



## A Message from Your President...



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I'm always excited for the changing of seasons. I love watching our valley go from bright, summery greens to the vibrant oranges and reds before we approach the cold winter. But what I love most during this season of change is the opportunity to reflect. I reflect on new beginnings, things I've learned and experiences I've gained. The Thanksgiving season is a favorite of mine because we focus more on the things we are grateful for and there is very little expected except some great food and family time.

I'd like to pose a few questions for us all to reflect upon.... Are we focusing on abundance or scarcity? Lower inventory + higher number of agents, or whether there is enough work to go around? When we start to feel threatened in our business, how do we, or should we, react?

*I challenge you to react with kindness.*

I'm told of phone calls that consist of yelling, hurtful words, and threats of action from an attorney, which then abruptly end when one agent just hangs up. I hear of agents refusing cooperation with one another because of disagreements or misunderstandings. Has the market become so challenging that we've forgotten professionalism and mutual respect?

The Cache-Rich Association of Realtors® is known across the state as different and unique because we value the relationships we have with one another. There is a special closeness in our Association that is not found in neighboring boards. I want to keep it that way!

Next to our clients, our relationships with each other as colleagues are the second most important relationship we have in this industry. I hope we will work to resist letting anger rear its ugly head when times are tough, or not going the way we would hope. We can still be firm and represent our clients well without being mean, rude or unprofessional. We have worked hard to set ourselves apart from the rest. Let's not allow the challenges we face change that.

At the start of this new season, let us remember to have an attitude of gratitude. Let's be grateful for the opportunity we have to work in this industry, and be a little kinder to one another. Reflection is a great time to review where we are, and where we want to go. Take a few minutes to do a self check, make adjustments where needed and move forward.



▶▶▶ **Date Change Due to Weather** ◀◀◀

**Fall Family Social - Thursday, October 6th**

5:00 to 8:00 pm (dinner served throughout)

American West Heritage Center, Outdoor Pavilion

If you did RSVP but can no longer attend due to the date change,  
please contact the Association Office and cancel your tickets.



# CALENDAR ITEMS & UPCOMING EVENTS

## Installations & Awards

Recently, the Board of Directors made an adjustment to the Business Meeting & Luncheon schedule, with the recommendation of the Committee in charge. The Installation of new officers AND the awards program with now (both) take place at the December Business Meeting & Luncheon.

### WHAT THIS MEANS...

The biggest change that takes place as a result of this decision is that it's time to start thinking about 2016 awards NOW, instead of in January.

- ❑ October 10 - Award applications & nomination forms will be available on the CRAR Website
- ❑ November 9 – Deadline for submitting applications & nominations
- ❑ December 7 – Installations & Awards Banquet

### DECEMBER MEETING SCHEDULE...

Installations will be held at the start of the meeting, with our special guest, Chris Sloan, past UAR President swearing in the new officers. Our Association President, Karen Bradley, will then offer a “thank you” to the 2016 officers and committee chair people for their service during this year. Finally, we will recognize the outstanding agents who are recipients of the 2016 Awards.

### AWARD & DESCRIPTIONS...

#### Realtor® of the Year

Given to an outstanding REALTOR® who has consistently, year to year, proven dedication to clients, customer and the community.

#### Rookie of the Year

Given to a newcomer to the field of real estate who has proven to be an outstanding REALTOR® in a relatively short period of time.

#### Affiliate of the Year

Given to an Affiliate for showing exceptional interest in the REALTOR® Association, and who has committed time and resources on its behalf.

#### “Hart” Award

Given to a member who has gone above and beyond the call of duty to help her clients, customers and community.

#### Standard of Excellence

Given to someone who understands and follows the REALTOR® Code of Ethics in their real estate profession.

#### Good Neighbor

Given to a someone who exceptional contributions to the community this past year.

#### Service Award

Given to a member for “going the extra mile” to help the REALTOR® Association, its members and the community.

#### Presidential Award

Given to someone for their consistent promotion of the right to private property ownership.

### OCTOBER 2016

- 3 Fall Family Social  
AMERICAN WEST HERITAGE CENTER
- 13 GRI-300 Legal Aspects (Day 1)  
16 HR CORE CE @ CRAR
- 14 GRI-300 Legal Aspects (Day 2)  
16 HR CORE CE @ CRAR
- 19 Board of Directors Meeting
- 27 “Mortgage Lending Need to Know”  
4 HR CE @ CRAR

### NOVEMBER 2016

- 2-7 NAR Convention  
ORLANDO, FLORIDA
- 16 Board of Directors Meeting
- 17 New Member Orientation
- 17 “Code of Ethics”  
3 HR CORE CE @ CRAR
- 24 Thanksgiving Break  
ASSOCIATION OFFICE CLOSED
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ASSOCIATION OFFICE CLOSED

### DECEMBER 2016

- 1 “Forms”  
3 HR CORE CE @ CRAR
- 7 Installations & Awards Banquet  
RIVERWOODS CONFERENCE CENTER
- 26 Christmas Break  
ASSOCIATION OFFICE CLOSED

*Calendar Items can be found on our website or by watching for the weekly calendar items email sent out by the Association Office.*

# professionalism

*noun* / pro-fes-sion-al-ism: the skill, good judgement, and polite behavior that is expected from a person trained to do a job well.

