



# NCPAC



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The North Carolina Professional Appraisers Coalition

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# The Scope

**We are now going into July 2024 and some NCPAC Membership Dues have not been paid. Please understand that if your dues are not paid by 31 Aug 2024 you will be removed from our Roster**

What is the cost of becoming an NCPAC member? \$100 per year for general membership.

What are the benefits of being an NCPAC member?

The North Carolina Professional Appraisers Coalition (NCPAC) was organized for the purpose of serving and protecting the collective interest of all professional appraisers in North Carolina. To this end, it will encourage professional appraisal practice and promote professional appraisal services by providing a number of services to its members, including, but not limited to, the following:

- Continued development and maintenance of a system for sharing information among its members through newsletters, Internet, personal contact, periodic group meetings, or other reasonably available means.
- Identifying and disseminating representative views of its appraiser members on matters of common interest, including but not limited to: Changes in USPAP; Changes in the NC Appraisers Act; Changes in NCAB rules; and Appointments to the NCAB.
- Representing the views of its appraiser members to the NC Legislature, to the NCAB, to federal appraisal oversight agencies, and to any other entity that affects professional appraisal practice in NC.
- Seeking and obtaining group discounts for goods and services typically used by appraisers,
- Providing a website together with a monitored Internet bulletin board (on Facebook) for use of its members.
- Providing a public access website that includes (among other things) a directory of all members of NCPAC.
- NCPAC has been at the forefront of providing transparency of the NCAB meetings by streaming them live on FB and on YouTube, as well as recording them to be viewed at your convenience. NCPAC President Stephen Craddock organized and spearheaded this benefit. Prior to this, if you were coming from the mountains and/or the coast it could be up to a 7 hour drive each way and an overnight hotel stay for many people to attend the meetings in person. When the NCAB meetings have been live NCPAC has always tried to have some members of our leadership team in attendance to take note of and help craft responses to any specific issues that arise.
- NCPAC has had the benefit of a retained attorney for the last few years to counsel us on and appear on our behalf at the NCAB, NC Legislature and The Appraisal Foundation (TAF) when required.
- NCPAC holds an Annual Conference and Business Meeting to provide opportunities for Education, Networking and Professional Development.
- Due to NCPAC’s sponsorship of The Appraisal Foundation and our numerous volunteer members we have representatives at the state and federal level.



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- **NCPAC** provides a copy of the Student Manual for the 7-Hour USPAP course to each member.
- **NCPAC** provides a **Peer Review Committee** for assistance with difficult assignments and they can provide you with advice if you have to appear before **NCAB**.
- One of NCPAC's co-founder's, Past-President, and current Board member, Doug Winner helped create and support **the NCPAC Library Project** which has enabled a written copy of Appraisal related material to be maintained at the NCAB as a reference for any appraiser when needed. This can be especially helpful when working on Retrospective Assignments.
- **NCPAC** sends a member who is our **AARO (Association of Appraiser Regulatory Officials)** Representative and attends their meetings and speaks on behalf of NCPAC and appraisers on the national issues which are brought up at these meetings.
- Via our local NCPAC chapters throughout the state, we provide opportunities to meet, learn from and discuss topics with other local appraisers in your area.
- **NCPAC** offers a track towards Designation and becoming a **Coalition Designated Appraiser (CDA)** for both Residential and Commercial Appraisers. [CDA Designation Program - The North Carolina Professional Appraisers Coalition \(NCPAC\) - Online](#)
- By attending the conference and the CDA tour we hope you have been able to see different aspects of the state and the influence of industry, nature, farming, etc... on housing and employment in different areas of the state and relate that in some way back to your own area and appraisal practice.
- **NCPAC** designated appraisers (**CDA**) can now be recognized through NAR with their designation as either a **General Accredited Appraiser (GAA)** or **Residential Accredited Appraiser (RAA)**. We are also seeking additional designation opportunities!
- **NCPAC**, as a Partner of **The Appraisal Foundation (TAF)** with a seat on **The Advisory Council (TAFAC)**, has been able to help ensure that the average appraiser is able to have their voice heard on a national level. NCPAC was able to take part in "Vision 2030" which was the long-term planning initiative for TAF. NCPAC is a member of the "Group of 40", advisors composed of trustees,

association representatives and senior staff. We were able to provide input which will be critical as TAF explores the current professional environment and the future of our profession. Without the support of your dues we would never be able to keep our position as a Partner of TAF and maintain a seat on TAFAC.

