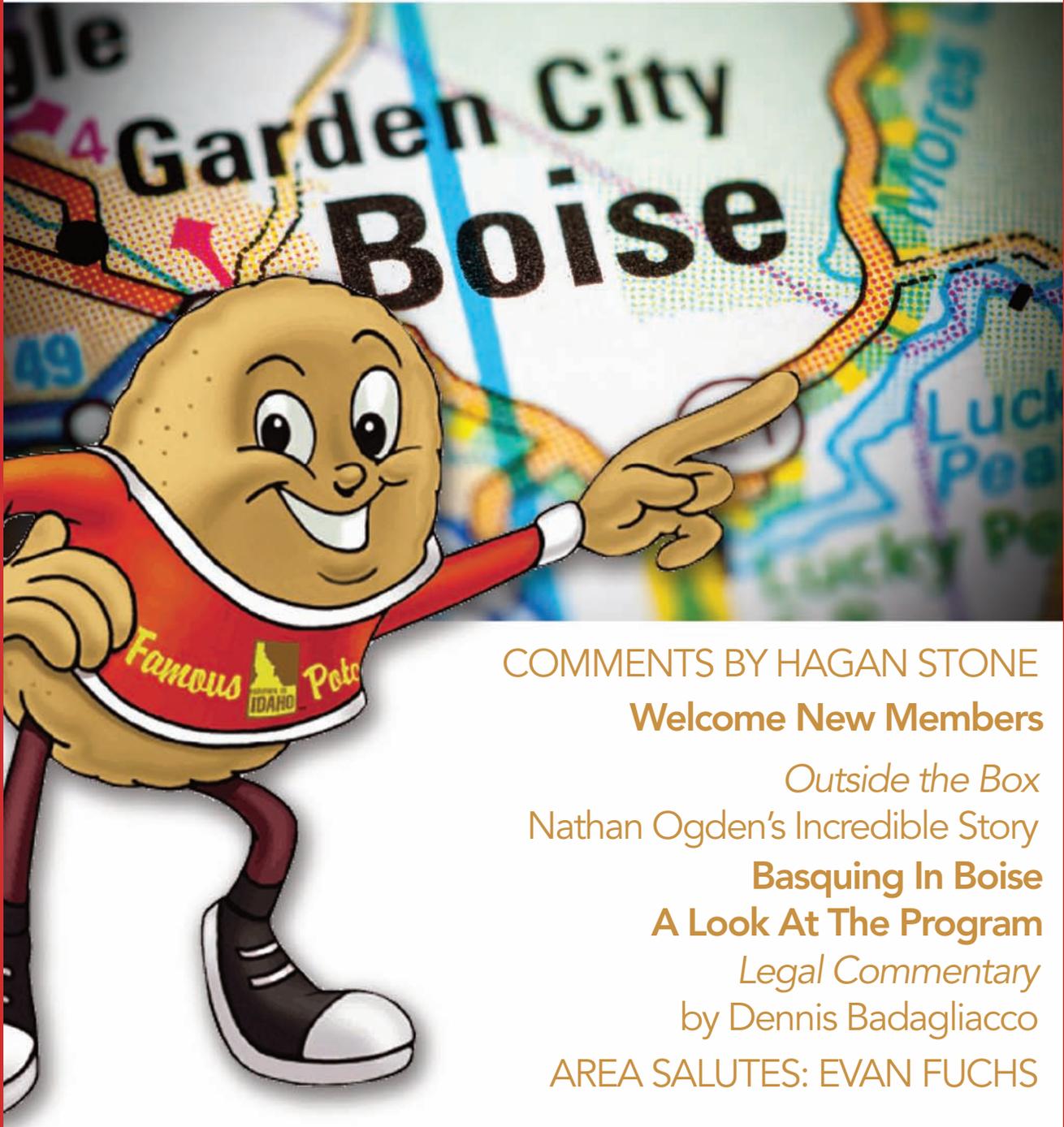


JULY 2019



AREA

ASSOCIATED REALTY OF THE AMERICAS



COMMENTS BY HAGAN STONE

Welcome New Members

Outside the Box

Nathan Ogden's Incredible Story

Basquing In Boise

A Look At The Program

Legal Commentary

by Dennis Badagliacco

AREA SALUTES: EVAN FUCHS



ASSOCIATED REALTY OF THE AMERICAS

"All the news that fits."

