Agent Features:
Chicky Johnson
Debbie Hymen

Partner Spotlight:
Floss Law, LLC

Making a Difference:
TrueNorth Foundation

FALL EVENT
28 Mile Distilling Co.
Thursday, October 27th
1PM-4PM
Details on page 56

JANET BORDEN
Starting a New Team with Allison Silver

TOP 150 STANDINGS

OCTOBER 2022
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We just celebrated half of a decade in print for our Chicago publication (five years sounds much longer when you say it like that). If I could go back and talk to myself in 2017, knowing what I know now, I would have taken less time to bring the Real Producers platform to Illinois.

Some of you may not know my journey, but I came from the vendor/service provider world and catered to REALTORS® (see page 24 for our brand, just a little plug if you’re ever in need of closing gifts). I was always intrigued at the lengths that businesses would go to reach successful REALTORS®. Then I realized that one single real estate transaction is like a micro-economy. There are so many industries that benefit from connecting with REALTORS®. Well, actually, scratch that—there are so many industries that benefit from building relationships with the RIGHT types of REALTORS®.

It takes an average Real Producers publisher four and a half months to start a publication and go to print. Meaning if someone ends their training in January, they will generally launch their publication in the middle of May. So any guesses on how long it took me to launch CRP from the time I ended training? Anyone? Bueller? Thirteen months. I completed training in September 2016, and our first issue was in October of 2017.

I’m sharing this simply because it’s my story and that there is value in perseverance. Yes, there are things I would have changed and done differently (like hiring Melissa Lopez from day one). However, I think it’s cool sometimes to take a moment and be proud of our accomplishments. Not in an arrogant or self-serving way, but to look back and admire the traction we have made. Looking forward to seeing you at our fall event on Thursday, October 27th, at 28 Mile Distilling Co. (details on page 56)!

Andy Burton
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BOB FLOSS II
with Floss Law, LLC

When it comes to real estate law, there are few in the area who can match the knowledge, experience, and passion of Bob Floss. With nearly fifteen years’ experience as a real estate attorney and a lifetime’s worth of experience growing up in the real estate industry—even working as a broker at one point—Bob has seen the difference between an attorney who knows their stuff and one that doesn’t.

“I see closings where the other attorney either doesn’t know real estate and is doing their client a disservice, or doesn’t have the time to dedicate to the file and misses important items,” he explains. “When we receive a contract, we get to work immediately and give it our full attention. I’ve been closing real estate for thirteen years and I still review my checklists for every file. I feel we owe it to the client and the real estate agents to show up to closings prepared and ready to tackle any problem.”

Bob is a big believer in having scripts and checklists for his business. Not only do they keep him on track, but on those days when he needs a little extra push, he can pull out a checklist of things he can do, whether he’s checking his files, following up with clients, or researching an issue. And once he gets moving and finds the problems that need solving, he gets into a groove.

Tackling problems is what Bob does best. He was made for it. He grew up in an environment of negotiations and real estate closings at his parents’ real estate office, and he had a natural love for puzzles. He could spend hours with a good jigsaw puzzle. It’s the problem-solving aspect of it that he loves so much. There’s nothing better than the satisfaction he gets from finding that perfect piece to a puzzle that makes everything whole and functional.

“I have fun solving problems,” he explains. “And I’ve been through enough closings that I can generally find a solution to almost any issue. It’s fun to walk into a situation that the other parties think is horrible and be able to problem solve and get the closing completed. It’s also fun to take a file an agent thinks will be incredibly difficult and then put in the prep work so the closing goes smoothly. I can always tell when an agent has had a bad experience [with another attorney] when they walk into the closing looking scared,” he says, laughing. “I want them to know some attorneys are different.”

Bob’s positive attitude comes from his experience working as a new attorney at the start of the Great Recession. He was immediately thrown into chaotic and difficult closings; he had to learn on his feet and fast. He cut his teeth on short sales, foreclosures, and auctions, which led to his becoming an expert in the field.” The exposure also allowed him to work directly with investors and learn how to help them. Even today, a large portion of Bob’s business is done outside of the normal residential real estate closing.

