



The Realty Review

Volume 13, Issue 7



Northwoods Association of REALTORS® & Greater Northwoods MLS®

President's Message

Andy Harris, NWAR

Hello again everyone and I hope you had a restful and fun 4th! Glad to see our towering pines are still standing tall, though the air quality of late tells a different story. If you don't have a good air purifier at home, I recommend you invest in one while joining me in hoping for rain - particularly for our beleaguered neighbors way up north.

While we are busy racking up miles on the odometer before back to school slows things down a bit, make sure not to overlook the fine learning opportunities for REALTORS coming up later this year. WRA just opened registration for their annual convention in early October, and they always have a terrific lineup including CE, the CRS Designation, and various workshops for REALTORS of all experience levels. Whether you want to learn how to win listings or have more than you can handle already and hope to learn how AI tools can save precious time, the WRA convention has you covered. Plenty of fun on the agenda too!

We are also working on next season's Lunch & Learn schedule, and I hope you will take a few minutes to complete a poll to help us find topics that you're interested in attending. We already have one Lunch & Learn squared



away on November 8th with "Zen Real Estate" coach Clint Pardoe - save the date and make sure to sign up once Matt releases our new Lunch & Learn schedule.

I was excited by WRA's recent news that their workforce housing package worth over \$500m was signed into law by Gov. Evers. We have WRA's legislative team

and RPAC to thank for this important win, and on that note I encourage you to reward RPAC for their efforts by participating in our RPAC fundraiser auction that will open online soon. Hopefully this package provides a long-awaited opportunity to first-time buyers and in doing so, also helps local businesses whose "Help Wanted" signs are getting sun-bleached. To borrow from a famous film quote, "If we build it, they will come".

Just a couple months remain for my turn in the big chair before I hand the gavel over to the capable hands of Ed Raasch. I hope to see a good turnout at Bootlegger's in September when we will install our newly-elected boards. In the meantime, stay hydrated, grab some fresh air when you can, and do your best to help people partake in the American Dream!

Andy

The Buzz:

- **WRA Convention Oct 1-3 @ Kalahari - Save \$30 thru 7/31**
- **RPAC Online Auction Opens 8/9 & Lenove Laptop Contest**
- **NAR Real Estate Forecast Virtual Summit - Aug 2nd**

New Affiliate Spotlight



Great coverage without leaving your neighborhood.

We offer insurance options so you get the right fit for the right price. After all, looking out for one another is what neighbors do.



Contact me for your free quote.

Jordan Schmidt
(715) 571-4605
Jordan.Schmidt@LibertyMutual.com

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Installation Dinner - Tomahawk Thursday 9/28

Save the date of **Thursday September 28th** to attend our annual **NWAR/GNMLS Installation Dinner at Bootlegger's Lodge** on the shore of Lake Nokomis in Tomahawk. NWAR President Andy Harris will rap the gavel a final time before WRA President & CEO Mike Theo oversees the peaceful transition of power to our new board under NWAR President-Elect Ed Raasch. GNMLS President Dan Pudlo will likewise hand the helm over to incoming GNMLS President-Elect Adam Redman, and both boards of Directors will recite the oath of office. We will also induct new REALTORS, recognize service anniversaries and hold a 50/50 fundraiser for the fine folks at Habitat for Humanity.

Details are still being ironed out, but we expect to open at 4:30p for appetizers/schmoozing with the call to order and dinner at 6:00p. If you enjoy beef tenderloin w/ mushroom marsala, grilled mahi-mahi w/ pesto, or roast chicken breast w/ herb butter then mark your calendar and watch for the registration form coming soon! If you would like to sponsor an appetizer (\$150), please contact Matt@northwoodsrealtors.org or call 715-356-3400.



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President's Message

Dan Pudlo, GNMLS

It sure is nice to see that everyone is busy! As always within the last few years, more listings would be great as listings are still selling quickly. It sure seems that with work and volunteering for different organizations, summer is once again flying by!

I know many of you volunteer in various things as well, and that is a great way to get exposure and enjoy the rewards of living in a thriving local community. If you haven't had your 501C organization submit a form for a possible donation from GNMLS, please do so ASAP as they are due at the end of July.

