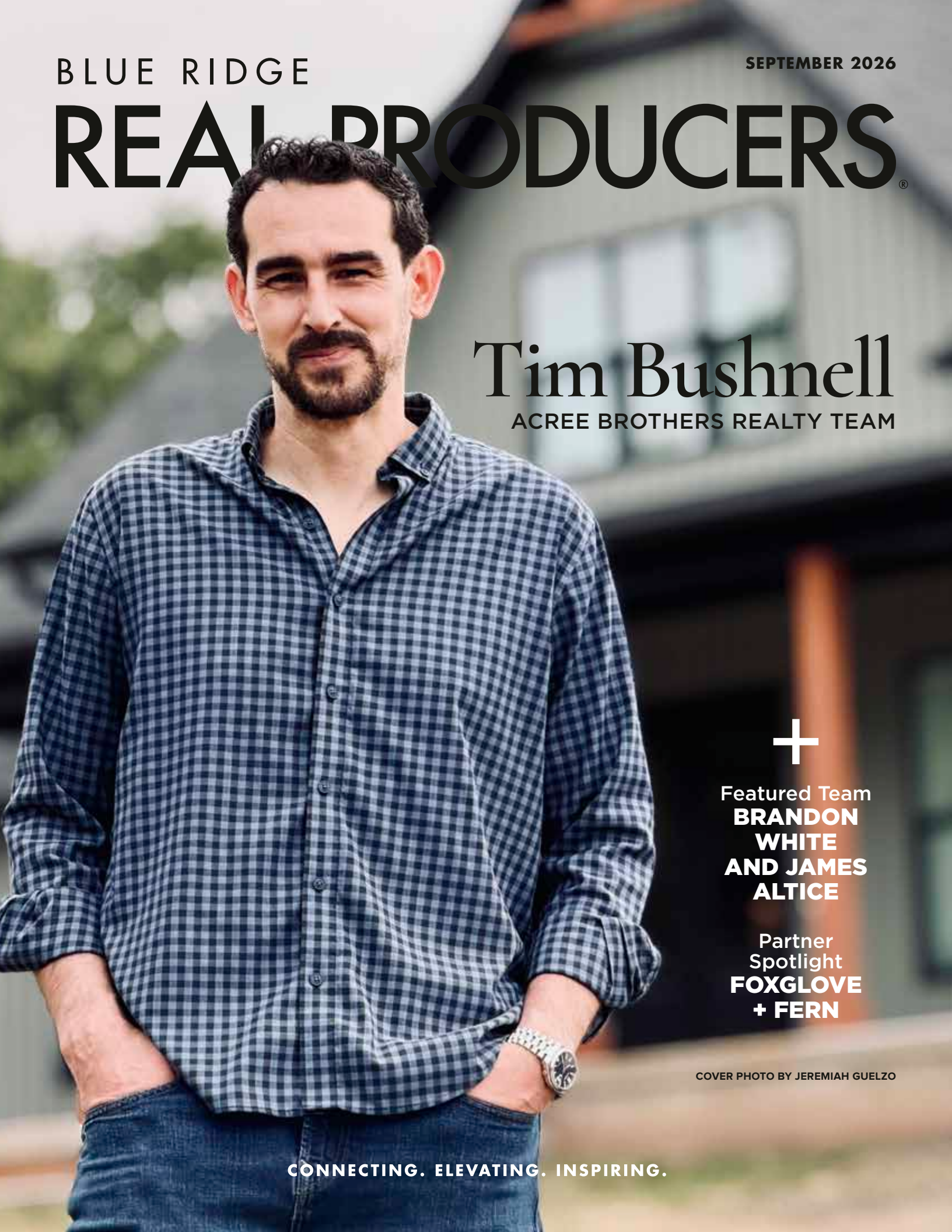


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A full-page photograph of Tim Bushnell, a man with a beard and mustache, wearing a blue and white checkered button-down shirt and blue jeans. He is standing outdoors with a blurred house in the background. His hands are in his pockets, and he is wearing a watch on his left wrist.

Tim Bushnell

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TIPS FROM JESUS ON STAYING MOTIVATED

Jesus never had a slump. Not because the work was easy, but because His why was unshakeable. Every REALTOR® hits seasons where the grind feels heavier than the goal. Motivation fades, momentum stalls, and the calendar starts winning. But there's a model for sustained motivation that has outlasted every productivity trend ever written, and it's worth studying.

