

CREW
NETWORK®



FOUNDATION



2018 Annual Report

Building opportunities
for women and girls
in commercial real estate

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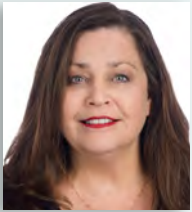
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Letter from the Chair

As I reflect on 2018 and the milestones that the CREW Network Foundation has achieved, it is with deep sincerity that I extend a thank you to the leadership team, the staff, all the donors within each chapter and those external to CREW Network Foundation for your various contributions. With your help, we are educating high school girls, college and career women, all looking to make a difference in our world. Through your support, our vision of advancing women globally in the commercial real estate industry continues to grow. We are teaching, researching, coaching, supporting and encouraging more women each year through your efforts and generosity.

It was a record-setting year in many aspects, which are detailed in the following pages of this report. In 2018, we surpassed many of our goals, including:

- Expanding our career outreach programs to reach more girls and women
- Raising more funds than ever
- Awarding more college scholarships than ever; and
- Engaging more donors and CREW Network chapters than ever.

As we diligently progress through 2019 and beyond, it is each of these commitments and achievements that are helping to drive change and strengthen our industry. By increasing the representation of women in commercial real estate, we are improving bottom lines, decreasing debts, increasing recruiting opportunities, diversifying input and improving decisions being made in companies. We are all making a difference and for that, CREW Network Foundation thanks you for your continued support in these impactful, important efforts.

With gratitude and appreciation,

A handwritten signature in black ink that reads 'Christine Gorham'.

Christine Gorham, CCIM

2018 CREW Network Foundation Chair
Director of Development – Caddis Healthcare Real Estate
CREW Atlanta

Building a Foundation for the Future

CREW Network Foundation is the charitable arm of CREW (Commercial Real Estate Women) Network and the only organization dedicating its resources solely towards transforming the commercial real estate industry by advancing women globally.

Who We Serve

In a traditionally male-dominated industry that is impacted by gender bias, CREW Network Foundation provides girls and women with education, support and advocacy. We are growing the pipeline of women into commercial real estate with programs that educate women and girls

about the career opportunities available to them, as well as establishing mentoring relationships between seasoned professionals and industry newcomers.

We bring women in commercial real estate together to share ideas and resources, invest in businesses, work to find solutions to common challenges and share opportunities for growth. We also encourage gender equity and diversity and educate commercial real estate companies about the benefits of having a diverse team.

What We Do

EDUCATE

The CREW Network Foundation Scholarship program supports future female leaders as they pursue university-level education that will lead to careers in commercial real estate. The number of scholarships awarded each year to female students attending college full time is based upon the availability of interest income from the endowment, contributions and matching corporate funds. Scholarship Endowment funds will be permanently restricted and only investment earnings from those contributions can be used for funding current scholarships. Annual Current Scholarship funds will be temporarily restricted for the purpose of funding current scholarships.

Scholarships are available to female junior and senior undergraduate students, and women enrolled full time



Group project at a CREW Careers event hosted by CREW Chicago



900+ young girls
participated in a CREW Careers program in 2018

UCREW reached
over 800 college students





Scholarship recipients at the Sunset Soiree fundraising event in San Diego, California

in graduate programs to cover the cost of tuition and books. Women must have a minimum GPA of 3.0 on a 4.0 scale and must be a citizen of the U.S. or Canada to be eligible. Their major must be included in one or more of the CREW Network Qualified Fields of Commercial Real Estate (QFCRE). (To view list, please go [here](#)).

RESEARCH

Foundation contributions make it possible for CREW Network to remain the leading publisher of research on women in commercial real estate—research that is helping close the gender gap in the industry and marking progress through benchmark studies and annual white papers. This research directly supports CREW Network’s strategic initiatives and educational programming.

OUTREACH

Commercial real estate offers rewarding and lucrative careers that are often overlooked because women are unaware of the opportunities that exist. CREW Network Foundation supports programs that educate women and girls about the career opportunities available to them, including:

- **CREW Careers** is a hands-on program, designed to introduce middle and high school girls to the many career opportunities available to them within the commercial real estate industry.
- **UCREW** introduces college students to opportunities within the commercial real estate industry. Members of CREW Network’s chapters serve as role models to teach students networking fundamentals, offer powerful career resources and provide relationship building career development opportunities.

- **The CREW Network Mentor Modules** provide a rich tapestry of principles organized in an easy-to-understand format. The success stories of our members often include descriptions of wise mentors, both male and female, who have made efforts to help grow careers through unofficial mentoring relationships. No group is better suited to mentor women in commercial real estate than CREW Network.

GREATEST NEEDS FUND

Contributions to the Greatest Needs Fund are first used to cover the basic administrative costs of operations. Remaining funds are evaluated annually by the executive management committee and are often used to provide additional funding to scholarships, industry research, career outreach or are set aside as reserves to cover potential future needs.