I would like to thank all that worked on the budget for the GNMLS the last few months to identify and implement new



benefits like the Forewarn safety app for members. We're also adding more to our public outreach budget and in that regard, we partnered with NWAR to rejoin several local chambers of commerce and gave each rack cards to promote our UpNorthMLS.com free consumer search portal. Feel free to pick up some rack cards from the board office and give them out to your friends

who may own a resort, restaurant or storefront. They probably have a "help wanted" sign out front so the more they can help us bring new residents, the better chance they have of taking the sign down! At a local resort I know, approximately 30% of their visitors expressed interest in viewing some properties.

Each time I get an appraisal for a FSBO, I am reminded to think of ways to keep promoting choosing a REALTOR as the best option for buyers and sellers alike. The GNMLS board is always open to your suggestions on how we can better engage consumers and support our local communities.

Dan Pudlo

Lunch & Learn Interest Poll

Our Education Committee under new Chair Ben Parsons is working on the new Oct-May season of NWAR-hosted Lunch & Learn classes. Last L&L season averaged ~18 attendees per class and our hope is to see even stronger attendance in the season ahead.

To that end, we would appreciate your help in identifying which topics are of most interest to our membership by completing a quick interest poll. Please visit the poll at the link below to let us know how interested you are in each of the topics listed, and we welcome your suggestions of other L&L topics you'd like to see - plus a suitable instructor for the topic if you have someone in mind. We are fortunate to have many talents among our membership, so we also welcome you to suggest *yourself* as the instructor for a topic that would benefit your fellow REALTORS.

Thank you for taking the time to help NWAR continue offering quality educational opportunities to Members in exchange for your promise to eat at least one free sandwich in the meantime. Classic win-win if ever-a-vever a win there was!

L&L Interest Poll (open thru 8/1): bit.ly/NWAR-LL-Poll

WRA Convention - Oct 1-3

The WRA Convention is coming up on October 1-3 at Kalahari Resort. This year's top statewide REALTOR event features keynote speakers Alex Weber - host of "American Ninja Warrior" who will discuss "The Unstoppable You" and former undercover officer and federal prosecutor Pamela Barnum who will "Crack the Code of Trust".

Along with many workshops and fun activities including a golf outing, 5k run/walk, trivia contest and more, WRA will offer four real estate CE courses, a Home Inspection walkthrough training at a local home, a CRS class and a Ninja Selling class!

REGISTER BY 7/31 & SAVE \$30: www.wra.org/Convention

Free Convention Registration Drawing: NWAR Members (REALTOR or Affiliate) may enter a drawing by 8/15 for a **free** WRA Convention registration. No need to wait though - register ASAP for the classes/events you want and if you win the drawing, WRA will refund your registration fee!

Free Convention Drawing (by 8/15): bit.ly/WRAC-FREE23



RPAC Fundraisers: Auction & Laptop Contest

by RPAC Chair Cheryl Eskridge

Last call for donations of gift certificates/baskets for our **2023 NWAR-RPAC Online Auction** that opens for bidding by NWAR Members from **Wed 8/9 through Wed 9/6**. Please contact me at 512-749-6833 or cheryleskridge@nnex.net if you can donate something (must be at personal expense) and make sure it gets to the board office by 7/31. Watch your email for an announcement once bidding opens and thank you to all our donors and bidders as we strive to reach our RPAC goal once again in 2023!

We will also hold a separate RPAC fundraiser where one NWAR Member will **win a brand-new Lenovo Thinkpad E14 Gen 4**: Win11, AMD Ryzen 5 six-core CPU and Radeon graphics, 16GB DDR4 RAM, 256GB SSD. To enter, NWAR Members must invest \$25+ in RPAC or Direct Giver (DG has \$100 min.) and complete an online form to record your prediction(s) of the final score of the Packers-Falcons game Sunday 9/17. Whoever comes closest to the Packers final score (w/ tiebreakers if needed) will win, and multiple entries can be purchased for \$25ea. Act fast since no more than 100 total entries will be sold! **Sign up here and Matt will email you promptly with details to secure your chance(s) to win:** bit.ly/NWAR-Laptop23



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

NWAR Sponsors*

ENV Property Solutions

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

RESIDENTIAL UPDATE 8.2.23
**REAL ESTATE
FORECAST SUMMIT**
NATIONAL ASSOCIATION OF REALTORS®

Wed August 2nd, 12-1p
Registration: bit.ly/44TqKAU

Join a free NAR virtual conference for
a residential market outlook from a
few of NAR's top experts:

- First Vice President Kevin Sears
- Chief Economist Lawrence Yun Ph.D.
- Dep. Chief Econ. Jessica Lautz, Ph.D.

