

Charlotte-Mecklenburg Planning Commission

Applicants-At-A-Glance

Eligible for Reappointment

Name	District	Gender	Ethnicity
Blumenthal, Andrew	4	Male	Caucasian/ Non-Hispanic
Welton, Douglas	5	Male	African American

One (1) Unexpired term expiring June 30, 2026

Name	District	Gender	Ethnicity
Caldwell, Bradley	4	Male	African American
Caprioli, Michael	6	Male	Hispanic
Foley, Brian	5	Male	Caucasian/Non-Hispanic
Gilman, David	2	Male	Caucasian/Non-Hispanic
Gobble, Walter	1	Male	Prefer not to Answer
Holloway, Victor	5	Male	African American
Kettler, Evan	4	Male	Prefer not to Answer
Nellums, Michael	1	Male	African American
Rhodes, Courtney	1	Female	African American
Stroup, John	1	Male	Caucasian/Non-Hispanic

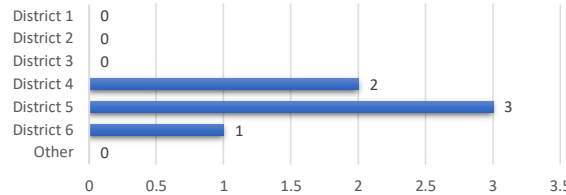
PLANNING COMMISSION DEMOGRAPHICS

Districts

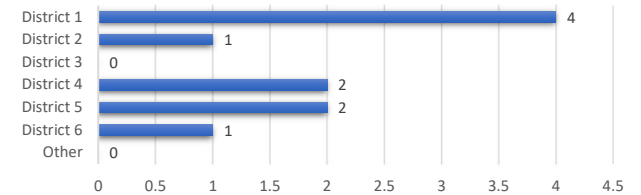
	Members	Applicants
District 1	0	4
District 2	0	1
District 3	0	0
District 4	2	2
District 5	3	2
District 6	1	1
Other	0	0
Total	6	10

BOCC Members Only

Members by District



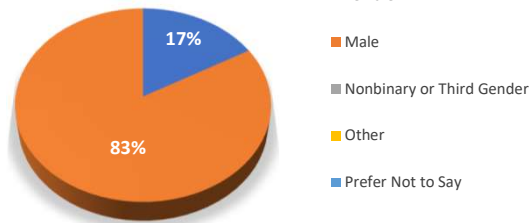
Applicants by District



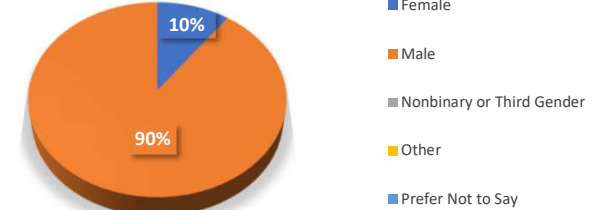
Gender

	Members	Applicants
Female	1	1
Male	5	9
Nonbinary or Third Gender	0	0
Other	0	0
Prefer Not to Say	0	0
Total	6	10

Members by Gender



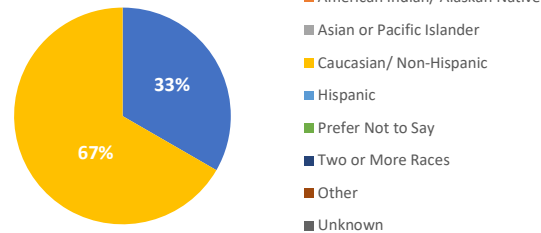
Applicants by Gender



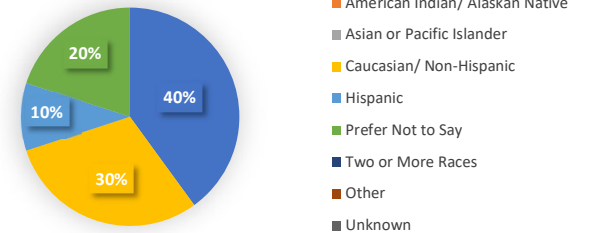
Ethnicity/Race

	Members	Applicants
African-American	2	4
American Indian/ Alaskan Native	0	0
Asian or Pacific Islander	0	0
Caucasian/ Non-Hispanic	4	3
Hispanic	0	1
Prefer Not to Say	0	2
Two or More Races	0	0
Other	0	0
Unknown	0	0
Total	6	10

Members by Ethnicity/Race



Applicants by Ethnicity/Race



Charlotte-Mecklenburg Planning Commission

At-A-Glance

Eligible for Reappointment

Name	District	Gender	Ethnicity
Blumenthal, Andrew	4	Male	Caucasian/ Non-Hispanic
Welton, Douglas	5	Male	African American

Statement to Applicants

Profile

Which Boards would you like to apply for?

Charlotte-Mecklenburg Planning Commission: Submitted

Andrew Blumenthal
First Name Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

N/A

ablumenthal711@gmail.com
Email Address

620 Tremont Av
Home Address

Charlotte NC 28203
City State Postal Code

What Mecklenburg County District do you live in? Please verify below. *

☒ 4

How long have you been a resident of Mecklenburg County? Please include months, or years.

22 Years

My age range is (please select one): *

☒ 30 to 45

Ethnicity *

☒ Caucasian/Non-Hispanic

Gender *

☒ Male

Interests & Experiences

Education

Bachelor of Arts in International Affairs Bachelor of Arts in Marine Affairs and Policy Minors in Biology and Spanish Master's of Science in Marine Affairs and Policy

Legacy Real Estate Advisors,
LLC
Employer

Commercial Real Estate
Advisor
Occupation

Business and civic experience

I have been a Commercial Real Estate Broker and Advisor in Charlotte for the past 3 years, with an intimate familiarity with our City and County due to the nature of the business. Prior to that, I was a political fundraiser in Charlotte and an Organizer with the NC Democratic Party. I also serve on the board of the Foothills Land Conservancy in Western NC and am currently a sitting member of the Charlotte Mecklenburg Planning Commission.

Area of expertise and interests/skills

My areas of expertise and skillset include urban and spatial planning, commercial real estate, fundraising, and environmental sustainability. My interests are largely the same - urban planning and smart growth, sustainable urban development and land conservation, and seeing the Charlotte region continue to become a destination for people to live.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

Yes Charlotte Mecklenburg Planning Commission June 30, 2024

Why are you interested in serving on the board(s) to which you are applying?

Having already served two years on the Planning Commission, I would really like to continue in this role for another term. I truly enjoy the work, on both the Planning and Zoning Committees, and feel that I can continue to provide valuable feedback on rezonings, the 2040 Comprehensive Plan and the UDO. In addition, as one of the authors of the Planning Commission's Environmental Statement, I feel strongly compelled to help ensure that our mission is carried out in all of our actions and decisions.

Have you attended a meeting of the advisory board(s) to which you are applying?

☒ Yes ☐ No

Hours Per Month Available for Position

25

How did you learn of the vacancy? *

☒ Other

If you answered other - Where did you learn of this vacancy?

I was sent an automated email to apply for reappointment as I am currently a sitting member of the Planning Commission.

[Andrew Blumenthal Resume.pdf](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☒ Yes ☐ No

If you answered yes to the question above, please explain.

Potential conflict of interest with rezonings due to my position as a real estate broker, however during the last two years I have only had to recuse myself one time due to a conflict of interest.

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Andrew Blumenthal

Board Specific Questions

Andrew R. Blumenthal

620 E. Tremont Ave. · Charlotte, NC 28203 · 704-618-1802 · Ablumenthal711@gmail.com

Education

- University of Miami, Rosenstiel School of Marine and Atmospheric Science, Miami, FL
 - Master's of Science in Marine Affairs and Policy, May 2014
- University of Miami, Coral Gables, FL.
 - Bachelor of Arts in Marine Affairs, May 2012
 - Bachelor of Arts in International Studies, May 2012
 - Minors: Spanish and Biology
- University of the South Pacific, Suva, Fiji.
 - Studied Marine Science and Sociology, Spring 2011

Work Experience

- Commissioner – Charlotte Mecklenburg Planning Commission – September, 2019 – Present
 - Appointed by the Mecklenburg County Board of Commissioners to work with the Charlotte Planning Staff in urban planning and land use decisions. Review and vote on all rezoning decisions while also assessing all City and County real estate transactions. Working to provide feedback on Charlotte's 2040 Comprehensive Plan and the Unified Development Ordinance.
- Commercial Real Estate Broker and Investment Advisor – Legacy Real Estate Advisors, LLC – October, 2017 – present
 - Broker both sale and lease transactions for local and national businesses and investors and the greater Charlotte market, with a focus on industrial and investment assets.
 - Advise high-net worth individuals on real estate investment decisions including acquisition, disposition and repositioning of assets. Utilize expertise in 1031 Exchanges and Opportunity Zone transactions to maximize returns.
- Finance Director – Jennifer Roberts for Mayor – February, 2017 – September, 2017; Charlotte, NC
 - Worked directly with the Mayor of Charlotte to raise over \$481,000 from almost 1,700 individual contributions for her reelection. Outraised all other candidates in both the Democratic and Republican primary elections.
 - Worked closely with the Mayor and Campaign Manager to follow a strict budget and craft campaign strategy.
- Organizer – NC Democratic Party; August, 2016 – November, 2016; Charlotte, NC
 - Recruited and organized a team of 154 unique volunteers to register 400 new voters in North Carolina and to knock on over 10,500 doors to promote voter turnout.
- Solutions Director – The Ocean Exchange; February 2016 – present; Digital Position o Identified and recruited environmentally sustainable solutions from around the world to participate in The Ocean Exchange's 2016 competitions.
 - Was selected to participate on the 2016 Solutions Review Team to evaluate registered solutions and select finalists to receive the \$100,000 prize.
- Operations Manager – AquaTerra Farms; September 2014 – May 2016; Milwaukee, WI
 - Managed a startup Arctic Char farm using RAS systems and sustainable best management practices. Led a small team with a limited budget to raise fish from egg through harvest while simultaneously working to rapidly expand and improve the facility.
- Graduate Teaching Assistant – University of Miami; January – May, 2014; Miami, FL

