



The Times They Are A Changing



George Donatello



Marion Johnson



Brad Eldridge

Brad Eldridge, MAI, CAE, has become one of the partners of TEAM Consulting LLC. Brad has purchased the ownership share of George Donatello, CMS, FIAAO, and Marion Johnson, CAE, FIAAO.

TEAM was a concept created by George approximately 25 years ago and implemented in 2004. George’s concept was exactly what was implemented: provide consulting and educational opportunities to governmental agencies.

Marion was instrumental in the development and delivery of educational products and in providing consulting services to assessment jurisdictions.

Brad currently has a 50% ownership in the educational materials created by TEAM and is active in providing consulting services through capitalization rate studies and in updating, developing and delivering new educational offerings.

Brad joins remaining TEAM partners Fred Chmura, AAS, FIAAO; Ed Crapo, ASA, AAS, FIAAO; and Rick Stuart, CAE, FIAAO. Congratulations to all involved parties! ❖

Crapo says what hasn’t changed much is the complications of annexation and boundary lines in the different cities. The biggest change he’s seen is an expected one, a change in technology.

“We’ve got Google Street View, we got a lot of different ways we can look and see what a building’s got,” said Crapo.

After forty years in his position, Ed Crapo says the best part of his job was watching his team grow over the years. Property appraisers from Putnam and Clay County started by working under him. “They’ve been able to leave from here and become successful in other places,” added Crapo.

He also gave advice for the upcoming property appraiser. “Listen carefully, be compassionate and keep learning and try to have a lot of fun,” suggested Crapo.

He has been honored with several awards, including the Legacy Award from the Florida Association of Property Appraisers.

While he won’t be in the position any longer, Crapo is not retiring. He just feels it is time to let new energy come into the office. “I want to thank the people of Alachua County for the privilege of serving,” said Crapo. “It’s been a wonderful experience.”

Ayesha Solomon will step into his position early Jan. 2021.

The interview can be seen at <https://bit.ly/38mU7HH>. ❖

Longtime Alachua County Appraiser Explains What Has Changed Over 40 Years

By Camille Syed, www.wcjb.com, Dec. 10, 2020. Reprinted with permission from WCJB-TV, Gainesville, Fla.

GAINESVILLE, Fla. (WCJB) – A lot has changed in in four decades since Ed Crapo became Alachua County Property Appraiser in 1980. He has seen leniency in issuing homestead exemptions and a vertical development in Gainesville buildings over the past five years. However, some things are moving faster than others.

“The cost of housing...whether you’re renting or buying, it is outstripping growth and wages,” said Ed Crapo. “But I think the housing



Ed Crapo interview with WCJB-TV

market is going to create some innovation that we’ve only begun to see a little bit of.”

Welcome New TEAM Instructors

TEAM is thrilled to add two new professional instructors to further expand your choices. See the information on Christa and Kevin below.



Kevin D. Hayes, MAI, CAE, RES, CFE

Mr. Hayes has nearly 35 years of real estate appraisal, consulting, and review experience primarily through-

out the southeastern United States with additional work completed in other U.S. states and territories.

Additional experience includes market studies, feasibility studies, leasehold and leased fee interest valuation, and trial testimony in eminent domain matters, estates, divorces, tax appeals and title insurance disputes.

Kevin graduated from Florida Southern College with a Bachelor of Science in business administration. He is a Florida state-certified general real estate appraiser with the CAE and RES designations from the International Association of Assessing Officers (IAAO), MAI designation from the Appraisal Institute, and CFE from Florida Department of Revenue.

He joined the Pinellas County (Fla.) Property Appraiser's office in 2012, and currently serves as the Deputy of Appraisals. In his current capacity, he oversees the valuation of over 450,000 parcels, including all real property (commercial, residential, condominium and manufactured homes) and tangible personal property.

Mr. Hayes is an IAAO national senior instructor and an AQB certified USPAP instructor. He is a member of IAAO and the Florida Chapter of IAAO (FCIAAO). He previously served on the IAAO Guided Demonstration Report Task Force and currently

serves on the BoK (Body of Knowledge) Textbook Integration Task Force. He is a director on the Executive Board of FCIAAO. He previously served on the Real Estate Steering Committee and currently serves on the Professional Designations Committee. He is also a member of the Florida Gulf Coast Chapter of the Appraisal Institute and previously held several chapter-level positions.

Kevin is available to teach **all TEAM workshops**. You can contact Kevin at:

3112 Swan Lane
Safety Harbor, Florida
(813) 220-8049
Kevinhayes3@verizon.net



Christa Rush, RES

Christa is Arizona Department of Revenue Level 3 certified and is employed with the Arizona State Board of Equalization, in

Phoenix, Ariz.

