



EDUCATION COURSE SCHEDULE

2026 NMAR Professional Development Program

WELCOME TO THE 2026 EDUCATION COURSE SCHEDULE



Ready to invest in your professional growth? Registration is officially open for NMAR's upcoming education classes, and we're excited to kick off another strong year of learning, connection, and skill-building.

How to Get Registered

Getting started is simple:

1. Purchase your Education Voucher
2. Wait for Jayne process the purchase
3. Watch for your confirmation email
4. Register for your classes

Scan the QR Code to
Purchase a Voucher



Once your voucher is confirmed, you're free to start building your education calendar.

What's new this year?

Your Professional Development Committee has been hard at work researching nationally recognized speakers, partnering with knowledgeable local instructors, and using member feedback to shape the 2026 education lineup.

Because of this, you'll notice:

- New topics and instructors
- Schedule variations throughout the year
- Limited seating for both in-person and virtual classes

Heads up: Please review your registrations carefully. Some classes will fill quickly, especially virtual offerings.

Tips for a Smooth Education Year

A little planning goes a long way. Here are a few ways to stay organized and avoid surprises:

- Track how many CE credits each class provides
- Pay close attention to registration limits for both in-person and virtual classes
- Save your confirmation emails - they include dates, times, classroom rules, resource links, and cancellation instructions
- Avoid No Call/No Show fees, which apply to both virtual and in-person classes. Medical or family emergencies are exempt.

Need help?

We're here for you. NMAR Professional Development Director, Jayne Yatchak, is available to assist with voucher purchases, class registration, or general questions.

We can't wait to support you on your professional development journey this year. With a wide range of topics and learning opportunities, there's something for everyone.

Let's make it a great education year!

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PROFESSIONAL DEVELOPMENT COMMITTEE

Chair: Adrianna Douglas

Vice-Chair: Jacqueline Hoff

Board Rep: Adrianna Douglas

- April Todd
- Doryce Hawkins
- Adrianna Douglas
- Shannon Herrmann
- Sarah Meehan
- Jacqueline Pass
- Melissa Libby
- Jeff Voigt
- Teleea Lundgren
- Joni McKiernan
- Jacqueline Hoff
- Marina Droegemeier
- Brittany Buckallew
- Robin Wallace



SPRING COURSES

March 11th

8:00 am - 12:00 pm
In-Person Only
4 CEs

GRI Approved:
Avoiding Setbacks,
Fines & Lawsuits
4 Core Hours

Fair Housing & Ethics: Best Practices for Serving Every Client

Instructor: John Young

An estimated 1.3 billion people – or 16% of the global population – experience a significant disability today. Now more than ever it is important that REALTORS learn a proper standard of practice and the 'do's' and 'don'ts' of serving clients with special needs. Attendees will hear inspiring stories on how everyday actions involving compassion, responsibility and service can transform lives. John hopes that his presentation will encourage a greater understanding of inclusion and accessibility for all individuals. In this course, we will review several federal and state laws as well as the National Association of REALTORS policies, the code of ethics, fair housing, ADA compliance, and more to ensure each attendee serves and protects the best interests of their clientele with a disability.

Attendees will:

1. Identify how 'disability impacts all of us' by way of data compiled by the CDC.
2. Recognize the functional types of disabilities, their prevalence and trends.
3. Understand how federal fair housing laws are necessary by learning the history of discrimination, laws that make housing discrimination illegal, and the actions prohibited and required by these laws in the business of real estate.
4. Know the personal characteristics that federal law protects from discrimination in housing, including race, color, religion, national origin, sex, familial status, and disability.
5. Distinguish state and local government protections that may exceed federal protections.
6. Understand what steering is, and the strategies to avoid it.
7. Learn what reasonable accommodations and modification for people with disabilities are that may be required by fair housing laws.
8. Identify 'Best Practices' when serving clients with special needs (including marketing)
9. Identify resources available to provide fair housing information and assistance to clients including tools, technology and critical thinking skills.
10. Identify 'Things to Avoid' when serving clients with special needs including recognizing the danger in making assumptions based on stereotypes, and the importance of allowing consumers to choose which communities/neighborhoods and amenities they want.
11. Understand how to utilize interventions to interrupt implicit bias so that consumers are treated with equal concern, respect, and fairness and how to value all individuals with compassion, responsibility and service.

March 11th

1:00 pm - 5:00 pm

In-Person Only

4 CEs

GRI Approved:

Business Skills

4 Core Hours

4 Elective Hours

Steal These Ideas! Creative, Inexpensive & Unique Ways to Grow Your Business

Instructor: John Young

The real estate industry is rapidly changing. It's important for REALTORS to understand how to navigate through these changes to stay relevant, attract more clients and provide better service to their potential customer base as well as current and past clients. Creative client marketing initiatives that are inexpensive, free or require very little investment will be presented and discussed. Attendees will also learn how to leverage listings and hold open houses for the maximum benefit of both the client and the agent's time with a focus on how open houses can provide a valuable opportunity for feedback and marketing. Other topics covered include: creating a better and more effective CMA for clients, presenting and winning multiple offers, leveraging relationships with other REALTOR colleagues, effective email campaigns to stay connected to past clients, "gift" giving, soliciting client reviews and maximizing REALTOR conferences and events.

