



2022

ANNUAL REPORT

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*The only Foundation dedicated solely to
advancing women in commercial real estate.*

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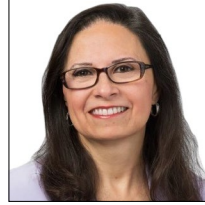
CHAMPION DIRECTORS



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Letter from the Chair

It is with 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 2022. In a year of continued uncertainty and challenges, generous donors came together to move our mission forward, support fellow women in commercial real estate, and achieve unprecedented success.

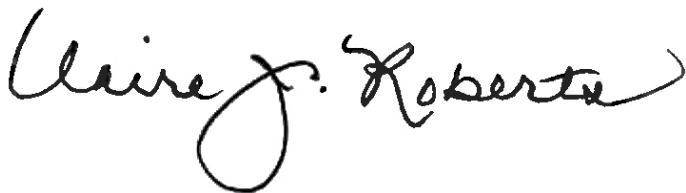
Our Foundation Champion Directors, Chapter Champions and staff showed remarkable creativity, dedication, and passion for our mission in raising funds and expanding our reach and donor base. In 2022, CREW Network Foundation:

- Awarded 30 scholarships of \$5,000 (USD) continuing to advance the future of women in commercial real estate.
- Raised more than \$73,000 through two giving campaigns—Support a Scholar and We've Got Your Back
- Held our most successful annual fundraising event to date, achieving a record high for tickets sold, underwriter support, and total raised (\$187,300!)
- Inducted 17 new CREW Visionaries and added diamonds to 13 Visionaries' pins—the most in any single giving year

In the following pages of this report, you will find a recap of our 2022 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 that we will continue to be the global leader in advancing women in commercial real estate for years to come.

With gratitude,



Claire Roberts

2022 CREW Network Foundation Chair



Claire Roberts

Vice President
Colliers
MNCREW

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 predominately male 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 providing resources to students pursuing CRE careers.

We bring women in commercial real estate together to share ideas and resources, invest in businesses, work to find solutions to common challenges and share opportunities for growth. We also encourage gender equity and educate commercial real estate companies about the benefits of having greater diversity throughout its talent pipeline, employees, board and leadership.

What We Do

EDUCATE

The CREW Network Foundation Scholarship program supports future female leaders as they pursue university-level education that will lead to careers in commercial real estate. The number of scholarships awarded each year to female students attending college full time is based upon the availability of interest income from the endowment, contributions and matching corporate funds. Scholarship Endowment funds are

permanently restricted and only investment earnings from those contributions can be used for funding current scholarships. Annual Current Scholarship funds are temporarily restricted for the purpose of funding current scholarships.

Scholarships are available to female (or those who identify as female) junior and senior undergraduate students, and enrolled full time in graduate programs to cover the cost of tuition and books. Applicants 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) shown 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



In 2022, more than
609 girls
participated in a CREW Careers program.



Participants of CREW Chicago's CREW Careers event

In 2022, UCREW reached
over 510
college students.



Participants of CREW Vancouver's UCREW student fall event

RESEARCH

Foundation contributions make it possible for CREW Network to remain the leading publisher of research on gender and diversity, equity, and inclusion 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 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** provides 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.

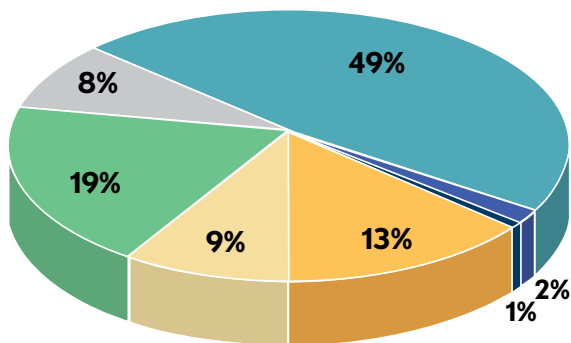
GREATEST NEEDS FUND

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.

