



May 20, 2026

Ayana Garcia, Boards and Commissions Program Administrator
City of Colorado Springs
Colorado Springs, CO 80903
107 N. Nevada Ave. Ste. 300
RE: Downtown Development Authority board appointments

To Whom It May Concern:

The Colorado Springs Downtown Development Authority will have two board openings in July 2026 due to the completion of a second four-year term by both Jeff Finn and Carrie Bartow, as well as the completion of a first four-year term for Patrick Stephens and Troy Coats.

The DDA publicized the board openings through the Downtown Partnership website and e-newsletter, which reaches thousands of people, as well as direct outreach to community members. At the May 19, 2026, DDA meeting, the board voted to authorize the executive committee to make recommendations for appointment to City Council. The executive committee then voted unanimously to recommend to City Council that:

- B.J. Hybl be appointed to a first four-year term
- Tim Seibert be appointed to a first four-year term
- Patrick Stephens be reappointed to a second four-year term
- Troy Coats be reappointed to a second four-year term

B.J. Hybl and Tim Seibert's letters of interest and resumes follow, outlining their passion for Downtown and commitment to the mission of the DDA.

Thank you for your assistance.

Sincerely,

Chelsea Gondeck
CEO, Downtown Partnership

WILLIAM J. HYBL JR. "B.J."

EXPERIENCE

- 1999 to Present** Griffis/Blessing, Inc. Colorado Springs, Colorado
President & COO
- Responsible for the operations of ten million square feet of multifamily, office, medical, retail and industrial real estate with a market value of over one billion dollars.
 - Oversees a staff of over 325 real estate professionals
- 1997 to 1999** The Garden City Company (OTC: GCCO) Garden City, Kansas
Vice President
- Strategic planning for over 28,000 acres of agricultural land
- 1997 to 2006** United States Air Force Reserve Colorado Springs, Colorado
Space Operations Officer, Captain
- Designed and implemented a quarterly reporting system to keep Space Command's top leadership apprised of global equipment status
- 1993 to 1997** United States Air Force Cheyenne, Wyoming
Missile Launch Officer, Captain
- Responsible for the operation and security of fifty nuclear Intercontinental Ballistic Missiles (ICBMs)
 - Senior Instructor, supervised a staff of 12 instructors who administered simulator and classroom training to over 70 combat crew members
- 1992 to 1993** USA Cycling Colorado Springs, Colorado
Assistant to the Executive Director
- Developed an Ethics Package: principles, procedures
 - Assisted in the development of a four-year strategic plan
- 1992 (summer)** Penrose-St. Francis Healthcare System Colorado Springs, Colorado
Management Intern, Corporate Health Services
- 1990 to 1991** United States Olympic Committee Colorado Springs, Colorado
International Relations / International Games Preparation
Project Coordinator
- Coordinator of volunteers - 1992 Summer & Winter Olympic Games
 - Seminar coordinator - "Developing National Olympic Committees"
- 1989 to 1990** Ski Broadmoor, Inc. Colorado Springs, Colorado
Head Coach
- Responsible for ski racing programs for children (6-18)

CURRENT BUSINESS AFFILIATIONS

The Garden City Company (OTC: GCCO), Director (Chair, Farm Committee)
5 Star Bank, Director (Chair, Credit Committee)
Young Presidents Organization, Member
Great American Utility Company, Director
Colorado Springs Housing & Building Association (Executive Committee)

CURRENT OTHER AFFILIATIONS

Vail Valley Foundation, Director, (Investment, Events, Dance)
Palmer Land Conservancy (Chair)

AWARDS

- Awarded Air Force Achievement Medal
- Awarded Air Force Commendation Medal
- Selected to be on The Colorado Springs Business Journal's 40 under 40 list, which recognizes business leaders less than 40 years of age
- Voted by The Colorado Springs Business Journal readers as "Best Up and Coming Business Leader Under 40"
- Awarded Martin Luther King Award from Gospel Music Workshop of America"
- Voted by The Colorado Springs Business Journal readers as "Best Boss"

EDUCATION

Master of Business Administration, Regis University, Denver, Colorado
Emphasis: International Business

Commissioned Second Lieutenant, US Air Force Officer Training School, San Antonio, Texas

Undergraduate Space / Missile Training, 381st Training Group, Vandenberg Air Force Base, California

Bachelor of Arts, Colorado College, Colorado Springs, Colorado
Major: Political Science

PERSONAL

Married to Kristel Hybl; two children, Jack (27) and Emma (24)

