



# HIGHLANDS RANCH

## COMMUNITY ASSOCIATION

### 2024 Board of Directors Candidate Data Form

Name: Dan DeBacco

Address: 10046 Brisbane Lane Highlands Ranch, CO 80130

Telephone: 720-955-6111

Email Address: dan.debacco@hrcaonline.org

Date you purchased your home in Highlands Ranch: October 2015 and April 2017

#### Summarize your background:

Dear Esteemed Delegates, I am writing to introduce myself and summarize my background. As a current Highlands Ranch Community Association leader, I am committed to embodying a simple yet effective leadership philosophy: "Do unto others as you would have others do unto you." You can count on this Golden Rule in all my dealings with employees, volunteers, and fellow board members. I was born and raised in Northeast Ohio, where I developed a strong foundation and work ethic. I then moved to the San Francisco Bay Area, where I honed my professional skills in a tactful and dynamic environment. Now, I am proud to call myself a true Coloradan, and I enjoy all the great state has to offer. Throughout my personal and professional endeavors, I have always been passionate about people, relationships, and organizational dynamics. I take sincere interest and joy in getting to know those I encounter; I strive to assist them in achieving all their endeavors with passion and integrity. In my personal life, I am a devoted husband and father. I am also a philanthropist, and I am committed to giving back to my community. In my professional life, I am a business owner, and I am dedicated to providing exceptional service to my clients and stakeholders.

#### Briefly state your reasons for seeking a position on the Board of Directors for the Highlands Ranch Community Association and any other qualifications that might be an asset to the HRCA:

As I seek reelection for the Highlands Ranch Board of Directors, I am proud to have played a significant role in restructuring our organization. Over the past few years, our community has undergone numerous changes, and I am honored to have been part of the team that helped to navigate these transitions. One of the critical areas I focused on was advocating for personnel transitions, which was necessary for the organization's growth and development. Working with our team created a more efficient and effective structure that allowed us to serve our community better.

Another significant accomplishment I had the honor of spearheading with fellow board member Melissa Park was our first annual golf outing. This fun and engaging event united community members and raised funds for our 501c3s. I am proud to have been part of the team that made this event possible, and I look forward to continuing to work on similar initiatives.

One of my primary focus areas has been creating synergy and efficiency in our finance committee. By working with our team members, I have streamlined our processes and ensured that we are most effectively using our resources. This has allowed us to manage our finances better and provide more resources to our community.

In addition to these accomplishments, I have strongly advocated for more employee engagement and honor. Our employees are critical to our organization and we must do everything we can to support them. By working with our team, we have implemented new initiatives that provide our employees more opportunities for professional development and recognition. This has helped create a more positive and supportive work environment, significantly impacting our organizational culture.

I am seeking reelection to the Highlands Ranch Board of Directors because I am committed to our community's continued growth and development. I have played a significant role in restructuring our organization, spearheading our first annual golf outing, creating synergy and efficiency in our finance committee, and advocating for more employee engagement and honor. I have the experience and skills necessary to continue to serve our community effectively, and I look forward to the opportunity to do so. I appreciate your consideration.

Have you ever served as a volunteer for the HRCA? If so, in what capacity, and for how long?

I have served as a delegate and member of the ARC, prior to being on the Board of Directors.

What issues do you think are most important to the future of the HRCA and Highlands Ranch?

- Bring balance and efficiency to the board of directors, as I have intentions to ask fellow members for their blessing to become president.
- Create more opportunities for delegate involvement within the community, while bringing more value adding content and efficiency to every meeting.
- Work in tandem with staff, fellow board members, and Douglas county to strengthen our mutual relationship and help expedite our growth plans in the Backcountry.
- Strengthen employee development and retention among middle and upper management.
- Implement strategies with GM and CFO to grow our net profitability.

Please answer the following questions:

1. Will you have the time required to fulfill the duties of this position? Yes ☒ No ☐  
(Community Declaration, Section 4.2 & Bylaws Sections VII and VIII)
2. Will you be able to attend the necessary evening meetings? Yes ☒ No ☐
3. Are you able to be contacted during business hours? Yes ☒ No ☐
4. Do you object to your phone numbers being available to Highlands Ranch Residents?  
Yes ☐ No ☒
5. Are you prepared to fulfill the term until March of 2027? Yes ☒ No ☐
6. Have you attached a copy of your resume and signed duties and responsibilities document to this application? Yes ☒ No ☐

Signature: \_\_\_\_\_



Date: \_\_\_\_\_

January 23, 2024

Copies of this candidate data form may be made available to all residents and may be published in various newsarticles and HRCA Correspondence.

