



**CREW**  
**NETWORK**   

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**FOUNDATION**

**2020 ANNUAL REPORT**

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# CREW Network Foundation Board and Staff

## BOARD & STAFF



**Vicky Gunning**  
Chair  
CREW Dallas  
Locke Lord LLP



**Sharon Herrin**  
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Herrin Commercial  
Real Estate



**Holly Neber**  
CREW Network  
Immediate Past  
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CREW East Bay  
AEI Consultants



**Wendy Mann, CAE**  
President, CREW  
Network Foundation  
CEO, CREW Network



**Justin Hawkins, CPA**  
Treasurer, CREW  
Network Foundation  
CFO/COO  
CREW Network

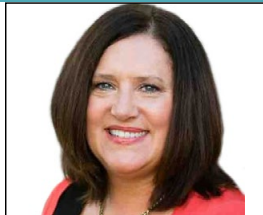


**Nichole Vanner**  
Coordinator  
CREW Network  
Foundation

## CHAMPION DIRECTORS



**Sharon Addison**  
Toronto CREW  
Dentons Canada LLP



**Lisa Chappell**  
CREW San Diego  
Mission Federal  
Credit Union



**Laura Gregoriadis**  
CREW Boston  
DiCicco, Gulman &  
Company LLP



**Coni Henersdorf**  
CREW Dallas  
CODA Consulting  
Group, LLC



**Julie Kriegel**  
CREW-OKC  
Wiggin Properties LLC



**Marie McLucas**  
CREW Charlotte  
Primax Properties, LLC



**Allison Rabin**  
CREW Chicago  
Chicago Title



**Sandi Quigley**  
CREW Palm Beach/  
Treasure Coast  
The Troika Group



**Kim Wingerak**  
CREW Calgary  
RioCan REIT

### Chair Emeritus

**Elizabeth Solender**, CREW Dallas

### Honorary Trustees

**M. Maureen Anders**, AZCREW

**Dottie Cunningham**, CREW New York

**Bonnie S. Gottlieb**, CREW Washington DC

**Irene L. Hosford**, CREW Dallas

**Anne DeVoe Lawler**, CREW Seattle

**Diana L. Parker**, CREW Miami



# Letter from the Chair



**VICKY GUNNING**  
2020 CREW Network Foundation Chair

It is with deep gratitude and honor on behalf of our board, executive committee and volunteer leaders that I share with you the achievements of CREW Network Foundation in 2020. In a year of crisis and challenge, generous donors came together to lift each other up and move our mission forward. Even in the midst of great hardship, many gave in honor of others and continued their strong support. I was inspired by this generosity and our forward momentum in supporting the next generation of industry leaders.

Our Foundation Champion Directors and staff, working alongside our Chapter Champions, flexed, pivoted and innovated to create new opportunities to support the Foundation. I was amazed by their creativity, dedication and passion for our mission. In 2020, CREW Network Foundation:

- Awarded 25 scholarships of \$5,000 (USD) continuing to advance the future of women in commercial real estate. [Meet our talented scholars.](#)
- Raised more than \$50,000 through two giving campaigns—Pay it Forward and Push for Progress—in support of scholarships, the Greatest Needs Fund and industry research

- Held our first-ever virtual fundraiser, raising more than \$80,000 to support the Foundation. It was a fun and unique experience to acknowledge our generous supporters and the significance of our Foundation's work—and hone our cooking skills with a celebrity chef.
- Inducted three new CREW Visionaries and added diamonds to seven Visionaries' pins

In the following pages of this report, you will find a recap of our 2020 achievements and impact, our inspiring scholars, and recognition of our generous supporters and volunteers.

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

With gratitude,

A handwritten signature in black ink that reads "Vicky Gunning". The signature is written in a cursive, flowing style.

**Vicky Gunning**  
2020 CREW Network Foundation Chair  
Partner, Locke Lord LLP  
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 and barriers to advancement, CREW Network Foundation provides girls and women with education, support and advocacy to be successful in their commercial real estate careers. 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 providing scholarships for university women pursuing CRE careers.

We bring women in commercial real estate together to share ideas and resources, invest in business opportunities, work to find solutions to

common challenges, and share opportunities for growth with one another. We also work to advance gender equity and diversity in the industry, and educate commercial real estate companies about the benefits of having a diverse workforce.

## What We Do

### EDUCATE

The CREW Network Foundation and CREW Network Foundation Canada Scholarship funds support 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.

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) which are listed on the right.

Accounting  
Acquisitions/Dispositions  
Appraisal  
Architecture  
Asset Management  
Brokerage  
CRE Business Development  
Commercial Insurance  
Commercial Lending  
Construction Management/General Contracting  
Consulting  
Corporate Real Estate  
Cost Segregation  
Economic Development  
Education  
Engineering  
Environmental  
CRE Executive  
Facility Management  
Finance  
CRE Human Resources  
Interior Design/Space Planning  
Investment Management  
Investor Relations  
Land Use Planning and Zoning  
Land Surveying  
Law  
Market Research  
Program Management/Project Management  
Property Management  
Public Sector  
Quasi-Governmental Transportation and Port Authorities  
Real Estate Development  
Relocation Services, Corporate  
Risk Management  
Title/Escrow



## 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 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 business and connection 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 Mentoring Modules provide a valuable resource for CREW members and chapters to guide their mentoring programs and successful outcomes. 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 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.

In the following pages, we highlight some of the many ways we are building opportunities for women and girls in commercial real estate.

Before the start of the pandemic in 2020  
**368+ young people**  
 participated in a CREW Careers program



Before the start of the pandemic in 2020,  
 UCREW reached  
**over 383 college students**



# 2020 By the Numbers

## Giving Overview

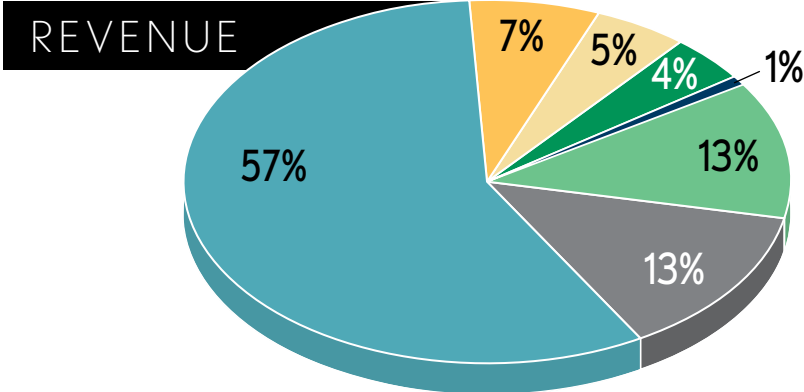
- More than **\$439,083** raised
- **4,278** donors which is down from 5,444 in 2019
- **3** CREW Visionary inductees
- **7** Visionaries added diamonds to their pins

## Fundraising Event

- Our first virtual fundraising event, a live culinary demonstration with Celebrity Chef David Rose, raised over **\$81,100**

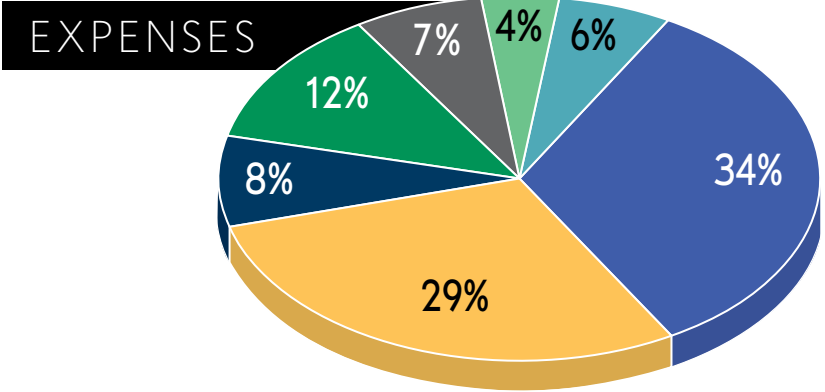
## CREW Network Chapter Giving

- **81%** of our CREW Network chapters contributed, totaling more than **\$116,463**
- **28** of **77** chapters met all three trifecta challenges
- **60** CREW Network boards fully supported the foundation



Unrestricted contributions.....	\$349,079	57%
Sponsorship Endowment contributions.....	45,123	7%
Annual Scholarship contributions <sup>2</sup> .....	28,586	5%
Industry Research contributions.....	24,842	4%
Career Outreach contributions.....	3,043	1%
Fundraising Events.....	81,100	13%
Interest/Miscellaneous Income.....	78,296	13%

**Total<sup>1</sup> \$610,069 100%**



Scholarship Awards.....	\$125,000	29%
Career Outreach.....	36,323	8%
Research Grants.....	50,000	12%
Other Program Expenses <sup>2</sup> .....	31,589	7%
Fundraising Events.....	16,802	4%
Other Fundraising Events.....	24,692	6%
Management/General Administration.....	142,992	34%

**Total<sup>1</sup> \$427,398 100%**

1) Some chapters use CREW Network Foundation as a conduit for their local fundraising efforts. Revenues and Expenses from these events were \$50,627 and \$103,730, respectively, and are not included in the charts presented above.

