

# Winter Meeting

## BOARD OF DIRECTORS

*February 13, 2026 | 10:45 am*  
*Overton Hotel & Conference Center*  
*Lubbock, TX*

*Wi-Fi Access:*

**NETWORK**

Overton\_Conference

**PASSCODE**

overtonstar



# Welcome

**Mike Rust CAMT, CAPS**

*TAA President*

*Highland Commercial Properties, San Antonio*

# Consent Agenda

● **MEETING MINUTES** *October 23, 2025*

● **FINANCIAL REPORT** *December 31, 2025*

# President's Report

Mike Rust CAMT, CAPS  
*TAA President*

# 2026 TAA SUSTAINERS



## Platinum



## Gold



## Silver

CAMP Facility Services  
Century Air Conditioning Supply  
Comm-Fit  
CORT  
CSC Serviceworks

Dixie Interiors  
Entrata  
Foundation Specialists  
Gemstar Construction  
Guardian Construction

Impact Property Solutions  
The Liberty Group  
RentDebt Automated Collections  
Sherwin-Williams  
Vizibly  
Zillow Rentals

## Bronze

Blue Moon Software  
Centex Construction  
Massey Services, Inc.

# Past President Pin Presentation



**Renee Zahn**  
**CAPS, CAM, CPM**

**Greystar**  
**Austin**



# Community Service Stars

**TAA recognizes the local associations and their members who are making a difference in their communities.**

*Thank you for giving back and inspiring us all to do the same.*





# TEXAS APARTMENT ASSOCIATION PROUDLY RECOGNIZES:

## *Big Country Apartment Association*

- Held a community food drive during September & October
- **Collected and donated 200+ non-perishable canned goods and food items**
- Donations delivered to the **Camelot Apartments Food Pantry**
- Supported local residents facing food insecurity



★ ★ ★  
FEB  
2026  
★ ★

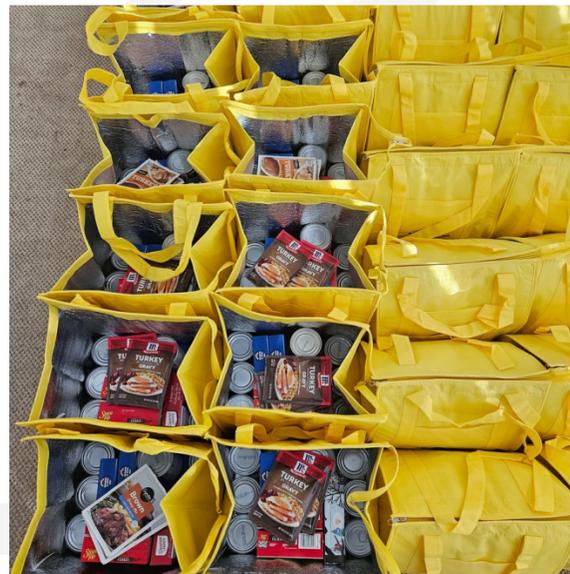
COMMUNITY SERVICE STAR RECIPIENT



# TEXAS APARTMENT ASSOCIATION PROUDLY RECOGNIZES:

## *Big Country Apartment Association*

- Held a Thanksgiving Meal Drive during September & October 2025
- **Members collected enough donations to provide 30 local families with full Thanksgiving meals**



★ ★ ★  
FEB  
2026  
★ ★

COMMUNITY SERVICE STAR RECIPIENT



# TEXAS APARTMENT ASSOCIATION PROUDLY RECOGNIZES:

## *Big Country Apartment Association*

- Hosted a toy drive during the End-of-Year Awards Dinner
- **Collected 350+ toys**, including board games, LEGOs, Play-Doh, jump ropes, and sidewalk chalk
- **Donated all items to the Boys & Girls Clubs in the Big Country area**
- Helped bring joy to local children during the holiday season



★ ★ ★  
FEB  
2026  
★ ★

COMMUNITY SERVICE STAR RECIPIENT

# TEXAS APARTMENT ASSOCIATION PROUDLY RECOGNIZES:

## *Bryan College Station Apartment Association Community Relations Committee*

- Decorated Box Contest: Voted on via association Instagram. Winner received a \$50 gift card.
- Food Collection Competition: Property collecting the most food won a \$150 gift card.
- **Members collected a remarkable 2,013 lbs of food for the Brazos Valley Food Bank.**
- Special thanks to Event Chairs: Brittany & Micah and Byron Rippstein for coordinating pick-ups and deliveries.