“We close commercial real estate, foreclosure, auctions, and short sales,” he explains. “Our repeat clients are typically investors that need to create an LLC or joint venture to purchase an investment and also craft an agreement with their investors or private lender. Given the volatility of the stock market, we’ve seen increased interest in becoming a private lender for real estate investments. It requires setting up extensive protections for the investor so we can minimize their risk of loss.”
Staying up on market trends and current practices is what keeps Floss Law, LLC at the forefront of industry. For example, with the shift in how people view closings these past two years, with sellers not having to attend closings and the like, Bob has made it a point to stay two steps ahead of all parties.

“We aim to have the seller documents ready a week ahead of closing so clients can come into the office and pre-sign when they have time,” he says. “It’s forced us to be more prepared for closings so we can be prepared for the clients. By the time the closing starts, the seller side has been finished for several days and we are just waiting on the buyer to sign their mortgage.”

“We understand the amount of work agents put into their business and getting a property under contract,” he continues. “When they hand that contract off to us, they can rest assured it will be processed by our team immediately, that we will begin reaching out to the client, and we will take the file the rest of the way.”

On most weekends, between work, you can usually find Bob with his wife, Sarah, and five-year-old son, Carter, taking a road trip to Lake Geneva, Galena, or Door County. That is, if he isn’t fishing in Michigan. Bob loves chasing brown trout. It’s the only thing that can keep him away from a Bears game. In addition to being an avid Bears fan, Bob was a big comics kid growing up and enjoys all the Marvel movies today.

“If I get around other comic book people, it can be painful for my wife,” he says, laughing. “Or if someone asks me about property auctions, I will not stop talking. It’s corny to say, but I really love what I do. I like getting up and coming to work every day. My biggest issue is leaving the office at a normal hour. I’m usually staying late, trying to do one more thing, or call a client to discuss their property.”

To partake in Bob’s everyday enjoyment of real estate with him, or to learn more about Floss Law, LLC, visit www.flosslaw.com.
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Real Estate

North Shore Real Producers - 25
Chicky Johnson is an unstoppable force. And at thirty-five years in real estate, her career has come full circle, working with people she sold homes to back in 1987, when they were in their twenties. She now helps their kids—who are in their twenties—as well as their parents and grandparents, who are all entering new chapters of life. Her impact goes three generations deep, and she’s still rolling.

Of course, it hasn’t been easy for Chicky, getting to where she is today. She started her career when she was twenty-one years old. She had been working as a secretary for a top-producing agent and wanted to commit to a career of her own. She’d been working in the industry and investing in it since she was teenager. She had also been working at her parents’ restaurant from the time was nine, taking the bus directly from elementary school to the restaurant every day, to do homework in the backroom before having to work after.

The youngest of nine in a strict, Catholic, Italian family, Chicky was born in Lake Villa, Illinois. Her father immigrated to the United States from Italy when he was a child, and later bought a restaurant to keep his own kids out of trouble.

“I look up to my late father,” Chicky says. “Despite his humble beginnings, he was...
educated, disciplined, tough, hardworking, confident, and loved his family. Working nights and weekends at my dad’s restaurant from ages nine to twenty-one, I waited tables, washed dishes, cooked, you name it. We did not get to play or go home and watch TV. We couldn’t sit around, ever. There was always something needing your attention and you had to multitask.”

That strong work ethic served Chicky well, it helped her when starting her career in real estate, and became essential as life took its turns throughout the years. The first sudden turn for Chicky occurred just four years after starting her career, when her father suddenly passed away and the strong family dynamic she once relied on crumbled in his absence.

The family-shaped hole that was left in Chicky’s life after her father died widened even more just a few years later when, after trying to have kids for six years—having married at age twenty-two—she was told she wouldn’t be able to. However, when she was twenty-eight, a miracle happened: she got pregnant and delivered her only birth-child, Jimmy.

Chicky continued building her real estate business over the years and did well; by age thirty-six she was inducted into the RE/MAX Hall of Fame. The life she that she had built for herself and family, however, suddenly changed when, after twenty-one years of marriage, she found herself as a single parent. Determined to do it all and make it work, she took on four side hustles, and at one point, was working six jobs at once.

“I lost everything I had except my son, my drive, and willingness to overcome adversity,” she explains. “During that time, I lost one of my brothers to cancer, followed by the sudden loss on Christmas Eve morning of my mother, and then another brother after that. I had to completely rebuild my life, career, self, and family. I will always be humbled because of that time in my life, and I have learned to value everything I have,” she says.

