You are invited to the 41st Annual Conference on Appraisal Administration and Trade Show, hosted by the Texas Association of Appraisal Districts, Inc. (TAAD). Mark Sunday, February 6 through Wednesday, February 9, 2022, on your calendar and plan to be at the Gaylord Texan Resort with the rest of the TAAD membership!

More education sessions, exhibits

This is the premier (and largest!) event for appraisal districts and tax offices in Texas. You have the opportunity to gain a variety of information and to obtain up to 15.0 hours of continuing education for your certification renewal – by attending the 18 education sessions planned. Obtain answers to your questions, and have the opportunity to solve your challenges by networking with your peers, vendors, and leaders in the ad valorem profession.

Visit with the vendors in the exhibit hall and find out about their newest products and services. The 2022 exhibition promises to be the largest one ever, with new names and faces and vendors!

Monday Night with Four Day Weekend

Join TAAD for an entertaining and relaxing evening of dinner and a show. We’ll have entertainment from Fort Worth’s own Four Day Weekend, a comedy improvisational troupe, sure to make you laugh and forget your woes for a while! All events will be conveniently located at the Gaylord Texan Resort. No transportation needed – just grab an elevator and stay comfortably inside the hotel for the evening!

Early registration for TAAD member districts extends until January 21, 2022.

Mailed forms must be postmarked and accompanied by registration fee no later than that date in order to qualify for the early/reduced member district rate. (For a fillable registration form, see TAAD’s website.) You may also register and pay online via the TAAD website.

Conference attire

Suggested dress for conference sessions is business casual attire. On Wednesday, let’s all “Show Our Colors” by wearing an item with your respective business or appraisal district’s logo.

The 41st Annual Conference was designed by your peers with you in mind – make plans now to visit the grand Gaylord Texan Resort and attend TAAD’s 41st Annual Conference and Trade Show.

See you in Grapevine!
**TAAD Talks Are Starting in 2022**

For any TDLR registrant looking for Continuing Education hours that don’t require travel or testing, TAAD has just the thing for you — join us online for **TAAD Talks**. Most months we will offer a one-hour or two-hour CE session online, by way of ZOOM. (We take a break during June through August for ARB season)

Registration info is on the TAAD website, in the Education section. www.taad.org/education/courses-seminars/zoom-ce-sessions/schedule/

**Fees:**
- 1 hour: TAAD members $30; nonmembers $50
- 2 hours: TAAD members $50; nonmembers $100

**2022 Schedule/Topics**

**Monday, January 10, 1:30-2:30pm**  
**Topic:** New ARB Laws and Procedures for 2022  
**Speaker:** Roy Armstrong  
- Requirements for hearing procedures, steps for adopting them/Review by PTAD  
- Appointments/Removals by Local Administrative District Judge  
- What if you don’t have a TLO? (Complaints about the ARB; Board of Directors authority; grounds of protest/combining excessive-value and unequal-value claims; reasons for denying/canceling an exemption or special appraisal)  
- Telephone and video conference hearings  
- Single-member panels (ARB orders; content; delivery by e-mail)  
- Limited binding arbitration  
- Sec. 25.25(c-1) correcting reporting errors  
- Miscellaneous Points (Remote training; Combining or dividing accounts; Scheduling requirements and electronic reminders; Informal conferences; ARB member going to work for the Appraisal District)

**Monday, February 14, 1:30-2:30pm**  
**Topic:** Best Practice: Avoid Deviating from Ratio Standards (IAAO Standards, that is)  
**Speaker:** Jason Cunningham  
- Scope and overview; Market value and appraisal accuracy  
- Use of ratio studies; Steps in ratio studies  
- Sampling  
- Statistics and analysis (Measures of accuracy; Measures of uniformity; Parametric vs. Non-parametric)  
- Data accuracy; Stratification  
- Quality Control; Reconciliation  
- Ratio study standards

**Monday, March 14, 1:30-3:30pm**  
(2 hours; TAAD members $50; nonmembers $100)  
**Topic:** Adjustments in the Sales Comp Process  
**Speaker:** Chris Connelly  
- Quantifying and application theory  
- Mass appraisal modeling and specification  
- Analysis statistics  
- Adjustment order & types  
- Market extraction methods  
- Adjustment variables  
- Model calibration  
- Sales comparison grids

**Monday, April 11, 1:30-2:30pm**  
**Topic:** Highlights of Open Meetings and Open Records for CADs  
**Speaker:** Barry Gaines

**Monday, May 9, 1:30-3:30pm**  
**Topic:** Motivating Employees  
**Speaker:** Adam Bogard

**Monday, September 12, 1:30-3:30pm**  
(2 hours; TAAD members $50; nonmembers $100)  
**Topic:** PVS Reporting and Local Value Review  
**Speaker:** Lacy Harris

**Monday, October 10, 1:30-3:30pm**  
(2 hours; TAAD members $50; nonmembers $100)  
**Topic:** Unequal Appraisal as Related to PVS (Sales Chasing)  
**Speaker:** Casey Bean

**Monday, November 14, 1:30-2:30pm**  
**Topic:** Setting Up a Litigation Team in Any Size CAD  
**Speaker:** Adam Bogard

**Monday, December 12, 1:30-3:30pm**  
(2 hours; TAAD members $50; nonmembers $100)  
**Topic:** Are You Honking in Encouragement?  
**Customer Service Lessons from the Geese**  
**Speaker:** Tracey Foster
Rural Land Expert: ‘Insatiable appetite’ for land, record prices, and activity that ‘defies fundamentals’

College Station, Tex. (Real Estate Center) – Competition for a limited supply of land for sale pits investors, developers, and end-users against each other.