2022 By the Numbers

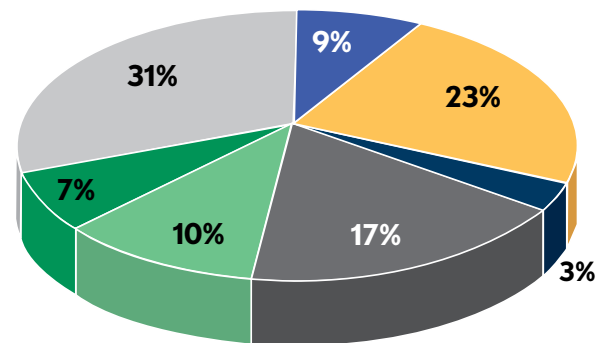
<p>Giving Overview</p> <p>More than \$701,101 (USD) raised for the Foundaton</p> <p>5,321 individual donors, an increase of nearly 11% from 2021</p> <p>17 CREW Visionary inductees</p> <p>13 Visionaries added diamonds to their pins</p>	<p>Chapter Giving</p> <p>86% of our CREW Network chapters contributed a total of \$145,894</p> <p>60 of 77 chapters met all three Chapter Challenge “trifectas”</p> <p>77 CREW Network boards fully supported the foundation</p> <p>60 chapters had 50% of their membership make an <u>individual</u> donation</p>	<p style="text-align: center;"></p> <p>Fundraising Event</p> <p>The annual event, held at The Stan Mansion in 2022, raised a record \$185,300</p> <p style="text-align: center;"></p>
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Total Revenues = \$968,278¹



Unrestricted Contributions	\$ 470,918	49%
Career Outreach Contributions	14,590	2%
Industry Research Contributions	7,050	1%
Scholarship Endowment Contributions	125,980	13%
Annual Scholarship Contributions ²	82,563	9%
Fundraising Events	185,300	18%
Investment/Miscellaneous Income*	81,877	8%
Total	\$968,278	100%

Total Expenses = \$593,887¹



Career Outreach	\$ 51,657	9%
Scholarship Awards	137,500	23%
Research Grants	20,000	3%
Other Program Expenses ²	99,822	17%
Fundraising Events	59,978	10%
Other Fundraising Events	42,547	7%
Management/Administrative	182,383	31%
Total	\$593,887	100%

* does not include \$485,578 of unrealized losses on investments

¹ Some chapters use CREW Network Foundation as a conduit for their local fundraising efforts. Revenues and Expenses from these events were \$431,980 and \$421,918, respectively, and are not included in the charts presented above.

² Amounts for the Annual Scholarship Fund include donations of \$21,547 to CREW Network Foundation Canada, and related administrative expenses of \$17,574.

Campaigns Boost Member Giving

CREW Network Foundation held two successful fundraising campaigns in 2022 to boost individual giving opportunities and encourage members to pay it forward and support fellow members. The campaigns raised more than \$64,000 with over 600 donors participating. In January, CREW Network Foundation launched the We've Got Your Back campaign, which surpassed its goal of \$25,000 and raised \$36,625. In May through mid-June, the popular Support a Scholar campaign raised a total of \$27,646 and was a catalyst for many

CREW chapters to achieve the Chapter Challenge "trifecta." The Chapter Challenge increases awareness of the Foundation's powerful reach and raises funds for scholarships, industry research and career outreach.

The three components of the Chapter Challenge are gifts from 50% of your membership, 100% of your board, and a chapter donation of at least \$1,000 USD. At the end of the giving year, 60 chapters achieved all three components of the Foundation Chapter Challenge. Kudos to these CREW Network chapters!



