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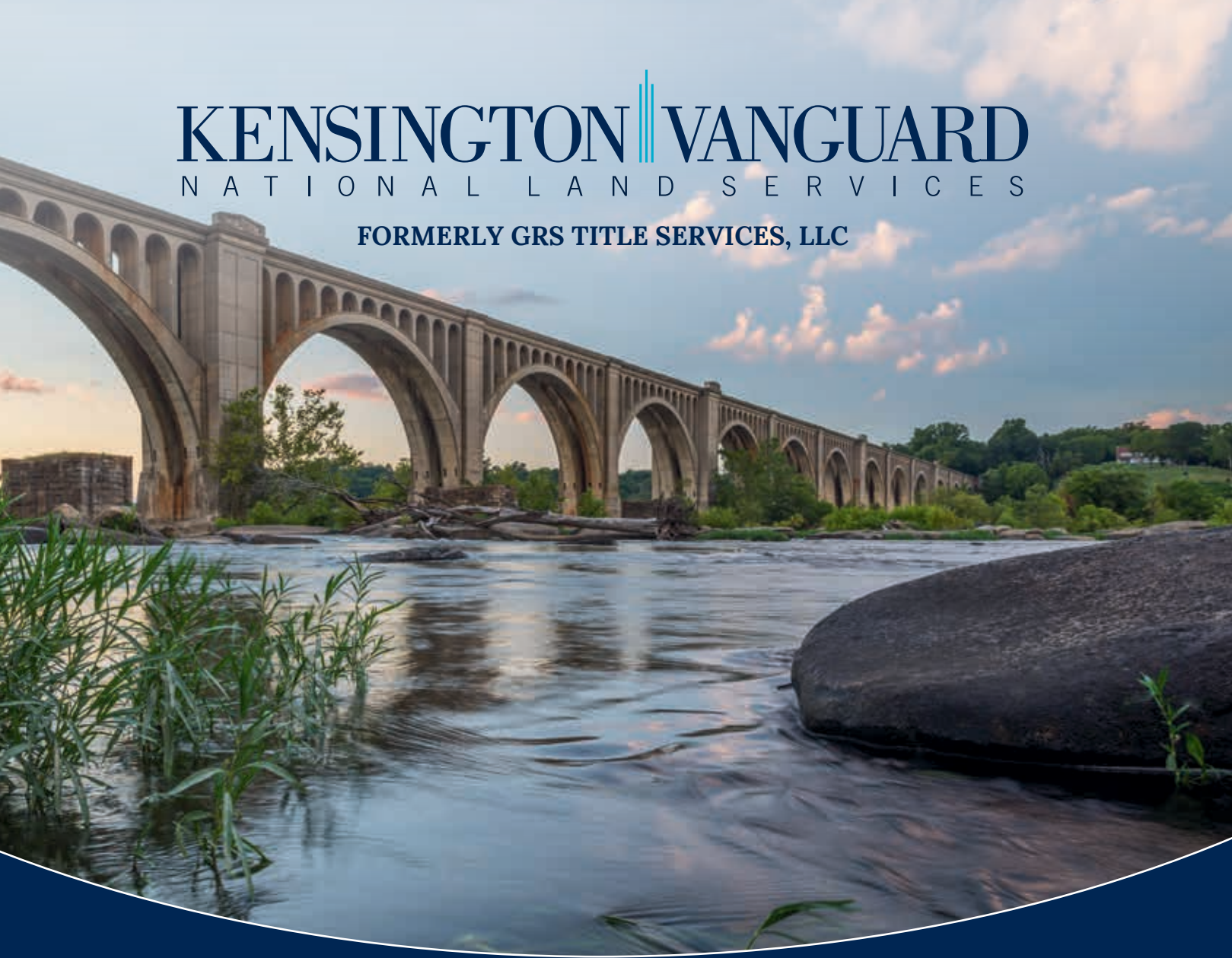
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Cover photo courtesy of Philip Andrews.



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# PUBLISHER'S NOTE

Hey August, the Endless Summer!

As we step into the heart of August, we find ourselves in the midst of the dog days of summer, where the sun hangs high in the sky, and the air is thick with the promise of adventure. August isn't just another month; it's the grand finale of summer.

But as the days begin to wane and the evenings grow cooler, there's a bittersweetness to the air. So, let's make the most of these final days of sunshine and warmth, embracing every opportunity for joy and adventure before bidding farewell to summer's magnificence.