Research Economist Dr. Charles Gilliland with the Texas Real Estate Research Center at Texas A&M University monitors the rural land market using a network of local observers. Here is a brief summary of those findings.

Austin-Waco-Hill Country: ‘Take a Number’

“If you want property in this region, take a number,” said Gilliland. “Brokers have buyers lined up.”

Strong demand has prompted active subdivision operations. Small properties sell within days of listing, he said. The frenzied demand includes both cropland and rangeland.

In ranch markets farther from Austin, current pricing is testing the top of the market. Typical buyers are wealthy individuals worried about inflation.

Panhandle, South Plains: ‘Record High Price’

“With buyers, mostly farmers, flush with cash from both government stimulus payments and strong commodity prices, sales increased dramatically in the second quarter,” said Gilliland. “Regional sales this year will exceed those of 2016, the previous record-holder.”

Abundant water in Hutchinson, Moore, and Sherman Counties prompted dairies to acquire land to provide feed for their operations. In addition, farmers are harvesting good crops selling at high prices.

Larger transaction have taken a pause, and the market for properties priced $20 million and up may be softening. Cropland sales slowed, but prices are steady or increasing.

He added that worries about inflation and tax law changes motivated many buyers and sellers. Current high prices have prompted more owners to sell.

Far West Texas: ‘Unrealistic Asking Prices’

“Oil and gas woes have dried up demand for large ranches in this region,” said Gilliland. “However, with oil prices climbing, oil companies’ activities are increasing.”

Although observers report an oversupply of land for sale at unrealistically high asking prices, he said, the latest transactions have been around $1,500 per acre.

West Texas: ‘Activity Exploded’

“Activity exploded in West Texas as buyers snapped up small, medium, and large properties,” said Gilliland. “Many subdivided the large properties, quickly selling the smaller tracts.”

Observers expect higher prices in the near future.

Northeast Texas: ‘Waves of Demand’

“Waves of demand in the Dallas-Fort Worth Metroplex meant strong activity in the region,” said Gilliland.

Because of a dearth of properties for sale, Gilliland said some markets had few sales. Observers anticipate an uptick in cropland sales.

“Sawtimber prices have increased 45 percent over the last year, while pulp wood prices have remained steady,” said Gilliland.

Gulf Coast-Brazos Bottom: ‘Dramatic Activity’

“Demand from the urban centers drove Coastal Bend land markets as buyers prepared for growth,” said the Center economist.

Progress on the “Aggie Expressway” from Houston toward College Station spurred dramatic activity in Grimes County as investors anticipated future development.

‘Short supplies of listings restricted sales activity in some areas,” he said.

South Texas: Divided, Sold

South Texas activity was marked by large properties, which were subdivided and quickly sold as smaller parcels. Duval and Live Oak Counties were especially active.
# TAAD’s 2022 State Certification Course Schedule

<table>
<thead>
<tr>
<th>Month</th>
<th>Course Number</th>
<th>Name</th>
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</thead>
<tbody>
<tr>
<td>JANUARY 2022</td>
<td></td>
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<tr>
<td>January 10-12</td>
<td>Course 32</td>
<td>USPAP</td>
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<td>January 12</td>
<td>Course 31</td>
<td>USPAP Refresher (virtual offering)</td>
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<tr>
<td>January 13-14</td>
<td>Course 30</td>
<td>Ethics</td>
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<tr>
<td>January 10-13</td>
<td>Course 5</td>
<td>Mass Appraisal</td>
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<tr>
<td>January 10-13</td>
<td>Course 3</td>
<td>Income Approach to Value</td>
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<tr>
<td>January 10-14</td>
<td>Course 101/102</td>
<td>Intro to Texas Property Tax System</td>
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<tr>
<td>FEBRUARY 2022</td>
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<tr>
<td>February 28-March 2</td>
<td>Course 7</td>
<td>Property Tax Law</td>
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<tr>
<td>February 28-March 2</td>
<td>Course 10</td>
<td>Analyzing a Real Property Appraisal</td>
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<td>February 28-March 3</td>
<td>Course 4</td>
<td>Personal Property Appraisal</td>
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<tr>
<td>February 28-March 4</td>
<td>Course 203</td>
<td>Appraisal of Real Property</td>
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<tr>
<td>August 15-17</td>
<td>Course 7</td>
<td>Texas Property Tax Law</td>
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<td>Analyzing a Real Property Appraisal</td>
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<tr>
<td>August 15-19</td>
<td>Course 203</td>
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<td>Ethics</td>
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<td>October 3-5</td>
<td>Course 101</td>
<td>Intro to Texas Property Tax System</td>
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<td>October 5-7</td>
<td>Course 102</td>
<td>Intro to Appraisal</td>
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<td>October 3-7</td>
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<td>Course 203</td>
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<td>Texas Property Tax Law</td>
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<td>Analyzing a Real Property Appraisal</td>
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<td>Course 101</td>
<td>Intro to Texas Property Tax System</td>
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<tr>
<td>December 7-9</td>
<td>Course 102</td>
<td>Intro to Appraisal</td>
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</tbody>
</table>

*course registration on next page*
1. Class Hours: Unless otherwise specified, course hours are from 8:30 am-5 pm. Breakfast is daily 7:30-8:30 am. Registration on day one of class is 8-8:30 am. See TAAD website for course lengths.