He anchored to purpose, not performance. Jesus didn't measure His day by outcomes. He measured it by obedience to the mission. When your why is bigger than your numbers, a slow month doesn't define you.

He celebrated small moments without waiting for big wins. One lost coin found. One lost sheep returned. One changed life. He found meaning in the moment in front of Him, not just the finish line ahead.

He stayed connected to His source. Before long days and hard conversations, He prayed. Top producers who sustain motivation long-term have a replenishment rhythm that is spiritual, physical, and relational, not just a hustle rhythm.

He reminded Himself of the people, not the process. When the work got heavy, He looked at the people it served. Your clients aren't transactions. They are families, futures, and fresh starts. Let that fuel you.

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He pressed through resistance without losing His identity. Criticism, rejection, and pressure came at Him constantly. He never let opposition rewrite who He was or why He showed up. Neither should you.

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COVER STORY

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Seeing
What's
Possible

Andi Fernandez picked out color schemes and furniture for her parents' living room when she was growing up. No one taught her to see a room differently. She simply had an artist's eye. That instinct followed her into motherhood, where she loved creating spaces for her children, and eventually inspired her to launch Foxglove + Fern.

Today, Andi helps clients transform their homes through interior design. Her services include digital designs, mood boards, sourcing furniture and décor both locally and online, and overseeing contractors when projects require additional expertise. She works with some clients in person and others entirely virtually, tailoring every project to their individual needs. Lately, occupied staging has become one of the fastest-growing parts of her business, as she helps real estate agents and homeowners prepare properties for the market.



“As a creative, it’s incredibly rewarding to lean on my artistic nature every day.”



That side of the business began almost by accident when a REALTOR® friend asked Andi to help prepare a listing for professional photos. She decluttered the home, rearranged existing furniture, and incorporated a few of her own accent pieces to elevate the space.

Andi believes one of the biggest misconceptions about interior design is that it is only for luxury budgets. “Interior design does not have to be expensive,” she notes. Whether she’s incorporating thrifted treasures, vintage finds, or brand-new furnishings, Andi works with clients across a wide range of budgets. Her goal is to help clients create spaces they love while making the most of every dollar they invest. To support that philosophy, she offers flexible pricing to fit each client’s needs. Referred clients receive a waived consultation fee, bundled service packages offer discounted hourly rates, and her popular “Designer for a Day” service allows clients to book a full day of her expertise at a flat rate.

For real estate professionals, Andi believes presentation makes all the difference. “As a designer, I know not everyone can visualize a space the same way,” she

shares. “Listing photos are a buyer’s first impression, and how a home is presented can influence both the number and quality of prospective buyers.”

She has seen firsthand how thoughtful staging helps buyers focus on a home’s potential instead of its distractions. “Small touches go a long way,” she explains. “Investing in how a property presents itself can help it sell faster and often for a higher price.”

Originally from Miami, Florida, Andi relocated to the Roanoke area when her husband’s career brought the family there. Today, she and her husband are raising their three children while enjoying everything the region has to offer, from hiking local trails to exploring community festivals and traveling whenever they have the opportunity. Outside of work, Andi enjoys staying active, spending time outdoors, and cheering on her children at school events and extracurricular activities.

Andi defines success as being happy with what she does. “It’s so important that I enjoy what I’m doing and that my kids can see how much I love my work,” she comments. And that mindset

shapes every project she takes on. “As a creative, it’s incredibly rewarding to lean on my artistic nature every day,” she says.

Whether she’s redesigning a family’s living room or preparing a listing for the market, Andi loves helping people see what’s possible. For her, uncovering the hidden potential in every space never gets old. 🍃



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Brandon White & James Altice

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From Day One

Brandon White still remembers helping his grandmother search for a home. Long before he earned his real estate license, he spent weekends touring homes with her, watching the excitement build as they

searched for the right fit. When she finally found the one, he saw firsthand how meaningful the process could be. Years later, Brandon says that experience played a defining role in the career he loves.



That career has another key ingredient: friendship.

Brandon and James Altice met on their first day at Wells Fargo. They spent six weeks of training together before working together in checking and savings and later in the home equity division. Brandon spent five years there, while James spent four.

Their paths eventually diverged. Inspired by the REALTOR® who helped his grandmother purchase her home, Brandon earned his real estate license in 2021. James worked in home maintenance after Wells Fargo, became HVAC certified, and later moved into pest control. Those experiences gave him an in-depth understanding of homes that now benefits every client he serves.

