

MEET YOUR NEW *Leadership*

A new year means new faces bringing fresh perspectives and leadership to the Columbus REALTORS® Board of Directors.

As a way to get to know our new leaders, we came up with a list of questions – fun and professional – and asked our new BOD members to choose their favorites.

And their responses did not disappoint!

We are proud to introduce the newest leaders of 2023.



QIANA JONES
DIRECTOR

What's the best book you've read recently?

Hard question. I'm an avid reader and like re-reading books, so I have one old and one new book. The best book I've read recently for the second time is the Year of Yes by Shonda Rhimes. This book always motivates me to step out on faith and try new things. The best new (to me) book I've read recently is Mindset by Carol Dweck. It helped me understand my mindset, how to make changes. Having a better understanding of fixed and growth mindsets helps me interact with others.

What's the best concert you've been to?

Mary J. Blige Good Morning Gorgeous Tour 2022. I love going home to Cleveland for concerts, we know how to party! Mary J. has been my favorite artist since high school and I was able to enjoy the concert with my mother. Can't believe I'm at the age where hanging with my mother is cool!?

What's a charity or cause that you support?

I wholeheartedly support shrinking the racial wealth gap by creating multi-generational wealth for the black community through home ownership. We've already lost out on so much from historical barriers, I have an obligation and duty to work towards breaking down the barriers to homeownership that still exist while educating the community to rise above anything trying to hold us down.

What's something you find challenging about your work?

At times I get emotionally involved with my clients as the home buying or selling journey is an emotional one. We build such a relationship during the process, I have to tell them we are not breaking up at the closing table! But when it doesn't work out, I am just as heartbroken as they are. Delivering bad news to them is very difficult.

What's something that you're proud of in your professional life?

I'm proud of the reputation I have worked hard to build as a trusted advisor to the community I serve and being considered a voice for those unserved and under-served. To be recognized nationally as an Emerging Leader in 2019 and 2021 was very special.

What's the best piece of professional advice you've ever received?

"Business is a contact sport, if you're not making contacts then you're not doing business." Every day I should be meeting someone new that can either help me with my business or bring me new business. This saying rings true and I've met some pretty awesome people along the way.



TONY MACALUSO
DIRECTOR

Do you have any hidden talents or hobbies?

I am the epitome of a “Jack of all trades, Master of none”, but I have gotten pretty good at a few things. People are surprised at my gymnastic skills, my roundoff is spectacular. I’m skilled at electric, plumbing, roofing, flooring, and most handyman work. I’m a damn good auto mechanic. I love to play guitar, piano, drum, and try new instruments. I love discussions about physics or astronomy. I enjoy being the person that reads the reading at my church. I’ve coached over 70 teams for my kids’ youth sports teams. And I love to cook.

What’s the craziest thing you’ve ever done or seen before?

The summer after high school graduation, I visited my sister in Colorado. I didn’t have an agenda and spent about 2 months out there. I really didn’t have a ‘return home’ plan, but on a random Thursday, a buddy called me to let me know he was having a party the next night. So I packed up my stuff and hit the road. 27 hours later, I was pulling into Columbus just in time for his party.

What’s the weirdest food you’ve ever eaten?

I will put almost any leftovers in an omelet, including General Tso’s. Any mexican food is perfection; a meatball omelet is also a standard go-to; steak makes a lot of sense, but also a burger, brat, barbeque, or even a hot dog will do.

What’s a skill you’d like to improve on?

Develop and appreciate routine. I am not a creature of habit. I’ve joked that each time I get out of my car, I consider climbing through the window versus opening the door – I almost always use the door. I know the value of time blocking and sticking to it, but I also enjoy putting out fires and accomplishing tasks as they come to me. In 2023, I am going to work on sticking to a time blocked schedule.

What’s something that you’re proud of in your professional life?

I am most proud of is the culture that I built when I was a manager of a real estate office with 100+ agents. For five years, I built connections with each agent and fostered the culture of togetherness and helpfulness. I loved seeing my agents build their businesses, but more so seeing my agents help one another and be an asset to their communities is what made me the proudest.

What’s your most interesting/embarrassing work story?

