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in Real Estate **12**
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If you are interested in nominating people for certain stories, please email us at: emailgoeshere@n2co.com

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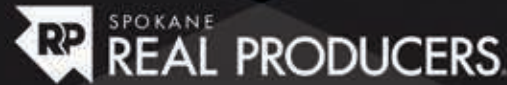
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Real Love Power Couples

BranDen & Shianne TIPTON

BranDen excels in serving as the primary point of contact, negotiating, and networking; while Shianne manages everything related to marketing, researching, and managing the team's digital footprint. BranDen's knack for connecting with and understanding people, along with his ability to communicate information clearly, blends seamlessly with Shianne's patience, kindness, and a work ethic like you've never seen.

Shianne co-owned a CrossFit gym on the west side of the state with a close friend. She was also a full-time high school math teacher and worked evenings as a coach at the gym. Her co-owner friend knew BranDen and thought he would be a great fit for the coaching



team, especially to give Shianne a few nights off. BranDen had been coaching there for about a month before we met. One evening, we were co-teaching a class, and as he was about to correct someone's form, Shianne spoke up first and said the exact thing he was going to say. In that moment, he thought, "She's cute AND she knows how to lift?!" What started as a solid friendship blossomed when BranDen moved back to Spokane,

and we eventually began dating. Not long after, Shianne followed him there.

As with any job where couples work closely together, it's essential to establish defined roles and trust one another to excel in those responsibilities. Clear communication and setting boundaries between work and personal life are also crucial. And remember to date each other... and not talk about work.

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Devin & Rachel BACHMAN

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We met in kindergarten! Devin actually proposed outside of our kindergarten classroom in Deer Park. Throughout our grade school years (k-12) Devin sought after Rachel, but it wasn't until later in life that we started dating and Rachel realized how blind she had been. We got married in our hometown, Deer Park, at a close family friend's property. It was the sweetest most intimate backyard wedding full of love and community.

Devin always dreamed of getting into real estate, especially flipping houses, thanks to his background in construction and financial savviness. Rachel was seeking a career that would allow her to have more control over her time, work from a variety of locations, and provide opportunities to be compensated for her efforts, as opposed to a set pay scale.

When we realized how well our strengths balanced each other out, it just made sense to team up in this endeavor. When one of us gets overwhelmed, the other steps in—that's the beauty of working together!



Emilio & Melody CARRILLO

Hidden Gem Properties at Realty One Group Eclipse. Emilio handles all the paperwork and negotiations. Melody manages client relationships, schedules viewings, and sends listings to clients. As a bilingual Spanish speaker, Melody also takes the lead in community outreach.

We first met in 2008 while serving in the U.S. Army during a deployment to Iraq. Melody was in Human Resources, and Emilio served as a Military Police Officer. Our relationship began when we returned to Fort Stewart, Georgia, and we've been together for 15 years, growing stronger every day. After several years in law enforcement, I found myself burnt out and ready for a career change that offered less stress.

Meanwhile, Melody was a stay-at-home mom, raising our two kids "Sebastian & Leah" while running a successful cake business. We realized that our individual skill sets complemented each other, and by working together, we could build something stronger. We wanted the freedom to manage our own time and create a lifestyle that allowed us to spend more quality time with our kids. The best part of working together as husband and wife in real estate is sharing the same schedule and having the opportunity to spend more time together. It



allows us to align our personal and professional lives, creating a better work-life balance. Watching how we each handle challenges and find solutions reinforces our mutual respect and strengthens our partnership. Building a business together not only brings us closer but also makes our successes even more rewarding.