Celebrating 20 Years

CREW Network Foundation celebrated its 20th anniversary in 2018. To commemorate the milestone year, the Foundation launched a month-long campaign in April to fund five additional \$5,000 college scholarships for women, increasing our offering from 15 to 20 scholarships. In one month, 629 donors raised \$35,748, surpassing our \$25,000 goal by 41%!



2018 By the Numbers

Giving Overview

- More than **\$393,000** raised
- **5,145** donors, a 25% increase from 2017
- **8** CREW Visionary inductees, up from 5 in 2017
- **6** Visionaries added diamond to their pins

CREW Network Chapter Giving

- **66** CREW Network chapters contributed, totaling more than **\$150,000**
- **47** of **74** chapters met all three Foundation challenges, up from 30 in 2017
- **68** CREW Network boards fully supported the foundation, up from 62 in 2017
- **49** chapters had 50% of their membership make an individual donation, up from 34 in 2017
- **48%** of Canadian members donated, up from 41% in 2017
- **4** out of **6** Canadian chapters met the trifecta, up from two in 2017

Fundraising Events

- Our "20 for 20" Campaign raised **\$35,748** USD, surpassing our goal by 41%
- The annual fundraising event, "Sunset Soiree," raised over **\$84,000**
- Linda Florence scarf fundraiser netted over **\$4,000**
- The auctioning of a Louis Vuitton bag and wallet, donated by CREW Visionaries, netted over **\$8,800**

Scholarship Impact

- **\$100,000** in scholarships awarded (20 scholarships)
- Total scholarship applications received: **131**
- Qualified applicants: **102**

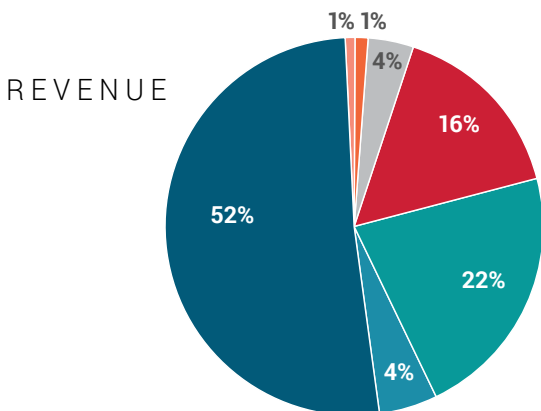
Career Outreach Impact

- UCREW reached more than **840** college women from 40 universities across North America, up from 600 in 2017
- CREW Careers introduced more than **900** girls to careers in CRE, up from 700 in 2017

Total Revenues = \$553,273¹

Unrestricted Contributions	\$285,583	52%
Career Outreach Contributions	6,389	1%
Industry Research Contributions	6,997	1%
Scholarship Endowment Contributions	21,395	4%
Annual Scholarship Contributions ²	86,852	16%
Fundraising Events	120,491	22%
Interest & Miscellaneous Income	25,566	4%

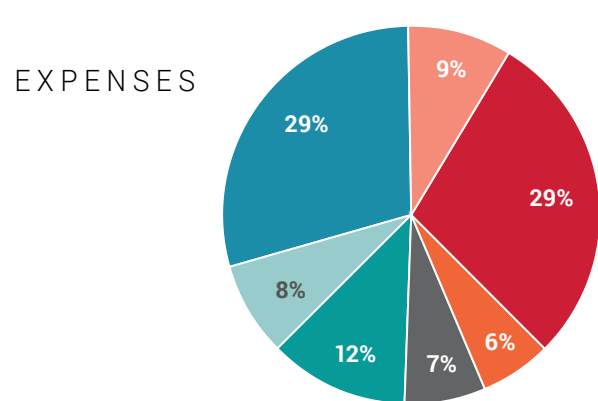
Total **\$553,273¹** 100%



Total Expenses = \$348,535¹

Career Outreach	\$32,498	9%
Scholarship Awards	100,000	29%
Research Grants	20,000	6%
Other Program Expenses ²	23,840	7%
Fundraising Events	41,587	12%
Other Fundraising	28,619	8%
Management & General Administration	101,991	29%

Total **\$348,535¹** 100%



¹ Some chapters use CREW Network Foundation as a conduit for their local fundraising efforts. Revenues and Expenses from these events were \$278,458 and \$184,648, respectively, and are not included in the charts presented above.

² Amounts for the Annual Scholarship Fund include donations of \$26,639 to CREW Network Foundation Canada, and related administrative expenses of \$4,868.

2018 Chapter Champions

Each Chapter Champion endorses CREW Network Foundation fundraising efforts by inspiring chapter members and chapter board leadership to support the Foundation through individual donations, special chapter fundraising events along with implementing local Career Outreach programs.

