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**Sent:** Friday, February 23, 2024 9:33 AM

**To:** Paula Konikoff <[pkonikoff@appraisalinstitute.org](mailto:pkonikoff@appraisalinstitute.org)>; Adomatis, Sandra <[sadomatis@appraisalinstitute.org](mailto:sadomatis@appraisalinstitute.org)>

**Subject:** RE: Upcoming Speaking Opp

I do hope the balance of the meetings go very well. I have been reflecting on both of your responses to my email, I feel like I did a poor job of conveying my overall concerns. ***I promise this is the last exchange on this topic from me.*** The last thing you need is someone sniping from the sidelines, especially when I am sure it is perceived as self-serving and anti the new CEO.

I have made it clear to you both that I am less than impressed with her negative and damaging statements that she continues to make about me and “past leadership” – which frankly includes the Board of Directors too, a concept apparently lost on them. I had hoped that my not-so-subtle plea to you both to have her tone down the rhetoric would have been met with a ceasing of the actions. To my dismay, it has continued as recently as the joint regional meeting this week according to several people who called me afterwards. I know that in this light the rest of what I am about to say will likely be dismissed in whole. But please read it at least once with an open mind.

As a dedicated member, I have always been proud of our collective commitment to excellence, leadership, and the advancement of our profession. This pride stems from our organization's historic emphasis on the knowledge, expertise, and contributions of its members, which has positioned us as industry leaders and earned us unparalleled respect and credibility.

Recently, however, I have observed a shift in the organizational focus that concerns me deeply. The emphasis has immediately moved away from the collective voice and leadership of our members towards a more centralized representation by our CEO. While I recognize and respect the importance of a dynamic CEO in guiding our organization, I am troubled by the potential implications of this shift. Maybe the moss has grown under my feet and the future is passing me by.

1. **Diminishing Member Visibility:** Historically, our organization has thrived on the diverse expertise and leadership of its members. The shift towards a singular representation, primarily through the CEO, may inadvertently diminish the visibility and contributions of our member leaders. This could lead to a perception that our organization is drifting away from its member-centric ethos, which has been a cornerstone of our identity and success. Continuity is great and I think for some relationships that makes good sense, but that continuity used to be a hallmark of the elected leadership, each bring the next one on and passing the torch over the four-year service period.
2. **Impact on Member Engagement and Value:** The strength of our organization lies in its members. Their engagement and sense of belonging are tied to seeing their leaders represent and advocate for them. When communication and representation become more centralized, it risks creating a sense of detachment and undervaluing the diverse expertise within our membership.
3. **Long-Term Reputation and Credibility:** Our organization's reputation as an industry leader is deeply rooted in the collective knowledge and leadership of our members. A shift towards a more CEO-centric approach might raise concerns about the sustainability of this reputation. The diverse voices and insights of our member leaders have always set us apart and driven the profession forward. Being super critical, I cannot believe that either of you are enamored with the tone on the

communication 'from her desk'. They have been insulting and demeaning. Is the best message we offer someone gets stuck in a big closet when the homeowners are arguing with other? Thank God it "hasn't cost her any friends yet" when talking about appraisers. We have members everywhere doing interesting, complex, and interesting work, work that would be perceived as important and contributing.

4. **Transparency and Communication:** The recent instances, such as the lack of timely communication about our President's involvement with a Federal agency, highlight a growing concern about transparency and inclusivity in communication. Keeping members informed and involved is essential for maintaining trust and a sense of community. Today's Appraisal Now has no mention of a single officer, their travel, and meetings on behalf of the organization.

Considering these concerns, I urge a reconsideration of the current approach. It is crucial that we strike a balance that respects and harnesses the strengths of both our CEO and our member leaders. Our collective leadership, transparency, and member-focused ethos are not just our legacy but our greatest assets moving forward.

I haven't touched on the instructor's meeting that took place last week, but it is cause for even more concern. The dumbing down of our tests and coursework plays to the lowest common denominator. Allowing anyone to teach without the minimum amount of training is dangerous. I encourage you to talk to the mentors working on the AIPAREA program about their experiences with students who have been through our previously challenging curriculum versus those who went another route that was easier. The difference is stark – is that who you want to be?

I am committed to AI and its mission, and I share these thoughts with the utmost respect for all parties involved. We can continue to grow and lead our industry without losing the essence of what makes us unique and respected.

Thank you for considering my perspective. **I do not want a response from either of you** – both are too busy with other efforts on behalf of the members. I ask only if you consider these points, take a moment, and see if the pathway you are on is the right one. If you feel like it is, then Godspeed and execute to the best of your ability. I'll know from what I see if I am a guy tilting at windmills. I am afraid the wind is blowing and the moss is growing.

Jim Amarin, CAE, MAI, SRA, AI-GRS, CDEI

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**From:** Paula Konikoff <[pkonikoff@appraisalinstitute.org](mailto:pkonikoff@appraisalinstitute.org)>

**Sent:** Friday, February 23, 2024 7:30 AM

**To:** Adomatis, Sandra <[sadomatis@appraisalinstitute.org](mailto:sadomatis@appraisalinstitute.org)>; Jim Amarin <[jamarin@me.com](mailto:jamarin@me.com)>

**Subject:** RE: Upcoming Speaking Opp

Morning, guys. I agree with Sandy – Cindy wants to move the paradigm somewhat and I have no problem with it. I see the benefite of the consistency of the same person year over year for relationship building with other organizations.

I hope we can catch up in a phone chat this weekend. I'll start phone tag

**From:** Adomatis, Sandra <[sadomatis@appraisalinstitute.org](mailto:sadomatis@appraisalinstitute.org)>

**Sent:** Thursday, February 22, 2024 7:33 PM

**To:** Jim Amarin <[jamorin@me.com](mailto:jamorin@me.com)>; Paula Konikoff <[pkonikoff@appraisalinstitute.org](mailto:pkonikoff@appraisalinstitute.org)>

**Subject:** RE: Upcoming Speaking Opp

Hi Jim,

We are working through some changes that include the new CEO being more visible than any other CEO I remember. I can't say it is a huge issue for me since I am running crazy right now doing my own share of speaking on behalf of AI. I rather she does these than another officer we know.

My first day of the first board meeting went well today. Heard lots of good comments about how they liked the change in the meeting. Hoping I can do the same tomorrow.

Be well and you are always welcome to send me your thoughts and concerns. I appreciate you!

Your friend

Sandy

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I swear I am not trying to be disrespectful, but why isn't this being done by an elected officer?

<https://fiva1.com/#events>

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