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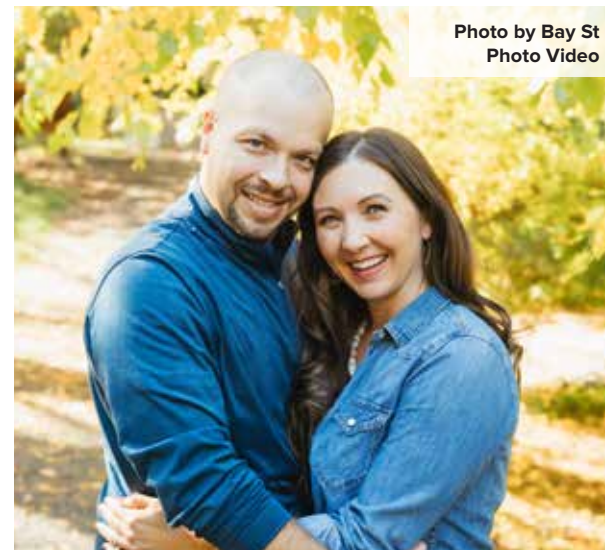
Trevor & Hailey Homes, brokered by eXp Realty. Hailey focuses on our Washington clients, while Trevor handles the Idaho side of the business. We met at Washington State University (go COUGS!) while Hailey was studying Agriculture Management and Trevor was studying Natural Resource Sciences. Between the two of us, we know a lot about land—but let's be honest, we probably won't be using those degrees anytime soon! Real estate has been the perfect way to combine our backgrounds with our shared love of helping people.

We're both independent and entrepreneurial, always believing that

anything is possible and nothing is out of reach. Real estate has allowed us to combine our strengths and connect with all kinds of people. Often, the more numbers-driven, black-and-white thinkers connect with Hailey, while those who need to talk through things more connect with Trevor. It's been so helpful to have both approaches to meet our clients' needs and make them feel understood.

Since we're both self-employed, we get to go on more adventures together! Whether it's a last-minute trip or a spontaneous outing, we've loved the flexibility and freedom to make memories while building our business.

Jake & Kristina BARTLETT



Jake and I met for the first time at a coffee shop in downtown Spokane (the Mercury Cafe) in 2003, we were 19 and 18 yrs old respectively. We hung out that day and soon after met each others friends, then started dating in January of 04' and we've been together ever since!

We got licensed at the same time, during the spring of 2007, at age 23 and 22. We had just gotten married when Jake's Dad, Ed, got licensed and invited us to jump in at that same time. Ed joined Mike Crowley and opened the Spokane Home Buyers office in north Spokane, and Jake and I were the first two agents who joined them. We loved being able to spend all day together, and learn and support each other in this new career.

We bought our first home and were in 100% commission careers with a new mortgage, it was a crazy first few years.

Jake and I really appreciate being able to share our highs and lows with each other. When something great happens we understand the hard work that went into the win and when something goes wrong we have both been there and understand that too. We have worked in this industry full-time for the past 18 years, and I'd say 80% of that has been in the same physical office, side by side. That has given us so much more time

together than a lot of couples get, which we love! All the shared coffee and lunch dates, the problem solving sessions, making industry friends and going to events together... Most people look at us and say they can't imagine spending this much time together but it's all we've ever known and it's worked great for us.



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Jonathan & Jennifer CLEMMENS

We actually met at work at our first jobs outside of college in 2000. Our jobs were to support the manufacturing of a bio insecticide and production was ramping up to 24 hours a day. So initially we worked side by side during the day but that grew into each of us having to work 12 hour shifts opposite each other to support the 24 hour manufacturing line. Turns out we missed each other and missed seeing each other while we no longer worked the same shifts. We went on a few dates and it was history from there!



Photo by Cascadia Designed

Jennifer was super busy and growing with her real estate business and Jonathan was excited for a new opportunity. Over the years Jonathan had lived vicariously through Jennifer's

real estate career and had a pretty good idea of what real estate entailed. Jonathan had gone with Jennifer to Las Vegas while Jennifer attended Keller Williams annual Family Reunion Conference. While Jennifer was at the conference, Jonathan read through Gary Keller's Millionaire Real Estate Agent book and that was the icing on the cake to propel his decision to get his license. It was a great leap of faith for Jonathan to leave corporate America and join the small business world.

The best part of working together is having each other to collaborate and bounce ideas off of each other. Since we are both Realtors, we speak the same language and can really assist each other with our day to day work.

Michael & Krystle ATKINS

We met 19 years ago on New Year's Day through mutual friends in Tucson, Arizona. We often say we met and that was it, we never left each other's side from that day on. We have always gotten along well and love being together. We spent ten years working at Boeing together and loved that we could go to/from work, have lunches and breaks together. The transition to real estate happened over time, for a lot of reasons but we always knew that together we could accomplish anything! We started as a Realtor duo and after five years of that we realized we could offer more to our clients if Mike ventured into the mortgage side of the business. Since his

transition almost three years ago, things have been amazing!