- Attended an Ocean Policy course to assist students with subject material including sustainable coastal development and marine conservation. Graded weekly essays and final papers with the professor to evaluate the students' comprehension of the subject

Awards

- Charlotte Agenda's 2018 30 Under 30 Nominee for the City of Charlotte
- Graduated Cum Laude from the University of Miami
- Dean's Scholarship - University of Miami
- Sigma Gamma Epsilon Earth Sciences Honor Society; Sigma Iota Rho International Studies Honor Society; Gamma Sigma Alpha Greek Honor Society

Skills and Certifications

- Candidate – Certified Commercial Investment Member (CCIM)
- PADI Certified Divemaster
- Proficient in GIS, Microsoft Office and Adobe Creative Suite
- Working proficiency in Spanish

Activities

- Board of Directors – Foothills Conservancy of North Carolina in Morganton, NC
- Associate Board Member of Radiator Specialty Company in Charlotte, NC
- 2018 Fellow of the New Leader's Council – North Carolina Chapter
- Member of Olde Providence Swim and Racquet Club in Charlotte, NC
- Member of Sustain Charlotte
- Member of the Sierra Club – North Carolina Chapter
- Member of Sigma Phi Epsilon Fraternity
- USTA 4.0 Men's Tennis Player

Statement to Applicants

Profile

Which Boards would you like to apply for?

Charlotte-Mecklenburg Planning Commission: Submitted

Douglas A Welton
First Name Middle Initial Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

N/A

douglas_welton@einsteinslegacy.com
Email Address

5601 Murrayhill Rd
Home Address

Charlotte NC 28210
City State Postal Code

Home: (980) 275-3805 Home: (980) 275-3805
Primary Phone Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 5

How long have you been a resident of Mecklenburg County? Please include months, or years.

39 years

My age range is (please select one): *

☒ Over 55

Ethnicity *

☒ African American

Gender *

☒ Male

Interests & Experiences

Education

Clemson University, BS in Computer Science Additional studies at UNCC, NC State, Duke, The University of London, Stanford

einsteins's legacy

Employer

Chief Product Officer

Occupation

Business and civic experience

Currently serving as Chairman of the Charlotte Mecklenburg Planning Commission and Chairman of the Zoning Committee More than 30 years of experience leading software development teams More than 20 years of experience as member and leader of local non-profit and neighborhood Boards of Directors, including Sustain Charlotte, Actors Theatre of Charlotte and the Madison Park Homeowners Association (now "Neighborhood Association") Additional experience as: Professional Actor, Radio DJ, Television Talk Show Host, Event Emcee

Area of expertise and interests/skills

Product Management, Project Management, Innovation Management, Land use and planning, developing social infrastructure Strong Leadership, Creative mindset, excellent communication skills, and a deep understanding of technologies affect on society Strong public engagement skills

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

I was appointed in 2018 to fill a unexpired term. I was appointed to my first three-year term in the summer of 2021.

Why are you interested in serving on the board(s) to which you are applying?

During 2018, I worked with the staff of the Tax Assessor's office to ensure that my neighborhood, Madison Park, was provided with extensive information about the 2019 revaluation. I understand the value of keeping the public informed about this process (which may affect the largest investment they own). I believe that my ear-to-ground in my neighborhood and the surrounding area will provide valuable information to this committee.

Have you attended a meeting of the advisory board(s) to which you are applying?

☒ Yes ☐ No

Hours Per Month Available for Position

24+

How did you learn of the vacancy? *

☒ Other

If you answered other - Where did you learn of this vacancy?

I'm the Chairman ;^)

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Douglas André Welton

Board Specific Questions

Douglas A Welton

Charlotte-Mecklenburg Planning Commission

Applicants-At-A-Glance

One (1) Unexpired term expiring June 30, 2026

Name	District	Gender	Ethnicity
Caldwell, Bradley	4	Male	African American
Caprioli, Michael	6	Male	Hispanic
Foley, Brian	5	Male	Caucasian/Non-Hispanic
Gilman, David	2	Male	Caucasian/Non-Hispanic
Gobble, Walter	1	Male	Prefer not to Answer
Holloway, Victor	5	Male	African American
Kettler, Evan	4	Male	Prefer not to Answer
Nellums, Michael	1	Male	African American
Rhodes, Courtney	1	Female	African American
Stroup, John	1	Male	Caucasian/Non-Hispanic

Statement to Applicants

Profile

Which Boards would you like to apply for?

Alcoholic Beverage Control Board: Submitted
Park and Recreation Commission: Submitted
Charlotte-Mecklenburg Planning Commission: Submitted

Bradley E Caldwell
First Name Middle Initial Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

None

bradley1.caldwell@cms.k12.nc.us
Email Address

1424 Anthem Court
Home Address

Charlotte NC 28205
City State Postal Code

What Mecklenburg County District do you live in? Please verify below. *

☒ 4

How long have you been a resident of Mecklenburg County? Please include months, or years.

30 years

My age range is (please select one): *

☒ Over 55

Ethnicity *

☒ African American

Gender *

☒ Male

Interests & Experiences

Education

Bachelors Degree in Finance and Management. Master's in Education

Schools/ Northeastern
University/ Charlotte
Campus

Employer

Guest Teacher/ Campus
Assisstant at Northeastern
Univ.

Occupation

Business and civic experience

I have worked with the Mecklenburg County Elections Board 1987 to 1998; 13years. After returning back to the Charlotte area. I've worked with the Elections office as precinct Chief Judge, in several precinct for the past 5 years.

Area of expertise and interests/skills

I worked the ABC Board part time from 2009 to Jauary of 2021. I am more than verse with the policies and procdures, of the ABC system. Currently. serving my first term as a Board Member for the City of Charlotte Housing Advisory Board. Up for re-appointment in January 2024.

Additional Comments

I am aware of a vacant postion on the ABC Board, will expire in June of 2024. Please consider me for that appointment.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

All three boards if interest, I can bring positive service to the communtiy. Truthfully, I have valid reason to serve for experince. And to someday run for public office.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

10 hours

How did you learn of the vacancy? *

☒ Mecklenburg County Website

[Resume_2017_BEC.doc](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

If you answered yes to the question above, please explain.

I am no longer serving as a Chief Judges for the Elections Board.

Disclaimer

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Bradley Eugene Caldwell

Board Specific Questions

BRADLEY E. CALDWELL

1424 Anthem Court
Charlotte, NC 28205
704-421-1226
bradecaldwell@yahoo.com
bradley1.caldwell@cms.k12.nc.us

PROFESSIONAL OBJECTIVE

Seeking an upward professional position, of higher education within the level of securing a status of tenure as well as shared governance. Focusing on the academic procedures in public schools colleges and universities and achieving the learning assessments of each student's goals.

WORK EXPERINCE

Charlotte – Mecklenburg Schools 600 E. Fourth St. Charlotte, NC 28202

Myers Park High School Full Time Substitute Teacher February 2011 to present

2400 Colony Road
Charlotte, NC 28209

Duties: Developing and implementing work assignments specializing in the areas of social studies, international relations, and debate study procedures. Cultivating close relationships with assigned teachers, to achieve student normality.

Mecklenburg County ABC System 3333 N. Tryon St Charlotte, NC 28204 May 2009 to

present : Part time sales associated . Distribution of sales of alcoholic beverages. Educating patrons about different types of spirits for consumption.

Guilford County Board of Elections 301 W. Market St. Greensboro, NC 27244

Elections / Deputy Early Voting Coordinator October 2007 to December 2008

Duties: Supervising early voting sites and personnel, coordinating and collecting daily early voting totals. Serving at the discretion of the election director, while instituting State Board of Elections policies and procedures.

General Electric Consumer Finance 201 W. Tyvola Rd. Charlotte, NC 28217

Customer Service Specialist February 2006 to October 2007

Duties: Processing incoming calls for Belk and Lowes service centers. Maintaining updated guidelines in compliance of federal banking rules and regulations. Credit management , corrections of removing complaints and approving of credit line increases.

Virginia Department of Transportation Safety Service patrol officer Chantilly Virginia /VDOT Division

1401 East Broad Street Richmond, Virginia 23219 July 2000 to January 2005

Duties: Safety service patrol officer. Working closely and sometimes under the supervision of Virginia State Police, for road closures, assisting motorist, car accidents, submitting daily reports. Assisting with approved motorcades, through state clearance procedures.

EDUCATION

Northeastern University	Masters of Education/ Higher Education	Graduate Studies
University of Phoenix	Bachelors of Science / Finance and Management	2011

Statement to Applicants

Profile

Which Boards would you like to apply for?

Charlotte-Mecklenburg Planning Commission: Submitted

Michael R Caprioli
First Name Middle Initial Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

Cap

scubacap@yahoo.com
Email Address

15217 Montage Lane
Home Address

Charlotte NC 28278
City State Postal Code

Mobile: (661) 714-9018 Home: (980) 355-0165
Primary Phone Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 6

How long have you been a resident of Mecklenburg County? Please include months, or years.