2. Class Locations/Hotel Lodging:
   - Austin Marriott North/Round Rock (unless otherwise specified)
     2600 La Frontera Blvd., Round Rock, TX 78681
     Lodging: 800.865.0546; $125/night; call at least three weeks in advance for the TAAD rate.
   - TAAD Office: 7700 Chevy Chase Dr., Bldg. 1, Ste. 425, Austin, TX 78752
     See TAAD website for lodging suggestions.

3. Coupon: To redeem, please enclose original coupon with remaining fee.

4. Class Materials: Effective 1-1-22, you are responsible for printing your class materials. □ For $15 TAAD will print and bring your copy to class; notice to TAAD required at least 7 days prior to class. □ Forget your materials? There’s a $50 nonrefundable fee for a duplicate copy.

5. Cancellation Policy: TAAD requires written notice of cancellations prior to class. Please see below.
   - Cancel 7 days or more before class: $75 penalty
   - Cancel less than 7 days before class/up to Day 1 of class: $150 penalty

Cost for Courses:
Please submit separate forms and fees for each course.

<table>
<thead>
<tr>
<th>Course</th>
<th>TAAD Member Districts</th>
<th>TAAD Associate/Affiliate Members</th>
<th>Nonmembers</th>
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<tbody>
<tr>
<td>Course 30</td>
<td>$210</td>
<td>$235</td>
<td>$325</td>
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<tr>
<td>Course 31</td>
<td>$100</td>
<td>$160</td>
<td>$225</td>
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<tr>
<td>Courses 101, 102, 9, 28 or 32</td>
<td>$275</td>
<td>$300</td>
<td>$400</td>
</tr>
<tr>
<td>Courses 3, 4, 5, 7, 8 or 10</td>
<td>$350</td>
<td>$375</td>
<td>$475</td>
</tr>
<tr>
<td>Course 203 (previously 201 and 202)</td>
<td>$450</td>
<td>$475</td>
<td>$575</td>
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</tbody>
</table>

Class Materials are automatically emailed by PDF. You are responsible for printing/ bringing to class. If you would like TAAD to print/bring the materials to class, please note there is an additional $15 fee.

Class Materials (please mark one)
□ Please print my class materials. I have enclosed the $15 printing fee. Notice required at least 7 days prior to class.
□ Please email my class materials. Student is responsible for printing/bringing materials to class.
I understand there is a $50 nonrefundable fee for a duplicate copy if I forget to bring them to class.

Note: Property Assessment Valuation book (used in Courses 203, 3, 4 and 5) should be ordered directly from IAAO (iaao.org).

Course Registration Fee.........................................................Registration Fee .................$ __________
PTEC Glossary - optional ($20) ...............................................Enclosed .........................$ __________
Mail Course Materials - optional ($15) ...............................Enclosed .........................$ __________
Member District Coupon (must enclose with payment) ...............minus ..............................$ __________

TOTAL AMOUNT ENCLOSED $ __________

Please complete the registration form and return it along with payment to:
TAAD | 7700 Chevy Chase Drive; Building One, Suite 425 | Austin, Texas 78752-1558

Office Use Only:
Date ________________ Check # ____________________ Paid ________________
Coupon ________________ Print ________________ Glossary ________________ DB ________________
Real Estate Notes of Interest

Brad Eldridge, MAI, CAE
Brad is a Senior Consultant with TEAM Consulting, LLC and lives in Lawrence, Kansas.

Outlook for the Texas Economy
Texas Real Estate Research Center – Texas A&M University, November 30, 2021
"Economic activity within Texas improved during the third quarter, and strong growth is expected for the remainder of the year. Increased hiring in September resulted in solid third-quarter payroll expansion, although joblessness in the Lone Star State was still higher than the national average.” https://bit.ly/3yrw3P7

Texas Housing Insight
Texas Real Estate Research Center – Texas A&M University, November 23, 2021
"Overall, housing demand remained healthy but was hindered by depleted inventories, pushing annual median home-price growth well into double-digit territory. The Texas median home price rose for the ninth consecutive month, increasing 16.8 percent YOY to a record-breaking $310,100 in September.” https://bit.ly/31QvJhj

Housing Market Update: For-Sale Home Supply Hits All-Time Low
by Tim Ellis, RedFin, December 1, 2021
"Meanwhile, the median home-sale price hit a new all-time high of $360,375, up 14% year over year. This was up 31% from the same period in 2019 and up 1.5% from a month earlier, far greater than the 0.2% increase seen during the same period last year.” https://bit.ly/3F92jZO

Housing Research Brief | November 2021
Marcus & Millichap, December 1, 2021
"As the majority of new homes on the market are still under construction or not yet started, the rise in inventory is not meeting strong demand.

Leading Economic and Housing Experts Predict Multiple Fed Interest Rate Hikes, Slowing Inflation and Home Price Growth in 2022,
by Troy Green, National Association of Realtors, December 15, 2021
"For 2022, the group of experts predicted that annual median home prices will increase by 5.7%, inflation will rise 4% and the Federal Open Market Committee will twice increase the federal funds rate by 0.25%.” https://bit.ly/3E1xJzY

Seven Ways Assessors Can Communicate Effectively About Fast Rising Housing Prices
Vision Government Solutions, December 14, 2021

continued on next page
**Current national mortgage and refinance rates**  
*Bankrate.com, December 14, 2021*

“The average rate you’ll pay for a 30-year fixed mortgage is 3.25 percent. This time a month ago, the average rate on a 30-year fixed mortgage was lower, at 3.18 percent. The average rate for a 15-year fixed mortgage is 2.52 percent.”  
https://bit.ly/3T3IWm

**Five Fast Facts — U.S. Single Family Market**  
*Cushman & Wakefield, December 8, 2021*

“Investor demand and growing liquidity in the SFR market has fueled cap rate compression over a two-year period. With average cap rates in the 4.5% to 5.0% range, Cushman & Wakefield transactions show additional compression of 25 to 50 basis points in 2021 for new construction product in the most attractive markets.”  
https://cushwk.co/30x4urm

**Editor’s Note: The BTR (Build-to-Rent) single-family subdivision market has influenced the supply/demand dynamics in large markets.**

**Rural land expert: ‘Insatiable appetite’ for land, record prices, and activity that ‘defies fundamentals’**  
*Texas Real Estate Research Center – Texas A&M University, December 8, 2021*

“Competition for a limited supply of land for sale pits investors, developers, and end-users against each other.”  

