



# Impact



**Steve Stockton**  
**NOCBOR President**

Hello fellow NOCBOR members! This is my first Impact newsletter and although we are already into 2021, I want to say I hope you all had a great holiday season and are on your way to meeting and exceeding your 2021 goals.

First off, I want to congratulate our Past President, Maddy Dishon, for guiding us through 2020 and the pandemic. This was something that none of us had ever lived through and she led with poise, grace and courage. Thank you, Maddy for your leadership!

## **2021 NOCBOR 100<sup>th</sup> Year Anniversary!**

Can you believe it? This accomplishment could not have happened without our members. You are the life's blood of the association and the reason why we have grown to be the second largest in Michigan. With that in mind, I want to share with you what I would like to accomplish this year to have NOCBOR be the Education Board of Choice. Build upon our culture by creating more ways for agents to interact and get more involved with Board functions. The goal is to create a "family-like" atmosphere where we all can thrive. Create a Realtor® "help-based" program with our community. We have all made our living through the

community and we need to support it by giving back what we can. I hope you get involved.

## **Code of Ethics Change**

I hope all of you keep up with the alerts that NOCBOR provides regarding important issues. There has been a major change in the Code, 10-5, which has an impact on all of us as agents. As Realtors®, we all know that we are to treat everyone equally while conducting our business. Standard of Practice, 10-5, expands that beyond our work and into all of our lives. It makes sense that our treatment of others should be the same whether we are working or not. We only live once so "Living in Harmony" should be our motto. Our 2021 NAR President, Charlie Oppler, has put out a challenge to all Realtors®. The Fair Housing Challenge is for us to complete three training programs: Fairhaven, Implicit Bias and At Home With Diversity. These can be found at *NAR.Realtor / Fair Housing Challenge*. I have completed the 1<sup>st</sup> & 2<sup>nd</sup> segments and by the time this publication comes out, I will have completed all three. In 44 years, as a Realtor®, there were several things that I learned. Do the training, you won't be disappointed.

## **2020 RPAC Recap**

For those of you who aren't familiar what RPAC is, it stands for Realtor® Political Action Committee. I know for many of you, when you hear the word political you tune out. Please don't, RPAC is there for personal property rights and real estate as an industry. Our Michigan Realtors® was instrumental in getting us back to work quick, working on short term rental rights, first time home buyers savings account and landlord / tenant pandemic assistance, just to name a few. Yes, they supported politicians, not always ones you agree with, but remember the ones that are backed have our back by voting to protect our livelihood. 2020 saw NOCBOR receiving the award for the Most Improved participation over 2019. At the same time, only 37% of our membership participated.

Although 2020 was our best year ever, we ranked in the bottom 1/3 of all the Boards in Michigan for participation. NOCBOR has asked for a \$50.00 investment from every member. That's not too much to protect our careers, so please think about doing your part.

## **Book of the Month Club**

For those of you that know me reading and expanding my knowledge is very important. NOCBOR initiated Book of the Month Club about two years ago. If you had been a participant from the start, you would have read almost 24 books since then. Think about it, reading just 10 pages a day you would have all that knowledge under your belt. We met to review January's book in early February, "Awaken the Giant Within" by Tony Robbins, and March 2 at 9:30 we will meet to review February's book, "The 12 Week Year" by Brian Moran. Whether you read along with us or on your own, 10 pages a day, with the compounding effect of time, you will be surprised how your business will grow.

## **Reflection**

2020 was a strange year, that started out great, then COVID hit and shut us down right in the prime of our year. Most of us likely thought the year would be a bust. Then we were back to work May 7<sup>th</sup> and we never looked back. 2020 ended up being a great year for most of us. I'm proud to say I'm a Realtor with all of you. Our industry has kept America moving in the right direction and that all starts with the hard work of agents in the trenches. Keep up the good work and 2021 should be one of the best years we have ever had!!

## **Connection**

I would love to know your thoughts on how NOCBOR could better serve you or what you would like to see to enhance your career. Reach out to me anytime via my email at [Steve@TheStocktonTeam.com](mailto:Steve@TheStocktonTeam.com)

Till next time, SELL SELL SELL !!



## 2021 OFFICERS

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## NORTH OAKLAND COUNTY BOARD OF REALTORS®

4400 West Walton | Waterford | MI | 48329  
Phone (248) 674-4080 | Fax (248) 674-8112  
E-mail: [info@nocbor.com](mailto:info@nocbor.com)  
[www.nocbor.com](http://www.nocbor.com)

## Board of Directors January, 2021

**MOTION CARRIED** to approve One (1) Primary Designated Realtor®; Eighty-Seven (87) Primary Realtors®; One (1) Secondary Designated Realtor®; Two (2) Secondary Realtors® and One (1) Affiliate.

**MOTION CARRIED** to support the Decision of the Ethics Hearing Panel, dated December 9, 2020, relative to Plaintiff Jessica Toomer (Century 21 Today) v. **Anthony Cartwright** (North American Real Estate).

## In Memoriam

The North Oakland County Board of Realtors® extends deepest sympathy to the family and friends of **Deborah Smith**, (Keller Williams Home), who passed away on January 9, 2021.

NOCBOR also extends deepest sympathy to the friends and family of **Linda Rea**, (Real Estate One), Rochester, on the passing of her husband Mr. Rea (Ernie) on January 21, 2021.

Deepest sympathy to **Pamela Noll** (RE/MAX Encore) on the loss of her beloved father, Joseph, on January 21, 2021.

## Congratulations Designee!

Accolades and special recognition, **Kimberly Pfeiffer** (Mitten Life Realty), for completing and earning the GRI Designation! Kimberly attended the GRI I & II at NOCBOR office, and completed the GRI III online.



## NAR Issues Statement

Zillow is an independent company and as such, they create their own business rules for operation. NAR has no relationship with Zillow that would provide the opportunity to offer input into their business. SentiLock is NAR's official lockbox and showing service solution.

As a real estate professional, you can choose which companies to work with to market your client's listings, and independently decide on which showing services to use. SentiLock's SentiKey® Showing Service is a showing service solution built by an organization that is 100% owned by NAR, whose mission is to make Realtors® successful. **Good news!** There is a showing service solution built for Realtors® coming on **March 31, 2021**.

SentiLock's SentiKey® Showing Service is the first and only all-in-one solution for managing showing, property access and client collaboration. SentiLock is a wholly owned subsidiary of NAR and offers its lockbox and showing service solution. A first for the industry where the lockbox system is fully integrated into the showing scheduling platform, enabling improved client and agent experiences.

Realtors® can feel secure in SentiLock safeguarding their data just as vigorously as it safeguards their client's homes.