Brandon quickly found success in real estate. After about a year and a half on a team, he moved to a smaller brokerage near Smith Mountain Lake, where he became the company's top-producing agent during his first year. As his business grew, he kept encouraging James to join him in real estate. "For about a year, I kept talking to him about it," Brandon says. James eventually earned his license in September 2024.

The two later joined Keller Williams to take advantage of its training opportunities and launched Big Lick Realty Group. Recently, they moved to REAL Broker, LLC — Roanoke.

Today, James and Brandon focus on their strengths.

"James is buyer-focused, and I'm more on the listing side," Brandon explains. The approach has fueled impressive growth. During their first full year together, they closed 40 transactions. By July of this year, they already had 33 transactions completed or under contract, with nine additional deals pending, putting them on pace for about 50 transactions. Their goal for next year is 75.

That success stems from plenty of hustle. Brandon earned his real estate license in just eight days, passing both required exams on his first attempts before getting straight to work. He built his business by door knocking, hanging flyers, and calling expired listings and For Sale By Owner properties, a niche he still enjoys today. "I'm willing to put in the extra effort," he says.

That determination pairs well with James' practical knowledge of homes. Brandon describes himself as detail-oriented, carefully walking through every property to help clients avoid surprises. James brings another layer of expertise through his background in maintenance, HVAC, and home repairs.

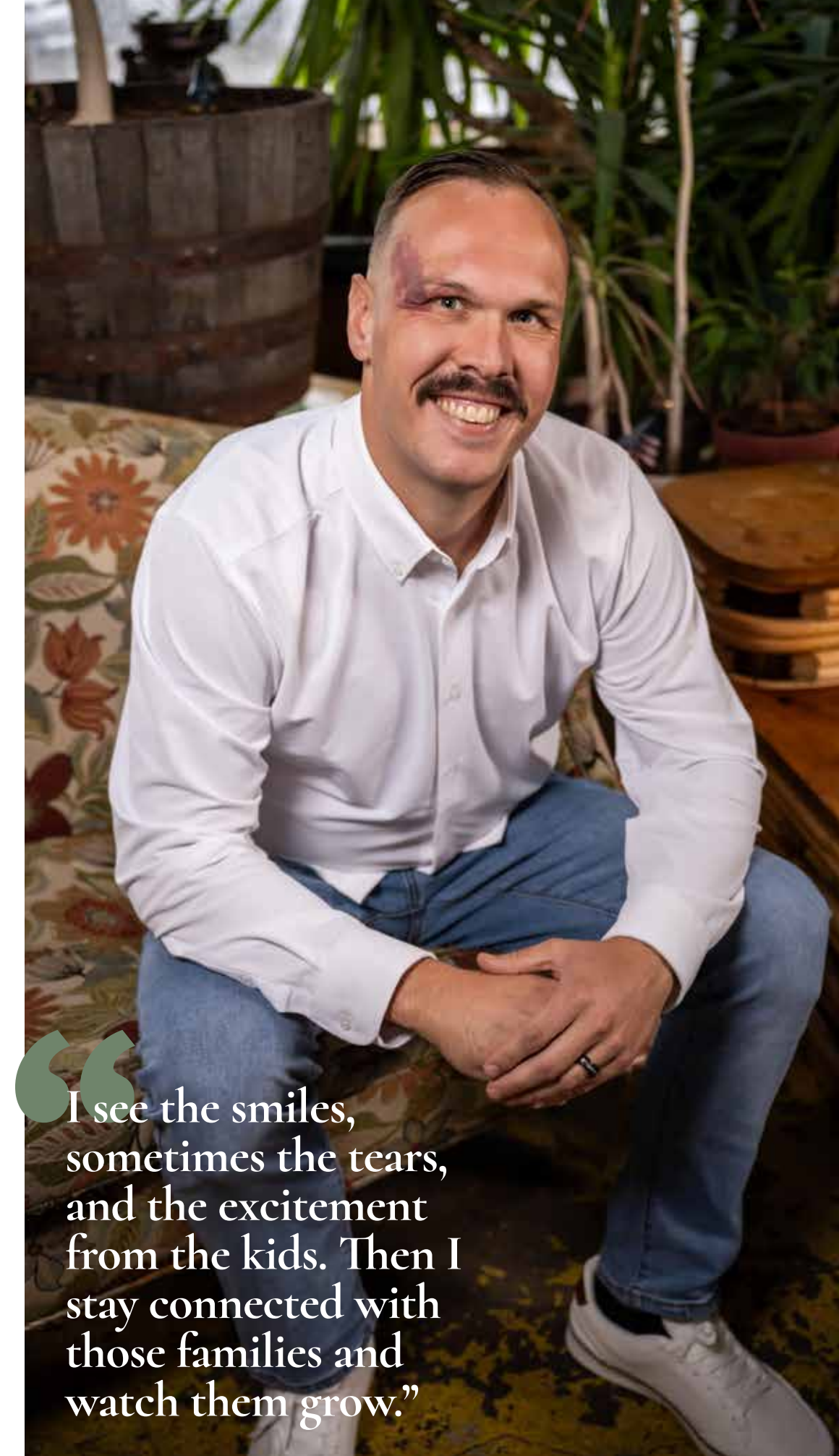
Brandon admits he thinks about real estate almost constantly. "I absolutely love it," he says. "I'm passionate about it." His favorite moments come on closing day. "I see the smiles, sometimes the tears, and the excitement from the kids," he says. "Then I stay connected with those families and watch them grow."

