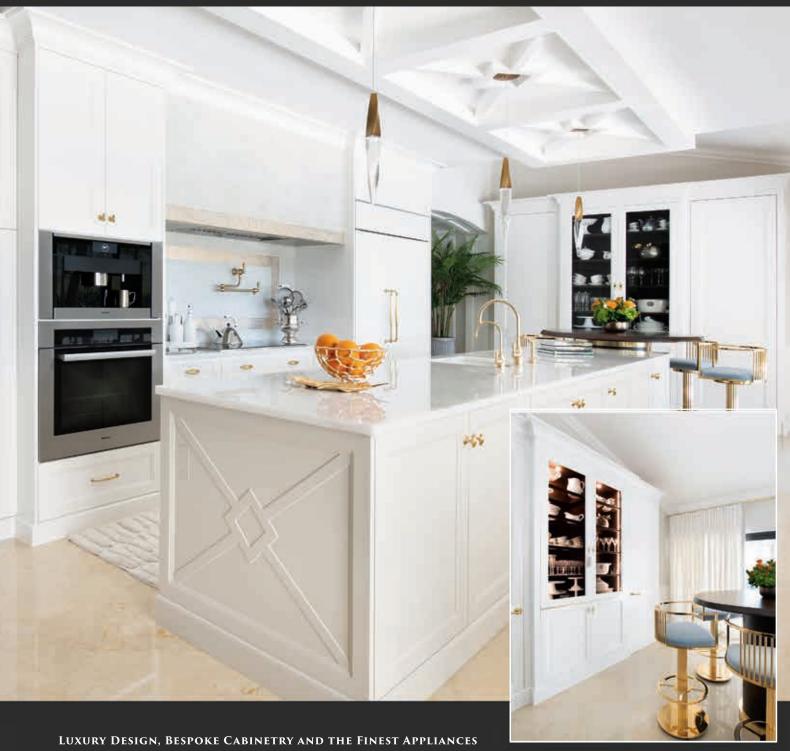


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Sabrina Phyo

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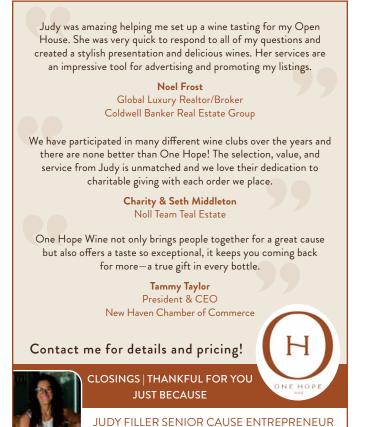
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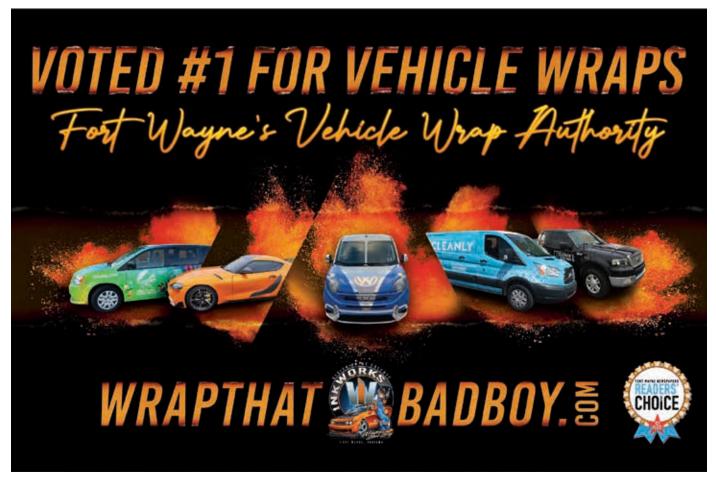
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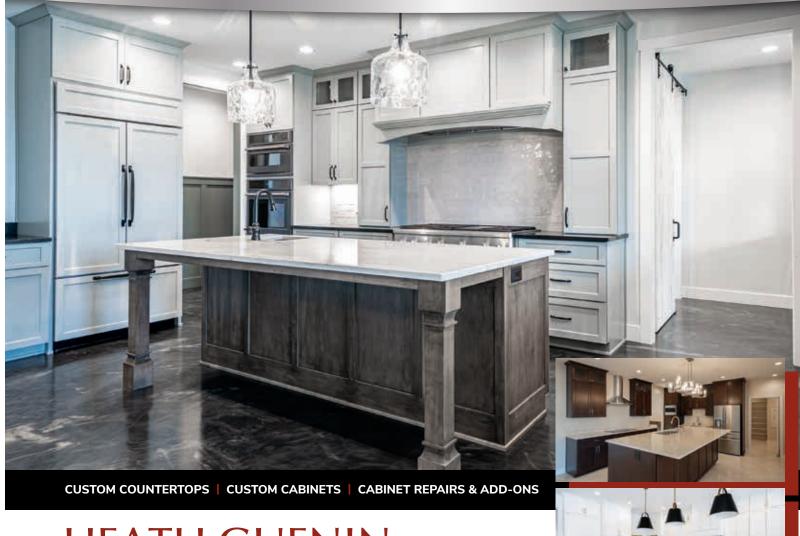
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NAR 2024 YEAR IN REVIEW



The Sitzer-Burnett settlement was a focal point as national, state and local associations worked together to keep members and consumers informed—and association leaders laid the groundwork for the path ahead.

The National Association of REALTORS® released its 2024 Year in Review on Tuesday. The 33-page report is an assessment of the organization's past year, highlighting member benefits across eight areas—and promising a new mission-driven era.

Last year brought significant milestones for the association, including settlement of the Sitzer-Burnett lawsuit, implementation of residential practice changes for members, and approval of Culture Transformation Commission recommendations to bring greater accountability and transparency. All this came as members worked to navigate a challenging market, with limited inventory, higher interest rates and shifting living and work patterns.

"The past year tested our resilience as an industry, as an association and as individuals," NAR President Kevin Sears said in a letter that opened the report. "As we embark on 2025, I

want to express my gratitude to you—our members, the broker community, the local and state associations, and our MLS and industry partners—for the incredible work you've done to push through these challenges and help set the stage for our industry's future."

Building Trust, Collaboration

NAR CEO Nykia Wright said the association must evolve to meet the needs of members "today and tomorrow" while building on the momentum generated last year.

"In 2024, we cut costs and passed our first balanced budget in at least 10 years," Wright said. "We also conducted indepth research to begin laying the groundwork for a new member experience."

She added: "The work to redefine our broker relationships; better leverage our relationships with state and local associations to optimize member value; build on our strategic partnerships with aligned Institutes, Societies and Councils; demonstrate our appreciation for the many volunteer leaders who are instrumental to driving our mission forward; and reposition our staff to meet the ever-growing needs of these stakeholder populations will shape our 2025 activities."

Wright has engaged two new partners in the effort: In early January, NAR announced that Sherry Chris, former CEO of Better Homes & Gardens Real Estate and ERA Real Estate, would join the association as a special advisor to help strengthen relationships, build trust and enhance collaboration with brokerage leaders. On Jan. 15, Jarrod Grasso was named senior vice president of industry relations for NAR, a role dedicated to enhancing the association's relationship with state and local association leaders. Grasso joins NAR

after serving the New Jersey REALTORS® for more than two decades, most recently as their CEO.

Supporting Member Success

In 2024, to assist members in preparing for practice changes outlined in the settlement, NAR launched facts. realtor to provide updates and guidance. The resource includes more than 120 FAQs, a legal video series that garnered more than 800,000 views, and more than a dozen consumer guides, in English and Spanish, for members to use while working with clients. The association also provided its Accredited Buyer's Representation (ABR®) designation course at no cost to members; nearly 162,000 REALTORS® took advantage of that benefit.