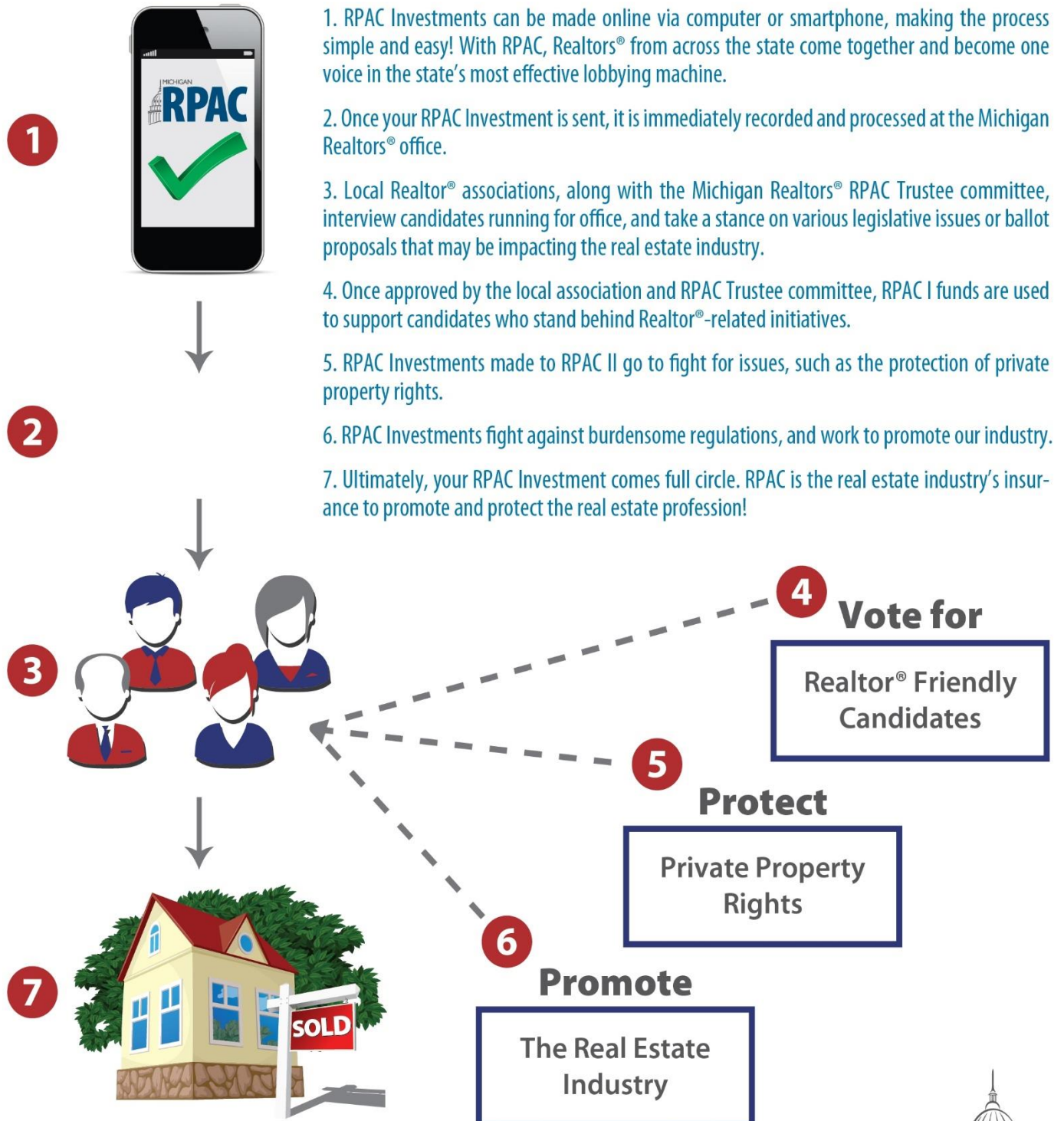
SentiKey has cutting-edge features and exceptional service. With this solution you can: schedule and manage showings; maintain your client roster; share listings and market trends with clients; view property details and notifications; open lockboxes and more.

## MISSION STATEMENT

*The purpose of the North Oakland County Board of Realtors® is to enhance the ability and opportunity of its members to conduct their business successfully and ethically, and to promote the preservation of the right to own, transfer and use real property.*



## *Protecting Your Industry:* THE JOURNEY OF YOUR RPAC INVESTMENT



\* 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 affecting your membership rights. Seventy percent of your contribution goes to your State Association to support state and local political candidates. Thirty percent is sent to National RPAC to support Federal candidates against your limits under 2 U.S.C. 441a.





# NOCBOR Events

FEBRUARY

MARCH

APRIL

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
22 <b>10 a.m. – 11:30 a.m.</b> "Inspection Liability & Defects That Could Derail Your Deal" Mark Mustola	23 <b>10 a.m.</b> "New Construction & Vacant Land Financing" Dana Fox	24 <b>10:30 a.m.</b> REMINE PRO Realcomp Trainers <b>12:30 p.m.</b> Executive <b>1:30 p.m.</b> Board of Directors	25	26	27
1	2 <b>9:30 a.m.</b> "Book Of The Month Club" Steve Stockton	3 <b>1:30 p.m.</b> Using Virtual Tools in RCO 3 Realcomp Trainers	4	5	6
8 <b>11:30 a.m.</b> Government Affairs	9 <b>9:30 a.m.</b> Membership Services	10 <b>9 a.m. – 12 p.m.</b> New Member Orientation & Code of Ethics Jack Waller	11 <b>9 a.m.</b> 6 Hour Con Ed Jack Waller	12 <b>10 a.m.</b> Interboard Arbitration Hearing	13
15 <b>9:30 a.m.</b> Education/Technology	16	17	18 <b>9:30 a.m.</b> Grievance Committee	19	20
22	23	24 <b>10 a.m.</b> Using CLOUD CMA in RCO3 Realcomp Trainers	25	26 <b>9 a.m. – 5 p.m.</b> ABR "Accredited Buyer Representative" Lori Chmura	27
29	30 <b>10 a.m.</b> "New Construction & Vacant Land Financing" Dana Fox	31 <b>12:30 p.m.</b> Executive <b>1:30 p.m.</b> Board of Directors <b>1:30 p.m.</b> Board of Directors	1	2 <b>9 a.m. – 5 p.m.</b> ABR "Accredited Buyer Representative" Lori Chmura	3
5	6	7	8	9	10
12 <b>11:30 a.m.</b> Government Affairs	13 <b>9 a.m.</b> 6 Hour Con Ed Jack Waller <b>9:30 a.m.</b> Membership Services	14 <b>10 a.m.</b> Ethics Hearing	15 <b>9 a.m. – 12 p.m.</b> New Member Orientation & Code of Ethics Jack Waller <b>9 a.m.</b> 6 Hour Con Ed Lori Chmura <b>9:30 a.m.</b> Grievance Committee	16	17
19 <b>9:30 a.m.</b> Education/Technology	20	21 <b>12:30 p.m.</b> Executive <b>1:30 p.m.</b> Board of Directors	22 <b>9 a.m. – 5 p.m.</b> SRES "Senior Real Estate Specialist" Lori Chmura	23 <b>9 a.m. – 5 p.m.</b> SRES "Senior Real Estate Specialist" Lori Chmura	24
26	27 <b>10 a.m.</b> "New Construction & Vacant Land Financing" Dana Fox	28	29	30	1

**MR® Brokers' Summit**

# Local Market Update – January 2021

A Research Tool Provided by Realcomp



## NOCBOR® Report

Covers the following northern areas of Oakland County: Auburn Hills, Bloomfield Twp, Brandon Twp, City of the Village of Clarkston, Springfield Twp, Fenton, Groveland Twp, Holly Twp, Holly Vlg, Independence Twp, Keego Harbor, Lake Angelus, Lake Orion Vlg, Orchard Lake, Orion Twp, Ortonville Vlg, Oxford Twp, Oxford Vlg, Pontiac, Rose Twp, Sylvan Lake and Waterford Twp.

