

**NRAAO / RIAAO 2025 EDUCATIONAL CONFERENCE**  
**May 4th – May 7th 2025**  
**Newport Harbor Island Resort, Goat Island, Newport, Rhode Island**

Name: \_\_\_\_\_  
 Badge Name: \_\_\_\_\_  
 Companion's Name: \_\_\_\_\_  
 Jurisdiction / Firm: \_\_\_\_\_  
 Mailing Address: \_\_\_\_\_  
 City/State/Province/Zip: \_\_\_\_\_  
 Phone Number: \_\_\_\_\_ E-mail: \_\_\_\_\_

CONFERENCE REGISTRATION FEES (Circle all that apply)	BEFORE 4/1	AFTER 4/1	
<b>Full Registration (Sunday – Wednesday)</b> Includes: Sunday Welcome Reception; Monday Breakfast & Lunch; Continental Breakfast Tuesday & Wednesday; Closing Banquet; and all Educational Sessions except for USPAP-extra fee**.	<b>NRAAO Member Fee:</b>	<b>\$350</b>	<b>\$400</b>
	<b>Non-Member Fee:</b>	<b>\$450</b>	<b>\$475</b>
<b>Companion / Retiree Registration (Sunday – Wednesday)</b> Includes: Sunday Welcome Reception; Monday Breakfast and Lunch; Closing Banquet		<b>\$250</b>	<b>\$300</b>
<b>Daily Registration Fees:</b>			
<b>Monday Only</b> (includes breakfast, lunch & sessions)		<b>\$180</b>	
<b>Tuesday Only</b> (includes continental breakfast & sessions)		<b>\$150</b>	
<b>Wednesday Only</b> (includes continental breakfast & sessions)		<b>\$150</b>	
<b>Wednesday: USPAP w/ full reg **extra fee</b>		<b>\$175</b>	
<b>USPAP w/out full registration</b> (includes course materials fee)		<b>\$225</b>	
<b>Wednesday Banquet Only</b> (includes cocktail hour & banquet)		<b>\$125</b>	

**BANQUET MEAL: SURFandTURF (Filet/Shrimp) DIETARY RESTRICTIONS: food allergy: \_\_\_\_\_, gluten free, other: \_\_\_\_\_**

**BECOME A CONFERENCE BOOSTER! YES, I would like to be a BOOSTER. \$25**

Please list my name in the conference program as a patron.  
 Name: \_\_\_\_\_  
 Jurisdiction/Firm: \_\_\_\_\_

**Total Amount Enclosed \$ \_\_\_\_\_**

**\*\*\*PLEASE IDENTIFY WHICH EDUCATION SESSIONS YOU WILL BE ATTENDING\*\*\***

<b>SUNDAY AFTERNOON</b>	<b>TUESDAY AFTERNOON</b>	<b>WEDNESDAY MORNING</b>
<input type="checkbox"/> Breweries/Distilleries	<input type="checkbox"/> Up The Creek	<input type="checkbox"/> Battery Storage System Valuation
<b>MONDAY AFTERNOON</b>	<input type="checkbox"/> Valuing Affordable Housing	<input type="checkbox"/> Short Term Rentals/Waterfront
<input type="checkbox"/> AI Case Study		
<b>TUESDAY MORNING</b>	<b>WEDNESDAY ALL DAY</b>	<b>WEDNESDAY AFTERNOON</b>
<input type="checkbox"/> Cannabis Regulations/Valuations	<input type="checkbox"/> USPAP (extra fees apply – see above)	<input type="checkbox"/> Trial Prep/Mock Trial
<input type="checkbox"/> Valuing Affordable Housing		

**Make Checks/Voucher Payable to: NRAAO/RIAAO 2025**  
**Newport Islander Hotel Registration: 401-851-3366**  
<https://book.passkey.com/go/NRAAO2025>

**MAIL TO: Cumberland Town Hall, Attn: Al Wylie**  
**45 Broad St, Cumberland RI 02864**

**NAVIGATE YOUR WAY TO NEWPORT  
NRAAO / RIAAO 2025  
OPTIONAL SOCIAL REGISTRATIONS**

**MONDAY, MAY 5<sup>TH</sup> CINCO DE MAYO CELEBRATION, ROSE ISLAND BALLROOM** **\$85 per person** \_\_\_\_\_

Celebrate Cinco de Mayo! Dance to the music of Premiere Wedding Entertainment – one of RI's top DJ's. Come mix and mingle and enjoy our Mexican themed celebration. Price includes Mexican buffet, music and 2 free drink tickets!

