



THE DIVERSITY COMMITTEE PRESENTS  
**THE FACES OF FAAR**  
DIVERSITY SCHOLARSHIP P.17



# FAARSIDE



Carrie Danko  
2021 FAAR PRESIDENT

## *FROM THE PRESIDENT*

Well FAAR members, we've made it through 2020! And what a year it was! I know each of us has brought a new way of thinking, a new way of doing things into 2021. We've had to make many adjustments to how we "do life", to include our way of doing business. I was genuinely impressed with how well the FAAR Board and staff adjusted and continued to support the members during the year...without missing a beat! A special thank you to Drew Fristoe for serving as President for the last 2 years! I know I have huge shoes to fill, but I am ready, honored

and excited to be your 2021 President!

During my recent installation speech, I shared that we've just adopted a new Strategic Plan that will shape our focus for the next 3 years. You can view the entire plan at [bit.ly/FAARstrat](https://bit.ly/FAARstrat). Emphasis will be placed on education, diversity, value and involvement. The theme that we embraced while creating the plan was to "Rethink, Reenergize, Rebound... Together"! This theme will carry us through my year as President of FAAR.

## *Confront Discrimination in NAR's New Simulation Training at [fairhaven.realtor](https://fairhaven.realtor)*



While all 4 areas of the theme are important, I am immediately drawn to the word TOGETHER! Everything we do hinges on that. We are all a part of this association and sometimes the value we are receiving is directly related to the time we are giving. And, it really doesn't take a great deal of time!

My hope for 2021, albeit seemingly unrealistic (I'm a glass half full kinda gal), is that every member would get involved in some way. Join a committee, attend an

event, sign up for a class, reach out to a member you don't yet know! We may all ultimately work for ourselves and with a variety of wonderful companies, but through FAAR, we are all in this thing called real estate together!

***I'm excited for the year to come and know that, together, we will do great things! And hopefully those things will soon be in person! Until then, stay safe and be well!***

### **Ready to get involved?**

Check out the Committee Corner on page 64 for a description of each committee, typical committee duties, the chair /staff liaison agreement, and the form to fill out to get involved!



## VIRGINIA REALTORS®' LEGAL HOTLINE, STELLAR SERVICE FOR ALL MEMBERS TO UTILIZE

[virginiarealtors.org/legal-hotline](https://virginiarealtors.org/legal-hotline)

Legal advice is a precious commodity that occasionally everyone needs to access. The Virginia REALTORS® offers the Legal Hotline. A member is required to complete an application before a question can be submitted to the VAR attorneys and must communicate the issue to his/her broker. The broker will receive a copy of the question. Sometimes the Broker's policy may be more restrictive than the general response of the VAR attorney. Visit [virginiarealtors.org/legal-hotline](https://virginiarealtors.org/legal-hotline) to access the User Agreement & the Terms of Use.

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**Thank You**  **Major Investors**



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# IT'S A BRAVE NEW WORLD FOR THE VIRGINIA GENERAL ASSEMBLY



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# CEO PAT BREME TO RETIRE THIS YEAR

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After 30 plus years, Pat will leave her position as CEO by the end of this year. Pat was hired as a Public Relations Specialist in 1987 but was also assigned education and governmental affairs to her duties until those positions were added to the staffing. Pat became CEO in 1997 after Kay Patterson retired.

Pat has thoroughly enjoyed her position which afforded her opportunities to serve on many VAR and NAR Committees and Task Forces. Other notable accomplishments: she was a Governor for NAR's Association Executive Institute for two years,

and on the search committee for the hiring of the former MRIS CEO and the latest CEO of the state association. Pat has also chaired the Virginia REALTORS® Association Executives Committee several times. She is respected for her collaboration and diplomacy abilities.

*"I believe I have achieved my foremost goal when I took the position of CEO; to elevate FAAR's performance as a member service organization and for FAAR to be recognized as an innovator among its peers."*

## **Video Library>**

Check out our new page for FAAR videos hosted online at [faarmembers.com/online-education](https://faarmembers.com/online-education)

Follow FAAR on YouTube by heading to [youtube.com](https://youtube.com) and searching "Fredericksburg Area Association of REALTORS®" then hitting subscribe!

# THANK YOU FAAR RPAC INVESTORS

*for helping us achieve the prestigious  
Triple Crown Award for 2020!*



**874**  
Investors



**\$59,415**  
Raised



**23**  
Major Investors

## RPAC TRIPLE CROWN



### Educational Video Library



Kevin McGrath presents Article 1 of the Realtor® Code of Ethics



What better way to hear about laws, regulations, and best practices than straight from the attorneys at Virginia REALTORS®?



Access the video resources from Bright MLS including live clinics and tutorials at [youtube.com/brightMLS](https://youtube.com/brightMLS)



Watch part of the free Lender Panel held at FAAR on 3-22-2019 as part of FAAR's March is for Members Member Appreciation Month.



Access lockbox tutorials and how-to videos via Sentrilock's Youtube Channel



Visit the RPR Learning Center for on-demand *webinars* for on-the-go REALTORS®

# HOME LOAN EXPERTS

Assurance Financial specializes in home loans. That's all we do. Realtors like that we handle processing and underwriting in-house and how well we take care of their clients, consistently closing their loans on time. Our customers like us because we offer competitive rates and fees, quick turnarounds on their loans, and really good customer service.



**JOHN WESLEY HAYDEN**  
NMLS# 402836

**SCOTT HINE**  
NMLS# 475661

**KENT SCHRADER**  
NMLS# 476103



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# CITATION SYSTEM TWEAKED—

## FINES INCREASED



BY PAT BREME, RCE, CIPS  
CEO

Recently, the Boards of Directors of the Associations in the region (FAAR, PWAR, BBAR, DAAR and GPAR) voted to stiffen the fines of the Citation System. Second and third offense fines have been added. In most instances, the first offensive fine has doubled from \$250 to \$500. Second and third offenses average \$1,000 and \$3,000, respectively.

The system's focus is on potential violations of Regional Rules and Regulations of the Sentrilock Lockbox System in regards to articles of the Code of Ethics.

Sometimes an ethics hearing can be avoided by an agent agreeing to the guidelines of the Citation System. A potentially offending agent agrees to pay a fine, and the complaint never goes to a hearing. It is a much shorter process and the potentially offending agent does not have to admit guilt.

*View FAAR's updated Citation System brochure at [bit.ly/FAARcitation](https://bit.ly/FAARcitation)*



***Do you have time to write a few messages of hope for elderly residents in nursing homes?***

The Community Service Committee will be collecting cards for seniors and suggests including a child's drawing, picture of a pet, or another small token of thoughtfulness in the card. Cards can be dropped off at FAAR or at Weichert, REALTORS®, Fredericksburg.



# FAAR HAS A NEW STRATEGIC PLAN



BY KIM MCCLELLAN, RCE  
DIRECTOR OF PUBLIC POLICY

Every three years, the Association conducts strategic planning to ensure that we are meeting our core responsibilities to our members, looking towards innovation for future products and services, and reflecting the current wants and needs of our members. This year's planning process looked a little different than years prior, but the end result was the same. The dedicated group of folks who were a part of the process developed a forward-looking, flexible, and inclusive plan that will serve as a beacon of ambition for FAAR over the next three years.

The first step in our strategic planning process was sending out a survey available to our entire membership to gauge how we're doing and where you as our membership want to see us go. That survey went out over the summer, and we had nearly 200 respondents who provided thoughtful insight and constructive comments.

Next, the Association hosted a virtual Focus Night where we invited many different members from a variety of disciplines to engage in a guided discussion by our Strategic Planning

Committee facilitators. We heard thoughts from affiliates, residential agents, veteran agents, new agents, commercial agents, brokers, top producers, and teams. Nearly 40 people participated and were able to provide an even deeper dive into the concerns and ideas raised in our survey.

Finally, more than 30 volunteer leaders participated in a virtual strategic planning session with a local consultant, Cara Parker & Associates. Cara guided the group through a two-day seminar focused on strengthening our core services, expanding our inclusiveness, and focusing on member value.

The final product has a strong theme: inclusiveness and diversity. FAAR wants to ensure that it creates an inclusive environment where all feel welcome, expand the diversity of our volunteer leadership, and continue to expand our diverse offerings of classes, events, services, and products.

*Check out the full plan for yourself by visiting [bit.ly/FAARstrat](https://bit.ly/FAARstrat)*



# PROFESSIONAL HONOR ROLE (PHR) AND WHAT IT MEANS



BY LAUREN ZUZA, ePRO  
COMMUNICATIONS DIRECTOR

You could be eligible for Professional Honor Role and not even know it! Professional Honor Role was presented for the first time in 2008 to recognize the achievements of Realtor® recipients. The Honor "Role" award spotlights members who have made contributions to the real estate industry, FAAR, and the community. Points are assigned to 6 categories: – association activities, networking events, educational activities, Virginia REALTORS® & NAR designations and councils, service/civic activity and real estate production. Applications are due annually in February.

## ***Benefits of FAAR Professional Honor Role***

- All recipients are featured in The Free Lance-Star ad.
- All recipients receive a certificate or a trophy (\$25 fee)—Recipient's choice.
- The names of all the recipients will be added to a plaque displayed in the FAAR office.
- The names of all the recipients are listed at the [faarmember.com](http://faarmember.com) website.
- All recipients receive an electronic logo of the Professional Honor Role to use in marketing.

***What are you waiting for? Get started today at [faarmembers.com/awards/](http://faarmembers.com/awards/)***

# FAAR SPRING AWARDS



## 2019 EDUCATOR OF THE YEAR



**Deb Ellis**  
Coldwell Banker Elite

## 2019 MANAGER OF THE YEAR



**Jeff Edmisten**  
Coldwell Banker Elite

## 2019 REALTORS® Choice



**Heather O'Neill**  
Coldwell Banker Elite

## 2019 ROOKIE OF THE YEAR



**Corrine Macon**  
1st Choice Better Homes & Land

## 2019 REALTOR® of the Year



**Matthew Rathbun**  
Coldwell Banker Elite

### 2019 Professional Honor Role



**Sabrina Anderson**  
Exit Realty Group



**Marla Aste**  
1st Choice Better Homes & Land



**Tricia Barnes**  
ABR, GRI, CRB, ABRM  
1st Choice Better Homes & Land



**Leann Black**  
1st Choice Better Homes & Land



**Suzanne Brady**  
ABR, SRS  
United Real Estate Premier



**Jennifer Cason**  
ABR, SRS  
Coldwell Banker Elite - Massaponox



**Jennifer Church**  
ABR, GRI, SRS  
Holt for Homes



**Valerie Dellandre**  
ABR  
Century 21 New Millennium



**Linda Dort**  
ABR, GREEN, SRES  
Century 21 New Millennium



**Drew Pristoe**, ABR, CRS  
Coldwell Banker Elite - Massaponox



**Janet Holt**  
Holt for Homes



**Linda Laub-Canty**  
ABR, GRI, CRS, SRES  
1st Choice Better Homes & Land



**Cindy LeBrun**, ABR, CRS, SRES  
Exit Realty Group



**Lynn Lenahan**, GRI  
1st Choice  
Better Homes & Land



**Brooke Miller**, GRI, CRS  
Long & Foster Real Estate



**Laura Monaghan**  
ABR, CRS, GREEN, SRES  
eXp Realty



**Bonnie Ramey**, GRI  
Nest Realty Group



**Mary Beth Rich**, ABR  
Century 21 New Millennium -  
Fredericksburg



**Anthony "Tony" Shade**, ABR  
RE/MAX Allegiance



**Sharon Shade**  
ABR, ABRM  
RE/MAX Allegiance



**Carol Sondrini**  
Coldwell Banker Elite - King George



**Chip Taylor**  
Long & Foster Real Estate



**Penny Traber**, ABR, GRI, CRS  
1st Choice Better Homes & Land



**Ginny Vickers**, ABR, SRS  
1st Choice Better Homes & Land

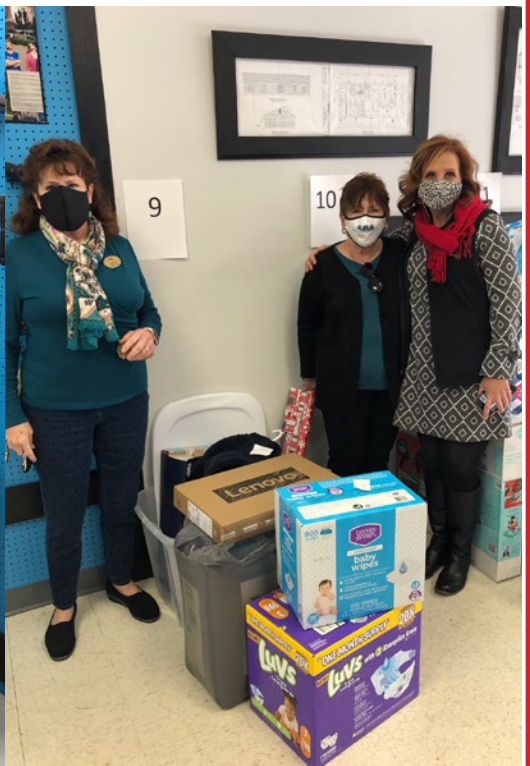
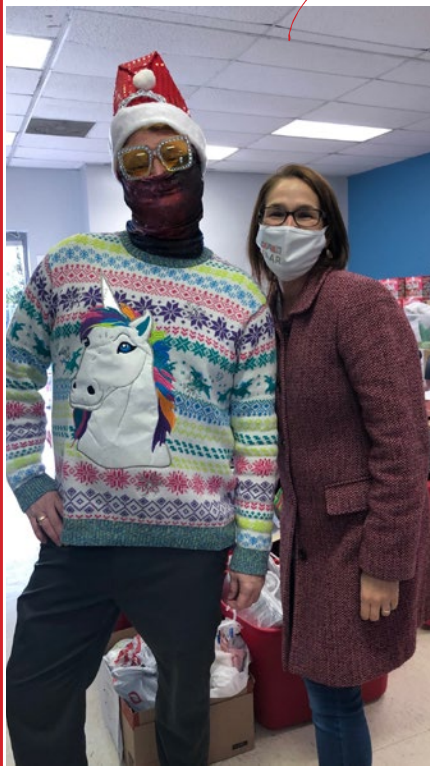


**Randy Walther**  
Nest Realty Group



**Sha Williams-Hinnant**  
ABR, CRS, GRI, CIPS, PMN, SRES  
1st Choice Better Homes & Land

*Thank you Secret Santa volunteers!*



# Hard work and dedication—



BY PAT BREME, RCE, CIPS  
CEO

## Now is the time to recognize the outstanding achievements of FAAR Stars

**Show the Love** and nominate a member! Look around, who do you know who should be recognized by their peers? Awards Committee Chair Chip Taylor and Vice Chair Carol Sondrini urge members to review the list of spring award possibilities and nominate a worthy candidate. The spring awards are marketed as **Show the Love**. The deadline for filing an application is February 14, Valentine's Day. Here is the list and a link to the applications:

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### **REALTOR® of the Year**

Recognizes an exemplary agent who has made significant contributions to FAAR

### **Rookie Salesperson of the Year**

A new agent who has done amazingly well the first year in business

### **REALTORS® Choice**

Who knocks it out of the park?