Attendees will learn how to: 1. Incorporate creative, unique and inexpensive ideas into your business plan to improve service to clients and potential clients. 2. Identify activities and initiatives that require very little expense but provide a significant return for clients. 3. Solve the problem of how to clearly and simply communicate your value, experience and professionalism to potential clients.

March 12th

9:00 am - 12:00 pm

In-Person Only

3 CEs

GRI Approved:

Business Skills

3 Core Hours

3 Elective Hours

Win-Win or No Deal: Negotiating with Confidence and Purpose

Instructor: Evan Fuchs

Successful negotiations aren't just about getting to "yes." They're about securing the best outcome with deals that stick and relationships that last. Learn how to collaborate effectively with the other agent, navigate challenges in the negotiation, and leave everyone involved eager to work with you again. Master the art of principled negotiation and strategic communication to achieve a true Win-Win outcome without unnecessary stress or compromise.

SPRING COURSES

March 12th

1:00 pm -4:00 pm

In-Person Only

3 CEs

GRI Approved:

Business Skills

1.5 Core Hours

1.5 Elective Hours

System & Tools

1.5 Core Hours

1.5 Elective Hours

The Intentional Agent: Navigating the Stressful World of Real Estate

Instructor: Evan Fuchs

Struggling to stay productive and maintain a personal life in today's market? This session reveals how to transform your career by developing simple habits and adopting an intentional mindset. Learn strategies to streamline your workflow, build lasting client relationships, and sustain a thriving business. With ready-to-use forms, scripts, and worksheets refined over 25 years of brokerage leadership, Evan will help you accomplish more in less time, grow your business, and achieve a healthier work-life balance.

March 18th

9:00 am - 1:00 pm

In-Person Only

4 CEs

Floodplains - What Montana Real Estate Professionals Need to Know

Instructor: Triaci Sears & Shylea Wingard

This course will improve floodplain knowledge and application of land use regulations to minimize flood risk for real estate professionals. It will also better their ability to convey information to property owners who own, build, or develop on land located within regulatory flood hazard area.

At the conclusion of this course, real estate professionals should know: (a) Montana Disclosure Provisions, (b) Principle of No Adverse Impact, (c) History of Floodplain Management, (d) National Flood Insurance Program (NFIP), (e) Management of Montana Floodplain Programs, (f) Floodplain Regulations and Permitting, Building Provisions and Best Practices, (g) Flood Mapping - Assessment of Flood Risk, (h) How to use FEMA's Flood Map Resources, National Flood Hazard Layer, Map Service Center, (i) Basics of Flood Insurance.

March 26th

8:00 am -5:00 pm

In-Person Only

8 CEs

Supervising Broker Endorsement Course

Instructor: Angela Klein-Hughes

So you think you want to be a Supervising Broker? Soaking in a hot tub is the only time you should be in hot water!! Angela will teach all systems and the proper ways to manage agents that is in compliance with the Board of Realty Regulation. The biggest complaint in our industry is the lack of supervision. Angela will make sure this complaint is not directed at you.

April 1st

10:00 am - 12:00 pm

Hybrid

2 CEs

GRI Approved:

Business Skills

2 Core Hours

2 Elective Hours

Selling to Every Generation

Instructor: Angela Klein-Hughes & Terri Welborn

Real estate isn't one-size-fits-all—and neither are your clients. From Baby Boomers to Gen Z, each generation brings unique perspectives, communication styles, and expectations to the buying and selling process. This lively, interactive course will help you master the art of adapting your approach so you can build trust, negotiate effectively, and market with impact no matter who's sitting across the table.

April 1st

1:00 pm -5:00 pm

In-Person Only

4 CEs

Supervising Broker Update

Instructor: Angela Klein-Hughes

The Supervising Broker Update is designed for brokers holding this endorsement on their license. Angela covers the latest trends and hot topics across the state, focusing on handling current situations and effectively training your agents. The course is both educational and practical, helping you better guide agents and inform clients. Engaging and discussion-driven, it draws on real experiences to ensure a dynamic learning experience—you won't be disappointed.

GUIDELINES FOR VIRTUAL & IN-PERSON ATTENDANCE

Professionalism: Realtors are expected to maintain professionalism and courtesy at all times, whether attending in-person or virtually. Respect your peers, the speaker, and the course environment, and ensure your behavior meets or exceeds REALTOR® standards.

Health & Wellness (In-Person): If you are feeling unwell, please cancel your in-person registration and switch to virtual attendance. For same-day cancellations, email Jayne at jayne@nmar.com at least one hour before class starts so she can update your registration (applies to all classes except in-person only sessions).

"Double-Dipping" (In-Person & Virtual):

Attendees may only register for either in-person or virtual participation—not both. Our system does not automatically track duplicate registrations. Reminder emails are sent prior to each class; if you register for both formats, you will receive six

emails instead of three. Failure to cancel one registration before the class day will result in a \$25 No Call/No Show fee.

No Call/No Show (In-Person & Virtual): A \$25 NC/NS fee will be charged if a registered attendee fails to show up without canceling or notifying NMAR staff at least 24 hours before class (emergencies excluded).

