



# The Realty Review

Volume 13, Issue 12

December 2023

Northwoods Association of REALTORS® & Greater Northwoods MLS®

## President's Message

### Ed Raasch, NWAR

MERRY CHRISTMAS & HAPPY NEW YEAR to my fellow NWAR Members and your families!!

Well, 2023 has certainly been an interesting and challenging year. Our continued inventory crunch, rising rates, inflation and the NAR trial outcome could have led to a significant downturn in sales. However despite all these factors, 2023 is on track to be the third best year for total sales in NWAR/GNMLS history. Some of that is because of where we live in the beautiful Northwoods, but we owe ourselves a pat on the back too! Hard work, cooperation and respecting the industry still goes a long way to satisfying sellers and buyers. Keep up the great work!

Speaking of the unwelcome NAR trial outcome, the question has come up: "Can I quit NAR and stay with just NWAR and WRA?" The short answer is "No" because REALTOR Membership is required across all three levels. At this time, we encourage patience as it could take years before the appeals process is complete. We will continue to monitor the evolving situation and update what WRA has to say on the matter as we move forward.

We celebrated our NWAR Christmas party December 7th at Holiday Acres, and the



~120 attendees all seemed to have a great time. We handed out some well-earned awards that deserve another mention: **Deb Duncan** from Crossbridge Community Bank received our Affiliate Distinguished Service Award and **Joy Kohegyi** of REAL Broker LLC received a REALTOR Distinguished Service Award.

**Cheryl Eskridge** was honored with a special award for her decade-plus as our RPAC Chair. **Jim Gabrielsen** of Birchland Realty became NWAR's first-ever 50-year Member for which he received a special crystal award.

A few other noteworthy items: President-Elect **Tom Bird** will lead our Nominating Committee soon and will be seeking NWAR Board candidates - contact Tom or Matt if you're interested. Some informative Lunch & Learns are upcoming that I encourage you to register for and attend. Please respond to our new poll (see page 2) on possible live NAR Designation/Certification classes and/or possible guest speakers for the year ahead, and remember that any new NAR Designation or Certification also earns you a \$100 NWAR Educational Incentive Award!

Enjoy the rest of your Holiday Season!  
Ed

### The Buzz:

- Jan 10: "MLS: CMAs, Comps & SellerHUB" Lunch & Learn
- Feb 7: REALTOR & Government Day - Madison
- Call for NWAR & GNMLS Board Candidates

### \*New\* Affiliate Spotlight

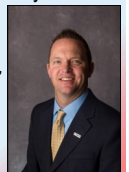


No matter where you are in the home buying process, I can help! Your buyers have lots of questions like "How much house can I afford?" or "Which type of mortgage best fits my needs?"

I have the resources to answer their questions and I've worked with many buyers throughout northern Wisconsin with their home financing needs. I'm proud to work for a reputable bank like U.S. Bank and you can trust me to do what's right for Northwoods buyers!

### Jake Heyroth

Mortgage Loan Officer  
NMLS #502454  
(715) 342-2225



[USBank.com](https://www.usbank.com)



## NWAR Livestream & Video 2023-24 Real Estate CE

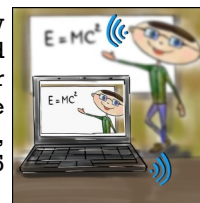
All real estate licensees must complete 18 hours of real estate CE to renew your license by 12/14/2024. NWAR welcomes you to join us at the board office each Tuesday and Thursday morning from 2/20 thru 3/7 to fulfill your CE requirements. We will be co-hosting WRA's livestream CE to help those who have poor internet service, would prefer learning away from distractions, and/or favor classroom learning. All CE exams (livestream & video) are 5 multiple choice questions you can complete with a smartphone or computer.

NWAR is also offering prerecorded video CE courses starting in April at a bit lower price, and NWAR Members taking all 18 courses with NWAR (livestream or video) will receive the last 3 courses free - a continuation of our past CE "6-for-5" Member discount. Seating is limited so sign up ASAP at either of the links below, and yes it's fine to mix between the two!

