



HCBR Newsletter

June 2021

CONTENTS:

Celebrate Summer! Page 1
Board Calendar Page 2
RPAC Recognition Page 3
Fair Housing Article Page 5
Community Service Page 5
Board Building Purchase Page 6

Award Recipients Page 1
New Members Page 2
Celebrate Summer Flyer Page 4
Township Ordinances Page 5
Implicit Bias Training Page 6

Celebrate Summer Event Scheduled for June 23

The Hillsdale County Board of REALTORS® is sponsoring its 3rd annual Celebrate Summer! RPAC fundraiser at the Spring Street Parking Lot near Hungry Howie's on Wednesday, June 23. The event will be held from 11:30 a.m. to 2:00 p.m. and will include the annual Beanbag Toss Championship, a new Washers game and a Fair Housing Display Booth.

Butler's Hot Dogs will cater the event and ticket desserts again this year. The Celebrate Summer!

The Celebrate Summer! event is open to all, so members may bring friends or family members.

holders will receive two dogs with all the fixings, chips and a drink.

County National Bank is sponsoring the ice cream

event is open to all, so members may bring friends or family members. Those who wish to compete in the Beanbag Toss can play for an of-

fice of their choice. Defending Champions Brian Coe and Tom Dunn have held the traveling trophy for the Beanbag Toss for the last two years.

The Washers game winner this year will receive a \$25 gift card to a local business.

Tickets for the event are \$20 each, or 6 for \$100. Children's tickets are \$10.

See the flyer on page 4 for further information.

Hillsdale REALTOR® Award Recipients Honored By Board of Directors at First Meeting of 2021

The first Board of Directors Meeting of 2021 was held in January with a brunch for incoming officers and award recipients.

Officers inducted for 2021 were: President Lori Rubley, Vice President Tim Groves, Treasurer Sherri Groves, Past President Dan Satow and Directors: Diana Carson, Alicia Galloway, and Tjaj Fitton.

Awards recipients for 2020 were: REALTOR of the Year, Diana Carson, Rookie of the Year, Scott Wiley and Lifetime Achievement Award winner, Sid Michael.

REALTOR® of the Year Diana Carson will represent the Board at the Michigan REALTORS® convention in the

fall of this year.

She has been a member of the Board since 2015 and has served on the Awards, Professional Standards and Political Affairs Committees multiple times, attending the Capital Day activities in Lansing. This year she has taken her place on the Board of Directors as well.

REALTOR® of the Year Diana Carson

Diana has represented the Board on the highway cleanup crew and the Salvation Army Bell Ringing program. She is an RPAC contributor and has attended the MR Convention. Diana has also completed a training program to become a

Certified Negotiations Expert and has completed a 90 hour broker prep class. She will soon be applying for her broker's license.

Diana participated in the ISD Young Adult program as a REALTOR to help young people gain an understanding of the house buying process, financing, and budgeting.

Diana is also active in other community efforts, participating in a program called "Stand for Truth" which strives to prevent teen suicide. She has been a coach, chaperone and major fundraiser for the Special Olympics and Special Olympics Summer Games. As a member of "Rock for Tots" she helps raise money for toys for

needy children at Christmas. She is also a member of the Hillsdale County Art Guild.

Diana enjoys walking out of a closing and seeing the joy of the new buyer, the relief of the seller and the sighs of the agents in getting the job done. She loves real estate and enjoys the interactions that help lead people to accomplish their dreams of home ownership.