2) Amounts for the Annual Scholarship Fund include donations of \$11,590 to CREW Network Foundation Canada, and related administrative expenses of \$4,050.



# 2020 CREW Network Foundation 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

**Elizabeth Yeargin**

AZCREW

**Heather Fox**

CREW Austin

**Marcy Phillips**

CREW Baltimore

**Candace Zang**

Birmingham CREW

**Callan Sherrod**

CREW Boston

**Karen Hurd**

**Laura Gregoriadis**

CREW Calgary

**Gillian Lawrence**

**Sue Paton**

Cape Fear CREW, Inc.

**Connie Ronner**

CREW Charleston, Inc.

**Hillary Blevins**

CREW Charlotte

**Mary Wilken**

CREW Chicago

**Bridget Mitchell**

CREW Denver

**Kiana Akina**

CREW Detroit

**Nicole Blocker**

CREW East Bay

**Kristen Thall Peters**

Edmonton CREW

**Sharon Ohayon**

CREW Fort Lauderdale/  
Boca Raton

**Traci Miller**

CREW Fort Worth, Inc.

**Ashley Tinsley**

CREW Idaho

**Kristi Bowins**

Indy CREW

**Leah Stanton**

**Karla Burck**

CREW Inland Empire

**Janine Warren**

**Jennifer Dorgan**

CREW Iowa

**Amy Montgomery**

**Brittany Freund**

CREW Jacksonville

**Cindy Kaneer**

CREW Kansas City

**Christine Schlomann**

CREW Los Angeles

**Lexi Moriarty**

CREW Lehigh Valley, PA

**Lisa Oliver**

CREW Miami

**Alicia Morales- Fernandez**

**Ligia Labrada**

MNCREW

**Heather Weerheim**

CREW Montreal

**Chantal Cousineau**

CREW Naples/Fort Myers

**Kristin Conroy**

**Barbara Ann Monahan**

CREW Nashville

**Barbra Bedwell**

CREW NJ

**Jessica Trifiro**

CREW New Mexico

**Shirley Anderson**

**Kathleen Gallegos**

New Orleans CREW

**Natalie Barnes**

CREW New York

**Jaimee Nardiello**

CREW Northern Nevada

**Kimberly Hopkins**

**Stevie Spracklin**

CREW Omaha Metro

**Emily O'Connor**

CREW Orange County

**Pauline Hale**

CREW Orlando

**Courtney Keller**

CREW Palm Beach/  
Treasure Coast, Inc.

**Laura King**

**Sandi Quigley**

CREW Greater Philadelphia

**Kathleen Fahy**

**Janet Nitka**

PT CREW North Carolina

**Amanda Carroll**

CREW Pittsburgh

**Sharon DiPaolo**

CREW Richmond

**Meaghan O'Brien**

**Laura Garrett**

CREW Sacramento

**Emily Edwards**

**Tiffany Clement**

CREW San Antonio

**Alyssa Hartlage**

CREW San Diego

**Danielle Vera**

**Jennifer Litwak**

**Sarah Giardini**

CREW San Francisco

**Leizl Hinajon**

CREW Seattle

**Michelle Gail**

CREW Silicon Valley

**Ginger Sotelo**

CREW Upstate  
South Carolina

**Chesley White**

CREW-St. Louis

**Molly Mastin**

Triangle CREW

**Kellie Ford**

**Ashley Cagle**

CREW Tucson

**Michelle Jolly**

CREW Utah

**Ann Baker**

CREW Vancouver

**Carla Barney**

CREW Washington DC

**Holly Lennihan**

CREW West Michigan

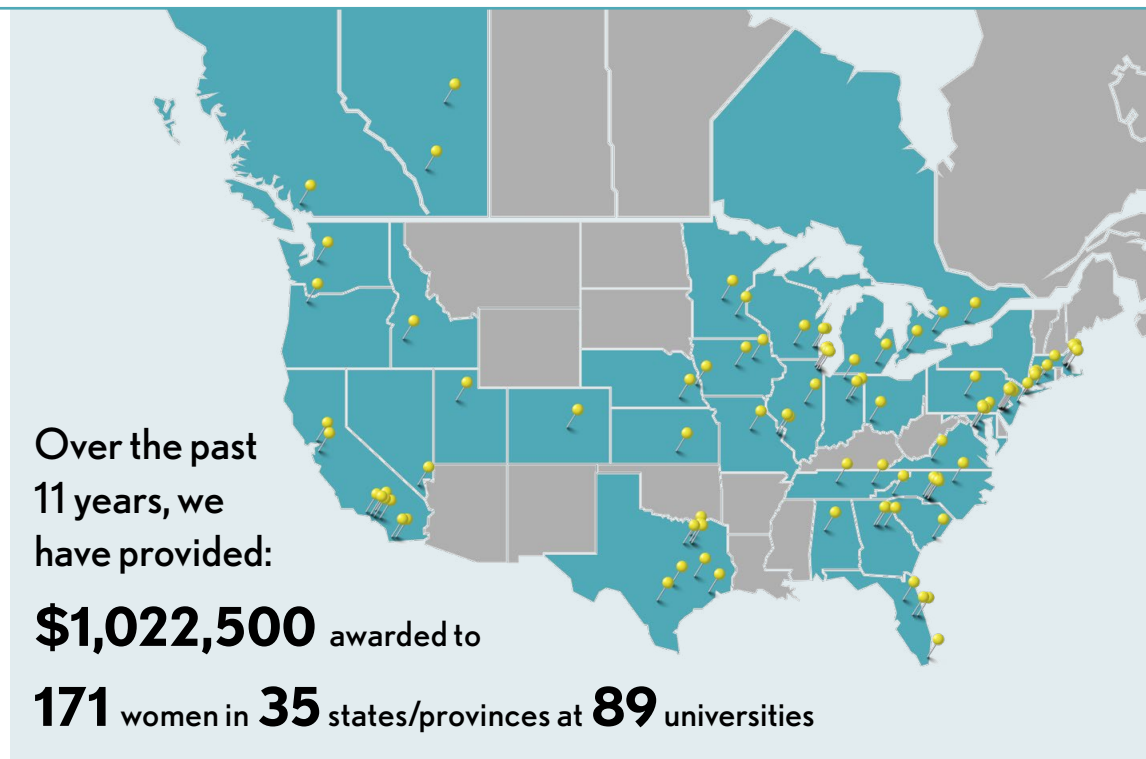
**Kaleena Kowalkowski**



# Scholarship Program Impacts Lives

Since 2009, CREW Network and CREW Network Foundation have awarded scholarships to 171 women totaling \$1,022,500. 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 2020, CREW Network Foundation added five additional scholarships to increase its annual total to 25. A total of 25 scholars were awarded \$5,000 each for tuition and books; a paid summer internship opportunity; an 18-month CREW Network membership; and complimentary registration to the 2020 CREW Network Convention.



## 2020 CREW NETWORK FOUNDATION SCHOLARS



### Chiamaka Anyoku

Hometown: Long Island, NY

University and focus of study:  
Graduate, Harvard University  
Economic Development

Anyoku is a joint MBA and MPP student at Harvard Business School and Harvard Kennedy School. Her interest in economic development started as a young child in New York, where she observed how a lack of investment drove neighborhood-level disparities in economic and social outcomes. She has focused her career education on creating transformative cities.

On campus, Anyoku is an active member of Harvard Business School's real estate club and served as a Co-Chair of Harvard's 2020 Real Estate Conference. She previously worked with New York City Economic Development Corporation in their real estate transaction services team, supporting public-private partnerships and mission-driven real estate development. Prior to Harvard, she worked in management consulting and institutional investing. Anyoku holds Bachelor of Arts degrees in Economics and Latin American Studies from Brown University and served as one of the university's new alumni trustees. She is current working as a Summer Associate on Goldman Sachs' Urban Investment Group.