Our members are 110% committed to excellence in our real estate profession. Our mission encompasses: Sharing BEST Practices with our colleagues; treating all referrals with the utmost of care, honesty and integrity; and being involved in organized real estate for the betterment of our profession."

A R E A B O A R D

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Suzanne Cooper, Ridgewood;
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Craig Sanford, Phoenix

Leslie Rouda Smith, Dallas



Hagan Stone
Nashville, Tennessee
hagan.realtor@gmail.com
615-423-6191

Comments from
Hagan Stone

Dear Fellow AREA Members:

First, there is still time to make hotel and Basque Block Party reservations. For VIP service call Carl or Suzanne.

Second, this is my swan song as Chair of the Advisory Board. Beginning in August, **Gail Hartnett** will step into my role and **Seth Task** will take over as Vice-Chair. This has been quite a ride and I wish to thank **Carl** and **Suzanne** with whom I have worked so well, plus all the **Board Members**. We have done our best to help create a program for the event that our members will truly enjoy. Gail has spared no efforts to become the proverbial "Hostess with the Mostess". And, as I move over to a senior role: I, like my predecessors, including our first Chair, **Ken Libby**, followed by **Diana Bull** and **Leslie Rouda Smith**, see that AREA, in each phase of our growth and development, has truly become something very special in its role of bringing the very best together to enjoy, support and serve one another. And I, in the tradition of Ken, Diana and Leslie, will continue to support and help nurture what we have and help, as best I can, to further its efforts to attain the full realization of its potential and then to sustain and perfect.

Thank you. It has been a pleasure, a thrill and a very great honor. And, I wish nothing but the best to Gail and Seth and the rest of the team. See you in Boise.

Welcome

NEW MEMBERS

TOM FRENCH



Tom is taking Michael Bull's position in AREA for Bull Realty. Tom's services are focused on adding value for hospitality clients in the disposition and acquisition of hotels, resort and casinos. During his professional career, while concentrating on finance, market analysis and investment, he has assisted in closing in excess of the \$200 million in hotel transactions. He earned his BA in Hotel Restaurant and Institutional Management from Michigan State University. He continues his education with CCIM and other industry affiliations.

Tom French
Atlanta, GA
tfrench@bullrealty.com
404-876-1640 ext. 147

THERESA WILSON



Theresa is an active Broker Associate in her office, located in Bass Lake, California a 30 minute drive to the southern entrance to Yosemite National Park. In her spare time (when not involved with her family and grand kids, she and husband love to travel. Cruising is their favorite type of vacation. They recently cruised to Aruba, Grand Cayman, Bonaire, and Curacao. Both love the outdoors and living in a recreation area affords them the opportunity for boating, swimming, hiking and so much more. Living so close to Yosemite gave Theresa the opportunity to climb Half Dome twice and, and this is a direct quote: "What a thrill that was!"

Theresa Wilson
Bass Lake, CA
theresa@theresawilson.com
559-760-3715

JENNIFER BERGAMINI



Born and raised in beautiful Prescott, Arizona, Jen has joined her husband Brad Bergamini in running one of the top teams in the area. She has a background in accounting and has been a CPA since graduating from Arizona State University. Now she is enjoying her role as Realtor, team leader, and director of operations of The Bergamini Group at Keller Williams. Brad and Jen have six children and her favorite past time is spending time as a family.

Jennifer Bergamini
Prescott, AZ
jen@everythingprescott.com
928-533-1623

DENNIS PORTER



Dennis is avid outdoorsman and fisherman and loves to travel with Theresa to exotic locations and enjoy new adventures while doing so. After a 34 year career in the grocery business, he became a REALTOR®, teaming up with Theresa as an accredited buyer's rep. "We make a great team. And, I am amazed at my lovely wife and great companion, who is the quintessential REALTOR®. She did climb Half Dome, twice! Me? No way! I have a difficult time getting on the third rung of a ladder."

Dennis Porter
Bass Lake, CA
dporters@hotmail.com
559-760-5691

Welcome

NEW MEMBERS

BRIAN THOMPSON



Brian, who has been licensed for the past 15 years, is a full time REALTOR/Sales Manager for FC Tucker/Bloomington REALTORS® in Bloomington, Indiana. The community is recognized as a great place to live, raise a family and retire! Broker/Co-Owner/Manager of FC Tucker/Bloomington, he also runs their Referral/Relocation business. Brian is a member of the Bloomington Board of REALTORS®, 2019 President of the Indiana Association of REALTORS® and the National Association of REALTORS®; Graduate, REALTOR Institute (GRI), Certified Residential Specialist (CRS), Senior Real Estate Specialist (SRES) and has chaired the annual MCBA Parade of Homes for three years and serves as a volunteer at many MCBA events. He is also the immediate past Chair of our State RPAC Trustees and still chairs the local RPAC Committee.