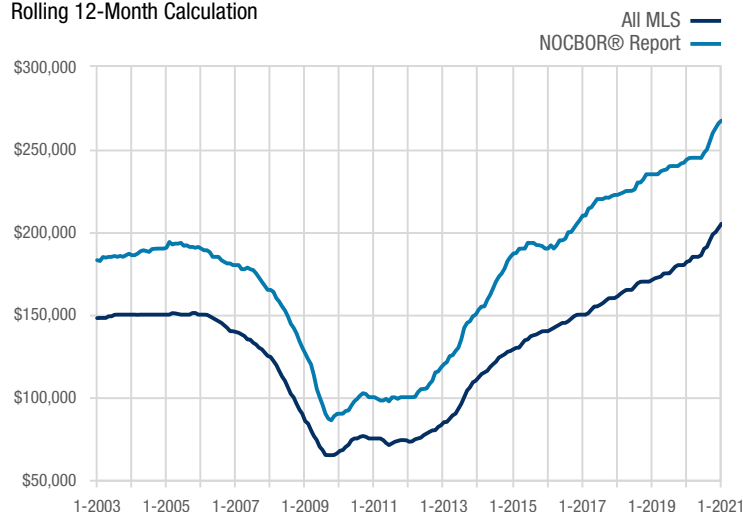
Residential	January			Year to Date		
Key Metrics	2020	2021	% Change	Thru 1-2020	Thru 1-2021	% Change
New Listings	451	290	- 35.7%	451	290	- 35.7%
Pending Sales	324	284	- 12.3%	324	284	- 12.3%
Closed Sales	261	268	+ 2.7%	261	268	+ 2.7%
Days on Market Until Sale	54	36	- 33.3%	54	36	- 33.3%
Median Sales Price*	\$236,000	<b>\$257,250</b>	+ 9.0%	\$236,000	<b>\$257,250</b>	+ 9.0%
Average Sales Price*	\$298,127	<b>\$332,978</b>	+ 11.7%	\$298,127	<b>\$332,978</b>	+ 11.7%
Percent of List Price Received*	96.3%	<b>98.4%</b>	+ 2.2%	96.3%	<b>98.4%</b>	+ 2.2%
Inventory of Homes for Sale	843	395	- 53.1%	—	—	—
Months Supply of Inventory	2.3	1.1	- 52.2%	—	—	—

Condo	January			Year to Date		
Key Metrics	2020	2021	% Change	Thru 1-2020	Thru 1-2021	% Change
New Listings	81	72	- 11.1%	81	72	- 11.1%
Pending Sales	68	59	- 13.2%	68	59	- 13.2%
Closed Sales	41	38	- 7.3%	41	38	- 7.3%
Days on Market Until Sale	68	42	- 38.2%	68	42	- 38.2%
Median Sales Price*	\$215,000	<b>\$198,750</b>	- 7.6%	\$215,000	<b>\$198,750</b>	- 7.6%
Average Sales Price*	\$225,732	<b>\$263,257</b>	+ 16.6%	\$225,732	<b>\$263,257</b>	+ 16.6%
Percent of List Price Received*	97.8%	<b>98.4%</b>	+ 0.6%	97.8%	<b>98.4%</b>	+ 0.6%
Inventory of Homes for Sale	128	60	- 53.1%	—	—	—
Months Supply of Inventory	2.1	1.0	- 52.4%	—	—	—

\* Does not account for sale concessions and/or downpayment assistance. | Percent changes are calculated using rounded figures and can sometimes look extreme due to small sample size.

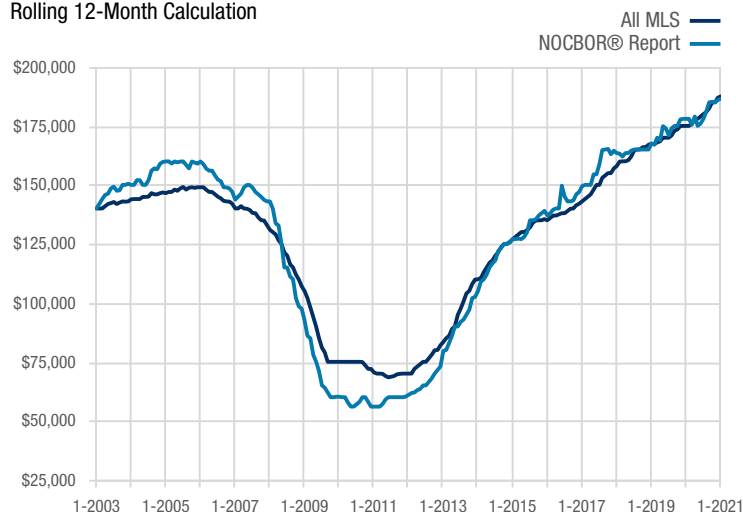
### Median Sales Price - Residential

Rolling 12-Month Calculation



### Median Sales Price - Condo

Rolling 12-Month Calculation



A rolling 12-month calculation represents the current month and the 11 months prior in a single data point. If no activity occurred during a month, the line extends to the next available data point.

## Welcome to Fairhaven

Recently, the National Association of Realtors® released an interaction training platform designed to help combat discrimination in U.S. real estate markets. The immersive simulation, **Fairhaven**, is available free to real estate professionals across the country.

Unlike anything currently available in the real estate industry, **Fairhaven** is a new approach to fair housing training. **Fairhaven** uses the power of storytelling to deliver powerful lessons that will help promote equity in our nation's housing market.

Produced in partnership with Ernst & Young, the platform takes real estate professionals to the fictional town of **Fairhaven**, where agents work to close for deals while confronting situations in which discrimination is a factor. As agents advance through the simulation, they receive feedback on their performance that they can use in real-life-situations. The course takes 60 to 100 minutes to complete and can be paused or retaken as necessary. Register at [fairhaven.realtor](https://fairhaven.realtor)

## Want More Listings?

With today's tight inventory and so many people wanting to buy homes, this often-overlooked group may be the answer to unlocking a slew of listings in 2021.

The real estate industry is a competitive place! With over 2 million actively licensed agents, and only 5.5 million listings being sold each year, you must fight to hold your own. A gold mine of listings will be the wave of the future heading through 2021 and beyond. With listings lasting only a few days on the market, and being purchased well above asking price and buyers dying for a place to live, this group of homeowners may be the answer...**Baby Boomers**: 55 plus homeowners, living in the big house their families grew up in. Now, they want to downsize into a smaller home as they grow older.

Numbered at 71.6 million in the U.S. alone, baby boomers make up a massive generation and hold about 33% of all residential real estate in the country. A 2019 *Market Watch* article state that "roughly one in three homes in the U.S. is owned by someone age 60 or older." This is a big market that needs serving. Many real estate agents and professionals have already helped many baby boomers move throughout the course of their careers.

The 55+ baby boomers, who have a large house to sell and a new house to buy, and need help moving, aren't targets on Facebook and Zillow. This selling market is sleeping on what's going to be the biggest opportunity for residential listings over the next few decades. Last year, during its onset, the pandemic accelerated some boomers' retirement plans, pushing them to make real estate decisions they've been putting off; or they're changing course entirely.

The *America at Home Study*, which looked at consumer sentiment during COVID-19 in April, found that 35% of baby boomers 55 and older want to move out of their current home sooner than planned. (Landon Bates-InmanNews)

## Pre-Listing Home Inspections Are A Win-Win

You put a great deal of time, money and energy into marketing your listings, and of course you need to get a good return on that investment. One of the best, most effective steps toward that goal is to have a professional home inspection prior to listing.

