

the ALLIANCE

Celebrating LGBTQ+ People in Real Estate | VOLUME III, Issue 1 | 2025



Anchored
in PURPOSE

**JUSTIN "JZ"
ZIEGLER**
2025 National
President

We Take

PRIDE

in

Our

Community

Enact is proud to be an ally and advocate of the Alliance and the LGBTQ+ community.

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The greatness in you.™

alliance

LGBTQ+ REAL ESTATE

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THE LGBTQ+ REAL ESTATE ALLIANCE

realestatealliance.org

3

WELCOME to the alliance

our vision...

To create a world free of housing discrimination.

our mission...

ADVOCATE. ELEVATE. CELEBRATE.

Advocate for fair housing for all and promote LGBTQ+ homeownership. Elevate professionalism in the industry through education and networking. Celebrate diversity and inclusion in our members and allied partners.

our values...

**COMMUNITY
COLLABORATION
EQUALITY + EQUITY
INCLUSION
TRANSPARENCY
PRIDE**

our core belief...

We believe in accountable leadership to the members of the organization, as well as the practice of transparency from all members, in all things. We will be an organization that hears every voice and will reflect the values and ethics of its members.

A Glass Half Full...

I AM A GLASS-HALF-FULL GUY. Where others see the glass half empty, I see possibility. This is a time of volatile change in our world. The industry is in a state of reinvention. The wobbly economy has shaken consumer confidence. And the LGBTQ+ community is under assault. These forces are an opportunity to act with intention.

What I've learned is grandiose actions aren't necessary to make a difference. Our feature in this issue on Unsung Heroes is a perfect example of how people taking intentional actions to change things does, in fact, alter the status quo. I'm so proud of how our members are supporting the community.

Many people shy away from activism because they're not into politics. That's one facet of activism, but something equally potent is using "soft influence." Doing the right thing, doing good for others inspires and motivates others to do the same.

As you will read in my profile here, before my days in real estate, I did HIV/AIDS outreach. The experience taught me a lot about myself and the passion I feel about community, leadership and service.

When you follow your heart and observe the tiny actions that incite you, it will lead you to bigger things. This has been my personal experience with causes that have drawn me in.

What I see now as a glass half-full-guy, is the opportunity for a new generation of LGBTQ people to pick up the mantle and lead. We need you. Speak up. Get involved. Volunteer. March in a peaceful protest. Help the TGX community. Or LGBTQ kids. Do something that incites you again and again and again. Make a difference.


Take a cue from the Alliance members you read about here and all the ways they make a difference. For them, it all began with a single action. What will be the moment that calls you?

Happy Pride!



JUSTIN 'JZ' ZIEGLER

2025 National
President
LGBTQ+ Real Estate
Alliance

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Anchored in PURPOSE

Leading during times of uncertainty takes a certain focus. This 2025 National President is up to the challenge and focused on growing leadership.

IN THEIR FIRST MEETING, a new client sat across from Justin “JZ” Ziegler, hands folded, eyes uncertain. She wasn’t there to talk about pricing or staging – she was trying to decide if she could even take the first step.

Her title still listed her deadname, and the thought of going through a sale while being misgendered or misunderstood had kept her from moving forward for years. Using that name meant reopening wounds she had fought hard to heal.

“It wasn’t just about selling a house,” JZ recalls. “It was about making sure she felt seen, respected, and supported through every step of the process.”

For JZ, that experience wasn’t an outlier. It was a call to action. As 2025 National President of the LGBTQ+ Real Estate Alliance, JZ has seen firsthand that the community needs to be at the table to influence other leaders.

Before real estate, JZ worked in HIV/AIDS outreach, facilitating community-based efforts that focused on education, prevention, and support. Those early experiences shaped his values around community advocacy, especially now as the trans and nonbinary (TGX) community faces increasing attacks. “In the ‘80s and ‘90s, lesbians and other women in our

community stood with us, even when HIV wasn’t affecting them directly,” he recalls.

“It’s not about **checking a diversity box** . . . It’s about ensuring that every person, regardless of their identity, has **access to fair and equitable homeownership** opportunities.”

-Justin ‘JZ’ Ziegler

Having witnessed this power of solidarity, JZ has a clear understanding: the LGBTQ+ community is strongest when it speaks for all in a unified voice. He describes the current wave of anti-LGBTQ+ legislation and rhetoric as more than political noise; it’s an effort to divide the community.

“What they’re really trying to do is separate us, because we’re weaker when we’re apart,” he says. “They are removing the ‘T’ and the ‘Q’ from ‘LGBTQ’ to divide us. We need to stand as a community.”