PAST AFFILIATIONS

United States Olympic Museum, 2013-2025, Director,
Pikes Peak Hospice, Board of Trustees, 2002-2012, Chair
Air Force Academy Foundation, Vice President 2000-2015
US Bobsled & Skeleton, 2009-2017, Director (Chair, Nominating / Governance)
Colorado Springs Police Foundation, Director 2012-2020
US Senior Open 2008, 2018, Chair, Disability Services
Pikes Peak United Way, 2006-2013, Annual Fund Coordinator
Downtown Building Improvement District (BID), 2005-2011, Chair
US Women's Open, 2011, Chair, Disability Services
National Homeland Defense Foundation 2003-2010, Vice Chair
Colorado College Business/Community Alliance, 2006-2010, Member
American National Bank, 2003-2010, Director
University of Colorado, Colo. Spgs., 2005-2008, Master Plan Committee
Boys and Girls Club of the Pikes Peak Region, 2001-2005, Director
Community Alternatives, Inc., 2003-2005, Director
NATO Ministerial Meeting, 2003, Organizing Committee
Big Horn Center for Public Policy, 2001, Fellow
Leadership Pikes Peak, 2000, Participant
Garden City Community College, 1997-1999, Facilities Committee
Garden City Endowment Association, 1997-1999, Director
Garden City Family YMCA, 1997-1999, Sports Committee

May 14, 2026



Downtown Partnership
Attn: Chelsea Gondeck, CEO

Dear Chelsea:

I am writing to express my interest in being considered for a board position with the Colorado Springs Downtown Development Authority. As a longtime business and property owner in downtown Colorado Springs, I remain deeply committed to supporting a strong, vibrant, and thriving downtown community.

Our business has been headquartered in downtown Colorado Springs since 1994, and as a building owner, I have a significant personal and professional investment in the continued success and growth of the downtown area. I would welcome the opportunity to contribute my experience and perspective in service to the Authority and the broader community.

Thank you for your consideration. I appreciate your time and look forward to the opportunity to serve.

Sincerely,

A handwritten signature in black ink, appearing to read "William J. Hybl, Jr.", with a stylized flourish at the end.

William J. Hybl, Jr,
President & COO

WH:tl

Timothy W. Seibert

OVERVIEW

Tim is Senior Vice President with Norwood Development Group (NDG), a leading land development company in Colorado Springs. NDG works in many different areas within the Pikes Peak region including master planned communities, downtown revitalization, commercial and office development, and multi-family housing. Tim's experience allows him to bridge all facets of the company, but his primary responsibility is focused on the company's master planned community portfolio. His responsibilities include guiding strategy, planning, and design for a range of projects including the company's most ambitious undertaking to date, the 18,000 acre Banning Lewis Ranch. He is leading a consulting team consisting of the nation's leading planners and designers exploring how the next 50 years of Colorado Springs expansion can be a response to emerging 21st century city technology and cultural trending.

Prior to joining NDG, Tim was the owner of N.E.S. Inc. a private consulting firm with a wide array for projects throughout the Pikes Peak Region and the State of Colorado.

Tim has been a lived in the Old North End since 1999 and has officed in various locations in the downtown area since 2003. His knowledge and experience with downtown properties spans several decades including the City Gate Urban Renewal Plan, long term consulting with Colorado College, and leading entitlement for many downtown properties.

PROFESSIONAL EXPERIENCE

CURRENT POSITION

- Norwood Development Group
Senior Vice President (2017)

PREVIOUS POSITIONS

- N.E.S Inc. - Land Planners and Landscape Architects, Colorado Springs, CO
President/Owner (1999-2017)
- Davis Partnership P.C., Architects, Denver, CO
Project Manager, Land Planning and Landscape Architecture (1996-1999)
- N.E.S. Inc. - Land Planners and Landscape Architects, Colorado Springs, CO
Landscape Architect (1992-1996)

EDUCATION

- Master of Urban and Regional Planning, Urban Design Concentration (1996-1998)
University of Colorado, Denver, Colorado
- Bachelor of Landscape Architecture, Cum Laude (1987-1992)
Ball State University, Muncie, Indiana

NOR'WOOD DEVELOPMENT PROJECTS

- **Wolf Ranch:** A 2,000-acre master planned community located in Colorado Springs offering a variety of residential types up to 7,000 dwelling units. The project includes hundreds of acres of parks, open space, and trails along with a community recreation center. Approximately halfway completed to date, with seven to ten years build out.
- **Banning Lewis Ranch:** An 18,000-acre property located within the city limits of Colorado Springs. A framework master plan is just commencing for a development area that will become the growth area for the Pikes Peak Region.

