



**CREW**  
NETWORK   
FOUNDATION

2019 ANNUAL REPORT

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Herrin Commercial Real Estate



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IndyCREW  
Cresa



**Kim Wingerak**  
CREW Calgary  
RioCan REIT



## Letter from the Chair

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It is with deep gratitude and pride on behalf of our board, executive committee and global members that I write this overview of the successes of CREW Network Foundation in 2019. It is with greater pride that I know we are grassroots and member supported, making our growth and milestones all the more special. You are our advocates for our mission and 2019 was no exception!

We achieved a record-breaking year because of you and our underwriters, all described more fully in the overview on the following pages of this report. In 2019 we maximized our out reach and met and achieved goals we set for now and the future, including:

- Awarded 20 scholarships of \$5,000 USD continuing to advance the future of women in commercial real estate
- Launched the Commercial Real Estate Internship website - a platform dedicated to recruiting young women and diverse individuals to commercial real estate internships
- Our annual fundraiser raised more than \$100,000 to support the Foundation. It was a fantastic evening to acknowledge our generous supporters and the significance of our Foundation's work.
- We had six members become CREW Visionary Inductees and six Visionaries add diamonds
- Over 1,411 young girls participated in a chapter CREW Careers program in 2018, up from 900 in 2018.
- 1,452 college students from 30 universities participated UCREW events in 2018, up from 840 in 2018.

Thank you for your commitment to our global CREW Network Foundation. It is with your continued support and resolution to strengthen our commercial real estate industry that we will continue to be the leader in these efforts for years to come.

With deepest appreciation,

A handwritten signature in black ink that reads "Sharon Herrin".

**Sharon Herrin**  
2019 CREW Network Foundation Chair  
Herrin Commercial Real Estate  
CREW Dallas

# 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, diversity and inclusion, 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 new visual identity for the CREW Network Foundation.

**1,400+** young girls participated in a CREW Careers program, up from 901 in 2018



UCREW reached **1,452** college students up from 840 in 2018



Scholarships are available to female junior and senior undergraduate students, and women enrolled full time 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 gender and diversity in commercial real estate—research that is helping close the gender gap in the industry and marking progress through benchmark studies and annual research 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 these programs that educate women and girls about the career opportunities available to them:

- **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.



## CREW Houston Makes a Landmark Gift

In September 2019, CREW Houston donated \$50,000 to the Foundation as a result of the chapter’s successful golf tournaments. This landmark contribution is the largest ever by a CREW Network chapter. Thank you, CREW Houston!

# 2019 By the Numbers

## Giving Overview

- More than **\$573,000** raised
- **5,444** donors which is up from 5,145 in 2018
- **6** CREW Visionary inductees
- **7** Visionaries added diamonds to their pins

