

An aerial photograph of a residential neighborhood covered in snow. The scene shows several houses of varying colors (white, grey, yellow), bare trees, and a dark road with tire tracks. The overall atmosphere is cold and wintry.

NETWORK

The Newsletter of Virginia's Assessment Professionals

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Representatives

Devin Caldwell
Network Editor
VAAO Communication
Committee Co-Chair
City of Richmond
devin.caldwell@rva.gov

Have an announcement you'd like to share with the VAAO
Membership?

Contact devin.caldwell@rva.gov to be featured
in next month's edition of Network!



2023-2024 BOARD OF DIRECTORS

Officers

Deidra L. Kelly, MBA, AAS
President

Department of Real Estate
Assessments Arlington County
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dkelly@arlingtonva.us

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President-Elect

Real Estate Assessor's
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hbutt@suffolkva.us

Sue Cunningham
First Vice President

Real Estate Assessor's
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Virginia Beach, VA 23456
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scunning@vbgov.com

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Second Vice President

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PO Box 90775
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CAR175@henrico.us

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Secretary

Real Estate Division
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12000 Government Center
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thomas.reed@fairfaxcounty.gov

Rob Mackey
Interim Treasurer

Real Estate Assessor's
Office City of VA Beach
2424 Courthouse Dr
Virginia Beach, VA 23456

Directors

Kevin Prine, RES, AAS
Immediate Past President

City of Suffolk

Michele Packard
Director 1 Year

City of Hampton

Elizabeth Craft
Director 1 Year

City of Charlottesville

Ethan Robertson
Director 1 Year

State Corporation Commission

Theresa Born
Director 2 Years

City of Hopewell

Christi Hess
Director 2 Years

Goochland County

Erika Cowling
Director 2 Years

City of Suffolk

UPCOMING EVENTS

VAAO Board Meeting

James Madison University
Harrisonburg, VA
April 19, 2024 (Tentative)

VAAO Annual Conference

Hilton Oceanfront Hotel
Virginia Beach, VA
October 13-17, 2024

Hotel Madison
Harrisonburg, VA
October 27-30, 2025

2024-2026 Events

69th Education Seminar
Charlottesville, VA
July 23-26, 2024

76th Annual Conference
Virginia Beach, VA
October 13-17, 2024

70th Education Seminar
Charlottesville, VA
July 15-18, 2025

VAAO Annual Conference 2025
Harrisonburg, VA
October 27-30, 2025

71st Education Seminar
Charlottesville, VA
July 14-17, 2026

ANNOUNCEMENTS

Attention membership!

The 2024 VAAO Elgin "Pistol" McMillian Scholarship application is now available.

This program is designed to assist anyone interested in entering the assessment field, particularly those interested in advancing their education, experience, and career. The 2024 VAAO ELGIN "PISTOL" MCMILLIAN scholarships will cover tuition fees for a live classroom or virtual course, Student Reference Manual, and exam.

Applications are found at the back of this Network and on our website at:

<https://vaao.org/education/events-registration/>

Applications must be received by March 8, 2024.

ANNOUNCEMENTS

Happy New Year VAAO!

The Personnel Committee wanted to remind members that the 2023 VAAO Assessment Survey report is available on the VAAO website.

Also, congratulations to Dinwiddie County and the City of Franklin for being awarded free registration to the VAAO Education Seminar this year by submitting the VAAO Assessment survey for their office. Thanks to all who submitted surveys last year!

Requests for the 2024 survey will be sent by the Personnel Committee via email in the spring.

VAAO VOLUNTEERS

Please consider volunteering for a VAAO Committee for the upcoming year. The hard work of the dedicated volunteers of VAAO is what makes our organization as strong and as successful as it is!

Contact President, Deidra Kelly for more details!