Lifetime Achievement Sid Michael

Sid Michael has been a REALTOR® for nearly 40 years, and was a REALTOR® before there were MLS books, before there was a computer operat-

(Continued on page 2)

<i>HCBR Calendar 2021</i>		
<u>Board of Directors Meetings</u>		
July 7	August 4	September 1
October 6	November 3	December 1
<u>Special Events</u>		
Wednesday, June 23		
Celebrate Summer!-Spring Street Parking Lot, 11:30 a.m. to 2:00 p.m.		
Saturday, July 24		
MDOT Highway Cleanup-9:00 a.m.		
Wednesday, October 13		
Continuing Education-Michindoh 9 a.m. to 3 p.m.-Peter Banwell		
Monday, December 13-Tentative		
Board Christmas Party		

2021 RPAC Donors Recognized

The Hillsdale County Board of REALTORS® reached its 2020 goal and received both a President's Cup and a Triple Crown Award from the NAR for meeting goal and for member participation. The Board had 63 member investors in 2020 and contributed a total of \$3965. We are off to a great start for 2021 with 64 members investing already this year and \$2805 invested. The Board goal for 2021, set by Michigan REALTORS is \$3774.

Platinum Level Donors (\$100+)

Claire Halliwill
Lori Rubley
Dan Satow
Shirley Smith

Gold Level Donors (\$75-\$99)

Silver Level Donors (\$50-\$74)

Ray Baxter
Loretta Blank
Mary Brandeberry
Dawn Buehrer
Jewell Burkwalt
Lauren Buttazzoni
Diana Carson
Brian Coe
Larry Dail
Tom Dunn
Alicia Galloway
Cathy Galloway
Julie Games

Barb Groves
Sherri Groves
Tim Groves
Fred Halliwill
James Hartman
Michael Heisler
Blake Jenkins

Risa Mains
Mike McCarthy
Stephen Moore
Trevor Morin
Tami Morris
Gretchen Oberdick
Holly Paige
Scott Phillips
Mary Playford
Christie Plemmons
Mike Plemmons
Brandon Podolak
Pat Rising
Carolyn Scholfield
Jerry Slade
Christopher Smith
Rene' Spahr
Darin Spieth

Alexandra Vernon
Scott Wiley
Mark Williams
Joe Wollet
Michelle Wollet

Bronze Level Donors (\$15-\$49)

Christine Bowman
Bev Bradstreet
Bill Butler
Amy Dryer
Tjay Fitton
Jessica Hayes
Kyle Hicks
Lenya Keller
Miranda Kurtz
Tami Lehman
Kara Moyer
Ben Oliverio
Marin Page
Keegan Smith
Heath Sutherland
Demetria Thomas
Ron Williams

Board Building (Continued from page 6)

eling project a few years ago and built the expense into a lower rent for the unit. The contract for that rent had expired and the Board wanted to protect its investment and prevent a rent increase

that would have raised Board expenses in keeping with other commercial property rents in the county. The Board of Directors felt the time was right to make this purchase.

The Board had discussed the need to purchase a per-

manent building in the past, but the right property had never become available. The Board was pleased with its location on Bacon Street that includes a conference room and kitchen area with facilities for meetings and activities, so the option to pur-

chase seemed a wise choice.

A Building Committee was appointed to manage the financing and necessary repairs and upkeep. The committee includes Dan Satow, Chair, and Sherri Groves, Lori Rubley, Tim Groves and Scott Phillips.

Bulk Tickets:
6/\$100; 12/\$200

**Come on Your Lunch
Break**

Hillsdale County Board of REALTORS® RPAC Celebrate Summer

Wednesday, June 23, 2021

11:30 a.m. to 2:00 p.m.

Spring Street Parking Lot (Near Hungry Howie's)

Have Fun and Help Raise Funds for RPAC!

\$20 Per Person Includes:

**Lunch (2 hot dogs w/premium toppings, side & drink)
Beanbag Toss & Washers Game, Fair Housing Booth**



RPAC 1 Disclaimer:

Contributions are not deductible for Federal income tax purposes. RPAC contributions are voluntary and used for political purposes. You may refuse to contribute without reprisal or otherwise impacting your membership rights. For individuals investing \$1,000.00 or greater, up to 30% of this total investment may be forwarded to the National Association of REALTORS® RPAC. All amounts forwarded to the National Association of REALTORS® RPAC are charged against the applicable contribution limits under 52 U.S.C. 30016.