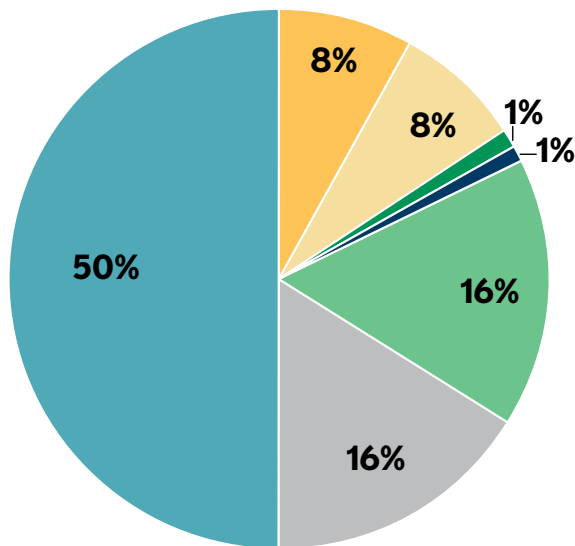
## Fundraising Event

- The annual fundraising event Rock, Rhythm and CREWs, raised over **\$100,000**

## CREW Network Chapter Giving

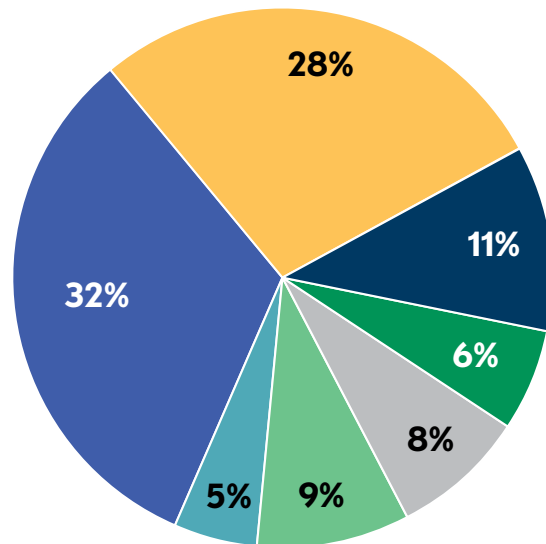
- **83%** of our CREW Network chapters contributed, totaling more than **\$225,000**
- **48** of **75** chapters met all three trifecta challenges
- **67** CREW Network boards fully supported the foundation
- **49** chapters had 50% of their membership make an individual donation

**Total Revenues = \$878,697<sup>1</sup>**



Unrestricted Contributions	\$442,273	50%
Scholarship Endowment Contributions	70,128	8%
Annual Scholarship Contributions <sup>2</sup>	68,730	8%
Industry Research Contributions	11,275	1%
Career Outreach Contributions	8,395	1%
Fundraising Events	140,800	16%
Interest/Miscellaneous Income	137,096	16%
<b>Total</b>	<b>\$878,697</b>	<b>100%</b>

**Total Expenses = \$342,206<sup>1</sup>**



Scholarship Awards	95,000	28%
Career Outreach	\$37,582	11%
Research Grants	20,000	6%
Other Program Expenses <sup>2</sup>	28,825	8%
Fundraising Events	31,251	9%
Other Fundraising Events	18,609	5%
Management/General Administrative	111,939	32%
<b>Total</b>	<b>\$342,206</b>	<b>100%</b>

<sup>1</sup> Some chapters use CREW Network Foundation as a conduit for their local fundraising efforts. Revenues and Expenses from these events were \$402,570 and \$292,363, respectively, and are not included in the charts presented above.

<sup>2</sup> Amounts for the Annual Scholarship Fund include donations of \$27,247 to CREW Network Foundation Canada, and related administrative expenses of \$5,949.