More than 1,000 NAR members joined a grassroots effort—as surrogates—in 2024 to help educate consumers about the

More than 1,000 NAR members joined a grassroots effort—as surrogates—in 2024 to help educate consumers about the practice changes.

practice changes. Those interested in joining the program can email surrogates@nar.realtor.

In the advocacy arena, NAR scored significant wins: defending private property rights, securing the OK for VA buyers to compensate their brokers directly as the Department of Veterans Affairs studies the issue further, and supporting industry-friendly policies and candidates at all levels of government. The REALTORS® Political Action Committee—which backed 50%

Democratic and 50% Republican federal candidates—achieved a 97% success rate in the 2024 election cycle.

Underpinning NAR's advocacy success is a highly regarded research team that provides thought leadership and produces key housing market data and research reports. In 2024, NAR Chief Economist Lawrence Yun, Deputy Chief Economist Jessica Lautz and their team spoke at more than 400 in-person and virtual visits across our 1,100-plus local and state associations, brokerages and third-party organizations. NAR's research content generated 1.9 million website visits, 240,000 report downloads and 100,000 social shares in 2024, signifying the appetite members and consumers have for reliable housing data and research reports.

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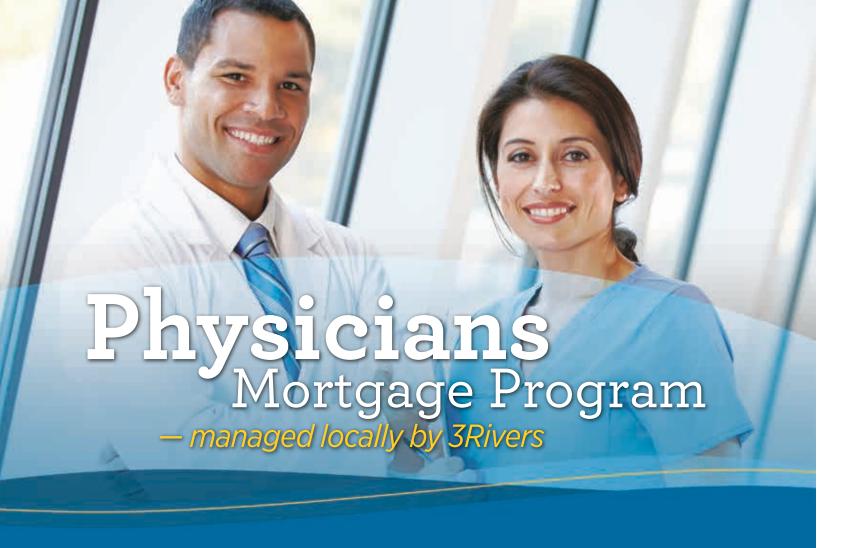
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KIRACOFE HOMES BUILDING DREAMS

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hen it comes to crafting quality homes in Fort Wayne, Kiracofe Homes has quickly established itself as a trusted name. Founded by Dylan Kiracofe, the company specializes in constructing high-quality, affordable homes, providing realtors with exceptional properties to present to their clients. In just three years, Kiracofe Homes has built a reputation for excellence, recently being recognized as a Top 10 Fort Wayne Home Builder for 2023-2024. This acknowledgment reflects the company's dedication to quality construction, superior customer service, and a passion for helping families achieve their dreams of homeownership.

Dylan Kiracofe's journey into the home-building industry started at an incredibly young age. He grew up working alongside his father, a construction professional, and began learning the trade at just five years old. "I started by picking up trash at the job sites as a kid and worked my way up through every role until I finally achieved my goal of owning a company," he recalls. This hands-on experience gave him an in-depth understanding of the industry, and by the time he was ready to establish Kiracofe Homes, he had already mastered the many facets of construction. Dylan attended Ivy Tech Community College part-









time while continuing to work in the field, knowing that education and experience would both be valuable in his entrepreneurial journey. He strongly believes that focusing on the key aspects of a business, especially communication with clients, is essential to long-term success.

What sets Kiracofe Homes apart from its competitors is the company's strong commitment to customer service, communication, and consistency. "Customer service, communication, and consistency are the three pillars of our business," Dylan states. He understands that building a home is one of the biggest investments a person can make, and he prioritizes clear, effective

communication throughout the entire process. By maintaining transparency, setting realistic expectations, and keeping clients informed every step of the way, Kiracofe Homes ensures a seamless home-buying experience. These principles have been instrumental in the company's rapid growth and success, despite entering

an already competitive market filled with wellestablished builders.

One of the most rewarding aspects of Dylan's work is seeing a customer's reaction at the closing table. "Seeing a customer's face at the closing table knowing that we just built them their dream home is truly a rewarding thing," he says. He takes great pride in knowing that he and his team have helped someone

achieve their dream of owning a home. However, the journey to success has not been without its challenges. One of the biggest obstacles Dylan faced was distinguishing Kiracofe Homes from previous business associations and working to build a fresh, strong reputation in the local market. Through perseverance, high-quality work, and a dedicated team, the company has not only overcome this hurdle but has also flourished.

Dylan attributes much of his success to the people around him. He firmly believes that Kiracofe Homes would not be what it is today without the dedication and hard work of his team. "Kiracofe Homes doesn't exist without the guys and girls I have around me. They all truly make what I do fun and much easier," he shares. He describes them as an essential part of the business, making daily operations more efficient and enjoyable.

His drive for success is also deeply rooted in his love for his family.

Dylan and his wife, Mattyson, have been together for nearly eight years and married for almost three. They

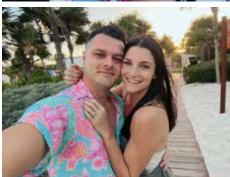
CUSTOMER SERVICE, COMMUNICATION,

AND CONSISTENCY ARE THE THREE

PILLARS OF OUR BUSINESS."









are raising two beautiful daughters, Sawyer (2.5 years old) and Miller (8 months), along with their energetic golden doodle, Lambeau. Having a family to support and care for motivates Dylan to be the best businessman and person he can be.

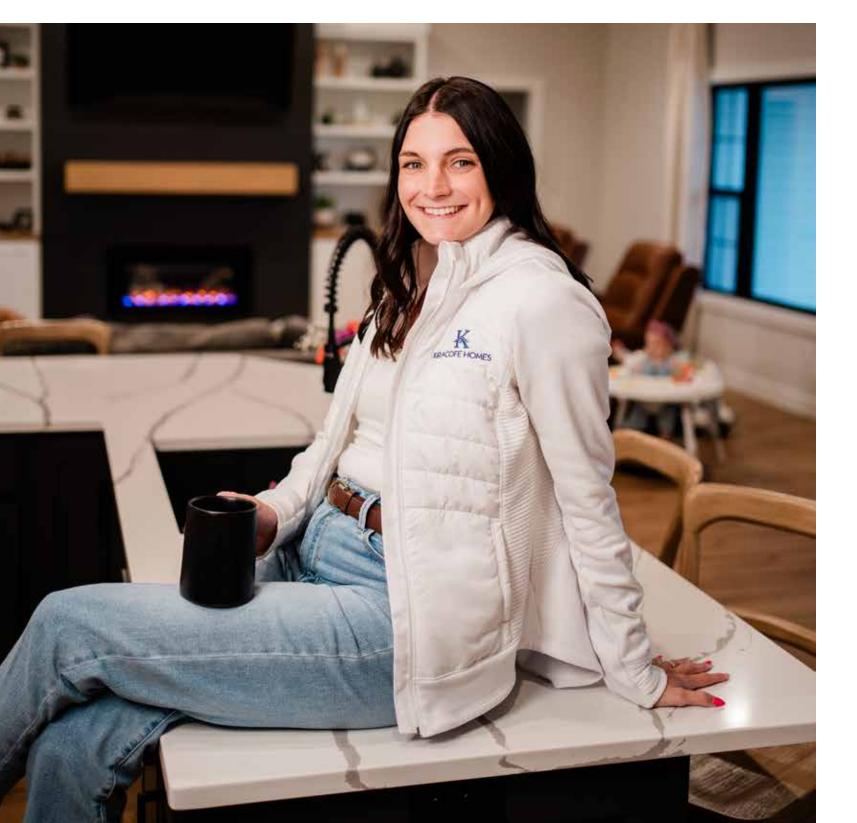
While Dylan is proud of the success Kiracofe Homes has achieved, he