2022 Chapter Champions

Kiana Akina

CREW Denver

Nicole Allard

Wisconsin CREW

Liz Amaral

CREW Richmond

Shirley Anderson

CREW New Mexico

Denise Armstrong

CREW Greater Akron

Susan Armstrong

CREW Tucson

Megan Atwell

CREW Nova Scotia

Lindsay Banks

CREW Omaha

Katie Barker

CREW Charlotte

Natalie Barnes

New Orleans CREW

Carla Barney

CREW Calgary

Cynthia Bell

CREW Maryland Suburban

Marie-France Benoit

CREW Montreal

Jill Betts

CREW Portland

Antoinette Beverly

CREW DC

Kristin Blackman

CREW Iowa

Miriam Brodie

CREW DC

Alyssa Byrd

Triangle CREW

Aimee Carlson

CREW Palm Beach/Treasure Coast

Tiffany Clement

CREW Sacramento

Kristin Conroy

CREW Naples/Fort Myers

Dianne Crocker

CREW Boston

Kena David

CREW San Francisco

Kelli Dickerson

CREW DC

Sharon DiPaolo

CREW Pittsburgh

Flori Djulvezan

CREW Cleveland

Abby Doench

CREW Greater Cincinnati

Anna Duncan

CREW East Bay

Heena Feeney

CREW Northern Virginia

Katie Flaschar

CREW-St. Louis

Carolyn Fletcher

CREW San Antonio

Larisa Forester

CREW Los Angeles

Beverly Fortner

CREW San Antonio

Pauline Gerry

CREW Jacksonville

Statia Gibson

CREW Richmond

Jacqi Glover

CREW Baltimore

Lauren Greene

CREW Midlands South Carolina

Alison Hall

CREW Houston

Mary Harris

CREW Fort Lauderdale/Boca Raton

Danielle Harrison

AZCREW

Kimberly Hopkins

CREW Northern Nevada

Kevin Hunt

CREW Fort Lauderdale/Boca Raton

Amy Hurst

CREW Austin

Jawanda Jackson

CREW Greater Philadelphia

Martha Janowiak

CREW West Michigan

Cheryl Johnson

CREW Tampa Bay

Annastasia Kaessner

CREW Utah

Heather Keller

CREW Greater Cincinnati

Courtney Keller

CREW Orlando

Farr Khimji

Toronto CREW

Yolanda King

CREW Atlanta

Monika King

CREW Maryland Suburban

Hilary Klein

CREW Northern Colorado

Marlene Knight

CREW Omaha

Susan Korath

CREW NJ

Georgia Kouros

CREW Orange County

Elizabeth Krol

CREW Boston

Melissa Kroskie

CREW Seattle

Chelsea Leiter-Thompson

IndyCREW

Jessica Levin

AZCREW

Jennifer Litwak

CREW San Diego

Esin Locke

CREW Houston

Ana Martins

CREW Lehigh Valley

Jenn Matulich

CREW Sacramento

Jill McCarthy

CREW Kansas City

Laura McLaine

CREW Greater Philadelphia

Ashely McRae

CREW Tampa Bay

Sherri Miles

CREW Coastal Virginia

Lindsay Mingee

CREW Inland Empire

Christina Moir

CREW Upstate South Carolina

Ann Morris

CREW Fort Worth

Jennifer Moseley

CREW Iowa

Stacia Neugent

CREW Charlotte

Amanda Norris

CREW-St. Louis

Sue Paton

CREW Calgary

Kristi Pearce-Percy

CREW Silicon Valley

Jeanne Peck

CREW Chicago

Misty Ponce

CREW-Las Vegas

Annette Popiel-Hammerle

CREW Detroit

Eloise Potterfield

CREW Baltimore

Megan Proulx Dempsey

CREW Tampa Bay

Alisa Pyszka

PT CREW

Stacy Reed

CREW Austin

Abigail Reichling

Wisconsin CREW

Carly Richardson

CREW-OKC

Cierra Rider

CREW Columbus

Allison Robin

CREW New York

Tillie Ross

CREW East Bay

Christie Sbarra

CREW Denver

Alex Schwerdt

CREW Utah

Keri Stewart

CREW New Mexico

Vicki Summerall

CREW Dallas

Karen Sweet

Toronto CREW

Rhonda Thomas

CREW Nashville

Tamara Thompson

CREW Idaho

Susan Turner

CREW Atlanta

Nicole Urista

MNCREW

Danielle Vera