# 2019 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 Wehener**

AZCREW  
**Heather Fox**

CREW Atlanta  
**Diana Robinson-Sinkford**

CREW Austin  
**Kathy Carr**

CREW Baltimore  
**Kimberly Hogan**

Birmingham CREW  
**Jackie Bell**

CREW Boston  
**Elizabeth Krol**  
**Jill Sharif**

Cape Fear CREW, Inc.  
**Elise Rocks**

CREW Charleston, Inc.  
**Amanda Reeves**

CREW Charlotte  
**Nichole Kelley**

CREW Chicago  
**Bridget Mitchell**

CREW Greater Cincinnati  
**Heather Keller**  
**Jessica Odenweller**

CREW Cleveland  
**Diane Strojin**

CREW CT - The Real Estate Exchange  
**Lisa Lugauskas**  
**Janet Wheeler**

CREW Dallas  
**Suzanne Brasuell**

CREW Denver  
**Katie Nobel**

CREW Detroit  
**Jennifer Thomas**

CREW East Bay  
**Cynthia Wheeler**

Edmonton CREW  
**Alison McGavigan**

CREW Fort Worth, Inc.  
**Anita Beard**

CREW Hampton Roads  
**Bonnie Stretz**

CREW Idaho  
**Tammy Cox**

IndyCREW  
**Karla Burck**  
**Dee Headley**

CREW Inland Empire  
**Jennifer Hafner**  
**Janine Warren**

CREW Iowa  
**Jackie Johansen**  
**Amy Montgomery**

CREW Jacksonville  
**Amelia Sterling**

CREW Kansas City  
**Debra Swearingen**

CREW-LA  
**Crystal Fiedler**

CREW Las Vegas  
**Melissa Campanella**

CREW Lehigh Valley, PA  
**Lisa Oliver**

CREW Maryland Suburban  
**Carlyn Kelley**  
**Patricia Lang**

CREW Miami  
**Keren Marti**  
**Alicia Morales-Fernandez**

MNCREW  
**Christy Lewis**

CREW Montreal  
**Maryse Couture**

CREW Naples/Fort Myers  
**Barbara Ann Monahan**

CREW NJ  
**Jessica Trifiro**

CREW New Mexico  
**Shirley K. Anderson**  
**Kathleen J. Gallegos**

CREW New York  
**Michele O'Connor**

CREW Northern Colorado  
**Joe Merkle**  
**Melissa Moran**

CREW Northern Nevada  
**Kimberly Hopkins**

CREW Northern Virginia  
**Audreona Nelson**  
**Julene Pruitt**

CREW-OKC  
**Sally Hasenfratz**  
**Julie Kriegel**

CREW Omaha Metro  
**Emily O'Connor**

CREW Orange County  
**SuZanne Kennedy**  
**Stacy Stemen**

CREW Orlando  
**Jennifer Pollock**

CREW Palm Beach/Treasure Coast, Inc.  
**Laura King**

CREW Philadelphia  
**Stacey Boston**

PT CREW North Carolina  
**Bill Sinclair**

CREW Pittsburgh  
**Sharon DiPaolo**

CREW Portland  
**Jewel Bergeron**

CREW Richmond  
**Meaghan O'Brien**  
**Amelia Wehunt**

CREW San Antonio  
**Dena Welch**

CREW San Francisco  
**Tillie Ross**

CREW Saskatoon  
**Kimberly Maber**  
**Lisa Oberding**

CREW Seattle  
**Michelle Gail**

CREW Silicon Valley  
**Ginger L. Sotelo**

CREW Upstate South Carolina  
**Britney Barnes**

CREW-St. Louis  
**Samantha Hurrell**  
**Sarah Luem**

CREW Tampa Bay  
**Dana Grutchfield**

Toronto CREW  
**Anna Kennedy**

Triangle CREW  
**Joni Barnes**  
**Kellie Ford**

CREW Tucson  
**Lani Baker**

CREW Utah  
**Ann Baker**

CREW Vancouver  
**Andrea Welburn**

CREW Washington DC  
**Tabitha Brittain**

Wisconsin CREW  
**Lori A. Jore**  
**Sarah Stockel**



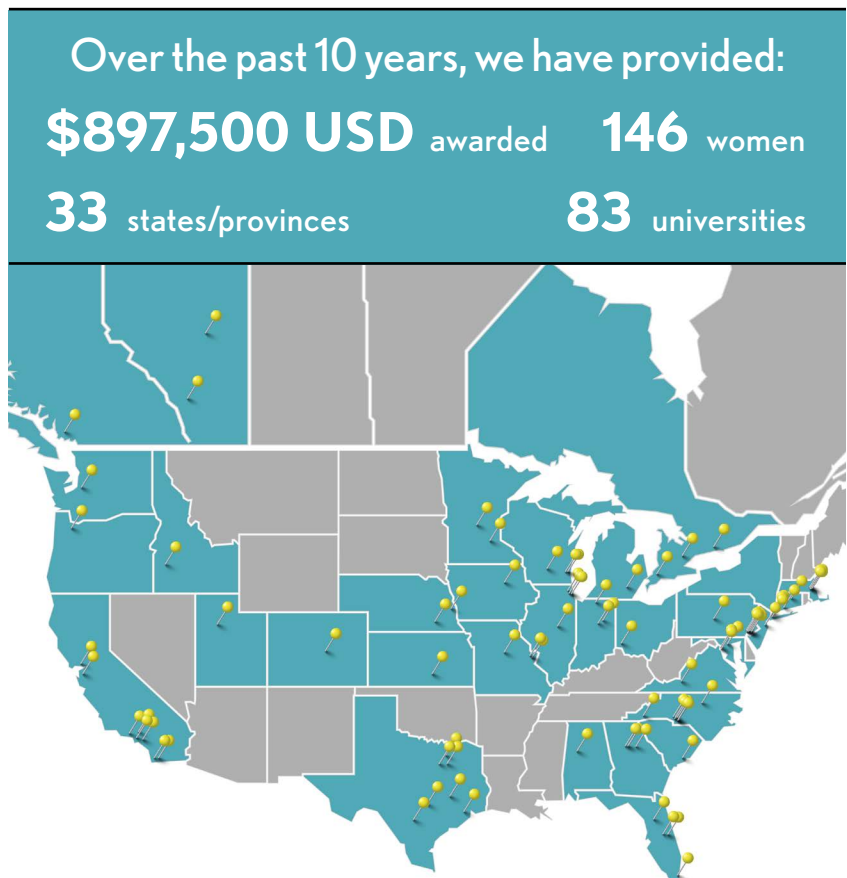


2019 CREW Network Foundation scholars at the Convention in Orlando. (L-R) Sharon Herrin, Jessica Murphy, Brianna Barr, Alexandra Mills, Lindsey Dinkla, Zoe Lo, Julia Pettpool, Hope Stauffer and Selina Phan.

## Scholarship Program Impacts Lives

Since 2009, CREW Network and CREW Network Foundation have awarded scholarships to 146 women totaling \$897,500. 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 2019, 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 2019 CREW Network Convention and Marketplace in Orlando, Florida.



## 2019 CREW Network Foundation Scholars



### **Olivia Ahner**

**Hometown:** Albany, NY

**University and focus of study:**  
Senior, Northeastern University  