6 Years, 2 months

My age range is (please select one): *

☒ Over 55

Ethnicity *

☒ Hispanic

Gender *

☒ Male

Interests & Experiences

Education

Associate of Science - Administration of Justice, College of the Canyons, Valencia, CA
Bachelor of Science - Business Administration (Summa Cum Laude) Touro University
International - Cypress, CA

Retired

Employer

Los Angeles County
Sheriff, Marine (Active
Duty) and Navy (Reserve)

Occupation

Business and civic experience

Twenty-Eight years of honorable service with the Los Angeles County Sheriff's Department. My career was very diverse and included duties in which I performed extensive research or directed a task force to complete complex studies. I retired as a Sergeant in charge of the recruit training academy and as our department's POST liaison for recruit training. While assigned to the academy I oversaw the rewrite of our entire 880-hour academy to improve academics, physical fitness, reduce injuries and instill a strong ethical foundation for new recruits. Twenty years of combined military service in the Marine Corps and Navy Reserve. I served as a Special Warfare and Expeditionary Warfare Intelligence Specialist. My duties and training included working with ArcGIS systems as well as other planning software, conducting briefs for operational units as well as strategic planning departments. Honorably retired disabled veteran. Notable Sheriff's Department assignments: Deputy responsible for research, planning and training of the Twin Towers Project. This assignment required me to work with vendors, consultants, and engineers to address the safety and operational concerns of a new open pod style detention facility and medical center. As a result of this assignment, I was able to learn how to interact effectively with the development team to meet the needs of the department and understand their capabilities. Civil Litigation Investigator. This assignment required me to investigate lawsuits and analyze the facts of the case, work with attorneys to seek an appropriate solution for the cases and prepare presentations for County Supervisors and Contact City Officials. The investigations were used as a learning tool for the department to improve performance and validate policies and procedures. As a result of this assignment, I was able to learn how to conduct legal research, interact with legal counsel and create effective presentations for government officials. Academy Coordinator. This supervisory assignment required me to oversee the training of 80 to 120 recruits per class and the training staff. I was also responsible for the budget, care and maintenance of our training facility which was located on a college campus. I coordinated with state and local agencies as well as the college administration to maintain our training sites to ensure safe and environmentally responsible areas and construction. As a result of this assignment, I was able to utilize effective team management and delegate duties to accomplish our goals. West Hollywood Station Detective Supervisor. This assignment required me to supervise a team of criminal and traffic investigators. I was also responsible for the station interactions with city officials and the diverse community we served. I was a point of contact for the LGBTQ crime victims to ensure their cases were handled in a professional manner. As a result of this assignment, I was able to hone interpersonal communication skills in addressing the needs of all parties and finding common ground. Volunteer Ombudsman for the Employers Support of the Guard and Reserve. Mediated cases concerning violations of Uniformed Services Employment and Reemployment Act (USERRA). These mediations also involved educating employers about USERRA, a federal law which provides protection for military reservists and national guard personnel. Since moving to Charlotte in 2018 I have become active in our community addressing responsible development in our community with an emphasis on environmental impact concerns. I have met Charlotte-Mecklenburg Stormwater and City of Charlotte Erosion control to address concerns in our neighborhood and to better understand their duties and how they can assist us. I have led a life of service and I look forward to putting my skills to work for the citizens of Mecklenburg County.

Area of expertise and interests/skills

Organizational team management, project and task force management. Outdoor person who enjoys hiking, biking and golf. Home improvement and helping my neighbors. Ability to learn new skills and apply them to the task at hand.

Michael R Caprioli

Additional Comments

I value team work, honesty and fairness. I look forward to the opportunity to serve in helping to create safe clean environments to improve our public welfare.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

Everyone deserves a clean safe environment in which to live. A community built in balance and respect for the environment will thrive. We must ensure the safety of our fellow citizens by smart designs such as turnout outs for public transportation so our neighbors can safely wait, board, and exit the conveyance. I have studied and seen firsthand the importance of incorporating positive environmental controls and safety plans to construction development. We should not just focus on how many housing units we can build; we should focus on the quality of the housing units. Existing heritage trees and streams should be preserved and protected. Each community should be looked at individually based on the needs of the residents and environmental conditions. I would seek out input for the actual community members to hear what they feel is in their best interests. We have many historical sites and areas in Mecklenburg County. These areas should be recognized and protected while at the same time allowing for smart development.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

Forty-hours a month. Scheduling is flexible

How did you learn of the vacancy? *

☒ Word of Mouth

If you answered other - Where did you learn of this vacancy?

County Commissioner

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Michael R. Caprioli

Board Specific Questions

Brian Foley

Education

Bachelor of Arts, Political Science - University of North Carolina at Chapel Hill Graduate,
Myers Park High School

Self-Employed

Employer

Consultant

Occupation

Business and civic experience

I am a self-employed consultant, recently having completed a thirty-year career of progressive growth and advancement as a Major in the Charlotte-Mecklenburg Police Department. My assignments included service throughout the City and County, working hand-in-hand with citizens, residents, community and neighborhood organizations, small businesses, corporate partners and City, County and State government and elected officials throughout Charlotte-Mecklenburg and the surrounding region. I have worked directly with Council Members and County Commissioners to problem solve, built and maintained relationships with organizations such as Center City and University City Partners, the Charlotte Regional Visitors Association, CATS, the Airport Authority, the Regional Business Alliance, Charlotte Chamber of Commerce and the Greater Charlotte Apartment Association. I am proud of the community engagement with neighborhoods and am the recipient of a Charlotte Community Relations Award in 2011. My career has been dedicated to the improvement of quality of life for residents, ensuring the vibrancy and growth opportunities of businesses and helping communities change. I have assisted with planning and implementation of infrastructure and development projects including Northlake Mall, CATS Blue Line, I-485, University Research Park, Amazon and Charlotte-Douglas Airport among others.

Area of expertise and interests/skills

My care and concern for our communities runs deep; my family has owned property here since the early 1900's and as a native Charlottean, I have lived and worked throughout the County beginning service with the Mecklenburg County Police Department in 1992. I bring a lifetime of experience and bring a wealth of granular and historic knowledge of the City of Charlotte and Mecklenburg County to service with the board. I have raised my family in Charlotte and am proud that my children are third-generation CMS school students. I have clear understanding of economic growth, income challenges, housing needs and changes, population demographics, geography, infrastructure, transportation, public safety and the strong need for local government to provide housing, transportation and jobs across the spectrum of incomes. I look to assist citizens and elected officials to ensure Charlotte is a vibrant, stable and inclusive area to live, work and build. I have extensive experience in the following areas: Strategic Planning, Long and Short Term - Executive Advisory Skills - Organizational Planning and Management - Procurement and Contracts - Resource Allocation and Logistics - GIS Mapping - Risk Management and Assessment - Government/Public Relations (Public Speaking and Media Engagement) - Meeting Organization, Etiquette and Management - Report and Document Drafting - Data Research, Analysis and Reporting.

Additional Comments

Having attended and watched board meetings, I am excited by the challenges being addressed. As a thoughtful and skilled communicator i am able to listen and speak with with all types of people and groups to achieve consensus and overcome roadblocks to achieve goals and results. I would greatly appreciate the opportunity to participate in the vital work of the Planning Commission and thank you for the chance to apply.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

I wish to continue my civic duty and service to the historic and new residents, businesses and communities that make Charlotte and Mecklenburg County one of the top four destinations in the United States to live. I believe in sustainable growth that accomodates both old and new, engages all stakeholders including the municipalities of Huntersville, Cornelius, Davidson, Pineville, Matthews and Mint Hill and ensures that all concerns are heard and noted in the planning process.

Have you attended a meeting of the advisory board(s) to which you are applying?

☒ Yes ☐ No

Hours Per Month Available for Position

15-20

How did you learn of the vacancy? *

☒ Other

If you answered other - Where did you learn of this vacancy?

Recommendation of board Chairman.

[Brian_Foley_Resume_-_Mecklenburg_County_Planning_Commission_2024.pdf](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Brian Foley

Board Specific Questions

BRIAN P. FOLEY

213 Cooper Drive
Charlotte, NC 28210

704-589-1972
foley_brian@outlook.com

EXECUTIVE PROFILE

Senior Executive with 30+ years of experience leading and developing strategic initiatives that drive operational success in accountability, community engagement and relationships, community development and growth. A collaborative leader experienced in building and directing top-performing operational teams in a variety of roles including operations, facilities, budget, procurement and media relations. History of trust, transparency high-level project management, strategic planning, compliance and accountability, process improvement, and implementation. Critical analyst adaptable to roles across an organization to provide solutions, achieve goals, maximize effectiveness of service and improve quality of life for residents, businesses and community stakeholders.

AREAS OF EXPERTISE

**Operations Management Project Management Organizational Effectiveness Risk and Crisis Management
Change Management Strategic Planning Logistics and Procurement Government and Media Relations
Workflow and Process Streamlining
*City of Charlotte Community Relations Award Winner
CMPD Employee of the Year Award Winner***

PROFESSIONAL EXPERIENCE

CITY OF CHARLOTTE, CHARLOTTE-MECKLENBURG POLICE DEPARTMENT, Charlotte, NC 2023 - 2024
Consultant, Project Management (Self-Employed)

- Project Lead and direct report to Chief Executive for special organizational event. Developed and implemented full plan, timeline, work products, established teams and resources, conducted corporate partner fundraising and sponsorships. Designed and produced logotypes, marketing materials, internal and external communications. Successfully conducted week-long series of events for over 2,000 people including creation of a remote-site exposition. Completed 12-month project in under five months.

CHARLOTTE-MECKLENBURG POLICE DEPARTMENT, Charlotte, NC 1992 - 2023
Major (Retired)

Community Relations and Engagement

- Directed operations for significant region of Charlotte/Mecklenburg County for 15+ years to reduce crime, enhance public trust, build relationships and provide transparent communications regarding policy, procedures and develop deep, mutual and collaborative outcomes that resulted in quality of life improvement.
- Worked with CMS schools and University of North Carolina at Charlotte to develop skill-based training opportunities for youth and students to provide new and positive career and life pathways, especially in high-crime and high-poverty areas such as Hidden Valley and University City.
- Worked with non-profit organizations such as Center City and University City Partners to formulate solutions for issues surrounding significant growth and gentrification. Focused on public health and

safety, transportation and small business opportunities. Created corporate partnerships for job creation and income equity for communities in and outside the geographic scope of responsibility.

