

Littleton Hockey Association
Meet the BOD Candidates 2026

DIRECTOR OF MEMBERSHIP

Name: Ryan Sawatzky

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: Chief Operating Officer

Professional Skills/Expertise (relevant to the board position): I serve as Chief Technology Officer and a member of the Executive Leadership Team at CPI, a public safety software company serving agencies across North America. My responsibilities include organizational leadership, strategic planning, customer engagement, performance measurement, and continuous improvement. As part of our executive leadership process, I help define and review organizational metrics that guide decision-making and accountability across the company. I also work closely with customers to understand their needs and ensure their feedback directly influences our product roadmap and investment priorities. Throughout my career, I have focused on building systems that help organizations better understand the people they serve, identify trends, measure outcomes, and translate feedback into meaningful action. I believe those experiences would be directly applicable to serving LHA's membership and to helping the Board better understand member priorities and concerns.

Describe any previous volunteer experience within the association or in other organizations: This upcoming season will be my family's sixth year with Littleton Hockey Association. During that time, I have been involved with the organization as both a parent and a coach across multiple seasons and age groups, working directly with players and families while gaining a deeper appreciation for the effort required from volunteers, coaches, and association leadership to create a positive experience for athletes. In addition to my involvement with LHA, I have volunteered in other youth sports associations and other organizations. These experiences have reinforced the importance of communication, consistency, accountability, and creating an environment where participants and families feel supported and engaged. With two children involved in the sport and many years still ahead in the association, I have a significant personal investment in LHA's long-term success.

Do you have previous experience serving on a board or in a leadership position? (If yes, please describe): While I have not previously served on LHA's Board of Directors, I have extensive leadership experience through my professional career. As CTO and a member of CPI's Executive Leadership Team, I regularly participate in strategic planning, organizational governance, budgeting, performance review, and long-term decision-making. These

responsibilities require balancing competing priorities, evaluating evidence, considering stakeholder perspectives, and making decisions that support the organization's long-term health. I am accustomed to working collaboratively to build consensus, navigate complex issues, and help guide organizations through both opportunities and challenges. I believe these experiences have prepared me to contribute effectively as a member of the LHA Board.

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

What interests me most about the Director of Membership role is helping ensure that the Board has a clear understanding of the experiences, priorities, and concerns of the families it serves. I believe the organizations people trust most are those that maintain ongoing dialogue with the people they serve and make it clear how that input shapes decisions. If selected, I would be interested in exploring ways to supplement the association's existing outreach with more frequent, narrowly focused opportunities for feedback that help surface emerging issues, identify member priorities, and provide the Board with timely insight into the member experience. I also believe that collecting feedback is only part of the process. Members should be able to see that their input is valued and considered. One area I would be interested in exploring is how the association can better communicate the themes it is hearing from families, the actions being taken in response, and the reasoning behind decisions. Not every suggestion can or should be acted on, but members should be able to see that their input is heard and genuinely factored into decision-making.

Why do you want to join the Board of Directors? (Please provide a brief statement): After five years with LHA as a parent and coach, and with my family's involvement set to continue for many years to come, I've reached a point where I want to contribute to the association in a more direct and ongoing way. Coaching has given me a close-up view of what makes a season go well for players and families, but it's also shown me how much depends on decisions made at the Board level about programs, communication, resources, and priorities. I'm applying now because I believe I have the time, perspective, and professional background to take on that kind of responsibility, and because I want my involvement with LHA to extend beyond my own team to the organization as a whole. Given how much my family has gained from this community, I'd like the opportunity to help shape its future for the families who will be part of it in the years ahead.