Through hard work, perseverance and discipline, Chicky got back everything she lost and then some. She had reconnected with a long-time past client, Bill Trusk, who she ended up dating for eight years and married in 2019, exchanging vows on beautiful Trunk Bay on St. John Island in the Virgin Islands, and inheriting two bonus kids Emily and Joey. While all her kids are grown now, she cherishes the time they get to spend together as a family, along with her puppy, Sparkle, who is five years old.

Unfortunately, in 2020, while out on a walk with Sparkle, just before Thanksgiving, Chicky and Sparkle were attacked by a neighbor’s Doberman. “We survived but dealt with PTSD on a daily basis,” Chicky explains. “I encourage people to seek help for their mental well-being when they need to. There is no shame in it. The incident has left physical and emotional scars for me. It also has affected how I deal with my business where dogs are involved.”

Despite her terrifying encounter, Chicky still loves dogs and has always been a huge supporter of the American Society for the Prevention of Cruelty to Animals (ASPCA). Her two favorite things to talk about are sports and dogs. “I love watching SEC and NFL football. I wanted to be a professional cheerleader at one time,” she says. “I also love watching reels on Instagram of all the crazy things dogs do. I
Chicky grew up on a farm with many animals, and wish I could do more to save all animals.

With such a long, successful career as an agent, Chicky has seen it all. Perhaps the biggest lesson she has learned is the importance of preparation—preparing for market shifts, preparing a budget for finances, and preparing to meet a wide spectrum of people with varying interests, all of which has to do with safety and protecting yourself. The way she learned the scariest part of this lesson was while on a listing appointment in the 1990s:

“I used to send over 15K pieces of direct mail a month in the 1990s, and during that time, someone became obsessed with me and started to stalk me,” she explains. “Then one day, unbeknownst to me, I walked into a listing appointment at his home. He had wallpapered his rooms with my postcards. Instincts kicked in and I was able to get out without harm. It was very creepy. Safety is always a concern.”

Now that Chicky’s career has come full circle and she is helping three generations of clients and friends, she says she has no plans to retire or slow down any time soon.

“Real estate is a wild, exciting, exhausting, rewarding career, and I love the challenge,” she says. “I want to continue to spoil my kids, let my husband retire, and stay in my field doing what I love, even when it is exhausting and challenging. I dedicated and sacrificed so much for it, so, as long as the rewards still come, I will happily keep rolling along.”
Starting a New Team with Allison Silver

With over thirty years’ experience as a top-performing real estate agent on the North Shore, Janet Borden has firmly established the moniker, “Jan Can.” Among her many prodigious achievements, she has cemented her position as the number one agent in Highland Park for the past three years in a row for number of homes sold, and made HW Media’s Real Trends “America’s Best” list for 2021. But even more exciting than her decorated past are the plans she has for the future, having recently partnered with Allison Silver to form Arrow Home Advisors.

Janet Borden

Starting a New Team with Allison Silver

With the creation of their new team, Janet and Allison are looking for agents who share their positive, can-do attitude, work ethic, and commitment to client service, education, and unwavering integrity—values Janet has exemplified from a young age.

Janet, who went to seven different schools growing up, was no stranger to the moving process and learned how to quickly adjust to new environments. She graduated early from high school, and immediately entered the workforce. She worked two jobs—driving an auto-parts truck and serving tables as a cocktail waitress—to support herself from the age of seventeen.

Although Janet started a family at the age of twenty-one and spent time as a stay-at-home mom, she still wanted to make her own money and have her own sense of independence. She became excited by the idea of starting a career in real estate once her children started school. She was still very young when she started her career, and often found it challenging to get people to take her seriously. She went to work for her clients nonetheless and committed to excellence in everything she did, overcoming people’s prejudice and creating...
raving fans in the process, something she is still passionate about today.

“I am passionate about creating the very best experience that I can for my clients, while holding myself to extremely high ethics and standards on behalf of my clients and my colleagues in the real estate community,” Janet says. “I am also incredibly passionate right now about growing a productive, exciting team so that my colleagues and I can enjoy a better quality of life by supporting each other. I’m looking forward to cultivating and encouraging new talent, improving systems, and increasing our professionalism as a team.”

After thirty years of working as a solo agent, Janet is excited to start this new chapter in her career with Allison Silver. Allison brings over twenty years’ experience as a top producer in the North Shore. Together, she and Janet have over fifty years of combined experience. Allison has sold multiple development and new construction projects and has helped investors navigate their projects from start to finish with impressive ROI. She has extensive first-hand knowledge of the green building and living market, and she welcomes the opportunity to work with clients who share that vision. She also has a wonderful eye for staging a property and presenting it in its best light.