Justin 'JZ' Ziegler boasts an impressive resume of business and community leadership:

- 2025 National President
- 2022 Atlanta Chapter President
- LGBTQ+ Real Estate Alliance
- Board of Directors – Atlanta Assoc. of REALTORS®
- State Director – Georgia Assoc. of REALTORS®

JZ first got involved with the Alliance when a local chapter president asked him to help grow membership. That invitation set him on a multi-year leadership path that led to the national role he holds today.

"Membership is the driving force of any organization," he says. "When people feel a sense of belonging and purpose, they show up, and that's how we build momentum."

JZ describes his approach as a blend of advocacy and pragmatism. "Activism is never a straight path forward," he explains. "It's three steps forward, two and a half steps back. But that half-step is still progress."

Together with other Alliance leaders, he's working to strengthen support systems that dismantle barriers of discrimination, fear, and lack of access. "A safe, affirming home-buying experience should be the standard, not the exception," he says.

One way the Alliance is addressing these challenges is by closing education gaps within the industry. Its ally training program equips real estate professionals with the knowledge and tools to offer meaningful, informed support.

"It's not about checking a diversity box," JZ asserts. "It's about ensuring that every person, regardless of their identity, has access to fair and equitable homeownership opportunities."

That commitment extends to representation within the Alliance, too. One of JZ's top goals is to increase diversity in leadership by inviting professionals from all walks of life to the table.

Our job is to open doors and help cultivate a set of leaders that will represent the Alliance in the next era, he says. He knows the work isn't easy, especially in the current climate. But he's clear about the path forward.

"We have a right to be here, to thrive, and to create a better future for the next generation," he says.

His advice to anyone questioning whether they belong in leadership?

"Just show up," he urges. "You don't need a title to lead. You just need a voice, the willingness to use it, and the desire to work with others." ■

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UNSUNG heroes

IN A WORLD OFTEN DAZZLED BY VIRAL MOMENTS AND HEADLINE-GRABBING ACTIVISM, a quieter movement is unfolding within the Alliance as member advocates whose daily acts of courage and compassion ripple through communities unnoticed. These unsung heroes aren't chasing fame or accolades; they're too busy showing up. From going out of their way to advocate for their TGX clients to volunteering at a queer kids' summer camp for queer to trying to get their local association to support fair housing for all, or the simple act of listening when someone's story has been erased – their work is rooted in the fact that change doesn't have to be loud to make a difference.

What unites these advocates is a shared understanding that equality is a collective project. Many of these individuals began their journeys not as activists but as people who saw a gap and decided to fill it, often drawing from their own experiences of

marginalization. "You just need to care enough to act," says Justin Ziegler, 2025 National President, who has his own activist roots.

Yet perhaps the most radical thread in these stories is the quiet joy they find in service. For these advocates, helping others isn't a sacrifice—it's a source of strength. Their work defies the myth that changing the world requires martyrdom; instead, it thrives on reciprocity. In a society that still too often meets LGBTQ lives with hostility, their persistence is its own kind of rebellion—a reminder that hope is built daily, brick by brick, by those willing to plant seeds they may never see bloom.

Their legacy isn't in the spotlight but in the countless lives nudged toward freedom, one intentional choice at a time. ■