What are your goals and vision for the association?: My overarching goal would be for LHA to be an organization that member families trust, one where people feel informed, feel heard, and can see how their experiences and feedback help shape the association over time. As the association continues to grow and evolve, I'd want to make sure that growth doesn't come at the expense of what makes LHA a good place for families: strong communication, transparency, and a clear sense that leadership is paying attention to the member experience. I'd also want LHA to continue prioritizing player development, sportsmanship, teamwork, and respect, as these values closely align with my own. I believe they matter well beyond the rink. Youth hockey has the potential to teach players skills like cooperation, accountability, hard work, and emotional resilience that carry into adult life, and I'd want the association's programs and culture to continue reinforcing those skills. Ultimately, my vision is for LHA to be an organization that

families are proud to be part of for years and that continues to improve as it grows. I hope that years after players leave the association, they can look back and recognize the role it played in helping shape who they became. The hockey skills may fade over time, but the lessons in teamwork, accountability, perseverance, resilience, and respect can stay with them for life.

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?: I am not aware of any financial, business, or professional conflicts of interest that would interfere with my ability to serve LHA and its membership. As a parent of two current players, I have a personal stake in the association's success, which I view as a source of commitment rather than a conflict. I would of course disclose and recuse myself from any matter where that personal interest could affect my objectivity.

Name: Meghan Luptowski

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: Human Resources - Benefits and Leave Analyst

Professional Skills/Expertise (relevant to the board position): With over 25 years of experience leading large -scale engagement and recruitment activities, I bring a highly organized, resourceful approach to driving community growth for LHA. My background in orchestrating complex projects - including large-scale recruiting campaigns, seamless onboarding orientations and organizational wellness platforms-directly translates to managing successful youth hockey membership cycles. I excel at building strong relationships, optimizing the registration and onboarding experience for hockey families and launching community initiatives that improve member retention.

Describe any previous volunteer experience within the association or in other organizations: As a dedicated member of the LHA family for the past four years, I bring a deep, firsthand understanding of our club's culture, community, and operational needs. My extensive hands-on experience volunteering across numerous LHA tournaments has given me a direct view of what it takes to deliver an exceptional member experience. Furthermore, my proven leadership as the Volunteer Chair for the 2026 United States Air Force Academy (USAF) Graduating Class, alongside my work with Food for Thought, demonstrates my ability to

organize large-scale volunteer networks, manage complex logistics, and build strong community partnerships—skills I am eager to leverage to drive member engagement and retention for the Hawks.

Do you have previous experience serving on a board or in a leadership position? (If yes, please describe): My five years of strategic governance on the Eagle Scout Council board have provided me with extensive experience in organizational oversight, policy development, and youth leadership advocacy. Complementing this executive background is my four-year tenure as the Volunteer Chair for the Red Spirit Committee, where I successfully built, motivated, and managed volunteer networks to support community initiatives. Combined with my firsthand knowledge of the LHA community, these roles demonstrate my proven ability to lead high-level boards, collaborate with stakeholders, and execute the community-driven strategies necessary to elevate the member experience for Hawks families.

What unique skills or perspectives will you bring to the board and to this specific position on the board?: I bring a unique trifecta to the board: 25 years of professional Human Resources leadership, a deep 4-year history as an active LHA family member, and proven executive board governance. Specifically, I bring three distinct perspectives to the Director of Membership position: A Professional 'People First' Operational Blueprint: With over two decades in HR, I am an expert in onboarding, recruitment, and system engagement. I will treat the hockey registration and onboarding process the same way I handle corporate employee orientation—ensuring every new and returning Hawks family experiences seamless communication, clear compliance tracking, and a warm welcome. High-Level Board & Volunteer Governance: My 5 years on the Eagle Scout Council board give me immediate comfort with structural oversight, policy development, and youth organization standards. Furthermore, my leadership as Volunteer Chair for the USAFA Class of 2026 and the Red Spirit Committee proves I know exactly how to mobilize, motivate, and retain the massive volunteer networks required to run successful LHA tournaments and events. The Firsthand Perspective of an LHA Parent: Because my family has been part of the Hawks community for 4 years, I don't just understand the role from an administrative level—I live it. I understand the pain points, the financial commitments, and the joys of youth hockey families. Ultimately, I bring the strategic rigor of a senior corporate leader combined with the passionate, boots-on-the-ground dedication of a proud LHA volunteer. I am uniquely positioned to build a stronger, more engaged hockey community from day one.