**TUESDAY, MAY 6<sup>TH</sup>, ANNUAL GOLF TOURNAMENT** **\$150 per person** \$ \_\_\_\_\_

**GREEN VALLEY GOLF COURSE**

371 Union Street, Portsmouth, RI 02871

[www.gvccri.com](http://www.gvccri.com)

8:30 AM CONTINENTAL BREAKFAST

9:00 AM SHOTGUN START

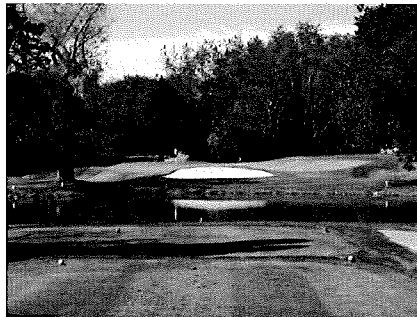
1:00 PM LUNCH & PRIZES

The Green Valley Country Club is an 18-hole championship course, located in picturesque Portsmouth, RI. Known as Newport's finest semi-private country club, it is open to the public.

**FOURSOME:**

Player #1 \_\_\_\_\_ Player #2 \_\_\_\_\_

Player #3 \_\_\_\_\_ Player #4 \_\_\_\_\_



**TUESDAY, MAY 6<sup>TH</sup> 5-7 PM GUIDED TROLLEY TOUR OF NEWPORT** **\$30 Per Person** \_\_\_\_\_

Enjoy a fully narrated Newport tour covering over 150+ points of interest. Sights include historic downtown, Ocean Drive and the Bellevue Avenue mansions. The trolleys are fully covered and heated/air conditioned.

**Grand Total** \_\_\_\_\_

**Please make checks payable to NRAAO/RIAAO 2025 and mail to :**

**Cumberland Town Hall  
Attn: Al Wylie  
45 Broad St  
Cumberland RI 02865**

**Sunday, May 4 1-4pm**

### **Valuation of Breweries and Distilleries**

The Valuation of Breweries and Distilleries workshop explores the valuation concepts and issues in the growing craft brewery world. The valuation of this property type requires a good understanding of the brewing process so the personal property and real property components are appropriately addressed. The workshop includes an overview cost, income, and sales comparison examples from the market.

The workshop offering can incorporate an on-site brewery tour to complement the classroom portion of the session. If the local education sponsor has a brewery with meeting space, it is possible that the workshop could be offered on-site at the brewery. Another option is to have the morning session in a classroom space, then have the brewery tour in the afternoon.

This workshop is in the process of being expanded to half and full-day formats.

### **Kara Endicott, CAE, AAS, RES**

Kara Endicott is the Assistant County Appraiser for Johnson County, KS and has worked in the mass appraisal sector for over 28 years. She has appraised properties involving anything from agricultural to retail uses.

She is a Certified Assessment Evaluator, Residential Evaluation Specialist and Assessment Administration Specialist Designee from the International Association of Assessing Officers. She is a Senior National Instructor for IAAO and works across the United States.

She has also served on the Board of Directors for IAAO as the Region 1 representative and previously she served on and chaired the Education Committee for several years along with being a member on various other committees and taskforces.

She lives in Lawrence KS with her husband, Chris and loves finding good trouble in her limited free time.

Kara loves Taco Tuesday. She believes in unicorns and leprechauns, but not elves. You would have to be ridiculous to believe in elves. After a long and fruitful life, on her tombstone will be written "Yes I am still mad at you Sheila, you know what you did."

---

**Monday, May 5 1-4pm**

### **Preparing to Use Artificial Intelligence (AI) Responsibility in the Public Sector Work Environment**

Artificial Intelligence (AI) is transforming industries worldwide, and the public sector is no exception. Municipalities are examining how AI can improve efficiency, enhance services, and provide valuable insights for decision-making. However, with these opportunities come challenges. This seminar will provide an exploration of how AI can be applied in municipal settings, review the risks and challenges associated with AI, and provide potential risk management solutions.

