



# Exhibit C

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## Town of Lake Park – Commission Meeting

1 message

Kelly Steele &lt;kellyjsteele@hotmail.com&gt;

Wed, Dec 17, 2025 at 1:07 PM

To: Dianne Sophinos &lt;di.sophinos@gmail.com&gt;, Dianne Sophinos &lt;f16220@gmail.com&gt;

### Town of Lake Park – Commission Meeting

#### Public Comment Submission

**Submitted by:** Kelly Steele**Date:** December 17, 2025

Members of the Commission, town staff, and fellow residents of Lake Park—

Thank you for the opportunity to speak **tonight**. While I'm unable to be there in person, I am watching the meeting live and appreciate the chance to share my perspective.

Lake Park has been navigating a transition in management style **for almost a year now**, while also managing a very full agenda with significant redevelopment issues at the forefront. This is when steady, experienced leadership matters most.

Under the prior administration, many residents and staff experienced a top-down, pressure-driven environment marked by intimidation and bullying. That individual is no longer here, but the effects of that leadership style do not simply vanish. Some people are still operating under its influence, which is why a clear break and a true fresh start are so important.

That is why I strongly support our Town Manager, Richard Reade.

Richard brought to Lake Park **years of town management experience** and a skill set this community benefits from every day. We are fortunate that he chose to come here and invest his time, expertise, and leadership in our town. He understands municipal operations, complex redevelopment issues, and how to keep residents—not politics or pressure—at the center of decisions.

Just as important, Richard has backbone. He is not easily swayed. He is not here to give developers whatever they want. He cannot be persuaded away from doing what is right for the Town of Lake Park. His judgment is independent, his standards are clear, and his integrity is unquestionable. He leads with strong character and a serious work ethic. He is prepared. He is steady. He listens. He evaluates carefully. And he sets clear expectations for professionalism throughout Town Hall.

That means being honest about who we want working for and with the Town of Lake Park. We need sharp, forward-thinking, motivated individuals on our town staff—people who value transparency, accountability, and service to residents. And we need leadership that cannot be pressured or persuaded to compromise those values.

I also want to say this plainly: referring a matter to the State Inspector General without first having a direct conversation with Richard was the wrong approach. Professional concerns should begin with professional communication. Undermining leadership does not move Lake Park forward.

As we look toward 2026, I am optimistic about Lake Park's future.

Support Richard Reade.

Stand behind him.

Give him the authority to lead.

Allow him to do the job he was hired to do.

Lake Park needs steady leadership.

Lake Park has it in **Town Manager Richard Reade**.

Thank you.

12/17/25, 3:29 PM

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Wishing you all a blessed Christmas and a Happy New Year.

— **Kelly Steele**

Kelly Steele  
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