

October—November
2020



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REALTOR® Insight

Ask the Expert



We Care. We Respond. We Restore.



What IS that ODOR?!

"Odor" Definition: a distinctive smell, especially an unpleasant one.

Synonym : smell, stench, stink, reek, fetor, malodor.

However you describe it "ODOR" is a 4 letter word. No matter how good it looks, or how good the location, offensive odors will turn buyers or renters away on their heels.

Odors lead to perceptions that perhaps there is a bigger problem and associated costs or health risk. Does that musty smell mean there is a water leak? Will I have to pay to fix the damages? How much can I leverage this situation to depreciate the asking price? Will the smoke smell ever come out of the walls? How much will it cost to replace a carpet that smells like Fido still lives here?

Many potential buyers walk away from properties that have been

smoked in or otherwise have an odor emanating. Sanitizing and Disinfecting are also new concerns and cleanliness is associated with health.



Did you know...? There are health benefits to a "positive odor environment".

From "neutral to pleasant" leads to less stress and anxiety.

Anatomy of an odor - Odor is a gas or vapor recognized by the olfactory lobe providing the 'interpretation' of odor by humans and animals. Odor is interpreted as unpleasant, neutral, or pleasant. This interpretation based upon many factors including impressions, past experiences, suggestions, can trigger physical responses.

Acclimation is the shifting of some odors previously determined as unpleasant to a neutral interpretation. Our olfactory lobe begins to "numb down", or sometimes "dumb down" unpleasant interpretation through acclimation (accustomed to) these odors. Often, this could be homeowners with pets who "no longer smell" the strong pet odor.

Acclimation is why we become accustomed to the environment that we live in. It is why others may find an odor laden home offensive while the occupants, your client possibly, is not even aware there is an odor present. Pet owners and users of tobacco, cannabis, curry or frying in oil to prepare foods often fall into this category.

Continue on Page 5



Jon Fields-Owner

Schedule of Events:

November

- **11/25 Board Office Closes at NOON**
- **11/26 Board Office Closed**
- **11/27 Board Office Closed**

Up Coming Events

December

17	Board of Directors Meeting , Sandusky Yacht Club, 11:30 am
24-25	Board Office Closed, Merry Christmas!
31	Board Office Closed, Happy New Year!

January

1	Board Office Closed, New Years Day
12	Affiliates Meeting, Zoom , 10am
18	Board Office Closed, Martin Luther King, Jr. Day
20	New Member Orientation, Board Office, 10am- 4pm
21	Board of Directors Meeting, Board Office, 9:30am

February

15	Board Office Closed, President's Day
18	FAOR Board of Directors Meeting, Board Office, 9:30am
25-26	RPAC President's Circle, TBD

All Events are subject to change until further notice.

**Holiday Open House, Dec. 3
has been cancelled**

Newly Elected Board Members for 2021



Dave Amarante
Russell Real Estate Services
Elected Board Secretary/Treasurer
(2021)



Ellen Coffman
Re/Max Quality Realty
Director
(2021-2023)



Frank Corder
Re/Max Quality Realty—Sandusky
Director
(2021-2023)



Christine Dern
Old Republic Home Protection
Affiliate Chairperson/Director
(2021-2022)



Legally speaking: What tasks are personal assistants permitted to perform

October 13, 2014



By Peg Ritenour, OAR Vice President of Legal Services/Administration

Q: My assistant is a licensed real estate agent. Are there any limitations in the license law on what duties she can perform on my behalf?

A: No. A personal assistant who is licensed as a salesperson is legally permitted to do all of those things that any licensed agent does. This would include showing homes, going on listing presentations, preparing or explaining terms of an offer to purchase or lease, soliciting listings or buyers, attending closings, etc. These duties, however, may be limited by the brokerage or agent that hires the assistant.

Q: If I hire an assistant who isn't licensed, what are the

limitations on the contact she can have with my buyers and sellers?