Mark your calendars for our next big event, our Fall Fest, on October 3rd! Stay tuned for more details; it's going to be an epic conclusion to an unforgettable summer.

As we embrace the final days of August, let's keep this quote close to heart: "Every summer has its own story." Let's make sure ours is one for the books.

Here's to an August filled with laughter, adventure, and endless sunshine. Cheers to the end of summer and all the memories we've made along the way!

### Kristin Brindley

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By Katie Redwood, Esq.

# HOW TO HANDLE A NAUGHTY NEIGHBOR

Do you have a client that wants to sell their house, but their neighbor is a nuisance?

A nuisance occurs when a property owner engages in an activity that significantly interferes with the use or enjoyment of another's property or that affects the health, safety, welfare, or comfort of the public at large. Generally, a nuisance that violates an individual's right to quiet enjoyment is referred to as a private nuisance, while a nuisance that affects the health and safety of more than one person is known as a public nuisance. Nuisance actions can involve unpleasant smells, sound, or other hazards that disturb the lives of surrounding property owners.

In Virginia, you can proceed on an action for damages for the nuisance in addition to asking the court to issue an injunction to stop it. The landowner is not limited to just diminution of their land value but could be entitled to

compensatory damages. In some cases, the court can even award punitive damages (damages that are solely calculated to punish the guilty party). This gives them great leverage in convincing the offending neighbor to change their behavior prior to filing suit.

A common example is the pollution of a shared waterway. It could be a common area pond or a flowing river, but if a neighbor is polluting the water, then an action may be appropriate.

Some other examples are drug use, disorderly/lewd conduct, and barking dogs. These are not things that the client must endure. Virginia Courts have been willing to have dogs removed from premises and have even upheld a property owner's right to protect his own property through the use of force against a neighbor's domestic animals that have attacked their livestock.

Often, a client will complain of an encroaching tree. These offending woody perennials have the nerve to drop sap, seeds, branches and all other forms of detritus on a neighboring property. Keep in mind you can always cut the tree or shrub back to your property line. However, one must be careful not to cut past the line or kill the tree. If the nuisance arises to the level where the encroaching tree is actively causing harm to the adjoining property, then the court will find that the neighbor has a duty to remove the offending roots or branches or even remove the tree in its entirety. The Supreme Court has not extended the responsibility for compensatory damages for property damages to personal injuries as a result of a falling tree.

Some courts have found that the failure to properly maintain a building may present a claim for public nuisance. This claim may be warranted in instances where there is no proper drainage or the building is showing signs of structural failure. This means that the homeowner has another option instead of just asking the local government to address the neglected structure.

Some neighbors are just too loud. This has been recognized by the Supreme Court as a basis for a nuisance claim. Just be prepared to have an expert on hand to record the decibel level in addition to providing physical evidence.

There are also several local ordinances in each jurisdiction that will afford a remedy. Some will provide decibel levels that will assist in any private action. Because each County is different, the client should consult with a local real estate attorney about the governing law in their area. The important thing is to let them know that there are options to get the neighbor in line so they can get the most for their property.



**E. Sean Tluchak is the founding partner of Tluchak, Redwood & Culbertson, PLLC. He is a licensed attorney with over 23 years of experience in real estate transactions and litigation. He stays sane by fishing and surfing with his family in the Outer Banks.**

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By Drew DeMaree

# BE THE UNICORN

PART 3

**The CONNECTED** - Connections are king when it comes to getting ahead. Exchange connections with the word relationships. Experts estimate between 75-80 percent of jobs are won thanks to personal or professional connections. Networking is MORE important than ever! Knowing people isn't enough. Being "friends" on social media is not being connected. If you can not connect with individuals on a human level, then you are not going to succeed. Getting connected and staying connected is how you become invaluable.

**The LIKABLE** - Research has shown that feelings act as a gatekeeper. If you don't like someone, they aren't given a chance to display their competence. Likability tends to far outweigh competence in most instances. Being likable is not interchangeable with being popular. On the contrary,

popular people often push and shove, while likable individuals welcome and unify. Interestingly, likable people rarely talk about themselves because their true focus lies in others.

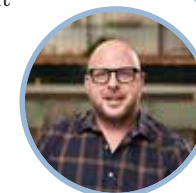
**The PRODUCTIVE** - Attention spans are falling like stones. We live in a world where we can work anytime, anywhere, and with anyone. This scenario seems conducive to creating super producers, but that is not what is happening. Why? DISTRACTIONS! Productivity is achieved when your brain is allowed to do what your brain does best. So, remove the distractions that prevent maximum production.