**NOTE:** If you wish to attend the WRA livestream CE from your home or office, please DO NOT register at the links below; you should instead register directly on the [WRA website](https://www.wra.org).

**NWAR 2023-24 Livestream CE Registration:** [bit.ly/NWARLiveCE24](https://bit.ly/NWARLiveCE24)

**NWAR 2023-24 Video CE Registration:** [bit.ly/NWAR-VCE24](https://bit.ly/NWAR-VCE24)



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## President's Message

### Adam Redman, GNMLS



Warm winter greetings! Here we are at the end of another year. A lot for all of us to be thankful for in The Northwoods. We are truly blessed to live and work in such a beautiful, safe and plentiful area. Always a bit scary to hit the reset button in real estate and start all over again on January 1st. If you haven't already, start implementing your real estate and life goals for 2024. We have a lot of nice reports and back-end data for you to utilize on the Xposure platform.

Speaking of the new year... I just ordered my biennial continuing education and plan to complete this winter. Normally I procrastinate until later in the year, but with how many changes there are on the WB Forms and new information coming out in our industry, we should probably jump on the CE train early this year.

Another good project for this winter would be to go into our PCS accounts and touch base with stagnant buyer prospects and consider deactivating those that are not active or have already purchased. Approximately 1/3rd of all PCS clients have not been active in over a year; which has created inaccurate data for MLS tools, such as reverse prospecting.

If you are an MLS Participant, please consider running for a seat on the MLS Board in 2024. Members of the

Nominating Committee may be in touch with you to solicit your service. Thank you!

Special thanks to Matt and Lon for throwing such a great party at Holiday Acres in Rhinelander on December 7th. We had an excellent turnout and it seemed like everyone had a good time. It is always nice to catch up with fellow colleagues. Yes, at times we are competitors, but at the end of the day we all work together and have the same goals. Let's continue to be kind and respectful professionals and carry on putting our Clients and Customers first in 2024.

Merry Christmas and Happy New Year!

Adam



## Call for Board Candidates

NWAR President-Elect Tom Bird and GNMLS President-Elect Jackie Leonhard have the privilege of chairing our 2024 NWAR & GNMLS Board Nominating Committees. Each committee will meet in early 2024 to prepare a slate of candidates for our June elections, and newly-elected Directors will take a seat in the boardroom starting in October 2024.

For both boards, a Director term is 2 years with the option to run for a second 2-year term, and Officer candidates (Prez-Elect or Treasurer) for the NWAR Board (but not GNMLS) must have prior NWAR Board service. NWAR REALTOR and Affiliate Members in good standing may run, while for GNMLS any Participant (principal broker or appraiser) is eligible. Each Board will have 3 Director seats and President-Elect on the 2024 ballot.

If you have questions about serving, please contact Matt or Lon who promise not to tip anyone off until you decide! Slates will be finalized in early spring, but it would be helpful if you could notify the Committee Chair (and Matt or Lon) by February 1st if you are interested in running. Thank you!



## Education Topics & Speaker Poll

NWAR welcomes you to contact us at any time with ideas for classes, guest speakers and/or other events you think would benefit our Members. We also release occasional polls to solicit your feedback, one of which just launched at the link below.



If there is a NAR Designation or Certification you'd like to earn but you aren't fond of taking online courses with WRA or NAR, let us know in the poll. If any Desig/Cert has sufficient interest for a LIVE class, we'll do our best to offer it in the near future. NWAR Members earning a new NAR Designation/Certification will also earn a \$100 Educational Incentive Award from NWAR.

The poll below also welcomes you to recommend possible topics and/or speakers for special events like our "Zen Real Estate" speaker luncheon last month. We appreciate you taking time to help us provide better access to the knowledge you need to succeed!

**NWAR Education Poll:** [bit.ly/NWARPoll23](https://bit.ly/NWARPoll23)

## WRA REALTOR & Government Day - Madison Feb 7

Registration is open for WRA's annual REALTOR & Government Day on Wednesday Feb 7th at Monona Terrace in Madison. REALTORS from around the state will converge at 1pm for a guest speaker event (Gov. Evers invited to speak) followed by an advocacy briefing before visiting with state lawmakers.

