

Back – To The Future!

Finding Joy in the CID Journey



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Welcome/Introduction

- Back – to the Future! (a brief history lesson)
- Challenges for Board Members and from Members
- Is it worth saving/doing?
- Tips & Tools for Boards
- How can we find Joy in the Journey?
- Wrap Up

Back – to the Future!!

- Historically, Communities were built around shared beliefs, morals and values
- Common Interest Developments (CIDs) as we know them today began in the early 1960's
- “An experiment that became an institution” – McKenzie
- Instead of “shared values”, we have boiler plate governing documents, rules & regulations
- Less about ‘rights’; more about ‘restrictions’ (McKenzie)
- Owners had no ‘voice’ in development; they came into a ‘pre-created’ construct

Challenges for Board Members

- Laypersons; No formal training required
- Under current law, low/no bar to entry
- Varying motivations (see Maslow)
- Recommended 'Qualities for Board Members' (ULI TB50) rarely realized
- Inherent 'Conflict of Interest/Circumstance':
 - Trustee
 - Client/Procurer
 - Funder
 - Peer
- Little incentive for a leadership 'bench' with short-term ownership/engagement horizons

Challenges from Membership

- Didn't actually READ the Governing Documents before purchasing
- Already unhappy about 'restrictions,' unless it relates to their neighbor
- False/unrealistic expectations about what the Association can/should be able to do
- Everything is URGENT to them
- Oftentimes, it's not the immediate issue, but something that happened three (3) issues back
- Lack of knowledge/understanding of what is reasonable/possible

The Overarching Issue:

PEOPLE, PEOPLE, PEOPLE!!

- We judge others by their actions, ourselves by our intentions
- “Once trust is breached, everything else is viewed with suspicion” - Gandhi
- Decisions have two (2) components:
 - Economic
 - Political
- The Economic component is a math exercise
- The Political component drives EVERYTHING in HOA World

Is it worth saving/doing?

- 500 'Homes Associations' in 1964; 10,000 in 1970
- Today:
 - 53,000 in California alone; over 9 million residents
 - 344,500 in the United States, with 70 million residents*
- 24% of all Americans live in some kind of Common Interest Development*
- \$5.88 Trillion nationally in home value*
- \$90 Billion in Assessments collected*

*taken from "2017 Community Association Fact Book" Clifford J. Treese, CIRMS, General Editor

Tips and Tools for Board Members

- Lead with a Servant's heart
- It's ok to act as an Owner first; then put on the Board hat
- It's not about control; it's about education, understanding and guiding
- Be intentional about not personalizing criticism
- Apologize quickly, forgive readily
- Work to keep your ego in check
- Remember, it's not about you, but the good of the Association

Finding 'Joy in the Journey'

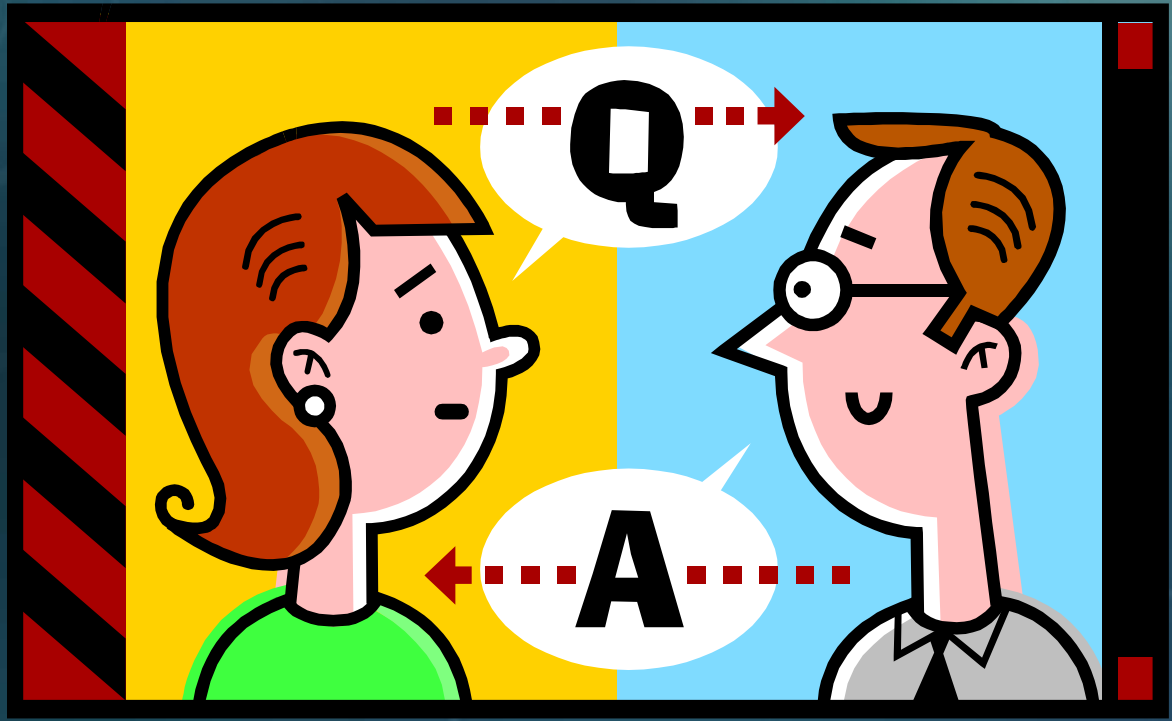
- You are all on a noble, necessary and important mission, doing the Lord's work
- What you do matters; maybe not to everyone in the moment, but for the community's long-term good
- Recognize that life is too short to allow people/problems to live in your head/heart rent-free
- The 'how' is as important as the 'why'; there's joy in doing something well
- Ultimately, the 'joy in the journey' in ANYTHING we do is in the relationships we make. Teamwork truly makes the dream work!

Wrap Up

- Remember our HISTORY
- Recognize our LIMITATIONS
- Set REALISTIC expectations, especially when it comes to people
- Be INTENTIONAL about finding your 'Joy in the Journey'
- CIDs really are 'Too Big To Fail' – too much is on the line to not give it our collective best efforts!
- Remember, when it's all said and done . . .

THEY CAN'T EAT YOU!!

Unless you let them!



Thank You For Your Time!

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