

Littleton Hockey Association
Meet the BOD Candidates 2026

DIRECTOR OF OPERATIONS

Name: Mike Kane

I had a player enrolled at LHA and/or 14ers for the 2025-2026 season: YES

I will have a player enrolled at LHA (Littleton Hawks or Colorado 14ers) for the 2026-2027 season: YES

Current Occupation: Attorney

Board of Directors Position you are applying for: Director of Operations

Professional Skills/Expertise (relevant to the board position): I currently own and operate Kane Trial Law, a personal injury firm in Castle Rock. I was previously a managing partner of a large law firm prior to opening my own business. I am a former US Marine officer and serve as an associate board member for a local veteran non-profit in Douglas County. Finally, last season I was a level representative for the 12U travel division at LHA.

Describe any previous volunteer experience within the association or in other organizations: Last season, I served as a Level Representative for the 12U travel division. That experience provided valuable insight into both the needs of LHA's families and the staff-level operations within the organization.

Do you have previous experience serving on a board or in a leadership position? (If yes, please describe): Yes, I am an associate board member for a non-profit serving local veterans in Douglas County. I own a business and previously held leadership roles within the military and prior jobs.

What unique skills or perspectives will you bring to the board and to this specific position on the board?: My current and prior professional experience provides a strong background in operational leadership. More importantly, my experience as a parent and Level Representative at LHA gives me a unique perspective into our membership and what's important to them. We've been with LHA since 2018 and my sons have played at almost every level within the organization.

Why do you want to join the Board of Directors? (Please provide a brief statement): When I volunteered for a Level Representative position last year, I wanted to get involved and (hopefully) provide value to not only the Association but to the parents, coaches, and managers

within LHA. Serving on the Board will allow me to provide that value to not only the 12U travel division but to the organization as a whole. My sons have played at the U8, Rec, B, and A levels at various points in the past 8 seasons. I would guess those levels comprise 90-95% of our membership. Being a parent within those divisions combined with my experience as a Level Representative last season gives me a unique perspective on the Board. LHA has provided me with lifelong friendships from people I've met along the way and more importantly it has helped develop my two sons into amazing young men. It sounds cliché, but I want to continue giving back while also being a voice and bringing a perspective of the families at every level within the Association.

What are your goals and vision for the association?: First, I think LHA is in great shape - both from a Board and Staff perspective. I worked directly with the Staff last season and was extremely impressed with their dedication and commitment to acting in the players' best interests. I do think there needs to be a continued focus on communication and transparency within the Association. One of the biggest frustrations parents, coaches, and managers have is being "in the dark." I also think we need to continue focusing on growing players from within the program. That creates loyalty and trust from the membership.

Are you available to attend monthly board meetings, weekly calls, and other necessary events?: YES

Do you have any potential conflicts of interest that we should be aware of?: NO

SECRETARY

Name: Stacie Day

I had a player enrolled at LHA and/or 14ers for the 2025-2026 season: YES

I will have a player enrolled at LHA (Littleton Hawks or Colorado 14ers) for the 2026-2027 season: YES

Current Occupation: Principal, Manager of Database Services / Executive Consultant

Board of Directors Position you are applying for: Secretary

Professional Skills/Expertise (relevant to the board position): Maintaining clear, accurate meeting minutes and records; organizing board documents, policies and communications; keeping accurate archives for compliance and transparency, claims dispute resolution skills, review and understanding of Bylaws, and support other board members and staff.

Describe any previous volunteer experience within the association or in other organizations: I have volunteer experience through my kids Stem School Highlands Ranch for the last 5 years; volunteer for various LHA events over last 3 years.

Do you have previous experience serving on a board or in a leadership position? (If yes, please describe): Yes, I have served on a private Shareholders Board. I also have over 26 years of leadership experience, managing personnel in my field.

What unique skills or perspectives will you bring to the board and to this specific position on the board?: I bring a unique combination of professional-grade documentation skills, analytical thinking, and clear communication I've developed over 26 years supporting complex, high-stakes projects. My background in maintaining accurate records and supporting leadership teams allows me to bring structure, transparency, and reliability to the secretary role. I offer a calm, detailed-orientated approach that helps boards operate smoothly, make informed decisions, and stay connected with staff and members.

Why do you want to join the Board of Directors? (Please provide a brief statement): I want to be on the board to support a program that has welcomed our family to the hockey association with open arms. I care deeply about creating a positive, organized and welcoming environment for current and future families, and I'm ready to contribute my skills to help LHA run efficiently and grow.

What are your goals and vision for the association?: My goals and vision for the LHA is to continue to build a hockey community where players of all ages and skill levels feel supported, challenged, and excited to grow.