acknowledges that there are areas for improvement within the industry. One major issue he identifies is the need for more realistic expectations from both customers and realtors. "Realistic mindsets from not only customers but also realtors are important. Being real with each other, setting realistic expectations from the start, and not

misleading clients is something I'd like to see change in this industry," he explains. He believes that setting transparent expectations from the start benefits all parties involved. Clients should have a clear understanding of what to expect from the home-building process, and realtors should strive to provide honest and accurate information to their buyers.

Outside of work, Dylan and his wife share a deep passion for sports. They grew up playing various sports and remain extremely competitive, whether they're watching games or participating themselves. Their love for the outdoors also leads them to spend summers at the



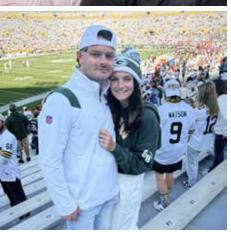












lake, where they enjoy quality time with family and friends.

For Dylan, success is not just about financial achievements or company growth—it's about mastering a craft. "Success to me is finding what you want to do and then becoming a master at it. Consistency is the word that comes to my mind. Being good or great at something isn't just doing it once or twice but being able to do it repeatedly and get better each time," he says. With this philosophy, Kiracofe Homes continues to grow, building not just houses, but lifelong dreams for families across Fort Wayne. As the company moves forward, Dylan and his team remain committed to their mission of delivering quality homes with exceptional service, one project at a time.





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How many years have you been a real **estate agent?** I have been a real estate agent about 1 and a half years.

What is your career volume as a real estate agent? My career volume as an agent is \$5.3 million in 2024. Current volume in 2025 is \$506,000.

What awards have you achieved as a real estate agent? Outstanding Sales, Most Units Sold, Top Producer for December 2025

When did you start your career in real estate? I obtained my real estate license in August 2022, but I passed both exams on July 16, 2022. I faced many challenges to pass both. I was pregnant with my third child when I attended the course and had a little one while studying hard for the exams.

What's your favorite part of being an agent? My favorite part would be seeing the joy on a client's face when they finally get the keys to their dream home. The ability to make a real impact in people's lives, helping them build generational wealth, and being a trusted guide in such a major decision is incredibly fulfilling. My favorite part of being a realtor is providing my clients with the best possible service. I love meeting new people. My clients motivate me to do the best I can for them. Their trust and excitement are a big driving force for me.

Define success! Success, to me, means making a meaningful impact by helping my community. In real estate it's not just about buying and selling homes – it's about guiding people toward homeownership, creating opportunities, and building stronger neighborhoods. Seeing my clients achieve their dreams and knowing I have played a part in improving my community.

What are you passionate about right now in your business?

- I am passionate about helping clients find the perfect properties, navigating market trends, and creating innovative ways to connect buyers and sellers. Right now, I am especially excited about leveraging technology and data to make smarter investments and streamline the buying and selling process.
- Real estate isn't just about properties - it's about people, communities, and making a real impact.
- The strong foundation for my success in real estate is when I genuinely care about my community and clients, it builds trust and longterm relationships.

What has been the most rewarding part of your business? The most rewarding part is being able to see the direct impact of my work – helping families find their financial decisions and contributing to the growth of the community. Real estate is more than a transaction, it's about changing lives and building lasting relationships. Being a part of such a major milestone in someone's life is truly special.

What was your biggest challenge as an agent? One of the biggest challenges would be managing market fluctuations while ensuring clients still get the best deals. Balancing clients' expectations, navigating negotiations, and staying ahead of industry trends would also be key challenges. My dedication to my clients is what makes me stand out. When I focus on serving them, the challenges just become steppingstones to success.

How does real estate fit into your dreams and goals? Real estate isn't just about selling homes, it's about changing lives and leaving a legacy. Setting a goal for how many people I want to help each year and giving my best effort in every situation shows my commitment to excellence and client satisfaction and that is one of my biggest goals as a real estate agent.

What are your hobbies and interests outside of the business? Outside of real estate, you will still see me working for my clients. I am very addicted to real estate! But my hobbies include cooking our favorite foods and spending time with my family at home and taking them to the park when I take a break from work. I only love to spend time with my beautiful children and my family. I don't have much interest outside of the business. I am always learning! I love exploring new topics, helping people solve problems, and having great conversations. If I had to pick a hobby, it would be to help others succeed whether in real estate, business, or personal growth.

What did you do before you became a real estate agent? After graduating from high school in 2017 I decided to move here from Philadelphia. I started my first job in a factory. Following that I went to Northern Peyton Warehouse for over a year and was a trainer at that job before I got into real estate. Going from a warehouse to real estate has been a whole new challenge.

Tell us about your family. I am a mother of 4 beautiful children. I am the oldest child of my family. I am from a refugee camp. I came to the United States December 17, 2009. I was 9 years old. My parents were very poor back in the













refugee camp and I was a little poor girl, but I am always a little proud girl from a refugee camp called "Mae La Camp." I will never forget where I came from. As a little girl I faced many challenges. At 8 years I had to take responsibility to take care of my siblings and many others. I will never forget as a little girl I carried very heavy wood over my head to sell to make some money every day to help my parents and siblings eat. My mom is a great mother and did her best to support me. I remember a day I asked her if I could go to school. Mom replied, "One day you will be in school." I told Mom, "I will make you proud someday." I could only stare at other kids going to school while I had to carry very heavy wood over my head to sell. My mom decided to come to the USA to change our lives. I started school from the 6th grade which is a huge challenge for a girl who never attended school! For about 3 years, I had to stay silent while bullied from other students because I couldn't speak English, but I made it through! I graduated in Philadelphia and moved to Fort Wayne 5 years ago. Today I am a proud mother, daughter, sister, friend, wife and a Burmese agent from the Fort Wayne community.

Most people call me a superstar from Uptown Realty Group. I've overcome so much and built an incredible life for myself and my family. Being proud of my roots, especially coming from Mae La Camp, shows a strong sense of resilience and determination. My journey is a reminder that no matter where we start, we have the power to create a bright future.

What is some advice you would give the up-and-coming top producer?

• Stay consistent! Success doesn't happen overnight. Keep showing up, making calls, networking, and





providing excellent service. The rest will come.

- Build relationships, not just transactions. Focus on building trust and genuine connections with clients and referrals will follow.
- Develop a strong mindset. Being a top producer isn't just about sales, it's about mindset, dedication and service. If you keep pushing forward with passion and purpose, success will follow.

Are there any charities or organizations you support? Giving back is very important to me. I donate as much as I can to help the poor in the country where my parents grew up and where I spent my childhood. I know what it's like to struggle and that's why I also give back here in the US as much as I can. Whether it's helping families in need locally or supporting those in my home country, I believe in making a difference wherever I can. Giving hope and support to others is something I will always continue to do.