**Multifamily Investors Lengthen Their Hold Periods, As Inflation Fears, Dearth of Product Disrupt the Market**  
*by Jenn Elliot, Wealth Management, December 7, 2021*

“Investment firms and fund managers are doubling and even tripling hold periods, partly because it’s what their investors want, and partly because it just makes sense, given current market conditions.”  
https://bit.ly/3IJ72Um

**Texas Quarterly Apartment Report**  
*Texas Real Estate Research Center – Texas A&M University, December 10, 2021*

“The eviction moratorium and the Federal stimulus that included transfer payments through stimulus checks and renter/landlord assistance has held down vacancy rates. Various factors have contributed to a major turnaround in the apartment market in 2021, allowing it to surpass pre-pandemic levels of occupancy and rent growth.”  

**Apartment rent and occupancy hit record highs, even as market enters its traditionally slow season**  
*by Diana Olick, CNBC, December 6, 2021*

“Apartment occupancy hit a new high of 97.5% in November, according to RealPage, a real estate technology platform. The annual increase in asking rents for new move-in leases hit 13.9%.”  
https://cnb.cx/3p3WtUl

*continued on next page*
**Real Estate Notes continued**

**WMRE’s Multifamily Survey**  
*Wealth Management, December 9, 2021*  
"Multifamily investor confidence is fueled by strong fundamentals and healthy capital markets. Report includes equity, debt, cap rates, and other key indicators of investment return.” https://bit.ly/3oSZlmO

**Farm Real Estate Values Rise Sharply**  
*by Nathan Kaufmann and Ty Kreitman, Kansas City Federal Reserve, November 23, 2021*  
"Farmland values surged in the third quarter according to Federal Reserve Surveys of Agricultural Credit Conditions. The value of non-irrigated cropland increased by 12% or more in all participating Districts. The rapid increase was also consistent across most states, with annual increases of more than 20% in some areas.” https://bit.ly/3dTzN2s

**US Price Growth Advances as Major Sectors Accelerate**  
*by Michael Savino, Real Capital Analytics, November 18, 2021*  
"The RCA CPPI National All-Property Index climbed 15.9% in October from a year ago, the fastest rate of growth seen in the history of the RCA CPPI as intense investor demand for commercial properties continued. The index rose 1.7% from September.” https://bit.ly/3pUE6QU

**U.S. Real Estate Market Outlook 2022,**  
*CBRE, December 8, 2021*  
"Despite uncertainty from the omicron variant and other risks, a growing economy will fuel demand for space and increase real estate investment across all property types.” https://bit.ly/3IMNEWC

**Industrial Tenants Renew Leases Far in Advance, Raise Warehouse Roofs and More to Deal with Space Shortage**  
*Patricia Kirk, Wealth Management, December 1, 2021*  
"With scarce space available and rents continuing to rise, industrial tenants are forced to do whatever is necessary to secure leases.” https://bit.ly/3F20IVN

**REITs, Private Equity Investors Pile into Self-Storage Assets**  
*by Bendix Anderson, Wealth Management, November 29, 2021*  
"Self-storage properties in the U.S. have performed well throughout the coronavirus pandemic, and that has attracted the attention of investors from around the world, driving prices up even further on the assets.” https://bit.ly/3m2I8pe

**Office Space Demand Falls Again**  
*by Michael Tucker, Mortgage Bankers Association, December 7, 2021*  
"VTS, New York, reported new demand for office space fell for the second consecutive month in October to a level last seen in the first quarter.” https://bit.ly/326le98

**The Net Lease Medical Report, Q2 2021**  
*The Boulder Group*  
"Cap rates in the third quarter of 2021 for the single tenant net lease medical sector compressed by 55 basis points to 5.95%, when compared to the previous year.” https://bit.ly/322RoCq

**Retail Recovery: 5 key takeaways for post-COVID retail real estate**  
*JLL, December 2021*  
"With excess cash and pent-up demand, retail sales have been on the rise. Retail foot traffic for the week ending November 7 is 3.9% above its level in 2019. Sales rose 1.7% month-over-month in October and stand 16.3% above year-ago levels and 30.6% above the levels seen at the onset of COVID.” https://bit.ly/31S2fQG

continued on next page
Malls Ditch Shopping to Fill Wasteland of Vacant Retail Stores
Bloomberg (via www.wealthmanagement.com), December 9, 2021
"With more than 90 million sq. ft. of space to fill, mall landlords are wooing casinos, amusement parks, medical facilities and storage operators." https://bit.ly/3GL4UKi

Corporations Are Bringing Needed Inventory to the Sale-Leaseback Market
by Beth Mattson-Teig, Wealth Management, December 6, 2021
"Investors that have been frustrated by intense competition and a thin supply of for-sale corporate sale-leaseback properties are welcoming a growing pipeline of deals. Many companies put such activity on pause due to uncertainty related to the pandemic, which resulted in a drop in sale-leaseback transactions.” https://bit.ly/3DVINyE