## **Dr. Timothy Henry, Rhode Island College**

Dr. Timothy M. Henry is an accomplished educator and technology leader with over 40 years of experience spanning academia, industry, and military service. He is an Associate Professor in the Department of Computer Science and Information Systems at Rhode Island College (RIC), where he has played a pivotal role in developing cutting-edge academic programs in artificial intelligence and cybersecurity.

Dr. Henry is the architect of Rhode Island's first undergraduate major in Artificial Intelligence and two AI-related minors. His work in cybersecurity education has contributed to national standards, and he played a key role in securing a state-of-the-art cyber range for hands-on student training. His teaching philosophy emphasizes transformation—both in knowledge and character—by fostering an engaging, student-centered learning environment.

Beyond academia, Dr. Henry's extensive industry experience includes leadership in IT project management, software development, and secure systems implementation. He has served in leadership roles for major technology initiatives, including projects in government and healthcare, and has held positions in global consulting organizations. His expertise in artificial intelligence, machine learning, cybersecurity, and software engineering has positioned him as a thought leader, frequently sought after for speaking engagements, media interviews, and policy discussions.

A co-author of multiple award-winning textbooks, Dr. Henry's scholarly contributions extend beyond the classroom. His latest work, *Secure Data Structures and Algorithms with C++*, has been nominated for the 2025 TAA Excellence Award. His dedication to education and technology policy is evident in his service as the academic team lead for the Rhode Island Governor's AI Task Force and his role on Rhode Island's Higher Ed AI Policy Task Force.

In addition to his academic and research endeavors, Dr. Henry has been a longtime community leader. He has served on the board of directors for Thundermist Community Health Center and led humanitarian efforts in Honduras.

Dr. Henry holds a Ph.D. in Applied Mathematical Sciences from the University of Rhode Island, a Master's in Computer Science from Old Dominion University, and a Bachelor's in Mathematics from the U.S. Coast Guard Academy. He is a certified Project Management Professional (PMP) and an advocate for responsible AI and cybersecurity education.

## **AI Case Study**

2024 was a revaluation year for the City of Central Falls. At 1 square mile and 3000 parcels, it provided a good test bed to compare the efficacy of modern revaluation tools such as regression and AVM versus the time-tested market-adjusted cost that revaluation companies have been using for decades. This case study covers the results of this analysis for both the single-family and multi-family properties.

Learning Objectives:

- Testing regression on small New England communities

- AVM performance on small datasets
- Cost approach on old housing stock

### **Dr. Dan Ducharme**

In 2005, Dr. Dan began work in the assessing world by being assigned to work for Appraisal Resource as a data entry clerk by a temp agency. Over the years, he was promoted to Computer Systems Analyst, then IT Director, until finally becoming VP of Revaluation at what became Northeast Revaluation Group. After partnering with Patriot Properties to provide a modern, well-supported CAMA system instead of a custom homegrown one in 2008, Dr. Dan was subcontracted to Patriot as a developer starting in 2012, and by 2014, Patriot hired him part-time as a developer. After the passing of his long-time colleague, Bob Battey, in 2020, Dr. Dan became the Assessor in the City of Central Falls, where he still sits to this day. After Government Brands acquired Patriot and Northeast, Dr. Dan became a Senior Software Developer and worked up to Director of Software Development, overseeing the AssessPro and MarketDrive CAMA systems. Dr. Dan holds a bachelor's degree in microbiology, a master's and a Ph.D. in Computer Science, and graduate certificates in Digital Forensics and Cyber Security from the University of Rhode Island. He is a Rhode Island Certified Assessor, a Connecticut Certified Revaluation Supervisor, and a CAE candidate.

---

**Tuesday, May 6 9-12pm**

### **40 States, 40 Different Regulations for Marijuana**

By industry accounts, the U.S. cannabis industry is expected to reach almost \$45 billion this year. Are you confused about how to assess a marijuana sales or cultivation facility in your jurisdiction?

No matter what the regulations are for your municipality and state, this presentation will provide practical advice on what to look for in terms of both real property and personal property.

Part of our discussion will be whether your state has any regulations for assessors governing retail marijuana stores or cultivation facilities and -- if so -- do they make sense for the rest of us.