**The PURPOSE DRIVEN** - Unicorns know that professional success depends on two things: 1) a strong sense of purpose. 2) working with an organization whose purpose aligns with yours.

Unicorns are always asking why. Purpose does not have to be complicated, but it does need to be clear and concise. Most importantly, it must be kept in the forefront visually.

This concludes our three-part series on BE THE UNICORN. I hope you are inspired and ready to implement some of the strategies within your business immediately. In a world filled with noise and confusion, it is my sincere desire to help you stand out by giving the consumer clear and impactful reasons to choose your products and services. Maybe Unicorns are mythical because they are elusive, yet in my experience, those who want to shine do so every day in every way, proving that unicorns are everywhere.

Drew DeMaree was born and raised in the Midwest and graduated from Johnson & Wales University. He has been a licensed REALTOR® since 2005 and a business coach since 2015.



Drew has been recognized as a Top 20 MAPS coach for Keller Williams Realty offices throughout the country. He has also operated a brokerage that rose to number 1 in closed sales volume in the area for three consecutive years, and founded The Freedom Companies, an independent coaching, training and events business, in 2020. Drew DeMaree, 804-937-0773, [drew@thefreedomcompanies.com](mailto:drew@thefreedomcompanies.com)





# ANA

# N U C K O L S

**BREAKING BARRIERS:  
EMPOWERING FUTURES**

▶ agent spotlight

By George Paul Thomas



The real estate industry, a cornerstone of economic activity and urban development, has long been perceived as male-dominated. However, trailblazers like Ana Nuckols, a distinguished Latina Realtor, are breaking through these entrenched barriers. Ana exemplifies success in her own right and brings a wealth of knowledge and experience that she eagerly shares with others. Known for her ability to navigate complex systems and communicate effectively, Ana talks the talk and walks the walk.

#### **Embarking On a Journey**

Ana's journey to becoming a successful Realtor is a story marked by resilience, diverse experiences, and a commitment to community. Born in El Salvador, Ana moved to Los Angeles at three, joining her father, who had secured a rental in the city's heart. Her early years in LA were tumultuous, marked by the violent riots of the 1990s, prompting her family

to relocate to Northern Virginia for safety, where they had the support of her maternal grandmother and aunts. Ana's grandmother facilitated their move to the U.S., handling the immigration paperwork that granted them permanent residency.

After high school, Ana attended George Mason University, earning a degree in Global Affairs with concentrations in the Environment and Latin American Affairs. Initially envisioning a career as a diplomat or a dance studio owner, Ana's path took an unexpected turn when she accepted an office manager position with an environmentally focused company in Bethesda, MD. She handled marketing and social media and was an executive assistant while meeting her future husband, William. Reflecting on this time, Ana says, "I wore many hats, and I still do! It seems nothing has changed!"

The couple's whirlwind romance led Ana to relocate to Richmond, Virginia, where she immersed herself in various roles, including professional dancing, working with minority families, and bilingual collections for Capital One. However, her true calling emerged through her involvement in real estate investing and property management, a field she had been dabbling in for over 13 years.

Ana's passion for real estate was ignited by her hands-on experience in renovating homes and managing rental properties. Ana leaped into full-time real estate sales in 2020, driven by a desire for work-life balance and a deeper engagement with the market. "Real estate has allowed me to blend all my passions into one career," Ana explains. "I can be a caregiver, supporter, marketer, social media guru, bilingual entrepreneur, mother, master negotiator, investor, designer, and pretty much anything I want and need to be."

Additionally, Ana holds multiple titles, including Owner, Team Lead, Investor, and Interior/Architectural Designer. She leads River City Real Estate Co., a team of 19, including a transaction coordinator, a social media manager, 17 realtors, and a staging manager.

In 2023, Ana's individual sales volume was over \$7.2 million, while her team achieved \$17 million, with only two additional full-time agents on board. Despite a market downturn, Ana focused on building her team, leading to a projected \$30 million in volume and around 85 transactions for 2024.

Ana's accolades include being among the top 500 realtors in Central Virginia for two consecutive years and being nominated among the top 100 real estate agents by Richmond Magazine in 2024. In 2023, Apple News recognized her as one of Virginia's top 10 most influential agents. At Keeton & Co Real Estate, she received awards for highest volume, most transactions closed, most listings, and the Platinum Club for over \$10 million in sales volume.