Major Hotel Sales Transactions in the Third Quarter
by Daniel H. Lesser, Globe Street, October 13, 2021
"The LW Hospitality Advisors (LWHA) Q3 2021 Major U.S. Hotel Sales Survey includes 90 single asset sale transactions over $10 million. These transactions totaled $14.4 billion and included approximately 27,000 hotel rooms with an average sale price per room of $532,000. Report includes 14 Texas hotel sales with prices indicated.” https://bit.ly/3Fo8Jui

In Trend Reversal, Big City Markets Lead US Weekly Hotel Performance
By Isaac Collazo, Smith Travel Research / Hotel News Now (CoStar), December 10, 2021
"After topping 53% occupancy over the holiday week, which beat a record set in 2018, the U.S. hotel industry booked 54.8% of rooms. Compared to 2010 — a year like 2021 because of calendar make up and the rebuilding after the Great Recession — U.S. hotel occupancy was 10% higher for the week.” https://bit.ly/3GGPh6k

November 2021 Commercial Market Insights
National Association of Realtors, December 1, 2021
"The commercial real estate market has continued to recover on all fronts on the back of the sustained recovery in the job market, increased consumer spending, and workers trickling back to the office. However, the course of the pandemic, including the emergence of the deadlier Omicron variant, will continue to greatly determine the pace of the commercial real estate market’s recovery and of major metro areas.” https://bit.ly/323AQdx
### 2022 TAAD Conference Agenda (Subject to change)

#### SUNDAY, FEBRUARY 6

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>12 - 5 pm</td>
<td>Conference Registration</td>
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<td>TBA</td>
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<td>TAAD Executive Board Meeting</td>
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#### MONDAY, FEBRUARY 7

<table>
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<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>8 am - 12 pm</td>
<td>Demo Rooms</td>
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<tr>
<td>8 - 8:15 am</td>
<td>Welcome/Intros</td>
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<tr>
<td>8:30 - 9:45 am</td>
<td>Keynote: To Inspire and Motivate Avery Johnson</td>
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<tr>
<td>10 am - 5 pm</td>
<td>Trade Show Exhibits</td>
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<tr>
<td>10 - 11 am</td>
<td>Break</td>
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<tr>
<td>Honor.</td>
<td>Social Media and Employee Retention – A Curse and an Opportunity</td>
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<td></td>
<td>Christopher Fairbank</td>
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<tr>
<td>12 - 1:30 pm</td>
<td>Lunch with the Vendors in Exhibit Area</td>
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<tr>
<td>1 - 5 pm</td>
<td>Demo Rooms</td>
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<tr>
<td>1:30 - 2:30 pm</td>
<td>Creating A Top Tier Team Through Character, Leadership &amp; Integrity!</td>
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<tr>
<td>2:30 - 3:30 pm</td>
<td>Hacking, Breaches, and Ransomeware, Oh My! What Can We Do To Protect Us?</td>
</tr>
<tr>
<td></td>
<td>John Romero, TAMU Cybersecurity Center</td>
</tr>
<tr>
<td>3:30 - 4 pm</td>
<td>Break</td>
</tr>
<tr>
<td>4 - 5 pm</td>
<td>Character Before Compromise DeWayne Owens, Diversity Leadership</td>
</tr>
<tr>
<td>6:15 - 7 pm</td>
<td>Relaxation Hour</td>
</tr>
<tr>
<td>6:15 - 9 pm</td>
<td>Evening Gala/Dinner</td>
</tr>
<tr>
<td></td>
<td>Entertainment by Four Day Weekend</td>
</tr>
</tbody>
</table>

#### TUESDAY, FEBRUARY 8

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>7 am - 4:30 pm</td>
<td>Conference Registration</td>
</tr>
<tr>
<td>7:30 - 8:30 am</td>
<td>Rise and Shine Breakfast</td>
</tr>
<tr>
<td>8 am - 12 noon</td>
<td>Demo Rooms</td>
</tr>
<tr>
<td>9 am - 12 noon</td>
<td>Trade Show Exhibits</td>
</tr>
<tr>
<td>8:30 - 9:30 am</td>
<td>Create The Team Your Customers Deserve Cory Mosley</td>
</tr>
</tbody>
</table>
## 2022 TAAD Conference Agenda continued