Given her experience and expertise in the industry, Janet offers the following advice to up-and-coming agents, “Get organized early on and stay on top of your database. Do things right from the very beginning so you don’t have to undo previous mistakes. Be confident, believe in yourself, and know that you can do it!”

In addition to building a team and helping to grow more successful agents in the industry, Janet and Allison share a deep passion for

“I AM ALSO INCREDIBLY PASSIONATE RIGHT NOW ABOUT GROWING A PRODUCTIVE, EXCITING TEAM SO THAT MY COLLEAGUES AND I CAN ENJOY A BETTER QUALITY OF LIFE BY SUPPORTING EACH OTHER.”
the North Shore community, having raised their families here and personally invested in its development over the years. Janet has been a long-time supporter of the Southern Poverty Law Center and an active volunteer with the Ronald McDonald House and Habitat for Humanity. Allison is a founding member of Gratitude Generation, which aims to build a growth mindset in local kids and families to help foster an attitude of gratitude and the wish to give back, through a myriad of charitable programs.

While Janet thoroughly appreciates her community—walking the lakefront, attending all the festivals and restaurants in Highland Park, Highwood, and along the North Shore—she is a big-time traveler and adventurer. Two of her greatest adventures? Hiking the Inca Trail and rafting down the Colorado River through the Grand Canyon. She once owned a motorcycle, too, and still has a motorcycle license.

A lover of music, Janet sings jazz, plays guitar, and enjoys taking classes at the Old Town School of Folk Music. She even married a drummer, which she says made the first ten years of her marriage both fun and challenging because of the crazy hours his work demanded. She and her husband, Lou, have two grandkids and two daughters who are successful entrepreneurs as well; they own Milk Handmade and Honey Bridal in Chicago. Allison and her husband also have two kids and a puppy that they love to take around Lake Michigan, to enjoy the beautiful landscape, dynamic towns, restaurants, and people.

As Janet and Allison embark on this new chapter in their careers, it will be exciting to see the team they build and everything they will accomplish together. Because if there were two people who could build a team unlike any other in the North Shore, Allison and Janet can.

Janet with her husband in Peru.
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DEBBIE HYMEN

Following Her Conscience and the Call to Serve

REALTOR® Debbie Hymen, a Highland Park resident since 1983, has always prioritized honesty, family, community, and serving others. “The most rewarding part of my business is when I am able to show someone who believed they would not be able to afford a home that they can, in fact, be a homeowner,” she says.

Debbie was born in Chicago, but shortly thereafter, her family moved to Morton Grove, then, one week before her tenth birthday, they moved to Glencoe. Debbie’s parents valued education and her mother was set on having her children attend New Trier High School. After high school, Debbie attended the University of Illinois Urbana–Champaign and graduated with a bachelor of science in human relationships and family studies. “Basically, child development,” Debbie explains.

Because she entered through the university’s college of agriculture, her coursework required rigorous science classes as well as time working in preschool classrooms. She struggled at first, but with the support of a wonderful social worker and her father, she found better balance with her schoolwork and social life and the change even improved her grades. Having loaded her first two years with required courses, the balance left time for long-distance bike rides, ice skating and ballroom dance classes, and participating in dance contests and marathons with her sorority sisters. “I was a disco queen, by the way,” notes Debbie.

Debbie first worked as a child-life therapist at La Rabida Children’s Hospital in Jackson Park. With the goal of starting a child-life program at Saint Joseph Hospital at Diversey and Sheridan, she became an administrative assistant to the head administrator there and eventually worked in the Pediatrics Department for the then vice-chairman of the department and head of pediatric medical education. However, when they hired someone else to begin the program, Debbie moved her career in a different direction.

She became a marketing support representative for electronic mail provider ITT Dialcom. She provided training for staff and members of client organizations like the American Library Association and American Bar Association on the ABA/net, which ITT developed. But when her oldest child, David, was two, she left to stay home and focus on him and his sister and brother to be, Alexis and Michael.

During this time, her husband, Joel, opened his law firm and Debbie became his paralegal.
She worked part-time for him for two years, and saw again how wonderful her husband is. “People love him because of how ethical he is, how much time he takes with them, and how much he cares about them—reasons why I fell in love with him all over again, as I have said so many times,” says Debbie.