- **NCPAC** is now an authorized CE provider in NC and will start scheduling Live CE Classes during 2024.
- **NCPAC** members can post to a **job board on the NCPAC Website** if they are a trainee or appraiser looking for a firm to affiliate with or are a firm looking for a new candidate to add to their organization. Currently several positions are available!
- **NCPAC** has negotiated with **OREP Insurance to provide an additional benefit to members of NCPAC at no cost.** OREP E&O coverage for NCPAC members will include an additional \$50,000 in Discrimination Claim Coverage at no cost to NCPAC members. [NCPAC Member Benefit: Enhanced Coverage - OREP Insurance for Professionals](#)
- **Due to NCPAC's position on the Board of Governors for the National Association of Appraisers (NAA)** we have been able to negotiate a 15% discount on any CE taken from Appraiser eLearning for NCPAC Members for the next year. This is only valid for NCPAC Members. Reach out to [ncpac@live.com](mailto:ncpac@live.com) for your discount code!

**With the number of new trainees coming into our Profession we have decided to provide a free membership to all new trainees for their 1<sup>st</sup> membership cycle going forward.**

### 1. Presidents Corner

Hello everyone. Welcome to the NCPAC President's Corner! I am Steven Craddock, the NCPAC President for 2023-2024.

First, let me tell every member, "Thank you". With the annual membership dues you pay, you give NCPAC financial stability and the ability to be able to fight for your rights as appraisers and to fight against undue legislation at the



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state and federal levels. We are fighting for YOU AND EVERY appraiser in NC. I am very proud of our organization, and just so you know, we have the most dedicated Board members who give their ALL for OUR benefit as appraisers.

Speaking of dedicated Board members, I would like to recognize a few of them who are amazing people. Former Past Presidents Graham Smith and James "Jamie" Norman along with our President-Elect Linda Nelson attend federal-level meetings in Washington, D.C. and other locations gathering information and speaking up about legislative matters that affect our industry, and they bring this news back so we may promulgate it to you. Past President Dana Murray, the Chairman of the Public Relations Committee, does the work of more than one person, in that, he is the hidden face behind most all the posts you see all over social media, as well as the fact that he is the author and editor of this publication, "The Scope". But wait, let's not forget about our favorite Administrative Assistant Martha Healey. She does so much for so many of us across the state that I can't even begin to say how much we are indebted to her for such a great job she does. Simply put...she is awesome. Ultimately, these comments about these few folks only describe a portion of the real work that happens behind the scenes by our 15 Board members and members alike that help to make NCPAC great.

We will very soon be announcing the details of the upcoming 2024 NCPAC Annual Conference. This year the conference will be held at The Outer Banks. This information will include the hotel location, dates, and the itinerary of events that will be occurring during the conference that will be held in early October of 2024. We will have in-the-classroom continuing education classes (CE), as well as the popular CDA Designation CE Course/Tour. This tour is always a highlight of our conferences. So watch your email for these important announcements.

We are looking forward to seeing everyone again and we hope that you will come share the allure and beauty of The Outer Banks with us and take the time to enjoy learning, interacting and socializing with your appraiser peers. We will see you soon!

Sincerely,

Steven W. Craddock, CDA, RAA, HMS  
2023-2024 NCPAC President

### 2. NCPAC Annual Conference and Business meeting.

**2024 NCPAC Conference:** The 2024 NCPAC Conference location will be on the Outer Banks of NC Oct 2024 more information will be provided via email for sign ups and reservations.

**2025 NCPAC Conference: Location and Dates TBD:**

### 3. Article

**Artificial Intelligence and Real Estate Appraising  
By Dr Rick Mayberry and Dana Murray**

#### Artificial Intelligence and Real Estate Appraising: Embracing or Rejecting Artificial Intelligence

In recent years, the real estate industry has seen a transformative shift towards incorporating technology into every facet of its operations. During the last 30-40 years we have gone from developing photographic film so we could paste a small quantity of photos into a report that we actually typed on a typewriter. Among the newest and most groundbreaking advancements is the use of Artificial Intelligence (AI) in real estate appraising. AI, with its ability to process and analyze vast amounts of data quickly, offers unprecedented opportunities for enhancing accuracy, efficiency, and decision-making in property valuation.