### TUESDAY, FEBRUARY 8 continued

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Speaker(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:30 - 10:30 am</td>
<td><strong>It's Wrong. Can I Fix It? (Changes After Certification)</strong></td>
<td>Joe Longoria, Perdue Brandon Fielder Collins &amp; Mott</td>
</tr>
<tr>
<td>9:30 - 10:30 am</td>
<td><strong>Criminal Liability: What Every CAD Board Should Know//Ethics for CAD Boards</strong></td>
<td>Peter Smith, Nichols Jackson Dillard &amp; Smith LLP</td>
</tr>
<tr>
<td>10:30 - 11 am</td>
<td><strong>Break</strong></td>
<td></td>
</tr>
<tr>
<td>11 - 12 noon</td>
<td><strong>Latest On The Texas Housing Market</strong></td>
<td>Dr. Luis Torres, TREC</td>
</tr>
<tr>
<td>11 - 12 noon</td>
<td><strong>Managing CAD Finances: Salary Surveys, Pensions, Planning for the Present and Future</strong></td>
<td>Erika Aguirre, TCDRS; Jeff Craig, Tarrant AD</td>
</tr>
<tr>
<td>12:15 - 1:45 pm</td>
<td><strong>TAAD Annual Awards Luncheon</strong></td>
<td></td>
</tr>
<tr>
<td>1 - 5 pm</td>
<td><strong>Demo Rooms</strong></td>
<td></td>
</tr>
<tr>
<td>2 - 3 pm</td>
<td><strong>Where Are We Going? Looking to The 88th Session</strong></td>
<td>Hon. Sen. Nathan Johnson</td>
</tr>
<tr>
<td>3 - 3:15 pm</td>
<td><strong>Break</strong></td>
<td></td>
</tr>
<tr>
<td>3:15 - 4:15 pm</td>
<td><strong>The Big Bang Evolution of Texas’ Economy – from Dinosaurs to Outer Space</strong></td>
<td>Dr. John Baen, University of North Texas</td>
</tr>
<tr>
<td>3:15 - 4:15 pm</td>
<td><strong>Top 10 Responsibilities of the CAD BOD (Part 1)</strong></td>
<td>Chris Jackson, Perdue Brandon Fielder Collins &amp; Mott</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Robert Mott, Perdue Brandon Fielder Collins &amp; Mott (ret)</td>
</tr>
<tr>
<td>4:15 - 5:15 pm</td>
<td><strong>What Does This Mean, and What Do I Do or Don’t Do Now? Understanding PTAD’s Rules for the PVS</strong></td>
<td>Shannon Murphy, PTAD</td>
</tr>
<tr>
<td>4:15 - 5:15 pm</td>
<td><strong>Top 10 Responsibilities of the CAD BOD (Part 2)</strong></td>
<td>Chris Jackson, Perdue Brandon Fielder Collins &amp; Mott</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Robert Mott, Perdue Brandon Fielder Collins &amp; Mott (retired)</td>
</tr>
</tbody>
</table>

### WEDNESDAY, FEBRUARY 9

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Speaker(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>8 - 12 noon</td>
<td>Registration, CE Submissions</td>
<td></td>
</tr>
<tr>
<td>7:30 - 8:30 am</td>
<td><strong>Farewell Breakfast</strong></td>
<td></td>
</tr>
<tr>
<td>8:30 - 9:30 am</td>
<td><strong>The Texas Regional Economy</strong></td>
<td>Anil Kumar, Federal Reserve Bank of Dallas</td>
</tr>
<tr>
<td>9:30 - 10:30 am</td>
<td><strong>CAD Administrative Issues and Personnel Law under the Pandemic</strong></td>
<td>Bettye Lynn, Lynn Law PLLC</td>
</tr>
<tr>
<td>9:30 - 10:30 am</td>
<td><strong>The Silver Lining – Innovations Sprung from the COVID Pandemic</strong></td>
<td></td>
</tr>
<tr>
<td>10:30 - 11:30 am</td>
<td><strong>Conference Wrap-Up</strong></td>
<td></td>
</tr>
</tbody>
</table>
Texas Association of Appraisal Districts
41st Annual Conference on Appraisal Administration
Program Registration and Information
February 6-9, 2022, Gaylord Texan Resort & Conference Center

» Step One: Registration Information; Name exactly as it should be on badge, use separate form for guest.
TAAD will send confirmation of registration by email. Please be sure to include a current email address.

Full Name__________________________________________ NickName________________________ TDLR #: ____________
Job Title________________________ Email address__________________________
CAD/Company________________________ Phone________________________
Mailing address_____________________________________________________________________________________
Emergency contact (name & phone) ________________________________________________________________

» Step Two: Liability Waiver and Signature

LIABILITY WAIVER AND RELEASE OF CLAIMS (signature required):

I acknowledge that I derive personal satisfaction and a benefit by virtue of my participation and/or voluntarism with
The Texas Association of Appraisal Districts, and I willingly engage in TAAD events, including the Annual Conference on
Appraisal District Operations and/or other activities (the “Activity”).

RELEASE AND WAIVER. I HEREBY FREELY AND VOLUNTARILY RELEASE, WAIVE AND FOREVER DISCHARGE ANY AND ALL LIABILITY,
CLAIMS, AND DEMands OF WHATEVER KIND OR NATURE WHETHER KNOWN OR UNKNOWN, FORESEEN OR UNFORESEEN, AGAINST THE
TEXAS ASSOCIATION OF APPRAISAL DISTRICTS AND ITS AFFILIATED PARTNERS AND SPONSORS, INCLUDING IN EACH CASE, WITHOUT
LIMITATION, THEIR DIRECTORS, OFFICERS, EMPLOYEES, VOLUNTEERS, AND AGENTS (THE “RELEASED PARTIES”), EITHER IN LAW OR
IN EQUITY, TO THE FULLEST EXTENT PERMISSIBLE BY LAW, INCLUDING BUT NOT LIMITED TO DAMAGES OR LOSSES CAUSED BY THE
NEGLIGENCE, FAULT OR CONDUCT OF ANY KIND ON THE PART OF THE RELEASED PARTIES, INCLUDING BUT NOT LIMITED TO DEATH,
DISEASE, BODILY INJURY, ILLNESS, ECONOMIC LOSS, OR OUT OF POCKET EXPENSES, OR LOSS OR DAMAGE TO PROPERTY, WHICH I,
MY HEIRS, ASSIGNEES, NEXT OF KIN AND/OR LEGALLY APPOINTED OR DESIGNATED REPRESENTATIVES, MAY HAVE OR WHICH MAY
HEREINAFTER ACCRUE ON MY BEHALF, WHICH ARISE OR MAY HEREAFTER ARISE FROM MY PARTICIPATION WITH THE ACTIVITY.