A: Simply stated, unlicensed personal assistants may not perform any duties that would require a license. This includes anything that could be construed as assisting or directing in procuring prospects for the purchase, sale, or lease of real estate, or negotiating such a transaction. To avoid engaging in activity that falls in this category, an unlicensed assistant's interactions with clients and customers should be limited to ones that are secretarial or administrative in nature. When interacting with a client or customer, an unlicensed assistant cannot answer questions about a property, a listing, lease, purchase contract or interpret or explain such documents.

Q: Can my unlicensed assistant show homes for me or staff an

open house?

A: Showing property is considered by the Ohio Division of Real Estate and Licensing to be activity that requires a real estate license. Therefore, an unlicensed assistant cannot show property to a prospective purchaser. The Division does, however, permit an unlicensed person to staff an open house, as long as they are there only for security purposes and to greet persons. As an unlicensed person they are not permitted to answer any questions about the property.

Q: Can an unlicensed person solicit business for the brokerage by providing information on the brokerage's services to potential clients and customers?

A: No, this is considered by the Division to be activity that requires a real estate license.

Get Involved

The REALTOR® Party is a powerful alliance of REALTORS® and REALTOR® Associations working to protect and promote homeownership and property investment. The REALTOR® Party speaks with one voice to advance candidates and public policies that build strong communities and promote a vibrant business environment.

Now more than ever, it is criti-



Important Links

[Visit REALTORParty.realtor](#)

[Download the REALTOR® Party Resource Guide](#)

[View REALTOR® Party Success Stories](#)

Follow this link for [List of REALTOR® Party Programs and Services](#)

Continued from front page....

Like Primary colors (red, blue, green) and the four primary tastes (sweet, sour, salt and bitter), there are seven primary odors that, when combined, form all others - Camphor, Musky, Floral, Pepperminty, Ether-like, Pungent (positive electrical charged), and Putrid (negative electrical charged).

Common odor problems needing professional deodorization include

Tobacco or Cannabis Smoke, Curry, Protein (burned or rotted food), Mold/Mildew, Urine (Human or Pet), Skunk, Death/Decomposition, and Fire related smoke. Successful deodorization requires knowledge, special tools, chemistry and equipment. Experience also contributes to success. Proper deodorization leaves the environment "neutral". Multiple steps and chemistry, as well as disinfecting and cleaning, are often necessary to remove and neutralize

odor causing contaminants. Most "do it yourself" odor removal sprays yield temporary results often creating a new odor profile that will be your new normal. Not a solution we recommend!!

For "odor removal", call the experts at RestorePro Disaster Clean-Up & Restoration. Our knowledge, experience, and specialty tools allow us to utilize safe, proven methods to solve odor problems.

Ask the expert continued



2020 C2EX Challenge Champions!



The 2020 C2EX

Challenge was an exciting, turn-key, streamlined competition for state associations that ran between June 1-October 15. States encouraged their members to earn their C2EX Endorsements to help REALTORS® increase their marketability and boost business. State associations earned three points for every member that began the C2EX program and five points for every new C2EX Endorsement earned during the challenge period.

Now that NAR Convention has concluded, we found out some

exciting news!

Ohio REALTORS® challenged the Local Board/Associations and as you can imagine all of Ohio REALTOR® Boards/Associations stepped up to the challenge .

There were two ways Boards could win, "the started process" category and the "Endorsed" Category.

Boards who won the Started Category will receive a \$250 gift card and Boards who won the Endorsed Category will receive a \$500 gift card to be used for the Board.

Here are the winners of the Local Board C2EX Challenge:

SMALL BOARD

Started Process—Marietta
Endorsed—Deleware

MEDIUM BOARD

Started Process— West Central
Endorsed—East Central

LARGE BOARD

Started Process—Lorain
Endorsed— Firelands

METRO

Started Process—Dayton
Endorsed—Dayton

Congratulations to our members who have started and completed this challenge and embraced the C2EX Challenge!

You have committed to Excellence for yourself, your clients and your business!

Enhance
your
skills.

Empower
your
future.