2023-2024 VAAO President
Deidra Kelly, MBA, AAS



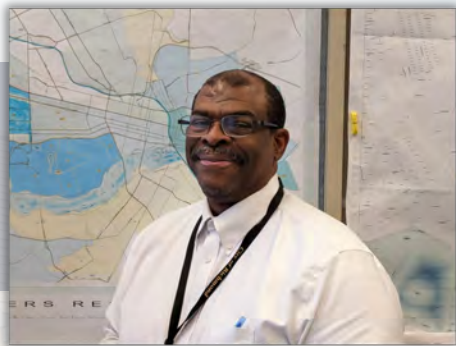
571-429-0155



Dkelly@arlingtonva.us



VAAO MEMBER SPOTLIGHT



Nelson W Pollard
Real Estate Assessment Supervisor
City of Richmond

Define yourself in three words or less.

Real Estate Fanatic

What did you want to be growing up?

Football Star

When you're not working, how do you enjoy spending your time?

Watching House Hunters and any other real estate/architecture programs and gardening.

If you could plan a vacation to anywhere in the world, where would you go?

I have been fortunate to have gone to several places in Europe including Rome, Venice, Paris, England, and Ireland. I still have not been to the Grand Canyon and Vancouver, and The Galapagos Islands that can be included on my short list.

What are you currently reading and/or listening to?

Anything about demographic changes and the weather in our area and region, most impact how we live our lives and how we plan our every day.

What is your favorite food? Which restaurant serves it best?

Is cheesecake a food? Or just a dessert? Cheesecake Factory of course, but I have started baking my own.

What is special about your jurisdiction?

Diversity of real estate and its constantly changing climate. We have some incredible public Parks (Like Byrd Park and Maymount Park), Minor Baseball sports team and Richmond Raceway. Central location on the East Coast that has attracted several Corporations and people to move here because of its cost of living and means of transit and distribution. Metropolitan Richmond includes wide range of higher education opportunities in the medical field and other professional fields. Short Pump, Chesterfield and Scott's Addition have add to the area's retail, homeowner diversity and night life.

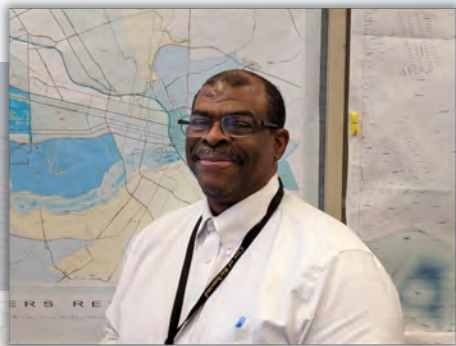
What path led you to pursue a career in assessment?

I started my path as a corporate account and CPA. But my first interest really started, probably most when I bought my first home and I had it appraised by a fee appraiser that I met for acquiring the home loan.

What is the most important skill you have developed in your career?

I would lean on my financial analytical skills (my first educational goals centered around being an accountant and achieving my MBA double majoring in Finance and Quantitative Analysis) and real estate curiosity, (to be always interested in changes in real estate and how people live day to day).

VAAO MEMBER SPOTLIGHT



Nelson W Pollard
Real Estate Assessment Supervisor
City of Richmond

**What is a project you're working on right now?
Why is it meaningful to you?**

It changes daily, I feel that my big project is to meet the needs of the Richmond Community through the Assessment Process. That vehicle helps determine services provided by the city, by its funding which the Assessments are a critical base and equity which, everyone wants, but is always a tough line or quantity to measure.

What does the VAAO mean to you?

One of the most critical aspects of being an appraiser in an assessment office is the ability to share information and find resources to answer our changing environment and real estate landscape. Because literally the vastness and complexity of real estate and how people utilize that resource.

It is imperative that we have organizations like the VAAO to be a resource of information and forum to hash out new ideas and challenges in our everyday work life. There are many communities that do not have a professional staff or resources that they can call on and the VAAO can be that local source of information or starting point for a new project potential.

What are the largest challenges (or opportunities) in the assessment industry today?

Population Migration. Covid has changed our health and the world goals. It has impacted how and where we live. Corporate culture and real estate utilization have been turned on its head through material and supply chain challenges, scarcity in land, as well as human resources, (where and when they work). This is magnified by traditional local community financial status(taxes). They have now change with increased newer, affluent population moving into their once slower/homogeneous real estate usage, now exploding with diversity.

Any fun facts about yourself?

