

TIM BURKETT

My name is Tim Burkett, and I am interested in serving on The Highlands HOA Board of Directors.

My wife (Jennifer) and I moved into The Highlands in 2004 and have thoroughly enjoyed our time here. We have been married for 22 years and have two children (17 and 13). We enjoy all the amenities that The Highlands has to offer and realize that these amenities are important to the value and success of our neighborhood.

I have served as the President of the Highlands Hurricanes Swim Team Board of Directors for the last 4 years. My term will be ending in May 2023. I have also been on many different committees/boards with each school my children have attended. I am currently serving as President for the Literary Arts Boosters Club at Appomattox Regional Governors School, where my daughter attends.

I believe my 27 years of work experience in Finance and Banking could be an asset to The Highlands HOA. I have spent the last 12 years at local community Bank in Colonial Heights. Thank you for your consideration.

ED DENTEL

My family moved to the Highlands 6 years ago to find a great community for our daughter to grow up in. My wife, Natalie, is an engineer designing public safety networks and is part of the JFWCC service organization. Our daughter Kayleigh has attended O.B. Gates, is now moving on to Matoaca Middle School and is part of a local Girl Scout troop. I saw the open board positions as the perfect opportunity for me to get more involved in our community.

For the past 22 years I've worked here in Virginia as a consultant architecting communications, security, integration, and service solutions in the public sector. During this time, I've designed, negotiated, and implemented some of my company's largest state and nationwide solutions. Starting this year, I've moved into a position working solely with State, and Commonwealth, Secretary and C-Level positions.

I say all of that because I have learned it doesn't matter how complex the situation is. The key to solving any problem, or negotiating any situation, is open and clear communication. I commend the out-going board for tackling very hard decisions with difficult timelines under the contentious focus of social media. I'd like to be part of the next phase where we all actively participate in a dialog on what is best for our community. We may not all agree on the outcome, but we should all continue to focus on what is best for the Highlands.

JIM HALE

My name is Jim Hale and I am a retired home builder and a retiree from the DuPont company. As a home builder, my area of emphasis was entry level as well as custom homes in Chesterfield County. I am currently a member of the Highlands Architectural Review Committee, where I enjoy using my previous experience to contribute to the authorization of project needs of the Highlands residents. My wife and I have made our home in the Highlands community for the past twenty-four years, where we raised our two sons. We are members of Ironbridge Baptist Church. My hobbies include fishing, golfing, visiting local wineries and travelling.

RON HARRIS

My wife & I have lived in The Highlands since 2001. Since then, we've seen the tremendous growth and development of our community. I am a retired senior executive in VA state government; so, I have the time and energy to devote to working with fellow board members and our community in general. I believe my background can contribute to future initiatives to continue our progress of enhancing the beauty and viability of The Highlands as a preferred place to call home.

Prior to my retirement, I held the position of Director of Finance and Administration in the VA Department of Social Services. In this position, I was a dedicated professional with expertise in many facets of project management; budgets; human resources; operation analysis, implementation, and ongoing management; and extensive coordination with and within private and government organizations.

I was instrumental in streamlining and improving processes, enhancing productivity, and implementing solutions. I was skilled in communicating and collaborating with all members of the organization to achieve business and financial objectives.

I am accustomed to serving as an external liaison and managing critical stakeholder relationships; and was recognized as one who could "connect the dots". My skill set and expertise includes:

Strategic Planning	Customer Service Oriented
Relationship Building	Process Improvement
Financial/Performance Focus	Problem Solving
Organize and Prioritize	Big-Picture and Detail Awareness
Drive Organization Priorities	Experienced Verbal/Written Communicator Meeting
Management	Project Management

Education

- Coursework towards a Master's degree in Public Administration (MPA)
Virginia Commonwealth University, Richmond, VA
- Bachelor of Science in Business Administration w/emphasis in Financial Management
Virginia Commonwealth University, Richmond, VA

Certifications

- Virginia Executive Institute (VEI)
- Commonwealth Management Institute (CMI)

As a fiduciary, my commitment is to work with fellow Board members to increase transparency and community engagement in all major decisions affecting our community.

JAKE PEARCE

Community resident for 28 years.

BSBA East Carolina University 1977

Career in retail at Managerial and Director Levels

Objective: To improve transparency, communications, and community involvement in the HOA

Initiatives:

Board Members should be required to sign a Code of Conduct, Code of Ethics, and Disclosure Form for each term of service.

Record all Board and committee meetings for rebroadcast or live streaming to residents via the HOA website.

Upload financial documents and invoices to the HOA website each month for our residents to review, comment on, or ask questions.

Allow residents to vote on the retention or liquidation of the pool property and adhere to the residents decision.

Ensure all By-laws and Covenants are adhered to consistently.

Respect the right of each resident to express comments or ask questions about any Board decision.

The Board will communicate with residents via the HOA website, or mailing.

Create a Safety, Budget, and Covenants Committee.

Eliminate the two-minute rule for resident comments during the comments section of Board Meetings.

Conduct an audit over the past ten years to ensure all Board actions have been consistent with our covenants and bylaws. Publish audit results for member review and comments.

Conduct surveys to determine resident objectives for the community and to rate the performance of the HOA.

ANTON SHAW

My name is Anton Shaw and I apologize for the lateness of my email to be nominated for the Highlands Community homeowners' association board. If it is not too late, I would like my name to be added to the list of eligible candidates.

I am a current resident of the community for just over three years. I have served on homeowners' association boards in various capacities for over 20 years in communities in Georgia and North Carolina. I appreciate the value and need of a homeowners' association and would like to offer my services and experience to my community to ensure that we all have a safe, vibrant, and aesthetically pleasing community. I am currently employed as the director of housing for Virginia Housing and have served in several positions, both in the public and private sector. I served as a police officer in Charlotte, North Carolina for twelve years before moving into the private sector as a tax compliance manager with BB&T

(now called Truist). I left the banking industry to work in the housing arena in various roles which included program management, policy management and development, and housing development. Though my company is a private entity, it works closely with the Commonwealth of Virginia on various housing initiatives and development.

I have been happily married to my wife, Angela, for over 35 years and we have two grown children who have, to our pleasure, moved out and are living successfully on their own, so I have an empty nest. I would like to work with the board to continue the work that has been done in the past with community involvement, and I would like to expand the engagement with what I like to call, "passive homeowners". I speak with my neighbors regularly and they all relay to me how they love the community and would love to see more neighborly activities in the community. I want to offer my skillset and experience to accomplish this endeavor. Thank you.

JOHN THEOBALD

Born and raised in Central Virginia, I've been a homeowner in The Highlands since 2013. We started our lives here on Sterling Cove and quickly "out-bred" the square footage of that home and moved our family of 5 over to Isadora. I'm a 2007 graduate of James Madison University, and a 2010 graduate of The University of Miami School of Law. I've practiced law in VA for the last 12 years. With respect to working on the board, I want to continue the excellent work of our current board members, while adding some of my own visions for where the neighborhood can grow. I want to look into expanded facilities for families, while also keeping in mind that half the neighborhood doesn't have young kids. I want to be an advocate for all sides of issues and debates, as we've seen recently it can get a tad heated. As my wife can attest to, I'm great at arguing both sides of the same issue...but that at least allows me to hear both parties. I look forward to meeting everyone in person in the coming months, perhaps at The Reserve, but someone's going to need to come watch these kids.