R&G Day is FREE to attend and will earn you 1 hour of elective CE credit. Any NWAR Members who drive down will split a special R&G Day mileage stipend budget and earn the gratitude of your peers for taking time to stand up for private property rights!

**REALTOR & Government Day Registration:** [www.wra.org/RGD](http://www.wra.org/RGD)





Affiliate Company	Location	Affiliate Name	Phone
<a href="#">AmeriSpec Inspection Services</a>	Rhineland	<a href="#">Brad Francis</a>	715-493-0185
<a href="#">Associated Title &amp; Closing Services</a>	Ironwood MI	<a href="#">Roy D'Antonio</a>	906-932-6340
<a href="#">Big Moose Home Inspections</a>	Bessemer MI	<a href="#">Tom Ruemenapp</a>	906-663-2221
<a href="#">Comparion Insurance Agency</a>	Stevens Point	<a href="#">Jordan Schmidt</a>	715-571-4605
<a href="#">CoVantage Credit Union</a>	Antigo	<a href="#">Michelle Brettingen</a>	715-627-4336
<a href="#">CoVantage Credit Union</a>	Antigo	<a href="#">Pam Jansen</a>	715-627-4336
<a href="#">Crossbridge Community Bank</a>	Tomahawk	<a href="#">Deb Duncan</a>	715-453-5354
<a href="#">Crossbridge Community Bank</a>	Tomahawk	<a href="#">Jennifer Nerva</a>	715-453-5354
<a href="#">Gowey Abstract &amp; Title</a>	Minocqua	<a href="#">Mike Brandner</a>	715-356-3000
<a href="#">Home Warranty Inc.</a>	Park Falls	<a href="#">Jason Probst</a>	877-977-4949
<a href="#">IncredibleBank</a>	Minocqua	<a href="#">LeAnn Hayden</a>	715-358-9319
<a href="#">Knight Barry Title Group</a>	Minocqua	<a href="#">Patrick Hugunin</a>	715-439-4114
<a href="#">Nicolet National Bank</a>	Eagle River	<a href="#">Leah Brown</a>	715-479-8484
<a href="#">Northwoods Property Inspections</a>	Park Falls	<a href="#">Michael Weidman</a>	715-934-9105
<a href="#">Northwoods Title &amp; Closing Svcs</a>	Eagle River	<a href="#">Maryann Fath</a>	715-479-6459
<a href="#">Oneida Title &amp; Abstract</a>	Rhineland	<a href="#">Jeanne Smith</a>	715-362-3348
<a href="#">People's State Bank</a>	Eagle River	<a href="#">Tori Dunlap</a>	715-337-2614
<a href="#">People's State Bank</a>	Minocqua	<a href="#">Tim Sanderson</a>	715-358-7070
<a href="#">Shoreline Title Services</a>	Rhineland	<a href="#">Hunter Piasecki</a>	715-369-3934
<a href="#">The Cayo Group at Novus Mortgage</a>	Minocqua	<a href="#">Dee Cayo</a>	715-482-7022
<a href="#">US Bank Home Mortgage</a>	Minocqua	<a href="#">Jake Heyroth</a>	715-498-9004
<a href="#">Vilas Title Services</a>	Eagle River	<a href="#">Rick Ernst</a>	715-479-4070
<a href="#">Wisconsin Benefit Planning</a>	Minocqua	<a href="#">Charlie Ouimette</a>	715-356-2300

## NWAR Sponsors\*

### ENV Property Solutions

Butternut

Barbara Herbst (Flietner)

Ph: 715-661-0561

[ENVPropSolutions@hotmail.com](mailto:ENVPropSolutions@hotmail.com)

Mold/lead/asbestos investigations,  
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& PHOTOGRAPHY EXPERTS  
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[www.KimSwisher.com](http://www.KimSwisher.com)

### loanDepot.com

Schaumburg, IL

Larry Potesman

Ph: 847-668-1441

[loanDepot.com](http://loanDepot.com)

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time, every time at loanDepot.com

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888.631.9666


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103 N Railroad St,

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\* These are non-member paid advertisements not specifically endorsed or promoted by NWAR.