MLS Memo



Lon Fisk - lon@northwoodsrealtors.org

There is some confusion over GLA. This means Gross Living Area and is always completely above ground. This area is the most critical square footage number when appraisers, underwriters and government entities are determining the value of a home or comparing that value to other homes. On a horizontal plane at the floor, if there is dirt anywhere above that plane then that floor is not part of the GLA - it is below grade. A walkout basement is not GLA; an earth home has zero GLA. GLA also means contiguous, finished areas so a 3-season room is not GLA. A non-contiguous living space above a garage or a separate cottage are also not part of the GLA.

On the other hand, Total Finished SqFt can include all spaces that are finished for year-round living including finished basement rooms, garage apartments or cottage ADUs.

Please see here for more information regarding ANSI-compliant measuring:

bit.ly/ANSI101-GNMLS

MLS Tip: Use Corelogic Realist to print labels for property owners by street, town, mapped area, etc.

NAR WTTTL: Legal Tips to Use AI in Your Business

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 July "Legal Tips to Use AI in Your Business" video with NAR Attorney Chloe Hecht offers best practices for agents to avoid potential ethical and legal issues when using AI-generated content to enhance your marketing materials and/or listing descriptions.

Watch NAR's latest WTTTL video at:
bit.ly/NAR-WTTTL

WTTTL "Must-Watch List for New REALTORS": bit.ly/WTTTL-MW



**CENTER for
REALTOR**
FINANCIAL WELLNESS

Get Your Free NAR
Financial Wellness
Check-Up at:

financialwellness.realtor

WRA June
Home Sales Report:

wra.org/HSRJune2023



AE Corner

Matt Seegert - matt@northwoodsrealtors.org

Happy trails to the dynamic duo of Joyce & Jim Nykolayko who just hung up their spurs after over a decade out on the range. Joyce served a term as NWAR Director followed by Treasurer, and we applaud both of their service to fellow REALTORS since that surely meant more cold-calling work for Jim. Congrats to both on your well-earned retirement!

Amy Paikowski on the other hand is still building her brand, having just added NAR's RSPS Certification to her growing REALTOR accolades. Congrats to Amy and another [\\$100 NWAR Educational Incentive Award](#) is en route! If you're looking to fill your REALTOR toolbox or just want to keep up with the Paikowskis, WRA has a [CRS](#) class at convention plus [SRES](#) and [ABR](#) classes online soon - all of which will get you \$100 from NWAR upon receiving any new NAR Designation or Certification!

Make sure to save the dates of 11/8 for a special guest speaker event and 11/9 to help us fill food boxes for hungry local kids - more on both soon!

AE Tip: NWAR partner Tech Helpline has a helpful blog offering various tech tips for REALTORS.

Check it out at: www.techhelpline.com/blog

REALTOR Anniversaries

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

25 Years:

Diane Marshall - First Weber, Minocqua

15 Years:

Marcia Pluess - First Weber, Eagle River

10 Years:

Rick Denton - RADenton Realty, Crandon

5 Years:

Chad Rasmussen - Redman Realty Group, Minocqua

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.

NAR 2023 Member Profile (& Library)

NAR just released their **2023 Member Profile** report that surveys a random sampling of Members to answer the question "Who are REALTORS?". This report looks into business practices and affiliations, income and expenses, tech tools, demographics and much more. NAR publishes free highlights each year, but this year's "highlights" is a whopping 92 pages - probably plenty enough info to spare you the \$15 cost for the full report. Check it out here to see what's hot or not among REALTORS nationwide:

2023 Member Profile Report: bit.ly/3cuc77u

New trends like virtual showings, drone photos and AI/ChatGPT are growing in prominence, so we thought this a prudent time to remind you that NAR also has a free virtual library called "OverDrive" where you can e-borrow thousands of books on real estate and successful selling, *plus* a panoply of additional topics including cookbooks, health & fitness and even a few suspense novels to help keep your edge!