- **Southwest Downtown Redevelopment (Park Union Neighborhood):** An eight-city block district within downtown Colorado Springs anchored by the new United States Olympic Museum that is planned for millions of square feet of office, residential, retail and hospitality uses.
- **Mesa Ridge:** A 530-acre residential community in Fountain, Colorado. The site includes single family, townhome, and apartment development.

NOTABLE CONSULTING PROJECTS

- **Meridian Ranch:** A master planned community located in El Paso County consisting of over 2,600 acres. The project has over two thousand platted lots, an eighteen hole golf course, ninety acres of public school land, three constructed neighborhood parks, 215-acre regional park, many miles of trails and open space, and commercial and industrial property.
- **Gold Hill Mesa:** A traditional neighborhood development (TND) project located in Colorado Springs. The project consists of 127 acres of TND style residential development and 82 acres of mixed use commercial land. The brownfield project is located on a former gold ore processing site and required extensive environmental analysis and remediation.
- **Forest Lakes:** A residential community in El Paso County consisting of 997 acres. Nearly one-half of the property is open space to accommodate habitat for the threatened Preble's Meadow Jumping Mouse. The remaining property is developed as a variety of housing types from small patio homes to estate lots with hillside terrain and characteristics.
- **Flying Horse:** A master planned community in Colorado Springs consisting of 1,593 acres. The property has an eighteen-hole golf course with over 2,300 dwelling units built or planned. The project also includes commercial, office and school sites.
- **Colorado College:** In a period spanning over 15 years, Tim led multiple design and entitlement efforts on behalf of Colorado College. Notable project include the Van Briggles Building site enhancements, Tutt Library expansion, El Pomar Sports Center Expansion, East Campus Housing, Childcare Center Expansion, and many other investments to the campus.

PROFESSIONAL AFFILIATIONS

- Urban Land Institute
- American Society of Landscape Architects
- American Planning Association
- Congress for the New Urbanism

CIVIC INVOLVEMENT

- Colorado Governors Fellowship (2018-19)
- City of Colorado Springs Comprehensive Plan Steering Committee (2017-18)
- President, Colorado Springs Housing and Building Association (2016)
- Public Policy Chair, Colorado Springs Housing and Building Association (2013-15)
- Colorado Springs Infill and Redevelopment Task Force
- Thomas MacLaren Charter School Board of Directors, Chairman
- El Paso County Barriers to Business Committee
- Land Use Review Advisory Board, City of Colorado Springs
- President, American Society of Landscape Architects Colorado Chapter (2001-02)

May 4, 2026

RE: Letter of Interest in the Downtown Development Authority Board of Directors

To Whom It May Concern,

I am writing to express my interest in serving on the Downtown Development Authority (DDA) Board of Directors. I have been actively involved in planning, design, and development projects throughout the Pikes Peak Region since 1992, with more than twenty years of professional and personal investment in the Downtown area.

In my current role as Senior Vice President with Norwood Development Group, I help guide strategy, planning, and design across a diverse portfolio of projects, with a particular focus on large-scale, master planned communities. This work requires not only long-range visioning, but also the practical implementation of complex, multi-phased development strategies, aligning infrastructure, market demand, financing tools, and public-private partnerships over time. My experience leading efforts such as Banning Lewis Ranch and contributing to Downtown redevelopment initiatives, including the Park Union district, has provided me with a strong understanding of how to translate high-level plans into actionable, results-driven outcomes.

As the DDA advances the Elevate Downtown Plan, I can bring both a practitioner's perspective and a collaborative approach to support the continued success of the DDA. Prioritizing projects, sequencing investments, leveraging tools like TIF, and coordinating across stakeholders requires both technical expertise and a systems-level understanding of how districts evolve. My service on multiple special districts and background in master planning and leading entitlement for many Downtown properties has given me a solid understanding of how these entities operate, including governance, financing mechanisms, and long-term stewardship.

Having lived in the Old North End since 1999 and worked in Downtown since 2003, I bring not only professional expertise but also a personal commitment to the vitality and long-term success of the urban core.

Thank you for your consideration. I would welcome the opportunity to contribute to the next phase of Downtown's evolution and help advance the goals outlined in Elevate.

Sincerely,



Timothy W. Seibert