This was with one of my first clients, and I was so excited. I scheduled showings, printed off reports, and researched each property. We got to the first showing and I didn’t have my eKey to get into the lockbox (this was back before smartphones). So we drove across town, got the eKey and went back to the first showing. We got through the day, but Chris was not too impressed with me. I couldn’t blame him that he didn’t return my calls after that.



ERIN OGDEN OXENDER
DIRECTOR

What’s the best concert you’ve been to?

James Taylor, Schottenstein Center, 2018. Everyone in the arena was a true fan. Every song was an emotional outpouring and it was a brilliant night of music and entertainment from one of the greatest singer-songwriters of all time. I’ll never forget the energy surging through the crowd or the joyful singalongs throughout the show.

What’s the craziest thing you’ve ever done or seen before?

Feeding spider monkeys in the jungle of Costa Rica was by far, the craziest experience I’ve enjoyed. Just to be in a Costa Rican jungle was thrilling enough, but having the opportunity to feed these unique animals out of my hand left an indelible memory that I still cherish.

What’s a charity or cause that you support?

Hope Hollow is a local non-profit agency I am passionate about supporting. Kevin and Jane Clark started Hope Hollow in order to help patients and families enduring cancer treatment in the Columbus region. They provide lodging, meals, transportation assistance, and emotional support, at no cost, to cancer patients and their loved ones, who are financially in need.

What’s a skill you’d like to improve on?

I am always working to improve my listening skills because it consistently leads to a better understanding of a situation, and people in general, and offers more opportunities to learn. I’m continually reminded that my relationships grow deeper when I listen more and talk less.

What’s something that you’re proud of in your professional life?

A few of the stand-out moments in my career have been when we’ve been able to help a client stay in their beloved home; getting to the root of a client’s true motivation to buy or sell; or discovering that the financials can be reworked through a better loan product. I’ve learned that for me, it’s about helping people find the best outcome for their unique situation, and being a resource and a guide to achieving their goals is the ultimate reward.

Who inspired you to pursue the career you have today?

My business mentor and trusted confidant is Sue Lusk-Gleich. She has been a life-long source of inspiration for me as a mentor, bonus family member, and beloved friend to my parents throughout my entire life. I’ve watched Sue work tirelessly on behalf of her clients and colleagues for decades. I’ve watched, listened, and continue to learn about the real estate industry, client care, and business development from Sue, and our relationship is one of the greatest joys of my life.



JEREMY PAPE
DIRECTOR

Do you have any hidden talents or hobbies?

In my free time, I love being a dad to my three awesome kids. Being a pilot and DIY stuff. My wife and I enjoy taking them on all of life's adventures. We are avid skiers, boaters, swimmers, & DIYers. If you can't find me on the slopes or on the water—check Home Depot. I love projects, working with my hands, and seeing my ideas come to life.

What's the craziest thing you've ever done or seen before?

Flying C-130's! I flew a lot of combat missions in my military career. I was a C-130 pilot in the US Air Force National Guard and had the opportunity to fly in the Iraq War and Enduring Freedom. Had a chance to experience a lot of crazy, just get me chatting:)

What's a charity or cause that you support?

My wife, Amanda and I, have led Team CRT across the Pelotonia finish line as Captain and Co-Captain for over 6 years. We enjoy hosting our annual CRT, Realtors® Charity Golf Scramble every summer. This event allows us the opportunity to fundraise for cancer research while being able to highlight those who have been affected by this disease. Every year our outing & riding team grows. In 2022, we surpassed our fundraising goals and hit over \$100k since we began this incredible ride.

What's something you find challenging about your work?

Everything, and I love it! This is the reason that I love our industry and my career. It is tough, rewarding, challenging, frustrating, and never finished. You can always keep learning and improving your skills and trade. I love to be proactive and think a few steps ahead.

What's something that you're proud of in your professional life?

I have been honored to have received many of the industry's top awards and recognitions throughout my career; including the Lifetime Achievement award and Broker of the Year—these were great accomplishments. However, I would have to say the thing I am most proud of in my real estate career is opening the doors to my very own brokerage. Becoming a Broker has allowed me to make a difference to the agents and the industry. It has given me excitement to pursue a lifelong career with passion and creativity that can't be constrained.

What's the best piece of professional advice you've ever received?