### **Instructor: Kevin Rudden**

Kevin Rudden is the Principal Assessor in Holliston, MA -- a community with seven marijuana cultivation/processing facilities. He has been an assessor for a dozen years, previously serving in two other Massachusetts communities. Kevin also has served as an elected member of the Board of Assessors in Mendon, MA for the past dozen years. In 2022, the Massachusetts Association of Assessing Officers awarded him its Wilson Award, "presented to the assessor who has made the most outstanding contribution to the assessing profession and who has dedicated themselves to the field of assessing in their community and state."

---

**Tuesday, May 6 1-4pm**

**Up the Creek: Managing Daily Personnel Disasters**

This workshop takes you through the scenario of being a manager and focuses on one of the hardest parts-personnel issues. The material contains general guidelines for handling employees and takes you through various scenarios to help find solutions happening every day in the assessment office (or any office for that matter). Topics include hiring practices, communication issues, working with difficult personalities, and other related personnel issues.

This is an interactive workshop that encourages and solicits attendee participation and problem-solving. Attendees are encouraged to provide their own situations that they may have dealt with in the past. The one part of management you cannot predict is problematic people and handling them properly is often the most difficult skill to master.

**Kara Endicott, CAE, AAS, RES**

Kara Endicott is the Assistant County Appraiser for Johnson County, KS and has worked in the mass appraisal sector for over 28 years. She has appraised properties involving anything from agricultural to retail uses.

She is a Certified Assessment Evaluator, Residential Evaluation Specialist and Assessment Administration Specialist Designee from the International Association of Assessing Officers. She is a Senior National Instructor for IAAO and works across the United States.

She has also served on the Board of Directors for IAAO as the Region 1 representative and previously she served on and chaired the Education Committee for several years along with being a member on various other committees and taskforces.

She lives in Lawrence KS with her husband, Chris and loves finding good trouble in her limited free time.

Kara loves Taco Tuesday. She believes in unicorns and leprechauns, but not elves. You would have to be ridiculous to believe in elves. After a long and fruitful life, on her tombstone will be written "Yes I am still mad at you Sheila, you know what you did."

---

**Tuesday, May 6 9am – 4pm**

**The Challenge of Valuing Affordable Residential Properties**

The purpose of this workshop is to provide assistance in the valuation of low-end and difficult residential properties that often create valuation issues. It is not unusual that these types of properties when sold have a sales ratio considerably higher than 1.00 and a very regressive PRD (Price-Related Differential). Discussion and data will center on lower valued residential properties and income and value associated with rental properties. The workshop will conclude with definitions and value issues on manufactured homes, modular homes and odd and unusual homes.

**Instructor: Edye McCarthy**

Edye is the Assessor for the Town of Greenburgh, Westchester County, New York, which covers the Villages of Ardsley, Elmsford, Dobbs Ferry, Tarrytown, Irvington and Hastings on Hudson (approximately 30,000 parcels).

She has been the Assessor in the Town for over 12 years, and prior to that, she was the Assessor in the City of White Plains, and the City of Rye, to total 30 years in public service.

She is past president of the New York State Assessor's Association, along with past president of her County Association in Westchester. She has a Master's Degree in Real Estate from New York University, and currently teaches appraisal and assessment courses around the state of New York for other Appraisers and Assessors.

---

**Wednesday, May 7 9-12pm****Valuation of a Battery Energy Storage System (BESS)**

This session will cover the description of a battery energy storage system (BESS), which is based on a technology that enables electric power system operators and utilities to store energy for later use on a large scale and the requirements for its operation. The session will review the components of the installed system; land, improvements, equipment, and the power system grid interconnect. The session will examine the public policy and tax policy considerations of siting and funding a BESS, including the availability of federal investment tax credits (ITC) for investment in the development of renewable energy projects being extended to include standalone energy storage facilities through the 2022 Inflation Reduction Act's incentives for energy storage projects in the US, which came into effect on January 1, 2023. The session will look at the market conditions that exist and inform the appraiser/assessor about the valuation tools needed to estimate the current and prospective value of the property. The session will then examine what assumptions, or hypothetical conditions, may be required to develop a valuation model appropriate for the property type. Then look at the availability of the required data focusing on development costs, anticipated depreciation, and a projected project income stream and its present value for both the installed BESS and if needed, a leased site. Finally, the session will include a discussion of the taxable classification of the various components of the property specific to the NRAAO member jurisdictions.