CREW Greater Akron
Ann Lynn Wehener

AZCREW
Samantha Pinkal

CREW Atlanta
Lauren D. Whitlock

CREW Austin
Carrie Holt
Marcy Phillips

CREWBaltimore
Kimberly Mode Hogan

BirminghamCREW
Emily Byrd

CREW Boston
Rachael Diharce
Elizabeth Sherwood Krol

Cape Fear CREW, Inc.
Cheryl S. Nabell

CREW Charleston, Inc.
Hillary Brooke Blevins

CREW Charlotte
Robin Turner

CREW Chicago
Bridget Mitchell
Allison F. Rabin

CREW Greater Cincinnati
Diana R. Christy
Pamela A. Miller-Shrout

CREW Cleveland
Joanie Louise Zimmer

CREW CT - The Real Estate Exchange
Monika Avery

CREW Dallas
Teresa Ereon Giltner

CREW Denver
Aimee Milligan
Piper Pierce

CREW Detroit
Beth Vance

CREW East Bay
Kristen Thall Peters

Edmonton CREW
Melanie Ducholke

CREW Fort Lauderdale/Boca Raton
Caitlin Inklebarger

CREW Fort Worth, Inc.
Monica Luera

CREW Hampton Roads
Sheila M. Traficante

CREW Houston
Kristy Simonette

CREW Idaho
Natalie Hernandez

IndyCREW
Alexandra Sylvia
Jill Rose

CREW Inland Empire
Jennifer A. Hafner
Wendy M. Hagen-Bowen

CREW Iowa
Jackie Johansen

CREW Jacksonville
Amelia B. Sterling

CREW Kansas City
Jill McCarthy

CREW-LA
Jennifer A. Hafner
Anita Jalaty

CREW Las Vegas
Melissa R. Campanella

CREW Lehigh Valley, PA
Lisa J. Oliver

CREW Maryland Suburban
Casey L. Cirner

CREW Miami
Marti S. Mang
Keren Marti

CREW Midlands South Carolina
Marie Dieckmann
Liz Howell McCary

MNCREW
Carrie Eggleston

CREW Montreal
Sonia Gagnon

CREW Naples/Fort Myers
Barbara Ann Monahan

CREW NJ
Amy Pidgeon Cooke

CREW New Mexico
Shirley K. Anderson
Kathleen J. Gallegos

New Orleans CREW
Deborah Brockley

CREW New York
Barbara Elizabeth Champoux
Theresa Ann Garelli

CREW Northern Colorado
Joe Merkle
Jennifer Lynn Peters

CREW Northern Nevada
Gigi H. Chisel

CREW Northern Virginia
Erica Bazow
Megan O'Hara Pawlowski

CREW-OKC
Julie Kriegel

CREW Omaha Metro
Emily O'Connor
Jennifer Shukert

CREW Orange County
Pauline Hale
Stephanie Tan

CREW Orlando
Anne Deason Spencer

CREW Palm Beach/Treasure Coast, Inc.
Rachael Lydia Rossmeissl-Stone

CREW Philadelphia
Stacey Lynn Boston

PT CREW North Carolina
Tessa T. Leftwich

CREW Pittsburgh
Sharon F. DiPaolo

CREW Portland
Angela Sheehan

CREW Richmond
Chris R. Hairston-White
Brenda Elliott Karp

CREW San Antonio
Brandey Orsag

CREW Saskatoon
Kimberly Dawn Maber

CREW San Diego
Wendy E. Lanahan

CREW San Francisco
Stacie Goeddel

CREW Seattle
Michelle Gail

CREW Silicon Valley
Nancy L. Brandt
Ginger L. Sotelo

CREW Upstate South Carolina
Jennifer Gay Mustar

CREW-St. Louis
Samantha Noel Hurrell

CREW Tampa Bay
Anne Q. Pollack
Deborah L. Scott

Toronto CREW
Rosalyn Wallace

Triangle CREW
Sharon Crawford
Jenna Geigerman

CREW Tucson
Karen Farrell

CREW Utah
Ann E. Baker

CREW Vancouver
Carla Barney
Andrea Welburn

CREW Washington DC
Tabitha Brittain

Wisconsin CREW
Lori A. Jore

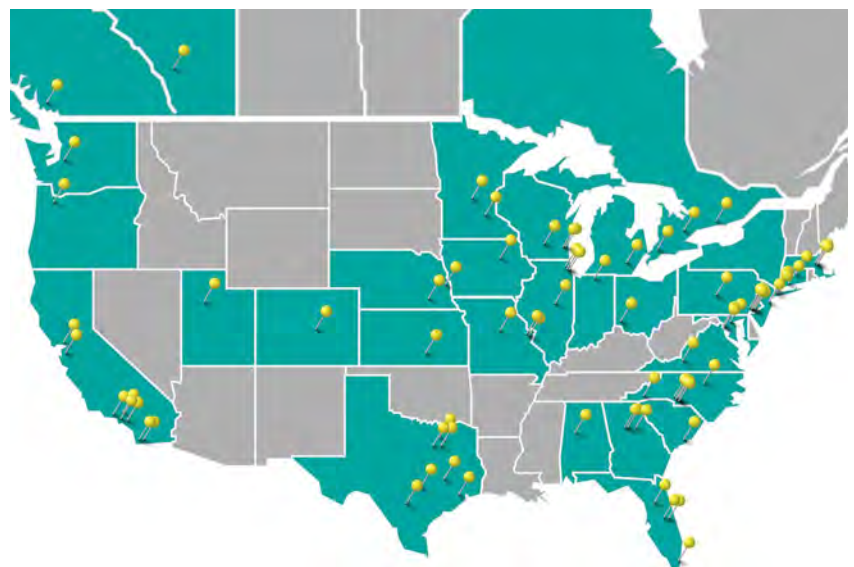


2018 CREW Network Foundation scholars at the Convention and Marketplace in San Diego. (left to right:) Trisha Mantri, Chantal Wing, Tiffany Hunter, Dominique Staton, Ashli White, Augusta Gudeman, Kelly Reed and Brooke Zentmeyer.

Scholarship Program Impacts Lives

Since 2009, CREW Network and CREW Network Foundation have awarded scholarships to 126 women totaling \$860,000. The CREW Network Foundation Scholarship program is supported by a permanent endowment, as well as contributions to the current annual scholarship fund. The scholarship, which is designed to encourage women to pursue an education that will lead to a career in the commercial real estate industry, is awarded on the basis of academic excellence.

In 2018, a total of 20 scholars were awarded \$5,000 each for tuition and books. Scholars also received a paid summer internship opportunity with CBRE, an 18-month CREW Network membership and complimentary registration to the 2018 CREW Network Convention and Marketplace in San Diego, California.



\$860,000 USD awarded

126 women

32 states/provinces

77 universities

2018 CREW Network Foundation Scholars



Nicole Cummings

Hometown: Kansas City, Mo.

University: Junior, University of Missouri

Focus of study: Finance and Real Estate