#### Life and Family Joy

Ana balances her successful real estate career with a vibrant family life. She has been married to William for nine years, and they have two daughters, Cora and Mia, aged 6 and 5. "They are my world and my why," says Ana. The family enjoys traveling, exploring nature, movie nights, dance parties, and cooking together. Ana and William involve their daughters in their work, bringing them to see houses and participate in projects, teaching them valuable skills.

She is also an avid animal lover who is passionate about pit bulls. She has two, Cali and Daisy. She enjoys wine nights with friends, family outings, and time at their family's



lake house on Lake Gaston. Ana loves to sing, inspired by her father's legacy as a rock star in El Salvador.

A former professional dancer, Ana continues to take dance classes and previously danced for the Latin Ballet of Virginia. She served as their Junior Company Director, performing extensively during Hispanic Heritage Month.

Ana and her team at River City Real Estate Co. support women emerging from abusive relationships through Mary's Choice and volunteer with shelters like RAL and Richmond SPCA. Team members also participate in church and community activities, contributing to soup kitchens and other local causes. Ana founded the MoMs of Mechanicsville group in 2018 to connect with other mothers, which has grown to nearly 3,000 members. She also volunteers and donates to local animal shelters.

#### Towards New Horizons

Ana draws inspiration from two profound quotes that reflect her outlook on life and business: "You have to believe in yourself when no one else does." — Serena Williams and

"The future belongs to those who believe in the beauty of their dreams." — Eleanor Roosevelt. These words guide her personal and professional aspirations, emphasizing self-belief and the pursuit of dreams.

For Ana, success is defined by a harmonious balance between family, happiness, and financial stability. She prioritizes being present for her family and friends, embracing a philosophy of "work to live, and don't live to work." Her vision includes nurturing specialized micro-teams within her organization, focusing on areas such as investments, Spanish-speaking clients, and first-time homebuyers.

Professionally, Ana sees a future of continued growth within eXp Realty, leveraging its platform to elevate her business without the burden of traditional brokerage overhead. She also aims to expand her investment portfolio, aligning her long-term goals with fostering a deeper involvement in her daughters' school and extracurricular activities. Ana envisions herself playing a pivotal role in the community, possibly even running for PTA President to further engage with educational initiatives.

Above all, Ana is passionate about being a role model for other minority women and immigrants, demonstrating that success in real estate and beyond is attainable regardless of background.

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▲ rising star

By George Paul Thomas  
Photos by Philip Andrews



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**MIKE ALLEN MCBEE** isn't your typical agent in the real estate industry. With a keen business sense and a background in education, he brings a unique perspective to the process of buying and selling a home. But what truly sets him apart is his genuine approach to connecting with others. He's known for being honest, loyal, and caring. Mike believes buying or selling a home should feel special and enjoyable, so he puts a lot of effort into each client's experience. He uses his professionalism and passion to make sure everyone gets the help they need.

#### CHARTING A COURSE

Mike's story is about entrepreneurship, education, and pursuing dreams. Hailing from Eastern Henrico County and a Highland Springs High School graduate, Mike's journey began with a passion for the business that ignited at an early age. After earning his bachelor's degree in business with a concentration in entrepreneurship from Norfolk State University, Mike wasted no time putting his skills to the test.

Reflecting on his entrepreneurial roots, Mike recalls, "I've been business-minded since elementary school, selling things like school supplies and candy." Post-college, he co-owned a music studio in South Richmond, merging his love for music with his knack for business management.

However, it was his experience as an educator that truly shaped Mike's path to real estate. Following graduation, Mike embarked on a career in teaching, working with Richmond Public Schools and, later, Chesterfield Public Schools, where he specialized in teaching special education from pre-K to 8th grade. Despite his challenges, Mike found fulfillment in helping others navigate life's complexities.

"During spring break in 2018, I decided to take a leap of faith and enroll in a real estate class," Mike recounts. By the summer of 2019, he had passed the state and national real estate exams, officially stepping into a new career chapter.

Driven by a desire to treat everyone like family, Mike explains, "It's about the relationships for me." Armed with the patience and understanding gleaned from his background as a teacher, he approaches each interaction with empathy and authenticity.

Since entering the real estate arena in September 2019, Mike has proven himself a standout solo agent. Last year, he closed 12 transactions, showcasing his dedication and proficiency. He aims to surpass his previous achievements, targeting 16 or more transactions in 2024. His commitment to excellence has not gone unnoticed, as evidenced by his selection as Coordinator for the Keller Williams BOLD training program in 2019.