CREW San Diego

Krista Wahnefried

CREW Northern Nevada

Gale Wallace

Cape Fear CREW

Stella Walton

Triangle CREW

Elyse Welch

CREW Charleston

Janet Wheeler

CREW CT

Ashley Willard Bauman

CREW Vancouver

Amy Williams

IndyCREW

Tara Wright

CREW Saskatoon

Angela Wu-Kemp

Edmonton CREW

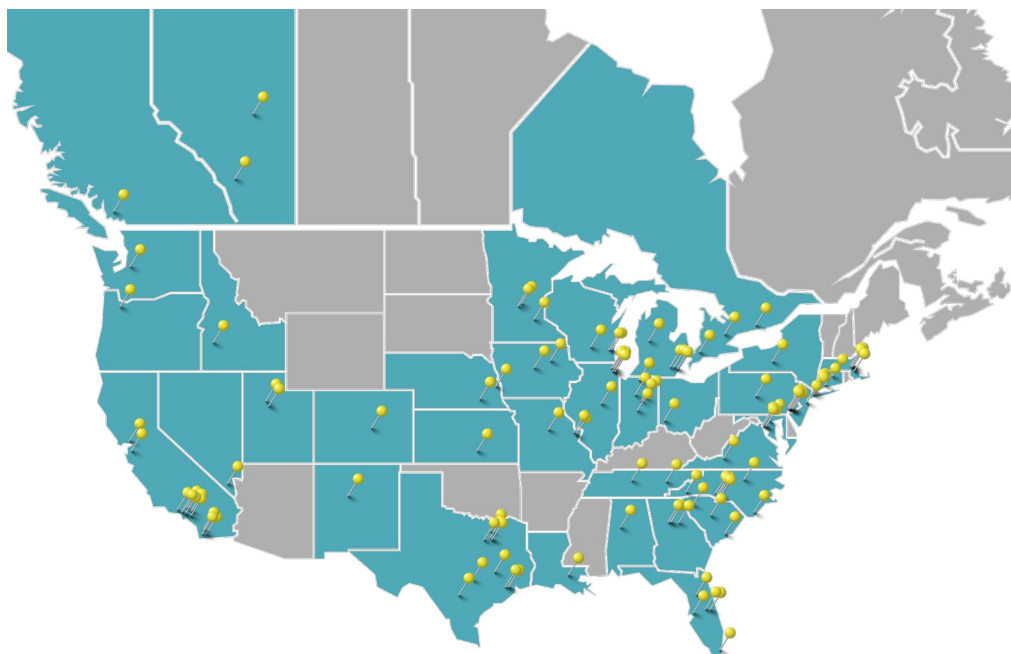
Scholarship Program Impacts Lives

Since 2009, CREW Network and CREW Network Foundation have awarded scholarships to 226 women totaling \$1,297,500 USD. 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 2022, the Foundation granted 30 scholars \$5,000 USD each for tuition and books; an 24-month CREW Network membership; complimentary registration to the 2022 CREW Network Convention and a \$650 travel stipend; and a six-month mentoring opportunity with a CREW Visionary.



2022 CREW Network Foundation scholars at the Convention in Chicago, Illinois. (L-R): Claire Roberts, 2022 Foundation Chair, Ngoc Nguyen, Elinor Oren, Savannah Hess, Ivana Maldonado, Carly Ross, Bailey Kim, Deborah Owolabi, DeVonda Batres, Danyell Price, Andrea Johnson, Katie Dearth, Emily McDuff, Sienna Curtis, Joscelyn Vincent, Amrit Sidhu, Lin Shen, Kalyne Schuermann, Caitlin Korsak and Haley Wildfong



Over the past 12 years,
CREW Network
Foundation has provided:

\$1,297,500 USD

awarded to **226** women in

38 states/provinces and

112 universities

2022 CREW Network Foundation Scholars



DeeVonda Batres

Hometown:
Albuquerque,
New Mexico

**University and
focus of study:**
Undergraduate
New Mexico
Highlands University
Accounting

Batres is a native New Mexican with 18+ years in the banking industry. Through her years of banking, she has gained valuable knowledge and experience by taking on challenges and learning from her peers. Batres plans to graduate with a bachelor's degree in business administration with a concentration in accounting from New Mexico Highlands University by December 2023. She is the mother of two teenage children and a new member of CREW New Mexico.



Sienna Curtis

Hometown:
Midway, Utah

**University and
focus of study:**
Undergraduate
Brigham Young
University
Finance

Curtis is a senior at Brigham Young University in Provo, Utah pursuing a degree in finance with an emphasis in real estate. She recently interned with PGIM Real Estate and has worked for more than two years at other real estate investment firms alongside her coursework. Curtis also serves as the vice president of the BYU Real Estate Association. She plans to pursue a career in real estate investment.



Carly De La Hoz

Hometown:
Brick, New Jersey

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

De La Hoz is entering the third and final year of her dual MBA/MPA degree at Wharton and Harvard, where she studies the intersection of real estate, finance, and public policy. She has served as the co-chair of the Wharton Future of Cities Conference and board member of the Wharton Real Estate Club. De La Hoz was an architect prior to graduate school and worked as an MBA Summer Associate at Trammell Crow Company and Goldman Sachs. She aspires to work in impact investing, financing sustainable and equitable urban development.