Mrs. Rush has been in the profession for 14 years and with the Arizona State Board of Equalization in her current position for two years. She holds a Bachelor of Science in finance from California Polytechnic State University, San Luis Obispo, Calif. Before coming to the Arizona

State Board of Equalization, she worked for the Maricopa County Assessor's Office and the Arizona Department of Revenue. During her employment with the Arizona Department of Revenue, Christa worked as an appraisal instructor, which included IAAO appraisal courses. Christa is a member of the IAAO Arizona Chapter, and she has been an IAAO Instructor since 2012.

TEAM Workshops she will teach:

- Collection, Interpretation & Model Building of Income and Expense Data
- Customer Service
- Development of Capitalization Rates
- How to Teach Adult Students
- How to be a Better Manager
- Low-End Residential Properties
- Preparation & Presenting a Valuation Appeal Workshop
- Reconstructing Income & Expense Statements
- Residential Quality Rating Guidebook
- Residential Quality, Condition and Effective Age Workshop
- Valuation of Big Box Workshop
- Valuation of Residential Land

You can contact Christa at:

2610 W Trapanotto Rd.
Phoenix AZ 85086
Phone: 623-308-2842 (mobile)
clf917@hotmail.com ❖

Who is that person?

Well, the latest craziness on the World Wild Web is a Zoom court proceeding that has gone viral. It seems an attorney accidentally appeared before the judge in a cat face filter and could not get the filter changed. For those of us who that teach online, we can only hope that we do not become so famous... or is it infamous? If you missed it, you can see this at "[Kitten Zoom Filter Mishap](#)" on YouTube.

What Do I Do with Hotel Values?

By Brad Eldridge, MAI, CAE

The COVID-19 pandemic took its toll on the hospitality sector last year. Valuation issues run rampant—creating challenges for both veteran appraisers and those new to assessment. What do I do with hotel values in the next valuation cycle? Most appraisers are scratching their heads with this question.

TEAM Consulting has been assisting assessment jurisdictions with hotel valuations for years—through the good times and the bad.

The current lodging market conditions call for methodology that is reserved for addressing short-term issues, but can have a substantial impact on value. To solve such a valuation problem, TEAM Consulting's scope of work to assist a jurisdiction can include:

- Income/expense surveys;

- A review of data published by various sources;
- Research of national and local hotel publications;
- Surveys with hotel agents/brokers, fee appraisers and lenders active with hotel loans; and
- Use of Discounted Cash Flow (DCF) analysis to determine if there is a loss in value.

This is an example of many projects on which TEAM can provide assistance. If you are still scratching your head, contact Brad Eldridge, MAI, CAE, at eldridge.brad@gmail.com or 785-550-0945 to see if we can help solve the problem. ❖

Unusual Buildings

Keep these photos coming by emailing to Brad Eldridge, eldridge.brad@gmail.com.



Unique Airbnb offering in Scotland

AirShip 2 (above) is an iconic, insulated aluminum pod designed by Roderick James Architects, with galley, double bed, shower, flush wc, spring water, mains electricity, balcony and sitting area.

Located in Drimnin, Scotland, it is situated in a beautiful, secluded

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The challenges of valuing hotels and motels

TEAM Consulting LLC has developed a valuation process for small- and medium-sized jurisdictions that is well documented and market supported. TEAM provides each jurisdiction with:

- Development of complete valuation models from Average Daily Rate (ADR) through capitalization rates
- Instructions on the use and maintenance of the valuation template
- Analysis of available sales similar to the jurisdiction
- Development of a protest template for consistency during protests
- Final report outlining the process that can be used for the defense of values

Let TEAM help with your hotel/motel valuation. Contact Fred Chmura, AAS, at fchmura@teamconsulting.cc or call 860-974-1354.

TEAM
Consulting LLC
Leaders in property assessment & valuation

Upcoming TEAM Workshops

► July 26–30, 2021, Idaho State Tax Commission, Boise, ID

Instructor: Rick Stuart, CAE

- Monday, July 26: Unique and Challenging Homes
- Tuesday, July 27: Customer Service for the Assessor's Office
- Wednesday, July 28: Low-End Residential Properties
- Thurs., July 29 – Friday, July 30 (a.m.): Valuation of Mobile Home Parks & Tour

Instructor: Brad Eldridge, MAI, CAE

- Monday, July 26, 2021: Fee Simple & Property Rights Valuation Issues for Commercial Properties
- Tuesday, July 27– Weds., July 28: Valuation of Commercial Properties in a Declining Market
- Thursday, July 29: Valuation of Fast Food Restaurants

Contact Jeff Middleton to be notified when the summer school brochure is available for additional information and registration instructions, or visit their website at <https://tax.idaho.gov/i-1111.cfm>. jeffrey.middleton@tax.idaho.gov (208) 334-7733 ❖

Unusual Buildings, continued from page 3

position on a four-acre site with stunning views across the Sound of Mull towards Tobermory (on the Isle of Mull), and out to sea, towards Ardnamurchan Point. There is a house on the site which is occupied, but you have privacy and freedom to walk anywhere.

