



The Resort

at Eagle Mountain Lake

Homeowners Association

## **Board of Director Candidacy Statements**

### **Teresa Bernstein** **Candidacy Statement**

#### **Tell us about your background and any relevant experience that would benefit our community.**

My background (recently retired) is in managing complex compensation structures, financial planning, project management, strategic planning, and cross-functional collaboration.

Governance and Decision-Making.

Experience: As a manager responsible for enhancing plans and processes, I identify issues, evaluate scenarios, and implement timely solutions.

Communication Skills. Experience: Ensuring clear communication of compensation plans and components to recipients and key partners.

Financial Management and Budgeting. Experience: Developing comprehensive sales plans and managing compensation programs involves significant financial planning and budget management.

Project Management and Implementation. Experience: Project managing the launch of commission platforms and implementing incentive programs.

Cross-Functional Collaboration. Experience: Collaborating with various departments such as HR, legal, finance, and field operations to design and implement compensation plans.

Strategic Planning and Analysis. Experience: Conducting research and analysis to assess plan efficiency and align compensation with business strategy.

Leadership and Team Management. Experience: Leading teams and managing employees, as well as driving performance through incentive programs.

Legal and Compliance Knowledge. Experience: Working with legal teams to ensure compensation plans comply with regulations.

Conflict Resolution. Experience: Managing compensation issues and liaising with labor organizations to resolve disputes.

Customer Service Focus. Experience: Improving employee performance and customer experience through effective processes and programs. My Personal Attributes include Commitment, Integrity and Community Focus

#### **What is your approach to ensuring fiscal responsibility and transparency within the HOA?**

Ensuring fiscal responsibility and transparency within an HOA is crucial for building trust among homeowners and maintaining the financial health of the community.

1. Clear Financial Policies and Procedures
2. Robust Budgeting Practices
3. Maintain Detailed and Accurate Financial Records



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4. Transparency in Financial Reporting
5. Encourage Homeowner Involvement and Communication
6. Effective Reserve Fund Management
7. Vendor and Contract Management
8. Culture of Accountability

## **What strategies would you use to improve communication between the board, homeowners, and management?**

Improving communication between the HOA board, homeowners, and management is essential for a well-functioning community. Based upon my experience in clear communications, some strategies to enhance communication would be the following:

1. Regular and Transparent Communication to include meeting summaries with updates on board decisions, upcoming projects, financial reports
2. Effective Use of Technology. Use email to send important updates and information directly to homeowners with a link to the appropriate website to increase accessibility to the Resort Townsquare and HOA site.
3. Regular Meetings and Forums or Town Hall Meetings: Organize town hall meetings to discuss significant issues, projects, or changes in the community.
4. Two-Way Communication Channels. Surveys and Polls: Conduct surveys/polls to gather homeowner opinions on various issues and projects.
5. Feedback Loops. Follow up on homeowner suggestions and feedback to show that their input is valued and considered.

## **Why are you interested in serving on our HOA board specifically?**

My goal is to help create a harmonious and thriving community where every homeowner feels valued and informed. I believe that my professional background equips me to contribute effectively to the long-term vision and day-to-day operations of the HOA, ultimately improving the quality of life for all residents.

## **Are you prepared to make difficult decisions that may not be popular with all homeowners?**

Yes

## **How do you approach collaboration with fellow board members and community stakeholders?**

I would foster a collaborative and transparent environment on the HOA board by prioritizing open communication and mutual respect. Building strong personal relationships and clearly defining roles and responsibilities will be key to our collective success. I will engage community stakeholders through regular updates and feedback mechanisms, ensuring their voices are heard and valued. By addressing conflicts promptly and constructively, and continually assessing and improving our strategies, we can work together effectively for the betterment of our community.



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## Ryan Lockhart Candidacy Statement

### Tell us about your background and any relevant experience that would benefit our community.

As a small business owner in construction, I believe I'd be a great fit for our HOA. I know the ins and outs of managing projects, keeping things on track, and making sure everything's done right. Whether it's overseeing renovations, handling budgets, or dealing with contractors, I've got the experience to keep our community looking good and running smoothly. I understand the importance of sticking to rules and regulations while still finding practical solutions that benefit everyone. Plus, I'm used to communicating openly and solving problems as they come up, which I think would be really helpful on the board. Overall, I'm committed to making sure our neighborhood thrives and our homes maintain their value.

### What is your approach to ensuring fiscal responsibility and transparency within the HOA?

As a small business owner on an HOA board, handling money responsibly is key. It's about keeping a close eye on where every dollar goes, making sure we stick to budgets, and always being upfront about how we're spending residents' dues. We need to be smart with contracts too, making sure we get competitive prices for any work needed and not overspending on unnecessary stuff. And it's not just about spending wisely; it's also about planning ahead. We've got to set money aside for emergencies and major repairs, so we're not caught off guard. Being fair with fees and finding ways to save money where we can, like looking into energy-efficient upgrades or community partnerships, helps keep everyone happy and our finances in good shape.