Special side note for Tammy and Todd Fendt: I want to take a moment to express my deepest gratitude to my boss Tammy and Todd for the unwavering support, guidance, and belief in me. Your leadership and encouragement have played a huge role in my journey to becoming a

successful agent.
From the beginning you have given me the tools, knowledge and confidence to push forward, even when challenges arise. I am truly grateful to be a part of this team and I appreciate everything you've done to help me grow. Thank you for always believing in me and for creating an environment where I can thrive!

In closing, is there anything else you would like to communicate using this Ft. Wayne Real Producer platform?

First, I want to express my gratitude for being featured on the Ft. Wayne Real Producer platform. It's an honor to share my journey, and I hope my story inspires others to chase their dreams, no matter where they start.

To my fellow real estate professionals: Success in this business isn't just about selling homes -- it's about serving people with heart, dedication, and integrity. Whether you're just starting out or already thriving, always remember why you're doing this. Stay committed, keep learning, and most importantly, never give up.

To my clients and community: I am beyond grateful for your trust and support. Helping families find their dream homes is more than just a career for me – it's a calling. I will continue to work hard, go the extra mile, and make sure every client feels valued and cared for. And to anyone out there who has big dreams but is facing struggles -- keep pushing forward. If a little girl from Mae La Camp who once carried wood to help her family can build a successful real estate career, you can achieve anything. Thank you, Ft. Wayne Real Producers, for this opportunity. I look forward to growing, serving, and making an impact in this industry!





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goosehead INSURANCE: A COMMITMENT TO PROTECTING WHAT MATTERS MOST

Joe Guardiola & Adam Springer

In the complex world of real estate, where deals can hinge on timing, precision, and trusted partnerships, Goosehead Insurance has emerged as a game-changer. At the helm of one of Indiana's largest Goosehead agencies are Joe Guardiola and Adam Springer, two professionals whose complementary backgrounds and shared passion for helping others have propelled them to remarkable heights.

With eight years of experience in insurance, Joe Guardiola, and Adam Springer, who spent 12 years as a Realtor before pivoting to insurance two and a half years ago, bring a unique, client-centered approach to the table. Together, they lead an agency that currently ranks as the third-largest Goosehead Insurance agency by book size in Indiana. And they're not stopping there. "We are hoping to be the #2 by the end of the year," they share with pride. Their agency recently finished 8th out of roughly 250 agencies across the Midwest region in 2024.

Who is Goosehead Insurance?

Goosehead Insurance is the nation's largest independent insurance brokerage. Unlike traditional insurance agencies that represent a single carrier, Goosehead partners with over 220 carriers across the country. This expansive network enables them to offer clients customized solutions at the best rates.

"We don't sell one specific company like State Farm or Allstate," Joe explains. "We partner with over 220 carriers nationwide to make sure we find our clients the best coverage for the best rate."

This flexibility is at the core of their service, particularly for homebuyers navigating the already stressful process of purchasing a property.

A Focus on Real Estate Professionals

What sets Joe and Adam's Goosehead agency apart is their laser focus on supporting real estate

transactions. "We are insurance agents who solely focus on helping the real estate transaction," they say. "100% of our effort revolves around partnering with Realtors and lenders to ensure their clients have a homeowners insurance policy that properly covers them and that they understand."

Their deep understanding of the real estate process—thanks in part to Adam's extensive background as a Realtor—allows them to ensure that insurance is one less thing clients need to worry about. "We understand the real estate process and ensure that the insurance portion is smooth and timely," Adam

Providing Peace of Mind

For Joe, one of the most rewarding parts of his role is the sense of relief they offer to clients. "The relief people feel when we get their insurance wrapped up for their new home in a 40-minute phone call—that's one part," he says. "The other is seeing the growth of our referral partners. Seeing them live fulfilled lives while helping others reach homeownership is a satisfying thing."

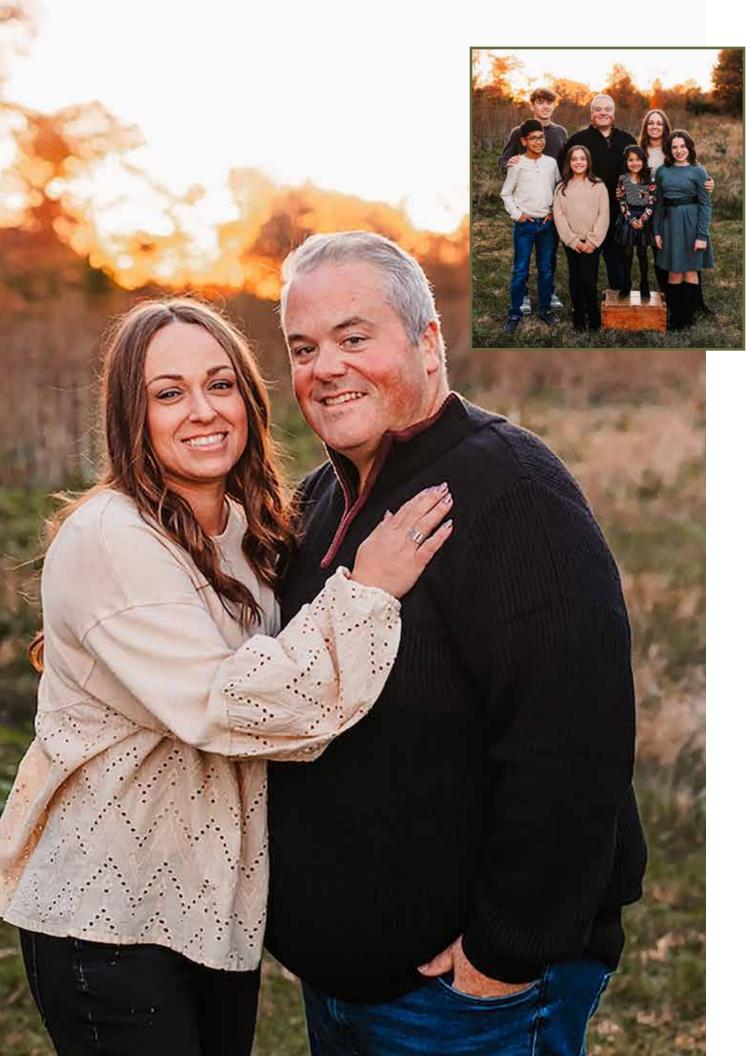
Adam echoes that sentiment, adding his passion for educating clients. "I really enjoy the process of educating my clients on their insurance policy and making sure they understand it," he explains. "I've been told by many clients that they appreciate the time I take to explain what all the coverages on their policy are because they've never had an agent that makes sure they understand what they are buying."

Navigating Challenges with Resilience

Like many success stories, Joe and Adam's journey hasn't been without obstacles. For Joe, personal growth played a huge role in his success. "The biggest challenge has been realizing that I no longer need to fear anything," he reflects. "I used to work from a place of fear, and that is what drove my personal success. But now I work from a place of safety and curiosity. My question now is how much further we can go while also being content with how today looks."

Adam's challenge was entering the insurance world just as the market tightened. "Shortly after I started selling insurance, carriers started to tighten their guidelines, pause new business,







and really start hiking insurance premiums," he says. "Luckily I joined Goosehead, which is set up to handle these market shifts and still provide good products to our clients."

Beyond the Office

When they're not helping clients, both men are dedicated family men. Joe is married to his high school sweetheart, Shelby, and they have two children, Reese and Lane, along with their "chubby lab," Lucy. "Every night before bed when I get to look at their peaceful sleepy faces, it reminds me everything is going to be alright," Joe shares.

Adam lives in the Leo/Auburn area with his wife, Tracy, and their five children: Maddox, Javi, Sadie, Emily, and Ellie. "We typically have some kind of event for one of the kids most nights of the week," he laughs. "When I'm not working, I enjoy time with the kids and working on projects around our property."