Environmental Engineering

Ahner is a senior at Northeastern University pursuing a degree in Environmental Engineering. She became intertwined with the world of commercial real estate through an internship at Langan Engineering in New York, a land development engineering firm where she rotated through the civil, environmental and geotechnical disciplines. She was fascinated by playing a consulting role at the intersection of environmental science, interdisciplinary cooperation and New York City law.

Coursework and fieldwork alike have given Ahner an understanding of the complexity and importance of land doctoring—whether it be evaluating geological conditions for building a high-rise or remedially acting on historically contaminated land. Ahner will be in Costa Rica for the next six months, where she will study and practice permaculture techniques on a cooperatively-owned farm. After her return to Boston and graduation from Northeastern University in the Spring of 2020, she hopes to synthesize her experiences and find a purpose in city infrastructure sustainability and improvement, whether it be through hard engineering, urban planning or policy.



### **Zarina Ateig**

**Hometown:** Toronto, ON

**University and focus of study:**  
Graduate, Harvard University  
Real Estate Development

Ateig is a trained architect and PMI certified project manager, currently pursuing a master's degree in Real Estate at the Harvard Graduate School of Design. She has received multiple awards and is on the executive board of several student groups. Ateig is President of AfricaGSD, Events Director of the Harvard Real Estate Development Club, and is involved with multiple student-led conferences university wide.

Previously, Ateig worked as a Development Manager at one of the largest real estate developers in the United Arab Emirates with a focus on mixed use and hospitality projects, both locally and internationally. She intends to continue working in real estate development after graduation, with hopes that she could apply all she has learned to develop cities that are more energetic, diverse and equitable.



### **Amanda Backhaus**

**Hometown:** Griswold, IA

**University and focus of study:**  
Senior, University of Nebraska-Omaha  
Real Estate and Land Use Economics,  
Marketing, & Management

Backhaus is Executive Secretary and Social Media Chair for Rho Epsilon Real Estate Fraternity and is also the Executive Secretary of Chi Omega Sorority. She is an active member of Beta Gamma Sigma, Student Marketing Association and American Legion Auxiliary. In February 2019, she passed the national and state real estate exam to earn her salesperson license in Nebraska.

As an intern at The Lerner Company, an Omaha commercial real estate brokerage, she enjoys learning about the industry firsthand. Development, leasing and tenant representation are the areas of specialty that she is most interested in. Upon graduation in May 2020, Backhaus plans to begin working full-time in the commercial real estate field and pair her real estate knowledge with creativity to envision, create and orchestrate the process of development from the beginning to the end.



### **Brianna Barr**

**Hometown:** Lebanon, IN

**University and focus of study:**  
Senior, Ball State University  
Architecture

Having a background in design has allowed Barr to develop a unique perspective on the commercial real estate industry. Barr is drawn to commercial real estate because it produces the spaces where people interact, learn and grow. The industry has the potential to impact many lives.