Project Management and Strategic Planning

- Managed plan/build of multiple standalone operation facilities for 100+ employees in coordination with City and County Facilities Construction Divisions in 1997, 2004, 2016, 2019, 2020.
- City of Charlotte (Blue Line) Light Rail and Interstate 85 North and South Bridge project lead for organization, planned and directed transportation, security, material movements for two major infrastructure projects 2016-2018.
- Certified (Prosci) Change Manager assisted Chief Executives with creation, development and documentation of annual Strategic Operations plans for 10 years. Directed executive-level planning sessions, created educational and internal communications including document and video messaging.
- Directed weekly progress meetings for key business units, assessing work results and directing resources to address needs and make improvements. Provided regular written timelines and data-driven synopsis to Chief Executives measuring work products and success.

Communications/Media/Political Engagement

- 10+ years experience with press and media conferences, standup interviews. Extensive experience as external spokesman for agency. Developed customer service initiatives to improve customer service interactions, reduce wait times, and increase public satisfaction with services and employees.
- Internal spokesperson for training, and internal communication videos, rollouts of major institutional changes including systems and technology, strategic plan implementation. Created and executed in-person, print, email, and video messaging/delivery.
- Experienced in working with C-suite executives on collaborative projects and strategic planning. Developed cross-functional teams across organizational functions/silos to ensure implantation of plans and strategy goals are clearly understood.
- Liaison to Chief of Police with City Council, County Commission including direct reporting and meeting representation to City Manager and Mayor/Commission Chairman.
- Liaison to corporate clients and governmental agencies such as Charlotte Airport Authority, Charlotte Area Transit System. Partnership lead with Bank of America, Ally, Wells Fargo, Electrolux, TIAA for information sharing / crisis management.

Operations Management

- 20 years of continuous supervisory and management advancement to Senior Executive level.
- Direct oversight and Executive management of daily operations for five Key Business Units of 100+ employees and managers.
- Directed 24-hour operations, business continuity for organization, including critical infrastructure, staffing, work products, data analysis and customer service.
- Led response to critical incidents, managing deployment of personnel, resources, and communication. Led media communications response for organization at events.
- Vertically integrated problem solving and accountability from Chief Executive to front line employees. Extensive history of community support and practical application of operations that integrated citizens, neighborhood, small business, government, and corporations to establish trust and ensure transparency of Department operations and clear communications.
- Created and maintained high level relationships and trust through in-person and written communication including as a direct representative of the Chief Executive with emphasis on transparency and accountability.

Policy, Crisis and Risk Management

- Evaluated and implemented significant technology upgrades for the organization over 20 years; including development/integration of records management and auditing systems.
- Directed the organizations' Data Analysis group, evaluating and distributing information, critical data, and analysis, with 24 hour real-time reporting to Executives and end users.
- Executed daily review and analysis of data, reports, and video to evaluate employee performance, reduce liability/risk and ensure legal, regulatory and policy compliance for 500+ employees.
- Researched, wrote and assisting in developing Standard Operating Procedures, internal regulations, and guidelines for multiple organization groups.
- Managed and responded directly to critical incidents with significant public impact and media exposure. Audited, reported, and evaluated response, creating after-action reports to improve performance.
- Worked with Chief Executives and Public Information Office to respond to media inquiries, external inquiries and provide clear analysis of situations (what/why/how) for decision making by Chief Executives.

Personnel Management

- Servant leadership for 500+ employees over multiple remote business centers, including resource, budget, facilities, staffing, planning and policy development.
- Maintain and support staff recruitment, selection, orientation, and training. Ensure employees have healthy working environment and establish personal growth opportunities for team members. Mentor and develop personnel for advancement, growth, and succession planning.
- Prosci-certified Change Manager with 7+ years of experience in organizational analysis, strategic assessment, vision planning/development, drafting and rollout.
- Implemented customer service initiatives in every assigned role with emphasis on knowledge, skills, abilities and positive performance recognition at individual and team levels. Ensured managers were accountable for employee performance documentation, providing opportunities through education and mentoring for improvement.
- Executive sponsor of organizations LGBTQ+ committee from 2012-2023, engaging employees to build a framework for legitimacy, trust and respect. Assisted with policy drafting, recommendations and plans for recruitment and retention.

Extensive experience in development, application and reporting of GIS mapping and data. Including the Quality of Life Explorer

**MS Office Suite (Excel, Visio, SharePoint), Genetec, Salamander, MUNIS, GEAC
BA Political Science, University of North Carolina at Chapel Hill**

Statement to Applicants

Profile

Which Boards would you like to apply for?

Charlotte-Mecklenburg Planning Commission: Submitted

David
First Name

Gilman
Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

N/A

davidgilman1@gmail.com
Email Address

14805 Asheton Creek Dr
Home Address

Charlotte
City

NC
State

28273
Postal Code

What Mecklenburg County District do you live in? Please verify below. *

☒ 2

How long have you been a resident of Mecklenburg County? Please include months, or years.

7 years

My age range is (please select one): *

☒ 30 to 45

Ethnicity *

☒ Caucasian/Non-Hispanic

Gender *

☒ Male

Interests & Experiences

Education

University of Nebraska Omaha - BA Business Administration

Aidentified LLC

Employer

Software Engineer

Occupation

Business and civic experience

I've worked as a software engineer for several Charlotte-based companies in the time I've been in Charlotte. I'm also an organizer of the Charlotte Python user group, a community group for new and experienced users of the Python programming language. For a summary of my career experience please view my LinkedIn profile at <https://www.linkedin.com/in/davidgilman1/> .

Area of expertise and interests/skills

Zoning, transportation, local economy

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

no

Why are you interested in serving on the board(s) to which you are applying?

Proper planning prevents poor performance! If Mecklenburg County is unable to prepare for the changing business and land use demands of the future there are cities in and outside of North Carolina that can gain from Charlotte's loss.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

10

How did you learn of the vacancy? *

☒ Social Media

[gilman_resume_3_28.pdf](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

David Gilman

Board Specific Questions

David Gilman

davidgilman1@gmail.com | (402) 541-2477

<https://www.linkedin.com/in/davidgilman1/> | Open Source: https://github.com/dgilman/about_me

Aidentified LLC

(Remote)

Senior Software Engineer

September 2021 -

- Served as the engineering owner of all REST APIs including APIs consumed by SPAs and APIs sold as a business-to-business product. Implemented new feature requests, planned and implemented new API products, fixed bugs and provided customer support for all APIs. Provided mentoring, guidance, code review and product planning for a team of API engineers.
- Served as the scrum master for two engineering teams. Oversaw all Agile processes and collaborated with product design to plan work.
- Used the Elasticsearch, AWS Lambda, AWS Aurora, Django Rest Framework, Auth0, PySpark, Luigi, JIRA and Terraform technologies.

Torqata

(Remote)

Senior Software Engineer

May 2020 - September 2021

- Served as the backend API architect for a new product. Used the FastAPI framework, its asynchronous functionality, PostGIS and Python GIS libraries, Kubernetes, Jenkins, and GKE technologies.
- Implemented new ETL pipeline functionality and improved the quality of the pipeline's output, performance and stability.
- On a different event-driven ETL pipeline implemented and troubleshooted microservices in Kubernetes.
- Used the Airflow, Pandas, Google Cloud, BigQuery, Google Cloud Functions, Redis, Terraform and PostgreSQL technologies.

LeanTaaS

Charlotte, North Carolina

Senior Software Engineer - with responsibilities of Data Engineer and Backend Architect

November 2018 - April 2020

- Implemented major functionality in the iQueue for Clinics backend REST API.
- Served as the owner of the backend API layer and its relational schema and the subject matter expert on Python, Flask, PostgreSQL, SQLAlchemy, Docker and our build system.
- Refactored a user-facing part of the iQueue for Clinics application into AWS Lambda, cutting total run time for a critical process from 50 to under 10 seconds. Designed and implemented a domain-specific library for interacting with Lambda.
- Mentored junior and senior developers across the organization in Python and SQL.
- Wrote the style guide for the team's Python code.
- Designed and implemented a domain-specific testing framework in Python.
- Contributed to DevOps, build and infrastructure work as necessary.
- Implemented new functionality in the data warehouse.
- Advised the data engineering team as a PostgreSQL expert, helping with database design and query optimization.

Charter Communications

Charlotte, North Carolina

DevOps Engineer

April 2017 - November 2018

- Designed and implemented a continuous integration system for an organization of 30 engineers with 50 Go microservices, two front-end Node.js applications, one back-end Node.js application and one back-end PHP application.
- Rewrote a critical reporting system to use Python and SQLite. The rewritten system cut down on the report's required human interaction, improved its reliability, improved observability with ChatOps logging, reduced the report's runtime by hours and enabled decommissioning of an unsupported Windows server.

CSG International

Omaha, Nebraska

Technical Support Engineer II, Middleware Operations

July 2014 - March 2017

- Moved application configuration into source control, wrote automated tests for application validation and automated the entire release deployment process.
- Successfully managed a product support takeover from another internal team.
- Implemented and maintained several internal web apps in ASP.NET MVC.

directEDGAR

Omaha, Nebraska

Software Engineer

Summer 2012 - Fall 2013

- Added new functionality to the Extraction Engine desktop software. Used Python and the wxWidgets toolkit.

EDUCATION

University of Nebraska Omaha

Omaha, Nebraska

Business Administration

May 2014

Statement to Applicants

Profile

Which Boards would you like to apply for?

Juvenile Crime Prevention Council: Submitted
Charlotte-Mecklenburg Planning Commission: Submitted
Town of Huntersville Planning Board: Submitted

Walter
First Name

Gobble
Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

N/A

tgobbleuf@gmail.com
Email Address

15700 Mac Wood Road
Home Address

Huntersville
City

NC
State

28078
Postal Code

What Mecklenburg County District do you live in? Please verify below. *

☒ 1

How long have you been a resident of Mecklenburg County? Please include months, or years.

