McCullough Board of Directors

Candidate Information Guide

Please review the information for all four (4) Board of Director candidates before casting your vote. Candidate profiles are displayed on the following pages with the candidate name at the top with their responses immediately following. Responses were submitted directly by each candidate.

Candidates:

- R Steven Shirley
- Richard Joseph Bencivenni
- Nick Gallo
- Alexa Kirby

After reviewing all candidate profiles, return to the ballot and select your preferred candidates.

R Steven Shirley

Property Address: 5038 Havencrest Dr
Owner in Community: 3 to 5 years
Previous HOA/Committee Service: Yes

Background, Qualifications & Reasons for Running:
Following with a B.S. in Chemical Engineering and an MBA in Operations Management, I spent 40+ years working as project engineer, project manager, program manager and during the last seven years prior to my retirement as senior management roles of General Manager, Vice President, and Senior Vice President, I was responsible for the development of annual budgets and the negotiation of contracts. I have also swerved on two HOA Board of Directors in Ohio and North Augusta, SC, Finally, I've been an active member of the McCullough HOA Amenities Committee including being the Chairperson since 2025.

Top Priorities:
I believe that the top priorities for the next two years are ensuring that the HOA financial reserves are maintained to ensure future costly maintenance can be completed when needed. Furthermore, I believe that the Board needs to cultivate more inclusivity of homeowners participation of future upgrades/improvements to our neighborhood

Fiscal Responsibility & Community Standards:
First and foremost, the Board must ensure that each and every Board member must recognize that they are an HOA fiduciary which requires fiscal responsibility and closing listening to HOA member's desires and interests.

Common Misconception:
Based on frequent social media postings, it appears that some homeowners believe that notifications issued for the homeowner not maintaining their property in accordance with the documented community standards are punitive and unfair.

Additional Information:
I believe that my education, work experience, and participation as an Amenities Committee demonstrates my commitment to the prudent fiscal management and enhancement of our beautiful neighborhood.

Richard Joseph Bencivenni

Property Address: 12107 Village View Way Pineville, NC 28134
Owner in Community: More than 5 years
Previous HOA/Committee Service: Yes

Background, Qualifications & Reasons for Running:
I have been a McCullough resident since 2016, and I care about preserving the quality of our community and protecting the investment homeowners have made in their properties. Professionally, I have more than 10 years of experience in strategic sourcing, supplier relationship management, contract negotiations, financial savings, and risk management, with major financial organizations. I hold an MBA, graduated magna cum laude, and have extensive experience evaluating costs, managing complex agreements, improving processes, and holding service providers accountable.

I am running for the Board because I believe our community benefits from thoughtful financial decisions, transparent communication, consistent enforcement of community standards, and responsible long-term planning. I would bring a practical, analytical approach to the Board, with an emphasis on listening to homeowners, asking the right questions, evaluating options objectively, and making decisions that serve the best interests of the entire community.

Top Priorities:
I believe our priorities should include:

• Financial stewardship: Ensuring HOA funds are managed responsibly, expenses are justified, reserves are adequate, and homeowners receive clear information about how their assessments are being used.

• Protecting property values and community standards: Maintaining common areas, amenities, landscaping, and neighborhood appearance while applying community rules fairly and consistently.

• Transparency and communication: Making it easier for homeowners to understand Board decisions, planned expenditures, community projects, and the reasoning behind important decisions.

• Long-term maintenance and risk management: Identifying potential infrastructure, drainage, maintenance, and vendor-related issues early, before they become more costly problems for homeowners.

• Accountability and homeowner engagement: Establishing clear expectations for management companies and service providers, monitoring performance, and ensuring homeowners have meaningful opportunities to raise concerns and receive responses.

Our goal over the next two years should be to preserve what makes McCullough a desirable place to live while planning responsibly for the community's future.

Fiscal Responsibility & Community Standards:
My professional background has centered on achieving measurable results, negotiating favorable contracts, managing risk, and finding opportunities to reduce costs without sacrificing quality. I would apply that same disciplined approach to HOA finances.