I have developed a passion for Japanese Gardens and how they provide relief of stress and enjoyment working in my yard. In that way it helps me understand when it comes to anyone's home how important that space is to them and how important how we view and Assessed that property is important to them and their families.

CAREER OPPORTUNITIES

City of Colonial Heights

Assessor

Salary Range: \$62,829 – \$90,000

City of Norfolk

Real Estate Appraiser I, II, or III

Salary Range: \$42,870 – \$69,955

Plus \$5,000 Signing Bonus

Goochland County

Appraiser II, III

Salary Range: \$54,273 – \$82,000

James City County

Appraiser III

Salary Range: \$60,011

Orange County

Real Estate Assessor

Salary Range: \$84,015 – \$109,220

District of Columbia

Appraiser (Commercial)

Salary Range: \$89,958 – \$133,558

CAREER DEVELOPMENT

NEW DESIGNATIONS

Karen Fried-Harris, AAS - Fairfax County

PROMOTIONS

Steve Klos - Virginia Department of Taxation - Property Tax Director

- Promoted from the Policy Unit to the Property Tax Unit
- Mr. Klos is a licensed lawyer and member of the Virginia State Bar

Jennifer Adkins - Prince George County - Senior Real Estate Appraiser

Kasidy Robinson - Prince George County - Real Estate Appraiser

Kevin Hobbs - City of Suffolk - Valuation Manager (Commercial)

Contact Devin Caldwell at devin.caldwell@rva.gov to include Career Development announcements for your office here!

Happy New Year!

Have you renewed your IAAO membership yet?

Dear VAAO Members,

It is our pleasure to serve the VAAO as your IAAO representatives. If you are not yet an IAAO member, we encourage you to join your colleagues from around the globe as part of this "internationally recognized leader in property appraisal, assessment administration and property tax policy"!

IAAO members qualify for a wide array of valuable benefits designed to enhance professional knowledge and career opportunities. IAAO member benefits include:

- Registration discounts on IAAO webinars, seminars, and annual conference
- Discounted member prices on IAAO books and multimedia in the IAAO Marketplace
- Full access to the IAAO library with physical and/or electronic access to thousands of books, articles, and government documents, as well as linked databases and other resources
- Electronic access to download the latest USPAP guide
- 10% discount on the McKISSOCK online USPAP course
- The opportunity to earn an IAAO professional designation or become accredited
- Scholarship opportunities for those needing help with membership dues and education costs
- The ability to connect and share information with colleagues from around the world in the AssessorNET online community
- Subscriptions to the monthly magazine Fair & Equitable and quarterly academic journal, "Journal of Property Tax Assessment and Administration"
- Access to Member Look Up - an online membership directory with a variety of search options
- Leadership opportunities through service as an IAAO representative, committee volunteer, or executive board member International recognition in the Awards Program
- Retired and lifetime status for those who are long-time members and meet qualifications

A more detailed listing of member benefits can be found in the [Member Resource Guide](#). One of the most important member benefits is complete access to all of the information found within IAAO's website. [2023 Membership Application](#).

Regards!

Stephenie Love

Ethan Robertson

IAAO Representatives



2024 VAAO ELGIN “PISTOL” MCMILLIAN SCHOLARSHIPS AVAILABLE CAREERS IN PROPERTY ASSESSMENT AND APPRAISAL

Assessment involves the discovery, listing, and appraising of property for ad valorem taxation purposes. The assessor places an equitable assessed value on each parcel of real estate in a jurisdiction by estimating the property's market value. Assessment requires specialized appraisal knowledge, experience, and the ability to exercise sound judgment. A career in property assessment offers the opportunity of working with people and providing a significant public service.

Established in 1949, the Virginia Association of Assessing Officers (VAAO) is a professional organization of assessors and appraisers from state and local governments throughout the Commonwealth. The organization's mission is to improve assessment standards, disseminate information on assessment practices, and provide continuing education to its members.

VAAO SCHOLARSHIP PROGRAM

An important part of the VAAO's yearly activities is the Scholarship Program. This program is designed to assist anyone interested in entering the assessment field, particularly those interested in advancing their education, experience, and career. The 2024 VAAO ELGIN “PISTOL” MCMILLIAN scholarships will cover tuition fees for a live classroom or virtual course, Student Reference Manual, and exam.