Recognizes an agent who is professional, great to work through a transaction, and is a reflection of a real estate professional

### **Manager of the Year**

Recognizes a managing broker whose focus is on creating a successful office by training successful agents

### **Educator of the Year**

Presented to the FAAR Academy instructor who has made significant contributions to the education of the membership and exemplified leadership and service to that end

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### **Melanie Thompson Award**

Created to honor Melanie Thompson, who at a very young age, dedicated herself to becoming successful in her career through exceptional, professional service to clients and customers and dedicated service to the REALTOR® community and the community at large.

### **Professional Honor Role (self-nominated)**

Recognizes the all-around agent who seeks out opportunities to gain education and professional designations, is involved in FAAR and the state and national associations, as well as the community

*Online nomination forms for each of these awards can be found at*

*[faarmembers.com/awards](http://faarmembers.com/awards)*



# FINANCIAL EDUCATION FOR REALTORS® 101

**INSTRUCTED BY LAUREN POLEN**

**MARCH 1, 2021 | 1:30 - 2:30 PM**

Join Lauren Polen, Financial Educator at Topside FCU, for Financial Education for Realtors 101. You'll get tips on managing cash flow between commissions, healthy savings habits, tips and tricks on how to improve your credit score, and more. This will be a fun and interactive class!

Register for this **FREE online** class at [faarmembers.com/calendar](https://faarmembers.com/calendar)

Points apply to in-person,  
virtual or hybrid classes.

**+5** PHR  
Event



# Winning The Offer Then Wanting OUT!

~~\$25~~  
**\$15!**

## Why You should Attend

*offers 2 hours CE for Ethics & Standards of Conduct or 2 hours PL Current Industry Issues and Trends*

In this crazy market, buyers' agents are trying unprecedented things to win the contract.

Waiving appraisals, inspections, making offers on coming soon homes sight unseen..... But what happens when your buyer gets the house, and now has second thoughts?

This class will take an in-depth look at strategies to win the offer, and contractual obligations of the buyer once you are ratified. This is a "do not miss" class to be relevant in the 2021 market!

### Advanced Registration is Required. Class Fee - Check One

   \$15 FAAR Members       \$35 Non-Members

**+5**PHR  
Education

<- Points apply to in-person, virtual, or hybrid classes

Register online at [faarmembers.com/calendar](http://faarmembers.com/calendar) or fax to (540) 736-0301

Name \_\_\_\_\_ Company \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

Credit Card \_\_\_\_\_ CVC \_\_\_\_\_

Total \_\_\_\_\_ Zip \_\_\_\_\_ Exp. Date \_\_\_\_\_ Signature \_\_\_\_\_

NOTE: If you require ADA assistance for the classroom, please call FAAR at time of registration at (540) 373-7711. Opinions and information delivered in all FAAR courses should be confirmed as compliant with the Student's Company Policy before including in business practices. Refunds will only be given in the event FAAR Academy cancels the class or if the registrant withdraws from the class by contacting FAAR during business hours, at least one (1) business day prior to the class date. By attending this event, you authorize FAAR to use any photos or videos taken during the event in future media promotions.



March 12, 2021  
9:00 AM- 11:00 AM  
Kevin McGrath & Chip Taylor  
Instruct

**Sponsored By**



# NEW DIVERSITY COMMITTEE OUTLINES PLANS FOR 2021 ACTIVITIES



BY PAT BREME, RCE, CIPS  
CEO

Last year a Diversity Committee was established by President Drew Fristoe. He appointed Sha Williams Hinnant to chair, and she invited members to gather to discuss, in depth, what diversity is currently like at FAAR and what needs to be done to be a more inclusive association.

Underscoring FAAR's commitment of better diversity, Goal 3 of the new Strategic Plan rolling out this month is *Inclusion: Demonstrate inclusiveness in everything we do.*

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## Highlights of the 2021 Diversity Committee Marketing Plan

### January

- Video introducing goals/plans of the 2021 Diversity Committee
- Membership survey polling for fair housing violations
- Create a Diversity landing page at faarmembers.com

### February

- Publicize newly created Faces of FAAR scholarship (see next page)
- Hold a panel discussion with local figures knowledgeable about black history in the Fredericksburg area

### March (March is for Members)

- Create class highlighting the historical implications of fair housing and how to humanize the issues - Matthew Rathbun
- Create "Did You Know?" questions to feature in FAAR communications- goal to provide correct answers to fair Housing issues and debunk myths and incorrect information
- Introduce one of four video snippets depicting fair housing scenarios. Other three scheduled throughout the year.

### September

- Expo featuring Marki Lemons Ryhal on a diversity topic
- 3rd video snippet

### November

- Invite speaker Paula Monthofer (The Way Home: Fair Housing Today) back to do a year-end wrap up of fair housing activities

### Other items on the agenda-

- Create a class based on The Color of Law and Color of Money
- Add to New Member Orientation- an introduction to Diversity at FAAR

*If you are interested in joining the Committee, contact Sha at [realtorsha@gmail.com](mailto:realtorsha@gmail.com) or Pat Breme, [pbreme@faarmembers.com](mailto:pbreme@faarmembers.com). All members are invited to join.*





# FACES OF FAAR

# SCHOLARSHIP

## FACES OF FAAR SCHOLARSHIP ACCEPTS APPLICATIONS

Member Chip Taylor originated the scholarship idea and he is graciously covering the \$1,000 award for the first two years. He and the Diversity Committee created the criteria and application. The first deadline for application is February 14.

### ***Faces of FAAR Scholarship***

Recognizing the diversity and inclusion of our membership

#### **Defining Diversity (as it applies to this scholarship)**

DIVERSITY is the intentional creation and cultivation of safe spaces that amplify, celebrate, and embrace the unique makeup of every individual, no matter their ethnic background, their sexual orientation, their body type, their disability, or their economic status.

#### **Selection**

The Diversity Committee reviews the applications and selects the recipient

#### **Submission Deadline**

February 14, 2021

#### **Monetary award**

\$1,000 to attend VAR/NAR meetings

#### **Presentation**

Awarded annually and presented at the Spring awards event

## Funding

First 2-years funded by Chip Taylor, Past President

## Goal

To promote diverse leadership in FAAR

## Criteria

- Nominations - self nomination, from the membership, the Diversity Committee, the Awards Committee
- Endorsed by the Broker
- Membership- 1 year minimum
- Essay Responses—
  - Why the nominee is worthy
  - Involvement in FAAR
  - Involvement in community activities
- Sets an example of professionalism

- Demonstrates leadership qualities
- Personal story of overcoming challenges

## Other features of the scholarship

- A mastermind type lunch or dinner with notable FAAR leaders and all scholarship applicants
- Automatic submission to the Board for a FAAR \$1000 VLA scholarship
- Seat on the Diversity Committee
- Create a video for orientation

*Download the application form at [faarmembers.com/diversity-inclusion](http://faarmembers.com/diversity-inclusion) and return to [pbreme@faarmembers.com](mailto:pbreme@faarmembers.com) by February 14, 2021.*

## *Congratulations C2EX Achievers!*

Marla Aste, 1st Choice Better Homes & Land  
Tricia Barnes, 1st Choice Better Homes & Land  
LeAnn Black, 1st Choice Better Homes & Land  
Milton Branch, 1st Choice Better Homes & Land  
Sharlene Capobianco, 1st Choice Better Homes & Land  
Carrie Danko, 1st Choice Better Homes & Land  
DeAnna Hamn, 1st Choice Better Homes & Land  
Linda Laub-Canty, 1st Choice Better Homes & Land  
C. Lynn Lenahan, 1st Choice Better Homes & Land  
Corrine Macon, 1st Choice Better Homes & Land  
Bethany Pannell, 1st Choice Better Homes & Land  
Iesha Phillips, 1st Choice Better Homes & Land  
Jen Parker, 1st Choice Better Homes & Land  
Penny Traber, 1st Choice Better Homes & Land  
Ginny Vickers, 1st Choice Better Homes & Land  
Sha Williams-Hinnant, 1st Choice Better Homes & Land

Mary Beth Rich, Century 21 New Millennium  
Sherry Bailey, Century 21 New Millennium  
MaryAnn Bechtold, Coldwell Banker Elite  
Michael Brannon, Coldwell Banker Elite  
Jennifer Caison, Coldwell Banker Elite  
Deb Ellis, Coldwell Banker Elite  
Drew Fristoe, Coldwell Banker Elite  
Gary Gardiner, Coldwell Banker Elite  
Benita Kay, Coldwell Banker Elite  
Poppy Merrell, Coldwell Banker Elite  
Matthew Rathbun, Coldwell Banker Elite  
Carol Sondrini, Coldwell Banker Elite  
Melissa Stewart, Coldwell Banker Elite  
Donna Holcomb, HomeLife Access Realty

Susan Jurkouich, eXp Realty  
Laura Monaghan, Long and Foster  
Christine Singhass, eXp Realty  
Kevin McGrath, Long and Foster  
Suzanne Stack, Long and Foster  
Dare Tulloch, Long and Foster  
Randy Walther, Nest Realty  
Suzanne Brady, United Real Estate Premier  
Clay Murray, Pathway Realty  
Sandy Pearce, Pathway Realty  
Sharon Shade, RE/MAX Alliegiance  
Erin Newbill, Virginia CU Realty  
David Cropper, Weichert Realtors®  
Kardin Lillis, Weichert Realtors®





\$3,000



\$3,389.02



\$2,500



\$5,000

## 2020 Donations



\$8,000



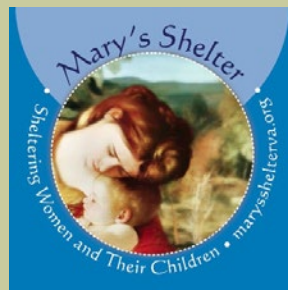
Total: \$26,000



\$5,050



\$2,000



\$2,500



\$1,500



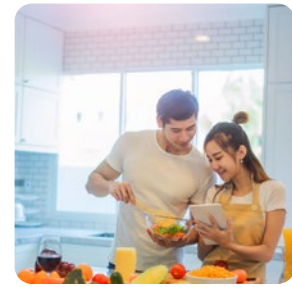
### SAWs Virginia

\$1,500 for wheelchair ramp construction for a client who had a stroke and was at a high fall risk



### Thurman Brisben Center

\$5,000 for emergency operation funds during the COVID-19 crisis



### Transitions 4 You, Inc.

\$3,000 to support their Eviction Relief Fund



### Empowerhouse

\$2,000 for emergency shelter funding for essential utilities during COVID-19



### 516 Project

\$1,500 for wheelchair ramp construction



### Mary's Shelter

\$2,500 for emergency bathroom repairs on one of their resident properties



### Havens for Heroes

\$2,500 for veteran supportive housing in the City of Fredericksburg



### SAWs Virginia

\$1,500 for wheelchair ramp construction



### Thurman Brisben Center

\$3,000 for a commercial steamer for their kitchen to continue their feeding operations



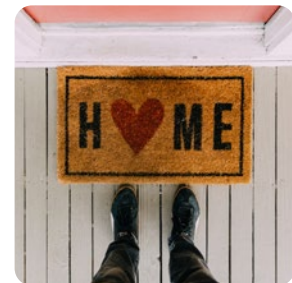
### Caroline County Habitat for Humanity

\$3,389.02 to purchase two pump jacks for their Local Heroes Build



### SAWs Virginia

\$2,000 for wheelchair ramp construction



### Rappahannock United Way

\$5,050 to provide matching funds for housing needs within the ALICE population (Asset Limited, Income-Constrained Employed)

## Thank you to our 2020 Donors

Kathleen

Abercrombie Darlene

Barber Tricia Barnes LeAnn Black

Marylou Blue

Lori Hillard-Wehr

Ruth Campbell Benita Kay

Rusty Cowper Corey Creswell

Debra Durocher Jeff Edmisten Amy Farmer



Jacquelyn Bolte

Linda Bruno Sue Pash

Heather Childers Sandy Clayberg

Ruth Campbell Denese DeJef-Carter

Lori Gomez Tatyana Ganeyeva Brandy Glauner

Cheri Goode Sarah Gormley Michele Harlow Scott Hine Sandra Hoover Lynn Lenahan Scott Livingston Corrine Macon

Andrea Maitland Robin Marine Tina McElroy Laura McLeod Bruce Mork Clay Murray Carol Noon Janel O'Malley Jaime Opanashuk

Sandy Pearce Tina Perry Elizabeth Pierson Bonnie Ramey Matthew Rathbun Donna Schmidt Kent Schrader Sharon Shade Jenny Sherrod

Vanessa Shupe Catrina Slade Melissa Stewart Janet Traugh Ginny Vickers Barbara Waite Darrell Watson Linda Williams Katie Yancey

Shannon Mauro Valerie Dellandre Cynthia DuBois Amanda Elrod Mark Geslock DeAnna Hamn Janet Holt Dawn Josemans Kardin Lillis Latana Locke Tracy Miller Linda Murray Relda Schick Donna Slavey Chip Taylor Joanne Canny Tracey Farmer Deborah Kindig Abby Fitzsimmons Onetia Price-Hall Denise Smith Sha Williams-Hinnant Don Pett Carol Sondrini Suzanne Brady Linda Fosdick Andrew Fristoe Linda Laub-Canty Suzy Stone Christine Purtell Sherry Bailey Deneen Bernard Nickolas Brown Mary Smilie Brenda Locke Michelle Caldwell Thompson Brenda Locke Jennifer Doughty Ralanda & Herman Brewster Mary Smilie Michele Herron-Trusel Jack Villani CJ Bumbrey LaMonica Harrison Linda Toppin Shirley Johnson David Cropper Michelle Dietz Linda Dort Jennifer Doughty Michael Lee Alex Long Timothy Murphy Heather O'Neill Carol Rollins Lauren Tate Pia Contreras-Sanchez Pamela Godfrey Ann Black Debbie Irwin Sherrie Shaw Dan Leshner Randy Walther Penny Traber  
**Cindy LeBrun Anne Overington Lisa Berry**

## Thank you to our 2020 Governors

A special thank you goes out to departing Governors Debbie Irwin and Erin Witt!