Their Definition of Success

For both Joe and Adam, success isn't defined by numbers or rankings but by more meaningful measures. "If you woke up today and everyone you love or care for is healthy, then you are having a successful day," Joe says simply.

Adam adds, "Success to me is the ability to do the things I want to do with the people that I love."

Advice from the Experts

As a former Realtor turned insurance agent, Adam has three pieces of practical advice for his real estate partners:

Start early: "Have your buyers start the insurance shopping process at the beginning of the transaction," he advises. "With

most carriers, shopping 30 days before closing is going to get them a better price than shopping 7 days before closing. The 'early quote discount' is a real thing."

Recommend an agent: "Have an insurance agent that you recommend to your clients," Adam says. "Your clients value your opinion and are generally going to call who you tell them to—just like they do with inspection, lender, and title."

Insurance can make or break a deal: "There are three things that typically kill a real estate deal—inspections, appraisals, and insurance," Adam explains. "Insurance is the only one of these three things that is free to start. Start the insurance first so that you can figure out if it is going to cause an issue—potentially saving your client \$1,000 between an inspection and appraisal."

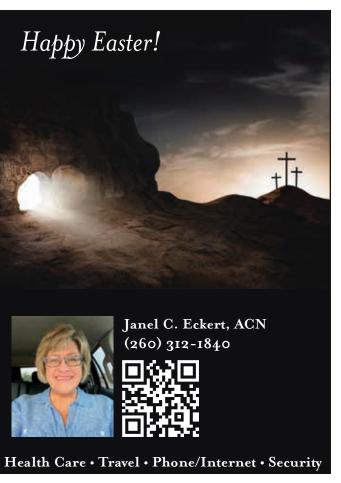
Joe Guardiola and Adam Springer's Goosehead agency continues to set the bar high in the Indiana insurance world. Their success isn't just about numbers; it's about partnerships, education, and the peace of mind they provide to clients and real estate professionals alike.

If you're in real estate and looking for a reliable insurance partner, you might want to take a page from Joe and Adam's book. After all, they're not just protecting homes—they're protecting futures.















• April 2025



n the competitive world of roofing and construction, trust and transparency can be hard to find. That's exactly why 260 Roofing, founded in 2023 by industry veterans Nick and Cole, stands out. With over 20 years of combined experience in residential, commercial, and government construction projects, the company is built on a foundation of honesty, expertise, and unparalleled customer service.

A Company Built on Integrity and Excellence
260 Roofing has quickly become a trusted name in Fort Wayne and its surrounding communities, including New Haven, Auburn, Kendallville, Roanoke, Spencerville, Garrett, Waterloo, Angola, Churubusco, and Columbia City. Specializing in both residential and commercial roofing services, the company provides high-quality solutions tailored to meet the needs of homeowners and businesses alike.

Their comprehensive service offerings include:

- Roof repairs and replacements for asphalt shingle, metal, and flat roofing systems
- Gutter repairs and installations
- Interior and exterior painting
- Drywall services
- Flooring installation

Their commitment to quality craftsmanship and customer satisfaction is evident in every project they undertake.

Recognized Excellence in the Roofing Industry

Despite being a relatively new company, 260 Roofing has already earned significant industry accolades. In 2024, they received the prestigious GAF Certified Contractor Certification, an honor awarded to fewer than 5% of contractors in North America. Additionally, they were selected as a Certified Contractor for Mule-Hide flat roofing solutions, further solidifying their expertise in the industry.

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One of their most meaningful accomplishments was being awarded the roof replacement project at Christ United Methodist Church in Roanoke, Indiana. The church faced a difficult decision—either replace the roof and begin interior repairs or close its doors permanently. Thanks to the dedication of 260 Roofing, the church remains open, a testament to their impact on the community.

A Commitment to Real Estate Professionals

Understanding the critical role real estate professionals play in Fort Wayne's growth, 260 Roofing has tailored its services to support this sector. The company provides free estimates, thorough inspection reports, and expert recommendations. By working closely with mortgage lenders, they have helped secure essential funding for roof replacements, ensuring smooth transactions and financial security

for both buyers and sellers. Their collaborations include notable real estate professionals from firms such as Noll Real Estate, Century 21 Bradley Realty, Mike Thomas Realtors, and The Wyatt Group Realtors.

What Sets 260 Roofing Apart?
One of the biggest differentiators for 260 Roofing is their transparent pricing model. Unlike many competitors who offer vague estimates, 260 Roofing provides a detailed breakdown of labor, materials, overhead, and profit. Customers receive a full material list from ABC Supply, a roof measurement report, and a clear proposal outlining project costs.

"We believe people should have a clear understanding of what they're paying for," says co-founder Nick. "If someone spends \$200 at the grocery store, they get an itemized receipt. It should be the same for roofing projects." Beyond transparent pricing, the company offers outstanding financing options through Synchrony Bank. Their flexible plans, ranging from 6-month to 72-month loans with no interest, make home improvements more accessible to families and business owners alike. This financing model allows customers to keep cash reserves while securing essential repairs and upgrades.

A No-Pressure Approach That Resonates with Customers
The roofing industry is notorious for high-pressure sales tactics, but 260 Roofing takes a different approach. Instead of pushing customers into same-day decisions, they prioritize informed choices. Many clients have expressed relief at their honest, no-pressure sales process.

"After completing projects, we often ask customers what influenced their decision to hire us," explains co-











Co-Owner, Nick





Co-Owner Cole & 260 Roofing's support animal, Lucky.

founder Cole. "Time and time again, we hear that other companies pressured them into quick commitments. We believe in letting customers take their time to make the best decision for their home or business."

A Company Rooted in Community Values
For Nick and Cole, success isn't just about growing their business—it's about making a positive impact. They define success as a balance between passion for work, healthy relationships, and engaging in hobbies that bring joy. Nick enjoys fishing, ice hockey, soccer, and spending time with family, while Cole is an avid golfer who also loves traveling, jet skiing, and snow skiing.

A Vision for the Future
If there's one thing Nick and Cole would change in the industry, it's the lack of pricing transparency and accurate record-keeping for roofing installations. They advocate for legislative changes that would require title documents to include information about previous roof replacements, giving homebuyers a clearer picture of a property's history.

As they continue to expand their presence in Fort Wayne, 260 Roofing remains committed to its mission:



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providing high-quality workmanship, using the best materials, offering cost savings to customers, and maintaining complete pricing transparency. Their partnership with Fort Wayne Real Producers has already resulted in over \$100,000 in revenue within

just 90 days, thanks to the networking opportunities facilitated by Jon Good. They hope to continue to meet more and more trusted agent and vendor partners in the real estate industry as they continue to grow their footprint across NE Indiana.

Looking for Reliable Roofing Services?

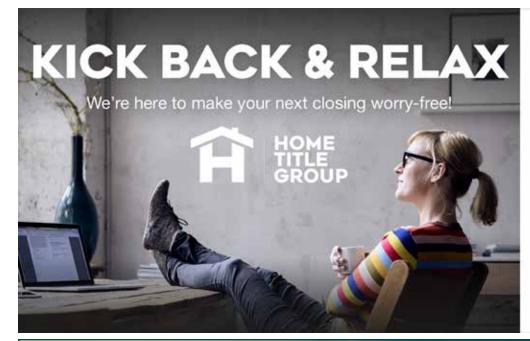
If you're in need of expert roofing solutions with a company that prioritizes honesty, quality, and affordability, 260 Roofing is the name to trust. Their dedication to excellence, commitment to transparent pricing, and strong community ties make them a standout choice in Fort Wayne's roofing industry.