Are you available to attend monthly board meetings, weekly calls, and other necessary events?: YES

Do you have any potential conflicts of interest that we should be aware of?: NO

Name: William Larsen

I had a player enrolled at LHA and/or 14ers for the 2025-2026 season: YES

I will have a player enrolled at LHA (Littleton Hawks or Colorado 14ers) for the 2026-2027 season: YES

Current Occupation: Director of Kids Ministry at Mission Hills Church

Board of Directors Position you are applying for: Secretary

Professional Skills/Expertise (relevant to the board position): I bring a combination of organizational leadership, operational excellence, and clear communication that aligns well with the responsibilities of the Secretary role. In my professional work, I have the privilege of leading a large staff of 14 people and helping manage and recruit a volunteer team of 410 people. Regularly manage complex schedules, and build systems that keep people informed, aligned, and moving forward together.

I have strong experience in documenting decisions, capturing key discussions, and ensuring follow-through, skills that are essential for accurate meeting minutes and maintaining transparency across a board. I'm highly detail-oriented and reliable when it comes to deadlines, record-keeping, and communication.

Beyond administrative strengths, I'm a collaborative leader who values clarity, accountability, and healthy team dynamics. Culture is king! I've spent years working with diverse groups of people, navigating differing perspectives, and helping teams stay focused on shared goals.

Describe any previous volunteer experience within the association or in other organizations: I've been actively involved with Littleton Hockey for the past seven years, primarily serving as a coach in 8U across all three levels—Beginner, Intermediate, and Advanced. Coaching my sons—Liam, Weston, and now Kingston—has given me a well-rounded perspective on player development and the importance of creating a positive, structured, and fun environment for kids at every stage of the game.

Last season, I also served as the Team Manager for the 9U A team, where I supported team operations through scheduling, communication, and coordination with families and coaches. I invested heavily in making sure the team ran smoothly and that players and families had a great experience.

In my professional role, I lead teams and build systems within a high-capacity organization, which translates directly into how I serve as a volunteer, organized, proactive, and team-focused. I care deeply about contributing to a strong, healthy hockey community at Littleton and supporting the long-term development of the game.

Do you have previous experience serving on a board or in a leadership position? (If yes, please describe): Yes. In my professional role, I serve in Director leadership position where I lead teams, manage operations, and help set direction and strategy within a large organization with 100 employees and nearly 10,000 active church members. I regularly facilitate meetings, align stakeholders, and ensure clear communication and follow-through.

While I have not previously served on a formal board, I bring leadership experience, a collaborative approach, and a strong understanding of, accountability, details and team dynamics.

What unique skills or perspectives will you bring to the board and to this specific position on the board?: As a dad of three boys in LHA, Liam, Weston, and Kingston and part of a bigger family with seven kids total (I know, we are crazy) I bring a parent's perspective that is deeply invested in both the experience and the long-term impact of youth hockey. This isn't just an activity for our family, it's something we care about and build life around.

Over the years, I've seen Littleton Hockey from multiple angles: as a coach across 8U levels, a team manager, and a parent walking through the day-to-day rhythms of the association. That perspective helps me understand both what's working well and where small improvements can make a big difference for families.

In this Secretary role specifically, I bring consistency, organization, and clear communication. I value making sure things are documented well, decisions are communicated clearly, and people stay aligned, so the board can function effectively and focus on serving players and families.

More than anything, I care about Littleton continuing to grow in a healthy way, reaching more families while staying committed to developing young players, both in skill and character. I'd approach this role with a steady, team-first mindset and a genuine desire to serve the association well.

Why do you want to join the Board of Directors? (Please provide a brief statement): I want to serve on the Board because Littleton Hockey has been an important part of our family's life, and I care about its future. With three of my boys in the program, I'm invested in helping the association continue to grow in a healthy way, while staying focused on developing young players well and upholding LHA's strong track record in the community. I'd value the opportunity to contribute, support the board, and help ensure a strong experience for players and families.

What are your goals and vision for the association?: 1. Clear, Consistent Communication and Strong Community.

Continue building clear and consistent communication with families, coaches, and volunteers so people feel informed, connected, and supported across every level of the association.

2. Player-First Development

Keep player development at the center of every decision, ensuring a strong, consistent experience that helps players grow in skill, confidence, and character.

3. Maintain a Leading Standard Across the Front Range

Continue strengthening Littleton Hockey's reputation as one of the most respected youth hockey organizations in Colorado by upholding high standards in coaching, culture, and overall experience.