ASSUMPTION OF THE RISK.
I acknowledge and understand the following:
1. Participation includes possible exposure to and illness from infectious diseases including but not limited to COVID-19.
   While particular rules and personal discipline may reduce this risk, the risk of serious illness and death does exist;
2. I knowingly and freely assume all such risks related to illness and infectious diseases, such as COVID-19, for myself and
   my family, even if arising from the negligence or fault of the Released Parties; and
3. I hereby knowingly assume the risk of injury, harm and loss associated with the Activity, including any injury, harm and
   loss caused by the negligence, fault or conduct of any kind on the part of the Released Parties.

Signature ________________________________________ Date __________________________

Step Three: Registration Fees
(See next page for more information.)

<table>
<thead>
<tr>
<th>Category</th>
<th>Regular Registration postmarked by 1/21/22</th>
<th>Late Registration postmarked 1/22/22/after</th>
</tr>
</thead>
<tbody>
<tr>
<td>TAAD Member District (employees, BOD, ARB)</td>
<td>$450</td>
<td>$550</td>
</tr>
<tr>
<td>TAAD Associate OR Affiliate Member</td>
<td>$550</td>
<td>$600</td>
</tr>
<tr>
<td>Conference Sponsor or Trade Show Vendor</td>
<td>$600</td>
<td>$650</td>
</tr>
<tr>
<td>Non-member</td>
<td>$1,250</td>
<td>$1,500</td>
</tr>
<tr>
<td>One-Day Registration</td>
<td>$225</td>
<td>$350</td>
</tr>
</tbody>
</table>

Please indicate day for one-day registration: □ Monday □ Tuesday □ Wednesday
* One-day registrations DO NOT include social and meal functions. Tickets must be purchased separately.
**Step Four: Guest Registration/Extra Tickets**

*No Refunds for tickets ordered.* (See below for more information.)

<table>
<thead>
<tr>
<th># OF TICKETS</th>
<th>Event</th>
<th>Regular Registration postmarked by 1/21/22</th>
<th>Late Registration postmarked 1/22/22/after</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Guest Badge* (for spouse or relative/not employee; includes all meals/events, no CEs)</td>
<td>$300</td>
<td>$300</td>
</tr>
<tr>
<td></td>
<td>Monday President’s Breakfast</td>
<td>$50</td>
<td>$50</td>
</tr>
<tr>
<td></td>
<td>Monday Trade Show Lunch</td>
<td>$35</td>
<td>$35</td>
</tr>
<tr>
<td></td>
<td>Monday Gala</td>
<td>$100</td>
<td>$100</td>
</tr>
<tr>
<td></td>
<td>Tuesday Breakfast</td>
<td>$50</td>
<td>$50</td>
</tr>
<tr>
<td></td>
<td>Tuesday Awards Luncheon</td>
<td>$60</td>
<td>$60</td>
</tr>
<tr>
<td></td>
<td>Wednesday Farewell Breakfast</td>
<td>$50</td>
<td>$50</td>
</tr>
</tbody>
</table>

**Name for Guest Badge* ________________________________**

*Guest Must also sign waiver*

**Registration Total $ ____________________________**

By submitting this form, you acknowledge and accept the terms and policies outlined on the following page.

**Registration Instructions**

» **Types of Registrations**

**Full registration** provides a name badge required for entrance to ALL education sessions and meal and social functions including the Monday President’s Breakfast, TAAD Gala on Monday, Monday Trade Show Luncheon, Tuesday Awards Luncheon, Tuesday Breakfast and Wednesday Breakfast.

**Guest registration** provides entrance to all education sessions and meal/social functions. **Guest** refers to a spouse or relative, NOT a business associate or staff colleague. **A guest registration does not qualify for CEs with TDLR. Please be sure to include the guest’s name.**

» **Special Needs**

Do you have any special needs? Please indicate any dietary/physical needs by sending an email description of your needs by **February 10** to Doris Koch, dkoch@taad.org.

» **Payment/Method of Payment**

Full payment must accompany your registration form. TAAD accepts only checks and money orders. Registrations postmarked after the cut-off date will be billed for the difference. All participants must pay in full prior to receiving on-site conference materials.

» **Cancellation and Refund Policy**

No refunds will be issued for extra tickets, one-day registrations or guest registrations. **Regular registration fees** will be applicable to forms accompanied by registration fee(s) and postmarked no later than January 21, 2022. Review “Policies and Procedures” for cancellation penalties. If you have a potential scheduling conflict, please be sure you understand the policy before registering. TAAD will mail all refunds after the conclusion of the conference.

» Cancel by February 21: $50 penalty
» Cancel February 22-31: $100 penalty
» Cancel February 1 or later: Total forfeiture of registration
» NO REFUNDS FOR TICKETS ORDERED.

» **Registration Confirmation**

TAAD will send confirmation of registration by way of email. **Please be sure to include a current email address!**

Return form (with check payable to **TAAD**) to:

7700 Chevy Chase Drive
Building One, Suite 425
Austin, Texas 78752-1558
Questions? 512.467.0402

Continued on following page
Texas Association of Appraisal Districts
2022 Annual Conference Policies & Procedures

» Registration
Reduced-fee registration is available and must be postmarked or entered online no later than January 21, 2022. Registrations postmarked or entered online January 22 and later will use the “late registration” fee schedule. (Faxed registrations will not be accepted.)

Conference participants may pick up conference packets from 1 to 4 pm on Sunday, February 6, and again from 7 am to 4:30 pm on Monday, February 7 and Tuesday, February 8.

NOTE: A full conference registration includes admission to the Monday President’s Breakfast, Monday Trade Show Luncheon, TAAD Gala on Monday, Tuesday Awards Luncheon, Tuesday Breakfast, and Wednesday Breakfast.