Cummings credits her initial interest in commercial real estate to interning at a growing commercial developer during her senior year in high school. She went on to learn more about property management while working as a leasing consultant for luxury apartment communities in Kansas City. "I learned quickly that people make a world of difference in any organization, especially property management," Cummings said. "Having a great property management team adds a tremendous amount of value to any property." Cummings hopes to one day be an entrepreneur and believes real estate is the pathway to achieving her goals.



Augusta Gudeman

Hometown: Raleigh, N.C.

University: Graduate,
University of Michigan

Focus of study: Urban Planning and
Public Policy

Gudeman credits her interest in commercial real estate to the combination of her training in social science, policy, and planning. She has worked as a consultant in the weather satellite division of the National Oceanic and Atmospheric Administration (NOAA) in Washington D.C., and previously with the City of Ann Arbor (Michigan) to promote equity in water rates. Gudeman has also supported regional planning at the Chicago Metropolitan Agency for Planning, and researched housing policy for Global Detroit, an immigrant advocacy non-profit. She particularly values commercial real estate's relationship to land use policy and its potential for improving equity in society. Upon graduating in May, she hopes to work in the local public sector working at the intersection of economic development and sustainability in Los Angeles, Detroit, or Chicago.



Amy Heinmets

Hometown: Ocean Township, N.J.

University: Senior, Temple University

Focus of study: Real Estate and Finance

Heinmets attributes her experience as a member of the executive board of her school's real estate club to her interest in the industry. In addition, her internship experience at a brokerage firm has allowed Heinmets to see the commercial

real estate world in action and has provided her with the drive and skill to seek a career in the industry. She is looking forward to graduating in May 2019 and pursuing brokerage and commercial investments. Heinmets feels confident that she can achieve her goals with help from inspiring mentors and has hopes of one day helping young women who are new to the industry.



Tiffany Hunter

Hometown: Omaha, Neb.

University: Senior, University of
Nebraska-Omaha

Focus of study: Real Estate and Land
Use Economics

Growing up, Hunter had dreams of one day becoming an entrepreneur, so the concept of owning and managing her own real estate assets was extremely compelling. Her passion for real estate was solidified after taking her first real estate course in college, along with participation in two student organizations: the UNO Honors Program and Rho Epsilon, where she currently serves as President. Hunter also interns at Union Pacific Railroad (UP) in the Real Estate department, where she is learning how to effectively communicate with customers and lessees, valuating properties and drafting and interpreting contracts relative to real estate. "My goal is to invest in overlooked and impoverished communities, not only in the monetary form but in the form of knowledge and opportunity," Hunter said. "I want to work in commercial development or urban planning because I believe that the health of a community relies heavily on the health of its real estate."



Robin King

Hometown: Brunswick, Maine

University: Graduate, University of
Wisconsin-Milwaukee

Focus of study: Architecture

King is pursuing a Master of Architecture degree with a concentration in Ecological Design at the University of Wisconsin-Milwaukee. She maintained a 4.0 GPA while pursuing her undergraduate degree in architectural studies and has an internship with a commercial architecture firm in Milwaukee. Her passion is sustainable design and she would like to design commercial and residential buildings that are environmentally friendly. "Architecture is the perfect mix of technical and creativity," King said. "We spend most of our time indoors, so it is important to design beautiful, healthy buildings that help facilitate a superior quality of life."