When I was taking a class at Columbus Realtors, the instructor gave us a piece of time management advice. He said that when asked a question, the answer should either be “No” or “Hell Yes!” This eliminates all of the “maybe, I think so, possibly” remarks that will only cause you more lost time and energy.



IAN THICKSTUN
DIRECTOR

What's the best book you've read recently?

My most recent read was “A Very Punchable Face” by Colin Jost, sometimes nice to just read for fun and enjoy the humor. Reading for knowledge is always important, reading for enjoyment can be like a little vacation for your brain.

Do you have any hidden talents or hobbies?

Travel is probably my favorite hobby. I love to have a mix of winter and summer vacations – I skied Big Sky Montana last year, and looking forward to skiing Park City this coming season. As for sailing, who doesn't love boats?! We chartered a catamaran this past summer with friends for a 9 days sailing adventure in French Polynesia, truly a trip of a lifetime.

What's a charity or cause that you support?

Ready for Kids Foundation supports families adopting children. The adoption process can be tough and expensive. At Ready for Kids, they assist families with some of the financial stresses with the adoption process. We support this organization, Having been through the adoption process ourselves, it's important to us to support this organization and it's mission. I have seen some of the surprises a great family could struggle with and unfortunately have seen families have to pause there adoption, heartbreaking with all the work and love that goes into an adoption. It truly takes a village.

What's something you find challenging about your work?

In real estate, our time is not our own; working weekends and evenings often comes with the territory. I have learned that it is extremely important that I attend to my support network, as well as my business. Time management is often an area where I slip. As an agent, I find that I am willing to ensure the success of my clients and my business, whether I'm on a mountain top skiing or out on a boat cruising. Work is what allows me to travel in the first place, but it's also important to have boundaries and make time to unplug every once in a while.

What's something that you're proud of in your professional life?

Being elected by my peers to the Board of Directors is truly a great honor and responsibility in my professional life as a REALTOR®. It has always been important for me to be involved in the industry, especially through local, state and national committees. I have seen how much our industry and our involvement can impact our daily lives, our business, and our profession.

What's your most interesting/embarrassing work story?

I split my pants getting into my car headed to a showing (no time to change). I had to admit to my clients what happened immediately, just in case they saw the back of my thigh. Fortunately, my clients thought it was hilarious!



JAIMINE JOHNSON

COMMERCIAL DIRECTOR AT LARGE

What's the best book you've read recently?

The Most Powerful Women in the Room is You – this book was a great global thought process. Not everyone has a road map on reaching success, the question is how to get there.

Do you have any hidden talents or hobbies?

I enjoy working in my back yard and creating my oasis. Swimming, gardening, planting flowers, listening to music, and meditation.

What's the best concert you've been to?

The Grammy's, the single best music experience.

What's the weirdest food you've ever eaten?

My father asked me to try cow tongue; to this day, it is still a hard no!

What's a charity or cause that you support?

Bridgeway Academy (*autism*): I fell in love with the children, the founders and the vision they have to help the children and young adults. Ronald McDonald House: because they simply give a gift in your most trying time as a parent. Baymark (*substance addiction*): we built 32 addiction clinics supporting what I feel is one of the largest needs in the world. I have found that supporting anyone that is in need speaks to me. Allows me to pay forward, and that is something that is my 'why'.

What's a skill you'd like to improve on?

Public Speaking. I have always enjoyed celebrating others, vs. being in front of others. I love being the behind the scenes person. I have reached a time in my life that I am being pushed to the front. I want to feel comfortable in making that change happen.

Who inspired you to pursue the career you have today?

I have been blessed to have many great leaders that have helped me in my career. My start was my father. Then Don Kenney came along, and made me see my career through a different set of glasses. He pushed me to have the courage.

What's the best piece of professional advice you've ever received?

"Most successful people get there not by shortcuts, but by hard work." I knew from the start that putting my nose down and doing what no one else was willing to do was the way to get to what I wanted to achieve.



KATIE CROCCO

REGIONAL DIRECTOR

What's the best book you've read recently?

Harry Potter!!! I reread this series nonstop. Not only are they entertaining but there are so many life lessons in there that you can never hear too often. I think more than ever, those lessons need to be heard by adults just as much as children. It keeps me grounded.