★ ★ ★  
FEB  
2026  
★ ★

COMMUNITY SERVICE STAR RECIPIENT

# EF GOLF TOURNAMENT



## Education Foundation Golf Tournament

Raised **\$40,000** for the FWAA Education Foundation  
October 2025

# ROCKIN' COWTOWN CHRISTMAS



## Rocking Cowtown Christmas Toy Drive

Raised over **16 pallets** of toys for children in the local community  
December 2025

# TEXAS APARTMENT ASSOCIATION PROUDLY RECOGNIZES:

## *Houston Apartment Association Community Outreach Committee*

- Hosted the annual **Angel Tree Adoption Program** benefiting the **YMCA of Greater Houston**
- **Adopted 50 children**, more than doubling the program's impact from prior years
- Collected and delivered a van packed with toys, clothing, and essential items



★ ★ ★  
FEB  
2026  
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COMMUNITY SERVICE STAR RECIPIENT

# TEXAS APARTMENT ASSOCIATION PROUDLY RECOGNIZES:

*Houston Apartment Association's  
Kristi Kohls, Greystar*

- Hosted the annual **Share Your Holidays Food Drive** benefiting the **Houston Food Bank**
- **Collected 1,000+ boxes** of nonperishable food, toiletries, and cleaning supplies, a record-breaking year
- **Initiative led by Kristi Kohls with Greystar Houston** whose leadership significantly increased engagement
- **ABC Channel 13 featured HAA's efforts** with a live, on-air interview of Community Outreach Chair, Melissa Friend, highlighting the multifamily industry's role in fighting food insecurity



★ ★ ★  
FEB  
2026  
★ ★

COMMUNITY SERVICE STAR RECIPIENT

# TEXAS APARTMENT ASSOCIATION PROUDLY RECOGNIZES:



## *San Antonio Apartment Association*

- Hosted a **community food drive** supporting the **San Antonio Food Bank**
- Made possible through the collective efforts of members, partners, and staff



COMMUNITY SERVICE STAR RECIPIENT

# TEXAS APARTMENT ASSOCIATION PROUDLY RECOGNIZES:

## *San Antonio Apartment Association*

- For community service leadership during the Final Member Mixer of the Year
- Nearly **150 members participated** in the event
- Collected over **100 pairs of children's shoes**
- Donations benefited **Charity Zapatos** – Walking to a Better Future



★ ★ ★  
FEB  
2026  
★ ★

COMMUNITY SERVICE STAR RECIPIENT



# TEXAS APARTMENT ASSOCIATION PROUDLY RECOGNIZES:

## *Tyler Apartment Association*

- Hosted a **Give Where You Live** supply drive supporting **PATH (People Attempting to Help)** and **Salvation Army Kitchen**
- Featured **17 volunteer member drop-off locations**
- **Collected 18 cases of supplies, 612 lbs. of food, 7 cases of personal items**
- Demonstrated strong member engagement and community impact



★ ★ ★  
FEB  
2026  
★ ★

COMMUNITY SERVICE STAR RECIPIENT



# TEXAS APARTMENT ASSOCIATION PROUDLY RECOGNIZES:

## *Victoria Apartment Association*

- Organized and staffed concession stands at **South Texas Farm & Ranch Show** and the **Crossroads Classic Progress Show**
- **4 days of volunteer concessions raised \$1,810.29** in total
- All proceeds donated to the **Apartment Elves program**
- A special thanks to the committee members: Toni Stithem, Chair; Richard Castillo; and Allan Stithem.