#### The Role of AI in Real Estate Appraising

**2. Automated Valuation Models (AVM):** An AVM is a computer software program that analyzes data using an automated process. It may use regression or adaptive estimations. But is overall a logarithmic process. It is not generally considered AI. It's moving that way but the underlying and proprietary algorithms are how companies in the business sell and market themselves touting why their algorithm is better. If using an AVM in an appraisal you must remember to review [USPAP AO 18 \(Use of an Automated Valuation Model AVM\)](#). This Advisory Opinion addresses how an appraiser may use an AVM.

**3. Enhanced Data Analysis:** AI excels in handling and analyzing the big data inherent in real estate transactions. It can identify trends, patterns, and anomalies that might not be apparent to human appraisers. Generally speaking, this is known by data scientists as Machine Learning. It can be very complex and isn't really meant for appraisers.



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Remember one needs to be able to explain (USPAP) how the electronic tool works. Modelling, which is the driver of pattern matching is very complex and should only be developed by people with a statistics, computer science or data science backgrounds. This capability can provide nuanced and comprehensive market analyses. An interesting experiment Rick Mayberry did found 78 million transactions over 10 years in the Canopy MLS. Using Microsoft Azure's AI platform, he modeled and then uploaded this data. Interestingly enough, the number 1 value driver was the flooring field. He was confused at first until he realized the flooring field is a proxy to quality of construction. Then it made sense, with higher end flooring the rest of the materials used also tends to be of higher quality. This is just an example.

**4. Predictive Analytics:** AI's predictive analytics can forecast future market trends based on current and historical data. This ability is invaluable for appraisers who need to understand not just the current value of a property, but its potential future value under different market conditions.

**5. Image Recognition and Analysis:** AI-powered image recognition technology can analyze photographs of properties to assess conditions, features, and even estimate repair costs. This technology can significantly reduce the time needed for on-site inspections and provide objective data that supports the appraiser's findings.

**6. Streamlining Processes:** AI can automate many routine tasks involved in appraising, such as collecting and organizing data, filling out forms, and generating preliminary reports. This automation allows appraisers to focus on more complex and nuanced aspects of property valuation, enhancing overall productivity and accuracy.

**7. Actual Operations:** On a practical note, not all Appraisers are going to jump into using AI to enhance their reports or provide data analysis some will. Many appraisers are already having good experiences with using programs like CHATGPT to help with re-writing a challenging write up or have the AI ChatBot provide input on limiting liability in how it is worded. Some early adopters are already using the data analysis tools by loading in an Excel or CSV file and using prompts to provide additional support for everything from market analysis to adjustments.

### Challenges and Considerations

While AI offers numerous benefits, its integration into real estate appraising also presents challenges. Some of the biggest are concerns about data privacy, the potential for biased algorithms, and the need for oversight to ensure accuracy and accountability are paramount. Additionally, the human element of understanding local market nuances and the condition of a property cannot be entirely replaced by AI. Appraisers who are planning to add some type of software valuation program to their appraisal practice should refer to USPAP AO 37 (Computer Assisted Valuation Tools).

### Future Prospects

The future of AI in real estate appraising looks promising, with ongoing advancements in technology expected to further enhance AI's capabilities. The development of more sophisticated algorithms, combined with an increasing availability of real estate data, will likely make AI an indispensable tool in the appraiser's toolkit. And this is how we should treat it. Not as a potential replacement but as another tool like a digital camera that we are going to use to help us become more efficient and more accurate.

### Ethical and Regulatory Considerations:

As AI becomes more prevalent in real estate appraising, ethical and regulatory considerations come to the forefront. Ensuring that AI algorithms operate transparently and without inherent biases is crucial. Some of you may wonder how a computer program (artificial intelligence) can be biased? AI bias is the underlying prejudice in data that's used to create AI algorithms, which can ultimately result in discrimination and other social consequences. Here are three real-life examples of when AI algorithms have demonstrated prejudice and discrimination towards others.

1. In October 2019, researchers found that an algorithm used on more than 200 million people in US hospitals to predict which patients would likely need extra medical care heavily favored white patients over black patients. While race itself wasn't a variable used in this algorithm, another variable highly correlated to race was, which was healthcare cost history. The rationale was that cost summarizes how many healthcare needs a particular person has. For various reasons, black patients incurred lower healthcare costs than white patients with the same conditions on average. Thankfully, researchers worked with Optum to reduce the level of bias by 80%. But had they not



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been interrogated in the first place, AI bias would have continued to discriminate severely.

2. Arguably the most notable example of AI bias is the COMPAS (Correctional Offender Management Profiling for Alternative Sanctions) algorithm used in US court systems to predict the likelihood that a defendant would become a recidivist. Due to the data that was used, the model that was chosen, and the process of creating the algorithm overall, the model predicted twice as many false positives for recidivism for black offenders (45%) than white offenders (23%).