A pre-listing inspection can uncover previously unknown conditions—major and minor—allowing sellers the opportunity to make repairs, updates or replacements as needed or as they choose. The inspection report will also provide important information you can use to price the property correctly and maximize its value. A seller that understands any significant shortcomings the home has will likely be more amenable to your advice on which issues to address and how the results of the inspection may affect—positively or negatively—the home's price and marketability. Being aware of issues in advance can result in cleaner offers and a smoother transaction for both parties.

Make sure that the home inspection offered is comprehensive and that the report will be delivered immediately upon completion of the inspection. This allows your sellers to get the information they need right away so they can quickly decide on their next steps. Photos should always be part of a professional report so that documentation of conditions is available to both the sellers and potential buyers, should the seller opt to share this information with them. This can be especially important when it comes to identifying issues that will not be addressed or repaired prior to sale.

It's especially beneficial if your sellers attend the pre-listing inspection so they can get firsthand feedback and ask any questions of the inspector during the process. If the sellers choose to repair or otherwise address any issues noted in the report, they should keep receipts and any other relevant records to prove that the work was done. Buyers are more likely to feel positive about making a strong offer on a home that has had already-known problems addressed.

Additional testing outside the scope of a standard home inspection can also be performed, including radon, mold, WDO and other specialized inspection services, giving your sellers and potential buyers even more information. It will also lessen the chance of more surprises popping up later in the home-buying process.

With a professional, comprehensive pre-listing inspection in hand, you can market your sellers' homes with increased confidence and a better outcome for everyone. (Rismedia)



## U.S. Powerhouse Cities

The complete turnaround on where influential people want to live and work has been one of the pandemic's most unexpected effects. While people left expensive coastal cities like San Francisco and New York, small cities all over the country saw an influx of people looking for cheaper rent and less dense surroundings.

The Milken Institute Best-Performing Cities Index's annual ranking of the country's powerhouse cities solidified a phenomenon that took place through the effects of the COVID-19 pandemic on cities. What cities are growing:

**Huntsville, Alabama:** Second largest city in Alabama. First time this City has made the list. Job growth (12.5% between 2014-19) and wage growth (28.3% between 2014-19). Home to several major universities, the Army's Red Stone Arsenal post and NASA's Marshall Space Flight Center.

**Ogden, Utah:** A small mountain city 40 miles outside of Salt Lake City, Ogden leaped from 22<sup>nd</sup> place on the list in 2019 to eighth in 2020. The jump mainly has to do with large employers (universities, Hill Air Force Base) that provided stability to local families before the pandemic. Jobs grew by 16.6%, while wages increased by 34.3% (2014-19).

**Nashville, Tennessee:** Tennessee's capital provided a double whammy of a growing number of jobs (19.1% (2014-19) and low cost of living. Wages jumped 38.1% between 2014-19, and though the economic relocations happened mostly before the pandemic, the slower quality of life has pushed many to move there in 2020.

**Raleigh, North Carolina:** This capital city has long attracted people from both the South and the Northeast with its diversified economy. Between 2014-19, jobs increased by 16.2% while wages grew by 45.6% at the same time.

**Boise, Idaho:** Idaho's capital rose in the ranks from seventh place in 2019 to sixth place in 2020. Job growth has been steady (22.1% increase between 2014-19) while wages are rising much faster than the rest of the country (40.8% between 2014-19). The low cost of living has steadily attracted people before and during the pandemic. However, its recent popularity has driven up housing costs, somewhat eroding the city's attractiveness. The median house price has risen by more than 80% over the last 5 years.

**Provo, Utah:** This sleepy mountain town, Provo, shot up to the top of the list. Job growth increased by 27.7%, while wages grew by an astronomical 58.7% in 2014-19. Provo is a trendy escape destination with a strong job market combined with affordable housing and proximity to nature has proven to be a winning combination throughout the pandemic.

**Austin, Texas:** As Texas' most prominent liberal enclave, Austin has been attracting young professionals and entrepreneurs from both coasts with its relative affordability. Job growth increased by 20.9% between 2014-19, while wages jumped by a staggering 47.4% in the same period. Experts predict that the dual attraction of low taxes and high quality of life will continue to bring in power players for years to come. Dell, Apple Inc., IBM and Samsung Austin Semiconductor are all major employers, 26 and BAE Systems announced a new Austin campus, which plan to bring an additional 800 jobs to the city. (Veronika Bondarenko/Inman Markets & Economy)



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## 2021 Con-ed Program

Featuring Jack Waller,  
NCI Associates

Zoom Only:

Thursday, March 11  
Tuesday, April 13  
Wednesday, May 19  
Monday, June 14

In-Person With Option To Zoom:

Thursday, July 15  
Tuesday, August 17  
Thursday, September 23  
Friday, October 15

Time: 9 a.m. - 3 p.m. (6 hrs con-ed)

Course fee: \$40 member/\$50 non-member

To register: [nocbor.com](http://nocbor.com)

Location: NOCBOR

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## New Members Training & Code of Ethics

Jack Waller, trainer and President of NCI Associates, will provide NOCBOR members the required 2 ½ hours of Code of Ethics training in 2021. There is no fee!

Zoom Only:

Wednesday, March 10  
Thursday, April 15  
Friday, May 7  
Monday, June 7

Available In-Person & Zoom  
All Realtors® MUST Complete 2 1/2 hours  
training no later than 12-31-2021.

Tuesday, July 13  
Wednesday, August 18  
Thursday, September 2  
Friday, October 1  
Monday, November 1  
Friday, December 3

Classes begin at 8:30 a.m.

Register: [nocbor.com](http://nocbor.com)

Location: NOCBOR

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## 2020-2021 National USPAP & MI Law

Friday, June 4

Time: 9 a.m. - 4 p.m. USPAP (7 hrs Appraiser Con-ed)  
Time: 4 p.m. - 6 p.m. MI Law (2 hrs Appraiser Con-ed)

Course fee: \$160 Pre-Paid USPAP  
Course fee: \$ 35 Pre-Paid MI LAW  
Course fee: \$195 Pre-Paid Both Classes

Instructor: Lori Chmura

Register: [nocbor.com](http://nocbor.com)

Location: NOCBOR

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## 2021 Con-ed Program Featuring Lori Chmura, Middleton Real Estate Training

In-Person classes:

Thursday, April 15  
Friday, May 28  
Wednesday, July 21

Time: 9 a.m. - 3:30 p.m. (6 hrs con-ed)

Course fee: \$50 member/\$60 non-member

To register: [nocbor.com](http://nocbor.com)

Location: NOCBOR

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## Online Con-Ed

Did you forget to do your con-ed? Do you need last year or the year prior?

NOCBOR, in cooperation with Jack Mediema of Great Lakes Realty Systems, offers NOCBOR members valuable online Continuing Education courses.

Classes offer, 2, 3, 4, 6 hours and past year courses. All courses include the required 2 hours of legal.

Need something else? Great Lakes also offers real estate salesperson and broker pre-license courses, and builder pre-license and continuing competency courses.

Before enrolling, you are strongly recommended to complete the five minute demonstration courses which explain the online course experience.