### Crischell Bacarro

Hometown: Los Angeles, CA

University and focus of study:  
Graduate, Loyola Marymount  
University  
Finance

Bacarro is a Senior Associate at Tishman International Companies, where she oversees operational strategy, project management and transactions coordination for the organization. Prior to joining Tishman, Crischell conducted research in the Philippines as a Fulbright Scholar.

Bacarro received her bachelor's degree from Loyola Marymount University, where she is currently pursuing an MBA with a concentration in Finance.

Crischell is eager to use the knowledge and the network that she continues to gain from her professional affiliations to lead investments that increase awareness and encourage cross-sector partnerships on pressing topics such as community development and workforce housing. She is confident that CREW Network will bring her closer to her goal.



### **Georgia Burkard**

**Hometown:** White Plains, NY

**University and focus of study:**

Junior, University of North Carolina at Chapel Hill  
Business Administration and Sustainability

Burkard's passion for real estate began immediately out of high school while working as a Construction Management Intern at Cumming Corporation in New York City. The following year, she was hired back to work with Cumming in Los Angeles at the Marriott EDITION hotel. After an internship with Investors Bank's Commercial Lending team in New York in 2019, she dedicated her studies at the Kenan-Flagler Business School to real estate.

In her sophomore year, Burkard was named a Real Estate Diversity Internship Scholar through UNC's Wood Center. Through this program, she is spending her 2020 summer at JLL. Currently, her interests lie in real estate finance and development, specifically through a sustainable lens. Always eager to learn and grow, she seeks out new challenges and opportunities to shape her passions and interests in global commercial real estate.



### **Olivia Celinski**

**Hometown:** Naperville, IL

**University and focus of study:**

Senior, DePaul University  
Finance

Celinski is a year away from finishing her undergraduate degree in finance with a minor in accounting at DePaul University in Chicago. She is a member of the Phi Theta Kappa Honors Society. Celinski is highly involved in multiple clubs at her school as well as volunteering in her community, specifically working with a Real Estate Broker.

Celinski has worked as an intern within financial reporting and accounting. She aspires to incorporate investment finance and commercial real estate in her future career. She also plans to become a mentor to assist college students with advice, networking opportunities and career enhancement events after gaining a few years of professional experience.



### **Emily Coleman**

**Hometown:** Elkhorn, NE

**University and focus of study:**

Senior, University of Nebraska  
Omaha  
Real Estate and Land Use  
Economics, Legal Studies

Coleman is a senior at the University of Nebraska Omaha majoring in Business Administration with concentrations in Real Estate and Legal Studies. She is an active member of the Rho Epsilon Real Estate Fraternity, where she will serve as 2020-21 president. Outside of the classroom, Coleman interns at Union Pacific Railroad, where she works closely with property managers to maintain UP property and land-lease portfolios across the Western U.S.

Coleman's interest in commercial real estate can be attributed to a social justice project she completed in high school regarding hidden homeless. It was through the presentation she was first exposed to America's affordable housing crisis and realized that one day she wanted to play a role in its reversal. Upon graduation, Coleman plans to attend law school and eventually sees herself working closely with public housing authorities, assisting with the acquisition and financing of multifamily affordable housing units.



### **Aleithia de Guzman**

**Hometown:** Lethbridge, Alberta

**University and focus of study:**

Graduate, Stanford University  
Business

Guzman is attending her first year at the Stanford Graduate School of Business. She is interested in studying technological disruption in real estate, specifically how emerging technologies can be leveraged to build sustainable cities that help tackle climate change. Guzman's passion for sustainability began in college, when she led a team of 100 students to build a net-zero house for a competition held by the U.S. Department of Energy.

She has seven years of experience working in real estate PE for OMERS / Oxford Properties in London, leading and completing over \$8 billion of transactions across Europe, Asia Pacific, and North America. She co-founded the 50/50 Dinner in London with a group of women to increase awareness of the gender split in real estate and has helped build social housing in the Philippines, where she was born. Guzman was named one of Bisnow's 'Top 49 Women' who will shape the future of UK real estate.



**Kristina Flathers**

**Hometown:** Chicago, IL  
**University and focus of study:** Graduate, The University of Chicago  
Business Administration

Flathers is an MBA candidate at The University of Chicago Booth School of Business. She credits her interest in commercial real estate to her family of real estate investors and personal real estate portfolio. She sees commercial real estate as a natural fit for her entrepreneurial and dynamic personality.

Her real estate professor at Chicago Booth has taught her the mantra of “think technically to think strategically.” Upon graduating from the program in June 2021, she plans to put these skills into practice in the areas of investment analysis and development. Flathers aims to build a portfolio of unique experiences and skills to expand her knowledge of the real estate industry and work side by side with unique and talented individuals from whom she can learn.



**Johana Gonzalez**

**Hometown:** Las Vegas, NV  
**University and focus of study:** Senior, University of Nevada, Las Vegas  
Real Estate

Gonzalez is a senior at the University of Nevada, Las Vegas where she is majoring in Real Estate and minoring in Communication. At the age of 19, she became a real estate agent to get industry experience while also studying at university. Gonzalez has been following her mother’s real estate investment journey since she was a child and hopes to one day become an investor herself.

Her involvement within the Lee Business School and other student campus organizations keeps her busy.

She leads the Real Estate Club as president and has initiated the creation of several other registered student organizations such as Rebel Reads YA and Lee Women in Business. Her goal is to jump into Title and Escrow after she graduates and eventually become an escrow officer.



**Chloe Heiligenstein**

**Hometown:** Madison, WI  
**University and focus of study:** Senior, College of Charleston  
Commercial Real Estate Finance

Heiligenstein is a senior majoring in Commercial Real Estate Finance with a minor in Finance. Her passion and interest have been in real estate since high school after discovering the intuitive approach to being your own boss. After being exposed to the commercial side of real estate four years ago, Heiligenstein has been persistent in learning and interning every semester to gain more commercial real estate exposure.

She is currently working as an intern at Colliers International. Her work ethic and motivation to be a real estate professional grows daily as she immerses herself in her job and coursework. Upon graduation in May 2021, Heiligenstein plans to focus on brokerage, specifically industrial product type. She has been a member of CREW since 2019 and is very thankful for all she has learned, as well the many wonderful women who are a part of the organization.

*“I have a passion for the industry and plan to own my own commercial construction company so I can continue to positively improve the communities I build in, as well as help other women in the industry to do the same.”*  
MONIQUE KACHADOORIAN



**Emma Hopkins**

**Hometown:** Calgary, Alberta  
**University and focus of study:** Senior, University of Calgary  
Real Estate/Commerce

Hopkins is a senior at University of Calgary obtaining a Bachelor of Commerce under the Westman Centre for Real Estate Studies. She will be the second female to graduate from this program, which launched at University of Calgary three years ago.

Since May 2019, Hopkins has been working as a Brokerage Coordinator at JLL alongside her full course load. She aspires to be a broker and notes that the role of the traditional broker is going to change drastically in the time she is building her career. Hopkins is focused on constantly learning about property management, capital markets, workplace strategy, real estate law and technology advancements.



**Monique Kachadoorian**

**Hometown:** Fairhaven, MA  
**University and focus of study:** Senior, Stonehill College  
Marketing and Entrepreneurship

Kachadoorian is a senior at Stonehill College studying marketing and entrepreneurship. She has worked alongside her father, who owns a residential construction company in Cape Cod, since she was 10 years old. Kachadoorian shares her father’s love of real estate and construction, and her first internship helped determine her path.

She enjoys developing communities through involved, meaningful work on job sites. She has placed her career focus on construction and real estate, even obtaining her Unrestricted Construction Supervisors



License at 19 years old. Kachadoorian has a passion for the industry and plans on eventually owning her own commercial construction company so she can continue to positively improve the communities she builds in as well as help other women in the industry to do the same.



### **Carolyn Kane**

**Hometown:** Excelsior, MN

**University and focus of study:**  
Graduate, University of Wisconsin-Madison  
Real Estate

Kane is a second-year MBA student at the Wisconsin School of Business and the James A. Graaskamp Center for Real Estate. She credits her interest in real estate to the strong women in her life who have inspired her to follow in their footsteps to become an executive leader in real estate. Kane began her professional career at RED Capital Group, a commercial lending firm, as an analyst in the Multifamily Originations team.