Changing Platforms (In-Person/Zoom):

Requests to switch from in-person to Zoom or vice versa must be made by 12:00 pm the day before class, except in emergency situations (medical, family, etc.).

Attendance Requirements: The Montana Board of Realty Regulation (BRR) requires attendees to be present for 90% of the first hour and 100% of each subsequent hour to receive a certificate of completion.

SPRING COURSES

April 2nd

8:00 am - 5:00 pm

In-Person Only

8 CEs

GRI Approved:

Avoiding Setbacks,

Fines & Lawsuits

8 Core Hours

New Forms Workshop

Instructor: Angela Klein-Hughes & Terri Welborn

Paperwork is the backbone of every real estate transaction — and accuracy matters. In this hands-on, all-day Forms Workshop, participants will dive deep into real-world scenarios designed to challenge and sharpen their understanding of Montana real estate forms.

Working through a variety of practical case studies, agents will determine which forms are required, when to use them, and how to complete them correctly. From listings to buy-sells, disclosures to addenda, participants will navigate each situation just as they would in the field — with guidance, discussion, and feedback from experienced instructors.

Throughout the day, instructors will review each scenario, walk through proper form completion, and explain the reasoning behind form selection and language. This interactive format helps solidify comprehension, reduce risk, and build confidence in documentation practices.

Learning Objectives:

- Identify the correct form(s) for different transaction types and situations.
- Accurately complete common and complex real estate forms.
- Understand how to avoid common errors that lead to compliance issues.
- Strengthen risk management and professional communication through proper documentation.

Who Should Attend:

This course is ideal for new and seasoned agents alike who want to strengthen their form competency, minimize liability, and ensure smoother, more compliant

COST TO ATTEND

Member
Voucher

\$140

Non-Member
Voucher

\$200

Pay-per-Credit

\$20
per credit



Scan the QR Code to
Purchase a Voucher

April 15th

9:00 am -12:00 pm
In-Person Only
3 CEs

GRI Approved:
Avoiding Setbacks,
Fines & Lawsuits
3 Core Hours

Fair Housing

Instructor: Geoffrey Long

This course dives not just into terminology and the history of the Fair Housing Act, but we cover the modern application and evolution of the Fair Housing Act. Whether you do sales or property management, this course will teach the application of Fair Housing along with resources to help ensure compliance.

Learning objectives for this course: Identify the protected classes under the Fair Housing Act of 1968. Develop plans and procedures to consistently interact with ALL clients. Explain the factors relating to disability and fair housing, including service animals and emotional support animals. Analyze real-world fair housing violations and create solutions to prevent those violations.

April 15th

1:00 pm -4:00 pm
In-Person Only
3 CEs

GRI Approved:
Avoiding Setbacks,
Fines & Lawsuits
3 Core Hours

High Standards: Professionalism and Ethics in Real Estate

Instructor: Geoffrey Long

The key to success in real estate is providing value to clients and customers. Competition is heavy in real estate, and professionalism is never optional. The Code of Ethics isn't just about "getting in trouble" for violations. Hidden within the Code of Ethics is a comprehensive guide for providing value as a real estate professional. This class uses the Code of Ethics to teach us how to negotiate deals, market properties and our business, and deliver maximum value to buyers and sellers.

April 16th

9:00 am - 12:00 pm
Hybrid
3 CEs

Why Buyers are Liars and What We Can Do About It

Instructor: Breck Miller

Buyers often struggle to articulate what they really want, not because they're misleading, but because they lack the information to make fully informed decisions. This course reframes buyer agency through that lens and focuses on closing the knowledge gap.

Participants will examine the influences that affect buyer behavior, learn how to communicate more effectively to uncover true needs, and develop strategies to educate buyers toward clearer expectations and smarter decision-making. The goal is a more confident, positive buying experience for both clients and agents.

April 16th

1:00 pm -4:00 pm

Hybrid

3 CEs

Navigating Success Through Business Management

Instructor: Breck Miller

This class provides a clear, practical foundation for building a strong and sustainable real estate business. Participants will gain a better understanding of comprehensive business planning and how to turn ideas into an actionable plan that supports long-term growth.

We'll cover how to structure your business, set meaningful goals, assess your current situation, and manage time and finances more effectively. The course also emphasizes accountability, risk management, and measuring success, giving you the tools to make smarter decisions and stay focused as your business evolves.

May 13th

9:00 am -1:00 pm

In-Person Only

4 CEs

Mineral Rights

Instructor: Braiden Burns

Braiden is not a full-time speaker. Most of the time he's out in the field working. He's taking the time to driver over and give us the low-down on this topic. Understanding the ownership of Minerals is generally very misunderstood. This course will give Real Estate Agents an understanding of the laws associated with mineral ownership vs. surface ownership of fee simple land, state owned land, federally owned land, and mining claims. Mineral Estate is a split estate that impacts every aspect of real estate transactions as mineral ownership is the superior ownership of the land. As a split estate the minerals may have been severed from the surface at patent from the United States of America as "Mineral Lands" which would allow for the public to have access to private property to mine for "Public Minerals."