The absolute best part is having a partner who really understands what this business demands and the crazy hours we work. There are no "off" days for us and sometimes we have to take calls in the middle of dinners or while on vacation. Our favorite memory is from this past year when we helped a disabled veteran purchase a home. Mike is a veteran himself and helping his fellow veterans is his passion.

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each other and your clients and when something doesn't feel right or isn't working; talk it out, find a new solution and remember you're a team! We always say we're stronger together and can handle anything that comes our way so long as we work together.

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REAL LOVE POWER COUPLES

Matt & Renee' MULLEN

Our love story began in 1994 in Carmichael, CA. Renee' had just relocated to a new apartment and decided to visit the local grocery store to stock up on essentials. It was there that she met Matt, who was working at the store. A chance encounter turned into something special as Matt kindly helped Renee' carry her groceries to her car. After that simple act of kindness, they exchanged phone numbers, leading to a memorable first date at Scandia Fun Center in Sacramento. Where we played miniature golf and arcade games, igniting a spark that would blossom into a lifetime partnership. In 1995, they tied the knot in South Lake Tahoe marking the beginning of their journey together.



Renee being a third-generation realtor this made real estate a natural fit for her. As a couple, we desired more quality time with our family and the ability to create a lifestyle that suited our needs. At the time, Matt's corporate job was demanding more of his attention, often pulling him away from home during crucial moments of our sons' lives, especially as they were active in sports. Family has always been a priority for us, and we knew that working together in

real estate would allow us to create the balance we were seeking. One of the best parts about working together is that we genuinely enjoy each other's company. We have fun collaborating on projects, brainstorming ideas, and supporting one another through the ups and downs of the business. Our relationship is built on love, respect, and a shared vision, which makes every day a rewarding experience.

Matt & Shannon DAYTON

After college Shannon moved home to Spokane from New York. Matt's best friend was dating one of Shannon's friends. They insisted that we meet because they knew we'd hit off. Sure enough, we met once and the rest is history. We just celebrated our 14-year wedding anniversary with our three amazing kids.

Shannon started investing in real estate when she was 20 with the dream of a career in real estate. However, entering the workforce in 2008 made the real estate market a tough one to jump into. Shannon waited a few years to gain sales,

management, and relationship skills before getting into real estate in 2018.

Matt has always been handy and is quick to learn how to fix anything. While working a full-time job, he managed to always lend a hand to Shannon's clients. We also invested in rentals and flipped homes so having Matt get licensed to sell real estate was a natural move in 2024. In 2021, Matt helped manage Shannon's growing team and worked as a transaction coordinator. The best thing to happen to the team was having Matt join as a licensed broker!



We have a busy family and working together allows us to easily wear the many hats needed in our day-to-day lives. Real estate is a time-consuming and often stressful career with long hours. Having both of us to support each other keeps us from burning out.

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Nick & Ashley SALZWEDEL

To explain our individual roles within the team we like to say that Ashley operates like the Airforce while Nick operates like the Marines. Ashley is big-picture focused. She provides marketing air cover, ensuring we stay laser-focused on our mission of “Do Well Do Good” and that everything is in place for the business to function at its highest capacity. Nick is tactical, boots on the ground. He is face-to-face with clients and turns strategy into tangible results. He thrives in fast-paced situations and ensures everything moves forward according to plan. He executes. With these strengths aligned in these distinct ways, we complement each other’s skill sets and create a powerful dynamic.



newspaper) thanks to a mutual friend who worked with Nick selling advertising. Ashley would visit her

We met at Washington State University at The Daily Evergreen (the school’s

friend in the office after classes and one day in April that friend had the great idea that the two of us (who she thought were so similar) would hit it off. She was right. We were engaged five months later, married within the year and will celebrate 19 years this summer.

We both and collectively have loved real estate from the day we met. In the 19 years we have been married, we have bought, sold and invested in nearly that many properties. While Nick had a successful career in technology sales for 12 years, we always dreamed of one day working together in real estate. Thanks to a global pandemic no one saw coming and a decision to move back home after six years in Atlanta, we decided to “burn the boats” and totally reinvent ourselves. For many reasons, it is the best decision we have ever made.

Robert & Cambria HENRY

Cambria: We started working together long before we became a couple. After months of the accountability calls, I got my real estate license. We realized that if we brought what we learned in personal development into a real estate team, our agents’ careers would grow and benefit.