In 2019, she decided to pursue her MBA to invest in her own leadership, as well as seek a career transition to private equity. Her current internship at Link Industrial, Blackstone's industrial operating platform, has exposed her to the acquisitions and asset management side of the industry, which she hopes to pursue a career in.



### **Eun Jung (Grace) Ko**

**Hometown:** Victoria, British Columbia

**University and focus of study:**  
Graduate, Harvard University  
Energy and Environments

Ko is a first-year graduate student majoring in energy and environments at Harvard University. Educated and trained as an architect, and

working on projects for mixed-use to civic and community outreach, she believes that commercial real estate will increasingly adapt sustainability in the coming years and greatly benefit from implementation of green building technologies. Ko is interested in developing financially feasible green design options and promote environmentally responsible commercial real estate projects.



### **Arami Matevosyan**

**Hometown:** La Crescenta, CA

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

Matevosyan is pursuing her graduate degree in Real Estate Development at Harvard University. She is focusing her studies on the intersection of resilient development and adaptive reuse to create sustainable market transformation. Her experience in commercial tenant improvement led her to explore how green building initiatives impact trends in construction as well as create opportunities to address environmental issues in real estate. She intends to synthesize her knowledge of the built environment with urban and economic indicators of growth to reposition buildings as assets in the market.

Matevosyan's passion for sustainability stems from her undergraduate studies in Sustainable Environmental Design and her work as a green building general contractor in the Bay Area. She is also LEED AP ID+C, WELL AP, CAPM, and OSHA-10 accredited. Her goal is to become an industry leader to promote profitable, purposeful, and barrier breaking development.



### **Erin McNally**

**Hometown:** Mason, OH

**University and focus of study:**  
Senior, University of Cincinnati  
Real Estate and International  
Business

McNally is senior at the University of Cincinnati Carl H. Lindner College of Business majoring in Real Estate with a minor in International Business. Her experience in nearly 15 different jobs, in addition to large student projects and studying abroad, has strengthened her leadership and team-oriented skills. She has held leadership positions in student projects and the University of Cincinnati Real Estate Association (UCREA), and strives to be a leader in every role.

She traveled to Ireland, Scotland and Canada with the University of Cincinnati in the past year in order to expand her cultural knowledge, create global relationships, and learn about new technical advances at various universities. In addition to her diverse experiences, she credits her parents for her interests in Real Estate. Their shared experiences with the real estate industry and professionals have fueled her interests in the industry.



### **Hannah Pauls**

**Hometown:** Joelton, TN

**University and focus of study:**  
Senior, Lipscomb University  
Civil Engineering

Pauls became inspired by the sustainable infrastructure innovations that have been developed on Israel's diverse and limited real estate. She aspires to become an active participant in developing land in such a way to have a positive impact on the triple bottom line. Her search led her to choose to pursue a degree in civil engineering.



Pauls will graduate in Spring 2021 from Lipscomb's Raymond B. Jones College of Engineering. Her interest and dedication to sustainable development has led her to become involved in leadership roles in Lipscomb's ASCE student chapter and in its humanitarian engineering efforts, and also spending her summers interning with engineers. She hopes to become a leader in designing infrastructure and to apply her skill set in responsibly developing land and resources on multiple continents.



### **Sumukhi Prasad**

**Hometown:** San Antonio, TX

**University and focus of study:**  
Senior, University of Texas at Austin  
Environmental Engineering

Prasad is a senior at the University of Texas at Austin majoring in environmental engineering and is additionally earning a certificate in humanitarian engineering. She was first exposed to commercial real estate when she took Project Management and Economics at UT Austin. She became immediately interested in the field and decided to participate in the 2020 UCREW Austin Competition where she learned about commercial real estate with the help of several mentors and experts from the industry.

Upon graduating from UT Austin, Prasad plans on receiving a graduate degree in either environmental engineering or law and hopes to work in commercial real estate to apply her skills in engineering to environmental sustainability and conservation.



### **Arden Pray**

**Hometown:** Austin, TX

**University and focus of study:**  
Senior, The University of Texas  
at Dallas  
Real Estate Development

Pray is a business administration student concentrating in real estate development under the Weitzman Institute for Real Estate at UT Dallas. She currently serves as Vice President of the UT Dallas Real Estate Club. Her experience with the club and her internship at LINC Commercial Realty have been driving forces behind her passion for commercial real estate, introducing her to countless professionals and all the different facets of the industry.

She has been passionate about real estate since a very young age. She was first exposed to the industry through her mother who is a residential broker. In college, her mentor from her internship, a CREW Dallas member, has taught her that a career in commercial real estate gives you the unique opportunity to be self-made and self-sufficient, two things that are very important to her. Following graduation, Pray plans to eventually open her own real estate brokerage, and remain involved with CREW.



### **Samantha Richwine**

**Hometown:** Atlanta, GA

**University and focus of study:**  
Senior, The University of  
Tennessee, Knoxville  
Interior Architecture

Richwine is a senior majoring in interior architecture at The University of Tennessee, Knoxville and plans to work as a commercial office designer upon graduation. She first became interested in architecture because commercial real estate allows designers to impact communities, big and small, and

allows them to create a cohesive built environment for the benefit of society. She enjoys using her creativity to create design solutions to leave a positive impact on the world around her.

Upon graduation, Richwine plans to work at an interior design firm with a focus on sustainable office design. She is excited to graduate into an industry that allows her to work with inspiring and talented people daily and wants to continue learning as much as possible after graduation.



### **Chloe Ruan**

**Hometown:** Atlanta, GA

**University and focus of study:**  
Graduate, University of Pennsylvania  
Real Estate

Ruan is a second year MBA student at the Wharton School.

She is a Real Estate Career Fellow as well as the Co-President of Penn Student Women in Real Estate (PSWiRE). Prior to Wharton, she was a research analyst at Morgan Stanley Investment Management.

During her six-year tenure, she invested in mortgage-backed securities as a part of the Global Fixed Income team. This summer, she is interning with the direct real estate team at Partners Group in Denver to underwrite value-add real estate investment opportunities across the U.S.



### **Taylor Sernett**

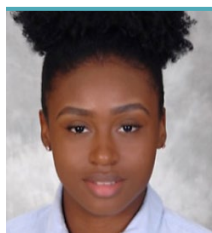
**Hometown:** Cedar Falls, IA

**University and focus of study:**  
Senior, Iowa State University  
Finance and Accounting

Sernett is an honor student at Iowa State University. She has maintained a 4.0 GPA and will graduate in May with a degree in Finance and a minor in Accounting. She

credits her initial interest in commercial real estate to the positive work experiences of friends and mentors in the industry. Her current internship has given her exposure to private debt lending by building cash flows and calculating property values for multiple property types in a variety of markets.

She serves on the Ivy College of Business student council and is a member of Collegiate Women in Business at Iowa State. Her participation outside of the classroom has given her a strong network to rely on, something she plans to continue building beyond graduation. Sernett believes getting involved with an organization like CREW will greatly strengthen her network of ambitious professionals.



### **Autumn Tomlin**

**Hometown:** Erie, PA

**University and focus of study:**  
Junior, Howard University  
Architecture

Tomlin is a junior majoring in architecture in Howard University's five-year master's program. She is expected to graduate in May 2022. Her commitment to the field has developed into key leadership roles at the collegiate level. This past year she helped, revamp Howard's American Institute of Architects student chapter.

Tomlin's experience in development and her passion for architecture and improving communities has helped her recognize that investing in good commercial real estate is important in developing long-lasting communities. Upon graduation, it is her goal to put her knowledge and skills into practice in the areas of redevelopment and revitalization. Ultimately, she would like to own her own firm and work in overlooked cities that need help revitalization. She hopes to create a culture focused on curating efficient user experiences through quality design, while positively adding to the urban fabric.



### **Tu-Uyen Tran**

**Hometown:** Charlotte, NC

**University and focus of study:**  
Senior, University of North  
Carolina at Chapel Hill  
Business Administration

Tran is a senior majoring in business administration with an area of emphasis in real estate at the University of North Carolina at Chapel Hill. As a first-generation college student, she wants to use her education and experiences to further her passion for commercial real estate. Tran completed two real estate internships providing her experience with private equity real estate, allowing her to understand the process of acquisitions. She previously worked part-time in school doing lease work and property management for a student housing development.

Along with her real estate experiences, Tran is an active executive leadership member of the Undergraduate Real Estate Club at Carolina. Her passion and commitment to real estate pushes her to learn more everyday about the industry.