May 14th

9:00 am -1:00 pm

In-Person Only

4 CEs

Water Rights

Instructor: James Ferch

James is not your average presenter, he's in the field at DEQ. He's taking the time out of his busy schedule come and let us know what's going on in the world of water rights. The difference between legal and illegal water use is critical in the state of Montana. All Buyers and Sellers should be aware of the difference before they buy or sell. How do you know? What is a water right? How do you get one? How do you navigate the various websites?



John Young

John Young transitioned into real estate after a career in advertising, marketing, and management. His professional journey was deeply shaped by becoming the parent of a child with special needs, leading him to focus on accessibility and inclusion in real estate. John now speaks nationally on serving clients with special needs and advocates for a more inclusive industry for all.



Evan Fuchs

Evan Fuchs is a nationally recognized speaker on leadership, sales, and strategic planning with more than 28 years of industry experience. A past state president and four-time REALTOR® of the Year, Evan is also the broker/owner of Bullhead Laughlin Realty. Known for his engaging and practical approach, Evan equips professionals with tools they can immediately apply to succeed.



Traci Sears

Traci Sears is a Certified Floodplain Manager with over fourteen years of experience in land use and floodplain management. She began her career as a local government Floodplain Administrator in Montana and now serves as the NFIP/CAP Program Manager at the Montana DNRC. Traci leads statewide floodplain outreach and training, coordinating with communities, state agencies, and federal partners on all aspects of the National Flood Insurance Program and disaster recovery.



Shylea Wingard

Shylea Wingard is an NFIP/CAP Specialist with the Montana Department of Natural Resources and Conservation's Water Resources Division. In her role, she supports community assistance and floodplain planning efforts across the state, helping local officials navigate floodplain compliance and risk reduction under the National Flood Insurance Program. Shylea's work includes outreach, technical support, and coordination with partners to strengthen Montana's floodplain management programs.



Angela Klein-Hughes

Angela Klein-Hughes has been a Licensed REALTOR® for 20 years and has a strong passion for forms, risk reduction, and broker training. She has served in numerous leadership roles at the local and state level and has been actively involved with the Montana Association of REALTORS® for more than a decade. Angela has served on Forms, Risk Management, and Association Management committees and is the 2026 MAR President.



Terri Welborn

Terri Welborn has been a Licensed REALTOR® for 20 years with a passion for forms, ethics, and all things real estate. She has served on the Montana State Forms Committee and Risk Management for many years and is a licensed instructor. Terri's industry knowledge, experience, and enthusiasm shine through in her teaching.



Geoffrey Long

Geoffrey Long is the co-founder and School Director of R Pro Academy, where he develops engaging education for real estate professionals. An attorney with experience serving real estate commissions and REALTOR® associations, Geoffrey is also an active brokerage owner. His goal is to help real estate professionals build expertise, serve clients well, and create long, sustainable careers.



Breck Miller

Breck Miller brings a unique blend of experience in education, real estate, and financial literacy. With a background in teaching and real estate brokerage leadership, Breck has taught continuing education, pre-licensing, and homebuyer courses. He remains actively involved in real estate education, association leadership, and community service, always focused on helping others find clarity and confidence.



Braiden Burns

Braiden Burns is co-owner of Meadowlark Search, Inc., a Helena-based mineral title examination company with over 40 years of experience. A Montana State University graduate with a degree in Geology, Braiden brings a diverse background in heavy equipment, consulting, and business ownership. His expertise provides a strong foundation for teaching and leading discussions on mineral rights.



James Ferch

James Ferch was born and raised in Libby and has lived and worked throughout Western Montana. He earned a degree in Environmental Sciences from the University of Montana Western and began his career with the U.S. Forest Service before joining DNRC Water Resources in 2006. James has held multiple positions in both Helena and Kalispell, bringing broad experience and practical insight to his work.

FALL COURSES

August 19th

8:00 am - 12:00 pm

In-Person Only

4 CEs

GRI Approved:

Avoiding Setbacks,

Fines & Lawsuits

4 Core Hours

Fair Housing

Instructor: Rochelle Houghton

Join us for "Fair Housing," an essential course designed to empower real estate professionals with the knowledge and skills to promote equality and inclusivity in the housing market. In this engaging and informative course, we'll explore the history and key principles of Fair Housing laws, diving into their significance for both clients and communities. You'll learn about protected classes, common violations, and the importance of creating a welcoming environment for everyone—regardless of race, color, national origin, religion, sex, familial status, or disability. Through interactive discussions, we'll tackle challenging situations you may encounter in the field and provide you with practical strategies to ensure compliance and foster diversity. You'll also gain insights into how fair housing not only benefits individuals but also enhances your reputation and business success. By the end of this course, you'll be equipped to advocate for fair housing practices, confidently navigate potential pitfalls, and become a champion for inclusivity in your community.

August 20th

8:00 am - 12:00 pm

In-Person Only

4 CEs

Managing Online Transactions

Instructor: April Todd & Ginny Alegria

Objectives: Discuss client experience. Create an individualized template for each attendee's business. Hands-on active implementation of templates inside one of the MAR-provided document preparation platforms.

This course is intended to help attendees increase their professionalism by creating a system for document preparation. Implementing systems in documentation is a step toward equal service for all clients.