Before approving significant expenditures, I would want to understand the need, compare available options, evaluate vendor pricing and performance, and consider both the immediate cost and long-term financial impact.

My experience in strategic sourcing has taught me that the lowest price is not always the best value; reliability, quality, contractual protections, and long-term costs matter as well.

At the same time, fiscal responsibility should not mean simply cutting expenses or deferring necessary maintenance. Well-maintained common areas, amenities, and community infrastructure help preserve property values and residents' quality of life. I would support a balanced approach that prioritizes essential maintenance, plans for future needs, protects appropriate reserve funding, and ensures homeowners receive measurable value for their assessments.

Common Misconception:
One misconception is that the HOA Board is primarily responsible for enforcing rules and approving expenditures, rather than serving as a fiduciary steward of the community's shared interests and resources. The Board's decisions affect every homeowner, from how assessments are spent to how contracts are managed, maintenance is prioritized, and community standards are applied. Those responsibilities require careful evaluation, consistency, accountability, and clear communication.

I would help address this misconception by encouraging greater transparency around the reasoning behind Board decisions, financial priorities, and vendor performance. Homeowners may not always agree with every decision, but they should have confidence that decisions are being made thoughtfully, fairly, and in the community's best interests. I also believe Board members should remain approachable, listen to concerns, and distinguish between individual preferences and issues that affect the community as a whole.

Additional Information:
After living in McCullough since 2016, I have a personal interest in our neighborhood's future. I am not running to pursue an agenda or make promises I cannot guarantee. I am running because I believe my professional experience, analytical approach, and commitment to accountability can contribute positively to our community. Throughout my career, I have worked with complex budgets, negotiated significant contracts, evaluated risk, improved processes, and built relationships across different levels of an organization. I would bring those same skills to the Board, along with a willingness to listen, ask questions, consider different perspectives, and make decisions based on facts rather than assumptions. I believe effective community leadership requires integrity, preparation, open communication, and a willingness to be accountable for decisions. My commitment is to approach the role responsibly, treat homeowners respectfully, and work toward decisions that protect property values, maintain the quality of our neighborhood, and benefit McCullough as a whole.

Nick Gallo

Property Address: 15407 Country Lake Drive
Owner in Community: More than 5 years
Previous HOA/Committee Service: Yes

Background, Qualifications & Reasons for Running:
I currently serve as HOA Board President and have served on the Board for two terms. During that time, we have strengthened the Association's financial position by better managing operating expenses and establishing an appropriate reserve structure. I am seeking another term to continue building on that progress and provide experienced, consistent leadership. Professionally, I am a finance executive with a public company, and I also serve on the Pineville Town Council as Mayor Pro Tem.

Top Priorities:
My priority is to help keep McCullough a community we are all proud to call home. Over the next two years, that means resolving the remaining Pulte issues, keeping our HOA financially healthy, maintaining our amenities and community standards, and working closely with the Town of Pineville and York County on issues that affect our neighborhood and property values.

Fiscal Responsibility & Community Standards:
Homeowners should feel confident that their HOA assessments are being used responsibly. That means maintaining appropriate reserves for future needs while investing in the common areas, amenities, and services residents expect. Strong financial management and well-maintained community standards work together to protect property values and keep McCullough a desirable and special place to live.

Common Misconception:
One common misconception is that the HOA Board can resolve every issue affecting the neighborhood. The Board's primary responsibility is to protect the interests of the Association and its homeowners by upholding our governing documents, maintaining community standards and amenities, and managing Association resources responsibly. I believe homeowners deserve transparency about what the Board can and cannot do, clear explanations of important decisions, and opportunities to ask questions and become involved.

Additional Information:
As both HOA President and Pineville Mayor Pro Tem, I have had the unique opportunity to advocate for McCullough and its residents on issues that extend beyond our neighborhood. I want to continue strengthening our relationships with Pineville, Fort Mill, and York County so that the interests of homeowners on both sides of our community are represented. Most importantly, I want McCullough to remain a community where people are proud to live and confident in the long-term value of their homes.