**Instructor: Gary McCabe, CAE****PRIVATE CONSULTING PRACTICE & MUDDY RIVER ADVISORS, LLC**

Mr. McCabe's consulting practice focuses on providing real estate and personal property valuation analysis and review to a variety of clients including government agencies and other appraisal services firms.

Mr. McCabe is a principal in Muddy River Advisors, LLC, a private consulting company that specializes in the valuation of locally assessed rate-regulated, public utility personal property such as natural gas distribution systems and electric power transmission and distribution assets.

**TOWN OF BROOKLINE, MASSACHUSETTS****Chief Assessor & Chairman, Board of Assessors - Retired**

Mr. McCabe was appointed Chief Assessor and Chairman of the Board of Assessors for the Town of Brookline in August 2007. Brookline is a neighboring community to the City of Boston, with a population of 58,000 residents. It has 18,000 properties with a 2020 assessed value of \$25 billion and a tax levy of \$225 million.

**AMERICAN TOWER CORPORATION** – Boston, MA

**Director, Property Taxes**

American Tower Corporation is a publicly traded company (AMT) on the New York Stock Exchange (NYSE). It is a leading independent wireless and broadcast communications infrastructure company, with a portfolio of approximately 20,000 towers in the United States, Mexico, and selected markets in Brazil.

**DELOITTE & TOUCHE, LLP** – Boston, MA

**Property Tax Manager**

Deloitte & Touche, LLP (now Deloitte) is a global provider of professional services in; audit, tax, consulting, and financial advice, and serves more than one-half of the world's largest companies, as well as other national enterprises, public institutions, small local clients, and successful, emerging industries companies.

**MASSACHUSETTS DEPARTMENT OF REVENUE – BUREAU OF LOCAL ASSESSMENT** – Boston, MA

**Bureau Chief**

The Bureau of Local Assessment (BLA) is responsible for oversight of local assessment practices and certification of market level assessment standards. Performance measures include statistical testing of assessment levels using sales ratio studies and on-site procedural audits. The BLA is also responsible for the annual valuation of personal property owned by certain public utility companies, and other property tax studies.

**CITY OF WORCESTER, MASSACHUSETTS** – Worcester, MA

**Deputy Tax Assessor**

The City of Worcester is the 3rd largest city in New England, with a population of 172,000 and 50,000 taxable properties; it is the economic center of Central Massachusetts. Mr. McCabe was responsible for the annual revaluation of real and personal property as required by full & fair cash value standards of Massachusetts.

**PROFESSIONAL MEMBERSHIPS, EDUCATION & AWARDS**

International Association of Assessing Officers (IAAO): Member since 1985, Certified Assessment Evaluator (CAE) designee. Senior National Instructor. Chairman; Representatives Committee, Research & Technology Committee, Boston Conference Local Host Committee (2004), Professional Development Committee. Member; Technical Standards Committee. IAAO Member of the Year, Associate Member of the Year, Distinguished Research & Development Award, Outstanding Technical Essay Award, Professional Development Lifetime Achievement Award. IAAO Representative to the International Property Measurement Standards Coalition (IPMSC) 2017-2024. IAAO Fellow and member of IAAO Fellows Council.

Member; Massachusetts Board of Real Estate Appraisers (MBREA), International Property Tax Institute (IPTI). Speaker: IAAO Conferences, Wichita State University-National Tax Association Conference – Appraisal for Ad Valorem Taxation of Communications, Energy & Transportation Property. Lincoln Institute of Land Policy; Electric Utility Deregulation & Property Taxation (1999), National Conference of State Tax Judges (2022)

Publications; *Journal of Property Tax Assessment & Administration, Fair & Equitable* (IAAO)

Education; Northeastern University, Boston, MA - AS.BA Business Administration & Civil Engineering

---

**Short Term Rentals:** This presentation covers all aspects of the Short Term Rental phenomenon including tax policy, appraisal techniques and limitations, as well as evolving legal issues and recent litigation. (I will be focusing on two recent cases - the Narragansett case and another out of CT.)

**AND**

**Residential Water Front:** This presentation discusses a technique that utilizes the linear feet of water frontage along with a categorization of waterfront types to accurately value all types of residential property types in waterfront communities. Several local examples will be shown using a variety of CAMA systems.

