



The Resort

at Eagle Mountain Lake

Homeowners Association

Greg Stephens Candidacy Statement

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

I am married to my best friend Michelle, who is a mom that is fiercely devoted to our family and an intergalactic superhero to our three children: Madison, Matthew, and Mitchell. I served in the US Air Force and flew around in big green Airplanes. I have served as President of an HOA. I once ran for State Senate in San Diego. I am the anchor of Victory News seen daily on the Victory Channel. My most important job, I am also the guy that mows the grass and takes out the trash weekly.

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

Consistent, accurate, communication is absolutely essential. When a group of people feels they are not heard or valued the breakdown of the community begins. The board has been entrusted with our money to ensure the Resort remains a great location to call home.

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

Let me do what I do best, make a social media post about what the upcoming meeting is about as well as a post meeting update with what was decided. I understand we will never have total buy in and agreement, however the more our neighbors are informed by neighbors the more we unify.

Why are you interested in serving on our HOA board specifically and what areas of focus are you most qualified and interested in serving (finances, construction/maintenance, access & safety/security, communication, governing documents, record keeping, presentation, legal, other (please specify)?

Like you, my family chose to make the Resort our home. This is the place we raise our children, and create memories that our children will tell their children. Some here chose this community to spend their golden years, but regardless the reasons why we are here, This Is Home! We live at an address here, as owners we are not an address. Everyday new communities are being developed all around us. I desire for the Resort to not diminish as other neighborhoods have, but rather be a destination location for Texas families to call home. I am interested in communication, presentations, safety & security or wherever my skills are most needed.

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

I am prepared. I was a referee and official in High School and College sports for many years and became quite accustomed to no one in the stadium liking me. I have a history of making difficult decisions in business and in my time in the military.

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

I truly believe the answers to our most difficult challenges as residents of the Resort are closer than we think. I believe within our community lies the answers, I really do. We must let go of the pointing fingers between various groups. As an example, Love them or Hate them DOGE and Elon Musks teams have revealed what both parties have long sought to do, cut waste and find new solutions. I believe we can establish teams do the same on a smaller scale. The more buy in we have with reforms and transparency the strong we become.



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Sandra Tucker Candidacy Statement

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

With 31 years of experience as a software engineer at General Dynamics/Lockheed Martin, I've worked extensively in-flight simulation research and development for multiple fighter aircraft programs. My career has encompassed a broad range of responsibilities, including proposals, requirements development, software design, configuration management, process improvement, testing, verification, project management, and contract development. Throughout my career, I've had the opportunity to collaborate closely with diverse teams, both domestically and internationally, including customers, competitors, and internal stakeholders. This has honed my ability to foster cooperative relationships and drive successful outcomes. I am deeply passionate about planning, troubleshooting, problem-solving, and process improvement, with a particular focus on identifying more efficient and cost-effective ways of doing things. Post-COVID, I applied these skills to the Safety & Security Committee when it became clear that Essex and Securitas lacked the bandwidth to implement a gate access and visitor management system. Taking the initiative, I assumed responsibility for the data entry and RFID tag assignments for the Resort residents, while also defining and implementing the entire process up to billing. This required persistence, cooperation, and effective coordination with Essex and Securitas to establish a solution that worked for all parties involved. As a result, we were able to reduce the time required to receive a gate FOB from 2-4 weeks down to just 1-5 days and significantly decreased billing errors. I believe in the power of learning from others, and I actively engage with other HOA communities to understand their security processes and incorporate their lessons learned as we move forward with our own security initiatives. My goal is always to find the most efficient, cost-effective solutions while ensuring the needs of the community are met.

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

My approach to ensuring fiscal responsibility within the HOA is centered on finding practical ways to save money without compromising the quality of services provided to residents. For example, when I began to notice issues with the gate system and the associated repair costs, I took the initiative to research the gate controller manuals and collaborated with Securitas services to better understand the connectivity and operation of the system. This allowed me to address basic issues myself, rather than paying a premium for every minor repair, which ultimately saved HOA funds. Additionally, through discussions with other HOA communities about their security/processes, we identified a new gate repair company and switched to a provider that offered a regular maintenance plan. This move eliminated the frequent emergency fees we had been paying with the previous company, providing further cost savings. I also monitor security-related expenses monthly, comparing actuals to our planned budget, and immediately address any discrepancies with Securitas to ensure timely resolutions. When I joined the board in May 2024, I gained deeper insights into the HOA's financials and identified several areas for cost reduction. These included canceling an outdated landline service and reworking our cleaning contract for the guardhouse to a more affordable option. In terms of improving transparency, I believe in longer-term fiscal planning that outlines necessary maintenance and improvements rather than trying to play catch up one year to the next. While the board is still building its financial understanding, there's significant room for growth in this area. Developing this plan will help us set clear expectations, provide a roadmap for future improvements, and ensure we're always working toward the most efficient use of community funds.