**August 20th**

8:00 am - 12:00 pm

In-Person Only

4 CEs

Mock Offers and Transactions

Instructor: April Todd & Ginny Alegria

Objective: To increase an agent's listening skills and confidence in completing contract documents before practicing on the public.

Attendees will build muscle memory using transaction templates, example forms, and active listening to draft contract documents based on role-play scenarios. Attendees will have the opportunity to participate in the role-play. During the class, attendees will be able to actively select from 10 separate role-play scenarios to review during the class. In the 4-hour class, we will have time for 8 role-play scenarios.

August 26th

8:00 am - 12:00 pm

Hybrid

4 CEs

GRI Approved:
Systems & Tools
4 Core Hours

Let's Get Social

Instructor: Billie Parrott

Real Estate professionals will learn the best apps, technology and programs to provide a systematic approach to client relations. They will gain a better knowledge of social media ethics.

Learning Objectives: How the code applies to online marketing and social media. Assess current social media practices and develop strategies for the future. Identify the most effective platforms to best serve your clients.

ETHICS & FAIR HOUSING REQUIREMENTS

Code of Ethics Requirement

The REALTOR® Code of Ethics ensures that consumers are served by requiring REALTORS® to cooperate with one another in furthering their clients' best interests.

The National Association of REALTORS® requires all REALTORS® to complete a Code of Ethics course once every three-year cycle. Cycle 8 runs from 1/1/2025 to 12/31/2027.

If you have already completed the Code of Ethics through an online provider during the current cycle, please email your certificate of completion to info@nmar.com.

Fair Housing Requirement

All REALTOR® members are required to complete a Fair Housing course once per three-year cycle. Cycle 8 runs 1/1/2025 – 12/31/2027, so members still need to complete their training.

Options to satisfy the requirement include:

- NAR Fair Housing Course Options (offered by NAR, MAR, and NMAR)
- Fairhaven: A Fair Housing Simulation
- At Home with Diversity (AHWD): Online or Classroom
- Bias Override: Overcoming Barriers to Fair Housing
- C2EX – REALTORS® Commitment to Excellence: Earning the C2EX endorsement satisfies both the Code of Ethics and Fair Housing training requirements for the cycle



Scan the QR Code to
Check Your Requirements



September 10th

9:00 am - 12:00 pm

Hybrid

3 CEs

GRI Approved:Avoiding Setbacks,
Fines & Lawsuits*3 Core Hours**3 Elective Hours***Legal Forum Update**

Instructor: Jaymie Bowditch

Jaymie will speak to all the hot topics happening in this industry. This class is an open forum style class where he will also answer questions as conversations develop. With everything happening in our industry, you don't want to miss the opportunity to listen to Jaymie and ask the questions that you've been dying to ask.

September 10th

1:00 pm - 5:00 pm

Hybrid

4 CEs

Supervising Broker Update

Instructor: Angela Klein-Hughes

Supervising Broker Update is only for those Brokers who have this endorsement on their license. This class takes on a different approach for Supervising Brokers. Angela brings the latest and hottest topics that are sweeping the state. The course is to assist you with what is happening right now, how to handle these situations and more importantly, how to train your agents. This course is educational to not only assist in training your agents better but to educate your clients on issues. The course is engaging and full of discussion. After all, we learn from other's experiences. This course will not disappoint.

September 22nd

8:00 am - 12:00 pm

Hybrid

4 CEs

GRI Approved:Avoiding Setbacks,
Fines & Lawsuits*4 Core Hours**4 Elective Hours***Probate Pitfalls & Power Plays: Navigating Authority**

Instructor: Melanie McLane

Real estate transactions don't pause when a property owner dies, but the rules change fast. This course equips agents to navigate listings and sales involving deceased or incapacitated owners with confidence and care. We'll break down what actually happens when a seller passes away, when a trust is involved, when there is a will or no will, or when a seller is no longer competent to act on their own behalf.

Participants will gain a clear understanding of who has legal authority to sign before and after death, why powers of attorney end, and what documents take their place. The course also explains the differences between testate and intestate estates, executors and administrators, and the key documents required to move an estate sale forward without costly delays.

FALL COURSES

In addition, we'll cover appraisal considerations such as date-of-death valuations, common taxes and costs tied to estates, probate timelines, and real-world complications including trusts, strained family dynamics, and vulnerable sellers. Agents will leave with a practical framework for protecting their clients, their transactions, and their reputation, plus guidance on when and how to involve auxiliary services like estate clean-outs or specialty support.

September 22nd

1:00 pm -5:00 pm

Hybrid

4 CEs

GRI Approved:

Avoiding Setbacks,
Fines & Lawsuits

4 Core Hours

4 Elective Hours

Risk Management: What You say & Do Can Be Used Against You

Instructor: Melanie McLane

Risk is part of real estate, but unmanaged risk can quickly lead to lawsuits, complaints, and costly mistakes. This course helps agents identify common areas of exposure and align everyday practices with license law, the Code of Ethics, and strong professional standards.

Participants will learn to recognize misrepresentation, fraud, and pricing issues that often trigger legal action, while gaining clarity on legal, ethical, and fiduciary duties in agency relationships. The class also covers Fair Housing, advertising, steering, escrow requirements, RESPA, and anti-trust considerations. Agents will leave with practical strategies to reduce risk, make sound decisions, and protect both their clients and their business.