But Debbie saw how, when you’re the one answering the phone, people are often not respectful to you. Though she was proud for how well she was able to assist attorneys and others, when her husband’s business started to grow and they were able to hire someone full-time, she was glad to “retire to the life of [being the] referee between my three children, getting them to their after-school religious classes and other activities, and maintaining the household on a full-time basis.”

In 1996, Debbie was ready to re-enter the workforce. That year, she won a seat on the K–8 school board and, following her interest in sales and fondness for real estate, she obtained her license. In 1997, she earned her managing broker’s license.

Debbie started at Prudential Preferred, which ultimately became Coldwell Banker. In 2007, she chose to become the managing broker at the reformed Highland Park Prudential office. Then, after seeing changes happening in her office, making a return to the sales force, and a then brief time again with Coldwell Banker, she moved to Berkshire Hathaway in 2016. Two years later, Debbie struck out on her own and started Real Deb Realty as a sole proprietor. As her company grew and became more successful than she ever imagined, she was courted by a number of big names but held on. However, when she saw that Century 21 Affiliated would meet her requirements, she accepted their offer.

Debbie affirms that her “defining path” has always been about telling the truth and being true to herself. “I make it a point to give my clients all the information they need to make any decision and to guide them without making the decision for them,” she says. Honest communication is vital to Debbie and has shaped how she works with her clients and supports her family.

Her passion for giving back includes her community, the many charities she supports, and her colleagues. For most of her real estate career, Debbie has served on NSBAR’s Grievance Committee, twice as chairman. She has also served as an Illinois REALTOR® Ombudsman since 2013, a mediator since 2005, and currently serves on the Illinois REALTORS® Grievance Committee. Since 2018 she has served on NSBAR’s Diversity and Inclusion Committee as well as their Contracts and Forms Committee. “The committee work makes me a better professional,” states Debbie. “Never become too big to help others. On July 4th, my community endured a senseless act of gun violence,” she adds. “I am, of course, supporting my community to combat these atrocities.”

Debbie and Joel enjoy going out to dinner together, traveling, spending time with family at White Sox games, and taking walks in their neighborhood. “I do not relax very well, but when I do, I love to watch old movies,” says Debbie.

“I have always been passionate about two things: that everyone who needs a place to live be able to have a place to live, and that every real estate professional put their clients first and treat them with the utmost care within the guidelines of the license law, code of ethics, and the Fair Housing Act,” states Debbie. “I have always loved helping others do this job well. Top producers are always learning.”
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North Shore Real Producers - 45
How long have you been working for/with the person who nominated you?  
Almost three and a half years

How long have you been working in the real estate industry?  
Seven years

What did you do before you began working in your current position?  
I was the VP of Sales for the highest-producing RE/MAX Team in Northern IL, RE/MAX Top Performers - The Jane Lee Team. I coached, trained, and led an office of forty people which was comprised of eighteen agents and twenty-two admin staff. I have interviewed hundreds of candidates for a variety of positions, and I have hired upwards of seventy-five people in my career.

What does your typical workday look like?  
As COO of the Spaniak Team, I oversee daily operations, including training and management of staff, listing input and management, customer service, events and outreach, marketing, and business development. I am also a licensed agent, however, sales are not my primary focus. Honestly, I don’t really have a “typical” workday because every day is a little different, which I enjoy! I strive each day to write down my goals and to-dos for the day to help me keep on track, but as we know in real estate, we often have to pivot and change direction when incoming issues and situations arise.

What does your typical weekday look like?  
As COO of the Spaniak Team, I oversee daily operations, including training and management of staff, listing input and management, customer service, events and outreach, marketing, and business development. I am also a licensed agent, however, sales are not my primary focus. Honestly, I don’t really have a “typical” workday because every day is a little different, which I enjoy! I strive each day to write down my goals and to-dos for the day to help me keep on track, but as we know in real estate, we often have to pivot and change direction when incoming issues and situations arise.

How would you describe your job in one word?  
Eclectic

Why do you think you excel at your job?  
My work ethic. I am responsible, conscientious, and loyal. I take pride in my work and it is important to me to do the right thing even if it is more difficult or unpleasant for me, personally.

What is the most rewarding aspect of your job?  
Celebrating the successes with our clients, appreciation for our efforts and knowledge, receiving positive feedback from our clients, our real estate colleagues and partners, and getting to do what I love—writing articles about a variety of topics!