20

My age range is (please select one): *

☒ 46 to 55

Ethnicity *

☒ Prefer not to Answer

Gender *

☒ Male

Interests & Experiences

Education

B.A. Sociology

FNA America

Employer

Vice President of Sales

Occupation

Business and civic experience

20+ years as community volunteer coach at Lake Norman Charter, Hough High School, Town of Cornelius Parks and Recreation

Area of expertise and interests/skills

Strategy and business development Youth Mentoring Veterans Services

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

I would like an opportunity to serve my community, help people see how amazing it already is and do my part to make it a better place to live for everyone.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

10

How did you learn of the vacancy? *

☒ Mecklenburg County Website

[Terry_Gobble_Resume_10.1.2023.docx](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Walter Gobble

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Walter Gobble

Board Specific Questions

TERRY GOBBLE

Huntersville, NC ▪ 704.340.6000 ▪ tgobbleuf@gmail.com ▪ [linkedin.com/in/terrygobble](https://www.linkedin.com/in/terrygobble)

EXECUTIVE LEADERSHIP | BUSINESS GROWTH & TRANSFORMATION | STRATEGIC VISION

Developing and executing effective sales strategies that quickly expand growth and build sustainable success through transformational leadership efforts.

Driven, award-winning, and influential Sales Leader with extensive experience in building new divisions and leading high-performance teams to drive exceptional business growth. Experienced in delivering multi-million-dollar revenues through partnerships with Fortune 500 organizations. Relationship development champion, building rapport with top leaders at well-known companies, retaining accounts throughout tenure and winning deals over established competitors to increase market share. Strong contract negotiation skills with the ability to influence and guide decision-making in collaboration with other functions and company leadership. Facilitates strategic product development to achieve customer needs and generates viable solutions.

Brands & Product Presence Opportunities have included: Energizer, Disney, GE, Philips, Marvel, Universal Studios, and more!

**Team Empowerment | Retail Strategy | Product & Business Development | Executive Partnership Development
C-Suite Presentations & Public Speaking | Portfolio & Pipeline Management | Award-Winning Consultative Sales
Contract Negotiation | Go-to-Market Strategies | Brand & Channel Strategy | Social & Emotional Intelligence | Operations**

Professional Experience

JASCO PRODUCTS ▪ Oklahoma City, OK ▪ 2016 to Present

Home electronics, lighting, and consumer products organization producing 5K+ items with ~500 employees

Vice President of Sales

Manage a team of 8 while focusing on delivering on sales targets and maintaining relationships with major customers. Oversee budget and improve margins by 13% while supporting company S&OP initiatives with internal operational partners.

- *Lead implementation of customer engagement strategies including full ownership of developing growth categories with established customers. Identify and develop relationships at the C-Suite level with retail customers that strengthen relationships and drive growth.*
- *Developed strategies to deliver financial plans on sales and margin targets including analyzing sales and productivity of items to impact results and create action plans.*
- *Led initiatives and channel strategy to improve brand diversification on products sold to customers from 75% licensed/25% company owned brands to 75% company owned brands/25% licensed brands, reducing the dependency on external license agreements, improving profit margin, and leading to the growth of company brand portfolio.*
- *Instrumental in implementing multiple price increases, including being faced with economic pressures from shipping and raw materials from suppliers due to Covid-19, ultimately getting retailers to absorb price increases 3x while maintaining strong relationships.*
- *Actively participate in S&OP process improvement strategies and establishing metrics that drive efficiencies and profitability.*
- *Achieved Sales Leader of the Year in 2017 out of 40 leaders.*
- *Oversee cross functional teams of ~20 people to launch new businesses while playing a key part in marketing campaigns, brand strategy, new brand development, product development, and business growth efforts.*
- *Currently listed on 2 USPTO applications for utility and design innovation in lighting product.*

"Terry was the standard by which I measured my vendor partners; he is analytical and strategic in his approach and adaptive to the everchanging needs of an omni-channel organization. He is also adept at learning the needs of the end user and maintaining strong relationships across multiple cross-functional teams."

- Mark B., National Accounts Director

GLOBE UNION / GERBER PLUMBING PRODUCTS ▪ Chicago, IL ▪ 2013 to 2016*Export division with a primary focus on shipping toilets and plumbing goods to major retailers.***Director of Sales**

Managed new OEM/ODM customers in addition to Lowe's account and oversaw 1 direct report with dotted line responsibility for team of sales support services. Responsibilities include sales growth, P&L ownership, and margin profitability targets. Transformed the department by re-aligning departmental relationships with customers and developing go-to-market strategies for new products.

- *Leveraged partnerships with multiple customer merchandising divisions to identify market gaps and top selling items in order to develop coordinating products in plumbing department that grew sales 25% above forecast.*
- *Launched 2 new brands with 1 being with an OEM partnership factory to take over through relationships and price evaluations, and the other brand with retailer that created faucets under a brand they owned.*
- *Led deep product development efforts and implemented best practices for working with all customers as a cohesive unit between the sales team and design team as part of development process.*
- *Responsible for reviving strong international plumbing manufacturers private label import program with ODM and Home Center Customers through strategic redirection, product development, and relationship building.*
- *Managed internal Global ISS (International Sales Support) team of 4 in China, on national account initiatives consisting of Product Development, Business Analyst, Inventory and Replenishment Manager, Packaging Support Team, and Customer Service.*
- *Accelerated the private label import program to drive top-line revenue improvement with annual sales increasing 52% YOY for 2015 and 36% over budget in 2015.*

PRIMO WATER & PRODUCTS CORPORATION, INC. ▪ Winston-Salem/Huntersville, NC ▪ 2006 to 2013*Organization focused on making water dispenser appliances and bulk water (5 gallon bottles), currently operating with 3K employees.***Director, National Accounts – Hardware, Grocery and Office Channel**

Managed multiple retail accounts, sales, rep agents, and operational audits of suppliers with a contracted sales team. Integral to building the business for the brand new company launching it's 1st retail program nationwide.

- *Led the largest account and support of company initiatives in support and preparation for IPO Launch.*
- *Successfully led and launched the Office Channel, achieving a nationwide rollout in 6 months after taking over the role.*
- *Built and launched 2 new home appliance programs including the water dispenser and personal softdrink machine programs. Presenting the water dispenser strategy to sell to Lowe's resulted in entire chain rollout within two years, replacing Whirlpool as the sole supplier and earning 70% retail market share overall.*
- *Revived the Target \$10M program at retail, by reviewing the line review process and cost to salvage relationship, as well as correcting the strategy.*
- *Managed Walgreens and CVS programs, obtaining new accounts and getting price increases while running multiple promotions, allowing for sales success during an economic downturn.*

"Terry led the team that managed the Lowe's account, one of Jasco's highest visible and strategic partners. Terry led the business to growth year after year and went as far as jumping in and designing the in store assortment bays. Terry is never afraid to 'roll his sleeves up'. Terry consistently worked with product development, marketing, engineering, and other departments to ensure his customer's goals as well as Jasco's company vision were achieved."

-Chad L., VP Sales & Marketing

Early Career:

National Account Manager at EB Display Company, Inc., Director of Interior Fashion Lighting at Vast Marketing, Inc., and Regional Account Manager (Builder's Division)/District Sales Representative at Hunter Fan Company, Inc.

Military Experience:

United States Navy, Honorable Discharge (Good Conduct Medal/National Defense Service Medal/Secret Clearance)

Education

UNIVERSITY OF FLORIDA ▪ Bachelor of Arts

Statement to Applicants

Profile

Which Boards would you like to apply for?

Charlotte-Mecklenburg Planning Commission: Submitted

Victor O Holloway
First Name Middle Initial Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

N/A

holloway.victor28@gmail.com
Email Address

7432 Edenbridge lane
Home Address

Charlotte NC 28226
City State Postal Code

What Mecklenburg County District do you live in? Please verify below. *

☒ 5

How long have you been a resident of Mecklenburg County? Please include months, or years.

15 years

My age range is (please select one): *

☒ 46 to 55

Ethnicity *

☒ African American

Gender *

☒ Male

Interests & Experiences

Education

MBA-GeorgeTown University (Finance) BA-University of Richmond (International Business)

LenDRgroup Consulting

Employer

CFO

Occupation

Business and civic experience

See Resume

Area of expertise and interests/skills

See Resume

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

no

Why are you interested in serving on the board(s) to which you are applying?

I would like to contribute to the future vision and direction of the community.

Have you attended a meeting of the advisory board(s) to which you are applying?

☒ Yes ☐ No

Hours Per Month Available for Position

10

How did you learn of the vacancy? *

☒ Word of Mouth

[Board_resume_revised.doc](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

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☐ Yes ☒ No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Victor Holloway

Board Specific Questions

VICTOR HOLLOWAY, MBA

(240) 752-5068 | holloway.victor28@gmail.com | www.linkedin.com/in/victor-holloway-m-b-a-552101a1

NON-EMPLOYEE BOARD OF DIRECTORS MEMBER

*Visionary and ambitious **Non-Employee Board of Directors Member and Business Executive** possessing extensive experience serving as an advisor, strategist, and influential leader within the business community. Showcases deep entrepreneurial abilities when steering start-up and established enterprises to achieve strategic missions, visions, and goals. Skilled in refining and shaping a compelling growth vision with the ability to breakdown a company's financial health and form a stable capital structure to support sustainable growth. Adept in stewarding a company's intellectual property and brand image by implementing a robust risk assessment system. Displays industry-specific competitive advantage acumen, including an understanding of value creation levers.*

CORE COMPETENCIES

Executive Leadership ~ Subject Matter Expert ~ Strategic Business Partner ~ Entrepreneur
Business Formation, Scale & Exit ~ Global Business Acumen ~ Corporate Governance
Risk Management ~ Turnaround & Transformation ~ Start-Up & Established Companies
Business Development ~ Financial Oversight ~ Strategic Decision Making ~ Consultant & Advisor

BOARD EXPERIENCE

- **Board of Directors, Urban League of Central Carolinas**
 - **Head of School Advisory Board & Board of Directors, Charlotte Christian School**
 - **Board of Directors, Mecklenburg County Boy Scouts**—Former Chair of the Finance Committee
 - **Board of Directors, Florence Crittenton Services**—Former Chair of New Initiatives
 - **Former Member—Board of Directors, YMCA Camp Thunderbird**—Former Chair of the Finance Committee
-

CAREER EXPERIENCE

LenDRgroup Consulting, Charlotte, North Carolina

Chief Financial Officer & Co-Founder

2019 – Present

Transitioned to serve as full-time CFO in early 2023 and develop the next generation of how healthcare practices obtain loans and lending options. Leads a team of specialized consultants to understand and address the unique and individual needs of dental, veterinary, and medical professionals, helping achieve successful practice management. Offers streamlined lending solutions to meet needs, expand practices, procure equipment and resources, and more.