What's the craziest thing you've ever done or seen before?

I feel like the craziest thing I've ever done is to climb the Sydney Harbor Bridge while I was doing a month in Australia alone after college. I don't do enough stuff like that anymore, time to get back at it!

If you could shrink down any animal and carry it around in your pocket, which one would you choose?

Let's be honest, it's no mystery that if I could shrink any animal and keep it in my pocket, it would be a cat. I mean, I have a Harry Potter on one arm and a cat on the other. My priorities are clear lol!

What's something you find challenging about your work?

The most challenging part of my career is finding that work life balance. I really struggle to say 'no' but at the same time I'm not the best at asking for help. I'm working on it, but change is hard.

What's your most interesting/embarrassing work story?

I won't go with my most embarrassing story as it's indecent, but we did have a listing once where there was a crazed rooster, so we had to meet every showing there and before the buyers group could get out of the car, we had to chase down the rooster with a 5 gallon bucket and put it over the rooster. Then wait for the showing to finish and buyers group to leave, have our car door open and ready for us to dive in after we pulled off the bucket and ran!

What's the best piece of professional advice you've ever received?

The best piece of advice I ever got was "We don't sell houses, we help people solve problems." Never solve one problem by creating another. People will remember that you helped them, not sold them.



KRISTIN ROSAN
AFFILIATE DIRECTOR

What's the best book you've read recently?

Apples Never Fall by Laine Moriarty – a classic murder mystery with a twist at the end. What's not to love about that?

What's the best concert you've been to?

My favorite concert was Dua Lipa, not because I love the artist or her songs, but because I took my teenage daughter and her friends and loved seeing them sing, dance, and thoroughly enjoy the concert.

What's the craziest thing you've ever done or seen before?

I went ziplining with my family about a year ago in Hocking Hills and only made it through three towers before I quit. My husband said my face was blue, and he was worried I was going to have a heart attack or faint, or both!

What's a charity or cause that you support?

My husband and I are benefactors of Ohio University and are involved locally with Golden Endings Golden Retriever Rescue.

If you could shrink down any animal and carry it around in your pocket, which one would you choose?

I'd pick two, our Golden Mia and our Maltipoo Bella.

What's something you find challenging about your work?

Staying at all times humble and compassionate. Clients come to me with problems; some are big, some are not, but all are important. It is easy to get so caught up in the "to-dos" and forget the human side of client work. I must always provide my clients with a service that is skilled but also empathetic and non-judgmental.

What's something that you're proud of in your professional life?

During the mortgage crisis, I helped a client pro bono save his home. It was a lot of work and took a long time, but no fee could compensate for my happiness when we succeeded.

What's your most interesting/embarrassing work story?

I'm not great with names (working on it), and during a meeting, I got an attendee's name wrong at least a half dozen times over the course of an hour. To this day, I know their name, and they've never let me forget the awkward meeting.



KRISTY DANIEL
COMMERCIAL ADVISORY BOARD DIRECTOR

What's the best book you've read recently?

A book that I have recently read and loved was "The Many Daughters of Afong Moy" by Jamie Ford. I enjoy books that go through different periods of time, and this is about eight generations of women and how each of their lives were impacted by their past descendants, both good and bad. It really makes you think about your own life and those family members before you.

What's a charity or cause that you support?

My family founded The Linda W. Daniel Foundation, established in memory of my mother-in-law who died in 2000 of Multiple Myeloma. The mission of the foundation is to challenge the athlete in all of us to fight cancer. Each year, a significant percentage of all cancer deaths are linked to poor diet, physical inactivity and carrying too much weight. The foundation encourages daily movement and healthy eating habits to help prevent cancer. Some key initiatives the foundation supports include Move Me Monday, which is designed to help promote cancer prevention awareness, raise funds to support leading cancer organizations, and encourage a more active lifestyle; and Kicking Cancer youth soccer camps, which are dedicated to teaching children the game of soccer, the benefits of being active and educating parents on ways to help prevent cancer.

If you could shrink down any animal and carry it around in your pocket, which one would you choose?

If I could shrink one animal to carry in my pocket, it would be my Frenchie Milo.

What's something you find challenging about your work?

I think like most, trying to find the balance between work and home responsibilities can be challenging at times.