NAR Free Library: nar.realtor/library-archives

REALTORS® on the Move

New GNMLS Subscribers:

Name	Office
Amanda Fleischman	Coldwell Banker RE Group - Pembine
Jadzia Holmes	Village Realty & Development - Kohler
Stacey Howell	Leitner Properties - Slinger
Brandt Laughnan	Coldwell Banker Action - Schofield
Natashia Laughnan	Coldwell Banker Action - Schofield
Kelly Leitner	Leitner Properties* - Slinger
Jeffery Marg	Re/Max Excel - Schofield
Stephanie Osowski	Re/Max Excel - Schofield
Molly Privette	Re/Max Excel - Schofield
Shane Rowe ¹	Pine Point Realty - Rhinelander
Linda Sanderfoot	Coldwell Banker RE Group - Pembine
Amy Seefelt	Signature Realty - Lakewood
Amy Sunke	Rieckmann Real Estate - Appleton
Renee Suscha	Village Realty & Development* - Kohler
Sandy Tilque	Keller Williams Green Bay & UP

Transfers & Releases:

Name	From	To
Kelly Bakken	Restaino & Associates - Fitchburg	
Jennifer Dittmann	Keller Williams Green Bay & UP	
Lisa Kawula	Berkshire Hathaway - Green Bay	
Shane Lathrop	C21 Affiliated Fox Cities - Appleton	
Jim Nykolayko	Century 21 Burkett - Eagle River	
Joyce Nykolayko	Century 21 Burkett - Eagle River	

Up North Update

On/Off Water	Median Price		Units	
	2022	2023	2022	2023
SFH Off	154,200	168,700	558	436
SFH On	394,500	389,500	440	290
Land Off	35,900	38,950	345	294
Land On	74,500	94,950	226	130

Every YTD median above thru June is higher than they were thru May and inventory is still very tight, which suggests higher interest rates have not (yet) suppressed buyer demand in our market. Not too surprising given a large number of cash buyers, many of whom come from areas where home prices far exceed our market even despite the runup we've seen over the past few years.

Fortunately building material costs have eased of late and county board minutes we monitor suggest that supply is coming soon to catch up with still-high demand!

Lockbox Latest

GNMLS Actives (exc land/comm): 914
LB Participants Actives: 687 (75%)
Eligible Listings w/LBs: 293 (43%)

GNMLS Lockbox Resources:

bit.ly/GNMLS_LBs



FAQ of the Month

"What constitutes 'Public Marketing'?"

The GNMLS requires entry of listings into the MLS prior to any public marketing – so what does that include?

Anything beyond one-on-one communications with your customers, clients or agents within your office should be considered "public" marketing. See our MLS FAQ page for more information.

MLS FAQs: bit.ly/GNMLS-FAQ

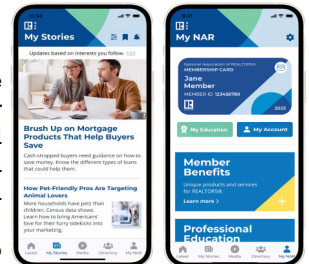
All-New NAR Mobile App

NAR just released an all-new free mobile app that provides Members with easy access to your NAR benefits, educational resources, and timely information that you can tailor to fit your interests! Once you choose just the topics that interest you, consider also enabling push notifications to ensure you never miss a story.

Check it out at the link below or point your phone camera at the QR code to the right to install this great new app today!

All-New NAR Mobile App:

nar.realtor/stay-connected/apps/nar-app



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



"I think if you have a passion for what you do, then there are no limitations on how long or how much you can accomplish."

- Tony Bennett (RIP 1926-2023)

Board of Directors 2022-23

(Area code 715 unless otherwise noted)

Northwoods Association of REALTORS®

Officers (Term[^]):

Andy Harris, President	543-8900
Ed Raasch, President-Elect	224-3800
Jon Long, Treasurer (1)	996-2251
Pete Rondello, Past President	358-0450

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

Tynan Anderson	(1-2)	453-3365
Tom Bird	(2-2)	356-9521
Kim Brixius	(2-2)	453-1188
Kristin Gullickson-Wild	(1-1)	356-4457
Ryan Hanson	(2-1)	358-5263
Cliff Kolinsky	(1-1)	547-3400
Janel Pagels	(1-2)	525-1008
Paul Ross	(1-2)	762-3276

Greater Northwoods MLS®

Officers (Term[^]):

Dan Pudlo, President	493-7630
Adam Redman, President-Elect	358-0450
Jackie Leonhard, Treasurer (1)	453-2673
Ed Choinski, Past President	493-7827

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

Kathy Flannery	(1-1*)	889-0330
Jim Mulleady Jr.	(1-1)	479-1774
Chris Raasch	(1-1*)	224-3800
Steve Petersen	(1-1*)	614-3878
Adam Speer	(1-1*)	339-2181
Julie Winter-Paez	(1-1)	480-4333

[^] 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, August 17th
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 register for NAR's 2023 iOi Tech Summit by 7/31, you'll earn a free *The Little Silver Book: Technology Rules to Live by for REALTORS* download (\$9.95 value).