### **Mackenzie Zabel**

**Hometown:** Benton Harbor, MI

**University and focus of study:**  
Junior, University of Michigan  
Civil Engineering

Zabel is a junior at the University of Michigan majoring in Civil Engineering and minoring in Music. She is also pursuing a specialization in sustainable engineering through her university. In addition to her studies, she is on the board for both Chi Epsilon National Civil Engineering Honor Society and the Seismic Design Team, which applies Earthquake Engineering to model a building at international competitions.

She has had several internships in construction, and she is excited to continue to grow and learn in this industry. Upon graduation in 2022, Zabel anticipates working with large structures with an emphasis on design.



### **Emily Zhou**

**Hometown:** Southlake, TX

**University and focus of study:**  
Junior, University of Texas at Austin  
Real Estate Finance

Zhou is a junior at the University of Texas studying finance with a real estate concentration.

This summer, she will be interning with JLL, and was recently named President of the Undergraduate Real Estate Society at UT.

Zhou first became interested in the field after being contacted by a local brokerage firm. Following this conversation, she promptly acquired her Texas Real Estate License and joined the Undergraduate Real Estate Society (URES) on campus. Through URES, she was able to compete in an international real estate case competition hosted by the University of British Columbia, where her team placed second. Zhou aspires to be a commercial real estate financial analyst in New York upon graduation.

*"Upon graduation, it is my goal to put my knowledge and skills into practice in the areas of redevelopment and revitalization. Ultimately, I would like to own my own firm and work in overlooked cities that need help revitalization. I hope to create a culture focused on curating efficient user experiences through quality design, while positively adding to the urban fabric."*

AUTUMN TOMLIN

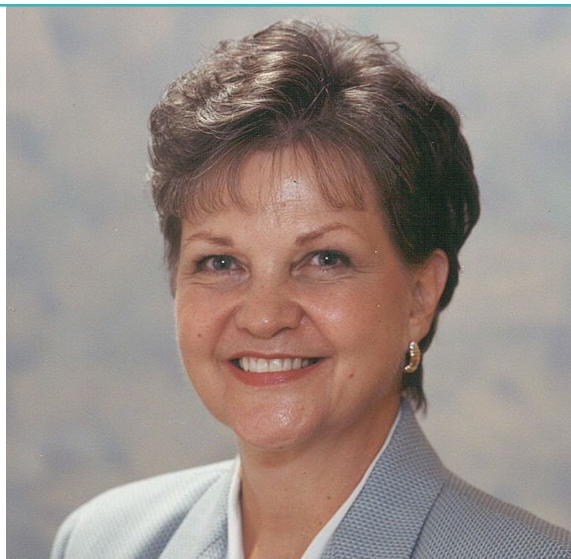
# The Linda Hollemon Scholarship Endowment

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, 2020, the endowment fund totaled nearly \$2.5 million, with \$1.6 million designated by the Foundation Board of Directors and \$950,000 of donor-designated contributions.

In March 2020, the endowment was renamed to honor CREW Network founder, first president and CEO Linda Hollemon. Linda was instrumental in spearheading the development of CREW Network. Her early leadership and dedication led to the creation of the dynamic and robust association we are today.

Following her retirement as CREW Network CEO in 2005, Linda remained a strong supporter of the Foundation and was inducted as a CREW Visionary in 2007. She passed away unexpectedly on Feb. 18, 2020, and the Scholarship Endowment was renamed in her honor by the CREW Network board of directors upon recommendation by CREW Network past presidents.

By naming the Scholarship Endowment in her honor, we recognize her legacy in perpetuity



and acknowledge through future generations the fundamental impact of Linda's leadership. Any individual, corporation, or foundation may make a contribution to the Linda Hollemon Scholarship Endowment. Gifts of any amount may be made outright, pledged over multiple years, or as a planned or estate gift.

## 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 USD 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.

## 2020 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 & 2020 SEAT HOLDERS



Kayla Shively and Dana McSwain



Ana Hernandez, Cecily Bolding,  
Aaliyah Haqq and Alexandra Shapiro



Mandi Wedin, Barbara McDuffie,  
Marcia Camarda and Suzanne Rathbun



Samantha Sturtevant, Ariel Bedell  
and Jennifer Litwak

## CHAMPION FOUNDERS 2020 SEAT HOLDERS

CREW Atlanta	Pamela Little
CREW Austin	Katy Lumpkin
B. Diane Butler	self
CREW Chicago	Kayce Borders Kristan Laden
CREW Denver	Kristen Pyle
CREW Houston	Sue Jacobson Theresa Quartaro
MNCREW	Christy Lewis
CREW Orange County	Anita Chen
CREW Greater Philadelphia	Susan Taylor
CREW Seattle	Jeanne Marie Coronado
CREW Silicon Valley	Sabine Zimmerhansl
Jane Smith	self
CREW Vancouver	Kaitlyn Cook

## 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](#).

Pay It Forward

**\$31,156**



**PUSH** for Progress

**\$20,422**

## 2020 Campaigns Boost Foundation Support in a Pandemic Year

In June 2020, CREW Network Foundation launched the Pay It Forward campaign to support fellow CREW members whose businesses and careers were negatively impacted by the COVID-19 pandemic. The campaign surpassed its goal of \$20,000, raising a total of \$31,156 USD in less than eight weeks.

In August 2020, CREW Network Foundation launched the Push for Progress campaign to support CREW Network's industry-leading research and advocacy efforts to achieve gender parity and greater diversity in commercial real estate. The campaign raised \$20,422 USD, surpassing its goal, in support of CREW Network benchmark studies and research papers, which deliver data and action items to advance women and people of color in commercial real estate.



# CREW Network Foundation 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. Each subsequent \$10,000 in cumulative lifetime giving is recognized with the addition of a diamond to the individual's pin.

## 2020 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 2020:



80<sup>TH</sup> INDUCTEE  
**Jill Sharif**  
CREW Boston



81<sup>ST</sup> INDUCTEE  
**Michele O'Connor**  
CREW New York



82<sup>ND</sup> INDUCTEE  
**Jennifer Litwak**  
CREW San Diego

The following individuals received diamonds in 2020:

- **Anne Lawler** added a 3rd diamond
- **Malcolm Stewart** added a 2nd diamond
- **Sharon Herrin** added a 2nd diamond
- **Sally Tyler** added a 2nd diamond
- **Barbara Champoux** added a 1st diamond
- **Adrienne Bain** added a 1st diamond
- **Brenda Bodian** added a 1st diamond

## Thank You CREW Visionaries

Kim Addy ★	Suzanne Brasuell
Marianne Ajemian ★	Regina Bruce ★★
M. Maureen Anders ★★★	Ginger Bryant ★★
Linda S. Andreozzi	B. Diane Butler ★★★★★
Gail S. Ayers ★	Armin Cantini
Adrienne Bain ★	Jennifer Carey
Laurie Baker	Kathy Carr
Kris Beason ★	Barbara Champoux★
Alison Beddard	Christine Chipurnoi
Anne Bengé	Faith Hope Consolo
Brenda Bodian ★	Dottie Cunningham ★★★★★
Gayle Bourdeau ★	Lou Ann Dent

Collete English Dixon★	Linda G. Hollemon ★
Angela E. Dugick	Irene L. Hosford★
Tina A. Essegian	Victoria L. Joly
Mollie Fadule	Cynthia Emerson Keefer ★
Jeanette Flory-Sagan ★	Lori E. Kilberg
Calvin "Cal" Frese, Jr.	Julie A. Kimble
Roberta B. Fuhr	Beth Lambert-Saul ★
Bonnie S. Gottlieb	Anne DeVoe Lawler★★★
Vicky Gunning	H.F. "Gerry" Lenfest
Cheryl Hardt ★	Judith D. Levine
Jodi Hartley	Jennifer Litwak
Conilee Hennersdorf	Cindy Malone ★★
Sharon Herrin ★★	Wendy Mann
Susan Hill	Jean M. Meilinger
	Goldie Wolfe Miller
	Holly Neber

Judy Nitsch ★★	Jane Snoddy Smith ★★★★★
Michele O'Connor	Kelley J. Smith
Nancy Olah	Elizabeth E. Solender
Patricia "Lynny" Osenbaugh ★★	Stephanie Sprenkle
Janice Paine	Malcolm Stewart ★★
Diana L. Parker ★	Victoria Summerall ★
Tara Piurko	Sara Terry
Karen Priesman	Sara L. Todd
Jennifer A. Redner	Sally French Tyler ★★
Claire J. Roberts	Margaret Van Meter
Tori Robinson	Gerry Ring Waltz
Glenn Ruffano	Valerie L. Wood
Karin Schulz	Cindy Wozny-Carl ★★
Jill Sharif	Ann Waeger
MaryBeth Shapiro	

\* 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.