COMMUNITY SERVICE STAR RECIPIENT

# TEXAS APARTMENT ASSOCIATION PROUDLY RECOGNIZES:



## *Victoria Apartment Association*

- Families in need nominated by onsite managers & maintenance teams for the Apartment Elves program
- Supported **22 apartment families** with 5 toys per child, food boxes, and a complete Christmas dinners (turkey + roasting pans + sides)
- **59 children received gifts and holiday support**
- **13 senior citizens** received gift boxes & full Christmas dinners (ham + sides)
- **542+ total items collected | 295 presents wrapped for families and seniors**



COMMUNITY SERVICE STAR RECIPIENT

★ ★ ★  
FEB  
2026  
★ ★

# 2026 TAA PAC Ambassadors



# 2026 Professional Award Recipients

## Regional Manager of the Year

**AJ Walker** – Rainier Properties, Austin

## Manager of the Year

**Wade Nauman, CAM** – Greystar/Tisdale at Lakeline Station, Austin

## Leasing Professional of the Year

**Desirae Kallies** – Westminster/Stone Loch, Tomball

## Maintenance Professional of the Year

**Jesus Zepeda** – Camden Property Trust, Houston

## Independent Rental Owner (IRO)

**Brant Walz** – WPM Communities, New Braunfels

## Association Executive of the Year

**Toni Stithem**, Victoria Apartment Association

## Affordable Housing Community Award

**New Hope Housing, Inc./NHH Reed** – Houston

## Mike Clark Supplier Partner Company of the Year

**Dixie Interiors** – Houston

## Olin Steele Lifetime Achievement Award

**Kristin McLaughlin** – Dixie Interiors, Houston



# Executive Vice President's Report

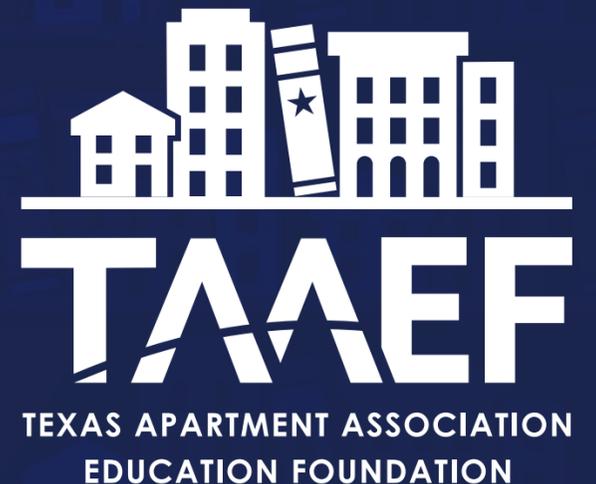
**Chris Newton**

*TAA Executive Vice President*

# TAAEF Report

Ian Mattingly, CPM

*TAAEF President*



# YOU COULD WIN A 2026 FORD BRONCO



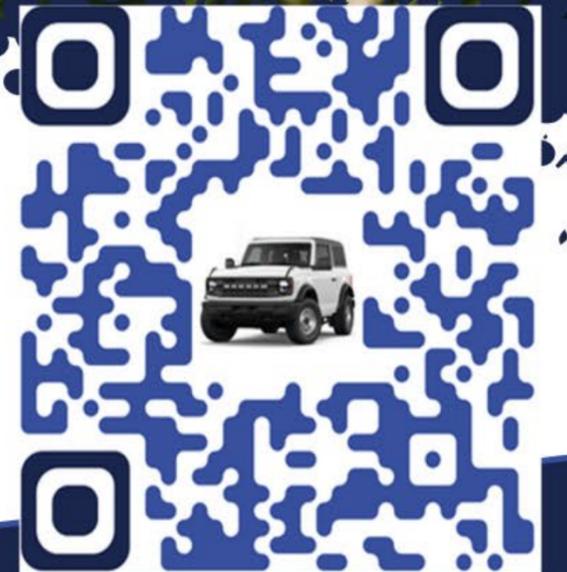
**TICKETS  
\$25 EACH**

*or purchase  
5 for \$100*

## PURCHASE YOUR TICKETS TODAY!

Every ticket purchased fuels the mission of the Texas Apartment Association Education Foundation (TAAEF)—raising awareness about careers and opportunities in the Texas rental housing industry.