Liana Langley

Hometown: Toronto, Ont.
University: Senior, Western University-Ivey Business School
Focus of study: Business Administration and Urban Development

Langley has a passion for sustainable commercial real estate development and plans on dedicating her career to changing the built environment to benefit all individuals, regardless of socioeconomic class. In addition to her degree, she is completing the Ivey HBA Sustainability Certificate in preparation for a career within commercial real estate that merges sustainability with traditional real estate practices. Langley has studied abroad in Australia and China, and is currently completing a business development internship at an NGO in Tanzania, a developing region she plans to eventually invest in. Ultimately, she would like to own her own real estate development firm and assist marginalized individuals/groups to help them achieve their goals.



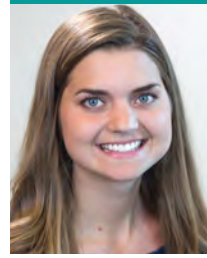
Trisha Mantri

Hometown: Houston, Texas
University: Graduate, University of Chicago-Booth School of Business
Focus of study: Finance and Management

Mantri is a second-year MBA student in the Booth School of Business at the University of Chicago. She began her career in commercial real estate finance at Barclays Capital and GE Capital. Most recently, Mantri worked at Providence Equity's \$20 billion credit fund, helping to originate new CRE mortgage loans, as well as manage transactions through due diligence and recommendations to the investment committee. In 2017, she decided to pursue her MBA to invest in her own leadership, as well as seek a career transition to private equity. She is spending the summer at Lionstone Investments, a real estate private equity firm based in Houston. Mantri attributes much of her success to the incredible support of mentors throughout her career and hopes to become a leader so that she can offer similar guidance to other women in the field.

"I am extremely excited to go back to school to get my Master's degree at MIT which will allow me to deepen my understanding of both real estate as an investment asset and as a vehicle for community change. Over the next year, I also look forward to participating in local CREW Boston events and becoming more deeply integrated into this fantastic organization."

GINA PFINGSTON



Kennedy McGill

Hometown: West Columbia, S.C.
University: Senior, NC State University
Focus of study: Architecture

McGill graduated from Clemson University in 2016 with a bachelor's degree in architecture and will be attending North Carolina State University to complete a one-year professional program in architecture. She has deepened her passions in programming and design while working with a variety of corporate clients at McMillan Pazdan Smith in Greenville, South Carolina. Upon program completion, McGill plans to complete the final steps to obtain an architectural license and to continue working in the design field. She enjoys collaborating with clients, understanding their business, programming to their specific needs and following through with thoughtful designs.

"Thank you for an incredible and empowering experience as a CREW Network Foundation scholar. I am thankful for your generosity in supporting me and the future of our industry. From the support at the convention in San Diego to the local support from PTCREW, I've had a great support team during this last year at NC State."

KENNEDY MCGILL



Gina Pfingston

Hometown: Hudson, N.H.
University: Graduate, Massachusetts Institute of Technology
Focus of study: Real Estate Development

Pfingston has five years of commercial real estate experience, most recently as Vice President with JLL in their Capital Markets Investment Sales Group in Los Angeles. She has completed over \$540 million of investment sales, including existing asset and development opportunities, specializing in multifamily product. Recent development assignments have sparked her interest in pursuing a deeper understanding of the development process and furthering her understanding of real estate finance. "I was inspired to view real estate as more than just a physical asset and compelled to explore a career shift to development," Pfingston said. "Developers act as the stewards of community change and have the opportunity to turn challenges into creative solutions by not just answering the question of 'what to build?' but by creating something that prioritizes community benefits and the transformative potential of real estate." She will be attending MIT in the fall to pursue a Master of Science in real estate development.



Kelly Reed

Hometown: Gaithersburg, Md.
University: Senior, The Catholic University of America
Focus of study: Architecture and Civil Engineering

Reed is a senior at The Catholic University of America studying both architecture and civil engineering. Her interest in commercial real estate stems from both her education and diverse internship experiences. She has interned for an architect, an owner’s representative and a general contractor, learning about three very different, yet vital sections of the industry. Outside of her education and internship experience, Reed is a member of the American Society of Civil Engineers and is a part of the UCREW committee of CREW Washington DC. With the UCREW committee, she continually works to promote CREW Network to college students throughout the DC area. Upon graduation in May, she hopes to combine her drive and broad range of knowledge in the industry into a career in construction management.



Rachel Rosado

Hometown: Lima, Ohio
University: Senior, University of Cincinnati
Focus of study: Real Estate and Marketing

Rosado is a Kolodzik Business Scholar at the University of Cincinnati double majoring in real estate and marketing.

Rosado has maintained a 3.9 GPA as a full-time student while interning part-time over the past year and a half. Her internship has inspired her to pursue a career in leasing. “After meeting one-on-one with three real estate professionals in Cincinnati, I knew that commercial real estate was the industry I wanted to be in,” Rosado said. “Through my internship experience, I’ve enjoyed working on something new every day and getting to touch on the finance, legal and sales aspects of the business.” Her internship has introduced her to the commercial real estate markets in Cincinnati, Denver and Salt Lake City. Rosado recently completed a study abroad trip at Cambridge for real estate students, which exposed her to real estate projects and developments in London.