### **President**

#### **Anne Overington**

Century 21 Redwood Realty  
540-207-0526  
anneo@c21redwood.com

### **Treasurer**

#### **Carrie Danko**

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#### **Abby Fitzsimmons**

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# NEW TO ZOOM? LIFE GOES ON(LINE)



BY BARBARA CASTILLO, RCE, CIPS  
DIRECTOR OF PROFESSIONAL DEVELOPMENT

Much of what we are experiencing during the COVID-19 pandemic will be integrated into our lives on a permanent basis. Online videoconferencing applications are great tools that enable those who work at home to virtually meet with collaborators and colleagues and will be part of this new normal. We will all be working and attending meetings remotely more often, and a few tips and tricks can help the process go more smoothly.

---

## ***Check the lighting.***

One of the most important things to get right is the lighting. The placement of the light source is key. You don't want light (like a sunny window) behind you, because you become just a silhouette. It's a common mistake because of the way our desks are set up. Consider facing the camera toward the other side of the desk and sitting in the side chair so you're facing the window. Also, don't have a single bright light on one side of your face or everything on the other side will be dark and make you look like a film noir villain.

Again, put the lighting in front of you so your face can be seen clearly. It could be a window or artificial light, as long as you're facing it.

## ***Not too close and not too far.***

The other people in the meeting need to see you clearly so they feel they are talking directly to you. Position yourself in the center of the screen so you can be seen from the shoulders to the head. Your shoulders should take up approximately half of the horizontal space on the screen. Anything closer may be overwhelming (think Gigantic Face

Syndrome) and anything further will make your face too hard to see.

## ***Keep the camera at eye level.***

In person, we like meeting people's eyes. In terms of communication, especially in business, you want that kind of connection, so it's important that your webcam be at eye level. You can have a separate camera, or you can raise the laptop by putting it on a stand, for example. If you're using a separate camera, it should be as close to your screen as possible. Look at the camera when you're talking. It's normal to watch the computer screen, but by looking at the camera, you will seem to be meeting the eyes of the person you're talking to.

## ***Check the audio.***

In a video meeting, you don't just want to be seen, you want to be heard clearly as well. If you're in a quiet room, you can probably use the microphone on your laptop. Otherwise, it's a good idea to use a microphone that's closer to your face. A decent pair of earbuds or headphones that are equipped with a mic should work fine, especially



if they enable you to talk at a normal, conversational level.

Most Importantly: MUTE yourself when not actively speaking. Side conversations are distracting, and potentially embarrassing.

### ***Keep your environment simple.***

Is it just me, or are you also curious about seeing people in their home environments? I think it's natural but can also be distracting. To minimize this, keep your desk as clutter-free as possible. You don't want it to be completely sterile, but you don't want a pile of stuff on it either. Make sure the background is uncomplicated, like a solid-colored wall, positioned far enough behind you so there aren't any shadows. If someone is looking over your shoulder at family photos, artwork, or your bookshelf, it will divert your attention from the discussion. I've recently seen unmade beds and open kitchen cabinets in the background and realized I wasn't listening to the person anymore because I was being nosey.

### ***Choose clothing wisely.***

Most clothing is fine, but there are a couple of fashion choices to avoid. Don't wear pinstripes and checks, which can create distracting patterns on camera. Do not to wear bright white or deep black clothing because most webcams have automatic exposure settings and will adjust to those colors. As a result, wearing a bright white shirt can "stop down" the focus of everything around it, making the image look darker and less clear, while a black shirt can make the surroundings too bright. Wear more neutral colors.

### ***Sit in a comfortable chair and keep body movements to a minimum.***

Not too comfortable, because you don't want to fall asleep, but comfortable enough so you can sit and communicate, and people don't wonder what's wrong because you're fidgeting.

If you're someone that talks with your hands, practice keeping them still. Hand movements can distract your audience. Also, keep head movements to a minimum.

### ***Be courteous to other participants.***

Be punctual. Don't interrupt other speakers. Wait for an opening in the conversation before putting in your two cents. Cutting other speakers off is rude. Another option is posting pending questions by instant message or the chat function.

Your focus should always be on the person or people at the other end of the video conference. Avoid typing on your keyboard, turn off all sounds on your phone, and choose a room with no or minimal background noise. And absolutely no texting!

### ***Announce your departure.***

Be sure to say "goodbye" when you're leaving the video call. That may seem unimportant, as people will likely see your image leave the screen when you hang up, but good etiquette is never a bad idea.

### ***Be yourself and have fun!***

Relax and have a good time. Be lively, break the ice with a joke, and make us laugh. It's easy to tune out in a face-to-face meeting, and even easier in a virtual one. Having some fun will help keep people focused and interested in what you have to say.

# All of the individuals on this list invested their Fair Share of \$30 or more in RPAC in 2020.

## Golden "R" Investor (\$5,000)

Suzy Stone

## Crystal "R" Investor (\$2,500)

FAAR

## Sterling "R" Investor (\$1,000)

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 Andrew Fristoe  
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 Ieshia Leverette  
 C. Lynn Lenahan  
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 Scott Hine  
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## Fair Share Investor (\$30)

Heather O'Neill  
 Angela Chadwell  
 Michelle Light  
 Ruthan O'Toole  
 Linda Dort  
 Tiffany Prine  
 Sarah Gordon  
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 Marla Aste  
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 Andre Perry  
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 Gloria Adams  
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 Andy Alford  
 Robert Almy  
 Demontray Alston  
 Julian Alvarez  
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 Rene' Anderson  
 Wanda Anderson  
 Susan Anderson-Meeks  
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Evelyn Aquino Matos  
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# See your name on this list?

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 Sheila Coleman  
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 Kameron Curry  
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 Erica Cuskey  
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 Christy Darrach  
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 Lauren Davis  
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 Amber Dawson  
 Brenda Dayfield  
 Jason Decatur  
 Jeanne DeFeo  
 Jose DeLARosa  
 Joyce Deliman  
 Christopher Deloach  
 Kay Dennison  
 Joan Diaz  
 Michelle Dietz  
 Cat Dobson  
 Laura Dolan  
 Daniel Donehey  
 Philip Dorn  
 Jennifer Doughty  
 Desiree Dove  
 Katharine Dove  
 Alex Druash  
 Elizabeth Dubrulle  
 Leilani Duenas  
 Sharon Duke  
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 Debra Durocher  
 Hope Dweik  
 Heidi Eades  
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 Brandy Glauner  
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 Kenneth Goss  
 Michelle Goss  
 Douglas Gould  
 Allison Graves  
 Anne Green  
 DeeAnna Green  
 James Green  
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 Michele Harris  
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 Christina Hartless  
 Daniel Hawley  
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 Kathryn Hayden  
 Tiffany Hazelwood  
 Jennifer Heath  
 Brendan Heatherman  
 Tiffany Hein  
 Kristen Heitman  
 Donald Helleu  
 Renee' Hepler



**Don't see your name? Make your investment for 2020 at an upcoming RPAC event (we hope to have one this year), on your dues, or at the FAAR office.**

Andrew Hicks	Mary Kulesa	Connie Mulgrew	Jaime Rodriguez	Alyssa Thomason
Tammy Hicks	Jennifer Kurucz	William Mullins	Willard Rogers	Eric Thompson
Dona' Hill	Wilfredo Laboy	David Murphy	Margaret Roland	Kathleen Thompson
Sherry Hill	Debby Lane	John Myers	George Ross	Richard Tibbitts
Curtis Hills	Gregory Lantier	Kathleen Napier	Rick Ross	Camilla Tierney
Chad Hiner	Wendy Lattimore	Coy Nelson	Alex Rossie	Sarah Tilt Lane
Stephanie Hiner	Linda Laub-Canty	Eric Nelson	Lisa Rowe	Constance Tomlinson
Ernie Hoch	Brooke Lawrence	Holly Nelson	Telly Salafia	Robert Townsend
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Tina Hoff	Robert Lawson	Cynthia Neumer	Jennifer Sansone	Penny Traber
Thomas Hoioos	Judith Laxague	Erin Newbill	Susan Sarver	Betty Trader
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Elizabeth Hunt	Tracy Lippincott	Kelly Norton	Philip Senkus	JoAnna Von Arb
Wally Hunt	Cindy Locke	James Oertel	Kathy Sequeira	Barbara Waite
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Maia Jackson	James Massey	Cheryl Painter	Donna Slavey	Shannon Watkins
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			Alzie Thomas	

**Thank you  
for your  
contribution!**



# STAFFORD COUNTY DOWNZONING: WILL ELECTED OFFICIALS VOTE TO DEVALUE RURAL LAND?



BY KIM MCCLELLAN, RCE  
DIRECTOR OF PUBLIC POLICY



It's no shock to Realtors® that Stafford County is a growing place. The year 2020 saw staggering real estate numbers with more than 20% more units sold in the County in 2020 versus 2019, nearly 900 occupancy permits issued, and countless apartment units coming online. With that growth comes the challenge of keeping pace with infrastructure development like water and sewer, roads, and new schools. While our members are keenly aware of those challenges, they also understand how arbitrary and restrictive government action can greatly impact land values and future supply of housing. Stafford County has proposed downzoning as a way to control rural growth, but your Association has stood up and strongly opposed any action that would strip away private property rights and cripple rural land values.

The Stafford County Board of Supervisors began looking at how to manage growth in 2019 with its Healthy Growth Initiative. This

process featured public engagement with an outside consultant and while they looked at a wide range of options, one thing was very clear from their discussions: Downzoning was not considered a reasonable approach by those who participated. Despite public opposition and a herculean effort by the County's own Planning Commission to come up with alternative ideas that would help manage growth without unilaterally downzoning thousands of rural properties, the Board moved forward in October 2020 with a proposal to downzone land in the A-1 agricultural category from a minimum lot size of 3 acres to a minimum lot size of 10 acres.

The FAAR Public Policy Committee and the Board of Directors discussed this proposal at length and came out in strong opposition of downzoning for many reasons.

- The County's own Commissioner of the Revenue estimates that a

# Thank You RPAC Major Investors



10-acre downzoning action could result in losses in land value of 50% of more.

- The County's own Comprehensive Plan target is off by just 94 homes in the rural area, hardly evidence of the "out-of-control" growth that some Board Members claim.
- The proposal lumps all rural landowners together regardless of size, even though the impacts of future development are vastly different between large and small tracts of land.
- The proposal fails to recognize the

vital need for family subdivision for those folks looking to create a path to affordable housing for children and other family members.

- Many rural landowners look to the value of their land as a long-term investment and plan to sell off one or two lots to fund retirement, medical bills, or college tuition. This action could rob them of their life savings.

FAAR sent letters of opposition, had members turn out and speak against this action, alerted all members to this proposal and asked those concerned

to take action and either attend the public hearing or send in their comments. FAAR is specifically focused on three main priorities when looking at any growth control measures:

- Exclude A-1 properties that are located within the Urban Services Area from the downzoning as County planners have already identified those regions as capable of handling future growth
- Special consideration should be given to family subdivisions so that it remains viable for properties with lesser acreage
- Give serious consideration to the well-thought-out Planning Commission recommendations offered to the Board for consideration

The Board of Supervisors heard such a hue and cry from impacted landowners that they did not approve downzoning at their October 2020 public hearing. The item was deferred until December 15, 2020 and then deferred again until January 19, 2021. Once again, the Board deferred action on downzoning and it is now expected to be on the agenda on February 16, 2021. All of the Board Members are in agreement that there needs to be adequate opportunity for public comment on this issue. All County buildings are currently

closed due to increasing COVID numbers in our area and their virtual Board Meetings do not provide any opportunity for public engagement. FAAR will continue to monitor this situation closely and keep our members apprised of any Board action. While downzoning remains on the table, there was interest expressed in looking at some of the Planning Commission's other ideas.

To access copies of the letters that FAAR has sent to the Board, written testimony that was delivered to the Board, sample letters for individuals to send, and other documents referenced in this article, please visit [bit.ly/StaffordDownzoning](https://bit.ly/StaffordDownzoning).



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Keep up-to-date on the latest technologies with free e-PRO® webinars

Find out more at [www.epronar.com](http://www.epronar.com)

**Advance Registration Required\*\***



**Class Fee before 3/17**

**\$199 Members**

**\$249 Non-members**

**Class Fee after 3/17**

**\$249 Members**

**\$299 Non-members**



PHR points apply to in-person, virtual, or hybrid classes

REGISTER ONLINE — [faarmembers.com/calendar](http://faarmembers.com/calendar) and login to our registration system

OR complete the fields below & fax to (540) 736-0301 or email to [lmccaskill@faarmembers.com](mailto:lmccaskill@faarmembers.com)

Name \_\_\_\_\_ Company \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

Credit Card \_\_\_\_\_ CVC \_\_\_\_\_ Zip \_\_\_\_\_

Total \_\_\_\_\_ Exp. Date \_\_\_\_\_ Signature \_\_\_\_\_

NOTE: If you require ADA assistance for the classroom, please call FAAR at time of registration at (540) 373-7711.

Opinions and information delivered in all FAAR courses should be confirmed as compliant with the Student's Company Policy before including in business practices. Refunds will only be given in the event FAAR Academy cancels the class or if the registrant withdraws from the class by contacting FAAR during business hours, at least one (1) business day prior to the class date.





**151**  
Classes & webinars held

**3491**  
registrations through FAAR Academy

**3**  
Road Shows

**5**  
Cases reviewed by the Grievance Committee

**2**  
Ethics complaints dismissed

**2**  
Ethics hearings pending

**1**  
Ethics hearing heard by Professional Standards

**4**  
Complaints handled by an Ombudsman

**2**  
Arbitrations

**51**  
Commitment to Excellence (C2EX) endorsed FAAR members & staff (as of 1/29/2021)

**20,022**  
boxes of cereal collected in October

**\$59,415**  
Raised from **874** RPAC investors including **23** Major Investors to achieve Triple Crown

**5**  
Real Estate Roundtables hosted

**2020**



**360**

**2**  
new hires

**80+**  
meals served at Thurman Brisben

**12**  
Tech Time technology workshops held

**\$26,000**  
received from bright MLS, NAR & Virginia REALTORS® grants

**5**  
Real Estate Roundtables hosted



**\$25,889**  
donated by the Foundation to **9** area organizations

**\$25,000**  
raised by the Foundation thanks to contributions like yours!

**49**  
Awards presented

**30+**  
market statistic graphics, reports, and press releases

**99**  
Videos produced

**76**  
Committee meetings held

**1630**  
REALTOR® members

**116**  
Affiliate members

**237**  
New REALTOR® members

**29**  
New Affiliate members



# 2020 Accomplishment Summary



BY PAT BREME, RCE, CIPS  
CEO

Each year the staff and leadership tally up the accomplishments of the year and each year are stunned by the volume and significance of the activities. To the left is a summary of the projects of 2020. If you are interested in

being a contributor to the 2021 success please contact me, at [pbreme@faarmembers.com](mailto:pbreme@faarmembers.com) or President Carrie Danko [carrieldanko@gmail.com](mailto:carrieldanko@gmail.com).

