

Glen Gustafson – Candidate for HOA Treasurer (Bio)



As a seasoned finance professional and senior executive, I bring extensive experience working in complex financial organizations, solving challenging business issues, and leading strategic initiatives that deliver measurable results. My career began with the international public accounting firm Arthur Andersen & Co. and progressed through positions of increasing responsibility at various companies, ultimately leading to Vice President roles. Most recently, I also acted in a Chief of Staff capacity. My career spans publicly held global Fortune 500 companies ranging in size from \$500 million to over \$50 billion, as well as a \$6 billion private equity–owned company. Over the years, I have helped organizations realize more than \$45 million in benefits through process improvements and efficiencies, along with preventing fraud, waste, and abuse.

As a finance leader, I have overseen numerous functional areas, successfully managing multi-million-dollar budgets, analyzing and scrutinizing organizational finances and contributing significantly to strategic planning. My functional responsibilities included enterprise risk management, internal audit, insurance, ethics oversight, and business continuity planning — core disciplines essential to strong governance and informed decision-making impacting the entirety of organizations. Along the way, I earned two CFO Finance Excellence Awards for Leadership (2023) and Innovation (2021), recognizing my ability to deliver impactful financial and operational results.

In public service, I held the elected, unpaid position of Vice President of the Board of Education for the Fremont Public School District in Mundelein, Illinois where I led a community-driven strategic planning process that resulted in a comprehensive capital plan and long-range resource priorities.

I hold a Certified Public Accountant (CPA) certificate, an MBA from the Kellogg Graduate School of Management at Northwestern University with a triple major in Finance, Management Strategy, and Marketing, and a BBA in Accounting from The University of Iowa.

Beyond my professional life, I am married to Susan, an RN and BSN at a Level 1 trauma center. Susan is originally from the west side of Cincinnati, and I am from the Quad City area of the Illinois/Iowa border. I spent most of my life in the Chicago metropolitan area. We have five grown children who very much enjoy relaxing on our mountain! I am also a musician in a rock band and a proud member of the Sons of the American Revolution (SAR).

I believe my blend of Fortune 500 and private equity experience, financial expertise, governance background, and commitment to community make me a strong candidate for Treasurer, and I would be honored to serve our LMSOA with transparency, accountability, and diligence. Feel free to contact me at 704-641-7673 or gtgustafson@aol.com with any questions or comments.

Glen Gustafson – Candidate Statement for HOA Treasurer

Dear Lone Mountain Shores Neighbors,

I am excited to be a candidate for the LMSOA Board Treasurer position. My wife, Susan, and I are grateful for the privilege of living in this community, and we are committed to helping it grow stronger, remain financially sound, and sustain its beauty and vitality for years to come.

Susan and I bought our cabin on the mountain in 2022 because we wanted to be part of a friendly, welcoming community where we could easily become friends with neighbors and enjoy this beautiful place with others. Unfortunately, we quickly came to realize that this community was already divided — largely due to covenant changes pursued by recent Boards that owners were widely polarized almost 50/50 on one side or the other. As we all know, this has resulted in a fractured, unhealthy environment where neighbors are now tending to associate only with those standing on their side of the divide.

Now is the time to heal the division. An HOA Board should serve the entire community — with transparency, respect, and open communication — not just half of it or even a slight majority. For too long, our Boards have been discouraged by the divide in our community and have struggled to find ways to gain broad owner involvement and consensus. As a result, recent Boards have faced pressure to resolve key issues quickly but necessarily to the satisfaction of a chosen half of the community. In doing so, they have spent heavily on legal actions with no favorable outcomes and have deferred much-needed investments in repairs, maintenance, and capital improvements. There have even been attempts to change Bylaw amendment rules without clear reasoning or explanation when what we really need is unity.

As Treasurer, and to support a unified community approach, my priorities will be:

- Providing **timely and comprehensive financial reports** with clear analyses of significant variances and expected changes, all to be discussed in detail at Board meetings.
- Maintaining **continually updated 1-, 3-, and 5-year forecasts** so owners can see where we are headed financially.
- Developing a **detailed long-range capital improvement plan** with specific prioritized projects and timelines from a strategic plan created with broad community input.
- Ensuring **transparency and accountability** in all financial matters.

Professionally, I bring decades of experience in financial leadership, governance, board experience and strong ethics to the table. I would be honored to serve as the LMSOA Treasurer and look forward to working with you. I would be happy to discuss any questions, concerns or ideas with members of the Lone Mountain Shores community. I can be reached at 704-641-7673 or by email at gtgustafson@aol.com.

Together, with the Board, I will be committed to being a servant leader — listening to owners, encouraging constructive dialogue, and making decisions that best reflect the priorities of *all* members. I ask for your vote so we can move Lone Mountain Shores forward together to thrive in harmony.