Brian Thompson
Bloomington, IN
thompsbl@homefinder.org
812-320-2394

STEVE LARUE



President, Kansas Association of Realtors, 2019 Chairman, National Association of Realtors RPAC Federal Disbursements Committee, 2018 Chair, RPAC Trustees, Kansas Association of Realtors, 2015 Salesperson Of The Year, Lawrence Board of Realtors, 2014 National Association Of Realtors Leadership Academy, Class of 2014 Realtor of the Year, Lawrence Board of Realtors, 2012 Salesperson Of The Year, Kansas Association Of Realtors, 2012 Vice Chair, RPAC Trustees, Kansas Association of Realtors, 2013 - 2014 Region IX RPAC Disbursements Trustee, National Association of Realtors 2011 - 2016 Kansas Association of Realtors Right Track Leadership Program, Class of 2011 President, Lawrence Board of Realtors, 2010 Director, Lawrence Board of Realtors 2005, 2006, 2009, 2011 Lawrence Board of Realtors Governmental Affairs Committee 2005 - Present Lawrence Board of Realtors MLS Rules Committee Chairperson 2008 Director, Lawrence Lion Alumni Association

Steve LaRue
Lawrence, KS
laruerealtor@gmail.com
785-766-2717

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AREA SALUTES

This is a new and on-going commentary provided by two distinguished AREA members from the East Coast: **Miriam Dunn** of Scarsdale and **Elizabeth Allardice** of Raleigh-Durham, who think that there is a great deal more to our members than simply their wonderful achievements in the world of real estate and as participants in the National Association of REALTORS®. So, each month they will be randomly saluting a particular member of AREA for what they do in addition to managing their real estate careers.

This month we feature **Evan Fuchs** of Bullhead City, Arizona, who will be a featured speaker at our Retreat this coming July 21-23rd.



Miriam Dunn
Scarsdale, NY
miriam@nyrelocation.com
914-523-8638



Elizabeth Allardice
Raleigh-Durham, NC
elizabeth@elizabethallardice.com
919-624-3423

Evan Fuchs is the broker owner of a top producing real estate company and industry leader with a quarter century of experience under this belt, who speaks nationally on leadership and team building, strategic planning and sales. As a highly sought-after speaker and educator, Evan combines experience gained from serving as President of the Arizona REALTORS® and numerous leadership positions for local, state and national associations with his experience in business and in the field to deliver engaging, relatable, and actionable programs.

Evan's down to earth, interactive style immediately creates a highly effective learning environment. He is a straight shooter with an engaging style who shares openly how he balances his commitments and delivers on his promises, while maintaining a life using systems, partnerships, and his nerd brain. Evan designs and delivers custom programs, and teaches pre-licensing, continuing education, strategic and business planning, and many designations and certifications such as ABR, GRI, and RENE. He is a John Maxwell certified trainer and has developed leadership programming for multiple organizations such as the Arizona REALTORS® Leadership Training Academy.

A proud dad, past State President, 4-time REALTOR® of the Year, and lifelong learner, Evan loves training and collaborating with individuals and teams who aspire to produce their best work. We can hardly wait to hear his presentation!



THEY SAY WE'RE NOT LIKE OTHER REAL ESTATE GROUPS.
WE SAY, THEY'RE RIGHT.



ASSOCIATED REALTY OF THE AMERICAS

A T T H E P I N N A C L E

OUTSIDE THE BOX

With the exception of local dignitaries, AREA has never had a major speech maker at any of our Retreats. Thanks to the generosity, care and concern of **Gail Hartnett**, we are moving outside that box and have invited a highly accomplished, motivational speaker to seed us with his uplifting story. Here is a preview:



Nathan's Inspiring Story

Nathan Ogden knew his life to be near perfect with two young children, a wonderful wife of four years, and a successful career. Then at 26 years old, life presented a drastic challenge three days before Christmas in 2001. Searching for adventure on a snow-capped mountain would soon have Nathan trading in his skis for a wheelchair. Coming off a ski jump wrong he was instantly paralyzed and diagnosed as a quadriplegic, not able to swallow or even breathe on his own. There was too much to live for so he battled through setbacks and obstacles with intense therapy. Nathan returned to work full time, was able to drive again, and embraced his new life from a seated position with the motto of "We Believe". He was getting much stronger and knew he would walk again.