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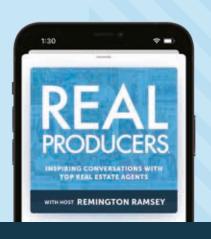
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Tell me about your favorite closing?

The closing was a first-time home buyer. They were a newly engaged couple and both of them had driver's licenses that were vertical. It's not too often that we see buyers under the age of 21. The selling agent explained how disciplined they had been in saving up for their first home and you could just sense the excitement in their voices. The closing was a reminder of the bigger picture that we don't always get to see. It was the type of closing that just sticks with you.

How do you manage such a dynamic and diverse team?

Our team has so many different personalities and each one of them possess different strengths. I think placing each of our team members in roles that highlight their strengths has been a key factor for the structure of our office. We have a great group that truly takes pride in the quality of work that they are producing.

What is your secret to your success at such a young age?

I think success is subjective. If I am being honest, I am not sure that I know what success is yet. I am confident that I have experienced a tremendous amount of growth though, and that growth has led me to where I am now. I think my focus has been, and always will be, to continue to consistently improve and evolve in my career. I am thankful for an environment that has poured into my skills over the years. To be able to collaborate on a daily basis with the owner of a company is rare, and I think that is part of what sets Trademark apart from other work environments.









Please send all nominations to jon.good@realproducersmag.com.



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If you have questions or would like further information, contact Amanda Blackburn at 260-755-5999





Geoff Cavender's journey to becoming one of Indiana's top real estate professionals is a testament to hard work, resilience, and an unwavering commitment to personal growth. Before launching The Cavender Group and building a reputation as a trusted leader in real estate, Geoff's life looked very different. For years, he worked third shift in a factory, operating CNC machines in the orthopedics industry. It was a demanding job—physically and mentally—and one that left little room for personal fulfillment. Yet it was during those long, solitary nights that Geoff's vision for his future began to take shape.

"I remember sitting there, thinking to myself, 'This isn't it. I'm meant to do something bigger,'" Geoff recalls. That pivotal realization sparked a determination to carve out a different life—not just for himself, but for his family and the people he could one day help through his work. Eight years ago, he made the bold decision to step away from the security of his factory job and into the world of real estate, a field where the only limits would be those he placed on himself.

Over the past eight years, Geoff has transformed that vision into reality, building a thriving real estate business grounded in a commitment to delivering exceptional service and empowering others to succeed. As the founder and leader of The Cavender Group, Geoff has established a culture centered on mentorship, personal growth, and high-performance systems that consistently deliver results.

Geoff's career is marked by an impressive history of accomplishments, both past and present. During his time with RE/MAX, he earned a place in the prestigious Diamond Club, an honor reserved for agents who exceed \$1 million in gross commission income in a single year. He was ranked third in Indiana for both volume and transactions, a reflection of his relentless drive and dedication to his craft. He also distinguished himself as one of the top five donors in the state to Riley Children's Foundation, a cause that remains close to his heart. Over the course of his career, Geoff has surpassed \$100 million in total sales volume, with \$43 million closed in a single year alone.







Today, Geoff continues to build on that success. He is a 2-time recipient of the ICON Award—one of the most respected honors at eXp —recognizing not just his high-level production, but also his commitment to leadership, mentorship, and exemplifying their company's core values. The award reflects his continued growth and impact within his current brokerage and underscores the reputation he has built as a leader who consistently raises the bar.

Yet for Geoff, real estate has always been about more than just awards and numbers. His passion lies in helping people. Whether he's guiding clients through one of the biggest financial decisions of their lives or mentoring agents to realize their full potential, Geoff finds purpose in serving others. "Helping people buy or sell their home is incredibly rewarding," he explains. "But what really drives me is helping agents realize they can build the life they want through this business."

At The Cavender Group, Geoff has created a culture focused on personal development, accountability, and success. His team benefits from high-level coaching and proven systems designed to simplify complex processes and maximize results. For Geoff, leadership isn't about managing people; it's about empowering them. "When agents join our team, they get more than just leads," he explains. "They get mentorship, a roadmap, and a system that's built for their success."

His ability to lead with vision has helped him overcome significant challenges along the way. Early in his real estate career, Geoff worked relentlessly—often balancing his third-



shift factory job with showings, client calls, and closings during the day. Later, he faced difficult transitions between brokerages and navigated the uncertainty of the COVID-19 pandemic. Each obstacle tested his resolve, but also shaped him into the leader he is today. "I've always been willing to bet on myself," Geoff says. "I'm not afraid to take risks if it means building something better."

Geoff's professional success is even more impressive when you consider that he didn't follow a traditional path. He never attended college; instead, he entered the workforce immediately after high school. His time in the orthopedics industry taught him discipline and how to connect with people from all walks of life—skills that have served him well in real estate. "I learned how to communicate clearly and effectively on the factory floor," he says. "That's a huge part of what makes a great agent."





Influenced by business thought leaders like Alex Hormozi, Dave Ramsey, and Robert Kiyosaki—and mentored by industry veterans like Austin Cheviron and Leo Pareja—Geoff has shaped his own definition of success. "For me, success is setting a goal, creating a plan, and executing on it," he says. "Whether that's hitting a sales target or carving out more time for my family, it all starts with intention."

And family is at the heart of everything Geoff does. He and his wife are raising two children, ages 14 and 8, and he makes it a priority to be present in their lives. Whether it's golfing, working out, reading, or spending time together, Geoff values the balance he's worked so hard to achieve. "My family is my 'why," he says. "They're why I get up and do what I do every day."

Reflecting on his journey, Geoff admits that if he could do one thing differently, he would have started his business sooner. "I wish I'd had the confidence to go all in earlier," he says. "But everything happens for a reason, and the lessons I've learned along the way have shaped who I am."

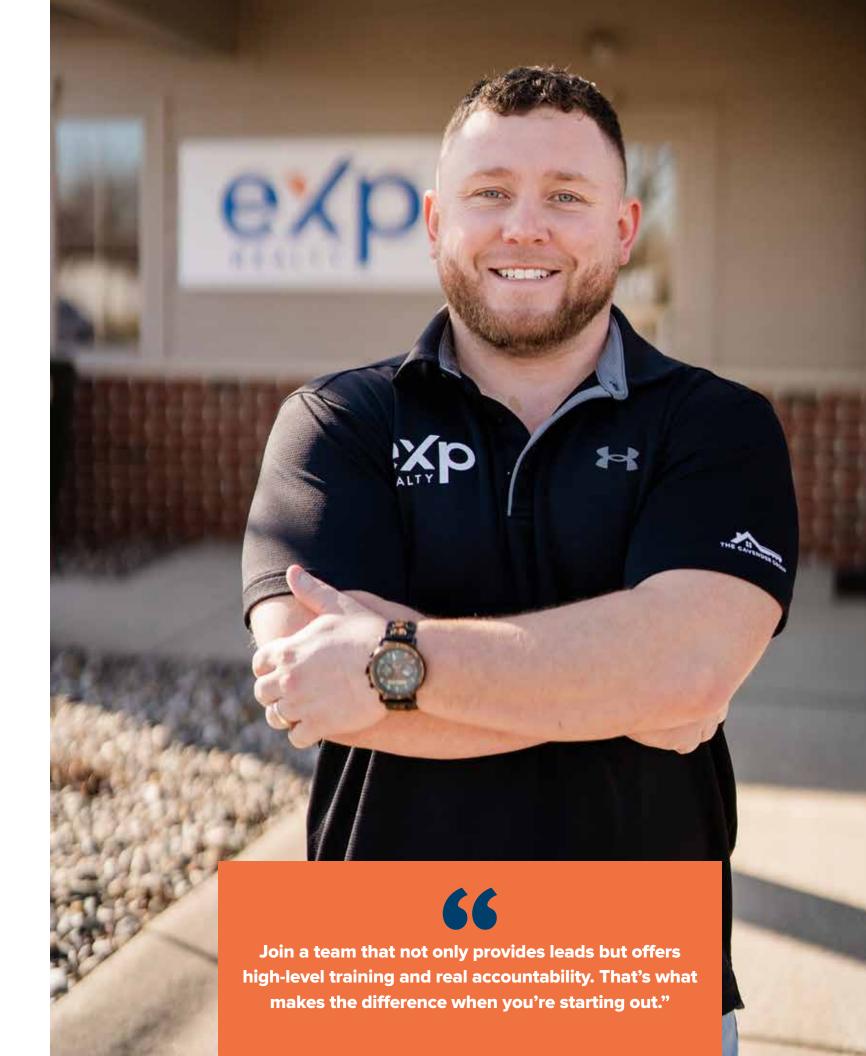
As for the real estate industry, Geoff believes there's room for improvement—particularly in fostering greater cooperation among agents. "We all have the same goal," he says. "If we worked together more, we could raise the bar for the entire industry."

