



JIMERSON & COBB, P.A.



Featured in the January 2019 Issue

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Dreams To Reality: Make 2019 The SMARTest Year Of Your Life

New year, new you—that is, if you can beat the odds. **According to U.S. News**, 80% of all New Year's resolutions will fail by the second week in February. When I came across this statistic, I was hardly surprised. After all, human beings have been making this annual promise to themselves for thousands of years, and it's universally accepted that New Year's resolutions are meant to be broken.

At their core, most New Year's resolutions fail because they are nothing more than goals without a plan. Pablo Picasso, one of the most influential artists of the 20th century, famously said: "Our goals can only be reached through the vehicle of a plan, in which we must fervently believe, and upon which we must vigorously act. There is no other route to success." Setting a goal is just the beginning of achieving your dreams. To get there, you need a plan.



At the end of every year, I take time to set SMART goals for the year ahead. **SMART is an acronym** that helps me set a clearly defined and reachable goal. Every goal should be **S**pecific, **M**easurable, **A**chievable, **R**elevant, and **T**ime-bound. For instance, a top resolution (or goal) for Americans this year is to make and save more money. Well, that's a fantastic goal for financial self-improvement, but it is not clearly defined, and without a definite target, it will be almost impossible to create a plan to hit that target. Recasting your goal as a SMART one will allow you to bring that goal back into focus. Whether you are setting goals for yourself or your business, ask yourself: What do we want to accomplish? (Specific); How much or how many? How will I know when it is accomplished? (Measurable); How realistic is this goal? (Achievable); Does this goal align with related goals and our long-term vision? (Relevant); When? What can I do today? What should I do in six months? (Time-bound).

Suddenly, an undefined goal to "make more money" just became SMARTer—now, you want your business to generate \$1 million in revenue by the end of the second quarter of 2019. With a clearly defined goal in your cross-hairs, you can now develop a step-by-step plan to achieve that goal. Where will these revenues come from? Who do you need to meet with today, referral source or an existing client? How will you get connected with that prospective client? How will you follow up? What deal do you need to close by the end of March? By June? Is all of this on your calendar from now until the end of the second quarter? The answers to these questions is your plan, and it is designed to break your ambitious goal into distinct, manageable and measurable tasks.

What are your personal and professional goals for 2019? I encourage each of you to take some time in the next few weeks to think SMARTer and aim for the moon. At least if you miss, you will land among the stars. I wish you all the best of luck in accomplishing your personal and professional goals in 2019!

Very Truly Yours,

Brandon C. Meadows

J&C's First Batch Of Homegrown Partners



Long-term success as a Jimerson & Cobb attorney begins by winning the day. So after many days won, and a consistent record of hard work bringing added value to clients, three of our cadre recently achieved one of the greatest career goals of many lawyers: becoming Partner.

Perhaps even more powerful than that achievement is understanding the journey to this position of authority for **Austin Calhoun**, **Hans Wahl** and **Brandon Meadows**. Each of our newly minted Partners started out as entry-level law clerks at Jimerson & Cobb, climbing the ladder through dedication, diligence and sacrifice. Each new Partner has built a thriving legal practice in their respective areas of expertise, and a long list of satisfied clients to attest to their legal accomplishments.

In the same way that they are committed to their clients, the firm has been committed to them. They comprise a part of the fabric that makes Jimerson & Cobb a special place to practice law. We are proud to share this incredible news and have also issued a **press release** publicly announcing our first homegrown Partners. Please join us in congratulating these fine counselors!

Board Of Directors Training For New Community Association Leaders

A new year means that your condominium association or homeowners association is likely welcoming new volunteers to the Board of Directors. Members of these Boards are required by Florida law to do one of two things when they join, or risk being stripped of their responsibility and authority:

- Read the entire governing statute and sign an affidavit of understanding; or
- Attend a 2 hour Board of Directors Training held by a provider authorized by the Florida Department of Business and Professional Regulation (DBPR)

Jimerson & Cobb is an approved DBPR provider of



this training, and offers it on a quarterly basis each year. The instructor this year is J&C Partner **Hans C. Wahl**, who is Board Certified in Condominium and Planned Development Law by the Florida Bar.

Topics covered during the training include:

- Community association operations
- Budgeting and fiscal management
- How to hold board meetings and take minutes
- Other considerations & responsibilities

If you, your association or someone you know is interested in attending one of our Board of Directors trainings, email **Hans Wahl** or call (904) 389-0050 for more information.