Why do you want to join the Board of Directors? (Please provide a brief statement): I want to join the Board of Directors because the Littleton Hawks organization has been a vital part of my family's life for the past four years, and I am at a place in my life where I want to give back to the community that has given so much to us.

What are your goals and vision for the association?: Having spent four years volunteering at tournaments and engaging with coaches and parents, I have a deep respect for the community spirit here. I want to step onto the board to ensure that every new family entering the club experiences that same welcoming, supportive, and well-organized environment that my family

did.I believe a strong board requires a mix of diverse professional skill sets. I want to contribute my 25 years of Human Resources experience, structural governance from the Eagle Scout Council board, and volunteer mobilization skills to help the board run efficiently. I want to take the administrative burden off our coaches and volunteers by creating seamless, professional membership and onboarding processes.

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?: None at this time.

Name: Daniel Bakken

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: Regional Account Manager- Sales

Professional Skills/Expertise (relevant to the board position): My professional sales experience has given me the skill set to contribute to LHA Membership as a board member. In current and past sales leadership roles, I am the liaison between Company and Customer, both facilitating mutually beneficial partnerships and cultivating long term relationships. My goal is to work in the best interest of Membership while addressing the unique challenges our program faces as the premier hockey association in Colorado.

Describe any previous volunteer experience within the association or in other organizations: 2007-2008 LHA Bantam AA, Asst Coach 2021-2026 LHA 8U Coach 2024-2025 LHA 10U B Head Coach 2025-2026 LHA 10U A Asst Coach

Do you have previous experience serving on a board or in a leadership position? (If yes, please describe): No board experience, but extensive leadership experience in both coaching hockey and in my sales roles as previously mentioned.

What unique skills or perspectives will you bring to the board and to this specific position on the board?: Former LHA player, current parent and coach- I'm a long term and loyal LHA Hawk who has a passion and commitment to help strengthen youth hockey in Colorado. I understand the current LHA challenges including ice time, transfers and overall membership expectations, and believe I can be a sound voice towards continuous improvement. I strongly believe the role of the Board is to oversee, but more importantly, support the program's staff in accomplishing their goals each season.

Why do you want to join the Board of Directors? (Please provide a brief statement): I want to bring structure and transparency to the Board that work in the best interest of overall Membership

What are your goals and vision for the association?: LHA should strive to develop great humans, not just great players. Starting with positively focused parents & players, and employing capable and consistent coaches, we should all have the same simple goal: that our Player Members love hockey at the end of every season!

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/ Prior Attorney

Professional Skills/Expertise (relevant to the board position): With my background as a courtroom attorney and now a Judge, I am an expert in working within systems that require accountability, fairness, and clear decision-making and communication. I will be able to ensure that LHA is applying high and structured standards to all its teams and there is a procedure in place for communication to be made effectively and without fear of retaliation. 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 negotiate through difficult discussions and decisions.

Describe any previous volunteer experience within the association or in other organizations: 8U LHA team manager, AA baseball team manager, social director for HOA club

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 lead a courtroom- adhere to procedural guidelines, 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, while ensuring that appropriate decorum is maintained. As a senior prosecuting attorney, I collaborated 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?: I have experience as a parent in various ages and skill levels in LHA-8U, rec, and travel with varying levels of coaching. A child's experience should be positive and uniform, regardless of which coach, teammates, or manager they have. Last year, there were some tough times on a team, and I have the unique perspective of how the parents could've communicated better with LHA and vice versa regarding difficult situations that arose.

Why do you want to join the Board of Directors? (Please provide a brief statement): I am dedicated to LHA for the long-term foreseeable future and have been for the past several years, so care about how it functions for its members- the staff, parents, kids, and coaches. Further, I know that my unique experience in a courtroom, my intelligence, and my empathy will enable me to ensure that LHA receives feedback from its members in order to quickly correct any issues and communicate effectively.