★ Denotes diamonds for each additional \$10,000 given

# CREW Network Foundation Annual Fundraiser

On Sept. 10, 2020, CREW Network Foundation hosted its annual fundraiser—a virtual cooking and networking event—and it was an absolute success. Food Network Chef David Rose led an entertaining culinary experience, which was followed by networking over dinner and recognition of the event’s underwriters. A total of \$81,100 USD was raised through the Foundation’s first-ever virtual event.



## Companies Step Up to Support the Foundation

CREW Network Foundation received a generous \$10,000 USD donation from Marcus & Millichap in 2020. Special thanks to Hessem Nadji, CEO of Marcus and Millichap, and Rick Anderson, Senior Vice President, for their partnership and for helping make this generous contribution possible.

CREW Network Foundation also received a \$10,000 gift from First American Title, a longtime supporter of CREW Network and industry advocate for women. Thank you to CREW Visionary Sally French Tyler for being instrumental in securing this impactful contribution.

## THANK YOU 2020 UNDERWRITERS

### DINNER TABLE HOST (\$10,000)



**Malcolm Stewart**  
CREW Houston

### CULINARY CHAMPIONS (\$5,000)



**Tori Robinson**  
CREW Los Angeles



**Jill Sharif**  
CREW Boston

### SUPPER SUPPORTERS (\$2,500)



**Christine Chipurnoi**  
CREW New York



**Jeanette Flory-Sagan**  
CREW Seattle



**Vicky Gunning**  
CREW Dallas

### KITCHEN CONTRIBUTORS (\$1,000)

**Kim Addy**, CREW Seattle  
**Adrienne Bain**, CREW Charlotte  
**Laurie Baker**, CREW Houston  
**Kris Beason**, CREW Seattle  
**Gayle Bourdeau**, CREW Boston  
**Diane Butler**, CREW Dallas  
**Jennifer Carey**, CREW New York  
**Kathy Carr**, CREW Austin  
**Barbara Champoux**, CREW New York  
**Collete English Dixon**, CREW Chicago  
**Mollie Fadule**, CREW Seattle  
**Christine Gorham**, CREW Atlanta  
**Coni Henersdorf**, CREW Dallas

**Julie Kimble**, MNCREW  
**Julie Kriegel**, CREW Seattle  
**Anne Lawler**, CREW Seattle  
**Marie McLucas**, CREW Charlotte  
**Holly Neber**, CREW East Bay  
**Michele O'Connor**, CREW New York  
**Barbi Reuter**, CREW Tucson  
**Claire Roberts**, MNCREW  
**Mary Beth Shapiro**, CREW Dallas  
**Stephanie Sprenkle**, CREW Greater Philadelphia  
**Victoria Summerall**, CREW Dallas  
**Kristen Thall Peters**, CREW East Bay



**Cheryl Hardt**  
CREW NJ



**Sharon Herrin**  
CREW Dallas



**Cindy Malone**  
CREW Chicago



**Wendy Mann**  
CREW Network



**Sara Terry**  
CREW Tampa Bay



**Cindy Wozny-Carl**  
CREW Chicago

# CREW Network Foundation Organization Donors

JAN. 1 - DEC. 31, 2020

## PLATINUM SUPPORTER | \$15,000+

CREW Chicago

## GOLD SUPPORTERS | \$10,000 - \$14,999

First American Title- NCS

IndyCREW

Marcus & Millichap

## SILVER SUPPORTERS | \$5,000 - \$9,999

CREW Charlotte

Michael Falk Family Foundation

CREW Dallas

Roderick Enterprises

CREW San Diego

CREW San Francisco

CREW-St. Louis

## BRONZE SUPPORTERS | \$2,500 - \$4,999

Citizens Bank

CREW Tampa Bay

CREW Nashville

CREW Greater Philadelphia

## COPPER SUPPORTERS | \$1,000 - \$2,499

ACRE (Association of  
Commercial Real Estate)

AZCREW

BirminghamCREW

Cape Fear CREW, Inc.

Citizens Charitable  
Foundation

Community Foundation for  
a Greater Richmond

CREW Atlanta

CREW Austin

CREWBaltimore

CREW Boston

CREW Calgary

CREW Cleveland

CREW Coastal Virginia

CREW CT - The Real  
Estate Exchange

CREW Denver

CREW Detroit

CREW East Bay

CREW Fort Lauderdale/  
Boca Raton

CREW Fort Worth, Inc.

CREW Greater Akron

CREW Greater Cincinnati

CREW Houston

CREW Idaho

CREW Inland Empire

CREW Iowa

CREW Jacksonville

CREW-Las Vegas

CREW Lehigh Valley, PA

CREW Los Angeles

CREW Maryland Suburban

CREW Miami

CREW Montreal

CREW New Mexico

CREW New York

CREW Northern Nevada

CREW Northern Virginia

CREW-OKC

CREW Orange County

CREW Orlando

CREW Palm Beach/  
Treasure Coast, Inc.

CREW Pittsburgh

CREW Portland

CREW Richmond

CREW Sacramento

CREW San Antonio

CREW Seattle

CREW Silicon Valley

CREW Tucson

CREW Upstate South  
Carolina

CREW Utah

CREW Washington DC

CREW West Michigan

Edmonton CREW

John & Michele Stevens  
Charitable Fund

MNCREW

New Orleans CREW

PT CREW North Carolina

Triangle CREW

Wisconsin CREW

# CREW Network Foundation Individual Donors

JAN. 1 - DEC. 31, 2020

## POWER CONTRIBUTORS | \$2,500+

Adrienne Bain	Jeanette Flory-Sagan	Julie Kriegel	Tori Robinson	Sally Tyler
Anne Benge	Vicky Gunning	Jennifer Litwak	Jill Sharif	Cindy Wozny-Carl
Brenda Bodian	Cheryl Hardt	Cindy Malone	Tara Smiley	
Kathleen Briscoe	Conilee Hennersdorf	Wendy Mann	Malcolm Stewart	
Christine Chipurnoi	Sharon Herrin	Patricia Osenbaugh	Sara Terry	
Stephanie Duncan	Kenneth Hollemon	Nancy Roach	Sara Todd	

## PRINCIPAL CONTRIBUTORS | \$1,500 - \$2,499

Sharon Addison	Gayle Bourdeau	Christine Gorham	Jennifer Peters	Victoria Summerall
Kim Addy	Collete English Dixon	Gillian Lawrence	Barbi Reuter	Karen Whitt
Laurie Baker	Tiffany English	Marie McLucas	Stephanie Sprengle	

## ASSOCIATE CONTRIBUTORS | \$500 - \$1,499

Kathleen Allgier	Dotti Cunningham	Julie Kimble	Angela Miller	Sherry Schmidt
Jessie Banuelos	Tina Essegian	Lisa Lane	Holly Neber	Karin Schulz
Kris Beason	Mollie Fadule	Libby Lassiter	Judith Nitsch	MaryBeth Shapiro
Alison Beddard	Leanne Fasciano	Anne Lawler	Niki Norton	Elizabeth Solender
Rhonda Bennon	Kathryn Gallagher	Meredith Leapley	Michele O'Connor	Michele Stevens
Cynthia Berman	Bonnie Gottlieb	Judith Levine	Nancy Olah	Lisa Strope
Ginger Bryant	Jared Hagen	Rosemary Loverdi	Cori Palmer	Kristen Thall Peters
Andria Burke	Andrea Heuson	Leslie Ludwig	Sue Paton	Rhonda Thomas
Diane Butler	Susan Hill	Marianne Mathieu	Karie Ramsey	Anne Vulcano
Jennifer Carey	Heather Hoffman	Marie McConnell	Andrea Reeder	Brenna Wadleigh
Kathy Carr	Elaine Howard	Tom Metcalfe	Claire Roberts	Andrea Wilson
Tanja Castro	Kristi Johnson	Edna Meyer-Nelson	Joan Rosoff	Maggie Witherup
Barbara Champoux	Cynthia Keefer	Traci Miller	Pam Scamardo	John Wohrman
Ann Cone	Nichole Kelley			