In 'monumental moment,' NAR cracks down on hate speech

November 20, 2020



By Melissa Dittman Tracey,
*REALTOR Magazine, National
Association of REALTORS*

REALTORS who engage in hate speech or discriminatory conduct even outside of their real estate practice could face disciplinary action under the Code of Ethics. The National Association of REALTORS' Board of Directors on (Nov. 13, 2020) approved a proposal intended to hold members to a higher standard of ethics in everything they do. The board meeting was held during the virtual 2020 REALTORS Conference & Expo. NAR President Vince Malta called the passage of the proposal "a monumental moment for NAR" in reaffirming its commitment to fair housing.

The changes go into effect immediately but do not retroactively apply to members' past activities or actions. REALTORS who make discriminatory remarks, on their business or personal social media accounts, can be subject to disciplinary action.

NAR's Professional Standards Committee first developed the new rules this past summer after nationwide social unrest following the death of George Floyd. Local, state, and national REALTOR associations reported receiving an "unprecedented" number of complaints about members posting hate speech on social media.

"I applaud NAR's Board of Directors and our Professional

Standards Committee for their efforts to raise the bar on the professionalism and private speech of America's 1.4 million REALTORS," Malta said Friday. "Combating and overcoming bigotry and injustice starts with each of us. REALTORS today took tangible steps to ensure we are held to the highest possible standard while providing a mechanism of enforcement for those who violate our new policies."

The new rules extend Article 10 of the Code, which already prohibits discrimination in professional services and employment practices, to include discriminatory speech and conduct. Article 10 prohibits REALTORS from discriminating on the basis of race, color, religion, sex, handicap, familial status, national origin, sexual orientation, or gender identity. The new Standard of Practice, 10-5, will now state: "REALTORS must not use harassing speech, hate speech, epithets, or slurs" against members of those protected classes.

The board also approved a revision to NAR's bylaws to expand the definition of "public trust" to include all discrimination against the protected classes under Article 10, as well as all fraud. Going forward, associations will be required to inform their state real estate licensing authority of final ethics decisions that hold REALTORS in violation of the Code in instances involving real estate-related activities and transactions where there is reason to believe the public trust may have been violated.

Prior to approval, the hate speech proposal was reviewed and

thoughtfully debated by members. Some suggested the Code shouldn't change, and instead, the proposal should become a conduct suggestion. Others expressed concern that the new standard could be viewed as violating the First Amendment right to free speech. NAR, however, is a private association that is supported by member dues and, therefore, has the ability to impose ethical duties on its membership, according to [FAQs from the Professional Standards Committee](#).

Other board members welcomed the no-tolerance policy against hate speech, saying that discrimination on the part of any real estate professional reflects poorly on the entire membership. Board member Maurice Hampton, speaking in favor of the proposal, said the nation's 1.4 million REALTORS are "not looked at as individuals. We are looked at as a whole. We have a fiduciary duty to protect the REALTOR brand."

Board member Boyd Campbell, echoing support for the proposal, said the policy should not be looked at as solely a race issue. It applies to protecting all classes outlined in Article 10 of the Code. "We have a choice to be a REALTOR. And if you choose to be a REALTOR, you have certain qualifications, characteristics, and duties that you have to fulfill," Campbell said.

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November 24, 2020

Ohio REALTORS®

License renewal deadline extended to July 1, 2021; other measures pending at Ohio Statehouse

Beth Wanless, Ohio REALTORS Director of Government Affairs, provides a comprehensive look at a bevy of issues the Association is working on during the current lame duck session at the Ohio Statehouse, including an extension of the license renewal deadline to July 1, 2021, among others.

The license renewal extension period to July 1, 2021 was included in House Bill 404 and signed by Gov. Mike DeWine yesterday. The extension goes into effect immediately. Other issues still pending during lame duck include:

Senate Bill 246 -- An occupational licensing portability bill that will allow practitioners in other states that have held a license for at least one year and passed a criminal background check to obtain an Ohio license.

Ohio REALTORS worked with the bill's sponsors to incorporate amendments that ensure equivalency for real estate licenses.

House Bill 75 – A measure that requires a political subdivision to pass a resolution and notify property owners prior to contesting property values for tax purposes. Ohio REALTORS is supportive of the bill, as it brings much needed transparency to the process.