What's something that you're proud of in your professional life?

I'm proud of the strong relationships I have built with clients and peers in the industry over the past 23 years. It takes many years to form and sustain these relationships, in and outside of the actual transactions.

What's something you find challenging about your work?

I think like most, trying to find the balance between work and home responsibilities can be challenging at times.

What's the best piece of professional advice you've ever received?

From the very start of my career, my father would always say "you need to be respected before you are liked". It took many years for this to resonate but its proven itself in time.



RODELYN FRIJAS

DIRECTOR AT LARGE

What's the best book you've read recently?

The Gap and the Gain by Dan Sullivan and Dr. Benjamin Hardy. This impactful book taught and motivated me to be grateful for every experience and to live life based on my own measurement of success, without comparing myself to others.

Do you have any hidden talents or hobbies?

I'm a 2nd Degree Black Belt in Taekwondo. Though I haven't trained in a few years, the values I've learned remain inherent – discipline, awareness and controlling of my actions. I apply what I've learned in my everyday life and profession. Also trained in self-defense tactics, I am aware of my surroundings when I encounter unfamiliar territory or uncomfortable situations.

What's a charity or cause that you support?

The iamstonefoltz FOUNDATION – the organization's mission is focused on eradicating hazing and prevention of deadly effects of alcohol poisoning by educating students and parents. I personally know the Foltz family and have learned about the unimaginable loss they endured by the death of their family member, Stone Foltz. I stand behind the positive change they continue to encourage within the community.

What's a skill you'd like to improve on?

Let's face it, as a REALTOR®, mother and wife, work-life balance can sometimes be a struggle. It can often feel like there are not enough hours in the day! Essential and effective time management can be a challenge of mine. I realize making simple changes in my habits, such as planning and time blocking throughout the day, are key to successfully managing my time. I also find that waking up extra early in the morning and starting with a positive mindset, helps create the cadence of how my day goes.

What's something you find challenging about your work?

Most challenging is learning to say "no," or "not right now." There's so much I would like to be involved with in the real estate industry, but I also realize focusing on balancing my time and prioritizing is what's most important. There are many opportunities out there, but spreading myself thin will not have the best growth results. For now, I am excited to be Director At Large for Columbus REALTORS® and part of the 2023 Leadership Academy Class.

What's something that you're proud of in your professional life?

My passion for involvement and making connections within the real estate industry. In 2022, I served as President for the Powell Area Realty Association and focused on bringing value to weekly meetings and growing membership. I recently became a founding member of AREAA Columbus Chapter.



JENNIFER RUSSELL

REGIONAL DIRECTOR

What's the best book you've read recently?

How to Win Friends and Influence People – In today's world where more and more of our communication takes place through texting and email this book teaches you how to stay better connected to people and build relationships.

What's the weirdest food you've ever eaten?

Turtle – I went camping with my family and one of the people we went with caught a turtle and decided to cook it up for everyone to eat. It kind of tasted like chicken, but a lot chewier.

What's a charity or cause that you support?

My local Humane Society – I used to be a veterinary technician and I love animals, so I am on the Board of Directors of the Marion Area Humane Society and I volunteer there when I can.

What's a skill you'd like to improve on?

My relationships with past clients. With my kids and husband being my top priority, it is sometimes hard to keep up communication and relationships with past clients and I am working on reconnecting with them and making sure they know that I am still there for them.

What's something you find challenging about your work?

Time Management – When you do most of your work from home, distractions can get in the way of work. I need to do a better job of time blocking my day and going into the office to help me stay focused and on track.

What's something that you're proud of in your professional life?

Receiving the REALTOR® of the Year Award. I have had many sales awards in my career, but this award meant more because I do a lot of volunteer work in my community, and it was nice to be recognized for the time and heart I put into many local charities and non profit organizations.

Who inspired you to pursue the career you have today?

My grandparents were both REALTORS® and they needed help with entering things on the computer, marketing and electronic documentation. Since I had just had my children and was staying home to take care of them, real estate really worked for me to be able to do that.

What's your most interesting/embarrassing work story?

I accidentally texted a client a message that was meant for my husband. I was texting my husband the same time that a client was also texting me, and I told my client that I loved them and I would see them at home soon.