Just over a year after that fateful ski run, Nathan became ill and was admitted to a hospital unconscious. While receiving x-rays he fell off the gurney and suffered a second devastating neck break with greater neurological damage. The only phrase he spoke before entering surgery for the second time was, "Bring It On!" Weeks after the second break he noticed the muscle movement he worked so hard to regain the first time, was not coming back. This was a devastating blow to his

recovery. Nathan wrote, "After the second neck break I was not only physically paralyzed but mentally trapped as well. I desperately tried to be a good father and husband but I slipped into depression and denial. How will I ever achieve anything now? What good am I to my wife and kids anymore?" Nathan has a perfect knowledge of the feelings and struggles that come from being physically and mentally paralyzed. He lost his job, friends, self-esteem, and almost his marriage. Being physically paralyzed is extremely difficult, but not moving mentally is painfully worse.

Using his years of challenging experiences he has found superior systems to move from paralysis to progress. If you are not progressing in business and life, you begin losing hope, starting to feel insignificant, unimportant, almost invisible. Our attitude and productivity drop and we lose focus on our goals. Nathan's critical strategies help us identify and conquer the excuses and lies we tell ourselves that paralyze us mentally. Allowing us to move beyond our current limitations and achieve true satisfaction and success. Surviving not only one, but two neck breaks, Nathan has an extraordinary message to share.

2019 || AREA RETREAT || JULY 21-23 BOISE IDAHO

PROGRAM

SUNDAY, JULY 21

4:00 - 7:00 REGISTRATION AND RECEPTION - GROVE HOTEL

MONDAY, JULY 22

8:00 - 9:00 BREAKFAST - GROVE HOTEL BALLROOM

9:00 - 9:30 **WELCOME/OPENING PROGRAM:** HAGAN STONE, GAIL HARTNETT
VIDEO BOISE METRO CHAMBER OF COMMERCE
WELCOME BILL CONNORS, CEO BOISE CHAMBER OF COMMERCE

9:35 - 10:35 **'NO EXCUSES: TWO NECK BREAKS AND STILL KICK'N'**
NATHAN OGDEN, INTERNATIONAL SPEAKER, QUADRIPLEGIC ATHLETE

10:35 - 10:50 BREAK

10:55 - 11:35 **NEW TAX LAWS CREATE OPPORTUNITIES:**
CINDI BULLA, HANS HANSSON, KEN LIBBY, DENNIS BADAGLIACCO, NA'VARO JOHNSON

11:45 - 12:45 LUNCH

12:50 - 1:35 **LAWS OF THE JUNGLE - LEADING OURSELVES AND OTHERS:** EVAN FUCHS
1:40 - 2:40 **A CONVERSATION WITH GAIL HARTNETT:**
JEFF YOUNG, CRAIG WILBURN, CHRIS MCELROY, SHARON KEATING

2:40 - 2:50 BREAK

2:50 - 3:40 **BREAK OUT: ROUND TABLE DISCUSSIONS**
RESIDENTIAL FACILITATOR: JO KENNEY | **COMMERCIAL FACILITATOR:** MICHAEL SCHOONOVER
3:45 - 4:35 **C2EX VIDEO AND PANEL DISCUSSION:** HAGAN STONE
4:35 - 4:45 **ORIENTATION FOR BASQUE EVENT:** HAGAN STONE

TUESDAY, JULY 23

8:00 - 9:00 BREAKFAST - GROVE HOTEL BALLROOM

9:00 - 9:07 **OPENING REMARKS:** HAGAN STONE
9:07 - 10:05 **REMARKS:** LESLIE ROUDA SMITH
PANEL DISCUSSION - HOW MEMBERS CAN WORK TOGETHER:
AUDREY NOVOA, DON BULLOCK, TRINKIE WATSON, JAY WEST, HANS HANSSON

10:05 - 10:20 BREAK

10:20 - 11:15 **LOOKING TO THE FUTURE:**
STEVE GODDARD, SHERRI MEADOWS, COLIN MULLANE, FIONA THESEIRA, KATHY FOWLER, RON PHIPPS
11:15 - 11:40 **DEFINING MOMENTS:** KEN LIBBY
11:45 - 12:00 **AND HERE WE HAVE CLEVELAND 2020:** SETH TASK
12:01 - 12:05 **WHERE WE GO FROM HERE:** GAIL HARTNETT