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just got easier

DOWNLOAD THE APP

Available on the  
Google Play

Available on the  
App Store

Search "Tech Helpline"

Link: [bit.ly/NWAR-THL](http://bit.ly/NWAR-THL)

## MLS Memo



Lon Fisk - [lon@northwoodsrealtors.org](mailto:lon@northwoodsrealtors.org)

The MLS includes a place for unbranded virtual tour links at the bottom of Autoload step 8. This has become little used with fewer than 10% of current listings including it. Maybe agents are choosing the Xposure *branded* links instead, but don't overlook the value of this older unbranded link since it goes out in MLS datafeeds. Some platforms will note prominently if a virtual tour link is available, while others may include it albeit less prominently.

3D walkthroughs and floorplans are growing in popularity with consumers. Some popular platforms may have a hefty cost, but others might let you create one for free. A small investment in a tripod and 360 camera can get you started. For sites that include branding, you should create a custom link through Xposure > Market Features for that listing to add the 3D tour to Xposure. If you use a photographer who has an Xposure account, Xposure includes free display of interactive floorplans with short videos, 360 photos and more.

**MLS Tip:** Sentrilock just redesigned their website; take time to get familiar with the new format and functionality.

## NAR WTTL: Avoiding Vacant Land Scams

NAR's *Window to the Law* video series provides REALTORS with risk identification and mitigation advice, updates on legal issues, best practices for real estate professionals and more.

The December video "Rules for Using Endorsements & Testimonials" with NAR Assoc. Counsel Maame Nyamekye explains a recent FTC broadening of the definition of "endorsement" and provides some tips to ensure your marketing remains consistent with the law.

Watch NAR's latest WTTL video at:  
[bit.ly/NAR-WTTL](http://bit.ly/NAR-WTTL)

WTTL "Must-Watch List for New REALTORS": [bit.ly/WTTL-MW](http://bit.ly/WTTL-MW)



**WRA**  
WWW.WRA.ORG  
**LEGAL UPDATE**  
**LIVE**



**WRA HOUSING**  
**REPORT**

"NAR Lawsuit Update"  
& Antitrust Resources

[wra.org/antitrust](http://wra.org/antitrust)

WRA November  
Home Sales Report:

[wra.org/HSRNov2023](http://wra.org/HSRNov2023)



## AE Corner

Matt Seegert - [matt@northwoodsrealtors.org](mailto:matt@northwoodsrealtors.org)

If you haven't yet renewed for 2024 and intend to, please do so by 12/31 to avoid additional fees and/or suspension. Much as I loathe playing the Grinch for a handful each year-end, it's a burden AEs must bear. I also have the bittersweet duty each year-end of bidding a fond adieu to some long-timers like REALTOR Emeritus **Ed Duda** who joined NWAR while I was in kindergarten. I wish good health and fortune to all departing Members and remind you that our door's always open!

Thank you to NWAR Education Chair **Ben Parsons** who hosted our "GIS Mapping" Lunch & Learn earlier this month. We just received word days later that Vilas County is offering free trainings for their new VilasGEO system starting Jan 12th - see [geo.vilascountyiwi.gov](http://geo.vilascountyiwi.gov) for details and no need to register - just show up and bring a laptop to follow along!

I thank you again for being the best ~470 bosses I've ever had since joining the labor force at age 11 by throwing papers at screen doors. Happy New Year!

**AE Tip:** See a *NAR Litigation FAQ* and "Topline Key Messages" docs give you clarity and help with advising customers & clients at: [bit.ly/4aqhloR](http://bit.ly/4aqhloR)

## REALTOR Anniversaries

Congratulations to the following Northwoods REALTORS celebrating a quinquennial anniversary this month:

### 20 Years:

**Kathy Tutt** - Re/Max Action Northwoods, Mercer

Members who attend a general meeting within 1 year of anniversary will receive a free anniversary pin. All others may order a pin (cost \$10) by contacting NWAR.

## Charlie Rayala Passing

We learned earlier this month that former REALTOR Charlie Rayala passed away November 27th at age 88.