- Delivers healthcare finance and business lending and consulting solutions to start-up and established practices while also helping healthcare professionals who are in search of an exit strategy; supports all facets of the medical arena, from Residency to Practice Transitions and everything in between.
- Enables a new age of independent medical practitioners to harness the power of lending opportunities that break the mold when compared to traditional avenues.
- Acts as an advisor, strategist, and influential leader in driving business lending initiatives and steering healthcare practice organizations and their leadership to achieve their targeted goals and missions.
- Architects and executes upon scalable solutions while providing a sounding board to healthcare practice leadership; offers guidance on lending opportunities and other business recommendations that enable practice growth and improved decision making to occur.
- Identifies, cultivates, and grows relationships with practitioners and strategic stakeholders.
- Brings together a team of accounting, legal, financial, construction, real estate, equipment, and strategic planning experts who only work within the healthcare field to simplify practices and allow practice owners to focus on their patients, while ensuring future goals are met and achieved.

The Medicus Group, Charlotte, North Carolina**Founding Partner****2008 – 2023**

Launched and built The Medicus Group from the ground up by developing strategic relationships with high-earning medical and dental industry professionals and established key partnerships with other cross-functional strategic consultants. Partnered with best-in-class members of the medical community to identify and execute growth strategies that build long-term value. Oversaw day-to-day management across all business areas and directed firm operations while championing the objectives and needs of clients and ensuring goal achievement.

- Served clients in 48 states; successfully built 980+ client relationships during tenure.
- Assessed existing financial vehicles related to life insurance, disability insurance, and more; ensured proper coverage and offers recommendations where appropriate.
- Conducted audits of financial situations in comparison to current personal and professional conditions and lifestyles.
- Consulted on business succession planning, buy-sell agreements, and other business situations.
- Developed enterprise-level business solutions for medical groups and organizations of all sizes.
- Instituted recruitment and retention strategies that aid in the attainment of business goals.
- Created targeted tactics and roadmaps for exit and key-man planning.
- Devised, recommended, presented, and implemented employee benefits plans.
- Assisted medical and dental professionals in securing important lending and other forms of funding.
- Showcased unique knowledge of the medical and dental industries when creating individual solutions and delivering support.
- Operated in a value-added capacity with strategic partners; boosts and strengthens key business relationships to guarantee long-term retention and client loyalty.

ADDITIONAL PROFESSIONAL EXPERIENCE

Pepco Holdings, Washington, DC
Senior Business Analyst

2003 – 2008

EDUCATION

Executive Leadership Program, *In Process*
 Harvard Business School, Cambridge, Massachusetts

Master of Business Administration in Finance, 2008
 Georgetown University, Washington, DC

Bachelor of Science in International Business, 2004
Bachelor of Arts in Marketing, 2004
 University of Richmond, Richmond, Virginia

HOBBIES

- **Adventure Seeker:** Motivated by the desire to travel, experience new places, and explore the world—and has visited 23 countries.
- **Art Patron:** Supports the arts in the community and has started to amass a personal collection for enjoyment and investment purposes.
- **Automobile Enthusiast:** Showcases a considerable passion for cars and takes pleasure in the design, performance, and engineering of automobiles, ranging from vintage to high-tech.
- **Gastronome:** Possesses a deep love and interest in fine dining and high-quality cuisine. Enjoys exploring new recipes and flavors.

Statement to Applicants

Profile

Which Boards would you like to apply for?

Charlotte-Mecklenburg Planning Commission: Submitted

Evan	H	Kettler
First Name	Middle Initial	Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

N/A

evan.kettler@gmail.com
Email Address

100 North Laurel Ave	#104
Home Address	Suite or Apt

Charlotte	NC	28207
City	State	Postal Code

What Mecklenburg County District do you live in? Please verify below. *

☒ 4

How long have you been a resident of Mecklenburg County? Please include months, or years.

42 yrs

My age range is (please select one): *

☒ Over 55

Ethnicity *

☒ Prefer not to Answer

Gender *

☒ Male

Interests & Experiences

Education

BA, American Civilization - University of Pennsylvania (concentration in history, architecture and literature)

self - Kettler StrategyWorks
Inc (President)

Employer

also worked with me on
their plans to exit or sell
their businesses.

Occupation

Business and civic experience

Current board memberships: -- Elizabeth Community Association (VP ECA, Chair Land Use & Development) -- Laurel Ridge Condominiums HOA (Chair) Past board memberships: -- Metrolina Regional Scholrs' Academy (Chair) -- NC Association for Gifted & Talented -- ChristianSteven Software I have extensive business, leadership and board experience, in both the for-profit and nonprofit sectors. I also have a solid track record of resolving conflict, building consensus and strategic initiatives. I want to use my talents to benefit this city that has been my home for many years. For the last five years, I've been engaged in or leading land use and development efforts on behalf of the Elizabeth Community Association and the Elizabeth community. In that time, I have worked with community members, developers, a land use team of up to ten people, attorneys, City staff, leadership and Council. I have also led the ECA transportation committee and continue to work with CDOT on a regular basis. In that role, I worked with City leadership and the community to address various challenges that arose during the Gold Line phase II construction project. I would add that I have also lived in or near Philadelphia, New York City, Boston, Washington DC and Los Angeles, with significant travel to San Francisco and Orange County in California. There are many lessons to be learned from other places, positive and negative.

Area of expertise and interests/skills

-- Land use & development -- Long range strategy -- Business & finance -- Organizational development, especially when dealing with growth

Additional Comments

Serving on the Planning Commission would allow me the opportunity to apply much of what I have learned to the complex challenges facing Charlotte and Mecklenburg County. It would be a privilege to serve and contribute.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

Charlotte and Mecklenburg County have grown and will continue to grow. I believe that zoning and land use are critical issues in the healthy evolution of a metropolitan area, and would like to apply my skills and experiences to these challenges. I have a special interest in the housing and infrastructure that are needed to support growth, and in collaborating for positive development that addresses future needs while also recognizing current realities. I believe that each of us should give back to the community and serving on the Planning Commission would be the best use of my skills and experiences.

Have you attended a meeting of the advisory board(s) to which you are applying?

☒ Yes ☐ No

Hours Per Month Available for Position

30

How did you learn of the vacancy? *

☒ Other

If you answered other - Where did you learn of this vacancy?

Current commission members

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☒ Yes ☐ No

If you answered yes to the question above, please explain.

My term as an officer and board member of the Elizabeth Community Association will conclude in October 2024. If that were to pose a conflict upon appointment to the Planning Commission, I would resign my position with the ECA.

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Evan H Kettler

Board Specific Questions

Statement to Applicants

Profile

Which Boards would you like to apply for?

Board of Equalization and Review: Submitted
Charlotte-Mecklenburg Community Relations Committee: Submitted
Charlotte-Mecklenburg Planning Commission: Submitted

Michael	T	Nellums
First Name	Middle Initial	Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

n/a

mtnellums1971ny@gmail.com

Email Address

7013 Advocator lane

Home Address

Charlotte	NC	28216
City	State	Postal Code

What Mecklenburg County District do you live in? Please verify below. *

☒ 1

How long have you been a resident of Mecklenburg County? Please include months, or years.

37 years

My age range is (please select one): *

☒ 46 to 55

Ethnicity *

☒ African American

Gender *

☒ Male

Interests & Experiences

Education

Bachelors Degree (Business Administration, concentration Management) Eastern Oregon University Graduated 2015 Masters Degree (Business Administration, concentration Entrepreneurship) Strayer University Graduated 2019

Wells Fargo Bank

Employer

Project Manager

Occupation

Business and civic experience

Employee Resource Network, working with community to highlight events in history. Hosted Holocaust Event 2010 Faith-Based community outreach

Area of expertise and interests/skills

Community outreach, poverty initiative, homelessness initiative, Equity and inclusiveness

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

no

Why are you interested in serving on the board(s) to which you are applying?

Charlotte-Mecklenburg Community Relations Committee Board of Equalization and Review
Historic Landmarks Commission Charlotte Mecklenburg Planning Committee Library Board of Trustee's

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

20

How did you learn of the vacancy? *

☒ Mecklenburg County Website

[Michael_Nellums_2023_resume.pdf](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Michael T Nellums

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Michael Troy Nellums

MICHAEL T. NELLUMS

(980) 229-6604

mtnellums1971ny@gmail.com

Analytical, organized and detail-oriented Project Manager. Experienced in the areas of Banking that include but not limited to Operations, Marketing, Utility Services, Audit, Customer Service, Project management, Group Portfolio Delivery, Change Management, Agile, Scrum, Linguistic Translation workflow, Client Management, Frontline Management, Regulatory Compliance and Risk. Collaborative team player that possesses leadership ability with a track record of delivering the highest quality at the highest level that will help enhance a business overall objectives.