## LEAD CONTRIBUTORS | \$100 - \$499

Heather Abel  
 Molly Addington  
 Linda Adler  
 Kathleen Ahern  
 Hayley Ailshie Nanasi  
 Marianne Ajemian  
 Kiana Akina  
 Kylie Aldridge  
 Hope Alexander  
 Holly Alexander  
 Dana Alfirevic  
 Gigi Alvarez  
 M. Maureen Anders  
 Robin Anders  
 Leah Anderson  
 Russ Angelo  
 Pamela Armstrong  
 Kelli Augenthaler  
 Bridget Aumell  
 Susan Ausman  
 Ashley Aust  
 Mary Axelrad  
 Sally Bach  
 Rebecca Bachand  
 Evangeline Balaskas  
 Laura Barbero-Buffa  
 Annie Bardelas  
 Kim Barger  
 Debra Barnes  
 Melissa Bartenbach  
 Randa Barton  
 Olga Bastiaannet

Katelyn Bastien  
 Jenna Bates  
 Alicia Baum  
 Roslyn Bazzelle  
 Andrea Beard  
 Paula Beasley  
 Ariel Bedell  
 Barbra Bedwell  
 Wendy Bell  
 Denise Bennett  
 Lynn Stith Bennett  
 Amber Benoit  
 Joan Berkowitz  
 Michelle Bernstein  
 Elizabeth Berthelette  
 Shelley Bhatia  
 Rebecca Bicknell  
 Valerie Biggs  
 Lucy Billingsley  
 Megg Bilski  
 Viveca Bissonnette  
 Lisa Bittner  
 Shari Bjork  
 Julie Blakeley  
 Heidi Blau  
 Rebecca Bloom  
 Amy Blumenthal  
 Rebecca Bodemann  
 Sara Bodzy  
 Michelle Bolt  
 Cecelia Bonifay  
 Jessica Bonin

Leslie Borges  
 Jodi Borges-Bradley  
 Franceen Borrillo  
 Patricia Bowles  
 Lynnette Boyle  
 Shelly Branscom  
 Hannah Breed  
 Lauren Brendeland  
 Leslie Brennan  
 Marissa Bresnahan  
 Kandace Brewster  
 Barbara Briccotto  
 Phyllis Liebman Brill  
 Deborah Brockley  
 Miriam Brodie  
 Jonetta Brooks  
 Gregg Broujos  
 Saara Brown  
 Kris Brown  
 Kim Brown  
 Alexandria Brown  
 Gina Brown  
 Anne Bruff  
 Emily Brun  
 Pamela Bryant  
 Cindy Buchanan  
 Jacqueline Buhn  
 Veronica Bulman  
 Terry Bunch  
 Jack Burger  
 Beth Burke  
 Allison Burson



*Participants at a CREW Careers event hosted by CREW Charlotte*

Emily Butler  
 Brita Caamano  
 Scott Campagna  
 Melissa Campanella  
 Paul Campanelli  
 Joanne Campanile  
 Tara Campbell  
 Laura Canada-Lewis  
 Lindsey Cannon  
 Diane Caperton  
 Lindsey Carlson  
 Nicole Carolan  
 Beth Carroll  
 Ginger Carter  
 Rene Carter  
 Liv Carter  
 Annemarie Caruso  
 Tara Carver  
 Kristal Casey  
 Melanie Caudill  
 Alison Cayton

Kate Cerone  
 Christine Cesca-Rathgeber  
 Jennifer Chambers  
 Jennifer Chambless  
 Jennifer Champion  
 Erin Channel  
 Lisa Chappell  
 Susana Chavez  
 Lorena Chavez  
 Candace Chazen  
 Barbara Chirinos  
 Gigi Chisel  
 Morgan Chumney  
 Jennie Church  
 Susan Cipione  
 Denise Clemence  
 Michelle Mills Clement  
 Joanna Cloud  
 Kathleen Cloud  
 Cindy Cohn  
 Cortney Cole

## LEAD CONTRIBUTORS | \$100 - \$499 (continued)

Joy Coleman  
 Kerri Colwell  
 Carrie Combes  
 Brenda Compton  
 Andrea Connors  
 Kristin Conroy  
 Sara Cook  
 Leslie Cook  
 Laura Cordova  
 Laura Crosskey  
 Kristen Croxton  
 Melanie Crozier  
 Sarah Cunningham  
 Katie Dahlin  
 Robert Dahlke  
 Jacqueline Dahlquist  
 Jim Damiani  
 Alyssa Dangler  
 Diane Danielson  
 Early Davis

Deb Davis  
 Angie Davis  
 Courtney Davis  
 Julie Davis  
 Megan Proulx Dempsey  
 Anne Desormier-Cartwright  
 Samantha Dewan  
 Sara Dickinson  
 Annemarie DiCola  
 Julie Dixon  
 Megan Dodson  
 Angela Dodson  
 Kirsten Dolan  
 Pamela Donaldson  
 Jennifer Dorgan  
 Beth Dorrian  
 Kelly Dotson  
 Lauren Dow  
 Rachele Downs  
 Jennifer Drake

Lynette Dreitz  
 Patty Trepp Drummond  
 Bryce Dukeshire  
 Kathleen Duncan  
 Mary Dungan  
 Audrey Dunlap  
 Debra Dupes  
 Angie Earlywine  
 Andrea Earnhart  
 Lauri Easley  
 Sarah East  
 Laura Eberly  
 Alane Ebner  
 Salla Eckhardt  
 Germaine Ehlinger  
 Joyce Elden  
 Maria Elefante  
 Lorrie Ellebracht  
 Terri Emery  
 Kimberly Enders  
 Carol Engel  
 Trisha Ewert  
 Brenda Ezell  
 Carol Faber  
 Vicki Facto  
 Kathleen Fahy  
 Kellie Falk  
 Ana Fannon  
 Deborah Farahmand  
 Andrea Fazendin  
 Marisol Feavel  
 Michele Fernandez

Lyan Fernandez  
 Anne Fisher  
 Leslie Fisk  
 Carolyn Fletcher  
 Alexis Flores  
 Jennifer Forrest  
 Beverly Fortner  
 Kaitlyn Fossier  
 Bre'an Fox  
 Heather Fox  
 Katie Fraher  
 Joyce Frazier  
 Jillian Fredericks  
 Kayla Frerking  
 Sharon Friedberg  
 Katherine Howe Frilot  
 Mary Fuller  
 Mandy Fults  
 Madelyn Furr  
 Leslie Furst  
 Tonya Futrell  
 Michelle Gail  
 Wendi Gall  
 Laura Garrett  
 Noelle Garsek  
 Kristina Geisler-Nordholm  
 Effie Georgiou  
 Suman Gera  
 Pauline Gerry  
 Wendy Ghormley  
 Sarah Giardini  
 Julie Gifford

Kathy Gigac  
 Deborah Gilbert  
 Debra Gilbreath  
 Shannon Gilchrist  
 Teresa Giltner  
 Dana Kreis Glencer  
 Ashley Gobroski  
 Ginny Goldsmith  
 Melissa Gombert  
 Aide Gonzalez  
 Elizabeth Gooch  
 Michelle Goode  
 Deborah Goodman  
 Shelly Gouin  
 Jennifer Grammer  
 Alisha Gravesande  
 Marsha Gray  
 Lauren Gallart Greco  
 Linda Greenberg  
 Laura Gregoriadis  
 Erin Grodem  
 Lisa Gualco  
 Vessi Guglielmo  
 Linora Gula  
 Laurie Gustafson  
 Lynn Hackney  
 Robin Haddock  
 Pauline Hale  
 Melissa Hall  
 Janelle Hall  
 Linda Hall  
 Sally Hanlon