Charlie served in the Army 3rd Cavalry before moving to Manitowish Waters with wife of 65 years Hester and raising 5 children. Charlie was the first fire chief of Mani. Waters for 25+ years, sat on the Vilas County Board for 30+ years, and worked at Schmidt-Haus Realty from 1998 until retiring in 2014.

Please visit [bit.ly/41igMyz](http://bit.ly/41igMyz) to share your condolences and fond memories of a REALTOR with a long legacy of community service. Rest in peace, Charlie.



## Up North Update

On/Off Water	Median Price		Units	
	2022	2023	2022	2023
SFH Off	160,925	180,000	1216	1023
SFH On	387,250	400,000	942	803
Land Off	35,000	37,500	695	592
Land On	80,000	98,300	406	307

A recent [NAHB "Eye on Housing" article](#) noted that the recent ~50 basis point drop in mortgage rates has boosted builder confidence - welcome news amid the ongoing inventory shortage. However, 36% of home builders reported lowering prices an average of 6% to boost sales. In a separate article, [NAHB forecasts a 4% gain](#) in single-family housing starts in 2024.

Hopefully more starts help balance markets in the year ahead and if rates remain <7%, our relatively affordable market should remain brisk - albeit not as manic as 2020-22.

## Lockbox Latest

GNMLS Actives (exc land/comm): 682  
LB Participants Actives: 501 (73%)  
Eligible Listings w/LBs: 197 (39%)

GNMLS Lockbox Resources:

[bit.ly/GNMLS\\_LBs](http://bit.ly/GNMLS_LBs)



## FAQ of the Month

**"When is branding allowed in GNMLS?"**

There are some special places in Xposure that allow branding because those resources are not shared by other REALTORS.

Learn more about branding [here](#) or by searching "branding" on our GNMLS FAQ page at the link below.

MLS FAQs: [bit.ly/GNMLS-FAQ](http://bit.ly/GNMLS-FAQ)

## "MLS: CMAs, Comps & SellerHUB" L&L - Jan 10

We welcome you to join MLS Coordinator **Lon Fisk** at the board office Jan 10<sup>th</sup> from 11:45a-1:00p to go over some old and new MLS features. Lon will walk you through the process of preparing a comparative market analysis with good comps to ensure your sellers are content that their property is priced right to fetch buyers' attention and strong offers. He will also demo the new SellerHUB feature where you can allow your sellers to see their MLS listing with stats and trends, showing feedback, custom links and content, and you can even have a video meeting with sellers right within Xposure!

Please click the link below to inform us of 2023-24 Lunch & Learn classes that interest you and mark your calendar. We will email you a reminder as the date approaches to confirm your live or (if offered) virtual attendance.

**NWAR LUNCH & LEARN REGISTRATION:** [bit.ly/NWAR-LunchLearn](http://bit.ly/NWAR-LunchLearn)

## REALTORS® on the Move

GNMLS Transfers & Releases:

I = New NWAR Mbr  
\* = New GNMLS Ofc  
^ = Closed MLS Ofc



Name	From	To
Stephen Conway	Century 21 Burkett - Eagle River	
Ed Duda	Redman Realty Group - Minocqua	
Rodney Hix	CR Realty - Antigo	
Heidi Krusensterna	Century 21 Northwoods Team - Crandon	Century 21 Burkett - Eagle River
Dai-Dai Liu	Miller & Associates - Three Lakes	
Teresa Nasi	Northern Trails Realty - Ironwood	
Bryan Radlinger	Keller Williams Stevens Point	Exit - CW - Stevens Point
Madeleine Schad	Coldwell Banker Mulleady - Eagle River	
Marley Valdez	Century 21 Pierce - Mercer	

## LUNCH & LEARN

Date	Lunch & Learn Course - Venue
Jan 10	MLS: Preparing a CMA, Comps & SellerHUB w/ MLS Coord. Lon Fisk - NWAR Office, Woodruff
Feb 14	Tourist Rooming Houses & STRs w/ Zoning Admin Dave Sadenwasser - Nicolet Bank - Eagle River
Mar 13	Round Table - Lessons Learned the Hard Way w/ NWAR Director Chris Raasch - Tomahawk Chamber of Commerce