EXPERIENCE

2022- PRESENT

CHANGE IMPLEMENTATION CONSULTANT

WELLS FARGO, CHARLOTTE, NC

- Participated in complex initiatives for Integrated Receivables within Global Treasury Management.
- Implemented opportunities for new processes to support enterprise requirements within change implementation.
- Reviewed financial transfers, data mapping and account movement while maintaining independent judgement as it relates to strategic initiatives that impacted multiple banking systems.
- Participated in process and product improvement.
- Applied project management methodology to facilitate complex implementations.
- Established timelines and tracking to monitor ongoing project performance.
- Provided recommendations for improvement to all levels of management regarding the overall client onboarding and payment management process.
- Participate in Sprint meetings to share project initiatives, health and overall performance.

2019 TO 2022

PROJECT MANAGER

WELLS FARGO, CHARLOTTE, NC

- Led and participated in Large efforts to independently manage sub-program components of moderate complexity under the purview of the program manager.
- Influenced sponsors and stakeholders to promote success of project prioritization and obstacle management.
- Incorporated business organizational systems knowledge and navigation to anticipate change impacts ensuring full understanding of project impacts and comprehensive engagement strategies.
- Performed all usual duties of a project manager in accordance with policy, methodology and enterprise change management. This includes but not limited to need identification, resource requirements, project dependencies, planning progression, financial management, status reporting, prolific effective communication, ongoing risk

assessment, adaptation, appropriate escalation strategies and implementation.

- Incorporated regular and appropriate consultation with business and other stakeholders to validate project trajectory and project performance feedback throughout the project lifecycle.
- Served as Enterprise Change Management and Group Portfolio Delivery liaison for Audit Line of Business to ensure adherence to enterprise change management Methodology.
- Identified and communicated with project sponsor's, Subject Matter Experts, Stakeholders, project roles for larger project efforts to achieve project objectives in accordance with GPD policies and procedures.

2015 – 2019

LOCALIZATION PROJECT MANAGER

WELLS FARGO, CHARLOTTE, NC

- Led Enterprise Technology & Governance linguistic projects that consisted of Translations from English to Foreign language, foreign language to English
- Provided training/guidance to internal translation requestors regarding the translation workflow process.
- Provided regular reporting that included the following: Linguistic error reporting, Business status reporting, project scope and trajectory reporting.
- Provided updates to brand standards that related to linguistic updates, Project language choice and final deliverable execution.

2008 – 2015

CLIENT SERVICES CONSULTANT

WACHOVIA BANK, CHARLOTTE, NC

- Executed quality assurance testing to commercial clients to reduce overall operating fees.
- Interfaced with foreign and domestic clients to help reduce their financial banking liability.
- Assisted clients with problem resolution, conflict management relating to bank deposit preparation, faulty equipment and overall .
- Acted as liaison for bank management and third party vendors to ensure retention of bank relationship with third party vendors and other stakeholders was kept.
- Provided monthly financial reporting to bank management, third party, and additional stakeholders.

1998 – 2008

OPERATIONS ANALYSTS

FIRST UNION BANK, CHARLOTTE, NC

- Managed accounts payable cycle from invoice entry to payment
- Ensured proper coding of invoices prior to entry into the accounting system
- Audited employee expense reports.
- Ensured proper matching of purchase orders to invoices
- Ensured payments were made on time according to supplier terms and expectations
- Reviewed and approved requisitions and purchase orders
- Reconciled monthly statements
- Processed payments for customer refunds, employee reimbursements, and invoices
- Provided timely responses to employee inquiries
- Interfaced with other lines of business to ensure quick turn-around time for approvals
- Maintained company files to ensure enterprise audit guidelines were met.

1990 – 1998

OPERATIONS COORDINATOR

BB&T BANK, CHARLOTTE, NC

- Developed objectives, work schedules, and executed policies to enhance overall department protocols.
- Managed a team of 20 that include but limited to: coaching, training, performance management, policy enforcement, employee engagement and teamwork.
- Established quality standards and work procedures for staff guidance and adherence.

EDUCATION

GRADUATED: DECEMBER 2015

BACHELORS OF SCIENCE, BUSINESS ADMINISTRATION,
EASTERN OREGON UNIVERSITY GPA: 3.5

GRADUATED: DECEMBER 2019

MASTER OF BUSINESS ADMINISTRATION, DIGITAL ENTREPRENEURSHIP
STRAYER UNIVERSITY GPA: 3.8

Statement to Applicants

Profile

Which Boards would you like to apply for?

Charlotte-Mecklenburg Planning Commission: Submitted

Courtney N Rhodes
First Name Middle Initial Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

Courtney Nicole Taylor

courtneynrhodes@gmail.com
Email Address

6031 Graburns Ford Drive
Home Address

Charlotte NC 28269
City State Postal Code

Home: (404) 376-0959 Home: (404) 376-0959
Primary Phone Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 1

How long have you been a resident of Mecklenburg County? Please include months, or years.

12

My age range is (please select one): *

☒ 30 to 45

Ethnicity *

☒ African American

Gender *

☒ Female

Interests & Experiences

Courtney N Rhodes

Education

Thomas M. Cooley Law School - Juris Doctor (JD) and Legal Law of Masters in Tax (LL.M)
University of Georgia - Bachelor's in Political Science

Credit Karma

Employer

DEI Business Partner

Occupation

Business and civic experience

Have over 13 years in HR and Recruitment experience. Has served on the Women's Advisory board for Mecklenburg County years ago and currently serve on the Planning Commission and Zoning Committee for the City of Charlotte. In addition to my work on advisory boards, I have served as a fundraising and events Chair for the Black Political Caucus.

Area of expertise and interests/skills

Strong experience with reading and understanding law when it comes to zoning regulations Great skills interacting with the public and returning messages when they have questions/concerns about zoning issues. Ability to make informed decisions based on understanding the current political climate in Charlotte I enjoy going above and beyond when it comes to issues directly affecting the public

Additional Comments

I am reapplying to stay on the board because I fell below the attendance requirements. For the last 3 meetings, I had work requirements that did not allow me to make the meetings. My company is going through some unexpected changes and I was required to be present for those events. Unfortunately, it was at the same time as our meetings. In addition, one of our meetings days changed from Monday to Tuesday, which is a required in-office day. Plus, we had an all hands meeting that day, which was at the same time as our meeting. I don't foresee this being a continued problem as this time was an isolated case. Therefore, I would like to kindly request my reappointment to the board. It would be an honor to serve on the planning commission again. I've learned so much about our zoning concerns and better ways we can impact the community with proper planning. I would like to continue the work on the board as the county and city work through the planning issues. As a Mecklenburg County and city of Charlotte resident, I feel that it is my duty to make sure that we continue to tweak the 2040 plan to better align with our future needs.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

Yes. Planning Commission 2020 to current Women's advisory board 2016 to 2018

Why are you interested in serving on the board(s) to which you are applying?

I am interested in serving on the Planning Commission board again because I would like to finish the work that I started with the 2040 plan. Now that the plan has been approved and the UDO is in action, there are issues that are arising that need to be resolved. In addition, I believe that there should be more communications with all local government entities so that we are not stepping on one another's toes. It should be everyone's goal to work cohesively and have the county and city of Charlotte's best interest. I believe we all want what's best but we have to do a better job of communicating with others to assure there are no side effects from making a decision for one government entity. This is the next step to make sure that the 2040 plan is a great blueprint for the next generation. It would be an honor to continue to serve and do the work.

Have you attended a meeting of the advisory board(s) to which you are applying?

☒ Yes ☐ No

Hours Per Month Available for Position

10

How did you learn of the vacancy? *

☒ Other

If you answered other - Where did you learn of this vacancy?

This is a reappointment application

[Rhodes_resume_HR.pdf](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Courtney Nicole Rhodes

Board Specific Questions

Courtney N. Rhodes, J.D., LL.M

404-376-0959 · courtneynrhodes@gmail.com

BUSINESS PARTNER LEADER

EXECUTIVE PARTNER | HR BUSINESS STRATEGY | RECRUITMENT PLANNING

Results-driven HR leader with extensive experience in HR portfolio management, governance, and strategic planning. Seeking to leverage expertise in aligning HR programs with organizational objectives as Sr. Manager, People Planning Strategy.

PROFESSIONAL EXPERIENCE

Intuit Credit Karma

DEI Business Partner July 2023 –Present

- Partner with program owners to align priorities with KPIs, OKRs, and metrics, establishing an integrated metrics reporting process through a diverse lens.
- Define and track success criteria and performance metrics for HR programs, managing the PSP scorecard and KPIs.
- Collaborate with internal stakeholders to identify program risks, impact, and mitigation plans, overseeing the creation and implementation of execution plans.
- Scope opportunities to develop new HR program manager and governance processes, driving solutions to root problems and ensuring alignment with organizational strategy.
- Drive clarity in complex issues and facilitate simplification across teams.

Sr. Executive Talent Acquisition Partner June 2022 –June 2023

- A leadership position that manages all Sr. Director and up openings within the organization
- Works closely with the Talent Acquisition VP and Head of HR to advise them on how to move forward with executive openings
- Manage search firms when utilized within a search, ensuring that all stakeholders are kept informed and up-to-date throughout the search process
- Created a process that assures new and prospective candidates receive “white glove” treatment during their candidate and onboarding process, resulting in a positive experience for the executives and the organization.
- Collaborating with departments such as diversity and inclusion and internal mobility to assure that executives understand our internal culture and policies

Microsoft

Sr. Legal Recruiter Consultant August 2021 –Present

- Manage full life cycle recruitment for Director and Sr. Director roles within the legal line of business and providing the “white glove” approach to each opening
- Manage full life cycle for the legal department’s executive staff and support staff
- Create a streamlined recruitment process for the hiring managers and/or Managing Counsel
- Meet with Managing Counsel and hiring managers to discuss diversity placement metrics and the hiring policies
- Prepared, reviewed, and submitted job folders to the HR compliance department for audit
- Attended weekly best practice meetings to discuss hiring trends and recruitment metrics for the law department
- Created a compensation recommendation analysis that included buyouts, sign-on, relocation, and six figures plus offers.
- Managed life cycle for legal support openings such as engineers, program managers, and government affairs just to name a few.