Robert: While Cambria and I did our daily accountability calls, I continued my Leadership Development training. We were both involved in a program that focused on coaching the coaches—helping them achieve better results with their own participants. We were being groomed to become business coaches,

which would have meant traveling the world to lead workshops for companies, CEOs, and other executives. As we advanced in our leadership training and real estate careers, Cambria had a lightbulb moment: we could use the leadership skills we’d been honing to help other Realtors thrive.

“The training in real estate isn’t working—it has triple the failure rate of most other industries,” she pointed out. “We could make a real difference by teaching Realtors the skills to find more joy in their personal lives while also creating a successful career.”



I knew immediately that she was onto something big. In our personal lives and businesses, Cambria spots unique opportunities or strategies. She convinces me it’s worthwhile, and then we move forward together.

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Tyler & Kristina CARLSON

We actually met over 15 years ago through mutual friends! Truthfully, it was at a house party when we were both 20 years old and figuring out life. Kristina made me work for it—she played hard to get for a few weeks—but from the day I met her, I knew there was something special about her. I made sure to be in the right place at the right time until she started to feel the same way. It didn't take long for us to realize we were choosing each other for the long haul.

Honestly, neither of us set out to work in real estate—it kind of found us. When it was time to start a family, I wanted to leave my career in the oil field so I could be closer to home, and Kristina was working in high-end retail. A mentor of

mine suggested I give real estate a try, and once I got the hang of it, I realized Kristina had the perfect skill set to thrive in the industry. It took me about a year and a half to convince her to take the leap, but once she did, it was clear she was a natural. If you've had the privilege of working with her in the last six years, you already know exactly what I mean.

The best part is that we get to choose. We've built a life and business that's not only successful but flexible, giving us the freedom to prioritize time with our kids and each other. Plus, we balance each other out so well—our strengths and weaknesses complement one another in a way that helps both our business and our relationship thrive.



Zech & Emiley RIOS

Our story is a fun one. I, Emiley, was working in Seattle as a Personal Banker. I was on holiday visiting in my parents in Libby, Montana. If you know Libby you know that there isn't much to do during the winter days. I found myself counting the hairs on my head when my mother invited me to attend a class she was teaching at the local nursing home. I figured I had nothing else to do so why not. I arrived early to the class to help set up and there was Zech, sitting outside waiting for the class to start. Just sitting in the hallway reading a book. Zech helped set up the class with us and when it was time to start he chose the seat farthest away from me. I was intrigued, so the next day I made a silly

excuse about being claustrophobic and needing to sit next to him because he was stationed closest to the door. After five days in the class together, we had our first date and as I was waiting for him to pick me up, I told my family that I would marry him one day.

Emiley had seen success in real estate in her first 1.5 years and was at the point she needed some help. We had always had dreams of running a business together so when she stressed she needed to hire someone, Zech replied "Why not just hire me?" We did a trial run while Zech was on a three month sabbatical from work and decided we couldn't imagine not working together.

Women's Council of REALTORS® Spokane-Eastern Washington

- Our mission is to create a supportive community where strong, empowered women (and allies) can thrive together.
- We offer a safe space to celebrate wins, support each other through challenges, and engage in meaningful volunteer work to create positive change in our communities.
- In 2025, we aim to foster professional growth, personal development, and leadership opportunities. We are committed to expanding our network, adding new members and partners, and ensuring everyone feels valued.
- Whether you're seeking mentorship, networking, or leadership training, our community provides the resources you need to succeed.

Join us in building a thriving, inclusive network where success is shared, and leadership is nurtured.



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- Jan 16** - Membership Event
- Feb 13** - **Members Only** Bunco
- Mar 13** - L&L: Snap/Avista
- Mar 27** - Bowling in Colville
- Apr 17** - Speed Date Your Trade
- Apr 22-25** - WR/WCR Spring Conf
- May 8** - Jeopardy w/ CW Title
- May 22** - Annual Carnival
- May 30-Jun 5** - NAR/WCR Mid-year Conf
- Jun 12** - L&L: Know your 🤖
- July 10** - PMN Class
- Aug 14** - **Members Only** Election at Swank Boutique
- Sept 11** - Golf Tournament
- Sept 23-26** - WR/WCR Fall Conf
- Oct 7** - SP Chili Cook-off & Boot Scoot
- Nov 7** - Fantasy Flight Gala
- Nov 12-17** - NAR/NXT/WCR Conf
- Dec 11** - Ornament Exchange

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Nolan & Eileen CROSSLEY



We are high school sweethearts, and our story is a bit of a whirlwind! We met during our senior year of high school when Eileen moved to the area. On her very first day at school, a mutual friend introduced us, and right away, Nolan asked her, “Do you want to get married?” At the time it was just a funny, random comment, but some things come to fruition. It was an unexpected, yet somehow perfect, beginning.