House Bill 13 – Expansion of broadband to Ohio's underserved markets. Ohio REALTORS supports the measure that has passed the Ohio House and being considered in the Ohio Senate.

House Bill 751 – Allows commercial and industrial tenants to contest property values if

they pay all property taxes and are given authority by the property owner or landlord. Ohio REALTORS supports the bill, as it will also allow for adjustments due to occupancy changes resulting from the COVID-19 pandemic.

Finally, Ohio REALTORS is working with legislators to make positive changes to the state's Commercial Broker Lien Law and is also in discussions on House Bill 263, a Criminal Justice and Occupational Licensing Reform measure.

Click this link to see [Lame Duck Overview from Ohio REALTORS on Vimeo](#).

This content is copyright 2020 Ohio REALTORS. Read more at: <https://www.ohiorealtors.org/blog/1405/license-renewal-deadline-extended-to-july-1-2021-other-measures-pending-at-ohio-statehouse/>

Continue: NAR Crackdown on Hate Speech



Any complaint alleging a violation of Article 10's prohibition on hate speech can now be brought to a hearing panel at a local REALTOR association. Members accused of violating the standard of practice will be given an opportunity to present their case and defend themselves before the hearing panel, which would weigh the specifics

of the alleged violation, whether the comments were made inadvertently or unintentionally, and whether the member has any previous ethics complaints. NAR's professional standards policies include a defined process of checks and balances to protect members and evaluate potential Code violations.

NAR's Professional Standards Committee will continue to develop case interpretations to assist members and professional standards enforcement volunteers understand the Code.

NAR has produced training and resource materials to assist leaders with understanding and implementing the changes and will roll those out in the coming weeks.

This content is copyright 2020 Ohio REALTORS. Read more at: <https://www.ohiorealtors.org/blog/1404/in-monumental-moment-nar-cracks-down-on-hate-speech/>

For NAR Article click this link:

[NAR President Charlie Oppler Apologizes for Past Policies that Contributed to Racial Inequality](#)

Logos and Trademark Rules: What's Your Username?



As social networking websites and blogs continue to gain popularity in the real estate marketing world, real estate professionals are striving to create unique and clever usernames that identify them publicly to others viewing the site. “Number1realtor” or “yourMichiganrealtor” or “jane_chicago_realtor” may sound like unique usernames, but each of these examples violates the National Association of REALTORS® trademark usage rules as well as the bylaws of the ion.local/state association.

The rules governing the use of the REALTOR® marks are the same regardless of the medium in which the marks are being used, i.e., print advertising, web advertising, URLs, e-mail addresses, usernames, and more. These rules require the REALTOR® marks to be used with the name of a member or with the legal name of a member broker’s real estate business. A separate rule prohibits use of REALTOR® with descriptive words or phrases. Because domain names must be lowercase and cannot accommodate the R symbol, the requirements to use capitalization and the registration symbol “®” with the REALTOR® marks are relaxed for usernames. Here are some examples of acceptable and unacceptable usernames:

<u>Acceptable usernames</u>	<u>Unacceptable usernames</u>
janesmithrealtor	realtor
jsmithrealtor	chicagorealtor
smithrealtor	yourchicagorealtor
jane_smith_realtor	your_chicago_realtor
realtorjanesmith	cyberrealtor
realtorjsmith	virtualrealtor
realtorsmith	realtor_mom
realtor_smith	realtorsolution
Illinois_association_of_realtors	localrealtor
@realtorjane	top_chicago_realtor
JaneRealtor	number1realtor
realtorjanechicago	hotshotrealtor
chicagojanerealtor	residentialrealtor
realtor_jane_number1	commercial_realtor
	janechicagorealtor

What's your username? Does it comply with the trademark usage rules? To learn more about proper use of the REALTOR® trademarks online, contact your local or state association. Additional information is also available at NAR's [Logos and Trademark Rules](#) page.

For more information about Membership please visit:
[NAR.REALTOR](#)

Affiliate Advertising Space Available

Full page ad \$100 for 2 months!

Advertise here.