Are you available to attend monthly board meetings, weekly calls, and other necessary events?: YES

Do you have any potential conflicts of interest that we should be aware of?: NO

Name: Mandy Lessmann

I had a player enrolled at LHA and/or 14ers for the 2025-2026 season: YES

I will have a player enrolled at LHA (Littleton Hawks or Colorado 14ers) for the 2026-2027 season: YES

Current Occupation: Judge

Board of Directors Position you are applying for: Secretary

Professional Skills/Expertise (relevant to the board position): With my background as a criminal attorney and now a Judge, I am an expert in working within systems like this that require accountability, fairness, and clear decision-making and communication. Based on that work experience, I can also accurately and efficiently create and present a compilation of data as required in the Secretary position to have and report on any Board updates.

As someone actively involved in youth sports as a parent, volunteer, manager, and coach's wife, I understand the importance of creating an environment where families and coaches feel heard and respected and I also have the skills to collaborate through difficult discussions and decisions.

Describe any previous volunteer experience within the association or in other organizations: LHA 8U Intermediate Manager, Social Director of an HOA, Youth Baseball Manager.

Do you have previous experience serving on a board or in a leadership position? (If yes, please describe): As a Judge, I am required to adhere to procedural rules, listen in an unbiased manner to both sides of an argument, and apply specific guidelines consistently to the facts presented to make appropriate decisions and determine just consequences. In order to do that, I must efficiently run the courtroom to attempt to command respect and/or maintain decorum.

As a prosecuting attorney in a senior position and even prior to, I communicated with, advocated for, or had difficult conversations with all ranks of law enforcement officials, defense attorneys, victims, and judges. Further, I was also a mentor and advisor to attorneys with less experience or knowledge and also collaborated effectively with partners or appointed/elected officials.

As a mother, I consistently work to attempt to apply structure, consequences, and kindness in an environment where my 8 and 11 year olds may be resistant to it!

What unique skills or perspectives will you bring to the board and to this specific position on the board?: As a parent at LHA for the last 7 or so years as a mom of 12U and 8U kids, I have experienced 8U, Recreation, and Travel teams. I have been the brand new hockey mom on a team without knowing what a "jamboree" was and also been the senior mom and manager that teaches others how the clock works, what the "LHA cup" is, or how to work with the hotel to get a knee hockey stadium in place. I have watched my kid take home a banner and also dealt with the aftermath of consecutive losses. LHA contains so many kids (and, thus, families) in so many different levels and I have had experience in all of them and can provide empathy, advocate for the growth of all, and address concerns regardless of which level the child is placed in.

Also, I adhere to procedures, interpret guidelines, balance perspectives, have difficult conversations, make decisions, and dish out consequences in my professional and personal life, all which would be an asset to LHA.

Why do you want to join the Board of Directors? (Please provide a brief statement): I want to support this organization. LHA has become a part of our family- I am invested in them succeeding, care about their contributions, and know I'd be a positive asset to the association becoming a welcomed place in others' busy schedules.

We have been members for approximately 6 years- after our toddler took to pond hockey and eventually needed an organization. We have invested approximately 6 months a year in time and money to LHA for years and thought we'd get the normal practices and games out of it, but gained so much more. We have made friends and learned lessons as kids and parents that you cannot learn elsewhere.

LHA also invests in us. It is a non-profit organization that runs with the help of staff and volunteers. I want to support the organization- the staff, the parents, the coaches, and the kids so that they can all

have a positive experience whether it be as running the penalty box or stepping on the ice to coach at 545 am and I am confident, as mentioned above, that I have the skills and expertise to be an asset.

What are your goals and vision for the association?: Improve Communication/Transparency: LHA is in a good place right now with frequent emails and updates. It did not go unnoticed that the website has become much more user friendly, Crossbar easier to update, and a family survey added over the last couple of years. However, there is always room for improvement, and I would work towards that. Specifically, based on my experience in 8U, Rec, and Travel, sometimes communication can be too late or in a language or adhering to more experienced teams and leaving out families that may not understand the procedures or the jargon. Further, recognition of all teams' accomplishments- or needs-, clear communication guidelines for staff and volunteers, and support for coaches, families, and managers should remain or become a top priority.

Promote High, Structured Standards:

Make LHA the premier destination for all hockey families, both for the elite players and also for the players where hockey is a new thing for them or even an introduction to sports. Do this by continuing to promote and improve programs to develop our skaters and provide specific guidelines for communication, sportsmanship expectations, goals, structure, and consequences within the programs.