October 1st

9:00 am -12:00 pm

In-Person Only

3 CEs

GRI Approved:

Avoiding Setbacks,
Fines & Lawsuits

3 Core Hours

Let's Get Ethical

Instructor: Ophelie Montgomery

Let's get ethical! This class is a three hour course fulfilling the NAR requirement for the Code of Ethics training and also offering three CE credits of continuing education. What are ethics? What is the structure of the code? What is the process of enforcement for the code of FX? Is a buyer representation agreement sufficient to provide procuring cause? These are a few of the questions we will be able to answer during this interactive course.

October 1st

1:00 pm-4:00 pm

Hybrid

3 CEs

GRI Approved:

Avoiding Setbacks,
Fines & Lawsuits

3 Core Hours

3 Elective Hours

Catch Me If You Can

Instructor: Ophelie Montgomery

By the end of this class, participants will have a clearer understanding of how to identify and prevent fraud in real estate transactions, empowering them to protect themselves and their clients effectively. Students will be able to state course expectations and share personal fraud concerns. Students will be able to define fraud, identify common real estate fraud scenarios and analyze the importance of awareness for themselves and the public. Students will be able to compare real-world



fraud attempts with presented cases. They will further be able to reflect on the impact of fraud on various parties. Students will be able to recognize red flags, demonstrate fraud-spotting and response strategies. Students will be able to apply verification steps and establish protocols to limit risk of fraud. Students will be able to explain safeguards related to wire fraud, disclosures, and insurance. Students will be able to analyse situations to identify possible fraud, reflect on prevention and solution to issues. Students will be able to summarize five key takeaways and know where to find resources.

October 7th

9:00 am -12:00 pm

In-Person Only

3 CEs

GRI Approved:

Market Knowledge

3 Core Hours

What Was My Appraiser Thinking

Instructor: Zoe Liston

This class gives real estate agents a practical look at the appraisal side of the business and how it connects to pricing with confidence. We'll cover a brief history of appraising, then clearly break down the differences between appraisals and CMAs and when each is used.

You'll learn how appraisers work, who they work for, the guidelines they follow, and how they search for and select comparable sales. By the end of the course, you'll have stronger tools to support pricing decisions, a clearer understanding of the appraisal process, and improved skills for choosing solid comps when building your own CMAs.

October 7th

1:00 pm -4:00 pm

In-Person Only

3 CEs

GRI Approved:

Market Knowledge

3 Core Hours

How to Read an Appraisal

Instructor: Zoe Liston

Ever opened an appraisal and wished it came with subtitles? This class breaks down the full 1004 appraisal form in a clear, practical way so you can understand what you're reading and explain it with confidence.

FALL COURSES

You'll learn how to interpret key comments, sketches, photos, and common abbreviations, identify the most important sections of the report, and understand the guidelines appraisers follow when selecting comps and making adjustments. We'll also cover how to tell the difference between a true factual error and a professional opinion you may simply disagree with, so you can better guide your clients through the results.

October 8th

9:00 am -12:00 pm

In-Person Only

3 CEs

GRI Approved:

Business Skills

1.5 Core Hours

Systems & Tools

1.5 Core Hours

Shift Happens: Adjusting to the changes in any market

Instructor: Shelyna Tinglin

This presentation will expand participants' knowledge by helping them understand how to adapt to real estate's changing market with confidence and professionalism. It equips them with modern tools—from AI and automation to financial systems—that make their business more efficient and resilient. Through hands-on exercises and leadership development, they'll sharpen negotiation, communication, and decision-making skills. Ultimately, attendees will leave empowered to lead with clarity, reduce risk, and thrive no matter how the market shifts.

Learning Objectives include: Recognize key signs of a shifting market Identify systems and tools that stabilize your business, adapt your marketing and messaging, apply proactive strategies instead of reactive responses, and shift your conversation conversations with buyers and sellers.

GRI REQUIREMENTS

The Montana Association of REALTORS® has redesigned the GRI program to be more flexible and easier to fit into real life.

Program Requirements:

- **60 total hours** required to earn your GRI
- **48 hours from Core categories:**
 - Market Knowledge – 12 hours
 - Business Skills – 12 hours
 - Systems & Tools – 12 hours
 - Avoiding Setbacks, Fines & Lawsuits – 12 hours
- **Core hours must be completed in person**, with the

exception of Code of Ethics, Bias Override, and Fair Housing courses

- **12 additional hours** may be Core or Elective
- **GRI Elective hours** may be completed online or in person
- Hours must be completed within five years of starting the program
- If you began GRI coursework before 2026, you have until 2031 to complete it
- Many classes count toward both GRI and Continuing Education (CE)

**For a full breakdown of categories and requirements, visit the Montana Association of REALTORS® GRI page.

October 8th

1:00 pm -5:00 pm

In-Person Only

4 CEs

GRI Approved:

Business Skills

2 Core Hours

Market Knowledge

*2 Core Hours***What They Don't Teach You in Real Estate School**

Instructor: Shelyna Tinglin

This course bridges the gap between licensing education and real-world real estate practice, giving agents practical tools, communication skills, and systems to confidently manage clients, contracts, and business operations. Participants will gain insight into mindset, marketing, negotiation, and professionalism—skills often missing from traditional coursework. By the end, they'll be ready to turn knowledge into results and build a business rooted in competence, confidence, and client trust.