J&C Legal Blogs

Are you keeping up with the latest information in business and law? J&C publishes weekly blog posts covering topics from construction law, business litigation, eminent domain law, community associations law and everything in between. **Click here to subscribe** today and stay up-to-date on the latest legal news from these areas:

- **Construction Industry Law Blog**
- **Community Association Law Blog**
- **Business Litigation Blog**
- **Eminent Domain Law Blog**
- **Commercial Real Estate And Land Use Law Blog**

Commercial Real Estate and Land Use Law Blog

The Right To Blight - Charitable Donation Bins, Freedom Of Speech And The First Amendment

By: **Patrick W. Krechowski, Esq.**

The next time you are sitting at a red light at a busy suburban intersection, instead of checking your smart phone, look out the window. Chances are you will see a small, dumpster like container. You may see several bins lined up together in the corner of a parking lot. Almost every retail or commercial parking lot seemingly houses at least one of these shed sized charitable donation

bins. And each of them are likely subject to local zoning laws as well as strict freedom of speech protections afforded by the First Amendment of the U.S. Constitution.

[Click here](#) to read the full blog post.



Community Association Law Blog



My Unit Is Flooded From A Neighbor's Condo! Who Pays For A Condominium Leak Or Dry-Outs Afterwards?

By: [Adam B. Edgecombe, Esq.](#)

It's not unusual for condominium owners to experience leaks that don't come for their own unit. Being surrounded by other people's unit above, below, and on the sides, makes leaks inevitable from a neighbor's condo. When you add in owners who may only live in the unit part time, and other units that may be completely unoccupied, the risk of a leak only goes up. Despite leaks being a fairly common occurrence, many unit owners do not know who will be responsible for the various repairs and remediation that are required after a condominium leak.

[Click here](#) to read the full blog post.

What Does Florida Law Say About A Community Association Bulk Services Agreement Such As Cable And Internet Service?

By: [Hans C. Wahl, Esq.](#)

[Click here](#) to read the full blog post.

Business Litigation Blog

Contesting OSHA Violations And Citations: An Employer's Guide

By: **Charles B. Jimerson, Esq.**
and **William L. Anderson, Esq.**

If your facility or jobsite is inspected by Occupational Safety and Health Administration ("OSHA"), and the inspector indicates that are workplace safety violations, you need to act quickly. Failing to timely address the citation can leave your company in the position of owing substantial amounts of money to the federal government, with little recourse of appealing such a fine. This guide will outline what you, the employer, should expect and what proactive steps you should take after the inspection and after OSHA issues a citation.



[Click here](#) to read the full blog post.

Florida's Medical Marijuana Statute Deemed Unconstitutional - Again

By: **Patrick W. Krechowski, Esq.**

[Click here](#) to read the full blog post.

Firm News

Curiosities, Ruminations and Various Eccentricities of Firm Biz

Charlie "Hard Workah" Jimerson Back On The Airwaves For The New Year

On January 20, Charlie returned as a featured guest on WOKV's "Hard Workah" weekly Sunday radio show with Pete "the Job Guy" Langlois. This time around he provided a set of inspirational strategies for refocusing your life on success in 2019:

- Understanding The Difference Between Resolutions and Goals
- Creating S.M.A.R.T. Goals
- Applying The 10/10/10 Rule

Charlie also discussed accentuating your positives and delegating or outsourcing tasks that you are not as skilled in as a strategy for minimizing weaknesses. If you missed the show the first time or would like to listen again, [click here](#) to hear the episode in its entirety.



Patrick Krechowski Co-Chairs ULI



North Florida's Inaugural Center For Leadership

This 8-month, hands-on, Urban Land Institute program, is focused on advanced leadership training in the real estate industry and designed to help mold the future of our region. The initiative was originally started by District Council Chair Maurice Rudolph of the PARC Group and is co-chaired by Margaret

Jennessee of Twin Branch, LLC and Jimerson & Cobb Partner Patrick W. Krechowski.

The Center For Leadership is exclusively designed for professionals in land use, real estate and related fields to network, collaborate and learn about common challenges in North Florida. Attendees participate in experiential activities and case studies focused on topics including trends in capital markets, public policy, design and construction. Most recently, the group were in Gainesville for a Public Policy & Leadership session with Bradford County Leaders. Together, they toured Stark, the new SR 301 bypass, and conducted an mTAP (mini Technical Assistance Panel) to add value to the community through a contribution of sustainable growth ideas.

High Performance Achievement Runs In The Jimerson & Cobb Family

For those of you who didn't know it, J&C Partner D. Brad Hughes is a fairly avid golfer. However, when he goes out to Julington Creek Golf Club, there is another Hughes on the course who frequently shoots a lower score: his son, Bryson. Nicknamed "Augusta" by the club, Bryson is a phenomenal golfer in the 10-11 age bracket, and recently scored 160 points at TPC Sawgrass during the Drive, Chip and Putt regional competition. Because of his win, he will be competing in the National Finals at Augusta National Golf Club prior to the start of The Masters Tournament. Brad said, "I am a proud Dad for sure. Not many Dads get to say they saw their son compete at Augusta." Track Bryson's progress on social media under the hashtag #TeamBrysonDCP and learn more about this competition by [clicking here](#).



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