A few years into our marriage, we decided to buy our first home, at just 20 and 21 years old. It was a For Sale By Owner property that we fell in love with, and that experience sparked a lasting passion for real estate. Two years later, we sold that home and upgraded to a brand-new one, continuing to pursue

our dream of homeownership and investment opportunities.

Nolan eventually decided to shift careers and joined the Maui Police Department, while Eileen continued to grow her career as the director of HR for the restaurant. Along the way, we had two amazing boys, and we continued to invest in real estate. The island life was incredible, but the 2008 recession hit us hard. It taught us valuable lessons about risk and real estate, and after nearly a decade in Hawaii, we decided it was time for a change.

Eileen’s work required her to travel extensively, which made it challenging to balance work and family life, especially with our sons nearing high school and middle school. At the same time, Nolan had already built a thriving business and was eager to have a trusted partner to work with. We realized that working together in real estate would provide the flexibility we needed to be more present for our boys while still building something we both loved.

Adam & Laura SALAS



Hi, we’re the Salas duo—married, in love, and somehow still sane after years of real estate in Spokane! We juggle contracts, house showings, and who left the coffee pot empty! Helping people find their dream home is our passion—keeping it fun (and keeping us married) is just a bonus!



Happy New Year!

Thank you to all our clients for an incredible year! May your Holiday Season be filled with Joy, and the New Year be a blessed one.

We look forward to serving you in 2025!



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Adam Clark & Sarah Heywood

For Adam and Sarah, real estate wasn't just a career—it was a shared passion that naturally brought them closer. Both were already well-established in the industry when they met, but merging their businesses was a deliberate decision. "We wanted to take our time," Sarah explains. "We knew that making too many big changes at once could be overwhelming. It was important to us that both our relationship and our careers not only survive but thrive together."

Their patience paid off, and today, Adam and Sarah co-own and operate PNW Dream Homes, a thriving real estate business serving Spokane and North Idaho. Together, they've found a rhythm

that balances their individual strengths and shared goals.

"The best part about working together is the mutual respect we have for what each of us brings to the table," Adam says. "I've been in real estate for a long time, and I can honestly say Sarah is one of the most talented Brokers I've ever seen. Watching her work with her clients is inspiring."

Running a business as a couple isn't without its hurdles. Early on, Adam and Sarah faced the challenge of balancing their personal lives with the demands of their careers. Long hours, fluctuating markets, and the high stakes of real estate transactions could



easily have caused friction. Instead, they leaned on their shared values and open communication to navigate each challenge together.



Photo by Cascadia Designed

Todd & Sarah GRUBB

Todd and Sarah met at Mead High School when Todd was a Senior and Sarah was a Sophomore. Todd took Sarah out on her first real date and brought her home late after watching the movie "Maverick" at the theater. Todd's watch stopped during the movie and he always jokes around that time stood still when he was with Sarah on that date. Todd took Sarah on a few other dates in high school, including a coffee date where he tried to impress her by ordering seven shots of espresso in his coffee. They went their own ways once Todd went to college at Eastern

Washington University and Sarah eventually went to Gonzaga University. Todd and Sarah later ran into each other downtown while out with friends when Todd was 26 and Sarah was 23 and they started dating again. They eventually married in San Diego after dating 5.5 years. They have now been married over 18 years and are raising their two beautiful daughters in Liberty Lake.

Todd was the original REALTOR®. Sarah had been working as an attorney in Coeur d'Alene but was always jealous of Todd's amazing career. She decided to jump in with Todd around October 2015 and they created True Northwest Group together.

Real estate is a seven days a week, all hours of the day type of job. The lines of work and home life need to be clear. They have realized through the years the importance of being able to turn off the craziness of work and coming back together as a couple with the family. It's not always easy, but it is important.

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