Commercial real estate is the platform that allows designers to create the office building of a first-time business owner and watch how the company develops. Designers get to create multi-family apartment complexes, where families thrive, grow and make memories. Architects get the opportunity to design a downtown that reinvigorates local businesses. Barr has seen the impact the industry has through her internship experiences, and she is passionate about cultivating a sense of wholeness and connectedness among communities.



### **Olivia Ahner**

**Hometown:** St. Marys, OH  
**University and focus of study:**  
Senior, University of Cincinnati-Lindner  
College of Business  
Real Estate

Bartlett attributes her interest in real estate to her father’s real estate company. Growing up, she saw the excitement and challenges that came with working in the commercial real estate industry. During the fall of her sophomore year, she became an Operations Accounting Intern with North American Properties, a Cincinnati based developer. After a year and a half, she transitioned to working at Macy’s in the company’s Capital Planning Department.

Bartlett will be the President of the UC Real Estate Association during her final year of school. Her involvement in this organization has caused her passion for real estate to flourish. She has participated in trips to Denver and Germany to learn about their real estate markets and is planning to work for a real estate developer. She plans on eventually owning her own real estate development company.



### **Catherine Creech**

**Hometown:** Los Angeles, CA  
**University and focus of study:**  
Graduate, University of Southern California  
Real Estate Development

Creech’s passion for real estate stems from the power of the built environment on the human experience. This passion led her to the practice of architecture, and after several years of working at architecture firms in Los Angeles, she was inspired to play a larger role in the development process.

Creech is currently pursuing a graduate degree in the Dollinger Master of Real Estate Development program at the University of Southern California, where she intends to gain the complementary skills and network she needs to become a developer. As a licensed architect in California, her depth of experience spans all phases of project delivery—from entitlements and concept design to project permitting and construction administration. Her experience forms the foundation on which she plans to continue to build a career in real estate.



### **Dahlia Cohen**

**Hometown:** Highland Park, IL  
**University and focus of study:**  
Senior, University of Michigan-Ross  
School of Business  
Finance and Real Estate

Cohen’s interest in real estate began while she was an intern for a commercial brokerage. She has since worked in development, and most recently, in the Real Estate Banking Group at JP Morgan Chase in Chicago. Additionally, Cohen serves as the Co-President of The Michigan Real Estate Club, where her responsibilities include planning the annual Real Estate Convention, trips to Chicago and New York and educational meetings.

The complexities and analytics of real estate transactions are what drove Cohen to pursue a career in real estate finance. Cohen is looking forward to continuing to create relationships and learning more about the industry during her senior year. She is looking forward to becoming an active member of CREW Chicago upon graduation.



### **Lindsey Dinkla**

**Hometown:** Massena, IA  
**University and focus of study:**  
Senior, University of Northern Iowa  
Finance/Real Estate

Dinkla is an honors student at the University of Northern Iowa pursuing degrees in both finance and real estate. In addition to her academics, she also serves as the president of Rho Epsilon, UNI’s real estate student organization. As president, she finds it very important to uplift other women within the organization and help them seek out opportunities in the commercial real estate industry.

Dinkla credits her passion for commercial real estate to valuable industry experience in commercial mortgage underwriting during a 9-month extended internship last year. During this internship, Dinkla discovered that a career in commercial real estate debt is the perfect balance of the analytical and social skills she has developed, and she considers commercial mortgage origination as her ideal career path after graduation. Currently, she works part-time as a valuation management analyst for a commercial real estate research company while completing her final year of undergraduate studies.



### **Sydney Howard**

**Hometown:** Morganville, NJ

**University and focus of study:**  
Senior, University of Pennsylvania  
Economic History / Urban Real Estate  
Development

Howard is a senior majoring in Economic History and double minoring in Urban Real Estate & Development and Modern Middle Eastern Studies. She is currently working as an intern on Blackrock's Real Estate platform in New York City.

Howard is actively involved in the Wharton Undergraduate Real Estate Club (WUREC) and the Sam Zell/Lurie Real Estate Center at the University of Pennsylvania. She began taking real estate courses her sophomore year, developing a passion for the industry through her involvement. Howard has completed two real estate internships in capital markets and acquisitions, respectively. When asked about her long-term goals, Howard sees herself transitioning from commercial real estate acquisitions to development and applying what she has learned in the classroom in real time.