Elyse Smith

Hometown: Ellicott City, Md.
University: Senior, Virginia Tech
Focus of study: Architecture

Smith is a senior at Virginia Tech studying architecture with a minor in industrial design. Her interest in architecture was sparked when she worked in the Appalachian region with a service organization to make homes “warmer, safer, and drier.” Here she saw the positive impact of improved living spaces on both families and communities. She has completed internships in Dallas and the Baltimore region, focusing on architecture in both the healthcare and religious sectors. She has broadened her perspectives by participating in a semester-long nomadic travel program throughout Europe. Smith is currently interning for an architectural firm in Baltimore which specializes in commercial development projects. During her thesis research this coming year, she plans to further study the relationship between design and the atmosphere, with a goal of addressing concerns such as permanence, material innovation and user experience within the realm of architecture. Upon graduation, Smith anticipates working for a commercial architecture firm that promotes sustainability and collaboration through quality design work.



Kelly Smolenski

Hometown: New Hyde Park, N.Y.
University: Graduate, New York University
Major: Real Estate Development

Smolenski’s professional and academic endeavors have always been focused on the built environment. She aspires to manage a vertically integrated firm, merging real estate development and architecture. Smolenski believes the ability to understand architecture, development and construction will allow her to make informed decisions and assume responsibility for what is built. Her goal is to synthesize her architectural background with the financial capability to initiate and execute projects that can create a meaningful, lasting impact. Despite academic success, it is soccer and track that have molded how she performs as a professional. The importance of communication and teamwork are embedded in her pursuits. “On the field, I learned what it meant to be a leader,” Smolenski said. “I consistently look to be challenged professionally, academically and as an athlete, because pushing your limits leads to progress.”



Dominique Staton

Hometown: Sanford, N.C.
University: Junior, University of North Carolina-Chapel Hill
Focus of study: Economics

Staton is an Honors Student and Army ROTC Cadet at the University of North Carolina at Chapel Hill. She is majoring in economics with a double minor in entrepreneurship and military science and leadership. This summer, she is competing for acceptance into the Kenan Flagler Business School, where she plans to complete a Bachelor of Science in Business Administration with a focus in real estate. Upon graduation, Staton looks forward to building a career in investment finance and commercial real estate. Her sincere interest in real estate stemmed from her dream to create a nationwide network of combined homeless shelters and rehabilitation centers that cater to the unique needs of every person who walks through the door. "In order to build my real estate career and make my vision a reality, I need a strong network of people who are dedicated to excellence in real estate," Staton said. "That is something CREW Network embodies."



Macy Trizonis

Hometown: Jacksonville, Fla.
University: Senior, University of Florida
Focus of study: Business Administration-Finance and Real Estate

Trizonis is working on a combined degree through a Master of Science in Real Estate Program that allows her to work toward both an undergraduate degree in finance and a graduate degree in real estate. The tangibility of real estate paired with the analytical side of finance have proven to be a great match for her strengths. Her involvement in the University of Florida Real Estate Society during her freshman year initially sparked her interest in the commercial real estate field. Trizonis also holds a position as a Teaching Assistant for a real estate analysis course and has had two internships in the field. Her current internship in New York City has exposed her to the acquisitions side of the industry, which she hopes to pursue a career in. "I am excited about the wide variety of opportunities available to me through the many sectors of the commercial real estate industry, and I hope to one day be able to offer some of the same opportunities to others," Trizonis said.



Ashli White

Hometown: Atlanta, Ga.
University: Junior, Queens University of Charlotte
Focus of study: Business Administration-Management

White credits her interest in commercial real estate to volunteerism and her mother's experience in commercial lending. Her main career objective is to diversify top-level management in organizations. White believes in the importance of CREW Network because of its focus on gender equity and greater diversity in a traditionally white, male-dominated field. "I volunteer with a film called 'The Gullah Project' that is about the Gullah people of coastal South Carolina and their fight to preserve their land and culture from high-end commercial real estate developments," she said. "I want to work in commercial real estate human resources, where I can push for diversity and inclusion in terms of both race and gender. I also want to help improve corporate social responsibility of companies when it comes to developments in communities like those of the Gullah people." White is currently working as a Product Manager Intern with Oracle NetSuite in San Mateo, California.



Tara Wilson

Hometown: Western Springs, Ill.
University: Senior, University of Wisconsin-Madison

Focus of study: Real Estate and Finance

Wilson's interest in real estate began when she worked for a civil engineering firm and has escalated since taking more business classes and gaining experiences. Real estate is the perfect outlet for her love of problem solving and creating relationships. During her junior year of college, Wilson was honored with Wisconsin Real Estate Alumni Association's Stephen Malpezzi Tradition and Innovation Scholarship Award. Wilson and two classmates also instituted a WIRE (Women in Real Estate) Club on campus. She hopes to build a community of ambitious women and connect them with professionals in the industry, while promoting confidence and success. Wilson is currently interning with Wells Fargo Commercial Real Estate in Chicago. Upon graduation, she hopes to utilize her leadership skills in the industry to conserve both people and natural resources.