A limited number of additional tickets to these catered events will be available at the conference registration desk. Admittance to conference events will be by name badge only. Non-registered guests must have a ticket to any event they wish to attend.

» One-Day OR Guest Registrations
Single day registrations do not include tickets to catered events, and there are no refunds for one-day registrations. Guest registrations are also available; they include admission to all catered events. It does not qualify the registrant/guest for CEs with TDLR, however.

» Host Hotel
All conference sessions and the trade show will be at the Gaylord Texan Resort & Conference Center, 1501 Gaylord Trail, Grapevine, TX 76051.

» Trade Show & Exhibits
The trade show will open at 10 am on Monday, February 7, right after the Opening Session, and will finish at mid-day on Tuesday, February 8. Back by popular demand, play Bingo Bonanza — visit the vendors and you may be a winner!

» Monday Night with Four Day Weekend
Join TAAD for an entertaining and relaxing evening of dinner and a show. We’ll have entertainment from Fort Worth’s own Four Day Weekend, a comedy improvisational troupe, sure to make you laugh and forget your woes for a while! All events will be conveniently located at the Gaylord Texan Resort.

» Refund Policy
Individuals who register for the conference but are unable to attend must submit a written refund request in advance.

» Cancel by January 21, 2022 ........$50 penalty
» Cancel January 22-31, 2022 .........$100 penalty
» Cancel February 1, 2022 or later, total forfeiture of registration
(Note: If another individual from the same office is substituted, there is no penalty.)

A refund will be issued according to postmarked date on the envelope. (No faxes will be accepted.) No refunds will be issued for one-day registrations, guest registrations or extra meal tickets purchased. TAAD will process refunds following the conference.

» Parking
Overnight self-parking for guests is $22/night and valet parking for guests is $42/night at the Gaylord Texan Resort.

» CE Credit
Each individual has the responsibility of signing and returning to TAAD the CE request form prior to conference adjournment. TAAD cannot accept late requests for CE credit.
### 2021 Executive Committee

**President:** Marya Crigler  
Chief Appraiser  
Travis AD

**President-Elect:** Alvin Lankford  
Chief Appraiser  
Williamson CAD

**Vice President:** Roland Altinger  
Chief Appraiser  
Harris CAD

**Secretary/Treasurer:** Angela Bellard  
Chief Appraiser  
Jefferson CAD

**Past President:** Jeff Craig  
Director of Administration  
Tarrant AD

**Editor:** Doris M. Koch  
TAAD Executive Director  
dkoch@taad.org

### 2021 TAAD Regional Trustees

<table>
<thead>
<tr>
<th>Region</th>
<th>Trustee Name</th>
<th>Title</th>
<th>CAD</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Richard Molina</td>
<td>Chief Appraiser</td>
<td>Cameron CAD</td>
</tr>
<tr>
<td>2</td>
<td>Kevin Kieschnick</td>
<td>Board Member</td>
<td>Nueces CAD</td>
</tr>
<tr>
<td>3</td>
<td>Damon Moore</td>
<td>Chief Appraiser</td>
<td>Jackson CAD</td>
</tr>
<tr>
<td>4</td>
<td>Becky Gurrela</td>
<td>Chief Appraiser</td>
<td>Waller CAD</td>
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<tr>
<td>5</td>
<td>Scott Overton</td>
<td>Chief Appraiser</td>
<td>Orange CAD</td>
</tr>
<tr>
<td>6</td>
<td>Dyann White</td>
<td>Chief Appraiser</td>
<td>Washington CAD</td>
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<tr>
<td>7</td>
<td>Ann Lummus</td>
<td>Chief Appraiser</td>
<td>Marion CAD</td>
</tr>
<tr>
<td>8</td>
<td>Mike Brower</td>
<td>Chief Appraiser</td>
<td>Bowie CAD</td>
</tr>
<tr>
<td>9</td>
<td>Luke Robbins</td>
<td>Chief Appraiser</td>
<td>Young CAD</td>
</tr>
<tr>
<td>10</td>
<td>Mike Jones</td>
<td>Chief Appraiser</td>
<td>Fannin CAD</td>
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<tr>
<td>11</td>
<td>Deidra Deaton</td>
<td>Assistant Chief Appraiser</td>
<td>Wise CAD</td>
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<tr>
<td>12</td>
<td>Joe Don Bobbitt</td>
<td>Chief Appraiser</td>
<td>McLennan CAD</td>
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<tr>
<td>13</td>
<td>Laura Raven</td>
<td>Chief Appraiser</td>
<td>Hays CAD</td>
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<tr>
<td>14</td>
<td>Brenda Klepper</td>
<td>Chief Appraiser</td>
<td>Nolan CAD</td>
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<td>15</td>
<td>Lisa Trevino</td>
<td>Chief Appraiser</td>
<td>Mason CAD</td>
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<td>16</td>
<td>Tyson Paronto</td>
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<td>Gray CAD</td>
</tr>
<tr>
<td>17</td>
<td>Tim Radloff</td>
<td>Chief Appraiser</td>
<td>Lubbock CAD</td>
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<td>Layne Young</td>
<td>Assistant Chief Appraiser</td>
<td>Ector CAD</td>
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<tr>
<td>19</td>
<td>Dinah Kilgore</td>
<td>Chief Appraiser</td>
<td>El Paso CAD</td>
</tr>
<tr>
<td>20</td>
<td>Jenny Coldwey</td>
<td>Chief Appraiser</td>
<td>Wilson CAD</td>
</tr>
</tbody>
</table>