You can rent this on Airbnb. See all the photos and information at <https://bit.ly/3dINCoV>.

Same Great Classes for Appraisers. Now Presented Online via Zoom.



• Valuation of Barndominiums



• Unique & Challenging Homes



• Valuation of Self-Storage Properties

Check out "Workshops" for an overview of all TEAM's course offerings.

Need continuing education in this time of social distancing?

Let TEAM Consulting help. Most of TEAM's workshops can be presented via Zoom by one of our qualified instructors. You choose the class and instructor, and TEAM will serve as the host. Find descriptions of our workshops (under the "Workshops" tab). Or learn more about our instructors (under "Instructors" tab). Then **contact Fred Chmura, AAS**, to make all the arrangements: fchmura@teamconsulting.cc or call **860.974.1354**. See you on Zoom!



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Island Home

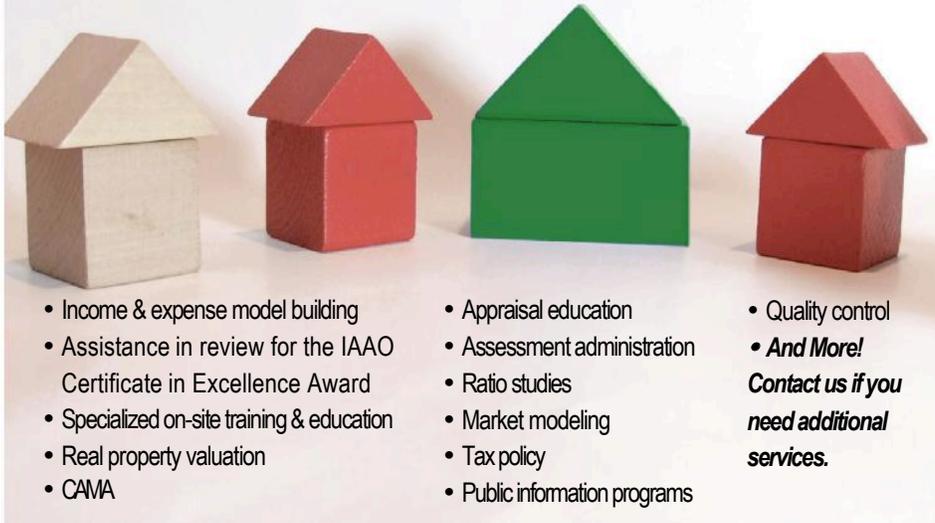
So, how do you appraise this? This is the story of a couple who built their

very own off-grid island. They've been living there for over 27 years now, and have added extensively to it. It's called "Freedom Cove" in Tofino, BC. It all started with a tiny floating cabin they built with driftwood that washed ashore after a storm. And since 1992, they

have been living in it and adding on to it. Take a tour on YouTube <https://youtu.be/jN8qnWykqw4>. ❖

Professional Services

TEAM Consulting, LLC offers expertise in property assessment and valuation to government clients in support of assessing officers and jurisdictions. From discovery and identification through valuation and administration to appeals and policy, our TEAM professionals are prepared to help you meet your needs.



Recent Projects Completed by TEAM for Clients Across the U.S.

- Collection, analysis & model building for income & expense data
- Valuation and review of all commercial properties using remote sensing (oblique and street view imagery) and desktop appraisal technology
- Business process review for the Real Property Tax Administration Division
- Review and training on current processes and procedures relating to commercial properties
- Serve as a contracted County Appraiser (department head)
- Provide technical assistance as outlined by the County Appraiser
- Performed Administrative and Performance Reviews of Assessor's Offices
- Valued the land and improvements on leased lake lots owned by a city
- Conducted desktop review of residential data characteristics using street-view images and oblique photography
- Performance Audit of Residential Property Reassessment

Services TEAM Consulting provided to Lyon County, Kan.

- ✓ Review neighborhood boundaries
- ✓ Review current staff and staffing requirements
- ✓ Review and development of staff organization charts
- ✓ Field review of a large sample of property data
- ✓ Review all sales and how they are used and maintained
- ✓ Review land values
- ✓ Review collection, storage and model-building processes for the income approach application
- ✓ Establish a plan for the county to proceed with sound processes in place for the valuation of commercial property

RATING ☆☆☆☆☆

The County Appraiser for Lyon County, Kan., evaluated the performance of TEAM as "EXCELLENT" in all categories, including:

- Quality of services/work
- Timeliness of performance
- Cost control
- Business relations
- Customer satisfaction

"I highly recommend any assessor wanting to improve their assessment approach or data stratification to work with Team Consulting! They are so progressive in their thinking and approaches that no doubt you will be satisfied with their work."
— Cindy Rogers, Assessor, Buffalo County, Wyoming



Leaders in property assessment & valuation

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