



MIDTOWN BRYANT POA
Midtown Bryant Council Inc.
Code of Ethics, Mission Statement, Values, & Vision

- I. Purpose:** The Midtown Bryant Council Inc., also known as the Midtown Bryant Property Owners' Association (The "Association") Board of Directors (The "Board"), will use its best efforts at all times to make decisions that are consistent with high principles, and to maintain, protect, and enhance the value of the Association assets and quality of life.

Elected Board of Directors and Committee Managers will follow the Code of Ethics and uphold the community Mission Statement, Values, and Vision in order to guide and maintain a high standard of ethical conduct in the conduct of Association business and to ensure that residents maintain confidence in and respect for the entire Board of Directors and all Committees of the Association.

The following principles and guidelines constitute the Code of Ethics:

- II. Members of the Board of Directors and all Committee Members will always:**
- A. Strive at all times to serve the best interests of the association as a whole regardless of their personal interests.
 - B. Use sound judgment to make the best possible business decisions for the association, taking into consideration all available information, circumstances and resources.
 - C. Function in unity within the boundaries of their authority as defined by law and the governing documents of the association.
 - D. Provide opportunities for residents to comment on decisions facing the association.
 - E. Perform their duties without bias for or against any individual or group of owners or non-owner residents.
 - F. Disclose personal or professional relationships with any company or individual who has or is seeking to have a business relationship with the association.
 - G. Conduct open, fair and well-publicized elections.
 - H. Keep detailed records of voting, financials, compliance and meeting minutes as outlined in the POA covenants
 - I. Always speak with one voice, supporting all duly adopted Board decisions
 - J. Act in a professional and respectful manner when performing board duties
- III. Members of the Board of Directors and all Committee Members will not:**
- A. Reveal confidential information provided by contractors or share information with those bidding for association contracts unless specifically authorized by the Board.

- B. Make unauthorized promises to a contractor or bidder.
- C. Advocate or support any action or activity that violates a law or regulatory requirement.
- D. Use their positions or decision-making authority for personal gain or to seek advantage over another owner or non-owner resident.
- E. Spend unauthorized association funds for their own personal use or benefit.
- F. Accept any gifts—directly or indirectly—from owners, residents, contractors or suppliers.
- G. Misrepresent known facts in any issue involving association business to residents or any other party for any reason, including but not limited to; advancing a personal cause, influencing the community or other party in a decision involving association business, or placing pressure on the Board to advance a Board or Committee member's personal cause.
- H. Divulge personal information about any association owner, resident or employee that was obtained in the performance of Board or Committee duties.
- I. Make personal attacks on colleagues, staff or residents.
- J. Harass, threaten or attempt through any means to control or instill fear in any Board member, Committee member, owner, resident, employee or contractor.
- K. Reveal to any owner, resident or other third party the discussions, decisions and comments made at any meeting of the Board properly closed or held in executive session.

IV. Agreement to the Code of Ethics and Violation Policy:

- A. All Board/Committee members understand that they have various duties to the Association and that they will be in breach of such duties if they violate the Code of Ethics.
- B. By accepting a nomination or self-nominating, each candidate agrees to abide by the Code of Ethics. Elected candidates will be asked to sign this document prior to taking office. Failure or refusal to sign and agree to the Code of Ethics by any Board/Committee Manager will result in their immediate removal from the Board or Committee.
- C. Board and Committee members who violate the Association’s Code of Ethics are deemed to be acting outside the course and scope of their authority. Anyone in violation of this policy may be subject to action including, but not limited to:
 - 1. Censure
 - 2. Removal from position by a vote of the board members and/or homeowners
- D. The Board may appoint a separate, impartial committee to investigate the violation. The Committee shall review the evidence of violation, endeavor to meet with the Board/Committee Manager believed to be in violation, and present its findings and recommendations to the Board for appropriate action.

- E. No provision of this Agreement can be rescinded, altered, and or amended without a majority vote of the members of the Board of Directors. Any changes made to this document will be documented and recorded by the board.

Mission Statement, Values, & Vision

Mission Statement:

"Empowering Prosperity, Fostering Unity, and Upholding Civility"

At Midtown Bryant POA, our mission is to cultivate a community where prosperity thrives, unity flourishes, and civility reigns. We are dedicated to creating an environment that enriches the lives of our residents, promotes a sense of belonging, and upholds the principles of mutual respect.

Values:

Prosperity: We are committed to fostering economic well-being and enhancing property values for all members of our community. By implementing strategic initiatives, maintaining high standards, and investing in sustainable development, we aim to create an environment where prosperity is not just a goal but a shared reality for every property owner.

Unity: We believe in the strength of unity, recognizing that a harmonious community is built on collaboration, understanding, and a shared sense of purpose. Through open communication, inclusive practices, and community engagement, we strive to foster a strong sense of connection among residents, ensuring that together, we build a resilient and supportive neighborhood.

Civility: At the core of our mission is a commitment to promoting civility in all interactions and transactions within our community. We encourage open dialogue, active listening, and the resolution of differences through respectful communication. By upholding the principles of civility, we create a safe and welcoming environment for all, where diversity is celebrated, and conflicts are resolved amicably.

Vision:

Together, we aspire to make Midtown Bryant POA a model community—a place where prosperity, unity, and civility intersect to create a vibrant and enduring quality of life for each and every resident."