"What I don't like about office Christmas parties is looking for a job the next day."  
- Phyllis Diller



## Board of Directors 2023-24

(Area code 715 unless otherwise noted)

### Northwoods Association of REALTORS®

#### Officers (Term<sup>^</sup>):

Ed Raasch, President	224-3800
Tom Bird, President-Elect	356-9521
Kim Brixius, Treasurer (1)	453-1188
Andy Harris, Past President	543-8900

#### Directors (Term-Year - limit 2-2):

Tynan Anderson	(2-1)	453-3365
Judy Barr	(1-1)	480-4333
Kristin Gullickson-Wild	(1-2)	356-4457
Ryan Hanson	(2-2)	358-5263
Cliff Kolinsky	(1-2)	547-3400
Cala Neu	(1-1)	339-4663
Janel Pagels	(2-1)	525-1008
Chris Raasch	(1-1)	224-3800

### Greater Northwoods MLS®

#### Officers (Term<sup>^</sup>):

Adam Redman, President	358-0450
Jackie Leonhard, President-Elect	453-2673
Jim Mulleady, Treasurer (1)	479-1774
Dan Pudlo, Past President	493-7630

#### Directors (Term-Year - limit 2-2):

Kathy Flannery	(1-1*)	449-5022
Steve Petersen	(1-1)	614-3878
Chris Raasch	(1-1*)	224-3800
Chris Seeliger	(1-1)	358-6832
Adam Speer	(1-1)	339-2181
Julie Winter-Paez	(1-2)	480-4333

<sup>^</sup> President, President-Elect and Past President terms are 1 year each; NWAR Treasurers may serve up to two 2-year terms; GNMLS Treasurers up to two 1-year terms. \* - Appointed/elected to <= 1-year term to fill vacancy.

**NWAR Committees, Chairpersons & Duties:** <https://northwoodsrealtors.org/committees>

#### Next Board Meetings:

Thursday, January 18<sup>th</sup>

GNMLS - 8:30am

NWAR - 10:00am

Meetings are (usually) the third Thursday monthly - Members always welcome!



The National Association of REALTORS® MVP Program encourages members to take actions that will benefit NAR and members while rewarding them for being active within their association.

If you make a \$9.95+ purchase from the REALTOR Store by 12/31, you'll earn a free "Little Orange Book: Sales & Marketing Rules to Live By..." download plus a chance at a \$100 REALTOR Store gift card.

**Earn your MVP reward at:**

[MVP.REALTOR](https://mvp.realtor.com)

## Northwoods Association of REALTORS® & Greater Northwoods MLS®

PO Box 377 Phone: 715-356-3400  
320 Oak St, Suite B Fax: 888-399-2118  
Woodruff, WI 54568 [Staff@NorthwoodsRealtors.org](mailto:Staff@NorthwoodsRealtors.org)

Our office hours are 8am-5pm Monday through Friday

**Board Office Location:** [bit.ly/NWAR-Map](https://bit.ly/NWAR-Map)

Use East entrance (double doors by drive-up window)



**NORTHWOODS  
ASSOCIATION  
OF REALTORS®**



**MLS**  
MULTIPLE LISTING SERVICE  
Greater Northwoods  
[UpNorthMLS.com](https://UpNorthMLS.com)



### About Us

The Northwoods Association of REALTORS® was founded in 1953 as a non-profit organization dedicated to serving real estate brokers and agents in the Northwoods area. NWAR provides a central hub for our 460+ Members to communicate, establish policy, receive training and implement new solutions to better serve their clients.

Greater Northwoods Multiple Listing Service®, a wholly-owned subsidiary of NWAR, is dedicated to providing our Members with first-rate service and support in listing and viewing properties and conducting business in accordance with the ethical standards of the industry. GNMLS currently serves ~210 Member firms comprised of ~740 brokers, agents and appraisers.