To register <https://www.nocbor.com/index.php/workshops-and-education/online-con-ed>



## “Free Workshops”

Tuesday, February 23 (10 – 11 a.m.) “New Construction & Financing” Dana Fox	<b>VIRTUAL</b>
Wednesday, February 24 (10:30 – 11:30 a.m.) “REMI Pro” Realcomp Trainers	<b>WEBINAR</b>
Wednesday, March 3 (1:30 – 2:30 p.m.) “Using Virtual Tools in RCO3” Realcomp Trainers	<b>WEBINAR</b>
Wednesday, March 24 (10 – 11 a.m.) “Using CLOUD CMA in RCP3” Realcomp Trainers	<b>WEBINAR</b>
Tuesday, March 30 (10 – 11 a.m.) “New Construction & Financing” Dana Fox	<b>VIRTUAL</b>
Tuesday, April 27 (10 – 11 a.m.) “New Construction & Financing” Dana Fox	<b>VIRTUAL</b>
Tuesday, May 25 (10 – 11 a.m.) “New Construction & Financing” Dana Fox	<b>VIRTUAL</b>
Tuesday, June 29 (10 – 11 a.m.) “New Construction & Financing” Dana Fox	<b>VIRTUAL</b>
Tuesday, July 27 (10 – 11 a.m.) “New Construction & Financing” Dana Fox	<b>VIRTUAL</b>
Tuesday, August 31 (10 – 11 a.m.) “New Construction & Financing” Dana Fox	<b>VIRTUAL</b>
Tuesday, September 28 (10 – 11 a.m.) “New Construction & Financing” Dana Fox	<b>VIRTUAL</b>
Tuesday, October 26 (10 – 11 a.m.) “New Construction & Financing” Dana Fox	<b>VIRTUAL</b>
Tuesday, November 30 (10 – 11 a.m.) “New Construction & Financing” Dana Fox	<b>VIRTUAL</b>

**NOCBOR offers members  
education interest-free  
loans for one year to advance your  
real estate knowledge!**

## “Book Of The Month Club”

The “Book of the Month Club” is an opportunity for members to expand their social reading skills and participate in an open discussion with others. Physically meeting once a month at NOCBOR, led by **Steve Stockton**, 2021 President, where social distancing is encouraged.



**Tuesday, March 2 at 9:30 a.m.**

**“The 12 Week Year”**

Brian Moran & Michael Lennington

**Location: NOCBOR**

## Accredited Buyer Representative

**Friday, March 26 & April 2, 2021**

“Marketing Practice” & “Office Policy, Negotiations and Relocations.” Both classes are approved by REBAC (Real Estate Buyer’s Agent Council) and fulfills the educational requirements for the ABR Designation. ABR counts as 15 hours of real estate continuing education credit or can be used toward 90 hour broker pre-licensing requirement. Must take an elective for designation\*. \*Qualifies for the NOCBOR interest free Education loan.

**Time:** 9:00 a.m. – 5:00 p.m.

**Cost:** \*\$290 (includes elective, materials & first year dues)

**Bring a Buddy:** \*\$263.50

**Instructor:** Lori Chmura



**Register at [nocbor.com](http://nocbor.com)**

**\*Location: NOCBOR**

## Seniors Real Estate Specialist

**Thursday, April 22 & Friday, April 23, 2021**

To receive the Seniors Real Estate Specialist® designation, you must be a Realtor® in good standing with the National Association of Realtors® and complete the SRES® training course, and successfully pass the final exam. SRES® designees are also required to complete at least three transactions with senior clients within twelve months of their training course. This course counts as 15 hrs. Broker Pre-licensing credit and includes 1.5 hours of Fair Housing or can be used for 12 hours of Real Estate Continuing Education. \*NOCBOR members qualify for interest free loan.

**Time:** 9:00 a.m. – 5:00 p.m.

**Cost:** \*\$300.00 (includes material and SRES Council annual dues)

**Bring a Buddy:** \*\$255

**Instructor:** Lori Chmura



**Register at [nocbor.com](http://nocbor.com)**

**Location: NOCBOR**



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### Instant Notifications

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### Exclusive System Features

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### Secure Controlled Access

Generate One Day Codes / SentiConnect® secure property access for out-of-area agents, contractors or others.



### Never Miss a Showing

Our users have access to the SentiLock Mobile App, the SentiCard® and One Day Codes /SentiConnect®. Our goal is to provide members the necessary tools to ensure they never miss a showing.



### SentiLock Mobile App

All functions can be performed on these boxes with just the Mobile App. You can take ownership or borrow a box, enable CBS codes, customize lockbox times and more.

## The Movement Shifts

Some evidence suggests that the COVID exodus from cities is not easing. Home price growth in urban centers has started to climb in recent months after trailing the suburbs earlier in the pandemic.

Urban living remains attractive to many home buyers, especially with the virus expected to wane later this year. Plus, with prices rising in many suburbs, some cities may start looking relatively cheap.

Single-family homes now make up around 89% of existing home sales, down from a record of 91.3% in May, the height of the urban exodus to the suburbs. But the priciest urban areas will see easing demand this year. New York, Los Angeles and San Francisco will all likely see slight price corrections in 2021.

Long-term telework policies mean there is no need for some people to live close to industry hubs. Many are instead opting for less expensive midsize cities, including Phoenix; Pittsburgh; Austin; Boise and Columbus, Ohio. (*The Kiplinger Letter* 10/12/21)

## Raise the Bar in Real Estate

To be a good neighbor among so many angry, sad, financially stressed and sick people will be the biggest challenge our industry might ever face. To make sure that consumers are protected, have a fair chance of finding a home in low-inventory markets and that we continue to fight for affordable housing in our communities is, and will be, our most important calling.

There are ways to continue to raise the bar of professionalism with ourselves and those around us. If you are feeling overly emotional, take a break. Stay away from social media and gather your thoughts. Not only could venting your thoughts on social media have short-term consequences, such as some “unfriending” you, but also long-term effects that can impact your career. Screenshots could prevent you from being hired in the future or create reputation damage for you to manage for years to come.

For years, advertisers and digital marketing teams have told us we need to “capture” consumers into giving us their information. Then we will have the opportunity to sway them to buy or sell a home with a compelling drip email or text message campaign over other agents in the market. We can do better! Become a resource for consumers seeking information for homes. Take the time to answer questions despite knowing it will not end up in a sale.

If you plan to run your business today as you have for decades (or even as you did in 2019 or 2020), you need to change your plan. The needs of consumers, agents, vendors and the sophistication of the transaction’s nuances have changed. If you do not change and adapt, you will not be able to maintain your best people. Why? Our profession’s best people are demanding change, transparency, safe office environments and better consumer experiences.

If you have not had an emergency meeting about culture, mission statements, social media policy, increasing COVID-safety protocol, creating a Code of Conduct, and the recent Code of Ethics changes...you are already behind. (*Rachael Hite, Real Estate Inside*)

## Buyers’ “Love Letters”

In many parts of the U.S., housing inventory is slim and buyers are doing whatever they can to stand out to sellers. Besides writing their best offer, some buyers want to include a “love letter,” describing why the seller should pick them.

Traditionally, love letters (sometimes called “interest” letters) have been an accepted real estate practice. However, while they seem harmless and are intended to create connections with sellers, love letters can also introduce fair housing concerns.

Why? A buyer’s letter might include personal information that reveals their race, religion, family status or other characteristics that a seller might intentionally or unwittingly, through unconscious bias, use to accept or reject an offer.

For example, “*We look forward to living so close to St. Michael’s so our kids can walk to school*” reveals the buyer’s religion and family status, two protected classes under Fair Housing laws.

NAR strongly discourages this practice. In light of this, how should you guide your agents to protect your brokerage and your clients from fair housing liability?

**Educate Clients**-If buyers understand why love letters pose problems, they are less likely to engage in this practice. You may be more successful in getting clients’ cooperation if you explain why your brokerage supports fair housing goals versus focusing on penalties for violations even though this is a legitimate concern that clients also need to take seriously.