Nothing herein shall be construed as a solicitation of contributions from non-members. A copy of the federal report, filed by National RPAC with the Federal Election Commission, is available for purchase from the Federal Election Commission, Washington D.C. 20463. State reports are filed with the Michigan Secretary of State, Elections Division, Lansing, Michigan.

Board Members Encouraged to Become Better Educated on Fair Housing, Diversity & Inclusion

The National Association of REALTORS® is excited to announce the launch of its new fair housing training platform, [Fairhaven](#). Available to all 1.4 million NAR members, the interactive online simulation helps learners identify, prevent, and address discriminatory practices in real estate.

In the fictional town of [Fairhaven](#), agents work against the clock to sell homes while confronting realistic scenarios where discrimination can occur. In each interaction with clients and colleagues, learners make choices and receive feedback they can apply to daily business interactions. The training also puts the learner in the shoes of a client experiencing discrimination, and

includes powerful testimonials demonstrating the impact of housing discrimination in real people's lives.

crimination in the home buying process with [Fairhaven](#).

An educational booth about Fair Housing will be on

The Board is offering a \$25 Board Dollars gift certificate to any member who completes Fairhaven training.

Make sure you're adhering to fair housing principles by exploring the town of [Fairhaven](#) to help identify and combat discrimination in home buying.

Visit [Fairhaven.realtor](#) to participate in this important training.

Complete the training to assess how well you're protecting clients against dis-

crimination in the home buying process with [Fairhaven](#). An educational booth about Fair Housing will be on display at the Celebrate Summer! event, where you can pick up a card with information on completing the Fairhaven simulation.

The Board is offering a \$25 Board Dollars gift certificate to anyone who completes the training.

For additional information on Diversity, Inclusion and Implicit Bias, visit

the NAR Fair Housing home page: <https://www.nar.realtor/fair-housing>

The NAR offers a wealth of information on this topic and also has many videos that may help members become better informed. You can go to the following link for a look at legal information videos: <https://www.nar.realtor/search-results?qu=fair%20housing%20video&theme=video&t=video>.

You can also go to this link for Fair Housing films and videos starring major motion picture actors: <https://www.nar.realtor/fair-housing/fair-housing-film-and-video-recommendations>.

REALTORS® Should Be Aware of Township Ordinances

The Hillsdale Township Planning Commission has contacted the Board Office regarding some issues with property sales in Hillsdale Township.

REALTORS® should be aware that different townships may have different Zon-

ing rules regarding the permissible uses of properties. When advertising or representing properties to buyers, it's important to be familiar with zoning ordinances in the township where the property is located.

Hillsdale Township is a

zoned community and has rules concerning whether or not properties can be used for various purposes such as business, commercial, or residential, and whether properties can be split. Zoning ordinances often include requirements for permits when

building additions or making changes to the existing Structures.

Zoning Ordinances for Hillsdale Township are available online.

Board Strives for Commitment to Community Service

The Hillsdale County Board of REALTORS® has a long history of becoming involved in community service projects. Thanks to the ongoing commitment of its members, the Board is able to participate in projects that benefit the residents of the county.

One of the projects the

Board has committed to is the Michigan Department of Transportation (MDOT) Highway Cleanup project. Highway Cleanup dates are set by MDOT and occur in the spring, summer and fall. There is no cleanup in the winter months.

Board members are asked to volunteer for any of the cleanup dates as they are

posted in Flex, the newsletter or emails to members.

Any member who participates in community service projects for the board, earns Board Dollars gift certificates that can be used to help pay for Board services throughout the year.

The next Highway Cleanup date is Saturday, July 24 at 9

a.m. Cleanup usually takes only a couple of hours or less, and leaves a 2 mile section of M-99 clear of debris and trash.

To sign up for the next Highway Cleanup, contact the Board Office at 517-439-1770 or hcboard@yahoo.com.