Moreover, Mike's track record of success includes multiple appearances among the Top Five Individual Closed Volume Sales in June 2022, January 2023, and September 2023 at his Keller Williams Brokerage. These accolades underscore his ability to consistently deliver exceptional results while upholding the highest standards of professionalism.

#### PERSONAL INSIGHTS

Family holds a special place in Mike's heart, with cherished memories woven into the fabric of his upbringing. "My parents recently celebrated their 50th anniversary," Mike proudly shares. "I have a brother who resides in Suffolk, VA, with his loving wife and two children."

Reflecting on his roots, Mike reminisces, "My parents met at Norfolk State University in the '70s, where both my brother and I later graduated from." Family gatherings are a treasured tradition for the McBee clan, often filled with laughter, card games, and trips to the beach during warmer seasons.

While Mike focuses on his career for now, he eagerly anticipates the possibility of starting a family in the future. As for furry companions, Mike admits, "Pets aren't currently part of the picture, but who knows what the future holds."

When not immersed in real estate endeavors, Mike delights in exploring the world around him. "Traveling, attending festivals, and trying out new restaurants are some of my favorite pastimes," he reveals. Yet, it's the creative pursuits that truly ignite his passion. "I've always been drawn to music and the arts," Mike explains. "From producing music to recording poetry and audiobooks for artists and authors, I thrive on exploring new, fun, and creative experiences."

#### PURSUING DREAMS WITH PURPOSE

As Mike gazes towards the horizon, he finds inspiration in a poignant quote from Paulo Coelho's "The Alchemist": "When we strive to become better than we are, everything around us becomes better too." For Mike, success is not just about personal achievement; it's about fostering happiness and positively impacting others.



“  
MARRIAGE, PARENTHOOD, AND LEAVING A  
LEGACY OF POSITIVITY ARE ALL ON MY RADAR.

Mike's vision is clear in both his personal and professional aspirations. "I want to eventually start my own real estate brokerage and get my general contractor license so I can continue to expand my rental property portfolio and also better serve my clients," he shares. "Taking the necessary classes and obtaining these licenses will be the next step in this journey."

Beyond entrepreneurship, Mike harbors dreams of becoming a full-time real estate investor, achieving financial freedom, and building his own family. "Marriage, parenthood, and leaving a legacy of positivity are all on my radar," he reveals with a sense of anticipation.

Drawing from his experience and expertise, Mike offers sage advice to fellow real estate professionals. "Stay focused on your daily tasks," he advises. "Engage with your network, show genuine interest, and don't hesitate to ask for business. Building authentic relationships is key to success."



LARRY NUTT  
BRANCH MANAGER, NMLS# 1228056

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# TAMMY JOHNSON

DEMONSTRATING TRUE SUCCESS

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Tammy L. Johnson, affectionately known as “Boss Lady,” is a formidable presence in the real estate world. As an Associate Broker at Virginia Capital Realty, Tammy’s journey from critical care nursing to becoming one of the top-producing agents in her brokerage is nothing short of inspirational.



### A JOURNEY OF CARE AND COMPASSION

Tammy's roots trace back to Toms River, New Jersey, where she was born before moving to New Kent, Virginia, in 1985. She graduated from New Kent High School and chose to stay in the area to raise her family. Her educational journey led her to nursing school, where she became a Registered Nurse (RN). In addition to her nursing credentials, Tammy completed a John C. Maxwell Certification Program, earning recognition as a certified John C. Maxwell Coach, Teacher, Trainer, and Speaker.

Her nursing career was marked by dedication and excellence. She worked at Henrico Doctors Hospital in various critical roles, including as a critical care cardiac nurse, clinical coordinator in the Nursing Supervisor's office, and finally in Cardio-Pulmonary Rehab. Her career in nursing was fulfilling, but a life-changing diagnosis in 2004 shifted her perspective. At 33, Tammy was diagnosed with aggressive Stage 3C Breast Cancer, and her prognosis was poor. Reflecting on this period, Tammy shares, "I wanted to spend more time with my children, who were 4 and 2 at that time, so a few years after completing all of my chemotherapy

and radiation treatments, I chose a career in Real Estate to spend more time with them."

Being there to put her children on and get them off the bus for school suddenly held a different significance than simply carrying out daily routines. Tammy felt the impact of missing out on many moments while working 12-hour shifts. Despite appreciating those opportunities, the stark reality of facing an 18-22% survival rate over the next two years reshaped her perspective, prompting a profound reassessment of her life choices. For Tammy, real estate wasn't just a career move; it became about prioritizing being present for her family. "That is what shaped my "WHY" for venturing into my real estate career," Tammy shares. "While it also demands our time, it operates on a vastly different level than working 12-hour shifts several days a week, which often kept me away from my husband and family for entire days."