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

Although TownSq was implemented to improve communication between the community, board, management company, and golf club, it is still in the process of transitioning from the HOA website. The HOA website primarily facilitates one-way communication from residents to the management company. This transition has been slower than expected; however, the platform does require residents to log in to access information. As a next step, I believe we need to develop a clear transition plan that streamlines communication into a single platform, ensuring that finding information is easier and more user-friendly. The website feature within TownSq could be utilized more effectively to centralize communication. Additionally, it has become increasingly evident over the last 9 months that there is a need for more consistent community support in producing a regular newsletter. This newsletter would provide residents with timely updates and relevant information, ensuring communication isn't delayed by the typical urgent matters that often take precedence. A dedicated, recurring communication channel will help keep residents informed and engaged, fostering stronger connections between the board, homeowners, and management.

Why are you interested in serving on our HOA board specifically and what areas of focus are you most qualified and interested in serving (finances, construction/maintenance, access & safety/security, communication, governing documents, record keeping, presentation, legal, other (please specify)?

We as a community have a lot of work to do in preparing to be an independent HOA. Ease of finding, reading, and updating governing documents to match changes to the Texas Property Codes and updates for our current times, timely communication all around, consistent compliance enforcement, and planning for 5-10 years out vs just this year are all important aspects of getting to be a smooth running company. I am passionate about continuing to make things easier for new residents to get established in the community as well as helping existing residents get set up and be able to access information more easily through tutorials/training and website improvements. I would like to continue to work with a team to address our future security needs and support any other areas of improvement.

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

Yes. There are many differing opinions out there with varying degrees of knowledge. It is important to look at all sides of the situation, understand all perspectives, and decide what is best for the community as a whole. That will mean disappointing some; however, I am always happy to share my reasoning for those who are interested in understanding it.

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

I believe in working together to understand all perspectives. I try to actively communicate with fellow board members and the community to address issues and work toward establishing plans and getting status on outstanding tasks.



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Steven Silvia Candidacy Statement

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

I have been in education for the last 24 years. I have served as a teacher, coach, and administrator. Currently, I helped EMSISD open the brand-new Eagle Mountain High School where I serve as an Assistant Principal. My role here has required significant dedication and time. I am accustomed to attending meetings, participating in discussions, and contributing to decision-making processes. While I have a basic knowledge of HOA governing documents, my experience in education has taught me the importance of understanding and adhering to policies and regulations.

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

As an administrator and coach, I have managed budgets, understood financial statements, and made informed decisions regarding financial resources. This experience will help me in partnering with fellow board members in making financial decisions for our community.

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

My background in my roles in education have equipped me with strong communication skills. I can effectively interact with fellow board members, homeowners, and external stakeholders, ensuring clear and transparent communication.

Why are you interested in serving on our HOA board specifically and what areas of focus are you most qualified and interested in serving (finances, construction/maintenance, access & safety/security, communication, governing documents, record keeping, presentation, legal, other (please specify)?

As a current homeowner within the community, I am fully invested in the well-being and success of our neighborhood. I can see myself invested in several areas of need. I do have a background in the military and law enforcement so safety and security could be an area. As part of my position as an administrator for EMHS I have experience in preparing presentations and speaking to diverse groups of people. As an administrator we also communicate with all stakeholders of our school's community to ensure the success of our students and staff.

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

During my 24 years in education, there are many instances where my decisions have not viewed favorably by all stakeholders. As an administrator it is my responsibility to do what I believe is the right thing to do, and not always the popular one.

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

As an Administrator I have developed the ability to analyze issues, propose solutions, and work collaboratively with others to address challenges. I can effectively interact with fellow board members, homeowners, and external stakeholders, ensuring clear and transparent communication.



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Thomas Arnold Candidacy Statement

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

I am a licensed attorney (TX State Bar No. 24069313) and business owner with a background in corporate law as well as accounting and finance. Thirteen years ago, my wife and I started Alleare Consulting (an IT staffing and recruiting firm with 30+ employees in 6 different states). I currently handle all legal, accounting, finance, tax, and general back-office operations for Alleare. Prior to moving to Alleare, I was in private practice at Alston & Bird which is one of the nation's top law firms. My primary focus was syndicated lending, and I have experience representing financial institutions, commercial finance companies, and private investment funds in various forms of secured and unsecured financings. I received my J.D., with honors, from Southern Methodist University Dedman School of Law where I served as lead articles editor for the SMU Law Review. I received my B.B.A., magna cum laude, in finance from Abilene Christian University. Before I went to law school, I worked as an accountant at Trammel Crow Residential, where I was responsible for generating and maintaining financial statements for a portfolio of properties held as investments by various entities.