## FAAR Activities Since March 17

<b>82,000</b> Member Emails— <small>2x as many as 2019!</small>	<b>3</b> New Affiliates
<b>\$11,500</b> Foundation Grants	<b>48</b> Digital Meetings
<b>19</b> Sentrilock Keys Issued	<b>\$2,406</b> Store Sales— FAAR Drive Up
<b>\$3,000</b> Raised by the REALTOR® Foundation	<b>37</b> New Members
<b>1</b> Launch of Coronavirus Page	<b>\$480</b> Raised for the Digital Food Bank Drive

**45** Blog Posts the Website

10 | FAARIDE JUNE

## FAAR Activities Since March 1

<b>223,000</b> Member Emails	<b>4</b> New Affiliates
<b>\$18,000</b> Foundation Grants	<b>70+</b> Digital Meetings
<b>111</b> Sentrilock Keys issued	<b>\$2,406</b> Store Sales
<b>\$5,000</b> Raised by the Foundation	<b>138</b> New Members
<b>2</b> new FAAR landing pages	<b>\$480</b> Raised for the Food Bank Drive
<b>120</b> posts on news page	<b>75</b> FAAR videos
	<b>17</b> Locked In With Kim

## FAAR Activities Since June 17

<b>4</b> Happy Hours	<b>7</b> Free Classes
<b>2</b> Board Meetings	<b>21</b> Committee Meetings
<b>1</b> Town Hall on Senior Housing	<b>1</b> Title Company Panel Discussion
<b>1</b> New Member Ethics Class	<b>1</b> New Member Orientation
<b>4</b> Candidates Interviewed for Elected Office by the Public Policy Committee	<b>4</b> CE Broker Class
<b>1</b> Greater Northern VA/DC Real Estate Market Economic Panel	<b>1</b> ABR Course

**1** Curry Roberts with the Fredericksburg Regional Alliance  
**2** Tim Murphy with CF mortgage  
**3** Fredericksburg Food Bank  
**4** April Peterson with Main Street and Local Business River Rock Outfitter  
**5** Commercial real estate still chugging along

**10** Paving the way for smooth settlements from Universal Title!  
**11** Rene Daniels with Spotsy Schools  
**12** PermaTreat has you covered!  
**13** Regarday  
**14** Tim Liddy of Charden

**1** Keep Your Closing on Track  
**2** Successful Virtual Open Houses  
**3** Bio for Success  
**4** Virtual Meetings and Zoom  
**5** Roadmap of a Virtual Transactions  
**6** Finding For Sale By Owners  
**7** Prospecting in a Pandemic

## FAAR Activities Since June 1

<b>4</b> Happy Hours	<b>14</b> Free Classes
<b>4</b> Board Meetings	<b>64</b> Committee Meetings
<b>1</b> Town Hall on Senior Housing	<b>1</b> Title Company Panel Discussion
<b>3</b> New Member Ethics Class	<b>3</b> New Member Orientation
<b>4</b> Candidates Interviewed for Elected Office by the Public Policy Committee	<b>4</b> CE Broker Class
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**5** Commercial real estate still chugging along  
**6** K Hovnanian's Jennifer Sloat  
**7** Phillip Blake, MBH Settlement Group  
**8** Thurman Brisben Center  
**9** Financial Tips from NSWCF Federal Credit Union

**10** Paving the way for smooth settlements - Universal Title!  
**11** Rene Daniels with Spotsy Schools  
**12** PermaTreat has you covered!  
**13** Regarday  
**14** Tim Liddy of Charden  
**15** Need some tips on keeping the kids entertained?  
**16** Rambletype  
**17** Pat Breme, CEO of FAAR

**1** Keep Your Closing on Track  
**2** Successful Virtual Open Houses  
**3** Bio for Success  
**4** Virtual Meetings and Zoom  
**5** Roadmap of a Virtual Transactions  
**6** Finding For Sale By Owners  
**7** Prospecting in a Pandemic

< June 2020 update

October > 2020 update

\*Go to [faarmembers.com/coronavirus](https://faarmembers.com/coronavirus) for more information and to watch the Youtube series!



# March is for Members

Here's a month of fun to say **THANK YOU**

TAKK    GRAZI    MERCI    MAHALO  
ARIGATO    DANKE    GRACIAS

- 01 *Personal Finance Webinar* - **FREE!**
- 02 Stop by FAAR for a new REALTOR® Pin -**FREE!**
- 03 All Member Gift Certificate Drawing - **FREE!**
- 04 REALTOR® Madlibs Printable - **FREE!**
- 05 All Member Gift Card Drawing - **FREE!**
- 08 All Member Gift Card Drawing - **FREE!**
- 09 *Tech Time Workshop: YouTube\** - **FREE!**
- 10 All Member Gift Card Drawing - **FREE!**
- 11 *Building Summit\** - **FREE!**
- 12 *Winning the Offer - Then Wanting Out!\** **Discounted Class**
- 15 Submit your March Madness Bracket for your chance to win! - **FREE!**
- 16 *Bright Class: Home Snap\** - **FREE!**
- 17 Feeling lucky? All Member Drawing for a Beer Basket! - **FREE!**
- 18 *Jackbox Virtual Game Night\** - **FREE!**
- 19 All Member Gift Card Drawing - **FREE!**
- 22 *Virtual Dance Class with Past President Drew Fristoe\** - **FREE!**
- 23 Facebook Trivia - Win a Camping Couch! - **FREE!**
- 23 *ePRO Certification\** **Discounted Class**
- 24 Facebook Fun - Guess How Many Are in the Jar- **FREE!**
- 25 *FAAR Town Hall featuring NAR\** - **FREE!**
- 26 All Member Gift Card Drawing - **FREE!**
- 29 All Member Gift Certificate Drawing - **FREE!**
- 30 FAAR Photo Contest - Submit your best photo for a chance at \$50! - **FREE!**
- 31 *Market Update: Market Madness with Dr. Lisa Sturtevant\** - **FREE!**

FAAR is hosting its **9th Annual Member Appreciation** month to thank our members for supporting FAAR! Join us for all of the activities or sign up for specific classes/events at [faarmembers.com/calendar!](http://faarmembers.com/calendar!)

SOMETHING  
FOR MEMBERS  
**EVERY**  
WEEKDAY!

Register for events in italics at [faarmembers.com/calendar](http://faarmembers.com/calendar)

\*+PHR



Thursday,  
March 25, 2021  
1 PM via **ZOOM**



**Lesley Muchow**  
VP, Deputy General  
Counsel & Legal  
Affairs

**+5** PHR  
Event

*Points apply to  
in-person, virtual or  
hybrid classes*

Free for  
FAAR  
members!

## FAAR Town Hall:

National Association of  
Realtors® Legal Update  
featuring NAR Legal Counsel  
Lesley Muchow

Join FAAR for a wide-ranging discussion about the NAR DOJ Settlement, Zillow becoming a brokerage, and the new Fair Housing Standards of Practice and how these apply to your business.

sponsored by



Register online at  
[www.faarmembers.com/calendar](http://www.faarmembers.com/calendar)



# 2021 TRAINING SCHEDULE

**bright**<sup>™</sup>  
MLS

## Managing Listings and Sellers

(2/16, 4/20, 6/15, 8/10, 10/12 12/7)

So you got the listing, now what?

• Add & Edit Listing • Status & DOM • The MORE Button • Copy a Listing • My Hit Counters & Reverse Prospecting • Market/Listing Performance Reports

## Statistically Speaking

(1/28, 5/11, 11/16)

Statistics are just as important as ever when showing buyers and sellers information about their particular market. Learn to utilize Bright tools to help track market conditions and trends. Topics include the Bright Steps Market Update, Market Watch, Hot Sheets, Quick Stats, Industry Watch, Market Statistics Report, and Residential Activity-Performance Reports.

## CMAs, Setting the Right Price

TBA

Looking to help your clients with their pricing or offering strategies? Create a comparative market analysis (CMA) that helps sellers set the right price, and enables buyers to make the right offer.

## Making the most of Remine Pro

(1/28, 5/11, 11/16)

Join us to discover how you can leverage the power of Remine Pro, a software platform included with your Bright subscription, that combines property records, data visualization, tracking, and predictive analytics to enrich the information you receive through the MLS. Learn about: • Searching for active and off-market properties • Actionable insights like move scores, property values, mortgage info, home equity, ownership time and contact info • Easily generating CMA 360 reports that analyze MLS and off-market records • Marketing tools that help you communicate and advertise • Building lists, export data, create labels and send mailers • Providing a free credit report for your clients • Tracking what your clients are looking at in Remine • And so much more!

## NEW AGENTS START HERE

### Bright Orientation

(4/20, 10/12)

This is the place to start for those new to BrightMLS. Take a tour of our website, discover the many training opportunities (both in-person and online), and set up your account for billing, branding, and client related preferences for maximum efficiency.

### Intro to Bright

(4/20, 10/12)

Topics include how to effectively search sales, rentals, public records and more; understanding residential search display; review of new listing status; new map search tools; creating custom displays; creating reports. For new agents or as a refresher

### New Agents Start Here!

(2/16, 6/15, 8/10, 12/7)

Ready to hit the ground running? Look no further, we'll show you around! Join us as we get you up-to-speed on what you need to know as a New Agent. From account set up to reports and emails, this is the clinic for you!

### New Agents Part 2

(2/16, 6/15, 8/10, 12/7)

Now that your account is set up, join us as we teach you more about Searching (Map & Results), Auto Email, Contacts, Printing, Public Records and more.

### Bright MLS Homesnap Pro

3/16

Learn how to access and share Bright MLS information from anywhere using HomesnapPro. HomesnapPro is your mobile connection to Bright MLS data from your phone! HomesnapPro is included in your Bright MLS subscription fee so there is no additional fee to use it. Attendees will learn how to find important MLS information from their phones, easily share MLS information with their clients, offer prospects/clients a branded version of the app, and much more. Attendees should download the HomesnapPro app before the session begins.

[WWW.BRIGHTMLS.COM](http://WWW.BRIGHTMLS.COM)



- 1/28: Statistically Speaking, 10:30 am-Noon  
1/28: Making the Most of Remine Pro, 1:30-3:00 pm
- 2/16: New Agent? Start Here, part 1, 10-11 am  
2/16: New Agents, part 2, 11 am-12:30 pm  
2/16: Managing Listings & Sellers, 1:30-3:30 pm
- 3/16: Homesnap Pro, 10:30 - 11:30 am
- 4/20: Orientation, 10-11 am  
4/20: Intro to Bright, 11 am-12:30 pm  
4/20: Managing Listings & Sellers, 1:30-3:30 pm
- 5/11: Statistically Speaking, 10:30 am-Noon  
5/11: Making the Most of Remine Pro, 1:30-3:00 pm
- 6/15: New Agent? Start Here! part 1, 10-11 am  
6/15: New Agents, part 2, 11 am-12:30 pm  
6/15: Managing Listings & Sellers, 1:30-3:30 pm
- 8/10: New Agent? Start Here! part 1, 10-11 am  
8/10: New Agents, part 2, 11 am-12:30 pm  
8/10: Managing Listings & Sellers, 1:30-3:30 pm
- 10/12: Orientation, 10-11 am  
10/12: Intro to Bright, 11 am-12:30 pm  
10/12: Managing Listings & Sellers, 1:30-3:30 pm
- 11/16: Statistically Speaking, 10:30 am-Noon  
11/16: Making the Most of Remine Pro, 1:30-3:00 pm
- 12/7: New Agent? Start Here! part 1, 10-11 am  
12/7: New Agents, part 2, 11 am-12:30 pm  
12/7: Managing Listings & Sellers, 1:30-3:30 pm

FAAR ACADEMY

# INSTRUCTORS WANTED

## What you gain

- Display your leadership and expertise in real estate
- Diversify your experience
- Pass your knowledge and experience on to others
- Supplement your income
- Free Continuing Education Credits
- Credits for courses you teach, audit, facilitate
  - (minus designation course)
- Free "Train-the-Trainer" opportunities

### Fictitious Name

- ▶ This law impacts
- ▶ Current law requires fictitious name to jurisdiction where list or sell homes.
- ▶ After January 1, 2020, have to file in one jurisdiction. Corporation Commission separate locality.



## INTERESTED?

EMAIL BARBARA AT [BCASTILLO@FAARMEMBERS.COM](mailto:BCASTILLO@FAARMEMBERS.COM)

FAAR is an equal opportunity employer. We consider applicants for all positions without regard to race, color, religion, sex, national origin, age, marital or veteran status, disability, or any other legally protected status.

Virtual

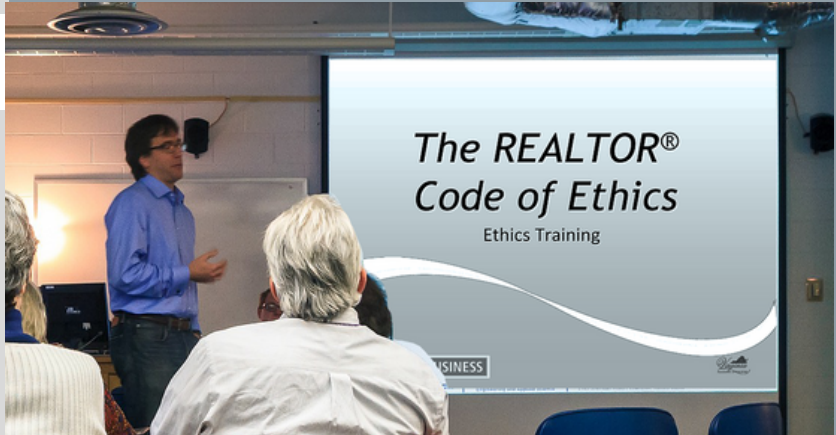
# FAAR ACADEMY ROAD SHOWS

QUALITY EDUCATION FOR YOUR AGENTS IN YOUR OFFICE



## AVAILABLE CLASSES

- Ethics
- Fair Housing
- Finance
- VA Loans
- Personal and Technology Marketing
- Commercial
- Agency
- Escrow
- Contracts
- Addenda
- Broker Management
- Military Relocation
- Professional Certification



## ARE YOUR AGENTS MEETING THEIR LICENSE REQUIREMENTS

FAAR Academy makes it easy with our road shows. Brokers or Local Associations can schedule any FAAR Academy class including NAR certifications and designations with their choice of qualified instructors for their office. Don't have room to host a class? Host a private class for your agents virtually or in the FAAR Academy classroom.