**Instructor: Melissa L. Baer, CAE, CCMail**

Owner, Melissa Baer Appraisal Consulting, LLC

Education: Bachelor of Arts in Political Science from The University of Connecticut, and



various continuing education classes annually to maintain professional designations

After thirty years of industry experience, Melissa recently started her own mass appraisal consulting business specializing in residential modeling and waterfront valuation. Prior to this step, Melissa served as appraisal operation director in both the public and private sector and for seventeen years, served as the Northeast Regional Manager, among other positions, for Tyler Technologies where she managed a region which includes New England, New Jersey, Pennsylvania, New York, Delaware and Virginia. In addition to being responsible for the performance of the region, she was responsible for analysis and valuation of all types of properties, as well as data conversion and implementation of appraisal software. She is experienced in all phases of the revaluation process from data entry to project supervision to litigation support. Before joining Tyler, Melissa served as the assessor for the town of Brooklyn, Connecticut and deputy assessor for the town of Killingly, Connecticut.

---

**Wednesday, May 7 9am – 4pm**

**USPAP:** this is the 7-hour USPAP Update Course. Written by The Appraisal Foundation, this cycle's 7-Hour Update Course offers unique insights to help you navigate real-life appraisal quandaries.

**Instructor: Leslie Pruitt**

Supervisor of Assessments for Somerset County, Maryland. Les is an AQB Certified USPAP Instructor, and IAAO Instructor and Maryland Certified General Appraiser.

---

**Wednesday, May 7 1-4pm**

**Trial Prep/Mock Trial**

We saved the best for last! So you have a real estate court case. How do you prepare to defend your municipality's value in a court of law? What information, what reports, what witnesses are needed to give defense? What is the assessor's role in the case, as well as your legal representative? The first part of this session will cover trial preparation.

The latter part of this session will be a simulated judicial proceeding where participants engage in an improvised recreation of a real court case. A panel of assessment experts will play the role of plaintiff, defendant and judge. The audience will also be a part of the proceedings. This session will give an opportunity to overcome nerves and hone trial skills before an audience. Participation will allow you to practice thinking on your feet and construct persuasive arguments and examinations in a limited period of time.

**Instructor: Eyde McCarthy**

Edye McCarthy is the Assessor for the Town of Greenburgh, Westchester County, New York, which covers the Villages of Ardsley, Elmsford, Dobbs Ferry, Tarrytown, Irvington and Hastings on Hudson (approximately 30,000 parcels).

She has been the Assessor in the Town for over 12 years, and prior to that, she was the Assessor in the City of White Plains, and the City of Rye, to total 30 years in public service.

She is past president of the New York State Assessor's Association, along with past president of her County Association in Westchester. She has a Master's Degree in Real Estate from New York University, and currently teaches appraisal and assessment courses around the state of New York for other Appraisers and Assessors.

---

**NRAAO 2025  
GOLF OUTING  
Tuesday May 6, 2025**

Place: Green Valley Country Club  
Address: 371 Union Street  
Portsmouth, RI 02871

Time: 8:30 a.m. Registration, Coffee, Juice and Pastry  
9:00 a.m. Tee Off  
Lunch served and prizes awarded after playing.

Dress code: Collared shirts  
No Denim  
Soft Spikes

Refund Policy: No refunds after April 21, 2025

Directions to Green Valley CC from Newport Harbor Island Resort Approximately 20-minute drive

- Exit hotel out to America's Cup Ave
- Take left onto America's Cup
- Turn left onto Farwell St. (RI 238)
- Continue on Rt 238 JT Connell Highway
- Take the second exit from roundabout
- Turn left onto W Main Rd (RI 114) Go 2.9 miles
- Turn right onto Union Street. Go 1mile Green Valley will be on the left side

## **Rules of Play for the Day**

- Four Person Scramble Format
- Men play from White Tees
- Ladies play from Red Tees
- One Team Score
- All team players must drive at least two times
- Mark holes on the scorecard when you use players drive
- Must shoot with in one club length of chosen ball—if chosen ball is in rough then all shots must be taken from the rough
- Longest drive men on hole 16
- longest drive ladies on hole 4
- Closest to pin men on hole 6
- closest to pin ladies on hole 12
- Team awards for 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>, and last place

**All Players are entitled to two (2) free drinks of either beer or wine**