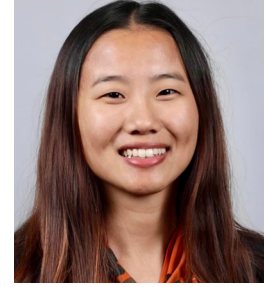


Katie Dearth

Hometown:
Gig Harbor, Washington

**University and
focus of study:**
Graduate
Clemson University
Real Estate
Development

Dearth recently graduated cum laude from Baylor University with a double major in marketing and management and is in her first year as a student at Clemson University pursuing a master's in real estate development. She flipped her first home at 16 and has remodeled five homes for clients through her LLC since then. She has also worked as a leasing agent for two 300+ unit apartment complexes and does interior design consultation.



Yayi Ding

Hometown:
Plano, Texas

**University and
focus of study:**
Undergraduate
University of Texas
at Austin
Finance

Ding is a junior majoring in Canfield Business Honors and Finance with a real estate concentration at the University of Texas at Austin. In summer 2022, she is interning at Brookfield Properties and serves as Vice President of External Affairs for the Undergraduate Real Estate Society at UT. Ding aspires to make her mark through real estate acquisitions and empowering women in commercial real estate.



Stephanie Grayson

Hometown:
New York, New York
University and focus of study:
Graduate
Stanford University
Sustainable Real Estate

Grayson is a first-generation Cuban-American and Harvard College graduate. She started her career in real estate at JPMorgan and subsequently worked to grow and expand Goldman Sachs and KKR’s commercial real estate investment platforms. She is passionate about combating climate change and has committed her career to reducing real estate’s 40% contribution to global carbon emissions. Grayson and her cofounder are building a software platform at the nexus of CleanTech and PropTech to help CRE companies reach their net zero-emission goals. She supports Cuban entrepreneurship as a Young Professional Board member of the Cuba Study Group and Cuba Emprende Foundation.



Cassandra Hartmann

Hometown:
Fort Worth, Texas
University and focus of study:
Undergraduate
Texas A&M University
Finance

Hartmann is a senior at Texas A&M University obtaining a bachelor’s degree in Business Administration in Finance and Business Honors. She has had the opportunity to shadow a realtor who owns investment properties and learn more about the industry. She aspires to combine her degree in finance with her interests in sustainability and commercial real estate.



Savannah Hess

Hometown:
Wilmington, North Carolina
University and focus of study:
Undergraduate
University of North Carolina at Wilmington
Brokerage

Hess is a senior at UNC Wilmington majoring in Business Administration with a double concentration in Marketing - Professional Selling and Entrepreneurship & Business Development. She is also minoring in Nonprofit Management & Leadership. She is co-president of the Honors Scholars Association, president of the Habitat for Humanity Club, and a founding member of the Sales Club and Women in Business. She is currently working as an Account Operations Intern at MegaCorp Logistics and aspires to begin a career in sales/commercial real estate upon graduation while obtaining her MBA.



Andrea Johnson

Hometown:
Beverly Hills, Michigan
University and focus of study:
Undergraduate
University of Michigan Ross School of Business
Real Estate Development

Johnson is a senior at the University of Michigan’s Ross School of Business, pursuing a Bachelor of Business Administration with a minor in real estate development. As of May 2022, she has been working on a variety of development projects for a major Chicago-based developer, the non-profit Equitable Ann Arbor, and the city of Ann Arbor. She is also studying to take her Michigan real estate licensing exam this fall. Johnson looks forward to learning more about opportunities within the commercial real estate field with a particular interest in real estate investment trusts and commercial development.



Bailey Kim

Hometown:
Alpharetta, Georgia
University and focus of study:
Undergraduate
University of California San Diego
Real Estate Development

Kim is a senior at the University of California, San Diego obtaining a Bachelor of Science in Real Estate and Development and a minor in Business. She has worked as an acquisition analyst intern at Brixton Capital in Solana Beach, California and as a brokerage intern at Badon Commercial Real Estate in Atlanta, Georgia. Kim recently participated in the San Diego NAIOP University Challenge real estate development competition and is a full-time student-athlete and the captain of UCSD’s D1 Men’s Rowing Team. Upon graduation, she aspires to work in the commercial real estate field.



Caitlin Korsak

Hometown:
Tampa, Florida

University and focus of study:
Undergraduate
University of Tampa
Market Research

Korsak is a year away from finishing her undergraduate degree in Communications at the University of Tampa and has obtained internships in both development and marketing. She is a 2022 SIOR Student Scholar and is also the president and a founding member of the University of Tampa Real Estate Club.