Outside of real estate, Brandon has found another way to bring people together. A few months ago, he started the Roanoke Board Game Community, which meets at a local brewery twice a month. The gathering serves as a place for past clients, business owners, insurance professionals, and community leaders. The latest meetup drew about 20 people.

When he's away from work, Brandon enjoys hiking, photography, and relaxing in the sauna. He laughs that he's a "modern-day hippie," beginning and ending each day with a cup of lavender mint tea. He and his wife, Ashley, share their home with four dogs and two cats on an acre of land. A lifelong sports enthusiast who grew up racing dirt bikes, Brandon recently traded motorcycles for a Prius with a sunroof, joking it's "about as close as I'm going to get to a motorcycle."

James enjoys spending time with his wife, Victoria, and their sons, Carter and Weston. Their home also includes two dachshunds, a boxer, and a basset hound. When they're not helping clients, James and Victoria enjoy exploring local wineries together.

Looking back, Brandon and James can trace everything to that first day of Wells Fargo training. Years later, they're still working side by side. Only now, instead of helping customers with home equity loans, they're helping families find a place to call home. ▀



“I see the smiles, sometimes the tears, and the excitement from the kids. Then I stay connected with those families and watch them grow.”



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PRESSURE
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STORY BY JACKI DONALDSON
PHOTOS BY JEREMIAH GUELZO

When Tim Bushnell walked away from a stable six-figure career, he was 34 years old, married, raising four young children, paying a mortgage, and responsible for providing for his family. He also had just nine months of severance. “I knew I had to replace my income,” Tim recalls. “The pressure was unreal. I couldn’t let my family down.”

At the time, Tim was leading customer service teams for GoDaddy after the company acquired the social media marketing startup where he worked. As artificial intelligence and automation began replacing many of the team’s responsibilities, layoffs became inevitable. Rather than wait and wonder, Tim approached his manager with an unusual request. “If I’m on the list with someone else,” he told his boss, “let me go.”

The severance package gave him an opportunity to consider what came next. Initially, he planned to return to ReminderMedia, where his cousin, Luke Acree, and other relatives worked. At the same time, he had become fascinated by real estate investing and was constantly picking the brain of another cousin, Stephen Acree, who had built a successful real estate career.

Stephen offered a different idea. “Don’t become an investor first,” Tim remembers him saying. “Come sell real estate. You can invest, too.” After many conversations with his wife, Leah, and

much prayer, Tim knew that was exactly what he was supposed to do.

Faith has always played a central role in Tim’s life. The son of a pastor, Tim was born in Virginia Beach before moving with his family to Florida and later to Fluvanna County, Virginia, where his father joined Tim’s uncle, Alan Acree, in pastoring a church. After graduating from high school in 2006, Tim remained in Virginia to attend community college and play music with his cousins, Stephen, Luke, and Dan, leading worship at churches throughout the region and even opening for nationally known Christian recording artists. He later moved to Texas to continue his education, taking advantage of the lower cost of tuition.

He later earned a business degree from the University of Texas at Arlington, where he met Leah through church while she was pursuing her master’s degree. The couple married in Georgetown, Texas, and are now raising four children: Colton, Isadora, Ryker, and Hartleigh.