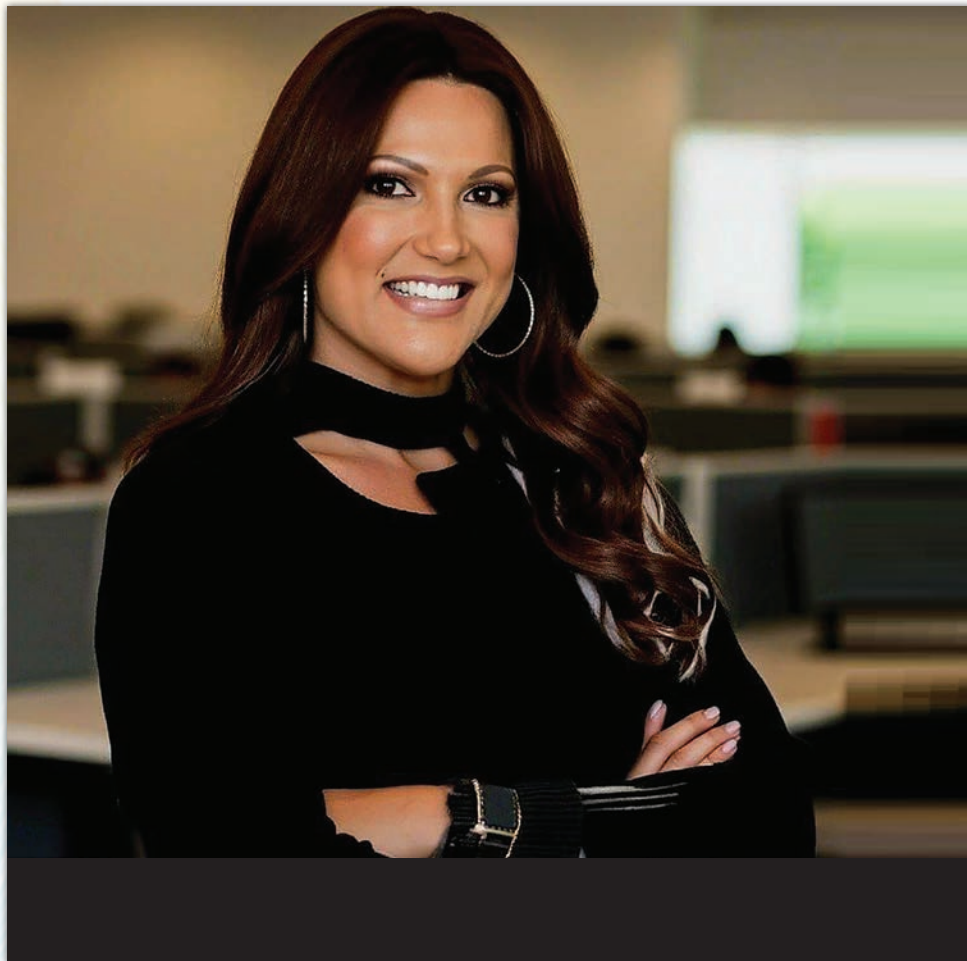
JAMIE ZAPATA

she/her

OWNER JEWEL REAL ESTATE
AT HOME WITH DIVERSITY
MILITARY RELOCATION SPCLST.
ACCREDITED BUYER'S REP.

"I try to set a good example for trans people of all ages, to show that **we are capable of accomplishing great things** when we're given the opportunity or **when we create opportunities** for ourselves,"

—Jamie Zapata



MAKING AN IMPACT BY EXAMPLE

Jamie Zapata turned a sobering moment into a life of purpose, visibility, and community impact.

In 2017, Jamie Zapata sat quietly, her breath shallow, as the weight of an HIV diagnosis sank in. She knew her next chapter could unfold two very different ways.

Until that moment, Jamie lived in survival mode. "I got fired from every job I had because I was trans, or they didn't want me in the restroom, or people were too distracted with me to be able to do their work," Jamie admits. "I didn't really care what happened to me at that point."

But something shifted that day. "I realized that my life matters. I didn't want to die," Jamie recalls. "I decided it was time to do something different for myself and hopefully set a better example for others."

Determined to change her path, Jamie earned her GED and enrolled in real estate classes. "I'd always been interested in real estate," she says. "And I thought, 'Why not? I can do anything anybody else can do.'"

Her determination paid off. Within a year, Jamie became a licensed real estate agent, a top producer, and was named Rookie of the Year by her brokerage.

Jamie's resilience has been evident since childhood. "I transitioned at 10 in the '80s and lived full-time as female by 14," Jamie says. "I was forced to drop out of school because of bullying and not being allowed to present myself as female."

She remembers the intense isolation of that period. "I thought I was the only trans person in the world," she says. Without a roadmap, she stayed focused on one central value: authenticity. "I told everyone, 'This is who I am. If you don't like it, I don't need you in my life,'" Jamie says.

Today, Jamie's advocacy focuses on helping others overcome the challenges she once faced – work that integrates into her professional life. She recently helped a family relocate from Texas to Colorado, so their transgender daughter could safely continue gender-affirming care without legal threats. "I couldn't change the laws," Jamie notes, "but I could help them sell their home and find somewhere safe to start over."

Jamie serves on San Antonio's LGBTQ+ Advisory Board, where she helps recommend policies that support the needs of the local LGBTQ+ community. She has also held roles with Pride Center San Antonio, SA LGBT Chamber of Commerce, Transgender Education Network of Texas, and Trans Power SA, organizing community events for trans youth.

"I try to set a good example for trans people of all ages, to show that we are capable of accomplishing great things when we're given the opportunity or when we create opportunities for ourselves," she says.

"I realized that **my life matters**. I didn't want to die... I decided it was time to do something different for myself and hopefully **set a better example** for others."

Jamie's leadership has been recognized by several community awards, including Pride Center San Antonio's Community Icon, SA LGBT Chamber's Outstanding Volunteer, and Texas Diversity Council's Trans Trailblazer.