For those considering a career in real estate, his advice is simple: "Join a team that not only provides leads but offers **56** • April 2025

high-level training and real accountability. That's what makes the difference when you're starting out."

From his early days working third shift in a factory to leading one of Indiana's most successful real estate teams, Geoff Cavender's story is one defined by determination, vision, and heart. His journey is proof that success isn't about where you start—it's about how far you're willing to go, and who you're willing to help along the way.







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THE REAL UPDATE

JON GOO

Let's get **real**. This movement has caught fire. What movement am I referring to? The movement that you all know as *Real Producers*. Indianapolis was the starting point for a program that is now in over **140 markets** across the country. That's a lot of traction in under ten years. As we grew, we knew that we wanted to brand ourselves the same across the board but never lost sight of the local mission.



This magazine has been successful because of its ability to connect top-producing agents with preferred partners and with each other. There are many other reasons that make it successful, but, at its core, that is what this is all about.

The vision is simple: We want to be a one-stop shop for top-producing agents in every market across the nation. How do we do that? In my opinion, three main groups of people stand to benefit from this monthly publication: the REALTORS® featured, the partners that advertise and the publishers who produce the magazine.

What's in it for the REALTOR®? It is truly a badge of honor to receive the magazine. Being in the top 300 out of 1,500-plus agents is an accomplishment in itself. There are countless perks to being featured in the magazine, but one of my favorites is the element of humanizing a local legend in real estate.

What's in it for our partners? The struggle is real. How do we connect with influential, top-producing agents in our market? How do we cultivate relationships with this group? Our partners get constant exposure through the monthly magazine and the quarterly events. The hard work is done. Partners just need to show up!

What's in it for the publisher? Our publishers have the unique ability to connect with a group of people that is otherwise pretty difficult to get in front of. We are all busy building our own businesses. Our publishers are entrusted with featuring top agents, connecting our partners and producing quality content regularly.

Where do you fit in all this? It's simple. Connect us with people. Who should be on the next cover? What business is catering to REALTORS® at a high level? Who should be our next publisher to launch a *Real Producers* magazine in a new market?

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TOP 100 STANDINGS

Year-End Top 100 Standings: From January 1, 2025, to February 28, 2025

#	Agent	Office	Units	Volume	Average
1	Evan Riecke	Encore Sotheby's International Realty - UPENSO	16	\$7,738,958	\$483,684
2	Warren Barnes	North Eastern Group Realty - UPNOEA	18	\$4,582,850	\$254,602
3	Bradley Stinson	North Eastern Group Realty - UPNOEA	7.5	\$4,335,900	\$578,120
4	Tim Haber	CENTURY 21 Bradley Realty, Inc - UPBRAD	11	\$3,851,700	\$350,154
5	Bradley Noll	Noll Team Real Estate - UPNTRE	9	\$3,664,900	\$407,211
6	Dana Botteron	CENTURY 21 Bradley Realty, Inc - UPBRAD	9.5	\$3,637,564	\$382,901
7	Brandon Stone	CENTURY 21 Bradley Realty, Inc - UPBRAD	27	\$3,371,200	\$124,859
8	Keri Garcia	Mike Thomas Assoc., Inc - UPMTAS	6	\$3,348,259	\$558,043
9	Joelle Ruefer	Encore Sotheby's International Realty - UPENSO	6	\$3,263,900	\$543,983
10	Larry White	Liberty Group Realty - UPLIGR	12	\$2,991,004	\$249,250
11	Elius Hogan	Hosler Realty Inc - Kendallville - NE11	10	\$2,927,199	\$292,719
12	Todd Stock	RE/MAX Results - UPREMX01	4	\$2,840,000	\$710,000
13	Barbara Hendrick	Coldwell Banker Real Estate Group - NE9	6.5	\$2,741,000	\$421,692
14	Jackie Clark	Coldwell Banker Real Estate Group - UPRWGR09	4	\$2,724,000	\$681,000
15	Jordan Wildman	eXp Realty, LLC - UPEXPR	10.5	\$2,713,800	\$258,457
16	John Garcia	Impact Realty LLC - UPIMPA	4	\$2,707,000	\$676,750
17	Jihan Rachel Brooks	DRH Realty of Indiana, LLC - UPDRHR	9	\$2,706,300	\$300,700
18	Mary Anne Taylor	North Eastern Group Realty - UPNOEA	9	\$2,689,900	\$298,877
19	Heather Regan	Regan & Ferguson Group - UPREFE	4	\$2,637,695	\$659,423
20	Leslie Ferguson	Regan & Ferguson Group - UPREFE	4	\$2,637,695	\$659,423
21	Angela Pachuta	RE/MAX Results - UPREMX01	7	\$2,631,000	\$375,857
22	Kurt Ness	Ness Bros. Realtors & Auctioneers - UPRLNB02	7	\$2,613,275	\$373,325
23	Jody Holloway	Coldwell Banker Holloway - UPCOHO	7	\$2,482,500	\$354,642
24	Heidi Haiflich	North Eastern Group Realty - UPNOEA	8	\$2,419,900	\$302,487
25	Lucas Deck	Weichert Realtors - Hoosier Heartland - NE2458	11	\$2,399,900	\$218,172
26	MatthewDonahue	CENTURY 21 Bradley Realty, Inc - UPBRAD	8	\$2,371,700	\$296,462
27	Elizabeth Urschel	CENTURY 21 Bradley Realty, Inc - UPBRAD	6	\$2,367,661	\$394,610
28	Troy Wieland	Wieland Real Estate - UPWREE	6	\$2,337,250	\$389,541
29	Daniel Orlando	Mike Thomas Associates - NE341	4	\$2,300,000	\$575,000
30	Tyler Secrist	CENTURY 21 Bradley Realty, Inc - UPBRAD	8	\$2,273,600	\$284,200
31	David Augustyniak	RealtyFlex of N.E. Indiana LLC - UPRFLX	3	\$2,265,000	\$755,000
32	Gregory Fahl	Orizon Real Estate, Inc UPORIZ	6	\$2,249,800	\$374,966
33	MichaelMcKinney	Mike Thomas Assoc., Inc - UPMTAS	7	\$2,229,500	\$318,500