Lowe’s Home Improvement, Mooresville, NC

Sr. Supply Chain Recruiter July 2018 –Present

- Managed full life cycle recruitment for Director and Sr. Director roles within the Supply Chain line of business and providing the “white glove” approach to each opening
- Developed a diversity recruitment sourcing focus on senior leaders for Supply Chain that resulted in an increase in diverse candidate slates and hires within the line of business
- Participate in diversity conferences, continuing education events, and networking events to increase the diversity recruitment pipeline
- Weekly meetings with executive leaders and HR partners on sr. leadership hiring needs within the supply chain line of business
- Creating compensation analysis and recommendations that include executive relocation packages, large sign-on bonuses, equity buyouts, and six figure plus base salaries
- Manage outside recruitment with executive search firms that develop pipelines for specialized areas within Supply Chain
- Served as Black ERG’s founding TA Leader where we created the mission, goals, and developed programming that aligned with career development for Lowes’ black professionals that worked in corporate, at the stores, or in the fields.

Executive Recruiter Sept. 2017 –June 2018

- Managed the full life cycle recruitment process for all VP or higher for the organization • Met with hiring managers and interested EVPs and SVPs to discuss diversity placement metrics and the hiring policies
- Managed outside recruitment executive search firms that develop pipelines for specialized areas and expand bandwidth to our team

Wells Fargo & Co., Charlotte, NC

Sr. Recruiter Consultant, Law Department Jan. 2016 –Sept 2017

- Managed full life cycle for the legal department’s executive staff and support staff,
- Increased diverse hiring by 20% within the first year on the team
- Created a streamlined recruitment process for the hiring managers and/or Managing Counsel • Met with Managing Counsel and hiring managers to discuss diversity placement metrics and the hiring policies

OTHER PROFESSIONAL EXPERIENCE

Charlotte School of Law, Charlotte, NC

Assistant Director, Recruitment and Professional Development Sept. 2013 - Jan. 2016

Tower Legal Solutions, Charlotte, North Carolina Septt. 2011 – June 2012

HR Manager/Legal Recruiter

EDUCATION

Thomas M. Cooley Law School **Legal Law of Masters (LL.M.) Taxation**

Thomas M. Cooley Law School **Juris Doctor**

University of Georgia **Bachelor of Arts Political Science**

BOARD MEMBERSHIPS

Mecklenburg CountyPlanning Commission Member and Vice Chair of the Planning Committee (2020 to present)

University of Georgia SPIA Alumni Board of Director Member (2023 to present)

Leadership Charlotte Class of 45 Member (class complets in May 2024)

Piedmont Middle Science Olympiad Board of Directors in Logistics (2023 to present) Charlotte Agenda

Statement to Applicants

Profile

Which Boards would you like to apply for?

Audit Review Committee: Submitted
Charlotte-Mecklenburg Planning Commission: Submitted

John B Stroup
First Name Middle Initial Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

N/A

john@thestrourgroupp.com
Email Address

1336 Torrence Circle
Home Address

Davidson NC 28036
City State Postal Code

Mobile: (704) 517-7551 Home: (704) 655-2111
Primary Phone Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 1

How long have you been a resident of Mecklenburg County? Please include months, or years.

60 plus years

My age range is (please select one): *

☒ Over 55

Ethnicity *

☒ Caucasian/Non-Hispanic

Gender *

☒ Male

Interests & Experiences

John B Stroup

Education

BS from NC state University, various real estate courses-residential and commercial.

Self
Employer

Realtor
Occupation

Business and civic experience

Ran a Dairy Farm over 10 years and sold Real estate for 25 years plus -still selling

Area of expertise and interests/skills

Real Estate

Additional Comments

Working with buyers and sellers in the Real Estate industry for over 25 years. Primarily residential and to a lesser degree Commercial as well as vacant land.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

Farmland preservation committee back around 1986? Not sure of the year.

Why are you interested in serving on the board(s) to which you are applying?

This is an area I feel I have knowledge in and could contribute.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

20 hours per month.

How did you learn of the vacancy? *

☒ Other

If you answered other - Where did you learn of this vacancy?

serving on the Citizens Review Committee for the Tax assessor office

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

☒ I Agree

Signature of Applicant (Sign Your Legal Name):

John B Stroup Jr

Board Specific Questions




Mecklenburg County, NC

Charlotte-Mecklenburg Planning Commission

Board Details

The Planning Commission was established to make studies of resources, possibilities and needs of the City, particularly with respect to conditions which may be injurious to the public welfare and make plans for the development of Mecklenburg County, including the City of Charlotte but excluding all other incorporated towns in the County. To consider the desirability, from time to time, of the extension of the limits of Charlotte and when found desirable, to prepare and present to Council a program of extension with statement of the reasons for the same.

Overview


 **Size** 14 Seats

 **Term Length** 3 Year

 **Term Limit** 2 Terms

Contact

 **Name** Candice Rorie

 **Phone** (704) 336-2672

Additional

Qualifications

Persons serving must be a resident of Mecklenburg County. Appointed members must attend a minimum of 65% of all scheduled meetings in a calendar year and cannot miss three consecutive meetings. Failure to comply with attendance requirements will result in removal from the advisory board. Persons must attend 50% of each meeting in order to be counted present. Appointees must take an oath of office.

Advisory Board Details

The Planning Commission is a jointly appointed Board, administered by the City of Charlotte. There are 14 members on the Commission; the Board of County Commissioners appoints seven (7) members, the City of Charlotte City Council appoints five (5) members, and the Mayor appoints two (2) members. The Board of Education has two (2) positions to which they make recommendations, but with approval of one position by the Board of County Commissioners and the approval of one by the Charlotte City Council respectively. Members of the Planning Commission will be assigned to serve on either subcommittee; the Planning Committee or Zoning Committee.

Meeting Dates/Times

Monthly - 1st Monday at 12:00 p.m.

Meeting Location

Charlotte Mecklenburg Gov Center - 600 E. 4th Street Charlotte, NC 28202, Room 267

Time Commitment

24 hours per month

Stipend

Yes

Special Notes**Job Description**



Mecklenburg County, NC

Charlotte-Mecklenburg Planning Commission

Board Roster



Andrew Blumenthal

1st Term Sep 04, 2019 - Jun 30, 2024

Email ablumenthal711@gmail.com

Appointing Authority BOCC

Home Phone Home: (704) 618-1802

Address

620 Tremont Av
Charlotte, NC 28203



Douglas A Welton

1st Term Oct 02, 2018 - Jun 30, 2024

Email douglas_welton@einsteinslegacy.com

Appointing Authority BOCC

Home Phone Home: (980) 275-3805

Alternate Phone Home: (980) 275-3805

Address

5601 Murrayhill Rd
Charlotte, NC 28210



Ronnie J Harvey

1st Term Jul 01, 2021 - Jun 30, 2024

Email rjharvey.clt@outlook.com

No Recruitment

Home Phone Home: (704) 491-3535

Appointing Authority CITY COUNCIL

Alternate Phone Home: (704) 491-3535

Address

1117 Rollingwood Dr
Charlotte, NC 28217



Melissa Gaston

1st Term Jul 01, 2021 - Jun 30, 2024

Email melissagaston1@gmail.com

No Recruitment

Home Phone : (704) 890-5017

Appointing Authority MAYOR

Alternate Phone : (704) 333-0246



Terry Lansdell

1st Term Aug 03, 2022 - Jun 30, 2025

Email 937@noemail.com

Appointing Authority BOCC



Shana Neeley

1st Term Aug 03, 2022 - Jun 30, 2025

Email shana@findcharlotteproperty.com

Home Phone Home: (704) 778-8576

Address

11807 Carolina Blossom Lane
Pineville, NC 28134

Appointing Authority BOCC



Erin Barbee

2nd Term Jul 01, 2019 - Jun 30, 2025

Email ebarbee06@gmail.com

Home Phone : 7047733199

Address

3310 Davidson St
260
Charlotte, NC 28205

No Recruitment

Appointing Authority CITY COUNCIL



Clayton Sealey

1st Term Jul 01, 2022 - Jun 30, 2025

Email cltdevelopment1775@gmail.com

Home Phone : (704) 534-0186

No Recruitment

Appointing Authority CITY COUNCIL



Rebekah Whilden

1st Term Jul 01, 2022 - Jun 30, 2025

Home Phone : 8282426174

No Recruitment

Appointing Authority CITY COUNCIL

Category BOE



Rick Winiker

1st Term Nov 01, 2022 - Jun 30, 2026

Email rwiniker@winikerlaw.com

Home Phone Mobile: (704) 807-8223

Address

2121 Chesterfield Ave
Charlotte, NC 28205

Appointing Authority BOCC

Category BOE



Robin H Stuart

1st Term Sep 06, 2023 - Jun 30, 2026

Email robinstu@gmail.com

Home Phone Home: (973) 640-0415

Address

617 Brackenbury Ln
Charlotte, NC 28270

Appointing Authority BOCC



Theresa McDonald

1st Term Jul 01, 2023 - Jun 30, 2026

Email mcdonaldt43@gmail.com

Home Phone : (704) 236-9340

No Recruitment

Appointing Authority MAYOR



Courtney N Rhodes

2nd Term Sep 15, 2020 - Jun 30, 2026

Email courtneynrhodes@gmail.com

Home Phone Home: (404) 376-0959

Alternate Phone Home: (404) 376-0959

Address

6031 Graburns Ford Drive
Charlotte, NC 28269

Appointing Authority BOCC



Wil Russell

1st Term Jul 01, 2020 - Jun 30, 2026

Email wrussell@harmonconstsvc.com

Home Phone : (704) 421-3568

Alternate Phone : (704) 727-3491

Address

66001 Blue Sky lane
Charlotte, NC 28269

No Recruitment

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Alternate Phone : (704) 333-0246

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□

Erin Barbee

2nd Term Jul 01, 2019 - Jun 30, 2025

Email ebarbee06@gmail.com

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Vacancy

Appointing Authority BOCC