"Staying visible and successful is the best contribution I can make – for myself and my community," Jamie affirms. "I'm still here, and I'm not going anywhere. Let them try and stop me. I won't give them that satisfaction." ■



Jamie Zapata is a Broker/Owner at Jewel Real Estate

MELISSA YOUNG

she/her

ACCREDITED BUYER BROKER
PRICING STRATEGY ADVISOR
PAST PRES. PITTSBURGH CHAPTER
DISTRICT TEN DELEGATE

"This isn't just
about today's
progress. It's
about **honoring**
those who fought
before us,"

—Melissa Young



FAIRNESS FOR ALL

Harassed on the job, Melissa Young didn't just speak out. She organized, advocated, and helped advance a statewide bill protecting LGBTQ+ Pennsylvanians from discrimination.

Melissa Young felt a heavy anticipation settle in her chest as she sat at her desk. She tried to focus, but the daily ritual was about to begin. A coworker would soon approach, eyes closed, voice low, whispering prayers meant to "cure" Melissa's sexuality.

"This woman was praying at me every day," Melissa recalls. "She'd say things like, 'The Lord still loves you.' I kept thinking, this is a place of business. Why is this happening?"

Melissa grew up understanding how to stand up for what's right. Her mother, a longtime anti-violence activist, helped lead reforms for domestic violence survivors in New Jersey and contributed to advocacy efforts that led to the federal Violence Against Women Act. But navigating discrimination as an independent contractor was a different kind of fight.

Filing a formal complaint under the National Association of Realtors' code of conduct was complicated and isolating. "I needed to find other professionals who truly understood what I was experiencing," she says. "I needed community."

So, she built it. Melissa founded Western Pennsylvania's first LGBTQ+ Real Estate Alliance chapter to create a network of support for others facing discrimination.

Her experience reflected a broader issue for LGBTQ+ independent contractors. "As a 1099 worker, you're not protected. You have no rights to sue a brokerage for discrimination," she explains.

That gap drove her into statewide advocacy. Melissa became a vocal supporter of the Pennsylvania Fairness

"Find the people who will

stand beside you.

You don't have to fight alone"

—Melissa

Act, a bill designed to prohibit discrimination based on sexual orientation and gender identity. It passed Pennsylvania's House of Representatives on May 2, 2023, but has since stalled in the Senate's State Government Committee.

Determined to build support, Melissa turned to the Alliance's Realtors® Political Action Committee (RPAC) Tracker, discovering 26 state representatives funded by RPAC who voted against LGBTQ+ protections. With national Alliance guidance, she and her local board challenged RPAC's funding choices given the representatives' discriminatory positions.

Initially dismissed, Melissa persisted. She emphasized the Fairness Act's direct connection to housing rights that are core to RPAC's mission. "Supporting the Fairness Act seems like a no-brainer," she says. "Isn't fair housing exactly what we stand for?" When resistance continued, Melissa elevated the issue nationally.

Nearly a year after Melissa's initial outreach, at a pivotal state meeting, Alliance member Brian Larson shared his personal experience with housing discrimination, reinforcing a powerful case to RPAC leadership. Shortly

afterward, the Pennsylvania Association of Realtors publicly committed their support for the Fairness Act ahead of the pending Senate vote.

"This isn't just about today's progress. It's about honoring those who fought before us," Melissa says. "Change is slow. You must be patient but persistent."

Looking back, Melissa knows firsthand the toll of speaking out. "They won't like you at first," she says. She recalls how advocacy came with big personal and professional costs, but she's staying the course.

Inspired by Harvey Milk's words, "Hope will never be silent," Melissa offers a clear message for others facing discrimination: "Find the people who will stand beside you. You don't have to fight alone." ■



Melissa Young
celebrates PRIDE in
Pittsburgh

JEANIE KENDALL

SHE/HER/HERS

AGENT OF DISTINCTION, DEI (KELLER WILLIAMS); CERTIFIED REAL ESTATE NEGOTIATION EXPERT; DESIGNATED BROKERS AGENT

"I always learn something new from camp that changes how I work, how I listen, how I support, how I build trust. It helps me grow."

—Jeanie Kendall



Pictured Left: Jeanie Kendall

A PATH TO PURPOSE

She signed up to volunteer and ended up finding her calling. Now, Jeanie Kendall returns to Camp Ten Trees year after year, supporting queer youth, building community, and bringing those lessons into her life and work.

In a gym full of chatter and backpacks, one teen stood frozen, hair falling like a curtain across their face. Their mom hesitated to leave. "You could tell this kid did not want to go," Jeanie recalls. "And mom was like, I don't know how this is gonna go."