Winnona Li

Hometown:
Berkeley, California

University and focus of study:
Undergraduate
University of California Berkeley
Architecture

Li is entering her last year at the University of California Berkeley with an intended major in architecture and a minor in Disability Studies. She has worked as an intern and student assistant at an architecture firm and real estate management company. She looks forward to exploring the intersection of the disabled community and the built environment within commercial real estate.



Mona Makki

Hometown:
Windsor, Ontario

University and focus of study:
Graduate
University of Detroit Mercy
Architecture

Makki recently completed her undergraduate degrees in Architecture and Visual Arts from the University of Detroit Mercy and the University of Windsor. She looks forward to returning to UDM this Fall to earn a Master of Architecture. Makki has been studying and working in the City of Detroit since 2017 and aspires to become a fully licensed architect in the coming years.



Ivana Maldonado

Hometown:
San Rafael, California

University and focus of study:
Undergraduate
California State University, Sacramento
Finance

Maldonado is a year away from finishing her undergraduate degree in finance at California State University, Sacramento. She has completed three internships in commercial real estate, including Project Destined (JLL Bay Area), CalSTRS (Sacramento, CA), and Artemis Real Estate Partners (Washington, D.C.). Maldonado also serves as a vice president of recruitment for the Finance Club at California State University, Sacramento. She aspires to create her own real estate investment company.



Emily McDuff

Hometown:
Birmingham, Alabama

University and focus of study:
Graduate
University of Chicago Booth School of Business
Finance

McDuff is in her second year as an MBA student at the University of Chicago Booth School of Business and completed her undergraduate studies in Civil Engineering and French at the University of Virginia. She is pursuing a business degree to complement her engineering background and PE, CEM, and LEED AP certifications in managing and implementing clean energy development projects. She has worked as an English teacher in France and energy efficiency and sustainability engineer in Washington, D.C., and aspires to reduce GHG emissions from the built environment.

“It has empowered me to Dream Big ... supporting me not only financially for a higher education by learning more about commercial real estate development but also for encouraging and supporting me mentally by pushing my boundaries and teaching me that the sky is the limit.”

Bailey Kim | University of California San Diego



Ngoc Nguyen

Hometown:
Vietnam

University and focus of study:
Undergraduate

California State University of Fullerton
Finance

Nguyen is in her senior year at California State University of Fullerton studying Business Administration with a concentration in Finance. She has three years of experience working as a property manager for a privately owned company. In June 2022, she acquired an internship as a Property Management Administrator at Link Logistics, and currently serves as an Investment Analyst for Titan Capital Management at CSUF. She also serves as the CREW Network Ambassador for the CSUF Real Estate Association. She aspires to take her professional background experience in property management and financial analysis skills to a career within the commercial real estate industry.



Elinor Oren

Hometown:
Los Angeles, California

University and focus of study:
Undergraduate

University of California at San Diego
Real Estate Development

Oren is a senior Real Estate Development major at the University of California, San Diego (UCSD). Throughout her studies, she has worked in urban/participatory design with the Port of San Diego, San Diego Obesity Coalition, HKS Architects, and Don Norman Design Lab. She is completing a summer internship in multifamily asset management, transactions, and ESG with PGIM and aspires to work in development or asset management.



Deborah Owolabi

Hometown:
Houston, Texas

University and focus of study:
Graduate

Harvard Business School
Asset Management

Owolabi is a first-year MBA student at Harvard Business School. Prior to Harvard, she worked for a general contractor specializing in luxury retail construction and spent the last four years working as a project manager for JLL. Leveraging a background in real estate, project management and client service, she aspires to put these skills into practice in the areas of investment analysis and development.



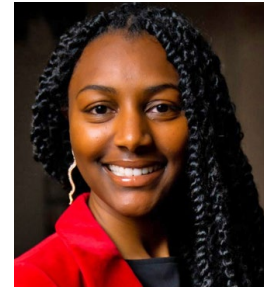
Ellen Paik

Hometown:
Honolulu, Hawaii

University and focus of study:
Graduate

Harvard Kennedy School
Real Estate Development

Paik is currently in the second year of her MBA/MPA dual-degree program at The Wharton School of the University of Pennsylvania and Harvard Kennedy School (Real Estate Major, Social and Urban Policy Concentration). She aspires to pursue a career in impact-oriented real estate development.