### Special Thanks to Our 2026 Underwriters:



[taaef.ourraffle.org](https://taaef.ourraffle.org)

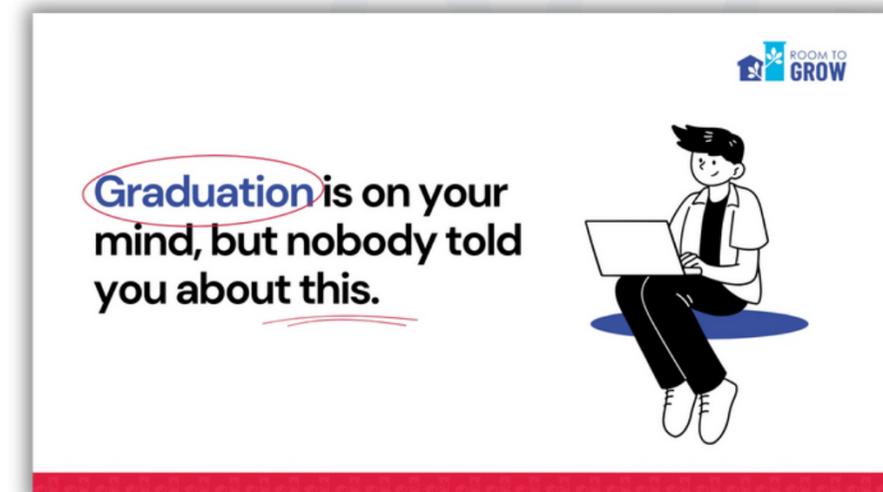
# Sharing Careers with Students



## *Student Outreach Toolkit*

- PowerPoint Presentation
  - High School
  - Technical Schools
- Speakers Guide/Talking Points
- Take-away presentation flyer
- Q&A/Tips on how to connect with schools
- Email Copy to connect with schools
- Social posts
- Postcard
- Industry infographic

[taa.org/resources/student-outreach](http://taa.org/resources/student-outreach)

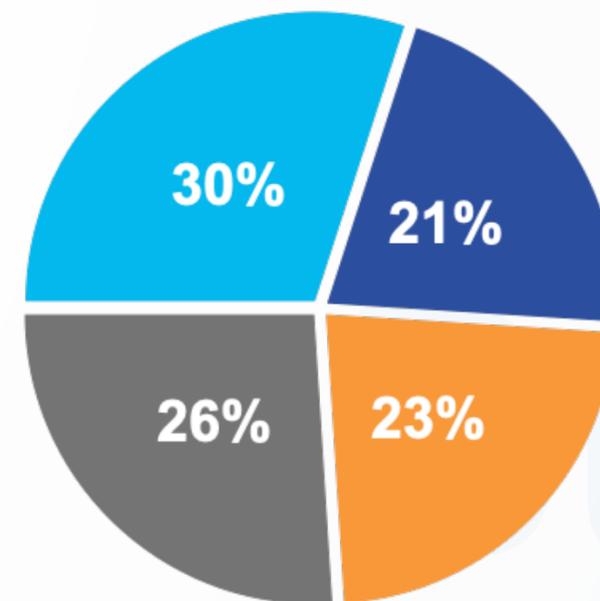


# Texas Workforce Research Survey



## Who & What

- 1,500 Texans residents surveyed
- 25 custom closed-ended questions, 2 open-ended questions
- Subgroups (General population, w/o college degree, Hispanic)
- Age/Generation
- Familiarity with the Apartment Community (Very familiar to Not at all Familiar)
- Interest (Very/Somewhat) in job roles
- Current Career Interest



**30%** GEN Z  
(AGES 18-29)

**21%** YOUNGER  
MILLENNIALS  
(AGES 30-36)

**23%** OLDER  
MILLENNIALS  
(AGES 37-45)

**26%** GEN X  
(AGES 46-58)



# Key Story Elements Uncovered



## *Highlights*

- Most Texans view the apartment industry positively and are open to careers across multiple roles
- Texans have clear expectations for recruiting, onboarding, training, and development
- Texans know exactly what makes them stay long-term—and what drives them to leave quickly
- Perceptions and expectations vary significantly by demographic group, generation, and familiarity with the industry



# Main Research Discoveries: Perceptions of working in the industry



## *Highlights*

- More than ½ of Texans have a **positive perception** of working in the apartment industry and are most interested in **Community Management**
- The expectations Texans agree with most: it requires **specialty skills**, is a **stable career**, and provides **on-the-job training**
- The biggest benefits: Strong **job security** and **discounted or free rent**
- The biggest negative: **Dealing with upset residents**
- Most likely to consider a job if it has **competitive pay, comprehensive benefits, industry stability**, and a **positive work culture**



# Texas Workforce Research Survey: **WOW** Stats!

**71%**

Think **apartment communities fill a huge housing gap** in the U.S.

