

**MINUTES**  
**CAAR Board of Directors Meeting**  
**Wednesday, February 25, 2026**  
**Hillsdale Conference Center**

**Attendance**

Present: Amanda Spigone (President), Kevin Wilberger (President-Elect), Georgia Lindsey (Treasurer), Josh White (Immediate Past President), Kim Armstrong, Roxanne Carter-Johnston, Laurie Falk, Ivy Haines, Aaron Howell, Janice O'Hara, Jessica Russo, Francesca San Giorgio, Excused: Zoya Claus, Matthew Holt. Staff: Abby Tammen, Ian Desautel, Ali DiGuardo.

**Welcome and Call to Order**

President Spigone called the meeting to order at 9:01 a.m. The Board acknowledged the Antitrust Statement.

**Approval of Consent Agenda**

A **MOTION** was **MADE, SECONDED** and **UNANIMOUSLY APPROVED** to accept the consent agenda which included the December 10, 2025 meeting minutes and December 22, 2025 online vote meeting minutes.

**New Members**

12/3/2025 – 1/22/2026. Honor Geyer, Long & Foster - Lake Monticello; Luke Henry, The Hogan Group-Charlottesville  
Deborah Baxter, eXp Realty-Stafford.

01/01/2026 – 01/31/2026. Tony Santos, Keller Williams Alliance-Charlottesville. Cathy Benish, Better Homes & Gardens R.E.-Pathways; Tristan Cobarrubias, Howard Hanna Roy Wheeler Realty; Joseph Boyadjian, Keller Williams Alliance-Charlottesville; Mattie Sites, RE/MAX Realty Specialists-Charlottesville; Morga Sisk, Cowan Realty; Andre Ellis, Keller Williams Alliance-Charlottesville.

02/01/2026 – 02/19/2026. Donna W Robinson, Corcoran Wiley-Orange; John Faulconer, Corcoran Wiley-Orange; Chris Tiller, Real Broker LLC-McLean VA; Denise Johnson, eXp Realty-Richmond; Tyrone Kirkland, Real Broker LLC-McLean VA; Isabella Martin, Sally Du Bose Real Est. Partners.

**Treasurer's Report**

December 2025 Financials

Treasurer Lindsey reviewed the December 2025 financial reports. A **MOTION** was **MADE, SECONDED**, and **UNANIMOUSLY APPROVED** to accept the December 2025 financial report as presented.

2026 Financial Overview with Corporate Restructuring

Treasurer Lindsey reviewed the projected budgets per LLC.

2025 Audit to Begin March 2026

The 2025 audit will be conducted in March. The results of the audit will be presented at the end of the summer.

**President's Report**

2025 CEO Evaluation Process February & March 2026

Immediate Past President White will conduct Mrs. Tammen's CEO evaluation process from February – March.

**Board Strategic Discussion**

Corporate Restructuring Update

President Spigone provided an update on the draft management agreements, the 2026 proposed budget per LLC, and the status of the IRS 501c6 application.

**Board Action Items**

Diversity, Equity, & Inclusion (DEI) Committee Funding Request

A **MOTION**, was **MADE, SECONDED**, and **DIED** to request additional funding to support the NAREB REALTIST Board of Charlottesville installation event totaling up to \$4,000. CAAR would be considered a premium sponsor for the 2026 calendar year. (9 Nay; 2 Abstain)

**Committee Updates**

Multiple committee announcements and reminders were made by the Young Professionals Network, DEI Committee, Communications Committee, and Professional Development Committee.

**Items from the CEO**

MLS RFP Process Timeline

CEO Tammen reviewed the residential MLS request for proposal (RFP) process timeline.

**Next Board Meeting**

Wed., April 22, 2026, 9 – 10:30 a.m. at the Hillsdale Conference Center.

**Adjourn**

President Spigone adjourned the meeting at 10:14 a.m.

Respectfully Submitted, Abby Tammen, Secretary