**Establish Policies**-Most fair housing disclosures do not specifically mention love letters. With your attorney’s help, consider drafting a disclosure or adding a clause to your Buyer Representation Agreement confirming that the buyer agrees not to write or submit a love letter.

**Encourage buyers to seek legal counsel**-Love letters are not illegal, but they can lead to legal problems. Remember that you should never advise clients beyond your area of expertise.

**Do not get involved**-If buyers insist on a love letter, do not help them draft it, do not read it and do not deliver it on their behalf.

**Document related facts**-Consider adding notes to your buyer-client’s file regarding conversations concerning love letters and any actions the clients took independently.

Like so many other aspects of brokerage liability, prevention is always the best approach. NAR encourages Realtors® to re-examine their practices concerning love letters. It’s a matter of doing the right thing and minimizing your liability. (*Marc Gould, NAR*)



Visit [ThatWhoWeR/realtor](https://www.thatwhowe.com/realtor) and [Photofy.com/NAR](https://www.photofy.com/NAR) for assets to show that you're fighting for Fairness in housing.





# Everything You Need To Know About Construction Loans

Do you want to build your own home? Are you wondering how construction loans work? When it comes to real estate and mortgages, there isn't a one-size-fits-all choice. It all comes down to circumstances, and in this case, if you're constructing your own home, you're going to need a particular type of loan: a construction mortgage loan.

## What Is a Construction Loan?

A home construction loan gives you the funds needed to build a house on a piece of land at a high-interest rate over a short period of time—typically a one-year period when the property is fully constructed. Construction loans are used to cover all sorts of things that go into building a home: land, labor, permits and building materials.

Depending on the lender you choose, there can be different requirements you'll need to meet or limitations that you might find with the loan. For example, a construction loan doesn't usually cover the home furnishing aspect of a home, although it may cover things like permanent fixtures throughout the walls of the interior and necessary appliances, such as fridges and washing machines. Home construction loans are used when you have purchased a piece of land and are ready to build. A land loan is often used when you want to buy land but aren't quite ready to construct your dream home.

## How Does a Construction Loan Work?

Construction loans are higher than most mortgage loan rates, given the fact that with a traditional mortgage, your home acts as the collateral if you fail to make a payment, so the lender has something to cover the costs you've missed.

With a construction loan, the lender doesn't have this option. Because of this, lenders see this type of loan as a much higher risk, which is why interest rates are usually much higher. The money needed to put down is higher than the down payment requirements of resale homes. Usually, you'll need to have 20% to 30% down with a construction loan.

To be eligible for such a loan, you're going to need to give a lender a build timeline along with a detailed plan of how the project is going to go, including any and all costs. Once the lender approves everything, they will then put the borrower on a draft schedule depending on the project's planned process (as laid out previously)—meaning that the borrower will see payments as the project goes on. The payments are known as "draws."

This is different from something like a personal loan, where the lender would give all of the funds at the beginning of the loan. Instead, lenders pay out during the stages of construction to cover the costs when they are needed as the house progresses—this is to protect both parties from the lender owing too much money if the construction project falls through for whatever reason.

## What Do Lenders Require to Grant a Construction Loan?

The following items will be required by lenders who are willing to do construction mortgages. Keep in mind that not every lender works with construction loan financing.

- You'll need a building contract between yourself and the builder, much like you would have a purchase and sale contract when buying a resale home.

- The lender will want a copy of the builder's license. You will need a detailed set of blueprints of the house you plan on building.

- The bank will want a detailed list of how the house will be constructed—known as builder's specifications. The lender will be looking at specific vital items such as the type of heating, cooling, electrical, plumbing, kitchen, baths and other extras.

- Any items outside the building contract that could impact value, such as swimming pools, outbuildings, sheds, specialty landscaping, etc.

- The lender will require a real estate appraisal to ensure the market value. Just as they would with any other type of mortgage, the lender wants to ensure they lend on a property where the proper value exists.

## Types of Construction Loans Available to You

**Only Loan:** This loan gives the borrower the necessary funds to finish the home. The borrower must eventually pay back the entirety of the loan, which is usually less than one whole year; or they need to obtain another loan to get more permanent financing. For this reason, construction-only loans can be more costly as the money you are getting from the lender only covers construction fees. Eventually, you will need a traditional home mortgage, which means that you're going to be paying back two separate loans.

**Construction to Permanent Loan:** Construction loans to a permanent mortgage allow you to get funds for the construction of the home. This loan can then be changed to a traditional mortgage loan once you move in, which is an advantage over the previous option as you are only going to be paying back one loan.

Another advantage of this type of loan also means you are only going to be paying back a single set of closing fees, which obviously reduces your overall cost.

**Owner-Builder Construction Loan:** This kind of loan is similar to the two previous loans except that the borrower is also acting as the builder of the project. Most lenders will not let the owner act as the onsite builder unless the borrowers hold specific licenses for the planned project.

**Renovation Loan:** If you are looking to renovate and change your home's look, then a renovation loan will be your best option. Unlike the other loans, the lender does not require any project plan from the homeowner as to how they might use the money. When you are making improvements around your property, this will be the way to go.

By having construction financing, you will put yourself in the position to build a home you want. (*Patrick Kerns, Economic & Housing Experts*)



## Support Your NOCBOR Affiliates

Barnett, Larry (Attorney at Law)	248-625-2200
Barton, Justin (Hommati #157)	734-625-3254
Bartus, Barb (Michigan First Mortgage)	248-666-2700
Brosnan, Brenda (Summit Funding)	248-515-3855
Bruce, Cheryl (Seaver Title)	248-338-7135
Buick, James (Team One Credit Union)	248-508-0135
Davis, Ernest (Home King Inspection Service)	248-288-4770
Fox, Dana (Lake Michigan Credit Union-White Lake)	248-884-6600
Franskoviak, Michael (Franskoviak & Company, PC)	248-524-5240
Galvez, Joseph (John Adams Mortgage)	248-705-8431
Gelbman, Mark (Caliber Home Loans)	248-266-7809
George, Namir (Michigan Institute of Real Estate)	248-763-4746
Hudson, Matt (First American Title Co.)	248-789-6371
Jarvis, Beth (Title Connect)	586-226-3506
Joandrea, Dan (Total Home Inspection)	248-550-9492
Katsiroubas, Mary (First National Home Mortgage)	855-910-2700
Kearns, Ryan (Win Inspections Waterford)	248-621-0400
Kraft, Stacey Grava (Achos Home Warranty)	248-330-1076
LaPorte, Jeff (Home Team Inspection Services)	248-366-6215
Linnell, Richard (Linnell & Associates)	248-977-4185
Molzon, Greg (Hommati #155)	810-584-0400
Morrow, Michael (LENDERFUL)	248-909-9412
Mustola, Mark (Value Check Home Inspections)	810-750-0000
Patterson, Randall (Pillar To Post)	248-755-3422
Porritt, James Jr. (Attorney At Law)	248-693-6245
Proctor, Michael (Michael Proctor)	248-931-1018
Rose, David (Rose Certification Inspections)	248-625-9555
Sasek, Luke (Cutco)	616-295-5537
Seaver, Phil (Seaver Title)	248-338-7135
Siebert, Brian (First National Home Mortgage)	855-910-2700
Silpoch, Brian (Transnation Title Agency, Metro Davison)	248-605-0600
Spencer, Grant (Michigan First Mortgage)	248-721-6676
St. Amant, Ron (Changing Places Moving)	248-674-3937
Taylor, Cindy (University Lending Group)	248-891-8226
White, Don (Genisys Credit Union)	586-764-1826
Zetye, Lauren (Movement Mortgage)	248-840-0972

## Legal Q & A

**Q:** I am a real estate broker and I have heard that some other brokers in my area are allowing their salespersons to hold the earnest money checks until there is a binding purchase agreement signed by all parties. It is my understanding that salespersons are required to turn over these checks to their brokers' upon receipt. Am I correct?