Earn your MVP reward at:
[MVP.REALTOR](https://mvp.realtor)

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

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

Board Office Location: bit.ly/NWAR-Map

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



**NORTHWOODS
ASSOCIATION
OF REALTORS®**



Greater Northwoods
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 470+ 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 just over 200 Member firms comprised of ~675 brokers, agents and appraisers.

NWAR & GNMLS on the Web:

NWAR Homepage: NorthwoodsREALTORS.org

Member FB Group: facebook.com/groups/northwoodsrealtors



bit.ly/NWAR-FBK



bit.ly/NWAR-TW



bit.ly/NWAR-YT



bit.ly/NWAR-LI





Convention 2023 Keynote Speakers



Monday, October 2 | 9:30 a.m. – 11:00 a.m.

Alex Weber

American Ninja Warrior, international keynote speaker and award-winning performer

The Unstoppable You

Calling all REALTORS®! Join your colleagues to celebrate Wisconsin REALTORS® and this wonderful industry. Don't miss this opportunity to listen to state and national leaders discuss changes in the industry.

Looking to elevate performance? You're in the right place. Join convention keynote speaker Alex Weber, American Ninja Warrior host and competitor, as he empowers you to reach your next level of achievement. In a pressure-filled time of comparison and distractions, achieving a new level of success may seem daunting and unrealistic. But not anymore. Discover actionable steps and channel your hidden strengths to break through limitations and achieve your highest goals. Unleash your true potential and become "The Unstoppable YOU."



Tuesday, October 3 | 10:15 a.m. – 11:45 a.m.

Pamela Barnum

Former undercover police officer and federal prosecuting attorney, nonverbal communication expert, trust strategist

Crack the Code of Trust

Higher trust fosters better outcomes. In this keynote, gain inside tips to help you master nonverbal assessment, build trust with challenging clients, foster authenticity, and turn first impressions into winning ones. You'll leave knowing how to crack the code on trust.

Education Classes Oct. 1

Jump start your convention experience on Sunday by attending a class or participating in a field trip.

- Real Estate CE Courses (one hour each)
 - CE 1: Wisconsin Agency Law
 - CE 2: Wisconsin DSPS Disciplinary Actions
 - CE 3: Commissions in Wisconsin Agency Agreements, Offers of Compensation and Antitrust
 - CE 4: The Inspection Contingency in the Wisconsin Offers to Purchase
- Home Inspection Education House
Join fellow REALTORS® and inspectors in breakout groups at a local home to see through inspector eyes and understand inspector findings so you can better serve clients in the inspection phase of the transaction.
- CRS class: "Mastering Relevant Consumer-focused Marketing"
- Ninja Selling class: "Building a Smart Business"

Workshops Oct. 2-3

Over 40 education sessions to learn and grow in the profession. Attend sessions on working with artificial intelligence (AI) in real estate, improving your digital and written communications, making opportunities in a low inventory market, working with short-term rentals, investing in real estate, marketing commercial property, building teams, crushing it with Canva and Instagram, and more!

In addition, Dr. Mark Eppli of UW Madison's Graaskamp Center for Real Estate will provide an industry forecast.

Fun Activities Oct. 1-3

Numerous fun and relaxing activities await you.

- Golf outing at Trappers Turn
- Icebreaker party with costume contest
- Exhibit hall events, attractions and reception
- Trivia contest
- 5k run/walk
- And more!

Icebreaker Party Oct. 1

The convention, unleashed. Rev your engines at the WRA's epic, adrenaline-pumping party of the year. This costume extravaganza features a packed dance floor, games, prizes, food and drinks. Kick it into high gear on the dance floor with Wisconsin's Spicy Tie Band. The ultimate test awaits at the costume contest at 10:30.

Chairman's Installation & Awards Dinner Oct. 1

Celebrate the installation of Mary Jo Bowe as WRA Chairman, Chris DeVincentis as WRA Chairman-elect and Amy Curler as WRA Treasurer. Enjoy an elegant evening of festivities, complete with dinner, wine and entertainment. This is a ticketed event.

In addition to the leadership team, you'll also have the chance to meet your distinguished peers receiving awards and recognition for their dedication and commitment to the industry.

For more information and to register, visit:

[**www.wra.org/Convention**](http://www.wra.org/Convention)