NAR Unveils Implicit Bias Training for REALTOR® Members

*Article by Bryan Greene,
NAR Director of Fair Housing
Policy.*

This spring, as part of its Fair Housing Action Plan, the National Association of REALTORS® (NAR) teamed up with the experts at the Perception Institute to create a free online workshop to help members avoid implicit bias in their daily business interactions.

What is implicit bias?

The human brain uses shortcuts that allow us to quickly make judgments and solve problems without conscious thought. These mental shortcuts, or "heuristics", help our unconscious minds process around 11 million bits of information per second. (In contrast, our conscious minds process around 50 bits per second.)

These split-second mental shortcuts can lead to problems. Implicit bias is the brain's automatic, instant association of negative stereotypes with particular groups of people, often without our conscious awareness. These unconscious stereotypes, embedded in our brains over time by history and culture, can cause us to treat those who are different from us unfairly, even while

our conscious minds reject discrimination.

How does bias affect the real estate market and my business?

"All agents go through pre-license training, we do continuing education, and we know the law. We come into this business wanting to help people buy their dream homes. We all think we're being fair," says Pat Combs, an agent with Coldwell Banker AJS Schmidt Realty in Grand Rapids, Mich., and past president of NAR.

But an undercover investigation of real estate agents published in December 2019 by *Newsday* revealed sobering findings. The three-year study uncovered evidence that brokers and agents allegedly subjected minorities to different treatment from whites in 40 percent of transactions, and in nearly half the transactions involving black potential homebuyers.

"It's been a surprise to a lot of agents that they are not coming across as fair as they thought they were. The testing has opened our eyes," says Combs.

In an increasingly multicultural America, making diversity a central part of

business strategy is a business imperative. The fastest-growing demographics in America are Asians and Hispanic homebuyers accounted for nearly half of the homeownership growth in the past decade. There are 6.3 million mortgage-ready black and Hispanic millennials in the 31 largest U.S. metro areas. Bias in the real estate market not only harms home seekers, it also stops brokers and agents from growing and diversifying their customer base.

What can real estate professionals do to counter biases?

The good news is that recent studies have identified specific practices to interrupt and override the bias that can interfere with our objectivity.

Jasmyn Jefferson, principal managing broker in the Tacoma, Wash., office of Windermere Professional Partners, has organized implicit bias training for agents in Washington. "Interacting with people that look different than you and have different lived experiences can be uncomfortable, scary and difficult, but it doesn't have to be. It can be wonderfully enriching," she says. "Remember that feeling when

you first got your real estate license? It was tough, and messy, but you just had to jump in. It's the same thing with implicit bias work."

The new free online workshop from NAR and the Perception Institute helps members understand how our unconscious brains stereotype others without our knowing it. It offers practical tools to help with cross-group interactions, like creating protocols and scripts to ensure you treat every potential client the same and don't have to worry about saying the "wrong" thing.

The training offers other techniques to improve relationships with all the different people agents encounter—to ensure they treat everyone as individuals, practice empathy and appreciate the world from others' perspectives.

With implicit bias training, real estate professionals can exemplify their values, improve relationships, grow their business and halt discrimination in the home-sales market, one interaction at a time. For more information, visit www.nar.realtor/fair-housing.

Board Votes to Purchase Board Office Building

The Board of Directors of the Hillsdale County Board of REALTORS® made an executive decision in December to purchase the building that houses the Board Office. When the owner of the building at 32 E. Bacon Street died

and the estate filed for bankruptcy, the building was put on the market. Commercial buyers from other areas had evinced interest in the building and to prevent rents from being increased and face an uncertain future of where the

Board would be housed, the Board of Directors took the plunge and made an offer on the building.

The building has rents coming in from other businesses to help offset the costs of upkeep and improve-

ments that have been needed for a considerable time.

The Board has enjoyed low rent for its facilities on Bacon Street, partly because it invested in a large remodel-

(Continued on page 3)