*Includes logo and contact information,
or if you have your own
camera ready ad
to fit this size (8.78 H X 5.54 W)*

*Additional features:
Link to business website— \$ 15*

**ADVERTISE
YOUR
BUSINESS
HERE**



Support your Affiliates!

Affiliate Advertising Space Available

Advertise Here!

1/3 page ad \$50.00

for 2 months. Includes logo and contact information. Or if you have your own camera ready ad to fit this size. (2.86 H X 5.54 W)
Link to business website \$15.00



Support your Affiliates!

Affiliate Advertising Space Available

Advertise here.

\$75 for 1/2 page

For 2 months. Includes logo and contact information, or if you have your own camera ready ad to fit this size (4.46 H X 5.54 W)

Additional features:

Link to business website- \$ 15



Support Your Affiliates!

2020 AFFILIATE MEMBERS

*** Gold Member **Silver Member

Contractors:

Wayne Homes – Jennifer Neese
(419) 626-3009

County Auditors:

Erie County Auditor – Richard Jeffrey
(419) 627-7746

Mold/Oder Mitigation/Disaster Clean up:

Restore Pro, Inc. – Jon Fields/Rusty Zeller
(419) 624-0198 Sandusky

Home Inspections:

A. Wright Inspections, Inc. – Andrew Wright
(419) 460 – 2123 Fremont

Catawba Island Home Inspection – Roger Frommer
(419) 722-8086 Port Clinton

Erie Inspection Service – Todd & Julie Radloff
(419) 484-4354 Bellevue

Inspection Tech. – Thomas Dunlap / Aaron Westerberg
(419) 504-9417 Sandusky

Wildman Inspections, LLC. – JP Wildman
(419)707-2304 Port Clinton

Home Publications:

Youngs Publishing – Ron Young
(800) 962-7853

Home Warranty:

**First American Home Warranty – Dawn McNulty
(419) 494-2054 Toledo, OH

Old Republic Home Protection – Christine Dern
(330) 441-1737 Medina, OH

Lenders:

AG Credit, ACA - Craig Coughlin
(419) 663-4020 Norwalk, OH

Lenders Continued:

American Eagle Mortgage Co. – Jason Sas
(419)616-5300 Huron, OH

Civista Bank (Sandusky) – Jim Nabors
(419) 625-4121

**Croghan Colonial Bank – Teresa Joseph
(419)355-2258 Fremont

Cummings Mortgage – Dan, JoAnn and Tony Cummings
(419) 625-1894 Sandusky

Fairway Independent Mortgage – Mike Zele
(866) 923-5213 Stow, OH

Farm Credit Mid America – Ted Sarko
(440) 775-4028 Oberlin

Fifth Third Bank – DJ Pisano
(419) 668-3275 Sandusky

Firelands Federal Credit Union – Lynn Devereaux
(419) 483-4180 Bellevue

Firelands Federal Credit Union – Barb Flaczynski
(567) 743-9307 Norwalk

First Federal Bank of Ohio – Kim Kincer
(419) 626-8900 Sandusky

First Federal Bank of Ohio – Betty Hoffman
(419)443-8300 Tiffin

***First Federal Savings of Lorain – Cathy Schaefer
(419) 626-5576 Sandusky

First Federal Lakewood - Don Starbuck
(419) 874-3093 Perrysburg, OH

First National Bank – Dean Miller
(419)483-7340 Bellevue

Genoa Bank – Lori Magrum
(419) 734-3994 Port Clinton

Support Your Affiliates!

2020 AFFILIATE MEMBERS

Lenders Continued:

Impact Credit Union – Emily Waugh
(419) 5 547-7781 Clyde

Marblehead Bank – Bill Tuttamore
(419) 798-4471 Marblehead, OH

U. S. Bank – Cheryl DeVore
(419) 732-0075 Port Clinton

Union Home Mortgage Corp – Todd Lillo
(419) 668-9922 Norwalk

Union Home Mortgage Corp. – Brian Smith
(419) 625-2600 Sandusky

Union Home Mortgage Corp. – Rex Grasz
(567) 998-4276 Upper Sandusky

Vacationland Federal Credit Union – Jami Risner
(419) 625-9025 Sandusky

Wells Fargo Home Mortgage – Tom Cross
(330) 916-6208 Stow, OH

Misc. Services:

***Hondros College – Betsy Butler
(888) 466-3767 (Education/CE)

Home Builders Assoc. of Erie Co. – Deanna Allensworth
(419) 625-7661

Radon Mitigation:

S.W.A.T. Environmental – Amy Mowrer
(330) 465-3484 West Salem

Septic Services:

AK Septic Service & Repair, LLC – Nick Akoury
(419) 341-9397 Norwalk

Title Companies:

Ally Title Agency – Richard Blair/Carrie Jo Wahl
(419) 299-8486 Norwalk

Assured Title – Mark Bunting
(419) 447-7126 Tiffin

Chicago Title Agency – Audrey Gaston
(419) 668-1446 Norwalk

***Fidelity National Title – Chris Palmer
(419) 626-4475 Sandusky

***First American Title – Mary Boldman
(800) 332-6446 Fremont

***First American Title – Mary Boldman
(800) 343-6446 Norwalk

***First American Title – Mary Boldman
(800) 327-6446 Sandusky

***Hartung Title Agency, Inc. – Sally Crow
(419) 625-5700 Sandusky

Hartung Title Agency, Inc. – Judy Twarek-Bickley
(419) 734-4928 Port Clinton

Mutual Title Agency, Inc. – Beth Dzurilla
(330) 348-4133 Strongsville, OH

**Park Avenue Title Agency, Inc. – Thomas Bowlus
(419) 332-8260 Fremont

Tri-Coast Title Agency – Scot Corbin
(419) 734-6502 Port Clinton

Tucker Escrow & Title Services – Jeremy Freed
(440) 668-9170 Norwalk

MLS Committee Meeting Topics from 10/15/2020

MARKETING REMARKS

The MLS does not permit the placement of the listing agent name, brokerage, phone number, email address, web address or other information of this nature in the marketing remarks.

A call to action is permissible as long as information of this nature is not included.

Acceptable: "Call to schedule your showing" or "Schedule your showing today"

Not Acceptable: "Call John Doe to schedule your showing"

LISTING PROCEDURES FOR OUT OF AREA, FOR SALE BY OWNER, & ONE PARTY LISTINGS

(Entered for Comp Purposes Only)

- You must wait to enter until after property is Sold
- Enter all information in the listing input required fields including room sizes
- You must select "NO" for Public Viewable
- The words "For Comp Purposes Only" must be in the Marketing Remarks section
- You must enter at least one front view photo of the house prior to changing the listing status to Sold
- You must enter the listing into the "Active" status, then to "Pending" and then to "Sold" status using the correct dates
- If "FSBO" or "Out of Area" email Emily at emily@faor.com providing the MLS number and address (Please indicate whether it is "FSBO" or "Out of Area")

Owner Name - Owners name is required to be disclosed on the listing. If owner has requested that their name not be on the listing please contact the MLS office when entering the listing

Held Status - If a listing cannot be shown for any reason, the listing must be in a **Held** status. "For Sale" Sign **cannot** be in yard.

Multiple Areas - If you want to put a listing in more than one area, there is a \$25 charge per area. For listings entered more than once: when sold...you only sell out one of the listings and cancel the others.

Monthly Broker Open - FREE **first Tuesday** of each month. This is for open houses held on the first Tuesday - Please send information regarding the listing & time by the Friday before. Brokers Opens for any other time will cost \$21.50 per ad.

ShowingTime - For assistance please call 1.800.379.0057 or email support@showingtime.com

Primary Photo - In order to maintain consistency in the Service, primary photo as established is the front view of the property. Any photo set as the primary photo for

the property that is not the front view of the property will be removed. In the event of a home having two front views (i.e. water front home) the listing agent may choose which of the two views to use as primary. If the alternate view is used as the primary, the photo of the front view of the property must be set in the second position. (Amended 2/18)

Kick Out Clause on Listing - These listings must be in a "Contingent" status.... Not Active

If you have any questions, please feel free to contact the MLS office at 419.625.3802

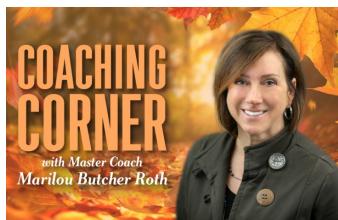
MLS Committee

Discussion



Helpful Hints

Coaching Corner: But I can't do it the way I want!!!