Scholarship recipients of a UCREW event with CREW Austin

## LEAD CONTRIBUTORS | \$100 - \$499 (continued)

Marilyn Hansen	Rhonda Holland	Brenda Karp	Beth Lambert	Yesenia Marili
Susanne Hanson	Stacey Holt	Lisa Keane	Ronda Landa	Gabriela Marques
Jessica Harcrow	Sabina Holtzman	Dan Kelley	Patricia Lang	Keren Marti
Jean Harding	Kim Hopkins	Mary Jo Kelly	Lauren Langham	Margaret Martin
Beth Harney	Irene Hosford	Tammy Kelly	Linda Larabee	Terry Martin-Denning
Beth Harrelson	Tracy Howren	Jacqueline Kepper	Amy Lauber	Shona Martinez
Mary Harris	Denise Hozza	Abigail Kepple	Elke Laughlin	Susan Matejcek
Paula Harris	Karen Hurd	Helen Kessler	Bobbi Jo Lazarus	Penny Maus
Cherrie Harrison	Paris Hurley	Sharon Khurdan	Kelly Leanos	Angela Maverick
Linda Day Harrison	Andrea Huseman	Lindsey Kiefer	Catherine Leap	Ellen Mayleben
Sally Hasenfratz	Cecilia Hyun	Julie Kilpatrick	Tessa Leftwich	Sam Maynard-Hall
Melissa Hasenmayer	Dorothy Jacks	Jennifer Kinsey	Elizabeth Leska	Jennifer Mazawey
Elizabeth Hattox	Leigh Jackson	Sherry Kissal	Trudi Lesser	Rachel McAdams
Chanel Haugh	Sue Jacobson	Hollie Kleitz	Nadia Letey	Tina McCall
Stephani Hayes	Coni Jenkins	Mary Knasas	Marilyn Lissner	Debra McCall
Darlene Hayes	Michelle Jenkins	Lada Kocherovsky	Pamela Little	Jill McCarthy
Elizabeth Hedrick	Christi Johanningmeyer	Debbie Koennecke	Carol Little	Mindi McClure
Maureen Henegan	Lacey Johnson	Robert Kort	Diana Lucero	Jane McCollum
Teresa Henning	Julie Johnson	Jill Kotvis	Spencer Lueders	Michael McDaniel
Kelli Herman	Melissa Johnson	Denise Kouril	Rebecca Lujan	Barbara McDuffie
Kathy Hernandez	Terri Johnson	Valeria Kozhich	Andrea Lukens	Kassandra McLaughlin
Kristy Hess	Nancy Johnson	Shea Kracheck	Katy Lumpkin	Melissa McPherson
Kristen Hess	Alexandria Johnstone	Elizabeth Krol	Scott Lunine	Jean Meilinger
Rebecca Hetter	Michelle Jones	Melissa Kroskie	Elizabeth Lutz	Cynthia Meister
Pat Hildebrandt	Marcia Jones	Cindy Kruse	Anna Lynch	Sarah Mergy
Heather Himes	Trina Joseph	Ashley Kuhn	Tomi Jo Lynch	Jody Merritt
Margaret Hirl	Maria Juncadella	Natalie Kujawa	Darlene Lyttle	Rachel Merva
Whitney Hodges	Mary Jury	Kimberly Kunz	Maureen Maas	Lisa Metzler
Kathy Hoffer	Theresa Kain	Christiana Kyrillou	Monica Malagon	Sarah Michaelson
Kimberly Hogan	Judy Kaiser	Ligia Labrada	Marti Mang	Ericka Miller
Janeen Hogue	Stacey Kamps	Lynn LaChapelle	Kelly Manke	April Mills
Heather Hohenthal	Cindy Kaneer	Liana Lake	Jennifer Mansour	Kelly Monroe

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Laurie Montague  
 Jeri Moore  
 Gina Moore  
 Francine Moore  
 Pamela Morris  
 Julie Morris  
 Lesley Morrison  
 Nicole Morse  
 Rebecca Mott  
 Kathy Mulgrew  
 Amber Munday  
 Joan Murrell  
 Laura Murrer  
 Jody Muse  
 La Guardia Myers  
 Sue Myers  
 Cheryl Nabell  
 Lee Anne Nance  
 Barbara Needle  
 Holly Nelson  
 Cara Nelson  
 Marjorie Nesbitt  
 Stacia Neugent  
 Trudie Nguyen  
 Sloane Nichols  
 Vanessa Nicholson  
 Jacqueline Nickolaus  
 Gillian Nielsen  
 Jean Niemczyk  
 Cristy Nine  
 Patricia Nixon  
 Katie Nobel

Maria Nocera  
 Victoria Noonan  
 Patricia Nooney  
 Tara Norton  
 Angela Novalski  
 Scott Nunes  
 Irandi Nutting  
 Yvonne Nyakana  
 Katelyn O'Brien  
 Angela O'Byrne  
 Barbara Oddo  
 Lisa Oliver  
 Shawna O'Neil  
 Rachel O'Neill  
 Jackie Orcutt  
 Lani O'Reidy  
 Sarah Goss O'Rielly  
 Liz Orlando  
 Nina Owen  
 Laura Owens  
 Keiko Pace  
 Geri Pacheco  
 James Padron  
 Jennifer Paisley  
 Angie Papendick  
 Elizabeth Paquette  
 Monica Parikh  
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 Diana Parker  
 Erica Parker  
 Patricia Patrick

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 Christina Pearsall  
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 Laura Penza  
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 Jennifer Perkins  
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 Thomas Pierik  
 Karen Pierre  
 Jan Pilko  
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 Linda Porras-Pirtle  
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 Nancy Powell  
 Seda Preston  
 Karen Priesman  
 Isabelle Pullis  
 Alison Punsalan  
 Hallie Putterman  
 Allison Puzycki  
 Suzanne Pyles  
 Alisa Pyszka



*Participants at a UCREW event hosted by CREW Atlanta*

Lily Quan  
 Theresa Quartaro  
 Sandi Quigley  
 Allison Rabin  
 Nicole Radumski  
 Jennifer Raike  
 Deemah Ramadan  
 Debora Ramirez  
 Connie Raub  
 Stacy Reed  
 Vicki Reed  
 Rebecca Reeves  
 Lauren Reeves  
 Lynn Reich  
 Dakota Reid  
 Jeana Renger  
 Camille Renshaw  
 Lisa Rhudy  
 Gwen Ribar  
 Gretchen Richardson  
 Ronnette Riley

Diana Riser  
 Eugenia Robbins  
 Gayle Roberts  
 Allison Robin  
 Julia Rocco  
 Whitney Rodgers  
 Penny Rogo  
 Constance Rollberg  
 Jessica Rossi  
 Wendy Rossi  
 Rachel Rouse  
 Dawn Royle  
 Kim Rubin  
 Cathy Rudisill  
 Christine Russell  
 Susan Russell  
 Kat Sabo  
 Mary Salas  
 Jennifer Salisbury  
 Daria Salusbury  
 Meg Salyer



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Cherie Santos-Wuest	Mitsie Smith	Jennifer Tatum	Gerry Waltz	Katie Yee
Genevieve Sawyer	Donna Smith	Andrea Taylor	Elizabeth Ward	Whitney Yelm
Kimberly Scala	Jane Smith	Kathleen Taylor	Janine Warren	Laura Young
Betsy Schamberger	Suzanne Smith	Sandra Taylor	Michelle Warriner	Christine Young
Morgan Scheibel	Lynn Smith	Raymond Teske	Mandi Wedin	Jennifer Yoxtheimer
Jennifer Scher	Denise Smith	Leslie Teskey	Virginia Weida	Donna Zalecky
Jane Schiff	Krista Snelling	Susan Thomas	Krone Weidler	Amber Zamora
Laura Schlicht	Julie Sorensen	Katherine Thomas	Elyse Welch	Beth Jo Zeitzer
Abby Schmit	Kathy Sorkin	Christy Thompson	Carolyn Whatley	Sharon Zinser
Michael Schrum	Ginger Sotelo	Amanda Thompson	Amanda Wheeler	Lynn Zolezzi
Judy Schuler	Jeanie Springer	Holly Tiller	Janet Wheeler	
Nicole Schupmann	Rosalie Stackman-Edson	Elif Tinney	Amy Whitacre	
Philip Scott	Kelly Steele	Amy Tobia	Dana White	
Colleen Scott	Sara Steele	Alison Tortorice	Trey Whitt	
Marg Sebzda	Sophie Stein	Sheila Traficante	Melissa Wiechman	
Mandy Serrano	Stacy Stemen	Tracy Treger	Elizabeth Wilke	
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Carol Sharp	Carol Stewart	Ana Tsang Towe	Jodi Wilkeson	
Carla Sharpe	Bonnie Stretz	Rebecca Tudor	Misty Moore Willard	
Susan Shelby	Ruth Stroup	Stephanie Turner	Sarah Williams	
Jennifer Shumaker	Amanda Sullivan	Yvette Turner	Judy Willoughby	
Mackenzie Sickle	Nellie Sullivan	Susan Turner	Lesley Wilson	
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Allison Simpson	Christine Sweeney	Ray Uttenhove	Kmeal Winters	
Melissa Sisler	Valerie Swett	Donna Vargo	Monica Wittrock	
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Jennifer Skiba	Susan Swift	Andrea Ventola	Andis Woodlief	
Mary Slade	Ashley Szatkowski	Danielle Vera	Kelley Workman	
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