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

Fiscal transparency needs to be achieved by ensuring that all HOA financial documents are competently and accurately maintained as well as made available to all residents in a timely manner. Fiscal responsibility needs to be achieved by competent and conservative budgeting and financial modeling.

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

Communications could be greatly improved by consistently articulating the specific reasons for decisions made by the board. Assuming the reasoning is logical, this alone would eliminate a massive amount of confusion amongst residents.

Why are you interested in serving on our HOA board specifically and what areas of focus are you most qualified and interested in serving (finances, construction/maintenance, access & safety/security, communication, governing documents, record keeping, presentation, legal, other (please specify)?

This is a great community with HUGE potential to be one of the best neighborhoods in DFW. The board needs someone with my background to help with issues related to legal, finance, tax, budgeting, governing docs., etc.

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

Yes, but I'm also hopeful that people will be more understanding if I accompany any of these difficult/unpopular decisions with thorough explanations and sound supporting logic.

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

Organization, efficiency, open communication, and focusing on delegating tasks to individuals with backgrounds/strengths most suited to those particular tasks.



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Shelley Timms Candidacy Statement

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

Currently, my husband and I own a golf cart company. I understand the importance of organized records, documents, and following budgets. Prior to that, I was a certified trial paralegal for 25 years. I was in charge of managing a trial team, which included preparing meeting and trial presentations, requesting and organizing documents and records, communicating with clients, witnesses, and court personnel, adhering to deadlines, and investigating cases for factuality.

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

Communication is key! Organizing documents and records should be a top priority. Frequent meetings with a clear, focused agenda must be adhered to. Decisions should not be made independently, but should be board decisions as a collective.

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

An open dialogue between homeowners and board members through emails, posts, and face to face conversations have to be implemented. Mingling with homeowners and discussing issues at hand are the most effective ways to ascertain ideas, options, and resolutions. Decisions should be made with knowledge and input on homeowners' positions and how that effects the community as a whole.

Why are you interested in serving on our HOA board specifically and what areas of focus are you most qualified and interested in serving (finances, construction/maintenance, access & safety/security, communication, governing documents, record keeping, presentation, legal, other (please specify)?

My focus would be organizing documents and records, implementing a better communication system, and having structure within the board. Creating tasks lists with deadlines would help keep board members focused and would result in a more viable community.

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

Yes. Unfortunately, you cannot please everyone all the time.

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

Inviting homeowners to participate in projects/events create a more cohesive community. With residents having such diverse interests, there is something for everyone, should they choose to participate.



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Richard DiStefano Candidacy Statement

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

Past President of an HOA board, spent the past 20 years as an executive in the Fortune 500 leading tech innovation and enterprise technology.

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

I plan to assist in building predictable, visible financial models that are managed closely and easily understandable for the residents.

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

Developing a multichannel approach for easy-to-access information in a central spot combined with active notifications for upcoming events early so people are aware and informed like email, SMS, etc. of changes, events, etc. would be a top priority.

Why are you interested in serving on our HOA board specifically and what areas of focus are you most qualified and interested in serving (finances, construction/maintenance, access & safety/security, communication, governing documents, record keeping, presentation, legal, other (please specify))?

As a technology leader, I bring specific skills for access control, video, web, and mobile applications, push notifications, SMS communication, and email as channels to ensure safety, visibility, and communication is state of the art.

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

The right decision isn't difficult and explaining and educating homeowners as to the why and rationale would be the key to informing and bringing the community on the journey.

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

This is a team sport, with the board collaborating with the community and each other. We won't always agree, but will act with integrity, professionalism, and respect for each other and the process to drive decisions.



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Wesley Tadlock Candidacy Statement

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

I've been a homeowner in the Resort for the last 16 years. My background includes building, construction, developing relationships, and management. I will be an asset to the board and the homeowners.

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

Always do the right thing regardless of the outcome. I have a clear understanding that being on the board is not a popularity contest for either side.

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

More advanced notice and frequent meeting schedule. A sense of urgency when problems arise, not a total disregard for homeowner's concerns.

Why are you interested in serving on our HOA board specifically and what areas of focus are you most qualified and interested in serving (finances, construction/maintenance, access & safety/security, communication, governing documents, record keeping, presentation, legal, other (please specify)?

To improve communication between the HOA board and members. To improve the lives of homeowners in the Resort. (finances, construction/maintenances, access & safety/security)

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

Yes, I am prepared to make difficult decisions that may not be popular with the homeowners or the Board. Difficult decisions must be made for both parties.

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

Be positive but direct, tell them what they need to hear not what they want to hear. Always have a solution to a problem, not just a problem with no solution.