### **Zoe Lo**

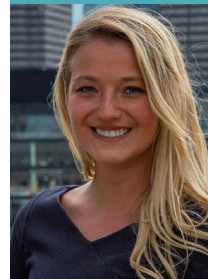
**Hometown:** Calgary AB

**University and focus of study:**  
Senior, University of Alberta  
Commerce

Lo is a fourth-year commerce student majoring in Business Economics and Law with a minor in Finance at the

Alberta School of Business and pursuing a Certificate in Real Estate. Lo's interest in the real estate industry was garnered through the University of Alberta Real Estate Club, where she has held an executive position for over two years as Vice President Internal. In this role, she has had the opportunity to network with industry professionals and work closely with the real estate program at the University of Alberta. Lo is actively involved in generating interest in the real estate industry within the student body and bridging the gap between industry professionals and students.

Her enthusiasm for valuations was fostered when she interned at Colliers International during the school year. She intends to work toward an Accredited Appraiser Canadian Institute (AACI) designation, as she hopes to pursue a career in valuations.



### **Emily Lukach**

**Hometown:** Bordertown, NJ

**University and focus of study:**  
Senior, St. Joseph's University  
Finance/Real Estate Finance

Lukach is a student in the Honors College at Saint Joseph's University in Philadelphia, Pennsylvania. She will graduate in May of 2020 with a degree in Finance and Real Estate Finance.

Lukach is an intern at Stamm Development Group, one of Philadelphia's leading private development firms. Since joining the team in early 2019, she has worked in all facets of the business, including assisting with the oversight of development and construction, as well as drafting and updating leases and general property management. She assists primarily with identifying and underwriting the company's prospective acquisitions. In addition to her internship, Lukach is also the Treasurer of the Real Estate Society at Saint Joseph's University.

The real estate industry is the perfect fit for her dynamic, self-starting and driven personality. Lukach's educational and career accomplishments show that she is committed to becoming one of the future female leaders in the industry.



### **Catherine McManus**

**Hometown:** Holden, MA

**University and focus of study:**  
Graduate, University of North Carolina-  
Chapel Hill  
Environmental Sciences and Engineering/  
City and Regional Planning

McManus is pursuing a Masters of City and Regional Planning and a PhD in Environmental Sciences and Engineering from the University of North Carolina. Her background in civil engineering, focusing on water infrastructure systems both in the US and globally, has helped her develop an interest in the global water crisis, especially as it relates to the social and economic status of women and girls around the world. Her research focuses on ensuring the long-term sustainability of water and sanitation systems. McManus hopes to combine the community-centric planning skills with the technical engineering skills that she will develop through her two degrees to increase access to and quality of water and sanitation infrastructure.



**Alexandra Mills**

**Hometown:** Bowie, MD  
**University and focus of study:**  
Graduate, University of Michigan-Ross  
School of Business  
Real Estate & Entrepreneurship

Mills is a first year MBA student at the University of Michigan and is focusing her studies on real estate and entrepreneurship. Her passion for driving economic development through investment in real estate and small businesses first began when she was an elementary school teacher in Washington, D.C. and Baltimore. She found that living blighted neighborhoods in concentrated poverty inhibited her students' ability to learn, and she was determined to have an impact in those communities.

Following the end of her teaching career, Mills served on the Impact Investment team of one of the largest urban real estate developments in the country, Port Covington. While serving on the team she led supplier diversity initiatives to support minority and women-owned businesses and collaborated with the leaders of six disinvested neighborhoods on strategic community revitalization efforts. Mills believes that when the well-being of marginalized residents is thoughtfully considered, real estate can change the face of a neighborhood and revive the spirit of a community.



**Jessica Murphy**

**Hometown:** Calgary, AB  
**University and focus of study:**  
Graduate, UCLA-Anderson School  
of Management  
Real Estate and Finance

Following a career as a transportation and construction engineer, Murphy is pursuing her MBA at the UCLA Anderson School of Management with a specialization in real estate and finance to achieve her goal of becoming a commercial real estate developer. At Anderson, she is the Vice President, Built Environment on the Anderson Real Estate Association board. She is passionate about real estate development, urban planning, real estate technology and the impact of transportation innovations on the urban scape.