What is the most challenging aspect of your job?  
Dealing with difficult personalities and uncooperative people, which thankfully doesn’t happen very often. I want everyone to be happy and get along, and I am definitely a “people pleaser” so it can be difficult for me to have to be blunt and firm when necessary.

What is one thing about you that others might find surprising or interesting?  
I am the Director of LakeShore Harley Owners Group based out of Libertyville, IL, and I am the first woman to hold that position since the group’s inception over thirty years ago. I ride my own motorcycle, nicknamed “Dolly” (after my idol, Dolly Parton) and I have ridden thousands of miles all over the country with my husband and our friends and family. I am the current chair of NSBAR’s Grievance Committee and the incoming chair of the Education Committee. I am also on IAR’s Professional Standards Committee.

When you’re not working, what do you like to do for fun?  
My husband, Corey, and I love riding motorcycles. It is our hobby and our passion. We enjoy traveling and exploring new places. We also love to entertain friends and family and have become known for throwing some pretty awesome themed parties! I’m a first generation Swedish-American, and keeping alive the traditions of my Swedish heritage along with sharing the cuisine with my loved ones is really important to me.

How do you feel about being nominated as a Behind-the-Scenes All-Star?  
I am so touched! It really means a lot to me. I care very much about the work that I do and the people I work with. It is wonderful to work with people who all are invested in the success of the business and enjoy being part of the team.

Is there anything else you’d like to share about yourself, about your job, or about your relationship with the person who nominated you?  
I got to where I am because I took an interest in the work I was doing, learned all aspects of the job so that I could be fully prepared for anything, and demonstrated that I was indispensable to the company. It has been refreshing to be part of a team that values me as a person, and not just the tasks I perform. Living the “glue” of the organization isn’t always an easy job, but it is a rewarding one. Kati and I really complement each other when it comes to personality and strengths, which makes a world of difference in successfully managing and running not only a team but the real estate business itself.
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realproducersmag.com North Shore Real Producers - 49
In July of 2021, TrueNorth Educational Cooperative 804 became the new name of the North Suburban Special Education District (NSSED). NSSED was one of the first special education joint agreements in Illinois. Founded in the 1960s, NSSED offered an "economy of scale" in providing certain special education services, particularly in highly specialized areas where districts could not, cost-effectively, provide those services on their own.

Over the years, the mission of the organization has evolved, and so has the brand and the name. The TrueNorth Cooperative’s new vision and mission is to become a national leader in inclusive education and a highly valued partner to students and families. TrueNorth is committed to the possibilities in every learner, every day, and seeks to inspire all to be active participants in our world.

The Foundation exists as a fundraising entity to sponsor programs and innovative ideas that aren’t tied to a line item in the Cooperative’s budget, such as:

- Teacher-initiated projects
- Professional development scholarships for district teaching assistants
- Scholarships for graduating seniors to train the next generation of special educators
- Other innovations

"We want to find ways to be a robust organization that can support the work of the Cooperative," says Melissa Estes, TrueNorth Foundation’s new board president. "Our purpose is to support programs and services that go beyond what can be budgeted."

Estes is a career educator who spent twenty-eight years teaching high school. When TrueNorth Cooperative’s superintendent, Dr. Kurt Schneider, approached her to serve on the board, Estes saw an opportunity to stay involved in education and the fight for inclusivity and equal opportunity for all students by helping the Foundation drive the Cooperative’s new vision and mission.

The New Mission: the TrueNorth Foundation is committed to the possibilities in every learner, every day.

“We want to work with all kids,” says Estes. “When all students get the benefit of inclusive education, everybody wins.”

Studies show that even students without special needs benefit from inclusive interactive learning environments because:

- They learn to respect others, accept differences, and acknowledge different abilities, thereby creating new opportunities for friendships to develop.
- They learn about abilities related to helping others participate and learn, to be patient, and to gain satisfaction in helping others learn and behave better.
- They benefit from the cognitive effort required to explain themselves, and from contributions from peers with special education needs from which they can learn.

In order to achieve their aspirational goals, the TrueNorth Foundation seeks to find new and innovative ways to raise funds.