3. Amazon is one of the largest tech giants in the world. And so, it's no surprise that they're heavy users of machine learning and artificial intelligence. In 2015, Amazon realized that their algorithm used for hiring employees was found to be biased against women. The reason for that was because the algorithm was based on the number of resumes submitted over the past ten years, and since most of the applicants were men, it was trained to favor men over women. Regulators and industry professionals must work together to establish guidelines that foster trust and confidence in AI-assisted appraisals.

### Case Studies and Real-World Applications

Several real-world applications highlight AI's impact on real estate appraising. Companies like Zillow and Redfin use AVMs to provide instant home valuation estimates. And in the early going we see quite a large range of predictive values provided by various programs (we have often seen a value change by the AVM when a property is listed to it appearing to mirror the changes in list price as time goes on). If a property is actually listed for sale all of the major AVM's appear to closely match the list price. While properties that are not actively on the market have wide ranging values assigned by the AVM's. My own home has a Zestimate ranging from \$165,000 228,000 (the problem here is there is no information about the home and its updates available as it has never been for sale). Home owners across the country love to debate whether their Zestimates are too high or too low. When it comes time to sell, the estimated market value calculated by Zillow can be the jumping off point for an interesting discussion between real estate agents and sellers.

In 2016 Spencer Rascoff, CEO of the Seattle-based real estate media website Zillow, sold a home in the city's Madison Park neighborhood for \$1.05 million. The day after the sale, the Zestimate for the home reached \$1.75 million. On Zillow's website the following day it was down to \$1.575 million. A 40% difference. Over 20% of sales have a Zestimate that misses the sales price by more than 20%. (GeekWire Article by Kurt Schlosser).

While we can see that there have been issues with some AVM applications in the early going (Zillow dropped their iBuyers program) there are startups that are developing AI tools that analyze satellite and street view images to assess property conditions and even predict future maintenance needs.

### Conclusion

The integration of AI into real estate appraising represents a significant step forward for the industry. By harnessing the power of AI, appraisers can achieve greater accuracy, efficiency, and insight in their valuations. However, embracing AI also requires careful consideration of its limitations and challenges. As the technology continues to evolve, the real estate appraising profession must adapt and innovate to remain at the forefront of accurate and reliable property valuation.

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4. Xu, Y., & Li, Q. (2018). "Big Data, AI Technologies, and Their Applications in Real Estate Valuation." Valuation Insights.
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7. GeekWire, Schlosser, K. (2016). "Zestimiss: Why did CEO Spencer Rascoff's home sell for 40% less than Zillow estimate of \$1.75M".



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8. Datatron Blog, Unknown (2024). "Real Life Examples of Discriminating Artificial Intelligence"
9. The Appraisal Foundation (2024) "2024 Uniform Standards of Professional Appraisal Practice (USPAP)"

By staying informed and proactive, real estate professionals can leverage AI to enhance their appraising methodologies, benefiting both their practice and their clients.

### About the Authors

Rick Mayberry is a Certified General Appraiser from the Hickory NC area. He is a proponent of using Microsoft Excel, Power Query and Power BI to analyze your real estate market. Dana Murray is a Certified Residential Appraiser from the Western NC area and is one of our primary instructors for NCPAC's Continuing Education classes.

### A Special Thank You goes out to our 2023 Conference Sponsors:

#### Gold Sponsors:



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**McKissock Learning**

### 4. The Appraisal Foundation (TAF)

As of 31 Mar 2024 The Appraisal Foundation has a new President. Congratulations go out to Kelly Davids. Kelly was previously the Senior Vice President of TAF. Outgoing President Dave Bunton remains on as Senior Advisor.

### The Appraisal Foundation Advisory Council (TAFAC)

The next meeting of TAFAC for a General Session meeting will be Tuesday, November 19, 2024 starting at 9:00 am. TAFAC Committee meetings will be held on Monday, November 18, 2024.

**When:** November 18–19, 2024

**Where:** Arlington VA

The Appraisal Standards Board (ASB) will hold a virtual Public Meeting on 26 Sep 2024.