**75%**

Think working in the apt. industry teaches them **skills they can use for the rest of their lives**

**72%**

Believe **digital tools** make frontline roles more appealing for younger workers

**67%**

Avoided applying for a job because they **didn't have the "right" degree or certification**

**44%**

**Have considered a career** in the apartment industry

**35%**

Would hesitate to work in an apt. community for **fear of dealing with unhappy residents**

**72%**

Would consider working in an apartment community if it meant **free or discounted rent**

**70%**

Would be more likely to stay in an apartment industry job long-term that **pays for continuing education**

**71%**

Would be to surprised to learn **apartment careers can outpay entry-level tech roles**



# Texas Workforce Research Survey

This research isn't just about hiring.

It is a **data-driven roadmap for the Texas apartment industry**, shifting the conversation from talent shortages to talent strategy, and from reactive hiring to intentional workforce development grounded in evidence, transparency, and long-term growth.



# NAA Report

**Renee Zahn, CPM, ARM, CAM**

*NAA Region 6 – Regional Vice President*



# Legislative Committee Report

Crystal Moya  
CMP, CPO, SHCM, HCCP

*TAA Legislative Chair*

# SB 38 Member Resources

## Resources:

- Revised Eviction Chart
  - Member-Facing Two-Pager – “What You Need to Know”
  - Revised FAQs
  - Updated TAA Forms
  - **REDBOOK Seminars:** *In-person and virtual offerings available*
- 
- **REDBOOK Online** <https://www.taaredbookonline.org/>  
(Access by subscription on TAA's website or TAA Click & Lease)
  - **TAA Resources** <https://www.taa.org/resource-type/advocate/>

# Fair Share Contributions



Big Country.....	\$2,375
Fort Worth.....	\$38,049
San Antonio .....	\$26,933

# TAA PAC Endorsements



- **Brad Bailey, HD 15 (HAA) – \$750**
- **Allen Blaylock, HD 93 (FWAA) – \$750**
- **Tom Butler, HD 128 (HAA) – \$750**
- **David Cook, SD 22 (FWAA) – \$3,500**
- **Ellen Fleischmann, HD 96 (FWAA) – \$750**
- **Brett Ligon, SD 4 (HAA) – \$3,500**
- **Rocky Thigpen, HD 9 (PWAA) – \$750**

# Donate Today!



TEXAS APARTMENT ASSOCIATION POLITICAL ACTION COMMITTEE



SCAN THE QR CODE  
OR DONATE ONLINE

[taa.org/advocacy/pac](https://taa.org/advocacy/pac)

*(member login required)*

# Thank you!

# Texas Suppliers Council Report

Gerald Tungol  
*TSC Chair*

# 2026 Olin Steele Award Nominees

**Brian Cweren**

*The Cweren Law Firm, PLLC*

**Deona James**

*AskStella (Stella)*

**Eric Leonard**

*Ally Waste*

**Hollyanne Putnam**

*Optimized Waste  
Removal*

**Iva Creel**

*Ferguson Facilities  
Supply*

**Jeff Duerstock**

*Anchor Utility*

**Joshua Nichols**

*Guardian Construction*

**Kris Burleson**

*Indigo Construction*

**Kristin McLaughlin**

*Dixie Interiors*

**Laura Lestus**

*The Liberty Group*

**Sam Levassar**

*Redux Construction*

**Susan O'Brien-Garner**

*On Point Promotional  
Team - iPROMOTEu*



# 2026 Olin Steele Award Finalists



**Kris Burleson**  
*Indigo Construction*



**Iva Creel**  
*Ferguson Facilities Supply*



**Kristin McLaughlin**  
*Dixie Interiors*



**Laura Lestus**  
*The Liberty Group*



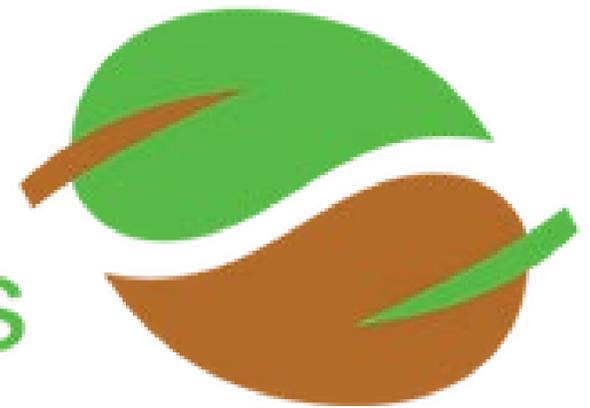
**Susan O'Brien-Garner**  
*On Point Promotional Team*