Increase Consistency/Structure/Consequences:

I'd work with the LHA board to establish a set of consistent guidelines, rewards, and consequences for actions on and off the ice. LHA is fortunate to have a high caliber of coaching staff and volunteers. The managers are the first point of contact with the parents and the coaches are the first point of contact with the skaters, as it is designed to be. However, perhaps too often we rely on volunteer coaches or managers to deal with difficult situations without clear expectations or guidance from the board. That ambiguity could unnecessarily set up the volunteers and families for uncertainty throughout the season and can easily be remedied with the Board and Staff's procedural guidelines and expectations.

With my extensive experience in the criminal justice system, I have the unique ability and experience to understand the importance of and to instill framework and consequences using SafeSport, LHA, and CAHA/USA Hockey standards and guidelines to support the coaching staff and skaters, and thus, all of LHA and its member families. Further, I am invested in and capable of providing

dependable and capable leadership and long-term commitment to help ensure the program continues to grow and succeed.

Are you available to attend monthly board meetings, weekly calls, and other necessary events?: YES

Do you have any potential conflicts of interest that we should be aware of?: No known conflicts currently- if there were to be certain types of criminal investigation of LHA members/activity, I could potentially be conflicted. I may be unavailable to attend 1 to 2 monthly board meetings in person per year due to potential requirements to attend a council meeting the same night. However, I would be able to do the prior prep needed for LHA and potentially attend the LHA meeting before and after I've fulfilled that obligation.

DIRECTOR OF COACHING

Name: Drennen Schulz

I had a player enrolled at LHA and/or 14ers for the 2025-2026 season: YES

I will have a player enrolled at LHA (Littleton Hawks or Colorado 14ers) for the 2026-2027 season: YES

Current Occupation: Real Estate Finance

Board of Directors Position you are applying for: Director of Coaching

Professional Skills/Expertise (relevant to the board position): My 16 years with the Colorado Avalanche in public relations and communications gave me a strong foundation in organizational leadership, program representation, and building a culture of excellence. Combined with four seasons of youth coaching at the 8U and 10U Travel levels, I understand both how elite hockey organizations operate and what it takes to develop young players the right way. I also bring professional experience in strategic planning and team management from my business career, which translates directly to coordinating coaches, managing stakeholder relationships, and serving the LHA community effectively.

Describe any previous volunteer experience within the association or in other organizations: I have coached at the Littleton Hockey Association at the 8U level for 4 seasons and most recently served as a coach for the 10U B Travel team. Beyond hockey, I have

volunteered as a coach for my sons in competitive baseball, lacrosse, and basketball, giving me a well-rounded perspective on youth athlete development and what it takes to build confident, coachable kids across different sports and age groups.

Do you have previous experience serving on a board or in a leadership position? (If yes, please describe): While I have not served on a formal board, I gained meaningful leadership experience during my 16 years with the Colorado Avalanche, where I led a team of six game night staff in public relations and communications. Beyond my day-to-day role, I was heavily involved in the organization's community and volunteer efforts, including charity events, children's hospital visits, and player retirement ceremonies. These experiences reinforced the importance of servant leadership, representing an organization with integrity, and showing up for the community beyond the rink.

What unique skills or perspectives will you bring to the board and to this specific position on the board?: This position is incredibly important to the association. Coaches are the faces of the organization and leaders of not only young athletes but their families. My goal as a coach and as the director would be to provide as much assistance to the volunteer coaches and help streamline as much as I can for those individuals. Every day is something new for coaches and I want to have them feel as supported as possible throughout the entire season.

Most importantly, I am a hockey parent. I have two boys in the sport and I am personally invested in making Littleton Hockey Association a place where kids love the game, develop the right way, and carry those lessons beyond the rink. That perspective as a parent, coach, and hockey professional gives me a view of this organization from every angle. Everything starts with our coaches who represent the organization and they need and deserve as much support as possible.

Why do you want to join the Board of Directors? (Please provide a brief statement): This association has meant a great deal to my family and me my entire life. I played my entire youth hockey career at Littleton, and that foundation shaped who I am. I take great pride in being a part of this organization. My boys have grown up in this same program, and I have seen firsthand the impact that great coaching and strong organizational leadership can have on a kid's development and love of the game. Joining the board is an opportunity to take the experience I have built across professional hockey, youth coaching, and business leadership and put it to work for this community in a more meaningful way.