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CONNECT WITH, THE MORE
OPPORTUNITIES
YOU'LL CREATE."

Tim spent nearly his entire professional career helping businesses grow. He began with ReminderMedia, creating marketing materials for real estate professionals before joining a Texas startup focused on helping small businesses with social media marketing. When GoDaddy acquired the company, Tim continued advancing into leadership roles, managing customer success teams while helping thousands of entrepreneurs grow their businesses.

Along the way, he learned a lesson that would later shape his own real estate career. "The more people you meet and genuinely connect with, the more opportunities you'll create," he shares.

Tim earned his real estate license in 2023 and joined the Acree Brothers Realty Team. Knowing he had little time to replace his corporate income, he approached the business with relentless discipline. Under the guidance of Luke, Tim committed to contacting 50 new people every day and having at least 20 meaningful real estate conversations daily. He is grateful for Cody Smith, Acree Brothers Realty sales director, for helping him get off to a fast start.

For six months, his family understood that building the business would require tremendous sacrifice. "My wife told me, 'I trust you, and I trust what God is leading us to do,'" Tim shares. "Without her support, I wouldn't be where I am today." Tim hosted open houses nearly every weekend, called prospects in the evenings, and spoke with anyone willing to have a conversation.

Those conversations changed everything. While door-knocking for an open house, Tim met someone who invited him to a local real estate investment meetup. A few months later, another chance encounter at one of his listings led him to finally attend. The relationships he built there became some of the most valuable in his business. One investor eventually became one of Tim's largest clients, trusting Tim with 25 to 30 transactions each year.





His momentum grew quickly. Tim completed 40 transactions during his first 12 months, replacing his previous income before his severance expired. He followed that with 72 transactions in 2024, 92 in 2025, and is on pace to close more than 100 transactions in 2026. Today, approximately 60 percent is referral and SOI, which includes his investors. He credits his reputation to something simple: “I answer my phone, and I do what I say I’m going to do,” he notes.

Although Tim enjoys working with buyers and sellers of every type, he has developed a niche representing several active real estate investors,

handling both their acquisitions and listings. Ironically, one of those investor relationships led Tim and his family to their own dream home.

After helping clients purchase several lots in a new neighborhood, Tim and Leah fell in love with one of the remaining homesites. To avoid any conflict of interest, Tim stepped away from representing himself in the transaction. Following plenty of prayer and patience, their offer was accepted. Today, they’re neighbors with the same clients who helped make it possible.

When he’s away from work, Tim’s focus is on faith, family, and church.

He and Leah serve together regularly, live just minutes from their church, and stay busy raising four children, two dogs—a Great Dane named Padfoot and a collie named Jasmine—and a flock of backyard chickens that keep the family supplied with fresh eggs.

Looking back, Tim says the most rewarding part of his career is watching other people change the course of their lives. Whether he’s mentoring new agents, helping investors build wealth, or guiding families toward a fresh start, Tim loves seeing others achieve goals they once thought were out of reach. “Helping people transform their lives,” he stresses, “is what makes this job so meaningful.”



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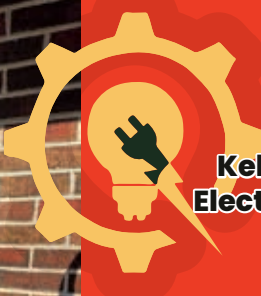


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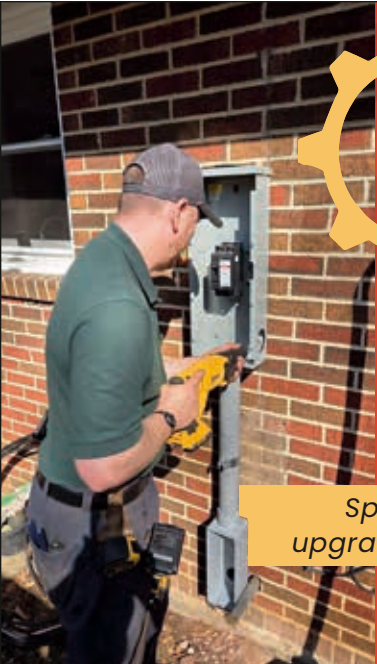


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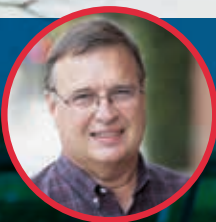


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