What are your goals and vision for the association?:

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 and Crossbar easier to update over the last couple of years. However, there is always room for improvement. Based on my experience in 8U, Rec, and Travel, sometimes communication can be 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, clear communication guidelines for staff and volunteers, and support for coaches, families, and managers should remain or become a top priority. Also, I'd like to work to make sure that concerns can be communicated without parents fearing it may result in retaliation for their player, as I've heard is a real concern at times.

Reputation: 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 transparency, education, structure and consequences within the programs.

Consistency/Structure/Consequences: Experiences can vary wildly from team to team. That is a youth sports issue, not just a Hawks concern. However, the best organizations invest in consistency, not to micromanage anyone, but to ensure every child gets a baseline experience they can count on, regardless of which team or coach they land with. 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. 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 communication. Using my experience in the courtroom, I have the unique ability to understand the importance of and to instill framework and consequences to support the coaching staff and skaters. In this position, I would also ensure that there are specific ways to communicate concerns that parents, skaters, or coaches have so that the board and staff can act swiftly to remedy those.

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?: not at this time; a potential conflict could arise if a member was criminally prosecuted in certain jurisdictions

Name: Woody Wagner

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: Self employed contractor

Professional Skills/Expertise (relevant to the board position): I would be a strong Director of Membership because I bring nearly two decades of experience as a selfemployed contractor and business owner, where building relationships, communicating effectively, and managing people have been essential to my success. Since 2007, I have developed strong leadership, organizational, and customer service skills while working with a wide range of clients and teams. In addition, I have had four children participate in the organization, with another child set to join in the future. This gives me a unique perspective as both a parent and an invested member of the community. I understand the value the organization provides to families and am committed to helping strengthen membership engagement, retention, and growth while supporting its long-term success.

Describe any previous volunteer experience within the association or in other organizations: I have been actively involved in youth hockey throughout all four of my children's careers, coaching at levels ranging from B teams to AA. In addition to coaching, I have served as both Team Manager and Team Treasurer for our U13 travel team. I have always

been willing to step up and help wherever needed, and I take pride in supporting every team and organization my family has been a part of.

Do you have previous experience serving on a board or in a leadership position? (If yes, please describe): Yes. As a self-employed contractor since 2007, I have owned and managed my own business, overseeing all aspects of operations, budgeting, scheduling, customer relations, and project management. In addition, I have held several leadership roles within youth hockey, including coaching teams from the B level through AA, serving as Team Manager for our U13 travel team, and acting as Team Treasurer. These positions have provided me with valuable experience in leadership, organization, communication, problem-solving, and working collaboratively with families, coaches, and volunteers to support the success of the program.

What unique skills or perspectives will you bring to the board and to this specific position on the board?: For the Director of Membership position specifically, I believe my ability to build relationships, communicate effectively, and create a welcoming environment for new and returning families will help strengthen member engagement and retention. I am passionate about supporting the growth of the organization and ensuring every family feels informed, valued, and connected to our hockey community. I thrive in working with other who all have the same goal in mind. Which in my opinion is the betterment of this already great hockey organization.

Why do you want to join the Board of Directors? (Please provide a brief statement): I would like to join the Board of Directors because hockey has been an important part of my family's life for many years, and I want to give back to an organization that has provided so much to my children and many others.

What are your goals and vision for the association?: My vision for the association is to continue building a strong, positive, and sustainable hockey community where every player has the opportunity to develop their skills, grow their love for the game, and create lasting friendships. I want the association to be known for providing a great experience for players and families at every level, from first-time skaters to competitive travel teams.

My goals would be to strengthen communication between the association and its members, increase family engagement and volunteer involvement, improve member retention, and continue attracting new families to the program. I also want to support coaches and volunteers by ensuring they have the resources they need to be successful. Most importantly, I want to help foster a culture that emphasizes player development, sportsmanship, teamwork, and a positive environment both on and off the ice.

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