**A: Yes.** The Occupational Code provides:

*A real estate salesperson shall pay or deliver to the real estate broker, on receipt, a deposit or other money paid in connection with a transaction in which the real estate salesperson is engaged on behalf of the real estate broker. MCL 339.2512(k) (ii).*

Note that the Code does not contain any definitive time deadline for turning over a check to a broker. It only requires a salesperson to turn over the check "on receipt." While we don't think it is necessary for a broker to require a salesperson to drive over to the broker's house at midnight to deliver a check the salesperson just received, on the other hand a broker should not have a policy that permits a salesperson to hold a check until the purchase agreement is accepted. The broker, however, is not required to deposit the check in its trust account until the purchase agreement is accepted.

**Q:** I represent sellers whose house was auctioned at a sheriff's sale and is currently in the redemption period. -e house was purchased at the sheriff's sale by someone other than the lender. How can my client redeem the property?

**A:** By law, payment of the redemption price may be made either to the register of deeds or to the person who actually purchased that property at the foreclosure sale. the sheriff's deed should have a "redemption affidavit" attached which includes the calculation of the redemption price and provides contact information for the purchaser or the "purchaser's designee" representative for facilitating the redemption.

**Q:** What kind of records does a broker need to keep for its trust account? How long does a broker need to keep these records?

Trust account requirements include:

- (1) *A trust account must be a non-interest bearing account;*
- (2) *Checks from a trust account must be signed by broker or associate broker;*
- (3) *Broker must maintain a chronological journal for the account showing all deposits/ disbursements and showing a running balance after each entry;*
- (4) *Broker must also maintain separate accounting ledgers showing receipts/ disbursements for each transaction;*
- (5) *Broker may deposit its own funds – not to exceed \$2,000 – so as to avoid bank charges. Broker must maintain a ledger for its own funds; and (6) Trust account records must be maintained for at least 3 years. (See MCL 339.2512(1)(k) and Rule 313 for more detail).*

**Q:** I represent someone who is interested in leasing a house. Am I required to provide an agency disclosure form?

**A: Yes.** The agency disclosure law defines a real estate transaction as one involving the sale OR LEASE of real estate consisting of not less than one or not more than four residential dwelling units or a building site for a residential unit. MCL 339.2517(11)(g). Although the "standard" agency form may be used in lease situations, MR has an agency disclosure form designed specifically for lease transactions available on its website (Form K-Lease).(These Q & A's are provided by Brad Ward, Esq & Brian Westrin, Esq)

# Legal Hotline

# 800-522-2820

# Revamping Your Social Media?

If you're considering revamping or revisiting your social media strategy this year, and wonder what to focus on, look no further. Katie Lance, top social media expert, offers social media tips for 2021.

## Get On Camera

It's time! Time to get on camera, whether it's YouTube, IGTV, Instagram Stories, Facebook or all of the above. Done is better than perfect — start with where you are at. The agents and brokers who embrace getting on camera consistently are going to connect with their communities better and attract more business.

## Be A Storyteller

It can't just be *all* about your listings, you can find those facts anywhere. Tell the story of how you got into real estate or a story about your client. Be a better storyteller, and your engagement will skyrocket as you cut through the noise of social media. Looking for ideas for stories? Here are a few to spark your creativity:

- Who was your most memorable client, and why?
- Who was the first buyer you represented? What about the first seller?
- How did that experience affect you? What were the lessons you learned?
- How long have you been in real estate?
- What are the lessons you've learned over the years?
- How did you get into real estate?
- What is the thing that you love most about real estate — more than anything else? What drives you crazy about real estate?
- What's the best piece of advice you've ever been given? Who gave it to you, and why?
- Where was your first listing?
- What do you remember about your first sale?

## Embrace Instagram

Instagram is growing by leaps and bounds. The biggest mistake Realtors® make is missing out on all the real estate available — it's not just about the feed. Embrace IG Stories, Reels, Guides, IG Live, IGTV and more.

Looking for inspiration? Check out Realtor® Roy Powell. I love the showcases his listings in a such unique way. He highlights interesting things he sees as he's out and about and utilizes IG Live for virtual open houses. You really get a sense of who he is through his feed and stories.

Another great example is Amy Karol. Her content is fun and inspiring, and she has a great way of showcasing her life and business in a really interesting and creative way.

## Repurpose Content

Work smarter, not just harder. In 2021, people are not seeing all of your content. You have to repost and repackage your content to get maximum exposure. Catch people at different times of the day. You should repurpose each piece of content *at least five times*. Here are examples of a few things you can do with one video you create:

- Upload to YouTube.
- Upload to your Facebook business page.
- Share it to your personal Facebook profile.
- Tweet the YouTube video two to three times over the course of a few days.
- Transcribe the video, and turn it into a blog post.
- Share the YouTube link to LinkedIn.
- Create an Instagram Story about the video.
- Edit the video to create smaller “bite-sized” pieces of content.
- Pin the YouTube video to a board on Pinterest.
- Take the concept and content of the video, and recreate it as an IG Reel.

## Show up – Relationships are everything!

You can't outsource relationship building. You have to show up don't be a drive-by liker. Invest time into your online community, leave meaningful comments, share other's content, and build others up. It will come back to you! (*Katie Lance, Video*)

## By The Numbers

The amount of \$25 Billion Dollars was funded for rental assistance in COVID-19 relief legislation approved by Congress in December. As many renters across the nation continue to struggle to make rent payments, many housing providers have fought to meet their own financial obligations. NAR's relentless efforts helped secure rental assistance in the latest federal relief bill, protecting renters, housing providers and America's economic stability.

The final estimated mortgage origination volume in 2020, according to analysts, was \$3.7 Trillion. This would top the previous record set in 2003, which *Inside Mortgage Finance* CEO Guy Cecala told the Wall Street Journal is something “nobody thought would ever be achieved again.”

The projected increase in the number of American households, between 2018 and 2028, driven by Millennials and members of Generation X, is estimated at 12 million.

According to NAR'S Economist Lawrence Yun, 4 million new jobs could be added in America this year, representing a gradual rebound from the net loss of roughly 7 million in 2020, and dropping unemployment to around 5.5%. Although consensus among economists is that home prices will continue to climb in 2021, Yun expects first-time home buyers could get a slight reprieve as growth begins to moderate over the coming months.

## Claim Alleges Sellers Racial Discrimination

Realtors® need to understand how to respond when a client violates fair housing laws. By acting swiftly to separate yourself from and address the discriminatory behavior, you can not only protect yourself from potential liability, but help prevent fair housing violations. A pending case in the U.S. District Court in Massachusetts exemplifies these issues, and a good example of steps agents should take in these situations.