In 2007, amidst a challenging housing market, Tammy boldly decided to retire from nursing and dive into real estate full-time. This move was met with skepticism from her colleagues due to the

housing crisis, but Tammy's determination saw her rise quickly as a top individual producer. "I never expected to do this full-time, only as a part-time thing," she explains. "I thought perhaps I could sell a few homes every year to some of my friends. The last thing I ever expected was to retire from nursing in 2007 and just go for it."

Her early days in real estate were challenging, especially since she had few connections in the industry. However, her passion and drive quickly propelled her to the top. Since 2009, Tammy has consistently ranked in the top 1-3 individual sales at her brokerage, a testament to her hard work and expertise. In 2022 and 2023, she achieved over \$18 million in sales, a volume she aims to match this year. Tammy's accolades include being the top-producing agent from 2017 to 2022 and maintaining her status among the top performers for a decade. Currently, Tammy was appointed to the New Kent County Planning Commission.

Tammy's transition to real estate was driven by a desire to bring the same level of care and compassion to her clients that she had provided as a nurse. "I can give my clients the same level of care and compassion, seeing them through their biggest

financial decision rather than a medical one," she says. This approach has been fulfilling for Tammy, who enjoys "watching the outcome many times meet or exceed my client's expectations."

Her strong faith and belief in God's plan have also shaped her journey. "I have a strong faith and belief in God and Jesus," Tammy says. "I truly believe God has a plan and purpose for all of us, and He will make it happen if it is His plan for your life."

### A PERSONAL TOUCH

Tammy has been married to David for almost 27 years. David has worked as a transmission lineman for Dominion Power for nearly 38 years. Together, they have two adult children: Darla, 24, who works for State Farm, and Patrick, 22, who just graduated from VCU Engineering School this spring and will begin working at North Anna Nuclear Power Plant for Dominion Power in June. The Johnson family enjoys boating, fishing, and beach vacations together to Hatteras, NC. They also want the occasional cruise. Their family is rounded out by Eli, their eight-year-old Yellow Lab, who brings joy and companionship to their lives.

When she isn't working, Tammy loves to be near the water, whether boating, fishing, or simply enjoying the





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beach. Nature walks, bird watching, and swimming are among her favorite activities. Tammy is also passionate about interior design and often helps her friends with staging and decorating. Staying fit is important to her, and she works out with a personal trainer a few times a week.

Giving back to the community is a significant part of Tammy's life. For the past 14 years, she has served as the women's ministry leader at her church, New Kent Christian Center, and occasionally preaches a few times a year. "It is my greatest honor and a way to give back and demonstrate my gratitude as to how much God has blessed me and my family," she says.

**LOOKING AHEAD**

Tammy lives by the motto, "Let us run with endurance. The race marked out for us." This quote encapsulates her approach to both her personal and professional life, emphasizing perseverance and dedication.

Looking to the future, Tammy aims to maintain this sense of contentment while continuing to grow personally and professionally. She is mindful of not letting her competitive nature overshadow her achievements or diminish her peace. Tammy acknowledges that she is a work in progress, continually learning from challenges and embracing growth opportunities.

Spending 18 years full-time in the business has far exceeded her expectations and has proven vastly different from her initial perceptions of a career in Real Estate. Reflecting on her journey, if asked whether she would change anything, she would unequivocally say no.

She has experienced success and failure, using challenging times as opportunities for growth rather than allowing bitterness to take hold. It took time, but she has learned to find gratitude even in the disappointments this industry sometimes brings. Complacency, she believes, should never be a comfortable stance for anyone. Whether it's losing a listing opportunity, not being chosen by a friend for their real estate needs as expected or working hard on a buyer only to face disappointment, she encourages turning these setbacks into opportunities for personal improvement. Embracing each day with gratitude and optimism, she makes every moment count without regrets.

Tammy believes that "The key to happiness is not merely wishing for all of your dreams to come true; the key to happiness is living your life as if they already have."

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Rank	Name	Office	List Units	List Volume (Selling \$)	Sold Units	Sell Volume (Buying \$)	Total Units	Total \$
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Rank	Name	Office	List Units	List Volume (Selling \$)	Sold Units	Sell Volume (Buying \$)	Total Units	Total \$
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