One such initiative is the STAR (Staff, Teacher Appreciation and Recognition) Campaign. This year, the TrueNorth Foundation launched a new fundraiser: it allows individuals to submit applications to recognize TrueNorth staff members for their contributions to students and families. Each application is reviewed by the Foundation and selected, honored staff member receives a personalized certificate and letter, delivered to them by the Foundation. A copy is also delivered to their supervisor and to Dr. Schneider.

Estes emphasizes the Foundation’s continued appreciation for all its donors, and that the board sees new opportunities on the horizon.

The TrueNorth Educational Cooperative 804 Foundation is seeking volunteers to serve on its board or otherwise help identify local grant opportunities and create connections with corporate donors.

"We serve eighteen different school districts, which means we’re deeply involved in eighteen different communities," says Estes. "We would like to network with companies in those communities that do matching grants. We would like to be that worthy cause."


If you can help the TrueNorth Foundation achieve its ambitious goal to serve every learner, every day, by funding innovative, inclusive educational efforts, please contact TrueNorth804Foundation@gmail.com.

About the Author:
Mary Morgan Ryan is the Assistant Superintendent for Technology, Communications, and Data Services for TrueNorth Educational Cooperative 804. She is a former school librarian, classroom teacher, and attorney.
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## TOP 150 STANDINGS

Teams and Individuals from January 1, 2022 to August 31, 2022.

### # First Name Last Name
#### List # List $ Sell # Sell $ Total # Total $

1. Jena Radney 21 $50,273,600 18 $56,004,000 58 $106,277,600
2. Jane Lee 102 $31,480,455 79.5 $42,617,532 181.5 $85,097,967
3. John Morrison 66.5 $52,330,898 35 $31,944,578 101.5 $84,275,456
4. Paige Dooley 20.5 $33,276,804 25.5 $47,895,550 46 $95,171,354
5. Connie Doman 39.5 $30,975,474 275 $24,607,438 67 $55,583,912
6. Kim Alden 29.5 $12,620,501 113 $42,188,453 142.5 $54,808,954
7. Holly Connors 59 $33,276,804 41.5 $20,646,764 100.5 $53,983,564
8. Maria Delbocco 45.5 $23,733,250 47 $28,954,825 92.5 $52,681,087
9. Sarah Leonard 74.5 $270,02,796 69.5 $22,201,923 144 $49,204,720
10. Daynae Gaudio 125 $46,691,930 0 $0 125 $46,691,930
11. Leslie McDonnell 55.5 $26,152,249 37.5 $18,685,782 93 $44,837,931
12. Deen Tubeoka 32.5 $23,542,075 19.5 $13,620,728 52 $37,162,753
13. Craig Fallico 46.5 $23,314,000 35 $19,555,400 81.5 $42,860,400
14. Pam MacPherson 17.5 $22,418,500 21 $18,995,715 38.5 $41,414,215
15. Anne Dubrey 32 $27,935,100 12 $12,322,500 53 $40,257,600
16. Miles Bivov 5.5 $22,258,500 2 $17,575,000 7.5 $39,833,500
17. Ann Lyon 8 $29,350,000 8 $9,392,500 16 $38,742,500
18. Joanne Hudson 19 $32,389,525 5 $3,563,250 24 $35,952,775
19. Jacqueline Listof 8.5 $27,233,250 30 $27,233,250 38.5 $67,469,500
20. Susan Maman 10 $19,711,921 8.5 $13,761,500 18.5 $33,473,421
21. Vasilekaran Janarthanan 26 $1,872,700 47 $20,626,800 73 $22,599,500
22. Missy Jerkita 215 $22,991,310 8 $6,909,000 29.5 $29,890,310
23. Beth Gobler 10 $13,545,000 12 $12,322,500 53 $25,867,500
24. Lisa Wolf 45 $50,617,615 22.5 $6,646,096 67.5 $57,263,712
25. Ted Plisk 13.5 $12,754,350 19.5 $14,011,341 33 $26,765,691
26. Megan Masseck Bradley 7 $20,605,936 8 $12,381,000 15 $32,986,936
27. Jen Stanwell 47 $26,710,899 40.5 $12,433,100 87.5 $40,144,000
28. Kati Spenski 19 $10,077,958 13.5 $11,999,427 32.5 $23,097,385
29. Andrew Mrowiec 8.5 $11,626,701 7 $1,177,201 15.5 $12,803,902
30. Abhigj Leekha 18 $5,818,900 37 $18,074,942 55 $26,993,824
31. Nicholas Solano 36 $23,735,895 0 $0 36 $23,735,895
32. Mara Heilings 7.5 $22,883,615 3.5 $10,790,000 11 $33,673,615
33. Bill Fleming 33 $19,882,604 7 $4,284,513 40 $24,167,117
34. Kathryn Mangel 6.5 $14,617,500 4 $8,450,000 10.5 $23,067,500