# Mike Clark Supplier Partner 2026 of The Year Finalists



heritage  
landscapes



2026

# ONE CO-CHAIRS



**SARAH TURNER**

Senior Vice President  
J Street Property Services

**FORT WORTH APARTMENT ASSOC.**



**BLAISE SPITALERI**

Regional Sales Manager  
Rasa Floors

**HOUSTON APARTMENT ASSOC.**



# Schedule of Events

## TUESDAY

- **12:00–4:00** PAC Pickleball Tourney, sponsored by Zillow
- **5:00–6:30** Welcome Happy Hour & Badge Pickup
- **6:30–10:00** Open for Supplier Hospitality Events

## WEDNESDAY

- **8:00–10:45** Executive Edge Leadership Event (invite only) & Education Sessions
- **10:45–3:45** Expo Open with Lunch for Everyone
- **4:00–5:30** General Session & Day 1 Keynote
- **6:30–10:00** ONE HELLUVA NIGHT, sponsored by Reliant **\*tickets required**

## THURSDAY

- **8:00–9:00** TAA Board Meeting (with breakfast open starting at 7:15am)
- **9:00–11:45** Education Sessions
- **11:45–12:45** Lunch for Everyone
- **1:00–2:30** General Session, TAA Professional Awards, Day 2 Keynote





# Weds Keynote Seth Mattison

**OWN THE FUTURE. SHAPE TOMORROW.**

The future is moving fast and the leaders who thrive aren't the ones who resist change, but the ones who know how to harness it. In this high-energy Opening Keynote, Seth Mattison will challenge you to rethink what it means to be future-ready in a world transformed by AI, disruption, and constant evolution.

[Play video of Seth Mattison](#)



# Thurs Keynote

## Jesse Itzler

A successful serial entrepreneur, Jesse sold Marquis Jet to Warren Buffett in 2010 and partnered with Zico Coconut Water which sold to Coca-Cola in 2013.

Jesse's career is unlike anyone else. He started as a rapper on MTV in 1991, became the Manager of the greatest hip hop band ever, Run-DMC, and wrote the anthem for the NY Knicks.

He always says, "you don't have to be the smartest in the room, but you have to be the most passionate."

[Play video of Jesse Itzler](#)

JOIN THE TOP MULTIFAMILY LEADERS **IN TEXAS**

**REGISTER NOW**

**CONFERENCE.TAA.ORG**

APRIL 14-16, 2026 ★ *Fort Worth*

**one**

CONFERENCE

presented by **TAA**





# PICKLEBALL FUNDRAISER

Wednesday, April 14  
Courtside Kitchen in Fort Worth  
12:00-4:00

Pickleball Tournament Underwriter



POL. ADV. PAID FOR BY TEXAS  
APARTMENT ASSOCIATION PAC.

# Executive Committee

## CHEERLEADERS



**CHRISTY RODRIGUEZ**  
Judwin Properties



**STEPHANIE GRAVES**  
Q10 Property Advisors



**MONT MCCLENDON**  
McDougal Companies



**JODI SPURRELL**  
WAK Management

# Executive Committee

## CHEERLEADERS



**DEBBIE WIATREK**  
Summit Property Management



**GINA ERWIN**  
GWR Management



**AMBER FRANKLIN**  
Greystar



**PAIGE RUSSELL**  
RPM Living

# Executive Committee

## CHEERLEADERS



**SARAH TURNER**  
J. Street Companies



**IAN MATTINGLY**  
LUMA Residential



**CHAR MCCURDY**  
Summit Property Management



**CRYSTAL MOYA**  
LUMA Residentail



SCAN HERE TO HANG WITH  
**(OR COMPETE AGAINST)**  
YOUR PEERS IN SUPPORT OF  
THE TEXAS RENTAL HOUSING INDUSTRY!

# New Business

Mike Rust CAMT, CAPS

*TAA President*

# Adjourn