That summer marked her first time volunteering at Camp Ten Trees, a residential camp in Washington for LGBTQ+ youth and children of LGBTQ+ families. She had just left her job in medical practice administration and was

"At first, there wasn't much interaction. Slowly they'd chat a little... Then on the last day, I saw them running across a field, hair flying, smiling. They had found their people and their pronouns."

studying for her real estate license. "I finally had the time and thought, maybe I'll go out in the woods for a week and volunteer."

She had no idea how much those seven days would change her. "I really fell in love with what was happening out there, seeing the transformations in real time."

That quiet camper from the gym was assigned to a cabin near Jeanie's. "Every morning, we brushed our teeth together at the little water spigot. At first, there wasn't much interaction. Slowly they'd chat a little," she says. "Then on the last day, I saw them running across a field, hair flying, smiling. They had found their people and their pronouns." When the camper's mom returned, Jeanie recalls her stunned look as if to say, "Is this the same person?"

That moment sealed it. "I was all in – 100 percent," Jeanie says. Each summer, Jeanie returns to camp not just to give, but to grow. The experience continues to shape her work and deepen her relationships long after the buses pull away.

"I always learn something new from camp that changes how I work, how I listen, how I support, how I build trust. It helps me grow."

Jeanie says her camp experiences influence how she supports her clients and surrounds them with care. Nearly all her business comes through LGBTQ+ referrals. "They come out to me once, and I do the rest," she says. "They're never misgendered. Their dead name is never used in meetings." She builds teams of affirming lenders and title professionals. "They know I'm a safe place, and I make sure everyone else is, too."

And every year, when the world feels heavy, she returns to the woods to reset. "Spending a week with these young people reminds me that we're going to be okay," Jeanie says with an exhale. "They get it. It gives me hope." ■



Jeanie Kendall is a volunteer and former Board Member with Camp Ten Trees, a queer youth sleep away camp in WA state.



MICHAEL SOCHA

HE/HIM/HIS
PRESIDENT/MORTGAGE
LOAN BROKER AT
THE SOCHA LENDING GROUP

“People want to work with someone who’s real. . . When you show up with integrity, people notice.”

—Michael Socha

Front left: Michael Socha and his lending team.



DO THE RIGHT THING

A routine mortgage request revealed a deeper problem. Socha raised the issue and helped change the guidelines behind it.

It was a typical day: calls, paperwork, conversations with lenders. Michael Socha was reviewing a mortgage application for a transgender client who had recently completed gender-affirming surgery when he noticed a shocking request. The underwriter said his client must submit surgical records to move forward with the loan.

“They asked for surgical records to prove gender reassignment,” Michael says. “And I said, ‘That’s none of your damn business, and I’m not getting that for you.’”

At first, he assumed it was an isolated situation to address. But the underwriter pointed to national lending guidelines that supported the request.

“This crossed a line—it had nothing to do with the borrower’s ability to qualify for a loan,” he says.

Michael started making calls. With support from a few national lenders who had legal teams and connections to federal regulators, he helped raise the issue through the proper channels.

“It didn’t take as long as you might expect,” he says. “Once we showed that it

violated privacy protections and got it in front of the right people, the conversations moved quickly.”

Within five months, the requirement was removed. The change was

“My philosophy is always to do the right thing without expecting anything in return.” The rest, he says, tends to take care of itself.

—Michael

uncomplicated, without a public campaign, but the result was substantial. It removed a barrier that went unnoticed by many, but one that may have forced many others into a difficult choice – either disclose deeply personal information or risk being denied a loan.

Michael’s focus on serving the LGBTQ+ community continues to shape the business he built with his husband, Michael. Since launching The Socha Lending Group in 2019 in Denver, Colorado, word about their inclusive, affirming practice spread across state lines. Today, the company helps with lending needs in 44 states.

“There’s strong LGBTQ+ representation in real estate, but not as much on the lending side,” Michael says. “That gap matters, especially when clients don’t feel comfortable sharing personal details or feel like they have to explain who they are.”

Along with several other Alliance members, Michael is a contributor to the Alliance’s TGX Moving Guide, a resource created to help TGX (transgender, gender non-conforming, and nonbinary) individuals and families navigate the complex and often stressful process of relocating, especially in response to discriminatory laws or unsafe conditions. In the guide, Michael offers advice on name changes, credit mismatches, and other common documentation issues.

Recently recognized for his advocacy work as National Mortgage Broker of the Year and one of NMP Magazine’s Top 40 Under 40, Michael mindfully notes that acknowledgement is never the goal.