The Industry Advisory Council (IAC) meeting will be held 09-10 Oct 2024 in Dallas, TX

### 5. Appraiser News:

**The 1st graduates of the PAREA program finished in May 2024 and were both from Texas. The following article is shared from the Texas Appraiser Licensing & Certification Board (TALCB).**

The graduates are trickling in nine months after the first ever launch of the [Practical Applications of Real Estate Appraisal \(PAREA\)](#). It took off commanded by the Appraisal Institute (AI). Sticking the landing as the first person to complete PAREA is a stay-at-home dad in San Antonio named Chris Tindal (pictured, left). He spoke with the Texas Appraiser Licensing & Certification Board (TALCB) about his May 13 finish.

"It's a different process, so for the first portion of the program it's 10 assignments. And you have to work through the steps," Tindal said. For the first five, they'll stop you halfway through to meet with your mentor, go over anything that you're having issues with. Once you're done with all 10, you go to the final assignments."

Tindal finished the first 10 practice assignments in five months; the three final assignments took three months because of time spent waiting on mentor feedback, he said. Being the first to go through the program, both he and AI admit there is some trial and error.

"We started a pilot program in September for the LR [licensed residential] and initially enrolled 15 people in that program," said Scott Dibiasio, AI's manager of state and industry affairs. "And the intent of that was to try to work out all the technological glitches in the system and make sure that the



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mentors were up to speed and doing the right things with the participants.”

AI matches each PAREA participant with one of five mentors it currently has on staff. Mentors were required to complete the program themselves before taking on mentees—which, at one point, totaled 154 students.

“So, it's taking folks a long time to be able to get through the program, a lot longer than we expected,” Dibiasio said. “From a regulatory perspective, that’s actually, I think, a good thing because it shows that people are being appropriately challenged in the program. The mentors are having to go back, in some cases, and reeducate the participants in certain areas where they're struggling.”

AI is discovering some of its PAREA participants are unprepared for the program, despite having completed qualifying education prior. The AI team is now contemplating an entrance exam to distinguish between PAREA-ready applicants versus those who may need remedial education. And their long-term plan includes hiring more mentors, but that is dependent on funding.

### Tips to Take Before PAREA

Tindal, moved to San Antonio from Alabama with his child and wife two years ago for her military medical residency. For him, PAREA just made sense; it worked around his life. This is his advice to future participants.

### Set a Schedule

“When you work in the course, it's just like a work schedule. I have 2-and-a-half-year-old now. When he goes to bed at night, I get my work done. So, it was very beneficial—something that was online as opposed to being an appraiser trainee.”

### Set a Standard

“Speak to your mentor. Speak to them about your goals in the program and the pace that you're hoping to move through. For my mentor, I was going at a much quicker pace than she had anticipated. Once she knew what my goals were, she was able to accommodate and work with me.”

### Ask Questions

“A lot of times you can feel dumb for asking a bunch of questions, but you're doing it as somebody that has not worked as an appraiser before. I don't really have any knowledge coming into it about the expectations for what a report would look like or what was expected. They're pretty good at breaking it down for someone that's somewhat of a layman.”

### Why PAREA Over Traditional Experience?

“That was kind of twofold. A friend that I have that is an appraiser—we were under the impression that he was able to be a supervisor. So, we got to the point where I was about to start filling out paperwork and realized that he didn't have the three years of experience required to be supervisor. So, what are my other options? I didn't really have any other contacts in the field.

“I also feel like going through the program left me with a better base of knowledge than probably the traditional route would have given me. A lot of times, [in the traditional method] you're paired with a supervisor, and they have one particular way of doing things or finding results or making judgments and you don't really get the whole scope of all the potential ways to do those things and all the concepts that are covered in something like PAREA.”

Tindal feels the downside to going virtual is missing out on hands-on experience. That is what he looks forward to now.

### TALCB and PAREA

The graduate right behind Tindal is also a Texan. At AI's last check, there are 45 people working through PAREA in Texas.

TALCB already has and is prepared to quickly process PAREA applicants and support them through next steps, because it was proactive in anticipation of the program's launch. The Board made many changes to be ready, including rule changes.

Changes are also coming to the PAREA world. The Appraiser Qualifications Board recently approved AI's Certified Residential PAREA module. Right now, AI is the only organization in the market offering PAREA programs. However, the Appraisal Foundation reports five providers are actively developing their own.



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If PAREA is not for you, TALCB is working to make it easier to get and log traditional experience hours. One tool is the [online Notebook](#).