# TIP

## Working through the Generational Gap



- ✓ Veterans – 1930 to 1945
- ✓ Baby Boomers – 1946 to 1964
- ✓ Generation X – 1965 to 1976
- ✓ Generation Y – 1977 to 1990
- ✓ Millennials – born since 1991

Five generations work side-by-side in today's workplace. Although each person is an individual with his/her own personality, shared experiences shaped the generations and influenced their work styles. Recognizing the strengths and values of each one promotes respect for diversity and fosters cohesiveness within the workplace.

**Be aware of preferred work styles:** Veterans tend to prefer detailed directions and guidance. Baby Boomers work best in teams, value meetings and ask for direction when needed. Gen Xers, many of whom grew up as “latchkey” kids, are independent, resilient and adaptable. They work best when they are empowered to work alone to get the needed result. Gen Yers respond well to workplace structure, challenges and coaching. Like Boomers, they work well in team situations.

**Adopt effective communication techniques:** Veterans are used to formality — a memo, personal conversation or a phone call. Baby Boomers also respond best to personal contact but have adapted to voice mail and e-mail. Gen Xers expect the direct, immediate response that e-mail and instant messaging bring, while Gen Yers and Millennials have communicated via technology all their lives. It's no surprise that they find cell phones, texting, and social networking essential and effective.

**Identify the most successful feedback techniques:** Veterans understand “no news is good news” and expect feedback only when a goal is met. Baby Boomers expect corporate accomplishments to be recognized through promotions, a hierarchy of titles and a yearly pay raise. Gen Xers and Gen Yers both seek immediate and continual feedback to assure they are on target with organizational goals. Gen Yers, especially those raised with high expectations and much praise, appreciate immediate rewards.

**Understand expectations of work/life balance:** Veterans and Baby Boomers believe hard work leads to success and expect to adapt personal life to the needs of the organization. Gen Xers enjoy challenging work but want balance in their lives. Gen Yers are committed to their careers but expect to use the flexibility of time and technology.

**Recognize the different reactions to conflict:** Veterans grew up respecting authority and utilizing the corporate chain of command. Baby Boomers look for team consensus. Gen Xers prefer to resolve problems immediately and directly, while Gen Yers proactively utilize the conflict management skills taught during their school years.



ADVOCACY + ETHICS + EDUCATION



# UAR Forms Update

## Secondary “Backup” Contract Addendum (Form 18A)

This addendum was updated to allow for the Seller and the Buyer in backup position to set contractual deadlines in the event the Backup Buyer is moved into primary position. The purpose was to eliminate ambiguities that often surrounded backup contracts and their respective deadlines.

## Seller’s Notice to Backup Buyer of Termination of Primary Contract (Form 51)

When a Seller has a Buyer in backup position, the Secondary “Backup” Contract Addendum requires that the Seller notify the Backup Buyer when the primary contract is canceled. By using this form, the Seller can easily give notice to the Backup Buyer.

## Seller’s Notice of Withdrawal of Counteroffer (Form 52)

This form allows a Seller to rescind a counteroffer made to a Buyer. This form can only be used prior to the counteroffer being accepted.

## Buyer’s Notice of Withdrawal of Offer/Counteroffer (Form 53)

This form allows a Buyer to rescind an offer made to a Seller. This form can only be used prior to the offer being accepted.

## Closing Costs Addendum (Form 54)

This addendum clarifies how much the Seller is agreeing to contribute towards the Buyer’s closing costs and defines closing costs.

## Personal Property Transfer Agreement & Bill of Sale (Form 55B)

This form facilitates the transfer of personal property with the sale of the real property. In section 1.2 of the REPC, it states that the sale of personal property will be done with a separate bill of sale. The Personal Property Transfer Agreement (“PPTA”) serves as the separate bill of sale.

## Addendum to the Personal Property Transfer Agreement & Bill of Sale (Form 55C)

This is an addendum to the PPTA.

## Inventory List of Personal Property (Form 55D)

This form is to explicitly list all the personal property that are to be included in the PPTA. This form is required to be filled out when using the PPTA.

## Single Party Compensation Agreement & Agency Disclosure (Form 56)

This form allows a brokerage to represent a Seller for a transaction with an explicitly named buyer. It also details exactly what a brokerage’s compensation is if the named buyer ends up purchasing the property. To be clear, this is not the listing agreement. The brokerage is not going to be marketing the property to other prospective buyers and the brokerage is only authorized to represent the Seller in dealing with the named buyer.