“My philosophy is always to do the right thing without expecting anything in return.” The rest, he says, tends to take care of itself.

“People want to work with someone who’s real,” he says. “When you show up with integrity, people notice.” ■



Michael Socha and his husband opened **The Socha Lending Group**, a 100% LGBTQ owned and operated boutique mortgage brokerage, now operating in 10 states

REPORT: DISCRIMINATION SHADOWS
LGBTQ+ HOUSING ASPIRATIONS

THESE ARE TURBULENT TIMES FOR THE LGBTQ+ COMMUNITY. Amid relentless anti-DEI and anti-transgender legislative attacks, fear and uncertainty loom larger than they have since the height of the AIDS epidemic. A recent Pew Research Center study underscores the severity of the situation, revealing that transgender individuals—followed by gay and lesbian Americans—face some of the highest levels of discrimination in the U.S., surpassed only by undocumented immigrants.

.....

In one of the more disappointing findings, **real estate professionals** have returned to the top spot as **the leading culprit** where **discrimination is most visible** in the home buying and selling process.

.....

Against this backdrop, the LGBTQ+ Real Estate Alliance has released the 5th Annual LGBTQ+ Real Estate Report, a critical examination of how discrimination impacts LGBTQ+ real estate professionals, homebuyers, and sellers—both today and in the years ahead.

In one of the more disappointing findings, real estate professionals have returned to the top spot as the leading culprit where discrimination is most visible in the home buying and selling process. This regression highlights the persistent challenges LGBTQ+ individuals face in securing fair and equitable treatment in housing—an area where progress had once seemed within reach.

The Alliance also found that heterosexual people have a rosier outlook on how TGX and LGBTQ+ people will be harmed by the ongoing discrimination and attacks,

including access to safer communities, homeownership, fair housing and financial security.

Additionally, those with heterosexual children are more positive than those with LGBTQ+ children on their child’s housing-related aspirations

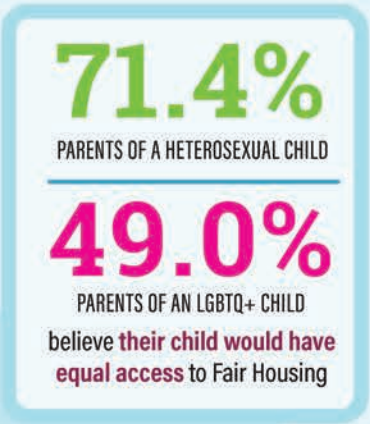
Despite these challenges, the report underscores the vital role of the LGBTQ+ Real Estate Alliance and its members in driving change. Alliance respondents are more experienced than the broader REALTOR® population, with 77.2% boasting at least six years in the industry (compared to 70% of all REALTORS®). Their success is undeniable: 27.2% reported \$8 million or more in 2024 sales volume, far outpacing the national average of 17%.

More than just data, the 24-page LGBTQ+ Real Estate Report is a call to action—a tool to create awareness for the perspectives held by LGBTQ members of the real estate community and their LGBTQ clients. As the fight for equality presses on, the Alliance remains a compelling voice, proving that representation and allyship in real estate aren’t just necessary—they’re transformative. ■



5TH annual
LGBTQ+ REAL ESTATE
REPORT

The Current State of Discrimination Against the **LGBTQ+** Community
and the Future of **LGBTQ+** Homeownership



Nearly 60% (58.5%) of LGBTQ+ respondents believe the current administration's anti-TGX (transgender, non-binary, and gender non-conforming) policies will lead to **more TGX people and families with a TGX child relocating.**



Parents of heterosexual children were **10.4% more likely** to believe their child would have **equal access to homeownership** and **23.1% more likely** to believe **their child would achieve financial stability** compared to parents of LGBTQ+ children.



For the first time since 2022, **Alliance members cited real estate professionals as the leading source of housing discrimination (22.2%).**



growing COMMUNITY

One Leader at a Time

As the Alliance expands, the Chapter Delegate Board supports the development of new leaders to keep communities thriving.

IN JUST FIVE YEARS, the LGBTQ+ Real Estate Alliance grew into a national network with more than 4,000 members. But with chapters launching faster than systems could keep pace, the organization needed a stronger framework for developing and supporting local leaders.

The Chapter Delegate Board (CDB) had been written into the Alliance's bylaws from the beginning, but with early priorities focused on building membership and launching chapters, it hadn't yet been activated. By the time of the Alliance's national conference in Houston, it was clear the organization needed to bring the CDB to life. Jackie Garber accepted the invitation to serve as founding chair.

"I was honored...and terrified," she says. "There was no blueprint. Just a clear need for support. If we didn't build something intentional, we'd risk losing the momentum we worked so hard to create."