**TALCB does not endorse or recommend any education provider.**

**NCPAC** is continuing to live stream and record the NCAB meetings for all appraisers who are unable to attend the meetings. You can view the meetings on our NCPAC Facebook page, website – [ncpac.us](http://ncpac.us) and on YouTube. The next 2 North Carolina Appraisal Board (NCAB) meetings will be 06 Aug 2024 (Virtual) and 17 Sep 2024 (Live). The 2024 meeting schedule has been announced and is expected to alternate between Live & Virtual.

The current appointees to the board are:

Appraisal Board Members	
Mike Warren, Chair	Beaufort
Claire M. Aufrance, Vice-Chair	Greensboro
Sarah J. Burnham	Hickory
Lynn Carmichael	Arden
Darius R. Chase	Waxhaw
Marcella D. Coley	Boone
Jack C. (Cal) Morgan, III	Wilmington
Viviree Scotton	Chapel Hill
H. Clay Taylor, III	Raleigh

### NCAB OPEN FORUM POLICY

The Appraisal Board will have a Public Forum scheduled for each Board meeting. To appear at the meeting, a speaker must:

1. Name the speaker;
2. Identify if the speaker is appearing on behalf of a group or entity;
3. Identify the topic of the speaker’s comments;
4. Limit the comments to five minutes; and
5. Make the request to speak no later than 5:00 pm on the Thursday prior to the Board meeting.

The speaker may not address any pending disciplinary matter or application. If you are requesting that the Board take action on

any issue or item, please provide a summary of the requested action in writing when requesting to speak or at the time of the presentation.

Board and staff members will not respond to the speaker during the comments, but may ask for clarification.

The Public Forum will be scheduled at the end of the meeting; however, it may be moved to another time at the direction of the Chairman.

Speakers must maintain a professional demeanor and proper decorum during their comments. Failure to do so may result in the Chairman terminating the speaker’s time for comment.

### AARO

The Association of Appraiser Regulatory Officials (AARO) Fall 2024 Conference will be in Boston MA 28-30 Oct 2024. We plan to have NCPAC members in attendance. Why is this important? Independent Appraisers from around the country are trying to ensure that our voices are heard and that the AMC’s and Lenders are not the only viewpoint being offered.

### 6. Appraisal Classes:

#### NCAB - 2024 CE REQUIREMENTS

If you did not renew your license by June 30, 2024, your license is now lapsed. Appraisal Board rules require all trainees, licensed, certified residential, and certified general appraisers to have taken the 2024-2025 version of the 7-hour USPAP Update in order to renew. The late fee is \$10 per month beginning July 1, 2024. The remaining 21 hours of CE are due by May 31, 2025.

Only licensees **originally** registered, licensed, or certified after January 1, 2024, will be exempt from continuing education this cycle, but not from renewal. Licensees that upgraded will still be required to meet the continuing education requirement.

North Carolina Professional Appraisers Coalition (NCPAC) -800-310-8860 [www.ncpac.us](http://www.ncpac.us)

McKissock - 800-328-2008 [www.mckissock.com](http://www.mckissock.com)

Triangle Appraisal School - 252-291-1200 [www.triangleappraisalschool.com](http://www.triangleappraisalschool.com)

Hignite Training Service – 252-764-0107 - [www.hignitetrainingsservice.com](http://www.hignitetrainingsservice.com)



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Appraisal Institute North Carolina Chapter - 336-297-9511 -  
[www.ncappraisalinstitute.org](http://www.ncappraisalinstitute.org)

American Society of Farm Managers and Rural Appraisers – 303-  
758-3513 – [www.asfmra.org](http://www.asfmra.org)

Appraiser Elearning – 615-965-5705 –  
[www.appraiserelearning.com](http://www.appraiserelearning.com)

### 7. NCPAC Chapter Information:

If you have any interest in establishing an NCPAC Chapter in your area please contact NCPAC.

President [ncpacpresident@gmail.com](mailto:ncpacpresident@gmail.com).

Southern Appalachian Chapter - Covers Macon, Jackson & Swain Counties in NC. Officers – President - Dana Murray, Vice-President – Sandra Gibby, Secretary – Jen Pressley.

### 8. Job Postings

NCPAC members can now post to the job board on the NCPAC Website if they are a trainee or appraiser looking for a firm to affiliate with or are a firm looking for a new candidate to add to their organization. Do you have a position to fill? Are you looking for a new challenge? Do you want to put your position on the site and have it included in “The Scope”? Go to the NCPAC contact us page - [www.ncpac.us/contact-us.html](http://www.ncpac.us/contact-us.html)

[Click on the following link to see all of the available jobs!](#)

[NCPAC Member Job Postings](#)