

Need for New Leadership

The following 3 attributes are important for condominium leaders: Honesty & Integrity, Communication Skills, and Fiscal Responsibility. In this first of 3 bulletins, I will address the need for honesty and integrity in condominium leaders.

Honesty & Integrity

True leaders take responsibility for their actions and do not criticize or berate prior boards or prior board members. Contrary to what has been reported at recent board meetings, the Jupiter Bay Condominium Association was in good shape in August 2020 when the current board took over.

- The East, Villas, and four of the six West roofs were only 16 years old and there was \$556,000 in roof reserves. The remaining West A & B roofs were 20 years old with reserve balances of \$81,128 and \$84,262 respectively.
- All buildings except the Villas had been painted in 2020 with reserve money left over. The Villas major lattice work rebuild costing \$274,180 was completed 5 years earlier.
- Fully funded major elevator upgrades totaling \$410,407 were in process or completed for the 5-story East buildings.
- The waterfall pump house and West pool restrooms were rebuilt in 2019-2020.
- \$63,480 had been spent in 2019 and 2020 for major life safety system upgrades including rebuilding of the East generator.
- The Association was already using Swaysland and Custom Group for concrete remediation and spent \$594,000 in the prior three years for concrete repair. The 2020 concrete inspection showed only 9 patios with "severe" damage, 6 in the West, 1 in the East, and 2 in the Villas.
- Reserves were at a record \$2.4 million.

Board leaders must ensure election integrity. Contrary to what was done at the last board meeting, they do not use board member replacement opportunities to rig an election, enabling a board member who previously resigned to obtain a third year of a two-year term.

Board leaders have a fiduciary responsibility to legally and ethically act in the best interests of association members, putting members' priorities above their own in making legal, financial, vendor selection, property maintenance, or other decisions. They have a duty to preserve trust and good faith. They solicit input from the association members whom they represent, exercise sound business judgment, follow established management practices, and conduct business in a transparent manner.

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Leaders rarely consider litigation or threaten litigation against unit owners. They do not create a civility rule, as done in August 2025, that can prevent a unit owner from communicating with the association except in writing and which authorizes the board to bring legal action against owners, guests, and tenants who are considered repeat offenders of their rule. Owners have the right, under Statute 718.1224, to criticize their association, file complaints with a governmental agency, question association actions, or make public statements critical of the operation or management of the association.

Honesty and integrity are essential qualities in a condominium board leader.