"My goal has always been to be in a position where I am able to make an impact on my community and be constantly challenged to think creatively and critically."

GINA PFINGSTON



Chantal Wing

Hometown: Calgary, Alberta
University: Graduate, University of Calgary-Haskayne School of Business
Focus of study: Real Estate Studies

Wing began her career in commercial real estate by completing her Bachelor of Science in Civil Engineering from the University of Calgary in 2010. For the past eight years, she has been working as a Project Manager and Engineering Consultant, shaping communities in the Calgary area through the growth of residential, industrial, and commercial land developments. In 2016, Wing began her master’s in business administration studies to further her career in land development while expecting her first child. She will complete her degree in June 2019. She has also been a member of CREW Calgary since 2015 and recently co-chaired the Events Committee. “I am passionate about women helping women,” Wing said. “We need to build each other up and support one another.” Her success is driven by her passion for difficult assignments—the more complicated the better. Finding the right design solution that works for the developer and the community at large is a challenge that she can’t resist.



Alexis Zamora

Hometown: Missouri City, Texas
University: Junior, The University of Texas-Austin
Focus of study: Finance

Zamora’s journey in real estate stemmed from watching her parents manage rental properties. Since obtaining her own real estate license, she has gained valuable tools working at an apartment locating company, a student housing complex and an advertising agency. Aside from her work experiences, Zamora has found ways to expand her leadership skills in her community and the finance industry. During her time at The University of Texas, she has been involved in Texas Sweethearts, a women’s service organization dedicated to serving the Austin community. In addition, she was chosen to attend the Goldman Sachs Women’s Leadership Camp in New York City. Through her experiences as a leasing agent, her involvement in CREW Network and her university’s Undergraduate Real Estate Society, she has become most interested in the development side of commercial real estate and has a passion for creating developments that are sustainable, both socially and environmentally.

“Receiving this degree will help move my career forward from Project Management into Division Management and I look forward to the opportunities that are beginning to transpire. Thanks to your generous support I can maintain my career, while doing my graduate degree, caring for my toddler, and working towards growing our family further. It has been a welcomed challenge to work on all these things simultaneously and with my graduation pending in the spring of 2019, I am reaping the rewards of my efforts. Generous donors such as yourself have helped make this dream possible. Thank you for enabling this opportunity.”

CHANTAL WING



Brooke Zentmeyer

Hometown: Cincinnati, Ohio
University: Senior, University of Notre Dame
Focus of study: Environmental Science

From an early age Zentmeyer’s father, a civil engineer, sparked her interest in commercial real estate by showing her the many ways it intersects with environmental topics. “My dad would come home from property visits and tell me about the unique problems he faced at each one,” she said. “I had a million questions but he always had the answers.” Her father’s continued support inspired her to choose a major in environmental science. Through her major, she has taken courses that have introduced her to the many legal issues that connect commercial real estate and the environment. Zentmeyer is an active member of the Notre Dame Mock Trial Team and is spending the summer of 2018 working as a legal intern. She hopes to pursue a career in environmental law following graduation.



Scholarship Endowment

A community is only as strong as its ability to lift everyone up within it. CREW Network and CREW Network Foundation established the CREW Network Foundation Scholarship Endowment fund in 2008. Within the first two years, CREW Network Foundation allocated more than \$250,000 toward its goal of \$1 million. We are very close to achieving this goal to create perpetual funding of CREW Network Foundation scholarships for years to come. This is an opportunity to leave a legacy with a respected foundation that will administer the scholarship awards for the life of the fund.

Founders

The following individuals and CREW Network chapters are generous founders of the CREW Network Foundation Scholarship Endowment. Each founder holds one (1) seat on the Scholarship Selection Committee for every \$20,000 given. The committee selects the Scholars to be recommended to the CREW Network board. There are 30 permanent seats on the committee, and placement is considered an honor. These individuals and organizations are making a difference in the lives of women in immeasurable ways.

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Any individual, corporation, foundation or CREW Network chapter desiring to be recognized as a founder of the CREW Network Foundation Scholarship Endowment is required to pledge a minimum of \$20,000. Pledges are required to be fully funded within three years of the initial pledge date.