FAAR Academy handles all reporting to DPOR and NAR! Don't see the class you would like to hold? Just call and we can create custom curriculum.



YOUR SOURCE FOR REAL ESTATE EDUCATION



FOR MORE INFORMATION AND PRICING CONTACT BARBARA CASTILLO, DIRECTOR OF PROFESSIONAL DEVELOPMENT AT 540.373.7711 OR BCASTILLO@FAARMEMBERS.COM

# NAR VS DOJ, NATIONAL ASSOCIATION BLINKS, CHANGES MLS RULES



BY PAT BREME, RCE, CIPS  
CEO

In an effort to end the lawsuit brought by the Department of Justice, NAR has agreed to change its MLS rules, namely:

*The amount of compensation offered to buyers' agents for each MLS listing will be publically available.*

*Publicly accessible MLS data feeds will include offers of compensation, and buyer's agents will have an affirmative obligation to provide such information.*

*Additional buyers' agents cannot represent that their services are free to clients.*

*Lastly, with the seller's prior approval, a licensed real estate agent will have access to the lockboxes of properties listed on an MLS even if the agent does not subscribe to the MLS.*

Note: The proposed changes have to be accepted by the DOJ and blessed by NAR's Board of Directors.

## Source

**NAR article- 2020 NAR-DOJ agreement regarding MLS rules**

<https://www.nar.realtor/2020-nar-doj-agreement-regarding-mls-rules>

SPONSORED BY



## DANCE WITH DREW

FREE VIRTUAL EXERCISE DANCE CLASS

March 22 | 6:45 PM

DON'T MISS OUT ON THIS FREE & AWESOME OPPORTUNITY!

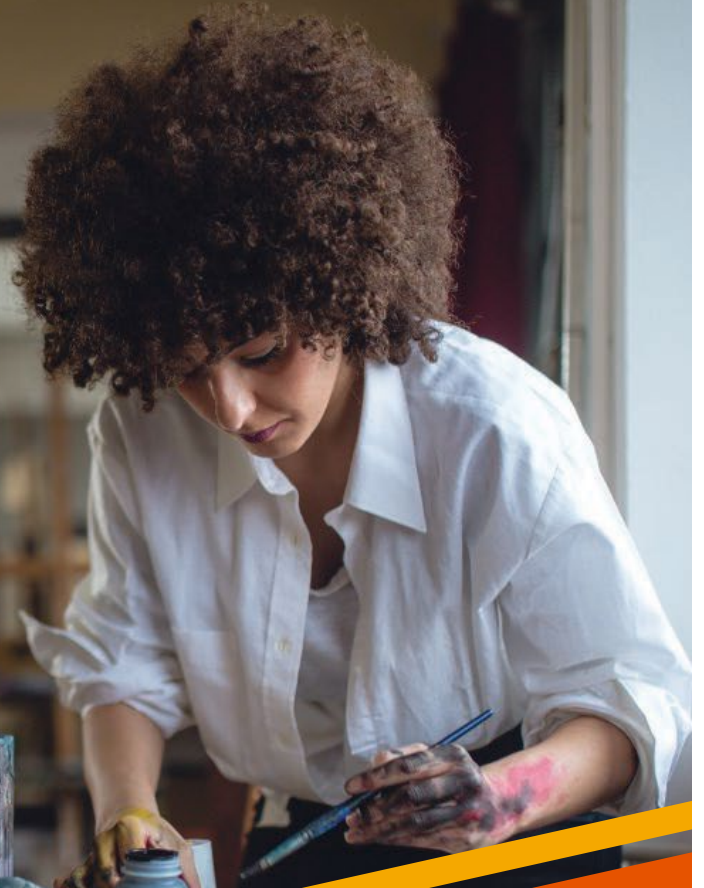
Register at [faarmembers.com/calendar](https://faarmembers.com/calendar)





EXTENDED TO 2/15!

# This deal is a work of art.



Don't miss out on our latest masterpiece: a discounted credit card rate, just for you.

3.90% APR Intro/Promo rate until 2026 on all balance transfers and cash advances made before 2/15/21. After 1/16/26, your rate will revert to original card rate\* listed below.

**3.90%**  
APR

\*Original rates for our Visa, Visa Preferred, and Visa with Cash Back cards are as follow:

Visa preferred  
**7.90%**<sup>APR</sup>

Visa  
**9.90%**<sup>APR</sup>

Visa with cash back  
**13.49%**<sup>APR</sup>

**Topside**  
Federal Credit Union

Learn more or open an account online at

[topsidefcu.org](https://topsidefcu.org)



These rates are current as of December 31, 2020. Share Secured Credit Cards are excluded from this promotion, as are regular charges to Visa, Visa Preferred, and Visa with cash back credit card accounts. This offer applies only to balance transfers and cash advances. All loans subject to approval. Programs, rates, conditions, and terms are subject to change without notice. Credit Union membership eligibility required. Visit [topsidefcu.org](https://topsidefcu.org) for details on current rates, terms, and conditions. Federally insured by NCUA.

# PROPERTY MANAGERS AND THEIR CLIENTS FEELING COVID-19 PAIN



BY DAWN JOSEMANS AND DON PETT  
PROPERTY MANAGEMENT COMMITTEE CHAIRS

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The COVID-19 pandemic has impacted everyone and it can often feel like an outsized burden has been placed on the owners of rental property. Some of the owners we represent are feeling some serious pain with missing rental payments and the inability to evict anyone due to an unprecedented eviction moratorium ordered by the Centers for Disease Control at the federal level. These property owners are still responsible for mortgage payments, insurance, and routine maintenance. That stress certainly trickles down to property managers as we are the middle men between owners and tenants who are often both in untenable positions.

We have heard some good news with many property managers reporting normal rates of rental payment delinquency and lots of accommodating owners and committed tenants who have worked out payment plans. But there are certainly those tenants who cannot pay through no fault of their own due to income loss related to the pandemic. There are some resources out there that both tenants and landlords can take advantage of to keep people in their homes and to keep property owners financially stable.

## ***Rent and Mortgage Relief Program (RMRP)***

Virginia Housing, formerly VHDA, is now the centralized hub for this program. Landlords can apply on behalf of tenants through

Virginia Housing to receive funds to pay delinquent rental payments dating as far back as April 1, 2020 and forward. The Landlord component of RMRP is open to confirmed owners of Virginia rental properties including apartments, single-family residences, and manufactured housing. Landlords must have a bona fide lease with qualifying tenants and agree to the requirements of the program. Landlords are NOT required to have financing through Virginia Housing or the Virginia Department of Housing and Community Development.

For more information, visit the Virginia Housing website at [vhda.com/BusinessPartners/PropertyOwnersManagers/Pages/RMRP.aspx](https://vhda.com/BusinessPartners/PropertyOwnersManagers/Pages/RMRP.aspx).

## ***FAAR's Property Management Committee and Distribution Email List***

The FAAR Property Management Committee meets bi-monthly to tackle issues facing your business. Join the Committee and you're automatically added to the distribution list for critical updates and news about our industry. The Committee hosted its first meeting of the year with the Director of Federal Housing from the National Association of Realtors® to discuss the federal eviction moratorium and rental assistance. Catch the recording by visiting [https://youtu.be/JTqsa\\_AZhTo](https://youtu.be/JTqsa_AZhTo).

# 2021 Property Management Committee Schedule

**Wednesday, January 13, 2021**

9:00am via Zoom  
Invited Speakers: **National Association of Realtors® Government Affairs Staff**

Sponsored by: **Topside**  
Federal Credit Union

**State of Play**

What exactly are the rules??  
What changes are on the horizon?  
How can property managers keep up?

**Wednesday, March 3, 2021**

9:00am via Zoom  
Featuring: **Virginia Realtors® Government Relations Staff**

**New Laws for 2021**

What was passed in the General Assembly Session  
What was NOT passed  
How does the Realtor® Association advocate for YOU

**May 2021 (Date Pending)**

9:00am-12:00pm  
Zoom Virtual Class  
Featuring: **Chip Dicks**  
3-hour CE Credit VRLTA Update

**VRLTA Update**

Covering all 2021 General Assembly updates to landlord tenant law  
Detailed view of lease applications  
"How to" guide for agent legal compliance

**Wednesday, July 14, 2021**

9:00am  
FAAR Academy Classroom  
Featuring: **YOU!!! And real networking!!!**

**Summer Support Session**

Let's have a little summer fun!  
Bring your stories to share...  
...the good, the bad, and the ugly!

**Wednesday, September 1, 2021**

9:00am via Zoom  
**VAR Property Management Forms**  
**NVAR Property Management Forms**

**Property Management Forms Double Play!**

Use the VAR forms? We have a class for that!  
Use the NVAR forms? We have a class for that too!  
Select one or both classes in a virtual format.

**Wednesday, November 3, 2021**

9:00am via Zoom  
Featuring: **A timely hot topic picked by you!**

**Save the Date**

A year seems like a decade these days so we'll schedule a hot topic when it gets closer. Save the date on your calendar!



# Virtual Game Night

March 18 | 5 PM

Compete against other REALTORS®!



**Win bragging rights!**



Join us on Zoom as we play Jackbox games like

**Quiplash & Fibbage**

Register for this **FREE** event at [faarmembers.com/calendar](https://faarmembers.com/calendar)

Points apply to in-person, virtual or hybrid classes. **+5 PHR Event**



for more information on Jackbox games and how they work check out [jackboxgames.com](https://jackboxgames.com)

# VHDA Real Estate Professional Training

## "The Keys to Serving First Time Homebuyers"

May 5, 2021 | 9–11 AM | 

*offers 2 hours CE Real Estate Relate or 2 hours PL Current Industry Issues & Trends*

This class is a great opportunity for all housing professionals: local government, nonprofits, counselors/educators, lenders, real estate agents, home inspectors and closing agents!

Instructor Joni Moncure shares all about VHDA loan products and how they can help first-time homebuyers purchase a home with zero down. This class is taught by VHDA's Business Development Officers and provides valuable information about eligibility requirements and much more.

Sponsored by



### The two hour course covers:

- VHDA Loan Products
- VHDA's Down Payment Assistance (DPA)
- The Mortgage Credit Certificate Program (MCC)

**NOTE:** Real Estate agents who complete this course will be qualified to join VHDA's Real Estate Connection program. Benefits include a free listing on [vhda.com/FindARealEstateAgent](http://vhda.com/FindARealEstateAgent). Visit <http://bit.ly/vhdaclasses> for a list of upcoming classes.

**Registration is required\***      **Class Fee**        **\$25 Members**        **\$35 Non-members**

REGISTER ONLINE at [faarmembers.com/calendar](http://faarmembers.com/calendar) OR BY FAX/EMAIL — complete the registration information below and fax to (540) 736-0301 or email to [reception@faarmembers.com](mailto:reception@faarmembers.com)



Name \_\_\_\_\_ Company \_\_\_\_\_  
 Phone \_\_\_\_\_ Email \_\_\_\_\_  
 Credit Card \_\_\_\_\_ Zip \_\_\_\_\_ CVC \_\_\_\_\_  
 Total \_\_\_\_\_ Exp. Date \_\_\_\_\_ Signature \_\_\_\_\_

NOTE: If you require ADA assistance for the classroom, please call FAAR at time of registration at (540) 373-7711. Opinions and information delivered in all FAAR courses should be confirmed as compliant with the student's Company Policy before including in business practices. Refunds will only be given in the event FAAR Academy cancels the class or if the registrant withdraws from the class by contacting FAAR during business hours, at least one (1) business day prior to the class date. By attending this event, you authorize FAAR to use any photos or videos taken during the event in future media promotions.



# LEAD THE INDUSTRY WITH INTEGRITY



GRADUATE,  
REALTOR®  
INSTITUTE

Offered online by Virginia REALTORS®

<i>Class Title</i>	<i>Day 1</i>	<i>Day 2</i>	<i>Start Time</i>	<i>End Time</i>
RI 506: Risk Management	1/28/2021	1/29/2021	9 AM	12:30 PM
RI 504: Working with Buyers	2/2/2021	2/3/2021	9 AM	12:30 PM
RI 505: Working with Sellers	2/23/2021	2/24/2021	9 AM	12:30 PM
RI 502: Sales Contracts	3/16/2021	3/17/2021	8:30 AM	11:30 AM
RI 508: Real Estate Law and Virginia Regulations	4/7/2021	4/8/2021	9 AM	1 PM
RI 507: Ethics and Professional Responsibility	4/21/2021	4/22/2021	8:30 AM	11:30 AM
RI 503: Business Planning	5/26/2021	5/27/2021	9 AM	12:30 PM
RI 501: Agency in Virginia	6/29/202	6/30/2021	9 AM	12:30 PM
RI 508: Real Estate Law and Virginia Regulations	7/22/2021	7/23/2021	9 AM	1 PM
RI 506: Risk Management	8/4/2021	8/5/2021	9 AM	12:30 PM
RI 505: Working with Sellers	8/24/2021	8/25/2021	9 AM	12:30 PM
RI 504: Working with Buyers	9/29/2021	9/30/2021	9 AM	12:30 PM
RI 501: Agency in Virginia	10/20/202	10/21/2021	8:30 AM	11:30 AM
RI 507: Ethics and Professional Responsibility	11/3/2021	11/4/2021	9 AM	12:30 PM
RI 503: Business Planning	11/16/2021	11/17/2021	9 AM	12:30 PM
RI 502: Sales Contracts	11/30/2021	12/1/2021	9 AM	12:30 PM

**Full descriptions and registration at [virginiarealtors.org](http://virginiarealtors.org)**

**Questions? Contact [education@virginiarealtors.org](mailto:education@virginiarealtors.org)**

# WELCOME TO FAIRHAVEN! NAR'S NEW INTERACTIVE TOOL AROUND FAIR HOUSING



BY LESLIE J. FRAZIER  
VIRGINIA REALTORS®, SVP FOR COMMUNITY AND INDUSTRY RELATIONS

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The National Association of REALTORS® (NAR) has been on a roll this year, putting out new tools and initiatives to assist members and to improve the overall REALTOR® culture. One of its newest efforts is a free training tool called Fairhaven: A Fair Housing Simulation.

With this new platform, learners navigate discrimination in real estate—through the perspectives of the agent and the client—in the fictional town of Fairhaven. The goal is to close four real estate transactions, by ensuring that when confronted with various scenarios, the client is best served and protected.