During the past few months, and especially as we get closer to the holiday season, I continue to hear discontent from some, expressing lament over things they cannot do. I get it! This has been a challenging year for all of us, and clearly it is carrying over into 2021.

But let's get back to the idea of things we cannot do. If this is your point of focus, I guarantee life will become increasingly more challenging. Yes, there are limits right now that, trust me, none of us care for. And, there have also been many wonderful things that have come out of this time.

We are rapidly approaching the

holiday season, ala COVID-19. Eek! Each person, and family, gets to decide how they will participate (or not) with these special days. My point today is to gently ease your focus onto what you CAN do, rather than not.

At our home, we have chosen to not do our typical 30-person Thanksgiving celebration. It was a trying decision, and bottom line, we cannot have just a few "chosen" people. We value everyone that comes to celebrate with us, and leaving any of them out is not an option. Everyone is doing their own small version of Thanksgiving for this year, and we are all fine.

In our blended family, we also celebrate Hannukah and Christmas. Although I haven't arrived yet on how we will do Christmas, I am excited about our Hannukah

November 13, 2020

plans. We have scheduled a set time to celebrate. As normal, I will make the brisket. On the day we have chosen, I am dropping off brisket, latkes, menorahs with candles and gifts for the little guys to each of our children's homes. They will make whatever side dish makes them happy and then at 6 p.m. we will Zoom our candle lighting, etc. and share our food together. It's not our norm, obviously, but I guarantee it will be remembered!!!

What can you do to make this holiday season special and fun? Ideas are welcome!!



Marilou Butcher Roth is the owner of The MBR Group, a coaching and training company working primarily with REALTORS who have a desire to work and live from a more inspired place. She is also the Broker/Owner of Group REALTORS in Cincinnati.

Marilou is a member of the Ohio REALTORS Board of Directors and past chairman of the organization's Communications Committee. Feel free to contact Marilou to see if coaching is right for you: Marilou@mbr-group.com

This content is copyright 2020 Ohio REALTORS. Read more at: <https://www.ohiorealtors.org/blog/1400/coaching-corner-but-i-can't-do-it-the-way-i-want/>

2021 Board Dues

Due 11/30/20

\$25 Late Fee will be applied on Dec. 1st
then additional late fees will follow if not paid by
12/14/20.



Welcome New Members!

New REALTORS®:

Rick Miller	Bright Horizons
Vicki Orians	WMS Marketing Services
Ashley Thompson	Mike Myers Realty
Michaela Linden	Realty Executives Select Group
Robert Quinn	Keller Williams Elevate
Michael Cantu	North Bay Realty, LLC
Tiffany Zilles	Russell Real Estate Services
Mary Giles	Realty Executives Select Group
Ann Talip	Truth First Realty—Port Clinton



New Appraiser:

Kevin Donaldson	Ohio Certified Appraisal
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New MLS Offices:

Anita Ricketts	HER, Realtors—Parma
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The REALTOR® Insight is the official publication of the Firelands Association of REALTORS®, 2710 Campbell Street, Sandusky, OH 44870.

The Firelands Association serves five counties: Erie, Huron, Ottawa, Sandusky and Seneca.

OFFICERS

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Alex Johnson, Vice-President
Janet Herzog, Secretary/Treasurer
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Phillip Bolte (2022)
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Sara Riesen (2022)
Christine Dern (2020)
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OBJECTIVE

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Thank You!



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CORONAVIRUS SAFETY

Follow these easy steps to help prevent the spread of COVID-19.



Wash your hands for at least 20 seconds.



Sneeze or cough?
Cover your mouth.



Disinfect surfaces around your home and work.



If you're sick, stay home.