12:05 - 1:05 LUNCH

1:10 - 3:30 **TEAM EVENT: MEET IN LOBBY**

6:00 - 9:00 **AREA GALA AWARDS DINNER**

CONTROLLING INTERIOR HUMIDITY: HOW AND WHY

High humidity in the home can cause more than discomfort. Excessive moisture can cause mold and mildew growth, and when combined with warm temperatures can also allow dust mites to thrive. The causes of high relative humidity (RH) levels are varied. Showers, clothes dryers, steam from cooking, splashing from tubs and sinks, and other activities can increase humidity. Plumbing leaks, poor ventilation, and other structural and systemic issues are also likely culprits. If not addressed, excessive moisture can lead to odors, wood rot, problems with painted surfaces, and even structural damage.

The first step in determining if a home has elevated RH is to measure it using a hygrometer, which is readily available in hardware stores. According to the US Environmental Protection Agency, keeping indoor humidity below 50% is best for warmer months, while levels as low as 30% are acceptable during colder weather. Measurements should be taken in various parts of the home to determine if high RH is localized to certain rooms or areas such as the basement or attic, or if the levels are elevated throughout the home.

Using exhaust fans to ventilate bathrooms, laundry rooms, and kitchens is a very effective way to reduce RH. Exhaust fans should be used regularly and must be installed so that they vent to the outdoors. Another benefit is that odors and pollutants will be ventilated along with the moisture. Many newer exhaust fans are both extremely quiet and efficient. Exhaust fans should always be used especially after showering to not only rid the room of

moisture-laden air, but to discourage condensation on walls, ceilings, and other surfaces.

Portable dehumidifiers can be effective in locally damp spaces such as a basement. Dehumidifiers work best at minimum

temperatures of 65°F/18°C.

If the space is cooler than this, the unit may ice up; some models have an automatic shutoff function should this occur. The manufacturer will indicate the square footage appropriate for various models. It's important to note that a unit with insufficient capacity for a particular space will not effectively



reduce humidity to desired levels and will waste energy, too.

Find and fix any local sources of excessive moisture. A leak in a basement or crawlspace wall can significantly raise humidity levels and should be addressed. Once the source of moisture is eliminated, RH in that area should fall. Be sure that clothes dryers vent to the outside, and check the hose leading from the dryer to the exterior vent to make sure it is clear of lint and other debris.

Controlling household humidity can add to the comfort, enjoyment, and well-being of both the people who live there and the home itself.

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416-620-3564



Legal Update

with Dennis Badagliacco past Chair of the Legal Advisory Committee of the NAR

Dennis Badagliacco
San Jose, CA
dennisb@legacyrea.com
408-218-1800

1. The Update on Moehrl v. The NAR, Realogy Holdings Corp., HomeServices of America, Inc., RE/MAX Holdings, Inc., and Keller Williams Realty, Inc.:

1.1. NAR filed a Demur Petition. Before the Demur was heard by the Court, the Plaintiff moved to amend the complaint. The Demur was therefore not heard by the Court. This could be good news because the NAR motion was to dismiss the law suit based on false facts, namely, NAR does not require anyone to pay a buyer's broker commission. The bad news is the plaintiff will most probably refile the complaint with a different spin. More detail to follow. Kattie Johnson, NAR's chief legal counsel will be sending updates when appropriate.

2. Beware of the unauthorized text: Silverman v. Move & NAR is a suit which claims texts were sent to the plaintiff without written permission. Move is paying NAR's defense costs. NAR obviously does not tell agents or companies to reply with text or any other messages. It is important to note

written permission is required to send a client a text. As crazy as this sounds, it is all part of the rules surrounding the unwanted phone calls everyone receives.

3. Independent Contractor versus Employee suits: Depending upon the source there are between 8 and 32 suits on this topic pending. There are 8 serious law suits in California alone! Many of the legal teams attacking our industry are suing over and over again trying to find a way to force Real Estate agents to be employees. In some cases, unions are paying for the suits.

4. Johnson v. Raytheon: This is your fun case for the month. Raytheon hired a contractor to do some work. The contractor hired a subcontractor. The subcontractor bought a ladder which ended up being defective. The defective ladder led to an injury of the subcontractor. The subcontractor is now suing the General contractor and Raytheon because he bought a defective ladder! It just keeps getting better.

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