While participating, you are racing against the clock, literally, as you must close your deals in a certain amount of time—Fairhaven is a fun game. The training also includes powerful testimonials from real people who have faced housing discrimination in some

fashion. However, the lessons learned throughout the activities—that can be applied to daily business transactions—are what make it such a unique and effective training tool. The learners receive feedback throughout each case about the decisions they have made; it is truly interactive.

We encourage all of our members to check out the Fairhaven tool and share it with other agents, brokers, and anyone interested in Fair Housing. Even if you are not a licensed agent, we encourage you to still do the simulation, as it provides beneficial perspectives—from clients and agents—that will help ensure that housing is, indeed, fair.

*Visit*  
[\*fairhaven.realtor\*](https://www.fairhaven.realtor)





# Priscilla Sheeley **1932-2021** *remembering an Icon...*



BY PAT BREME, RCE,  
CIPS, CEO

Priscilla Sheeley joined the Fredericksburg Area Association of REALTORS® in 1976. She was an agent with Long & Foster, Inc. when she retired in 2020. Priscilla took on many leadership roles at FAAR serving on Professional Standards, Strategic Planning and Public Policy. She was particularly dedicated, serving as a Governor of the Fredericksburg REALTORS® Foundation. Priscilla was president of FAAR in 1983.

Priscilla had a wicked sense of humor that she often directed at herself. She told agents, "I am a dinosaur." Her stern New England demeanor could easily telegraph her displeasure but underneath it all, she was warm and welcoming and always available to assist and mentor agents.

She loved teaching. For many years, Priscilla served as one of FAAR's ethics instructor. She was very knowledgeable about the Code of Ethics. Through her own professionalism and instructing through examples, Priscilla promoted the principles of the Code.

A favorite memory was during an RPAC fundraiser, Stanley Palivoda, a King George Broker, let her steer his massive paddle boat down the Potomac River. She manned the steering wheel confidently. Priscilla always liked to be in control. Among her

other achievements, Priscilla was named REALTOR® of the Year and inducted into the FAAR Hall of Fame. She was a long-time member of NAR's Women's Council and also served on numerous Virginia REALTORS®' committees. Priscilla and her best friend, Coldwell Banker agent Betty Jasmund, took road trips, attending many state and national conferences. They always liked to share the tales of their inevitable misadventures along the way. Priscilla was also passionate about recycling.

In 2019, Priscilla was selected as a FAAR Icon. She truly was a force to be reckoned with in the real estate community, appreciated for her talents and stellar professionalism. She will be missed.

*From her family-The service will be private with interment in Duxbury, Massachusetts. In lieu of flowers, donations may be made in Priscilla's memory, to any charity.*



# MAXIMIZE YOUR MEMBERSHIP

## TIPS TO HELP YOU GET THE MOST OUT OF YOUR MEMBERSHIP



BY BARBRA SANDERS  
ASSISTANT MEMBERSHIP SERVICES DIRECTOR

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### ***Step 1: Get Started...***

Start your FAAR membership off on the right foot. Here are a few important steps to take today to get the most out of your membership ...

#### ***1. Update or Complete Your Online Profile.***

Current contact information is crucial to maintain your member benefits without interruption. Once you're logged in at [faarmembers.com](http://faarmembers.com), click on the "my account" tab and find the blue box. Click on "update member profile" and complete all of the sections listed.

#### ***2. Explore Tools & Resources.***

Visit our Member Benefits page for valuable information regarding educational offerings, the housing market, and techniques for building a successful career.

#### ***3. Mark Your Calendar.***

Find an educational program that will help take your career to the next level. Complete Post-Licensing Education (PL) (for new licensees) OR complete

Continuing Education (CE) (for licensees in 3rd year or later)

Register for Bright MLS training

Browse FAAR's flyer page to access our complete line-up of classes

#### ***4. Bookmark Key Resources.***

Find and save links to resources you're likely to use repeatedly. We recommend:

FAAR Flyers ([faarmembers.com/flyers](http://faarmembers.com/flyers))

Sentrilock ([sentrilock.com](http://sentrilock.com))

Bright MLS ([brightmls.com](http://brightmls.com))

Code of Ethics ([faarmembers.com/ethics](http://faarmembers.com/ethics))

#### ***5. Recommended Reading***

184 Tasks an Agent Does [bit.ly/184agents](http://bit.ly/184agents)

How to be Code Compliant [bit.ly/codecompliant](http://bit.ly/codecompliant)

Realtor Magazine Toolkits [magazine.realtor/tool-kit](http://magazine.realtor/tool-kit)

### ***Step 2: Get Connected...***

Make the most of your FAAR membership by connecting with the people, programs, information, and resources that can help take your career to the next level...

**Community** – Connect to other members. Like us on social media. Stay current on industry news, special alerts, and upcoming education and events by joining us on Facebook, Instagram, Twitter, LinkedIn, & Pinterest.

**Build your team of Affiliates.** From mortgage lenders to landscapers to photographers, FAAR's more than 100 real estate service professionals are ready to provide the solutions you need from contract to closing. Attend an event. Check our flyers page for fun-filled, engaging activities that offer a chance to meet colleagues, network, or just have some fun.

**Join the Young Professionals Network.** Whether you're young in age, young in the business, or young at heart, join this savvy group of professionals to share experiences, challenges, and valuable tips for real estate success.

**Career Development** – Connect to resources.

**Build Your Business.** FAAR connects you to tools to help you grow an online presence, build an e-mail marketing system, design digital flyers, and more!

**Understand Your Market.** Access the latest housing statistics for our local area.

**Gain Recognition.** Discover how to win an award for your professionalism, performance, dedication, or community service.

**Education & Training** — Connect to knowledge.

**FAAR Academy.** Gain the knowledge you need to succeed in a fast-paced, ever-

changing real estate environment. Obtain New Credentials. Get the certifications and designations needed to stay on top of changing practices, laws, and regulations.

### **Step 3: Get Involved..**

Whether you're looking to gain leadership experience, build your resume, increase your exposure in the real estate community, or simply give back to the profession, FAAR offers a myriad of opportunities to get involved in a meaningful way.

**Join a Committee.** Volunteer to serve on one of several FAAR committees. Meet new friends while assisting with specific opportunities on a project-to-project basis.

**Invest in Your Industry.** Become an advocate for local legislation that improves the future of the real estate industry. Learn about RPAC and opportunities to financially support our legislative efforts.

**Become an Influencer.** How has FAAR membership benefited you? Share your story with colleagues! Send us your testimonial.

**Support the Fredericksburg REALTORS® Foundation.** The Foundation helps support local charitable organizations whose clients struggle to obtain affordable housing.

**Take the Lead.** Announced annually in May, look for the application to apply to become a member of FAAR's Board of Directors. Voting takes place in August and September.

**Questions about how you can get started, connected or involved? Please contact us at (540) 373-7711. We are here for you!**

# Short Sales 101



## Latte & Learn

**Instructor** Ali Allen

**Date** February 12

**Time** 10 AM - 12 PM



**Credits** 2 hours CE-RE Related or  
2 hours PL- Current Industry Issues and Trends

Have clients behind on their mortgage? Clients calling worried about their forbearance ending? Then this is the class for you! This class will empower agents to successfully present the short sale option to a seller facing financial difficulty. This class will also examine the many differences between a short sale and foreclosure, how to qualify a seller for short sale, short sale lender terms and documents to know, and how to keep the buyer involved in the process from contract to closing.

**Cost** \$25 members \$35 non-members

REGISTER ONLINE — [faarmembers.com/calendar](http://faarmembers.com/calendar) & log in to our system  
OR BY FAX — complete the registration information below and fax to (540) 736-0301.

**+5PHR**  
Education  
POINTS APPLY TO  
IN-PERSON, VIRTUAL OR  
HYBRID CLASSES

Name \_\_\_\_\_ Company \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

Credit Card \_\_\_\_\_ CVC \_\_\_\_\_

Billing Address \_\_\_\_\_ Zip \_\_\_\_\_

Total \_\_\_\_\_ Exp. Date \_\_\_\_\_ Signature \_\_\_\_\_

NOTE: If you require ADA assistance for the classroom, please call FAAR at time of registration at (540) 373-7711. Opinions and information delivered in all FAAR courses should be confirmed as compliant with the Student's Company Policy before including in business practices. Refunds will only be given in the event FAAR Academy cancels the class or if the registrant withdraws from the class by contacting FAAR during business hours, at least one (1) business day prior to the class date. By attending this event, you authorize FAAR to use any photos or videos taken during the event in future media promotions.



## PHOTOFY + NAR

Welcome members of the National Association of REALTORS®!

NAR has partnered with Photofy to allow you to easily personalize and share the "That's Who We R" social media campaign assets on your social media accounts, so you can leverage the campaign locally.

Sign up today for free access to Photofy's exclusive toolset for NAR members and start leveraging the national ad campaign on social media.

[Click here](#) to view Video Tutorials.

GET STARTED



GET STARTED

Have questions? [contact us](#)

**The NAR+Photofy app allows NAR members to easily personalize and share the "That's Who We R" selected campaign assets on your social media accounts.**

**Sign up today at [Photofy.com/nar](https://Photofy.com/nar)**

- 1** Brand your social media channels with That's Who We R content, including Facebook frames, cover photos, channel art, and more.
- 2** Integrate pre-written promotional copy, GIFs, and images into your social media feeds.
- 3** Infographics to share that promote the value of the MLS system and describing the macroeconomics of buying a home.



### CONNECT WITH US!

Click on the phone to go to the social media channel on screen or find us by searching @faarmembers!

# PAST NAR PRESIDENT OFFERS ADVICE FOR REGION'S LEADERS



BY PAT BREME, RCE,  
CIPS, CEO

## ***Your family deserves the best of you, not what's left over...***

Ron Phipps, past NAR President shared his insights from the many leadership roles he held in his home state of Rhode Island and with NAR. Phipps was the keynote speaker at the January 21 virtual Regional Leadership Summit. His overarching message to the group- *Your family deserves the best of you, not what's left over!*

### **Phipps 10 Leadership Principals**

1. Be yourself. The association values what you have to offer. You don't need a title to participate.
2. Lead with your heart/execute with your mind. People remember how you made them feel, not what you said.
3. Adapt to change when you are presented new information/situations.
4. Be true to yourself. Do not compromise your principals. Collaborate with the professional staff.
5. Be humble. It is not about you!
6. Failure rests on the shoulders of the leader not the team.
7. Curate bold ideas. Strategize with the best people for the best outcomes. Be open to let others take the credit. Measure your actions to determine success.
8. Experience is the teacher.
9. Make sure you are always looking for successors.
10. Express gratitude. Say thank you.

Phipps added, don't be afraid to ask for help.

The annual Summit is organized by the Association Executives for the new leadership of FAAR, Piedmont REALTORS®, the Association of Prince William, the Dulles and the Blue Ridge Associations of REALTORS®.

The Pricing Strategy Advisor (PSA) certification is specifically designed to enhance your skills in pricing properties, creating CMAs, working with appraisers, and guiding clients through the anxieties and misperceptions they often have about home values.

# Start Pricing Homes with Confidence.



WITH  
**REBECCA STRALEY**

**April 28 | 9 am - 5 pm**

at FAAR, 2050 Gordon W. Shelton Blvd  
Fredericksburg VA 22401

2 hours CE Real Estate Related  
2 hours PL Current Industry Issues & Trends



sponsorship Available! Contact  
mrathbun@faarmembers.com for more  
information

## Register for the Pricing Strategies: Mastering the CMA course.

The key to competitive home pricing is becoming proficient at comparative market analyses (CMAs). In the Pricing Strategies: Mastering the CMA course, you will learn how to evaluate the existing real estate market to take the guesswork out of pricing homes.

**As the core requirement for the Pricing Strategy Advisor (PSA) certification, this course will enable you to:**

- Determine the market-based value range of a home
- Choose the most appropriate comparables for a property
- Compile a CMA report for proper presentation
- Collaborate with appraisers

**Take the Pricing Strategies: Mastering the CMA course and become a recognized leader in home pricing.**

Visit [PricingStrategyAdvisor.org](http://PricingStrategyAdvisor.org) to learn how to earn the PSA certification.

### Class Pricing-Advance Registration Required\*

- |                   |                          |       |           |
|-------------------|--------------------------|-------|-----------|
| Early bird        | <input type="checkbox"/> | \$99  | ends 4/7  |
| Registration      | <input type="checkbox"/> | \$110 | ends 4/21 |
| Late registration | <input type="checkbox"/> | \$120 | ends 4/28 |

FORMAT OFFERED: **Online via Zoom**

Register at [faarmembers.com/calendar](http://faarmembers.com/calendar) or fax flyer info to 540-736-0301 <sup>+5PHR</sup> Education

Name \_\_\_\_\_

Company \_\_\_\_\_

Email \_\_\_\_\_

Phone \_\_\_\_\_

Credit Card # \_\_\_\_\_

Zip \_\_\_\_\_ Exp. Date \_\_\_\_\_

Total \_\_\_\_\_ Signature \_\_\_\_\_

NOTE: If you require ADA assistance for the classroom, please call FAAR at time of registration at (540) 373-7711. Opinions and information delivered in all FAAR courses should be confirmed as compliant with the Student's Company Policy before including in business practices. Refunds will only be given in the event FAAR Academy cancels the class or if the registrant withdraws from the class by contacting FAAR during business hours, at least one (1) business day prior to the class date. By attending this event, you authorize FAAR to use any photos or videos taken during the event in future media promotions.



# IT'S A BRAVE NEW WORLD FOR THE VIRGINIA GENERAL ASSEMBLY



BY KIM MCCLELLAN, RCE  
PUBLIC POLICY DIRECTOR

The General Assembly session kicked off not at the State Capitol but at the Science Museum of Virginia and on Zoom. The State Senate is meeting with masks and physical distancing at the Museum while the entire House of Delegates is meeting virtually. While both bodies have worked out ways for public engagement, there just won't be the usual meeting in the hallway or drafting amendments over lunch. This session will be fast, furious, and much different with the pandemic altering the way the business of the Commonwealth is conducted.

But one thing won't change, and that's the advocacy on your behalf by the

Virginia Realtors® Government Affairs staff and the Association leadership. The Virginia Realtors® is advocating for you by championing Association Health Plans again this year. Read the full legislative agenda to see exactly what is on tap for us at the General Assembly.

FAAR also hosted a Virtual Day on the Hill session with over 30 members of the Association and two of our five area elected officials. We discussed the Realtors® agenda, priorities of our local officials, and the super-heated real estate market.

**MARKET MADNESS**

**A HOUSING MARKET UPDATE**

Featuring Virginia Realtors® Chief Economist Dr. Lisa Sturtevant

**MARCH 31 | 10 AM**

**HOSTED VIA ZOOM**

REGISTER FOR THIS FREE VIRTUAL EVENT AT [FAARMEMBERS.COM/CALENDAR](https://faarmembers.com/calendar)



# 2021 Legislative Agenda

12.15.2020



The 2021 Virginia General Assembly Session will present a unique set of political and logistical circumstances that Virginia REALTORS® must navigate to be successful in our legislative efforts.