Alexa Kirby

Property Address: 5102 Havencrest Dr
Owner in Community: 3 to 5 years
Previous HOA/Committee Service: Yes

Background, Qualifications & Reasons for Running:
As a current Global Sales Director with Hyatt Hotels, I bring over 15 years of experience in leadership, relationship management, strategic planning, and collaboration. I currently serve as Chair of McCullough's Social Committee, where I've had the opportunity to bring neighbors together, manage budgets, and help create meaningful experiences that strengthen our sense of community.

As a mom of two young children, I'm personally invested in McCullough's continued growth and long-term success. I'm running for the Board of Directors to bring a fresh perspective, particularly as a voice for young families who may be underrepresented in our community's leadership. I believe in open communication, transparency, and thoughtful decision-making that considers the needs of all homeowners. My goal is to help preserve what makes McCullough special while ensuring our community continues to thrive for residents of all ages and stages of life.

Top Priorities:
I believe McCullough's top priorities over the next two years should focus on maintaining our community's long-term value, strengthening communication and transparency, and ensuring homeowners feel heard and represented.

As our community continues to evolve, it's important that we balance maintaining our beautiful neighborhood and amenities with responsible financial planning and thoughtful decision-making. I also believe there is an opportunity to improve communication between the Board and residents, creating a more collaborative environment where homeowners understand decisions and feel their feedback matters.

Finally, I would love to see continued investment in community engagement and opportunities that bring neighbors together. As a parent of young children and Chair of the Social Committee, I recognize the importance of creating an inclusive community that serves everyone, from young families to longtime residents. My priority would be to help ensure McCullough remains a welcoming, well-maintained, and desirable place to call home for years to come.

Fiscal Responsibility & Community Standards:
I believe fiscal responsibility and maintaining high community standards go hand in hand. My approach would focus on thoughtful budgeting, prioritizing preventative maintenance, and ensuring HOA funds are spent in ways that provide the greatest long-term value to homeowners.

In my professional role, I regularly balance budgets, manage competing priorities, and make strategic decisions to maximize resources. As Chair of McCullough's Social Committee, I've also gained firsthand experience working within our community's budget while finding creative ways to deliver meaningful experiences for residents.

I believe in evaluating expenses carefully, planning proactively for future needs, and maintaining transparency around financial decisions. Ultimately, my goal would be to protect property values and preserve the amenities and community standards that make McCullough special, while being mindful of the financial impact on homeowners.

Common Misconception:
I believe one common misconception is that the HOA Board makes decisions without considering homeowner perspectives or that residents have little influence over the direction of our community. While the Board has a responsibility to uphold our governing documents and act in the best interest of the neighborhood, I believe there is always an opportunity to strengthen communication and build greater trust between the Board and homeowners.

I would address this by encouraging more transparency around decisions, creating opportunities for meaningful homeowner feedback, and helping residents better understand the reasoning behind Board actions. I believe homeowners are more likely to feel confident in their community's leadership when they feel informed, heard, and respected, even when they may not agree with every decision.

Additional Information:
I want homeowners to know that my decision to run comes from a genuine love for McCullough and a desire to make a positive difference. During my time in this community, I've experienced my own frustrations and moments of distrust with the Board, so I understand firsthand how discouraging it can feel when homeowners believe their voices aren't being heard.

Rather than allowing those experiences to discourage me, they've motivated me to become more involved and be part of creating positive change. I firmly believe that transparency, open communication, and homeowner involvement are essential to building trust and a strong community. While not every decision will make everyone happy, I believe every homeowner deserves to feel heard, respected, and confident that decisions are being made fairly and in the community's best interest.

Through my involvement with the Social Committee, I've seen just how special McCullough is and what we can accomplish when neighbors come together. I'm not running with an agenda, but rather a commitment to listen, ask questions, encourage collaboration, and help ensure our community continues to be a place we're all proud to call home.