Murphy feels that development is a multi-disciplinary area of commercial real estate that will allow her to flex both her creative and analytical muscles. She loves working with large project teams and looks forward to collaborating with a variety of project stakeholders - from tradesmen to architects. Murphy aspires to be an executive in an entrepreneurial firm that pushes the envelope on design and delivers landmark projects in the communities they are built.



**Julia Pettypool**

**Hometown:** Indianapolis, IN  
**University and focus of study:**  
Senior, Indiana University-Purdue  
University Indianapolis (IUPUI)  
Finance

Pettypool is majoring in both finance and international studies at Indiana University's Kelley School of Business. Her interest in real estate ignited when she read the book, *Rich Dad Poor Dad* by Robert Kiyosaki. Her mentor gave it to her during an internship, and she has read many real estate books and attended various lectures and networking events since. She is the President of the Real Estate Club and helps other students learn about and network with professionals in the real estate industry. On top of her real estate coursework, Pettypool has completed a real estate development internship with the J.C. Hart Company, Inc. and is currently working in a real estate capital markets internship with HFF, soon to be JLL.

Upon graduation, Pettypool intends to follow her passion for real estate and utilize her knowledge to help build sustainable communities. She is excited to see what the future holds and is grateful to be able to focus her time and energy on her studies with the aid of the CREW Network Foundation Scholarship.



**Selina Phan**

**Hometown:** Mississauga, ON  
**University and focus of study:**  
Senior, University of Western Ontario  
Real Estate Development

Phan is a senior double majoring in urban development and business at Western University and the Ivey School of Business in London, Ontario. Her interest in commercial real estate was inspired by a financial feasibility project in her Introduction to Urban Development class at The University of Western Ontario, which led to a summer internship with a real estate developer in the Greater Toronto Area. Throughout the internship, she spent afternoons outside of work with her boss, learning and exploring new urban developments. She has continued to work in development since and has worked on a variety of different asset classes in cities across Canada.

Phan loves the interdisciplinary aspect of real estate development and its ability to have an impact on communities around the world. She hopes to help build sustainable urban developments through the economic, social and environmental lenses.

**Katherine Salvatori****Hometown:** Sarasota, FL**University and focus of study:**

Senior, University of Pennsylvania-The Wharton Schools

Economics, Real Estate, Urban Real Estate and Development, Architectural History

Salvatori is a senior at The Wharton School, where she is pursuing a BS degree in Economics with concentrations in Real Estate and Retail, along with minors in Urban Real Estate and Development and Architectural History. She serves on the Executive Board of the Wharton Undergraduate Real Estate Club as the Director of Membership and Development. In this leadership role, she is responsible for a great deal of the club's activities, including Wharton's participation in real estate case competitions.

Salvatori holds her Real Estate Salesperson license in Florida, Pennsylvania and New York, and recently earned her LEED Green Associate certification. An active student member of the International Council of Shopping Centers (ICSC), she has earned ICSC's Specialty Leasing Designation (SLD) credential. Her career goal is to help create and redevelop urban areas, which ultimately will have a positive and direct impact on residents, workers and visitors in these neighborhoods."

**Hope Stauffer****Hometown:** Rigby, ID**University and focus of study:**Junior, Boise State University  
Construction Management

Stauffer is a junior at Boise State University studying Construction Management. As she continues to learn

about the construction industry, Stauffer finds excitement in the possibilities.

Classroom education can be such valuable time, but professors and peers have helped to foster the idea that hands-on school projects and getting firsthand experience on a construction site are the perfect additions to classroom education. Learning alongside builders, managers, developers, sellers, architects and engineers is what she enjoys about this industry. As often as she can, Stauffer enjoys talking to people and learning from the qualified individuals in all areas of the industry. Stauffer is excited to start her career and looks forward to networking within this growing field.