Danyell Price

Hometown:
Omaha, Nebraska

University and focus of study:
Undergraduate

University of Nebraska at Omaha
Real Estate Development

Price is in her senior year as a student at the University of Nebraska at Omaha studying Business Administration and Spanish. She has completed internships in finance and banking, construction, property management, and leasing. Price also serves as President of Rho Epsilon Real Estate Club and Black Student Union. She also contributes to the Dean's Advisory Council and other school organizations. Price aspires to be a developer in commercial real estate.

“I want to thank the CREW foundation scholarship for allowing this single mom to return to school. CREW has given me a voice and has given me friendships and mentors that have allowed me to think and Dream Big.”

DeeVondra Batres | New Mexico Highlands University



Leah Pulice

Hometown:
Brighton, Michigan

University and focus of study:

Undergraduate
Eastern Michigan University
Interior Design/
Space Planning

Pulice is in her last year as a student at Eastern Michigan University studying interior design and construction management. She has completed two summer internships in commercial real estate, including as a project engineer intern with Barton Malow in New York City and an interior design intern at MCYIA in Honolulu. Pulice also serves as co-president of the EMU Interior Design Student Organization and holds multiple positions in the Delta Zeta sorority. She aspires to continue to explore new avenues in commercial real estate that combine her passion for design and construction.



Madison Roach

Hometown:
Suffolk, Virginia

University and focus of study:

Undergraduate
Virginia Tech
Finance and Real Estate

Roach is a rising senior at Virginia Tech double majoring in Finance and Real Estate. She has completed two summer internships in property management, and from these experiences, her passion for asset preservation and customer relations have grown intensely. Roach dreams of being a shining light in commercial real estate and truly living out her college motto of "Ut Prosim." She is also secretary of The Real Estate Club at Virginia Tech and a Teaching Assistant for the Department of Finance.



Carly Ross

Hometown:
Alamo, California

University and focus of study:

Undergraduate
University of San Diego
Brokerage

Ross is a senior at the University of San Diego studying real estate and business administration under the Knauss School of Business. She currently serves on the CREW San Diego Emerging Leaders committee and is vice president of industry relations for the USD Real Estate Society. Ross began her commercial real estate career as an intern at Colliers during summer 2021 and is now interning for an industrial brokerage team at Cushman and Wakefield. Upon graduation, she aspires to be a commercial real estate broker.



Kalyne Schuermann

Hometown:
Cincinnati, Ohio

University and focus of study:

Undergraduate
University of Cincinnati
Corporate Real Estate

Schuermann is a fourth-year student in the Lindner College of Business at the University of Cincinnati where she is pursuing degrees in Real Estate, Finance, and Operations Management. She has experience as a Production and Sales Intern in the Multifamily Real Estate division at Freddie Mac. Upon graduation, Schuermann aspires to a career where she can pair her knowledge of real estate, financial analysis, and efficient business operations in the commercial real estate industry.



Lin Shen

Hometown:
Vancouver, British Columbia

University and focus of study:

Undergraduate
University of British Columbia
Finance

Shen is in her fourth year as a bachelor of commerce student at UBC Sauder School of Business. She is specializing in Finance and Real Estate and minoring in Psychology. She has completed two internships at Intelligent City in Business Development and Financial Analysis. Shen also serves as the vice president of education & research at the UBC Real Estate Club and an Outreach Lead for UBC Third Quadrant Design team. She aspires to accelerate sustainability in the building industry.



Amrit Sidhu

Hometown:
Vancouver,
British Columbia
**University and
focus of study:**
Undergraduate
University of British
Columbia
Finance

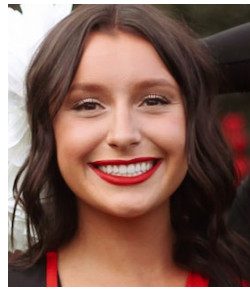
Sidhu is a senior at the University of British Columbia studying finance and real estate. She completed an internship in appraisal and is currently completing an internship at BentallGreenOak as an investment management analyst. She also competed in the Pacific Northwest NAIOP Real Estate Challenge and ICSC & Cornell International Retail Real Estate Case Competition, placing first. She aspires to pursue a career in private equity.