A year later, San Diego broker and attorney Richard Woods joined her as co-chair.

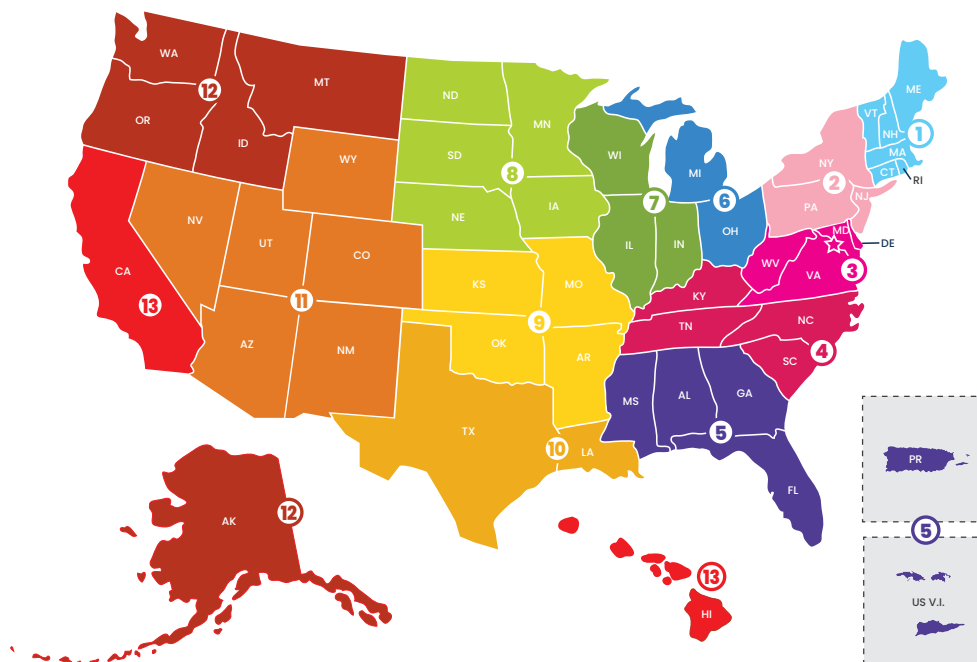
There was no blueprint. Just a **clear need for support.** If we didn't build something intentional, we'd risk losing the momentum we worked so hard to create

—Jackie Garber

"Jackie's incredibly organized and brings deep institutional knowledge to the table," Richard says. "She runs our meetings, keeps us focused, and knows the history. I focus on how we educate delegates and help them translate national goals into chapter-level action."

Today, the CDB comprises 13 regional delegate

unity is community



spots, connected with local chapters. Delegates mentor new leaders, troubleshoot challenges, strengthen chapter operations, and help chapters stay connected.

"We're committed to building leadership that reflects the full diversity of our community: TGX folks, people of color, women, allies," Jackie says. "That's how we create stronger chapters and a stronger Alliance."

Jackie and Richard focus their efforts on building a network that helps chapters grow sustainably, supporting regional sponsor relationships, leadership development, and community engagement.

Across the country, chapters are showing strong momentum. New groups like Western Pennsylvania have gained significant traction, while existing regions such as Western Washington and Central Valley have grown membership and expanded reach. In some areas, chapters have strategically merged to consolidate leadership and strengthen local networks, as seen in Maryland and Southern California.

"It's very satisfying to see the Alliance chapters grow," Jackie says. "And with new leadership comes new ideas, changing trends, changing communities. Our goal is to learn from the next generation and make sure they have what they need to thrive."

To sustain this progress, the CDB focuses on developing leaders at every level who can carry new ideas forward and strengthen chapters for the long term.

"We're here to build the next wave of leaders," Richard says. "You can't just hand someone a title and hope for the best. We need to train individuals. Help them fundraise. Show them what works. Because when one chapter thrives, the whole network gets stronger." ■

- 1 REGION ONE**
CT, MA, ME, NH, RI, VT
BRENDA HUELLE [SHE/HER]
- 2 REGION TWO**
NJ, NY, PA
NICO MAKUCH [HE/HIM]
- 3 REGION THREE**
DE, D.C., MD, VA, WV
KRISTINE MILKOVICH [SHE/HER]
- 4 REGION FOUR**
KY, NC, SC, TN
JASON SCOTT [HE/HIM]
- 5 REGION FIVE**
AL, FL, GA, MS, PR, USVI
PETER PARENTE [HE/HIM]
- 6 REGION SIX**
OH, MI
RICK PARILLO [HE/HIM]
- 7 REGION SEVEN**
IL, IN, WI
MICHAEL PLAGEMAN [HE/HIM]
- 8 REGION EIGHT**
IA, MN, NE, ND, SD
TOM WHEELER [HE/HIM]
- 9 REGION NINE**
AR, KS, MO, OK
TBA [TBA]
- 10 REGION TEN**
LA, TX
MELISSA YOUNG [SHE/HER]
- 11 REGION ELEVEN**
AZ, CO, NV, NM, UT, WY
SCOTT EMERSON [HE/HIM]
- 12 REGION TWELVE**
AK, ID, MT, OR, WA
DAN DARR