The Candidate Form is also available online at [www.hrcaonline.org](http://www.hrcaonline.org)

Please email or drop off application and resume by February 2, 2024 to:  
The Highlands Ranch Community Association, Attn: Board Elections,  
9568 University Blvd. Highlands Ranch, CO 80126

Or by email to [theresa.hill@hrcaonline.org](mailto:theresa.hill@hrcaonline.org)

**Dan DeBacco**  
**720-955-6111**  
**Dan@DeBaccoProperties.com**  
10046 Brisbane Lane Highlands Ranch, CO 80130

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## **SUMMARY**

I am an MBA graduate, with over 17 years of experience in retail leadership, consultative management, sales, and personnel training and development. I have a track record of high performance in various business environments, with strong analytical skills, and a unique ability to identify problems and implement solutions. I am detail oriented, with strong project and budget management capabilities. Recognized by employers and colleagues for excellence, interpersonal skills, and a team player attitude.

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## **EDUCATION**

**Holy Names University, School of Business**

**Oakland, CA | October 2011 – March 2013**

M.B.A., Change Management

GPA 3.85

**University of Dayton, School of Business**

**Dayton, OH | August 2005 – May 2009**

B.S. in Business Administration; Concentration in Leadership and Finance

GPA 3.2

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## **PROFESSIONAL EXPERIENCE**

**DEBACCO PROPERTIES brokered by eXp Realty, Denver, CO**

**2023 - PRESENT**

*Managing Partner*

**COLDWELL BANKER REALTY, Denver, CO**

**2015 – 2023**

*Broker Associate*

**PEETS COFFEE AND TEA, San Ramon, CA**

**2013 – 2015**

*Store Manager*

Implemented salesmanship techniques amongst team that aided in the exceeding of sales expectations by an average of 8%.

Established a training and promotional environment that led to over a half a dozen promotions amongst the team I oversaw.

Controlled cost and overall profit to exceed expectations by an average of 5%.

Acted as a liaison of change while Peet's Coffee and Tea tested and implemented various product innovations, cost saving efforts, and operational efficiencies.

Achieved an average overall customer satisfaction rating of 90% over above.

Developed and executed several community marketing efforts, which included but was not limited to the representation of brand and store in local events, and establishment of community based partnerships.

Acknowledged on multiple occasions by upper management, peers, employees and customers for providing an elevated and comprehensive store environment driven to exceed all expectations and priorities.

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**NEWS AMERICA MARKETING, San Francisco, CA**

**2012 – 2013**

***Account Coordinator***

Acted as a liaison between clients and internal departments with respect to building brand equity and promoting products for consumer packaged goods organizations.

Participated in sales calls, working specifically with Safeway Consumer Brands, H.J. Heinz, Hershey and Dreyer's Grand Ice Cream.

Handled production materials, which included processing orders and contracts for promotions and branding campaigns.

Coordinated client presentations based on needs and syndicated data IRI reports.

**STARBUCKS COFFEE COMPANY, Oakland, CA**

**2010 – 2012**

***Store Manager, Montclair***

Analyzed daily and monthly customer voice surveys, and adjusted accordingly to improve overall customer satisfaction from a 75% to a 96% rating.

Achieved an EcoSure food/safety store cleanliness rating of 95%.

Managed sales, COGS and controllable costs based on a goal of 75% gross profit margin, 50% controllable contribution and 25% total contribution, using monthly P&L.

Acted as District Lead and Liaison for change management and customer service initiatives.

Hired talented partners and monitored performance using outline metrics and core responsibilities.

Built business strategies around a 5% year growth in take-home coffee sales.

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**AWARDS AND RECOGNITIONS**

40 Under 40 Award Winner | 5280 Top Producer | DMAR Top Producer | Real Trend Top 1.5%

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**PAST VOLUNTEER EXPERIENCE**

**Highlands Ranch Community Association; Delegate, District 41|104 and ARC Committee Member  
Flyer for Kids ; Co - Founder and Chair**

**University of Dayton; Community Leader and Service Chair, Denver Chapter**

**Bright by Three; Committee Member**