SCHOLARSHIP ENDOWMENT FOUNDER LEVELS

LEGACY FOUNDER

\$100,000+ in cumulative pledges to the endowment

- Permanent listing on the Endowment
- Recognition as scholarships are awarded each year into the future
- Prominent placement of donor headshot/logo on the CREW Network website
- Prominent placement of donor headshot/logo in the CREW Network Foundation annual report
- Recognition in CREW Network presentations, publications and social media, as appropriate
- Four (4) invitations to the VIP Reception at the CREW Network Convention and Marketplace*
- One (1) seat on the CREW Network Foundation Scholarship Selection Committee for every \$20,000 pledged*

VISIONARY FOUNDER

\$60,000 - \$99,999 in cumulative pledges

- Permanent listing on the Endowment
- Recognition as scholarships are awarded each year into the future
- Donor headshot/logo on the CREW Network website
- Donor headshot/logo in the CREW Network Foundation annual report
- Recognition in CREW Network presentations, publications and social media, as appropriate
- Two (2) invitations to the VIP Reception at the CREW Network Convention and Marketplace*
- One (1) seat on the CREW Network Foundation Scholarship Selection Committee for every \$20,000 pledged*

CHAMPION FOUNDER

\$20,000 - \$59,999 in cumulative pledges

- Permanent listing on the Endowment
- Recognition as scholarships are awarded each year into the future
- Name recognition on the CREW Network website
- Name recognition in the CREW Network Foundation annual report
- One (1) invitation to the VIP Reception at the CREW Network Convention and Marketplace*
- One (1) seat on the CREW Network Foundation Scholarship Selection Committee for every \$20,000 pledged*

* Reserved for individual donor, and/or an appointed individuals



CREW Visionaries at the 2018 CREW Network Convention and Marketplace in Houston, Texas

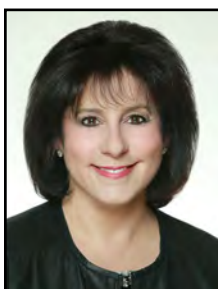
CREW Visionaries Donor Program

The CREW Network Foundation Visionaries program was established in 2007 to recognize donors for their cumulative giving to CREW Network Foundation. Participation in the program acknowledges an individual's commitment to support CREW Network Foundation's mission. When individuals reach \$10,000 in cumulative lifetime giving*,

they are inducted into the Visionaries program. Each inductee is awarded an exclusive, numbered gold lapel pin or cuff links. Each subsequent \$10,000 in cumulative lifetime giving is recognized with the addition of a diamond to the individual's pin.

2018 Inductees and Diamonds

We appreciate the leadership of our Visionaries and all they have done to advance women. The following individuals were inducted into the CREW Network Foundation Visionaries program in 2018:



66th INDUCTEE
Tori Robinson
CREW-LA



67th INDUCTEE
Tara Piurko
Toronto CREW



68th INDUCTEE
Christine Chipurnoi
CREW New York



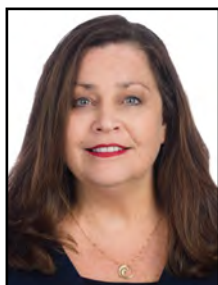
69th INDUCTEE
Gayle Bourdeau
CREW Boston



70th INDUCTEE
Adrienne Bain
CREW Charlotte
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71st INDUCTEE
Alison Beddard
CREW Utah



72nd INDUCTEE
Wendy Mann
CREW Network



73rd INDUCTEE
Karen Priesman
CREW Washington DC
CREW Dallas

The following individuals received diamonds in 2018:

- **B. Diane Butler** added a fourth diamond
- **Kim Addy** added her first diamond
- **Marianne Ajemian** added her first diamond
- **Jeanette Flory-Sagan** added her first diamond
- **Cheryl Hardt** added her first diamond
- **Sharon Herrin** added her first diamond

* Cumulative Life Giving Eligibility - Monetary donations made directly to the CREW Network Foundation by an individual are calculated into one's cumulative life giving. If an individual's donation is matched by an organization, the individual also receives lifetime giving credit for the amount of the matching donation. Unfulfilled pledges are not included; only the donations that have been actually collected are included in the individual's cumulative lifetime giving. Contributions for which an individual receives a benefit are excluded from cumulative lifetime giving. This includes raffle ticket purchases, auction item purchases, and any other contributions for which the individual receives a tangible benefit. Food and beverages, and attendance at CREW Network Foundation events are not included as benefits. Contributions of items and services for chapter auctions or chapter raffles are excluded from cumulative life giving calculations as it is not practically possible for CREW Network Foundation to estimate the value of items donated.

Thank you to our generous CREW Visionaries

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★ Denotes diamonds for each additional \$10,000 given to CREW Network Foundation





Sunset Soirée

CREW Network Foundation hosted its annual fundraiser on October 18 in conjunction with the CREW Network Convention and Marketplace in San Diego. This event was held at The Skybox overlooking the San Diego Padres' Petco Park, on the top floor of DiamondView Tower and offered stunning views of the city. Sunset Soiree was a night of networking in an unforgettable setting, raising more than \$80,000 for the Foundation. More than 200 supporters celebrated a successful year of helping to fund the Foundation's continuing efforts to bring more women into commercial real estate.

Thank You 2018 Underwriters

SURF STARS (\$5,000)



Kim Addy
CREW Seattle



Wendy Mann
CREW Network



Tara Piurko
Toronto CREW

CALIFORNIA DREAMERS (\$1,000)

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2018 CREW Network Foundation

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