### NWAR & GNMLS on the Web:

**NWAR Homepage:** [NorthwoodsREALTORS.org](https://NorthwoodsREALTORS.org)

**Member FB Group:** [facebook.com/groups/northwoodsrealtors](https://facebook.com/groups/northwoodsrealtors)



[bit.ly/NWAR-FBK](https://bit.ly/NWAR-FBK)



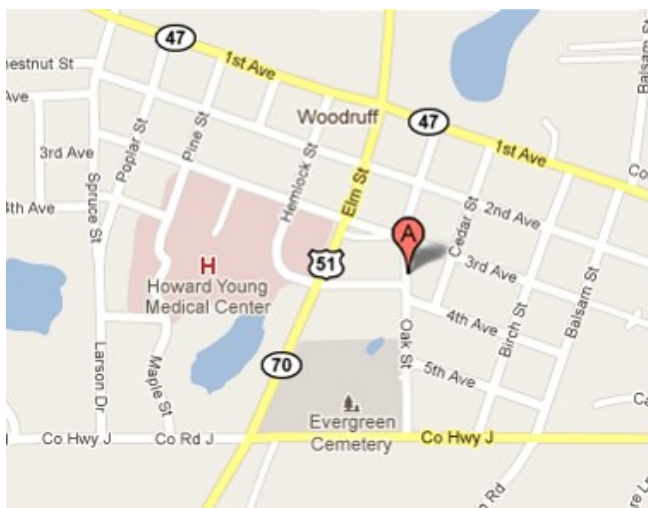
[bit.ly/NWAR-TW](https://bit.ly/NWAR-TW)



[bit.ly/NWAR-YT](https://bit.ly/NWAR-YT)



[bit.ly/NWAR-LI](https://bit.ly/NWAR-LI)



## 2023 Christmas Party Recap

A full house of ~120, a few decked in festive finery, gathered at Holiday Acres in Rhinelander on December 7th for our yuletide gala. Supper-spoilers were plentiful courtesy of our kind sponsors, and spirits soared (and poured) as **NWAR President Ed Raasch** took the podium to recap what will likely finish as our third-best year behind only the prior two for total dollar sales. 2023 is certainly our biggest-ever year for community investment as NWAR & GNMLS partnered to provide >\$25k in support to local charities, capped off by a \$10k match of a Wisconsin REALTORS Foundation donation that - with some REALTOR sweat equity - provided nearly 500 food boxes for Northwoods children facing hunger!

Following a delectable dinner, **GNMLS President Adam Redman** shared his final thoughts on 2023 while encouraging REALTORS to take CE early in 2024 to avoid racing to do so next autumn. Ed followed by inducting three energetic new REALTORS and presenting quinquennial anniversary pins to three seasoned veterans, plus a special award to **Jim Gabrielsen** - our first Northwoods REALTOR to reach 50 years of membership! Jim shared his success secret: "start young & keep going" which worked doubly well for him upon learning 2023 is also his 50-year anniversary with wife Carol! Congrats to Jim and Carol who early in life found their perfect match in both perseverance and patience!

Before departing **RPAC Chair Cheryl Eskridge** took the podium, Ed presented her a special award as well for over a decade serving on our RPAC Committee and a 10-year unbroken fundraising goal streak as RPAC Chair - well done Cheryl! Before closing with prize drawings for our Frederick Place donors, Ed recognized our **2023 NWAR Distinguished Service Award recipients: Affiliate Deb Duncan & REALTOR Joy Kohegyi**. If you attended any of our recent golf outings, you've almost certainly been greeted by Deb hosting our putting contest and if you watch WJFW, you've likely seen Joy promoting her "Be Kind Be Nice" charity you can learn about at [joynmegan.com](https://joynmegan.com). Congrats to Deb and Joy on your well-deserved awards and thank you both for all you do for your fellow Members and the Northwoods community!

We thank all who attended, sponsored, and/or helped us raise \$750 plus a nice haul of wishlist items for our friends at Frederick Place. Happy holidays and we wish everyone a restful rest of winter!



### THANK YOU APPETIZER SPONSORS!

The Bird Team - First Weber

Deb Duncan & Jennifer Nerva -  
Crossbridge Community Bank

Julie Engels - Redman Realty Group

Patrick Hugunin - Knight Barry Title Group

Jim Mulleady - Coldwell Banker Mulleady

Jeanne & Marte Smith - Oneida Title & Abstract



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