### What strategies would you use to improve communication between the board, homeowners, and management?

Improving communication between the HOA board, homeowners, and management is all about keeping things clear and open. First off, regular updates are key, whether it's through newsletters, emails, or even a community bulletin board. Making sure everyone knows what decisions are being made and why helps build trust. It's also important to listen to homeowners' concerns and ideas. Hosting town hall meetings or setting up online forums where people can share their thoughts can make everyone feel heard. And when it comes to management, having clear channels for reporting issues and getting updates on projects keeps everyone on the same page. Ultimately, it's about creating a community where everyone feels informed and involved, which makes for a happier and more cohesive neighborhood.

### Why are you interested in serving on our HOA board specifically?



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I want to join the HOA board because I love our neighborhood and want to make sure it's run openly and fairly. It's important to me that everyone has a say and that decisions are made in the best interests of all residents in mind. By being on the board, I can help keep our community a great place to live and ensure that we all work together for the good of the neighborhood.

## **Are you prepared to make difficult decisions that may not be popular with all homeowners?**

Sometimes, tough choices need to be made for the greater good, even if they're not popular with everyone in our homeowners' association. It's like when you have to fix the roof and no one wants to spend the money, but it's necessary to prevent bigger problems down the road. Making these decisions helps keep our community safe, well-maintained, and enjoyable for all of us in the long run.

## **How do you approach collaboration with fellow board members and community stakeholders?**

To work well with other board members and folks in our community, it's important to keep things straightforward and respectful. We should all listen to each other's ideas and talk openly about what we want for our neighborhood. Setting clear goals and making sure everyone knows their part helps us stay organized and get things done. It's also crucial to keep everyone informed with regular updates and be open to different perspectives. Building trust by working together and focusing on what's best for our community helps us tackle challenges and make decisions that benefit everyone.

## **Kelley Broughton** **Candidacy Statement**

### **Tell us about your background and any relevant experience that would benefit our community.**

I have served in many capacities within the community. I am an educator and current public school administrator that is rooted in this community. I currently run multiple large scale committees for our district, manage multi-million dollar budgets, oversee a large team of teachers, administrators & support staff. I am also an entrepreneur that started the first mobile bar service in DFW which we sold a few years ago. I volunteer on the social committee and run the annual garage sale for this community and am a member of the golf course.

### **What is your approach to ensuring fiscal responsibility and transparency within the HOA?**

I believe that fiscal responsibility and transparency go hand in hand. You must make smart, long-term and solution-focused decisions with our community funds as well as have clear transparency and easy access to the financial activities of the HOA. Transparency is not just allowing access but also including homeowners feedback and opinion in these decisions. I believe that a board that



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includes community voice into financial decisions is a board that will build community trust. I will be a strong advocate for transparency & stakeholder input.

## **What strategies would you use to improve communication between the board, homeowners, and management?**

Increasing communication benefits the community and communication is two-way. I would love to see a newsletter that releases monthly or quarterly that briefs the neighborhood members on all things that are occurring within the community. This could also be a great way to proactively share upcoming decisions that will be reviewed & solicit feedback on those items. I have vast experience in many technologies and systems that we could use as a community to increase communication both from the board & from our members.

## **Why are you interested in serving on our HOA board specifically?**

I love this community & care deeply about its success. I want to serve this community to help diversify our board to encompass all community members, increase communication & collaboration, help build relationship/rapport with our neighbors and help foresee upcoming developments & progression our neighborhood will experience when our current declarant phases out of our neighborhood. I have a heart for community service & have run many community service projects, committees & boards successfully.

## **Are you prepared to make difficult decisions that may not be popular with all homeowners?**

I have experience with making large decisions that are not always in favor with popular opinion. I work for a fast-growth school district that has to make pivotal decisions for our communities and we experience a lot of backlash and negativity because in most of our decisions we have stakeholders who understand, and some who do not. I do believe that having rapport with the community helps foster trust and it's important to always communicate the "why" behind those decisions.

## **How do you approach collaboration with fellow board members and community stakeholders?**

Collaboration starts with building relationships. I work well on teams and can take a leadership role or a team member role as needed. It's important that collaboration is steered with a clear agenda and good project management to ensure productivity & execution. I am very strong in technology skills that can help organize projects & increase productivity. I also am great at building relationships, understanding needs of our community members and can be very pragmatic in assessing & helping with those needs from all stakeholders.



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## Chris Capehart Candidacy Statement

### Tell us about your background and any relevant experience that would benefit our community.

My background is in business. I've had the opportunity to own and manage several companies throughout the years while doing business in around 50 countries. I currently own and operate a technology company.

### What is your approach to ensuring fiscal responsibility and transparency within the HOA?

Ensuring fiscal responsibility and transparency within an HOA involves detailed budget planning, financial monitoring, and clear communication with members. Additionally, prudent management of reserve funds and cost control measures help maintain financial stability and trust within a community.

### What strategies would you use to improve communication between the board, homeowners, and management?

Pro-active communication is critical for building trust between homeowners and management. This is a principle that should inform every communication strategy.

### Why are you interested in serving on our HOA board specifically?

My wife, our three kids, and I call The Resort home and I want to help ensure this is the best place to raise a family in the metroplex. I also love golf, and so do my kids. I'm deeply committed to ensuring our course is one of the most desirable in the area, where families are welcome, the food and service are amazing, and the clubhouse amenities are five-star.

### Are you prepared to make difficult decisions that may not be popular with all homeowners?

Yes

### How do you approach collaboration with fellow board members and community stakeholders?