Scholarship recipients will be eligible for IAAO Course 101: Fundamentals of Real Property Appraisal.

- Course 101 is an introduction to valuation principles and the assessing approaches of real estate.
- Completion of this course is the first requirement toward obtaining a professional assessment designation.
- Attending the school also allows the scholarship recipient to become acquainted with the assessment profession and to establish contacts with assessors in Virginia's state and local governments.

QUALIFICATIONS

Applicants for the VAAO Scholarship must meet these basic requirements:

- (1) A resident of the Commonwealth of Virginia;
- (2) Interest in the assessment profession, an adequate background in mathematics is helpful and desirable.

In addition, a member of the VAAO must sponsor each applicant. Contact with a VAAO member may be made by calling either the nearest city or county real estate assessor's office or **Cory Schaeffer at 804.404.4064**.

APPLICATIONS

Mail applications to: **Cory Schaeffer, Virginia Department of Taxation, PO Box 565, Richmond, VA 23218**.
You may email applications to: cory.schaeffer@tax.virginia.gov

Applications must be received by **March 8, 2024**. The VAAO Scholarship Committee will select the recipients; all recipients will be notified of the committee's decision by **March 15, 2024**.



2024 VAAO ELGIN "PISTOL" MCMILLIAN SCHOLARSHIP APPLICATION VIRGINIA ASSOCIATION OF ASSESSING OFFICERS

The Virginia Association of Assessing Officers and the Virginia Department of Taxation announce this year's scholarship for IAAO Course 101: Fundamentals of Real Property Appraisal for the period between **April 1 - December 31, 2024**. The Scholarships for Course 101 will cover tuition, course materials, and exam. Student must provide their own computer, audio, visual, and Internet connection.

Applicants should complete this form, signed by a sponsoring VAAO member and return to:

Cory Schaeffer
Virginia Department of Taxation
PO Box 565,
Richmond, VA 23218

Email: Cory.Schaeffer@tax.virginia.gov

You may contact a VAAO member by calling your nearest city or county real estate assessor's office and/or Commissioner of Revenue's office. Applications must be received by **March 8, 2024**. VAAO will notify scholarship recipients by email by **March 15, 2024**.

NAME: _____

CURRENT MAILING ADDRESS: _____
Street/P.O. Box City or Town State Zip Code

PERMANENT HOME ADDRESS: _____
Street/P.O. Box City or Town State Zip Code

EMAIL ADDRESS: _____

CONTACT NUMBERS: _____

EDUCATION
(Indicate secondary, business, college, graduate or other level)

1. _____
Degree/Certificate-Most Current Dates Attended-From To Subject

School Name Location

2. _____
Degree/Certificate Dates Attended-From To Subject

School Name Location

3. _____
Degree/Certificate Dates Attended-From To Subject

School Name Location

4. _____
Degree/Certificate-Oldest Dates Attended-From To Subject

School Name Location

If currently enrolled at a college or university, identify: _____



2024 VAAO ELGIN "PISTOL" MCMILLIAN SCHOLARSHIP APPLICATION

EMPLOYMENT RECORD

(Includes full- and part-time employment beginning with most recent)

Employer Address	Position Held	Reason for Leaving	Dates
1. _____	_____	_____	_____
2. _____	_____	_____	_____
3. _____	_____	_____	_____
4. _____	_____	_____	_____

Have you held (or applied for) a part-time or summer position in an assessor's office? If "yes", give dates and office (not a prerequisite for application).

Briefly state below your reasons for wishing to attend IAAO Course 101: Fundamentals of Real Property Appraisal, including any experience you may have had in this field.

Applicant's Signature & Date

VAAO Sponsor's Signature & Date

OFFICE USE ONLY

Committee comment and recommendation:



**THANK YOU FOR
BEING A MEMBER
OF THE VAAO**

WWW.VAAO.ORG

Through education of assessment professionals, promoting public understanding, improving standards of practice, collecting and disseminating information, working with others, and promoting justice and equity in distribution of the tax burden.