What are your goals and vision for the association?: Player development — building a consistent coaching philosophy from 8U through Midgets
Coach development — recruiting, training, and retaining quality coaches at all levels
Culture — making LHA a program kids and families are proud to be part of

Connecting to the pro game — leveraging Avalanche relationships for clinics, appearances
Growth — increasing participation numbers and program reputation on the Front Range

Are you available to attend monthly board meetings, weekly calls, and other necessary events?: YES

Do you have any potential conflicts of interest that we should be aware of?: NO

Name: Joe Giardino

I had a player enrolled at LHA and/or 14ers for the 2025-2026 season: YES

I will have a player enrolled at LHA (Littleton Hawks or Colorado 14ers) for the 2026-2027 season: YES

Current Occupation: Manager of Product Development at Versant Media

Board of Directors Position you are applying for: Director of Coaching

Professional Skills/Expertise (relevant to the board position): Prior to my current profession, I spent 10 years as a United States Marine Infantry leader training & mentoring Marines. During my time serving our country, I spent 4 years as the Director of Training & Development for the 1st Marine division. This role was responsible for not only executing the training for over 5,000 US Marines annually, but was also responsible for identifying the current trends & tactics being used globally & then developing the curriculum & training packages needed to ensure we remained the world most elite force. I was also responsible for a group of Instructor Trainers who's sole purpose was to create 500 instructors annually across the Marine Corps who could take the lessons and standards we trained them on back to their small unit groups and act as a force multiplier for my instructor cadre.

In my current professional role of Manager of Product Development, I spend my days assessing problem statements of stakeholders and breaking those problems down into an actionable sequence of solutions to influence meaningful change across their respective Orgs. This also includes providing training, documentation and demo sessions to ensure comprehension of those solutions to the target audience.

Beyond my professional life, I've spent 10 years coaching youth Hockey across every level from Mite through high school, B level thru Tier 2. I spent three years as the head coach and administrator of Dakota Ridge high school Hockey program. This role provided the unique challenge of having to run and design a program with athletes that span every level of Hockey

experience from B level through tier 1 talent as well as players that range from age 15 through 18 years old, all functioning on the same team.

I have a very proven track record in training and developing not only the world's most elite military force, but also local hockey players in our state across a wide spectrum of skill and talent. I not only have the passion to ensure our coaches and players receive the best training and development our state can offer, but more importantly, the perspective & experience to know my role as a board member would be to provide the guidance and oversight our LHA staff need to provide this training to our coaches.

Describe any previous volunteer experience within the association or in other organizations:

I was the Bantam level age Director as well as an assistant coach on the 14 U tier 2 team last season. I'm also helping with the 15u 38s team currently. Prior to LHA, I was a coach for 5 years at Foothills Hockey helping across Mites, Squirt A & B teams and a 12u A Team. Concurrent to this, I spent 5 years at Dakota Ridge HS as an assistant & then as the Head Coach/administrator of their Hockey program.

Do you have previous experience serving on a board or in a leadership position? (If yes, please describe):

I have not served in a board position previously however I have a wealth of experience in Leadership and transparent communication that directly correlate to a board member role. I firmly understand a Board Members role is to provide oversight, guidance & accountability for the staff but also the wisdom to know a board's role is to empower the staff to make decisions and give them the space to run the day today operation within the intent of the boards decisions.

What unique skills or perspectives will you bring to the board and to this specific position on the board?:

As mentioned previously, I'm extremely passionate about training and development and firmly believe the coaches of our organization are the backbone of our success. My guiding philosophy as a coach and as a previous program administrator has always been to understand the fact I am responsible for a families 3 greatest resources; their time, their money and their children. Keeping that at the forefront of every decision I make has kept me grounded and impartial in every decision I make when it impacts an organization.

Why do you want to join the Board of Directors? (Please provide a brief statement):

The success of Littleton Hockey is extremely important to me. The experience my 2 sons have had coming up through Littleton has played a major role in their development not only as hockey players but as young men. This organization has been the embodiment of why we wanted them to join youth sports years ago.

Beyond the emotional connection and impact LHA has made on my family, I know I am capable of filling this role and being able to influence positive change across the entirety of the membership.

What are your goals and vision for the association?:

1- Transparency in communication is my top priority

2- Culture - a close number 2 for me is to maintain and continue to improve on the incredible culture LHA exudes. Building a top notch culture leads to an organization members are proud to be part of and in turn, leads to more informed & involved members.

3- Develop a standard of coaching- By implementing a systematic and measurable approach to training that goes beyond the bare minimum USA Hockey mandates for coaches education, we can ensure we are providing our coaches the most current tools and resources to best develop their teams.

4-Player Development - this is the sole purpose this organization exists. By implementing a more systemic approach to how we train and prepare our coaches, we can better influence how we develop our players. My primary goal in player development is to see measurable growth year over year for our athletes. We should strive to see more players making the leap from year to year from B to A to AA.

Are you available to attend monthly board meetings, weekly calls, and other necessary events?: YES

Do you have any potential conflicts of interest that we should be aware of?: NO