Agents will learn real-world strategies for lead generation, client management, and relationship building, develop stronger communication and negotiation skills, implement efficient systems, and leverage marketing and technology to stand out. The course connects theory to day-to-day practice, empowering agents to perform at a higher level from day one.

October 21st

9:00 am - 1:00 pm

In-Person Only

4 CEs

GRI Approved:

*4 Elective Hours***Don't be a REALTOR Violent Crime Victim**

Instructor: Will Parker

Personal safety is a critical part of real estate that's often overlooked until something goes wrong. This course focuses on helping agents recognize potential risks and take proactive steps to protect themselves in everyday situations.

Participants will explore how to use area crime statistics, assess vacant properties, and plan for safer showings and open houses. The class includes practical checklists, mental preparedness exercises, and guidance for working in areas with limited or no cell phone coverage. Through discussion and role playing, agents will learn situational awareness, REALTOR® security and defense strategies, and how to respond confidently when circumstances feel unsafe.



Rochelle Houghton

Rochelle has built successful real estate careers in both Arizona and Montana. She is widely recognized for her expertise in marketing, branding, and luxury real estate. Rochelle has a strong passion for education and is excited to share her knowledge to help fellow agents elevate their businesses and hold themselves to a higher professional standard.



Billie Parrott

Billie Parrott combines 16 years of real estate experience with creativity, energy, and a passion for authentic marketing. Known for her innovative social media strategies, Billie helps real estate professionals grow their businesses in fun, effective ways. A dedicated mom of three, she also serves in leadership roles at the local, state, and national levels.



Melanie McLane

Melanie McLane is a second-generation REALTOR®, appraiser, broker, and nationally respected educator. She has authored numerous real estate courses and served as a subject matter expert for National Association of REALTORS® programs. Melanie continues to actively list, sell, appraise, and teach, bringing real-world experience and depth to every class.



Jaymie Bowditch

Jaymie Bowditch moved to Bozeman in 1985 to attend Montana State University before beginning his career in investment banking in Denver. He later returned to Montana to attend the University of Montana School of Law. Jaymie and his wife, Kristen, are raising three children and enjoy Montana's outdoor lifestyle year-round.



Will Parker

Will Parker is a professional safety instructor with more than 30 years of teaching experience and a 25-year career in the U.S. Navy and Marine Corps. Since 2017, he has specialized in safety training for the real estate industry, drawing on expertise in violence prevention, executive protection, use-of-force law, and performance under stress. Will is the creator of the Agent Safety Trained designation, leads a Montana-approved real estate safety curriculum, and has been featured in Concealed Carry Magazine. He also certifies instructors and teaches nationally on agent safety and self-defense.



Ophelie Montgomery

Ophelie Montgomery began her career as a high school teacher before transitioning into real estate in 2005. She is the founder of Expert Transaction Care and Trilogy Real Estate Educators, where she combines her teaching background with industry expertise. Ophelie is a past Idaho REALTOR® of the Year and former association president, bringing deep knowledge and support to the professionals she serves.



Shelyna Tinglin

Shelyna Tinglin is an award-winning real estate broker, business strategist, and nationally recognized speaker. A John Maxwell Certified Trainer and 2024 Texas REALTORS® Educator of the Year, Shelyna equips professionals with systems, strategies, and mindset for sustainable growth. She blends sharp business insight with heart, purpose, and a passion for service.



Zoe Liston

Zoe Liston has over 30 years of experience as a REALTOR®, appraiser, and national speaker. She specializes in helping agents understand the appraisal process, read reports, and communicate effectively with appraisers. Known for her engaging and approachable teaching style, Zoe is passionate about bridging industry knowledge gaps to elevate both agents and consumers.

FAQ

I attended the class virtually. Do I have to do anything else to get credit?

Yes. To receive credit for a virtual class (3 or 4 hours), you must complete the Virtual Verification Form (VVF).

What's Virtual Verification Form Slide (VVF)?

The VVF confirms your attendance and completion of the class. Key information from slides will be posted in the chat throughout the session. You'll need this information to complete the form.

What if I miss the information in the chat?

Scroll up in the chat to find it, or ask other attendees—they can help. Towards the end of class, proctors will post all answers in the chat.

How do I save the classroom chat for later?

You can save the chat manually or automatically to your computer or Zoom Cloud using the Zoom desktop client.

Where can I find the VVF?

The form is linked in each of the three reminder emails before class. It will also be linked at least twice in the classroom chat.

How long do I have to submit the VVF?

You have 24 hours after class to submit the form. One reminder email will be sent to anyone who hasn't completed it.

What happens if I miss the deadline?

You will not receive credit until the form is submitted. One reminder email will be sent after the class if necessary.

How long does it take to receive a Certificate of Completion?

Allow 5–10 business days for NMAR staff to verify and record attendance.

How will I receive my Certificate of Completion?

You will receive an email with your certificate attached, labeled "Your Certificate of Completion is ready."

Can I access my certificate anywhere else?