#	Agent	Office	Units	Volume	Average
34	Alan Scherer	North Eastern Group Realty - UPNOEA	4	\$2,225,000	\$556,250
35	Edmond Jemison	CENTURY 21 Bradley Realty, Inc - UPBRAD	5	\$2,224,888	\$444,977
36	TimothyMcCulloch	Scheerer McCulloch Real Estate - UPSMRE	9	\$2,216,007	\$246,223
37	Mary Sherer	ERA Crossroads - UPSHAA	8	\$2,208,218	\$276,027
38	Beth Goldsmith	North Eastern Group Realty - UPNOEA	4	\$2,204,900	\$551,225
39	Andy Zoda	Coldwell Banker Real Estate Group - UPRWGR05	10	\$2,202,900	\$220,290
40	Steve Ness	Ness Bros. Realtors & Auctioneers - UPRLNB01	4	\$2,154,400	\$538,600
41	Valarie Bartrom	Mike Thomas Assoc., Inc - UPMTAS	6	\$2,153,414	\$358,902
42	Rita Howell	Hosler Realty Inc - Kendallville - NE11	3.5	\$2,140,000	\$611,428
43	Lynette Johnson	North Eastern Group Realty - UPNOEA	6	\$2,132,404	\$355,400
44	Julie Arquette	CENTURY 21 Bradley Realty, Inc - UPBRAD	1	\$2,125,000	\$2,125,000
45	Baylee McMaken	American Dream Team Real Estate Brokers - UPADTR	7	\$2,088,750	\$298,392
46	Coreen Miller	Right Key Realty - NE2370	8	\$2,042,000	\$255,250
47	StacyRofkahr	Mike Thomas Associates - NE341	12	\$2,040,000	\$170,000
48	Courtney Ousley	North Eastern Group Realty - UPNOEA	4	\$2,017,390	\$504,347
49	Jason Holman	Indiana Real Estate - NE399	2	\$2,000,000	\$1,000,000
50	Leah Marker	Mike Thomas Assoc., Inc - UPMTAS	4	\$1,969,000	\$492,250

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TOP 100 STANDINGS

Year-End Top 100 Standings: From January 1, 2025, to February 28, 2025

#	Agent	Office	Units	Volume	Average
51	Jacon Currington	American Dream Team Real Estate Brokers - UPADTR	6	\$1,965,800	\$327,633
52	Jason Currington Daniss Warner	Uptown Realty Group - UPUTRG	9	\$1,965,800	\$217,533
53	Joyce Swartz	Coldwell Banker Real Estate Group - UPRWGR09	6	\$1,957,700	\$326,283
54	Cassie Rice	Uptown Realty Group - UPUTRG	9	\$1,901,700	\$211,300
55	Kimberly Ward	North Eastern Group Realty - UPNOEA	24	\$1,889,932	\$78,747
56	Josh Krueckeberg	Krueckeberg Auction And Realty - UPKRAU	2.5	\$1,854,090	\$741,636
57	Bette Sue Rowe	Coldwell Banker Real Estate Group - UPRWGR05	1.5	\$1,852,500	\$1,235,000
58	David DeHaven	Mike Thomas Assoc., Inc - UPMTAS	6	\$1,842,950	\$307,158
59	Mary Douglass	The Douglass Home Team, LLC - UPTDHT	5	\$1,816,300	\$363,260
60	Alison Rhinehart	Regan & Ferguson Group - UPREFE	2	\$1,811,500	\$905,750
61	Christy Thomson	RE/MAX Results - Angola office - NE30	6	\$1,786,400	\$297,733
62	Lori Stinson	North Eastern Group Realty - UPNOEA	3.5	\$1,770,000	\$505,714
63	Melissa Maddox	North Eastern Group Realty - UPNOEA	8	\$1,767,500	\$220,937
64	Joni Donaghy-Myers	Coldwell Banker Holloway - UPCOHO	6	\$1,765,000	\$294,166
65	Jack May	American Dream Team Real Estate Brokers - UPADTR	6	\$1,751,900	\$291,983
66	April West	Scheerer McCulloch Real Estate - UPSMRE	9	\$1,734,300	\$192,700
67	Heather Sanders	eXp Realty, LLC - UPEXPR	6	\$1,690,899	\$281,816
68	Candice Everage	Weichert Realtors - Hoosier Heartland - NE2458	8	\$1,681,000	\$210,125
69	Scott Marker	Anchor Realty - NE2413	4	\$1,679,200	\$419,800
70	Catherine Peterson	Steffen Group - UPSTGR	7	\$1,676,800	\$239,542
71	Tyler Jackson	CENTURY 21 Bradley Realty, Inc - UPBRAD	9	\$1,666,800	\$185,200
72	Nicholas Krauter	Schrader RE and Auction/Fort Wayne - UPSONH	5	\$1,640,000	\$328,000
73	Andrew Kershner	Mike Thomas Assoc., Inc - UPMTAS	5	\$1,624,900	\$324,980
74	Michael Kirchberg	Uptown Realty Group - UPUTRG	6	\$1,599,999	\$266,666
75	Justin Heflin	Mike Thomas Assoc., Inc - UPMTAS	4	\$1,588,700	\$397,175
76	Frank Shepler	CENTURY 21 Bradley Realty, Inc - UPBRAD	4	\$1,573,714	\$393,428
77	George Raptis	Mike Thomas Assoc., Inc - UPMTAS	4	\$1,560,500	\$390,125
78	Sheryl Harner	Harner Realty LLC - UPHARR	5.5	\$1,550,050	\$281,827
79	Jim Owen	CENTURY 21 Bradley Realty, Inc - UPBRAD	7	\$1,522,800	\$217,542
80	Andrew Morken	Morken Real Estate Services, Inc UPMRSI	4	\$1,514,500	\$378,625
81	Lyla Moody	American Dream Team Real Estate Brokers - UPADTR	9	\$1,507,300	\$167,477
82	Deborah Rodriguez	Mike Thomas Associates - NE344	5	\$1,504,800	\$300,960
83	Mark Bock	Mike Thomas Associates - NE344	4	\$1,503,000	\$375,750

#	Agent	Office	Units	Volume	Average
84	J.B. Langas	Hansen Langas, REALTORS & Appraisers - UPHLRA	5	\$1,488,900	\$297,780
85	David Graney	Keller Williams Realty Group - UPKEPR	8	\$1,488,800	\$186,100
86	Andrea Gates	Coldwell Banker Real Estate Group - UPRWGR09	7	\$1,462,300	\$208,900
87	Jerry Jenkins	Coldwell Banker Real Estate Group - UPRWGR06	6	\$1,453,000	\$242,166
88	Brenda Williams	CENTURY 21 Bradley Realty, Inc - UPBRAD	5.5	\$1,445,056	\$262,737
89	Brian Finley	F.C. Tucker Fort Wayne - UPFCTU	5	\$1,443,400	\$288,680
90	Nicholas Huffman	Steffen Group - UPSTGR	7.5	\$1,442,500	\$192,333
91	Jarrett Bickel	Uptown Realty Group - UPUTRG	5	\$1,437,000	\$287,400
92	Justin Longardner	CENTURY 21 Bradley Realty, Inc - UPBRAD	6	\$1,436,800	\$239,466
93	Stacie Bellam-Fillman	Orizon Real Estate, Inc UPORIZ	5	\$1,434,900	\$286,980
94	Isabella Reed	Keller Williams Realty Group - UPKEPR	3	\$1,433,500	\$477,833
95	Cyndee Fiechter	North Eastern Group Realty - UPNOEA	6	\$1,425,000	\$237,500
96	Nathaniel Hicks	Real Broker, LLC - UPREAB	3	\$1,410,000	\$470,000
97	Jennifer Hinen	Keller Williams Realty Group - UPKEPR	5	\$1,408,000	\$281,600
98	Blake Diane Palermo	Blake Realty - UPBLRE	5	\$1,382,147	\$276,429
99	Atalie Honaker	The LT Group Real Estate - UPLTFR	4	\$1,380,000	\$345,000
100	David Gall	Coldwell Banker Real Estate Group - UPRWGR09	4	\$1,378,150	\$344,537

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