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At eXp Realty, we're building more than a community—we're creating a movement. The eXp Realty Pride Network empowers LGBTQ+ professionals, allies, and advocates to lead with authenticity, achieve lasting success, and make a meaningful impact where it matters most: **in their communities.**

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True care isn't convenient—it shows up every day. It challenges. It inspires.

We're continually driven by our purpose to inspire and build better lives and communities. And it's an honor to support others who are doing the same. That's why we're so happy to sponsor LGBTQ+ Real Estate Alliance. Thank you for the care you give to the LGBTQ+ community through joy, love, and the unrelenting pursuit of a better life for all of us.



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FINDING H♥ME

A Comprehensive Relocation Guide for Trans People Seeking Safer States



FOR MANY TRANSGENDERS AND GENDER-EXPANSIVE (TGX) INDIVIDUALS, living in hostile environments can be emotionally and physically dangerous. The LGBTQ+ Real Estate Alliance created a new guide to help TGX people relocate to safer more affirming states. This resource provides step-by-step advice to help those navigating the complexities of moving, ensuring a smoother transition in new surroundings.

The guide offers important information about:

Identification Documents

Identification documents are critical for securing rental housing and/or making a home purchase.

Navigating Leases and/or Rental Agreements

The guide advises on how to negotiate with landlords, emphasizing tenant rights and anti-discrimination protections in LGBTQ+-friendly areas. It also suggests connecting with local TGX organizations for housing referrals.

Identifying Safe Neighborhoods and States

Where to move to? There are a variety of online sources that guide LGBTQ people to safe welcoming areas. The guide offers resources.

Selling or Financing a Home

For homeowners, the guide outlines steps to sell a property quickly or secure a new mortgage. It also includes tips on finding LGBTQ+-affirming real estate agents and loan officers who understand unique financial challenges.

TGX and LGBTQ Online Resources

The guide includes a variety of online resources that help with municipal equality index, emotional and financial support, legal guidance and crisis counseling.



THE GUIDE IS
AVAILABLE FOR
DOWNLOAD **HERE**



"With everything going on around us, it is important to have access to comprehensive resources like the TGX guide to make sure everyone feels like they know that they have a viable path forward."

— Michael Socha



"Resources like this are so important right now because the trans community is under attack. The current anti-trans legislative agenda has created fear

and anxiety within the trans community and some folks are left with no choice but to relocate or look for guidance on how to move to an unwelcoming state in today's political climate."

— Jamie Zapata

IN MEMORIAM: TIM GARVEY, A BEACON OF LIGHT AND LOVE

THE ALLIANCE COMMUNITY MOURNS THE LOSS OF TIM GARVEY, A DEVOTED PARLIAMENTARIAN, FOUNDING MEMBER, AND UNWAVERING ADVOCATE FOR LGBTQ EQUALITY.

Tim's life was a testament to courage, kindness, and the enduring power of living one's truth—even when that truth came later in life.

After years of marriage and raising children, Tim bravely embraced his queerness, despite facing rejection from some family members. Yet, he refused to let adversity dim his spirit. Instead, he channeled his energy into activism, offering compassion and wisdom to those navigating similar journeys. His gentle demeanor and fierce commitment to justice made him a beloved figure in the Alliance.

As parliamentarian of the national board, Tim ensured fairness and integrity in every discussion, earning respect for his thoughtful leadership. His volunteerism was unparalleled, and in 2024, he was honored with the *Drew Griffin Beacon of Light Award*—a fitting tribute to a man who illuminated the path for so many.

Tim's politics were rooted in empathy, his advocacy in lived experience. Whether mentoring newcomers or championing policy change, he did so with a rare blend of warmth and determination. Though his family struggles pained him, he found chosen family in the Alliance, where his legacy of love and resilience will endure.

We will miss his laughter, his wisdom, and his unwavering belief in a better world. Tim Garvey's light may have left this earth, but its glow remains in the countless lives he touched. Rest in power, dear friend. Your fight lives on in us. ■





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