**Meghan Taylor-Steshyn****Hometown:** Jupiter, FL**University and focus of study:**

Graduate, Columbia University - Graduate School of Architecture, Planning, and Preservation

Real Estate Development

Taylor-Steshyn's interest in commercial real estate first began while studying Interior Design at the University of Florida. After graduating Summa Cum Laude, she moved to Austin, Texas to expand her knowledge of the profession and further engage with the A&D industry. While working in commercial interiors, she had the opportunity to design for nonprofits, law firms and tech companies. The most noteworthy was Oracle's Waterfront campus, which will total 980,000 SF upon completion of the second phase.

As a graduate candidate at Columbia University's M.S. Real Estate Development program, she intends to use the skills she has learned to advocate for the development of high quality design on behalf of the end user and their spatial experience. Taylor-Steshyn finds that her design approach lies in understanding the client's goals and challenges to further define what will make a workplace succeed. She has embarked into development with the same mindset, aiming to empathize with communities to achieve an insightful and successful project. Ultimately, she hopes to work with communities to positively impact urban development and maximize their economic potential.

**Luise Winslow****Hometown:** Boise, ID**University and focus of study:**Senior, Boise State University  
Civil Engineering

Winslow will be graduating from Boise State University in the spring of 2020

with a bachelor's degree in Civil Engineering and a minor in Applied Mathematics. Winslow established a curiosity for civil engineering while volunteering to build playgrounds in rural Nepa, where she had an opportunity to create something lasting that sparked my her passion for sustainable architecture, intelligent design and practical engineering.

Winslow is seeking opportunities to network, grow and learn through undergraduate research, internships, academics and extracurricular clubs and organizations. She hopes to pursue her master's degree and begin a career in cultivating communities. She is studying engineering both for the opportunity to create something extraordinary, and to have the skill-set to make a difference in how we envision development.

# 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. As of December 31, 2019, the endowment fund totaled nearly \$2 million, with \$1 million designated by the Scholarship Endowment Board of Directors and \$905,000 of donor-designated contributions.

## 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.

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.

## 2019 Endowment Donations

Two chapters also committed to the CREW Network Foundation Scholarship Endowment in 2019. IndyCREW and CREW Washington DC each pledged \$20,000 to support our endowment—the legacy of our scholarship program.



## VISIONARY FOUNDERS and 2019 SEAT HOLDERS



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## SCHOLARSHIP ENDOWMENT FOUNDER LEVELS

### LEGACY FOUNDER

\$100,000+ in cumulative pledges

### VISIONARY FOUNDER

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

### CHAMPION FOUNDER

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

For more information about the benefits per level, visit our Endowment [website page](#).



The 2019 CREW Visionaries at the CREW Network Convention and Marketplace in Orlando, Florida.

## 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.



### 2019 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 2019:



74<sup>TH</sup> INDUCTEE  
**Vicki Summerall**  
CREW Dallas



75<sup>TH</sup> INDUCTEE  
**Jennifer Carey**  
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78<sup>TH</sup> INDUCTEE  
**Stephanie Sprenkle**  
CREW Philadelphia



79<sup>TH</sup> INDUCTEE  
**Suzanne Brasuell**  
CREW Dallas

The following individuals received diamonds in 2019:

- **Gayle Bourdeau** added her first diamond
- **Ginger Bryant** added her second diamond
- **Linda Hollemon** added her first diamond
- **Cynthia Keefer** added her first diamond
- **Lynny Osenbaugh** added her first diamond
- **Malcolm Stewart** added his first diamond
- **Cindy Wozny-Carl** 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



CREW Network Foundation hosted its annual fundraiser on September 26 in conjunction with the CREW Network Convention and Marketplace in Orlando. This event was held at the groove™ at Universal CityWalk™. Rock, Rhythm and CREWs was a night of networking in an unforgettable setting, raising more than \$100,000 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 2019 Underwriters

## PRODUCERS (\$20,000)



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Participants at a CREW Careers event hosted by CREW Austin

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FOUNDATION

**HEADQUARTERS**

1201 Wakarusa Dr., Suite D  
Lawrence, KS 66049 USA  
T: (785) 832-1808  
F: (785) 832-1551

**CANADIAN CORRESPONDENCE**

P.O. Box 822, Stn. A  
Toronto, ON M5W 1G3