Most of the legislative sessions and committee meetings will be held virtually with limited or no physical access from advocacy groups.

All 100 members of the House of Delegates will be up for election in November of 2021 and several sitting legislators have announced intentions to run for statewide political office next year. This dynamic will create a heightened awareness of policy decisions on the political contest in next year's primary and general elections.

With that in mind, the Virginia REALTORS® Board of Directors and Public Policy Committee has approved the following issues for inclusion in our 2021 Legislative Agenda.

## **Association Health Plans**

Virginia law already allows certain business and trade groups to pool together in an Association Health Plan (AHP) to offer their members another choice for affordable, quality health insurance. Because of the self-employed status of our members, thousands of Virginia REALTORS® are prohibited from accessing affordable coverage through AHPs. Virginia REALTORS® sought legislation in the 2020 General Assembly that would have allowed this option for our Association and other qualified self-employed business groups. While the legislation passed with overwhelming bi-partisan majorities, it was ultimately vetoed by the Governor. In the 2021 General Assembly, Virginia REALTORS® will seek a narrowly tailored law that will specifically allow our association to pursue the AHP option, thus limiting the potential impact on the broader health insurance market.

## **Consumer Awareness – Flood Risk Report**

Virginia REALTORS® will seek legislation to create a Flood Risk Report from the data already on public websites of the on the Virginia Department of Conservation and Recreation (DCR). The legislation would also add this provision to the Buyer Beware Disclosure. The Flood Risk Report would be a simplified and easily accessible source of information on flooding and flood insurance for potential homebuyers.

## **Property Owners and Condo Owners Associations (POA/COA)**

Virginia REALTORS® will work with stakeholders in the Common Interest Community to introduce legislation that will allow property owner and condo unit owners associations to conduct regular and annual meetings through electronic means. The Attorney General has already opined that these meetings can be held electronically but stakeholders believe it would be prudent to add this to the Virginia Code.

# 2021 Legislative Agenda

Updated 1.14.21



## Association Health Plans

Patrons: Senator George Barker – [SB 1341](#) & Delegate Chris Hurst – [HB 2033](#)

Virginia law already allows certain business and trade groups to pool together in an Association Health Plan (AHP) to offer their members another choice for affordable, quality health insurance. Because of the self-employed status of our members, thousands of Virginia REALTORS® are prohibited from accessing affordable coverage through AHPs. In the 2021 General Assembly, Virginia REALTORS® is seeking a narrowly tailored law that will specifically allow our association to pursue the AHP option, thus limiting the potential impact on the broader health insurance market.

## Consumer Awareness – Flood Risk Report

Patrons: Senator Lynwood Lewis – [SB 1389](#)

Virginia REALTORS® is seeking legislation to create a Flood Risk Report from the data already on public websites of the on the Virginia Department of Conservation and Recreation (DCR). The legislation would also add this provision to the Buyer Beware Disclosure. The Flood Risk Report would be a simplified and easily accessible source of information on flooding and flood insurance for potential homebuyers.

## Property Owners and Condo Owners Associations (POA/COA)

Patron: Delegate David Bulova – [HB 1816](#)

Virginia REALTORS® worked with stakeholders in the Common Interest Community to introduce legislation that will allow property owner and condo unit owners associations to conduct regular and annual meetings through electronic means. The Attorney General has already opined that these meetings can be held electronically but stakeholders believe it would be prudent to add this to the Virginia Code.

## Protecting Tenants During the Foreclosure Process

Patron: Delegate Marcus Simon – [HB 2229](#)

Federal legislation re-enacted the Protecting Tenants at Foreclosure Act (PTFA) in 2018. The PTFA requires that a purchaser at foreclosure allow a tenant to continue to occupy the rental dwelling unit for up to 90 days if the purchaser is buying the house as their home and up to the balance of the term of the existing lease if the purchaser is buying the house for investment. Virginia REALTORS® is seeking legislation to conform Virginia law to the PTFA.

*The Government Relations team will continue provide more detailed information on the 2021 Virginia REALTORS® Legislative Agenda as the Session progresses. If you have questions or thoughts about the agenda, please contact us at [advocacy@virginiarealtors.org](mailto:advocacy@virginiarealtors.org).*

## Landlord – Tenant/Foreclosure

Federal legislation re-enacted the Protecting Tenants at Foreclosure Act (PTFA) in 2018. The PTFA requires that a purchaser at foreclosure allow a tenant to continue to occupy the rental dwelling unit for up to 90 days if the purchaser is buying the house as their home and up to the balance of the term of the existing lease if the purchaser is buying the house for investment. Virginia REALTORS® will seek legislation to conform Virginia law to the PTFA.

*The Government Relations team will continue provide more detailed information on the 2021 Virginia REALTORS® Legislative Agenda as we get closer to the start of the General Assembly Session. If you have questions or thoughts about the agenda, please contact us at [advocacy@virginiarealtors.org](mailto:advocacy@virginiarealtors.org).*

## #membermoment



**Jim Acors**

I challenge every member of FAAR to step up and support our local restaurants! I am organizing a "Restaurant of the Week" where we drive as much business as possible to that restaurant. We are starting on Thursday and featuring Orfinos. As realtors we are a huge part of our community and without our local restaurants we are nothing. This week and every week in the foreseeable future I challenge you to:

1. Dine in or order out
2. Purchase a gift card (great closing gift with meaning and an impact)
3. Donate on our (soon to launch) gofund me page which will be given to each restaurant at the end of the week to provide meals for our Frontline workers, seniors, women's shelters, and food insecure.

Let's stop posting online about our frustrations and take action. As a community we can literally make a substantial change in our local community and just maybe start a nationwide movement!

Like · Reply · Share · 2w



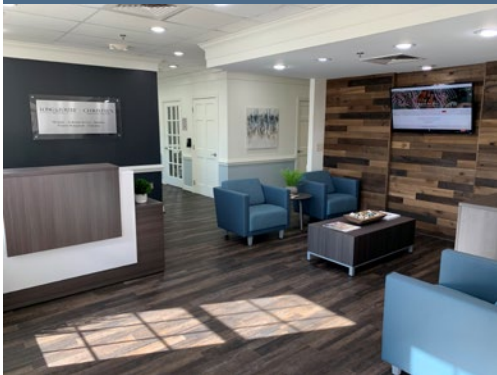


Berkshire  
Hathway  
HomeServices  
Select  
Stafford



*we're digging these new digs...*

Long and Foster, Inc. Fredericksburg



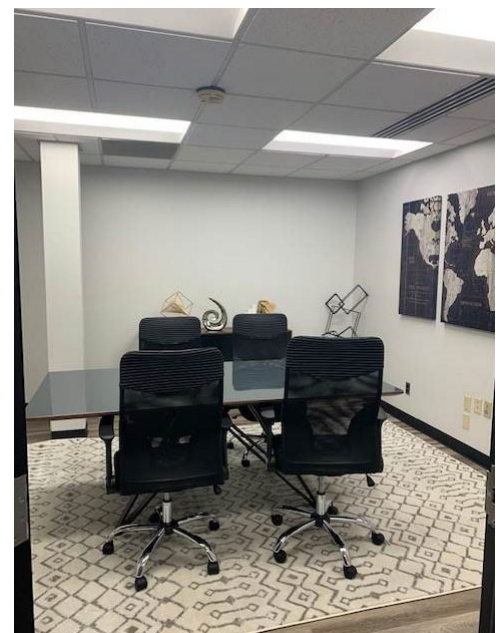
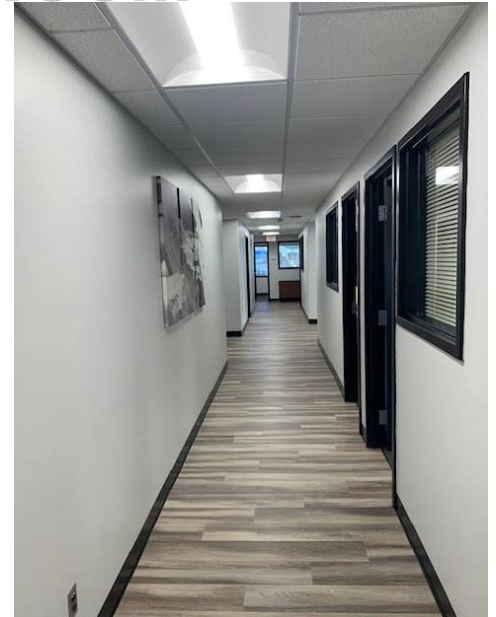
# Office TLC...

1st Choice Better  
Homes & Land



*office, sweet office...*

Century 21  
Redwood



# RPR AND SENTRILOCK: BETTER TOGETHER

## Introducing the New SentiLock Integration with RPR app

Now REALTORS® can open a SentiLock lockbox with their SentiSmart™ app, and then seamlessly jump over to the RPR app for property information and reporting.

Learn more  
[blog.narrpr.com/sentriunlock](http://blog.narrpr.com/sentriunlock)



### Easy Setup

Enable Listing Detail Integration from SentiSmart™ settings

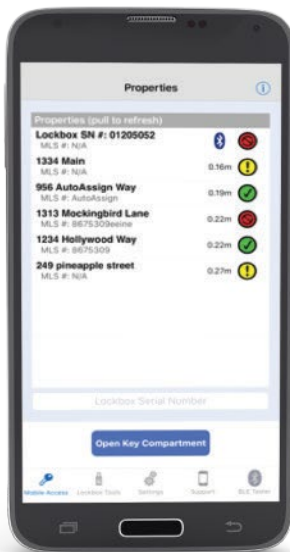


### Quick Access

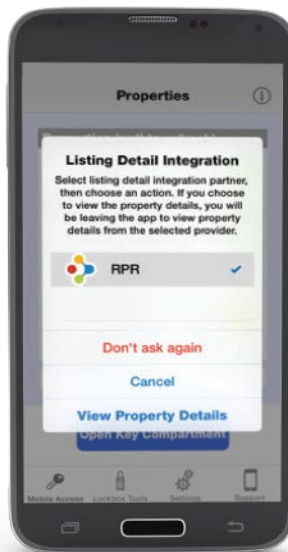
View property details in RPR app while opening a lockbox



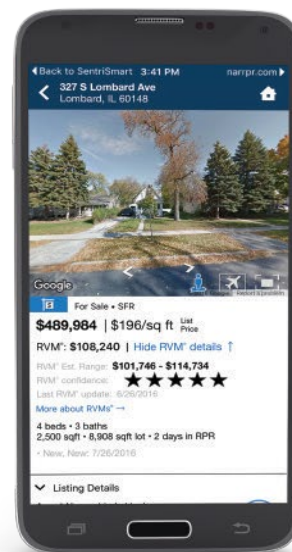
① Open lockbox using SentiSmart™ app



② Select the RPR app



③ View property facts and email reports



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# AGENT SAFETY

## SAFER TOGETHER

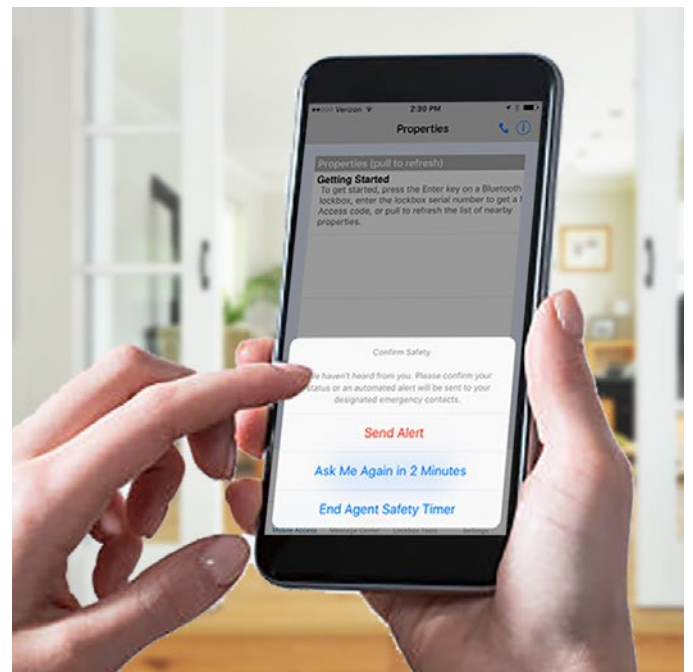
When using SentiSmart™ to open a Lockbox, the Agent Safety Feature will launch. This feature will automatically alert your designated emergency contacts when you do not or cannot confirm you are safe.

## How To Enable

As a SentiSmart™ User, Agent Safety is a free feature included. To enable and start using the Agent Safety Feature, follow these simple steps:

- 1 Open the SentiSmart™ app.
- 2 In the app, select the Settings Tab.
- 3 Scroll down and select Agent Safety.
- 4 Enter your 4 Digit PIN and select Agent Safety Settings.
- 5 Select + (next to Safety Notification Contacts) and select Yes to allow access to your contacts.
- 6 Select at least one Contact from the list.
- 7 Select Enable Automated Safety Check.

## Alert Feature



For more information on your SentiLock Bluetooth® REALTOR® System please visit our website or Youtube channel.

# COMMITTEE CORNER



BY MACKENZIE RATHBUN  
MARKETING MANAGER

## *Education Committee*

Coordinates education programs for FAAR including trending topics, designation courses, and continuing education offerings. Policymaker for the FAAR Academy. Seeks instructors and facilitators from the membership. Group meets monthly.

*Unofficial Theme Song: ABC -The Jackson 5*

## *Public Policy Committee*

Monitors issues affecting homeownership and the real estate industry. Establishes relationships with area officials on behalf of RPAC and spearheads fundraising activities. Meets monthly.

*Unofficial Theme Song: You've Got a Friend In Me -Randy Newman*

## *Events Committee*

Composed of REALTOR® and affiliate members, who plan, organize, and execute FAAR social events. The events create a networking opportunity within the Realtor® community.

*Unofficial Theme Song: My House -Flo Rida*

## *Community Service Committee*

Represents Realtors® through performing good works for the community. For example, making dinners at the Homeless Shelter, sponsoring a tour house in the annual Fredericksburg Candlelight Tour, Secret Santa Christmas gift-giving, working on Habitat for Humanity fundraising events. Meets monthly.

