

Higher power:

Here is my business vision, for my Real Estate and Investment company, this or something better, if it is your will for me: My business vision is to be very well paid, for providing tremendous value to the clients and communities I want to serve and the team that helps me serve them. I want to do this by using the gifts and experience HP has given me to be of the best service in the world, in the way HP wants me to be. My vision is to do this with an impact-focused, true triple-bottom-line approach - People, the planet, and profits and our impact on them are key things to account for in all decisions. We strive to always feed multiple birds with one seed.

My vision is to work in the real estate space and to help break the cycles of poverty, despair, hopelessness, and fear so many experience, while creating peace and prosperity for all I serve. I would like to specifically focus on those recovering from addiction, coming out of homelessness, out of the prison system and foster care, and seniors and their families navigating the almost inevitable challenges that arise. I would like to use my skills and expertise to unlock the security that real estate can provide from stable housing to jobs and income to wealth creation. I would like my business and myself to exemplify what is possible when the right things are done for the right reasons.

While we are in sales, we are truly consultants and educators whose primary work is to inform and empower people to be able to make the best decisions for themselves possible. Ideally, we are part of that solution and have a service and way for delivering they are aligned to.

I would like for this business to create opportunities and to be a lever for others to get where they want to be. My vision is to help the team and our clients unlock their highest and best purpose in life due to having come into contact with us. Whether this is through creating paths and education around financial well-being, providing them great wages, or helping them buy, build, or sell their dream home. I want to create opportunity and equity in all forms for anyone who is aligned with what we do and how we do it.

I would like for us to provide services and create strategic partnerships in multiple aspects of real estate, as it is the hub of the wheel that the mission will roll on. Owning or buying related businesses like cleaning, yard maintenance, windows, painting, etc., providing jobs and training through them, which can lead to ownership. I would like to partner with local schools and provide opportunities for teens to tap into their hustle in a positive and not criminal way, as I often did. I would like to create relationships with the senior care, treatment, and probation systems to help build bridges over the rivers of despair and confusion their clients face. I would like to try and level the playing field for those earnestly seeking a new way of living.

I would like the business to have a leadership team that is committed to and aligned with the mission and the shared core values, that are true experts and passionate about their roles and the impact the work makes. There is a great culture that is cohesive and supportive, built on a foundation of clear, direct, honest, and kind communication. We show up for and support each other, and our clients. We have clear and effective systems and processes so everyone knows their lane and can perform well.

We work hard and take our business seriously, but we also have fun. We all volunteer and support causes outside of work, and we get to do things together. We go to games or concerts, we have company get-togethers and parties, we have a culture of competition, so give away prizes and trips, and gifts to acknowledge those who go above and beyond.

We pay our team well (noticeably above industry standards), and they perform even better. We demonstrate our respect and appreciation for them financially, and through our entire compensation model and the benefits we provide them. They get tons of PTO, insurance or insurance allowances, autonomy, and a true voice in things. We also create paths to an ownership interest in the company if they choose, or we can help invest in them to start their own company if there is a fit. We also create plans and paths not just to homeownership for our team members, but to becoming financially free and work actively to make that happen for them.

We work and focus our activities on a few core areas, and have built a system and process that can scale for a larger impact. The core areas we focus on are traditional real estate sales, sourcing and selling investment opportunities, buying and improving real estate (fix and flip and building new), owning long-term properties, and creating debt vehicles for funding and passive income for investors. Then we seek ways to improve efficiency and opportunities through strategic alliances or vertical integrations like charitable gifting of real estate.

We specialize in helping sellers with unique or difficult situations and serve them with compassion and professionalism. We consult with them to understand their goals and tailor a plan to help achieve them. Our expertise, relationships, and process give us multiple ways we can be of service, though we know and accept we are not the right fit for everyone. We can leave everyone better than we found them.

We do work with some buyers, but they are select groups or happen by accident as a result of our other activities, or to represent our sellers on purchases. We specialize in creating paths to home ownership using traditional and nontraditional means for our clients.

We create these opportunities through effective networking and marketing, using our ability to combine technology and information to educate as a unique differentiator. We combine that with good old-fashioned boots on the ground and direct contact methods.

We create investment opportunities for our team, our clients, and others, as well as for the company. We also use these opportunities in support of some of the nontraditional means to create ownership for people, like seller-carried or lease option strategies. In addition to that, we convert or create some of these ownership opportunities to provide transitional housing to the at-risk populations we want to serve.

We get to create events like education and networking for the communities we serve to help connect them to others who have been where they are and are examples of how to get through it or provide speakers to educate on strategies and tactics around real estate, business, money, and financial education.

All of this work and effort allows me to stay focused in the areas I can make the biggest impact and move the needle most, creating the freedom and opportunity to enjoy things I have delayed, and being compensated well for the value we bring to the market. This will also allow me to be in a position mentally, emotionally, physically, and financially to be helpful to my sons, sister and brothers, nieces, nephews, and cousins who need it, and other causes I want to support like all the outreach we do in the conferences. This also allows me to fulfill my vision of giving away \$1 Million in the next ten years, and to complete my new goal of doing a flip for Nonprofit per year starting in 2024 or sooner.

If this is your will for me, God, please show me the right actions to take on the path toward it. If it is not your will, please redirect my thinking and actions to be the person you would have me be. Thank you, God.