In *Clinton-Brown v. Hardick*, the Plaintiffs filed suit, alleging violations of the Fair Housing Act and Rhode Island Fair Housing laws based on Defendants' alleged refusal to sell their property to the Plaintiffs based on their race. Although the parties had verbally agreed to the terms of the sale, when the Hardicks received the signed purchase agreement from the Browns and noticed Ms. Clinton-Brown's first name, "Ebony", they asked their real estate agent whether Ms. Clinton-Brown was "black." When their agent confirmed her race, the Hardicks purportedly advised that they would not sell their property to an African American and refused to move forward with the sale.

In response and according to an affidavit submitted by the Hardicks' agent, the agent informed the Hardicks that she could not continue discussions with them, and immediately reported the conversation to her broker. The agent withdrew the listing upon the Hardicks' request and ceased all communication with the Hardicks. (*NAR Fair Housing Corner*)

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## Home Sales Soared In 2020

Despite the early days of the pandemic effectively halting the real estate market — and the global health and humanity concerns that continue to persist — U.S. existing-home sales in 2020 soared to a level not seen since before the Great Recession. Existing-home sales in 2020 finished the year up 5.9% from the year prior, with 5.64 million total existing-home sales, the highest number since 2006, according to data released by the National Association of Realtors®.

Total existing-home sales continued to gain momentum into the end of the year, climbing 0.7% from November to December and finishing 22.2% ahead of last December's total. Yun believes the existing momentum will continue to carry into 2021. "Although mortgage rates are projected to increase, they will continue to hover near record lows at around 3%," Yun said. "Moreover, expect economic conditions to improve with additional stimulus forthcoming and vaccine distribution already underway."

Prices also soared to historic highs, climbing 12.9% year over year to a median price of \$309,800. It's the 106th straight month of annual price gains.

One of the main reasons prices continue to rise is the lack of inventory on the market, which hit a new record low in December 2020. At the end of the month, there were 1.07 million housing units for sale, down 23% from a year ago. Unsold inventory was at 1.9-months supply at the current sales pace, down from 3.0-months supply in December 2019 and the lowest level since NAR began tracking the data in 1982.

With such low supply, homes are flying off the market. Existing-homes typically sat on the market for 21 days in December 2020, down from 41 days in December 2019.

Recent construction data shows that builders are far outpacing last year's construction levels, but the inventory problem may take years to solve, Yun said.

"To their credit, homebuilders and construction companies have increased efforts to build, with housing starts hitting an annual rate of near 1.7 million in December, with more focus on single-family homes," Yun said. "However, it will take vigorous new home construction in 2021 and in 2022 to adequately furnish the market to properly meet the demand."

The inventory and affordability challenges have led to disproportionate growth in higher-priced tiers, according to Joel Kan, the associate vice president of economist and industry forecasting at the Mortgage Bankers Association. December average loan sizes were the highest ever recorded in the company's weekly market survey.

"More acute affordability challenges will emerge if inventory stays this tight and home-price growth continues to accelerate," Kan said, in a statement. "This, in turn, would be especially challenging for first-time homebuyers, who make up a third of all home sales." (*Patrick Kearns, Markets & Economy*)

# ***“We Are Where You Want To Be!”***

## **2021 NOCBOR Leadership Team**

### **Executive**

Steve Stockton, President, Ann Peterson, President-Elect, Mary Rettig, Treasurer, Marcy Soufrine, Secretary, Madeline Dishon, Past President and Ray O'Neil.

### **Board Of Directors**

Sally Bell, Brenda Davis, Matt Diskin, Cheryl Gates-Beers, David Kimbrough, John Lafferty, Julie LeBourdais, Richard Linnell, Kristine McCarty, Chris Mersino, Ray O'Neil, Jenifer Rachel, Jeffrey Raupp and Tina Zudell.

### **Budget & Finance**

Ann Peterson, Chm., Madeline Dishon, Ray O'Neil, Mary Rettig, Marcy Soufrine and Steve Stockton.

### **Education/Technology**

Rick Bailey, Chm., Bob DeVore V.C., Tina Aginaga Novak, Marsha Armstrong, Mary Beckerman, Cheryl Bruce, Darwin Conley, Enid Fainfair, Dana Fox, Mark Gelbman, David Henderson, Darrell Hudiburgh, Lee Jaffke, Larry Klavitter, Charles Laird, Brad Petty, Kimberly Pfeiffer, Evduza Ramaj, Keith Reynolds, Jason Sakis, Steve Stockton, Lynn Swanson, and Cathy Weller.

### **Government Affairs**

Ann Peterson, Chm., Jenifer Rachel, V.C., Sally Bell, Eva Cantrella, Madeline Dishon, Gerald Hoopfer, David Kimbrough, Harlen Lantz, Julie LeBourdais, Jeffrey Raupp, Mary Rettig, Grant Spencer, Charles Stoner and Steve Unruh.

### **Grievance**

Paul Carthew, Chm., Darwin Conley, V.C., Hollie Kotwicki, John Lafferty, Harlen Lantz, Jeanette Magnes, Christopher Mersino, Lucille Pesek, Tom Nelson, Keith Reynolds, and Charles Stoner.

### **Membership Services**

Tina Zudell, Chm., Stacey Kraft, V.C., Brenda Davis, Madeline Dishon, Mary Katsiroubas, Stacey Martin, David Niezgoda, Mike Proctor, Jennifer Rygalski, Grant Spencer, Ron St. Amant, Cindy Taylor, Nicole Tolliver, and Natalie Vaughn.

### **Nominating**

Madeline Dishon, Chm., Ann Peterson V.C., Pamela Bradshaw, Joan Falk, Lee Jaffeke, Holly Rachel, and Mary Rettig.

### **Professional Standards Hearing Panel**

Angela Batten, Sally Bell, Brenda Davis, Sue Dendler, Joan Falk, Cheryl Gates-Beers, John Goings, Gerald Hoopfer, Brad Jernigan, Lynn Kacy, David Kimbrough, Bruce Krol, Julie LeBourdais, Mike Licavoli, David Montgomery, Paul Mychalowych, Thomas Neveau, Angie Ridley, Tammy Schuh, Alyce Smith, Liz Stevenson, Randy Wilcox and Kate Zacharevich.

### **Arbitration**

Kay Pearson  
Eric Pernie

### **Ethics**

Pamela Bradshaw  
Mary Rettig  
Kathleen Sanchez

## **Committee Mission Statements**

**EDUCATION/TECHNOLOGY** – Board of choice for education, the Committee provides members with frequent and affordable opportunities to achieve knowledge and competence in an evolving business climate; to promote an atmosphere of equal opportunity in a multicultural community through a commitment to education, awareness, and an appreciation of others, and to communicate technology resources to NOCBOR members to drive their productivity.

**GOVERNMENT AFFAIRS** - To promote to NOCBOR members education, awareness and involvement in the legislative process; to guard and promote the interests of the real estate industry before all legislative bodies (Federal, State and local) and perform other duties pertaining to legislation affecting real property and the licensing act. To develop and promote an annual fundraising program for the solicitation of political contributions. To interview political candidates for public office and recommend endorsement and/or financial support to local Board of Directors for their endorsement to the Realtors® Political Action Committee of the Michigan Realtors®.

**MEMBERSHIP SERVICES** - The Committee makes recommendations to the Board of Directors on matters pertaining to eligibility, qualifications and approval for the election to membership. The Committee promotes an awareness of Board functions to members to help improve participation and develop new membership benefits.

*(NOCBOR members interested in participating on a Committee or serving on a Special Task Force, please contact Tonya Wilder, Executive Assistant, [tonya@nocbor.com](mailto:tonya@nocbor.com))*

# **Thank You NOCBOR Volunteers!**