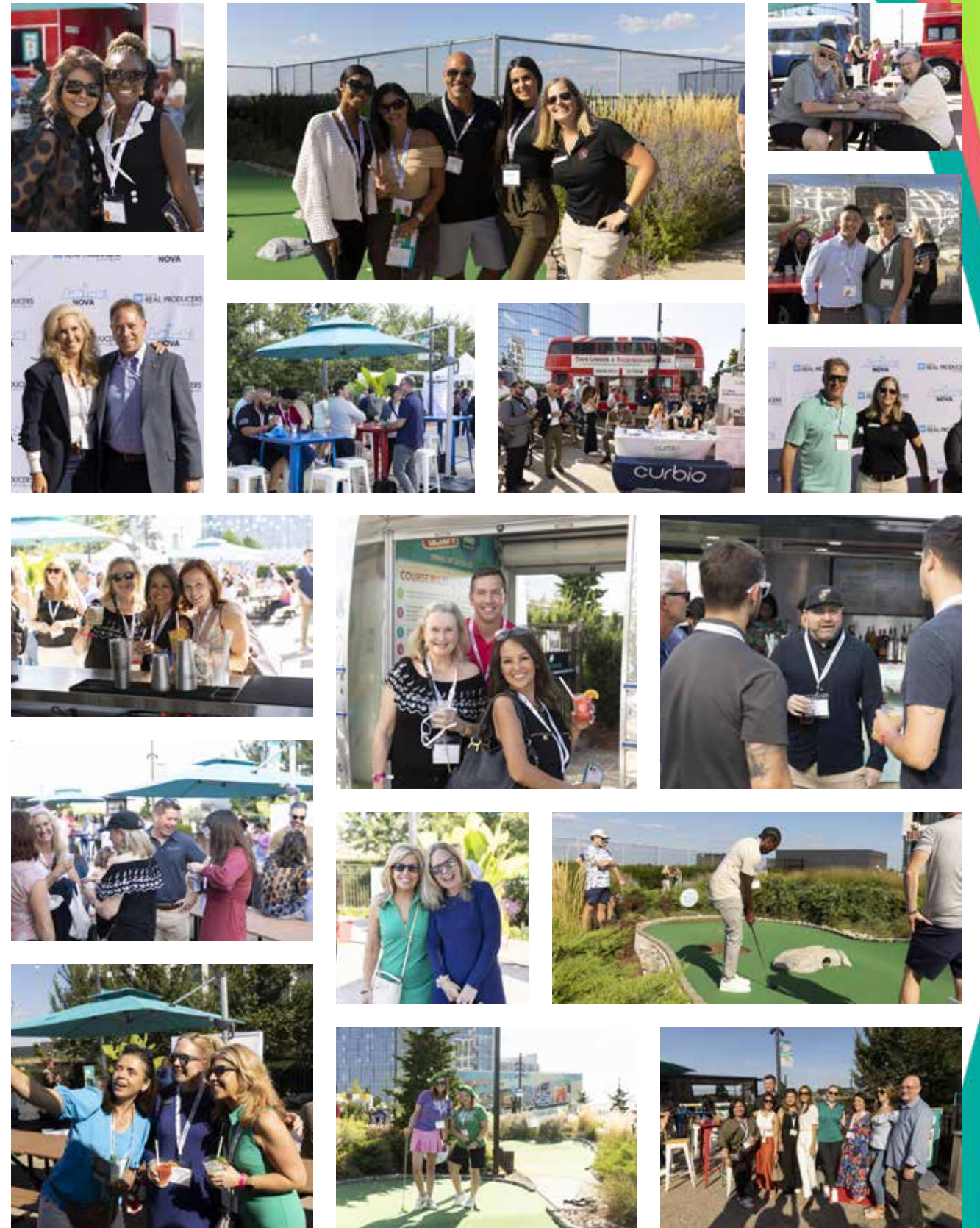
Events like this are a true reflection of the strength and generosity of our community, and we want to extend a heartfelt thank you to our incredible sponsors, whose support made this day possible: **Curbio**, **Pruitt Title**, **PMI Smart Choice**, **Vellum Mortgage**, **Scalable**, **Winston Chimneys**, and **Gold Event Group**. Your contributions not only fueled the fun but also fostered connections that make our community thrive.

We also want to thank our hole sponsors—**Moyer & Son's Moving and Storage**, **All Neat, It's Haul Good**, **RN Home Tech**, and **Caring Transitions**—for adding to the spirit of competition with their fantastic support on the green.

A special thank you goes out to **Ryan Corvello** and **HD Bros** for their exceptional photography and videography work. They captured every highlight—from intense putt-putt moments to candid shots of our community enjoying the day. Check out the photos on our social media, and don't forget to tag yourself and your friends!

To everyone who joined us for Game Day on the Green, thank you for making it a memorable experience. Your presence, enthusiasm, and participation make the Real Producers community so special. We loved seeing old friends and making new ones while enjoying a fantastic day together. We're already looking forward to the next event and can't wait to see you there! Stay tuned for more details about future gatherings, and thank you again for being part of this incredible community.

For more information on all DC Metro and NOVA Real Producers events, please email us at info@dcmetrorealproducers.com or info@novarealproducers.com.





TOP 250 STANDINGS

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| RANK | NAME | OFFICE | SELLING # | SELLING \$ | BUYING # | BUYING \$ | SALES | TOTAL \$ |
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