*Unofficial Theme Song: All You Need Is Love -The Beatles*



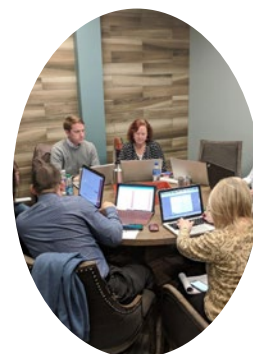
## *Awards Committee*

Establishes awards criteria and reviews applications. The program of awards recognizes a member's professionalism, association and community involvement. Encourages members to nominate another member for an award. Meets twice a year.

*Unofficial Theme Song: Amazed -Lonestar*

## *Communication and Technology Committee*

This group discusses and evaluates how agents can use technology to





strengthen their business and oversees the association's communication plan. This committee also monitors FAAR's website for usability and effectiveness and advises FAAR staff on technology upgrades to the office. Meets monthly followed by an open workshop called "Tech Time."

*Unofficial Theme Song: Good Vibrations*  
*-Good Vibrations*

### *Young Professionals Network*

Works to promote professional relationships among young real estate professionals or those new to real estate and to support the Realtor® community now and in the future. Facilitates exchange of ideas in a social setting; offers educational opportunities. Assists FAAR to identify and engage future leaders. Serves the community through volunteer work to enhance the Realtor® visibility and image. Meets monthly.

*Unofficial Theme Song: Stand By Me -Ben E. King*

### *Managing Broker Network*

Supports the Realtor® broker community through sharing industry resources and networking. Facilitates exchange of ideas in a social setting. Meets Quarterly.

*Unofficial Theme Song: This Is How We Do It -Montell Jordan, Wino*



### *Property Management Working Group*

Focuses on agents who do property management/leasing. Alternates meeting format with round table discussions and educational presentations. Meets every other month.

*Unofficial Theme Song: I Will Survive*  
*-Gloria Gaynor*

### *Grievance Committee*

Grievance reviews ethics complaints and requests for arbitration from agents and the public and determines whether they merit a hearing. The group also administers the Citation System. Membership requires an annual training session and three years' experience as an agent. Caseload dictates meetings. Training to be a mediator is available.

*Unofficial Theme Song: I Walk the Line*  
*-Johnny Cash*

### *Professional Standards Committee*

Panels of Professional Standards members hold hearings to determine whether violations of the Code of Ethics have occurred or to resolve procuring cause issues. Membership requires an annual training session and three years' experience as an agent. Caseload dictates meetings. Training to be an ombudsman or a mediator is available.

*Unofficial Theme Song: Respect -Aretha Franklin*

### *Budget & Finance / Investment Committee*

Meets 2-3 times a year to formulate

the annual association budget and to address financial issues. The Committee reviews FAAR investments to make recommendations to the BOD for enhancement of the portfolio. Composed of the Executive Committee or by appointment.

*Unofficial Theme Song: Opportunities  
-Pet Shop Boys*

### **Diversity Committee**

Created in 2020 by President Drew Fristoe to examine the diversity of the association and address areas where inclusion is lacking. The work of the Committee is to foster an intentional mindset of inclusion by creating a welcoming environment through personal outreach, activities and educational opportunities. The result of this focus will enhance the process of seeking future leaders.

*Unofficial Theme Song: Everybody  
-Backstreet Boys*

### **Fredericksburg Realtors® Foundation**

Provides grants to local charitable organizations whose clients struggle with hardships that threaten their ability to secure and retain shelter. The Board of Directors appoints thirteen Governors for a three-year term. Membership is encouraged to apply when positions become vacant. The Foundation's mission is to assist local housing-related area agencies and programs. Meets monthly.

*Unofficial Theme Song: Brick House  
-Commodores*

## **Committee Roles\***

### **Chair**

- Chair committee meetings
- Plan committee meetings and agendas with staff
- Keep discussion on topic while assuring inclusiveness and full participation
- Keep the committee productive between meetings
- Motivate existing and new members

### **Vice-Chair**

- Run meetings when Chair is unable to be present.
- Take minutes (optional)
- Prepare to assume the chair position for the next year\*\*

### **Staff liaison**

- Perform administrative tasks as needed
- Take minutes (optional)
- Staff is here to make you look good!

\*Committee duties vary by committee

\*\* The incoming President selects chairs and the incoming President-Elect selects vice chairs for the current year.

# Committee Chair / Staff Liaison Partnership Agreement



A strong partnership between volunteer leaders and staff liaisons is essential to assuring effective leadership, management, and the productivity of the committees.

The success of the partnership also depends on understanding the expectations and responsibilities.

*It is assumed that the communication between the Committee Chair and the Staff is done in a timely manner, respecting the time commitments of both.*

Committee \_\_\_\_\_

Committee Chair \_\_\_\_\_ Company \_\_\_\_\_

Phone \_\_\_\_\_

Email \_\_\_\_\_

Staff liaison \_\_\_\_\_

Phone \_\_\_\_\_

Email \_\_\_\_\_

## Agreements (check or complete banks where appropriate)

1. \_\_\_\_\_ We have discussed and agree on the outcomes expected of this committee as detailed in the **Committee Focus for the Year**
2. Preferred form of communication- list in order of preference-  
Chair \_\_\_\_\_ (email, text, phone call)  
Staff \_\_\_\_\_ (email, text, phone call)
3. \_\_\_\_\_ We have discussed and agree on the meeting administration.
  - a. \_\_\_\_\_ creates the agenda
  - b. \_\_\_\_\_ emails the agenda to the Committee  
\_\_\_\_\_ days before the meeting
  - c. \_\_\_\_\_ sends email meeting reminders  
\_\_\_\_\_ # of times before the meeting
  - d. \_\_\_\_\_ records the Minutes
  - e. \_\_\_\_\_ distributes the Minutes  
\_\_\_\_\_ days after the meeting
4. \_\_\_\_\_ is responsible for submitting the Minutes to Pat Breme one week before the Board meeting. (Board meets the third Tuesday of the month, with some exceptions)  
Send to [pbreme@faarmembers.com](mailto:pbreme@faarmembers.com)
5. Other agreements: \_\_\_\_\_

Chair's signature and date \_\_\_\_\_

Staff liaison's signature and date \_\_\_\_\_



You're focused on the community.  
We're focused on you.

## FHLB Community Partners

Through our partnership with Federal Home Loan Bank of Atlanta, we are proud to offer down-payment & closing costs assistance to those who spend their lives assisting others.

### Program Highlights

- Up to \$7,500 grant
- No first-time homebuyer requirement
- Provided as a 4 to 1 match
- Available to current or retired law enforcement officers, educators, health care workers, firefighters, and other first responders
- Homebuyer must contribute at least \$1,000
- Borrower must occupy home as a primary residence at least 5 years
- Income & other restrictions apply

**These funds are available on a first come, first serve basis.  
Take advantage of these savings today!**

### C&F Mortgage Corporation

2050 Gordon W. Shelton Blvd.

Fredericksburg, VA 22401

Phone: 540-548-8855

<https://www.cfmortgagecorp.com/Fredericksburg-Branch.aspx>



C&F Mortgage Corporation NMLS# 147312. This is an advertisement and not a commitment to lend.

[www.cfmortgagecorp.com](http://www.cfmortgagecorp.com)



# WHY YOU SHOULD JOIN A COMMITTEE



BY MACKENZIE RATHBUN  
MARKETING MANAGER

Did you know there are lots of business opportunities when you get involved on a FAAR committee? Look at this list of ten benefits you get when you work toward a common goal with other committee members! Take action. Join a committee. The association is always at work for you!

## 1. *Experience*

Experience how FAAR works and the effort that goes into making the association successful!

## 2. *Relationships/Networking*

Joining a committee helps you build stronger relationships with other REALTORS® and affiliates.

## 3. *Brand Building*

Build your brand by getting involved. It's not about who you know anymore—it's about who knows you!

## 4. *Development*

Committee participation leads to uncovering business insights you can utilize in your professional and

personal development

## 5. *Leadership Opportunities*

Through active participation on a committee, you will have the opportunity to someday become a board member

## 6. *Service*

Contribute to the growth and future success of the organization

## 7. *Pay it Forward*

Give back to the industry by making a difference in committee involvement

## 8. *Let others see YOU in action—*

Show people how great you are!

## 9. *Community*

FAAR is made up of a wonderful community of knowledgeable and helpful REALTORS® and affiliates

## 10. *Insider Sneak Peaks*

You'll know what's happening before everyone else!

# Take an active part in the Association

## Member Profile

FAAR wants its members to have a strong sense of belonging to the Association. Please consider taking an active part in roles by completing this form so we can match you with activities that suit you best. (This information will be kept confidential and known only to the FAAR leadership and FAAR staff)



PLEASE PRINT and fax back to FAAR, 736-0301 or email to [pbreme@faarmembers.com](mailto:pbreme@faarmembers.com).

Name: \_\_\_\_\_

Company: \_\_\_\_\_

Number of Years in the Business: \_\_\_\_\_

Position: \_\_\_\_\_

E-Mail Address: \_\_\_\_\_

Home Page (Web Site) Address: \_\_\_\_\_

Foreign Language Skills: \_\_\_\_\_

Other Professional Skills: \_\_\_\_\_

Community Service Involvement: \_\_\_\_\_

Other Interests? \_\_\_\_\_

**If you like, we can match you up with a committee or you may select from the list provided. Check off the groups you are interested in joining.**

**Education and Professional Development Committee**  
Coordinates education programs for FAAR including trending topics, designation courses and continuing education offerings. Policy maker for the FAAR Academy. Seeks instructors and facilitators from the membership. Group meets monthly.  
Contact: Barbara Castillo, [bcastillo@faarmembers.com](mailto:bcastillo@faarmembers.com)

**Public Policy/RPAC Committee**  
Monitors issues affecting home ownership and the real estate industry. Establishes relationships with area legislators. The RPAC sub group raises the awareness of the importance of RPAC and spearheads fundraising activities. Meets monthly.  
Contact: Kim McClellan, [kmcclellan@faarmembers.com](mailto:kmcclellan@faarmembers.com)

**Communication and Technology Committee** This group discusses and evaluates how agents can use technology to strengthen their business and oversees the association's communication plan. This committee also monitors FAAR's website for usability and effectiveness and advises FAAR staff on technology upgrades to the office. Meets monthly followed by an open workshop called "Tech Time."  
Contact: Lauren Zuza, [lzuza@faarmembers.com](mailto:lzuza@faarmembers.com)

**Awards Committee**  
Establishes awards criteria and reviews applications. The program of awards recognizes a member's professionalism, association and community involvement and encourages members to become active in FAAR. Meets twice a year.  
Contact: Pat Breme, [pbreme@faarmembers.com](mailto:pbreme@faarmembers.com)

# Get Involved

## Events Committee

Composed of REALTOR® and affiliate members, who plan, organize and execute FAAR social events. The events create a networking opportunity within the REALTOR® community. Popular events include the Expo, the Awards Luncheon, Halloween Mixer and Installation. Meets as planning dictates. Contact: MacKenzie Rathbun [mrathbun@faarmembers.com](mailto:mrathbun@faarmembers.com)

## Community Service Committee

presents REALTORS® through performing good works for the community. For example, making dinners at the Homeless Shelter, sponsoring a tour house in the annual Fredericksburg Candlelight Tour, Secret Santa Christmas gift giving, working on Habitat for Humanity fundraising events. Meets monthly. Contact: Barbara Castillo, [bcastillo@faarmembers.com](mailto:bcastillo@faarmembers.com)

## Young Professionals Network (YPN)

Works to promote professional relationships among young real estate professionals or those new to real estate and to support the REALTOR® community now and in the future. Facilitates exchange of ideas in a social setting; offers educational opportunities. Assists FAAR to identify and engage future leaders. Serves the community through volunteer work to enhance the REALTOR® visibility and image. Meets monthly. Contact: Lori Hillard-Wehr, [lhillardwehr@faarmembers.com](mailto:lhillardwehr@faarmembers.com)

## Property Management Working Group

Focuses on agents who do property management/leasing. Alternates meeting format with round table discussions and educational presentations. Meets every other month. Contact: Kim McClellan, [kmcclellan@faarmembers.com](mailto:kmcclellan@faarmembers.com)

## Commercial

Currently, in the building stages. Contact Barbara Castillo for more information ([bcastillo@faarmembers.com](mailto:bcastillo@faarmembers.com))

## Governance

### Grievance Professional Standards

Grievance reviews ethics complaints and requests for arbitration from agents and the public and determines whether they merit a hearing. The group also administers the Citation System. Panels of Professional Standards members hold hearings to determine whether violations of

the Code of Ethics have occurred or to resolve procuring cause issues. Membership on either group requires an annual training session and three years' experience as an agent. Caseload dictates meetings. Training to be a mediator or an ombudsman is available. Contact: Pat Breme, [pbreme@faarmembers.com](mailto:pbreme@faarmembers.com)

## Budget & Finance/Investment

Meets 2-3 times a year to formulate the annual association budget and to address financial issues. The Committee reviews FAAR investments to make recommendations to the BOD for enhancement of the portfolio. Composed of the Executive Committee or by appointment. Contact: Pat Breme, [pbreme@faarmembers.com](mailto:pbreme@faarmembers.com)

## Nominating

Interviews potential candidates for Board of Directors positions. Membership dictated by the Bylaws. Contact: Pat Breme, [pbreme@faarmembers.com](mailto:pbreme@faarmembers.com)

## Fredericksburg REALTORS® Foundation

Provides grants to local charitable organizations whose clients struggle with hardships that threaten their ability to secure and retain shelter. The Board of Directors appoints the governors for a three-year term. Membership is encouraged to apply when positions become vacant. The Foundation's mission is to assist local housing related area agencies and programs. Separate application required. Contact: Kim McClellan, [kmcclellan@faarmembers.com](mailto:kmcclellan@faarmembers.com)

## Exterior Groups

### Women's Council

Meets monthly to network and provide educational information. Contact Sharon Shade for more information ([sharonshade@gmail.com](mailto:sharonshade@gmail.com))

### Meetup

Meets annually for Friendsgiving and Random Acts of Kindness. Contact Chip Taylor for more information ([connectwithchip@gmail.com](mailto:connectwithchip@gmail.com))

[www.faarmembers.com/committees](http://www.faarmembers.com/committees)

# AMP UP YOUR BIZ WITH THESE AFFILIATE MARKETING PARTNERS

Thank you to these affiliates for their continued support of local REALTORS®.

Search all affiliate members at [faarmembers.com/member-search](http://faarmembers.com/member-search) or visit our Affiliate Marketing Partner sites at [faarmembers.com/marketing-affiliates](http://faarmembers.com/marketing-affiliates)

Want to see your logo here?

Contact [mrathbun@faarmembers.com](mailto:mrathbun@faarmembers.com) for more information on becoming one of our Affiliate Marketing Partners.

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