### # First Name Last Name
#### List # List $ Sell # Sell $ Total # Total $

35. Matthew Messel 37.5 $13,706,875 21 $9,175,533 58.5 $22,882,408
36. Linda Little 40 $22,796,506 0 $0 40 $22,796,506
37. Cheryl Bonnik 40 $22,796,506 0 $0 40 $22,796,506
38. Kathryn Moat 1 $2,899,000 9.5 $19,827,000 10.5 $22,726,000
39. Marge Brooks 75 $8,741,000 13.5 $13,695,000 21 $22,436,000
40. Andrea O'Neill 15 $17,170,000 5 $6,790,000 20 $22,420,000
41. Marlene Rubenstein 7 $5,982,450 21.5 $16,186,424 28.5 $22,168,874
42. Danny McGovern 22.5 $15,918,900 9 $6,399,000 31.5 $22,317,900
43. Nancy Gibson 17 $3,382,369 10 $6,455,121 27 $22,817,490
44. Samantha Kalamars 22 $11,910,920 18 $10,238,649 36 $22,149,569
45. Caroline Starr 21.5 $11,797,961 23.5 $10,248,800 45 $21,946,761
46. Nancy Mcnicholas 5 $10,092,750 8.5 $11,286,000 17 $21,388,750
47. Marina Carney 9 $15,376,710 3.5 $5,969,000 12.5 $21,345,710
48. Robb Morrison 19 $13,695,583 9 $7,245,000 28 $20,940,583
49. Karen Amens 6.5 $14,612,500 4 $6,325,900 10.5 $21,937,500
50. Alexa Mircich 8 $13,817,000 9.5 $13,068,750 14.5 $20,885,750

Disclaimer: Information is pulled directly from the MLS. New construction, commercial transactions, or numbers not reported to the MLS within the date range listed are not included. The MLS is not responsible for submitting this data. Some teams may report each agent individually, while others may take credit for the entire team. Data is filtered through the North Shore-Barrington Association of REALTORS® (NSBAR) and may not match the agent’s exact year-to-date volume. North Shore Real Producers and NSBAR do not alter or compile this data nor claim responsibility for the stats reported to/by the MLS.

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**TOP 150 STANDINGS**

**Teams and Individuals from January 1, 2022 to August 31, 2022.**

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<tr>
<th>#</th>
<th>First Name Last Name</th>
<th>List #</th>
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North Shore Real Producers - 61
# First Name Last Name List # List $ Sell # Sell $ Total # Total $

135 Mark Kloss 14 $6,909,300 10 $4,879,000 24 $11,788,300
136 John Mawicke 6 $10,895,936 1 $826,000 7 $11,721,936
137 Shelley Shelly 3 $9,485,000 1 $2,165,000 4 $11,650,000
138 Caroline Gau 14.5 $8,300,955 4 $3,329,000 18.5 $11,629,955
139 Benjamin Hickman 15 $4,299,400 20 $7,232,900 35 $11,532,300
140 Izabela Dianovsky 3.5 $10,389,000 2 $1,124,000 5.5 $11,513,000
141 Anita Olsen 30 $11,508,255 0 $0 30 $11,508,255
142 Amy Foote 19.5 $6,201,936 16 $5,224,592 35.5 $11,426,528
143 Harris Ali 7 $2,569,250 21 $8,798,500 28 $11,367,750
144 Jennifer Stokes Habetler 22 $8,200,500 5 $3,090,990 27 $11,291,490
145 Maria Ruiz 27 $10,051,090 5 $1,216,900 32 $11,267,990
146 Marla Schneider 10 $5,753,650 11.5 $5,434,500 21.5 $11,188,150
147 Venera Cameron 3 $794,900 28 $10,370,260 31 $11,165,160
148 Sheryl Graff 8.5 $6,929,500 5 $4,224,000 13.5 $11,153,500
149 Joan Couris 29.5 $7,859,662 12.5 $3,275,768 42 $11,135,430
150 Brooke Bakalar Sloane 3.5 $3,539,000 5 $7,595,000 8.5 $11,134,000

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