Yes. Certificates are also available through the NMAR member portal under "Continuing Education."

CLASS SPONSORS



DAILY INTER LAKE



♦ 2026 EDUCATION CALENDAR ♦

MARCH

					GRI Courses	Core	Elective
11th	8:00am-12:00pm	John Young	Fair Housing & Ethics: Best Practices for Serving Every Client***	4 CE	Avoiding Setbacks, Fines & Lawsuits	4	
11th	1:00pm-5:00pm	John Young	Steal These Ideas! Creative, Inexpensive & Unique Ways to Grow*** Your Business	4 CE	Business Skills	4	4
12th	9:00am-12:00pm	Evan Fuchs	Win-Win or No Deal: Negotiating with Confidence and Purpose***	3 CE	Business Skills	3	3
12th	1:00pm-4:00pm	Evan Fuchs	The Intentional Agent: Navigating the Stressful World of Real Estate***	3 CE	Business Skills Systems & Tools	1.5	1.5
18th	9:00am-1:00pm	Triaci Sears & Shylea Wingard	Floodplains - What Montana Real Estate Professionals Need to Know***	4 CE		1.5	1.5
26th	8:00am-5:00pm	Angela Klein-Hughes	<u>Supervising Broker Pre-Endorsement Course***</u>	8 CE			

APRIL

1st	10:00am-12:00pm	Angela Klein-Hughes & Terri Welborn	Selling to Every Generation	2 CE	Business Skills	2	2
1st	1:00pm-5:00pm	Angela Klein-Hughes	<u>Supervising Broker Update***</u>	4 CE			
2nd	8:00am-5:00pm	Angela Klein-Hughes & Terri Welborn	New Forms Workshop***	8 CE	Avoiding Setbacks, Fines & Lawsuits	8	
15th	9:00am-12:00pm	Geoffrey Long	Fair Housing***	3 CE	Avoiding Setbacks, Fines & Lawsuits	3	
15th	1:00pm-4:00pm	Geoffrey Long	High Standards: Professionalism and Ethics in Real Estate***	3 CE	Avoiding Setbacks, Fines & Lawsuits	3	
16th	9:00am-12:00pm	Breck Miller	Why Buyers are Liars and What We Can Do About It	3 CE			
16th	1:00pm-4:00pm	Breck Miller	Navigating Success Through Business Management	3 CE			

MAY

13th	9:00am-1:00pm	Braiden Burns	Mineral Rights***	4 CE			
14th	9:00am-1:00pm	James Ferch	Water Rights***	4 CE			

AUGUST

19th	8:00am-12:00pm	Rochelle Houghton	Fair Housing***	4 CE	Avoiding Setbacks, Fines & Lawsuits	4	
20th	8:00am-12:00pm	April Todd & Ginny Alegria	Managing Online Transactions	4 CE			
20th	1:00pm-5:00pm	April Todd & Ginny Alegria	Mock Offers and Transactions	4 CE			
26th	8:00am-12:00pm	Billie Parrott	Let's Get Social	4 CE	Systems & Tools	4	

SEPTEMBER

10th	9:00am-12:00pm	Jaymie Bowditch	Legal Forum Update	3 CE	Avoiding Setbacks, Fines & Lawsuits	3	3
10th	1:00pm-5:00pm	Angela Klein-Hughes	Supervising Broker Update	4 CE			
22nd	8:00am-12:00pm	Melanie McLane	Probate Pitfalls & Power Plays: Navigating Authority	4 CE	Avoiding Setbacks, Fines & Lawsuits	4	4
22nd	1:00pm-5:00pm	Melanie McLane	Risk Management: What You Say & Do Can Be Used Against You	4 CE	Avoiding Setbacks, Fines & Lawsuits	4	4

OCTOBER

1st	9:00am-12:00pm	Ophelie Montgomery	Let's Get Ethical!***	3 CE	Avoiding Setbacks, Fines & Lawsuits	3	
1st	1:00pm-4:00pm	Ophelie Montgomery	Catch Me If You Can	3 CE	Avoiding Setbacks, Fines & Lawsuits	3	3
7th	9:00am-12:00pm	Zoe Liston	What Was My Appraiser Thinking***	3 CE	Market Knowledge	3	
7th	1:00pm-4:00pm	Zoe Liston	How to Read an Appraisal***	3 CE	Market Knowledge	3	
8th	9:00am-12:00pm	Shelya Tinglin	Shift Happens: Adjusting to the Changes in Any Market***	3 CE	Business Skills Systems & Tools	1.5	1.5
8th	1:00pm-5:00pm	Shelya Tinglin	What They Don't Teach You in Real Estate School***	4 CE	Business Skills	2	
21st	9:00am-1:00pm	Will Parker	Don't be a REALTOR Violent Crime Victim***	4 CE	Market Knowledge	2	4

*** - In Person Only

All classes are hybrid (in-person & virtual) unless otherwise noted

Bolded - Fullfills Code of Ethics or Fair Housing Requirement for (Cycle 8: 1/1/2025-12/31/2027)

Underlined: Supervising Brokers Only

Schedule is subject to change. Please confirm up-to-date information on nmar.com

Scan the QR Code to Register for Classes

Registration closes at noon the day before each class