Hope Swantko

Hometown:
Commerce, Michigan
**University and
focus of study:**
Graduate
University of Notre
Dame Law School
Law

Swantko is entering her final year at Notre Dame Law School to receive her J.D. She has had various internships working in the real estate industry, including at Freeborn & Peters and Hilco Redevelopment Partners. After graduation, Swantko plans to work as a real estate attorney in Chicago.



Joscelyn Vincent

Hometown:
Omaha, Nebraska
**University and
focus of study:**
Undergraduate
University of Nebraska
at Omaha
Property Management

Vincent is a year away from finishing her undergraduate degree at the University of Nebraska at Omaha, majoring in Business Administration with a concentration in Real Estate and Land Use Economics. She is also completing a minor in Marketing. She has worked as an Assistant Property Manager for the last year, learning more about the field. Upon graduation, she aspires to assist her town of Omaha using real estate.



India Whaley

Hometown:
Irmo, South Carolina
**University and
focus of study:**
Graduate
University of
South Carolina
Finance

Whaley is a dual degree Juris Doctor/ Master of Business Administration candidate at the University of South Carolina. She has worked for various organizations in law and economic development. Since May 2022, Whaley has been interning with the City of Columbia (South Carolina) in the Office of the Mayor, where she assists in attracting private investments for transformative projects. She aspires to be a commercial real estate attorney and developer.



Haley Wildfong

Hometown:
Fruitport, Michigan
**University and
focus of study:**
Undergraduate
Ferris State University
Architecture

Wildfong is entering her fourth year studying Architecture and Sustainability with a minor in Facility Management at Ferris State University. She has worked as an intern in residential and commercial architecture firms and aspires to bring her knowledge of building sciences and sustainable practices into commercial real estate.

Building a talent pipeline for future female professionals
in commercial real estate

LINDA HOLLEMON Scholarship Endowment

CREW Network and CREW Network Foundation established the CREW Network Foundation Scholarship Endowment fund in 2008. Donations to this endowment fund support the long-term growth and impact of scholarships for female students in commercial real estate programs.

In 2020, the CREW Network Foundation Scholarship Endowment was renamed to honor CREW Network founder, first president and CEO Linda Hollemon. 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. 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.

As of December 31, 2021, the endowment fund totaled over \$2.6 million, with \$1.6 million designated by the board of directors and over \$1 million of donor-designated contributions.

Hall of Fame

In 2022, CREW Network Foundation introduced a new opportunity exclusively for chapters to support the endowment and receive year-round recognition for their generosity and dedication to our mission. The Hall of Fame encourages and recognizes chapters that support the endowment through pledged gifts, and advance our mission through career outreach and industry research programs.

The chapter commitment includes a chapter donation of \$5,000 to \$20,000 USD or the Canadian dollar equivalent and hosting a career outreach or industry research program annually. Pledges must be fulfilled within three years.

In 2022, five chapters committed to the A-List level, each pledging \$20,000 to the endowment and committing to a career outreach event annually in their chapter for three consecutive years. In addition, CREW East Bay committed to the Benefactor Level, pledging a \$10,000 commitment.

FOUNDERS

The individuals and chapters listed below are generous founders of the CREW Network Foundation Scholarship Endowment. Each founder chapter holds one (1) seat on the Scholarship Selection Committee, which reviews and selects the scholars to be recommended to the CREW Network board.

VISIONARY FOUNDERS and 2022 SEAT HOLDERS



CHAMPION FOUNDERS | 2022 SEAT HOLDERS

Diane Butler	self
Jane Smith	self
CREW Atlanta	Sarabeth Lewis
CREW Austin	Darlene Louk
CREW Chicago	Molly Oelerich
CREW Denver	Lauren Fry
CREW Houston	Jillian Fredericks
MNCREW	Abigail Peterson
CREW Orange County	Chantel Aguilar
CREW Greater Philadelphia	Pukhama Demosthenes
CREW Seattle	Lysette Guevara
CREW Silicon Valley	Sabine Zimmerhansl
CREW Vancouver	Alicia Mackay

HALL OF FAME

A LIST (\$20,000)



BENEFACTOR (\$10,000)



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

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 2022:



94TH INDUCTEE

Alyssa Dangler
CREW Coastal Virginia



95TH INDUCTEE

Julie Benezet
CREW Seattle



96TH INDUCTEE

Tara Smiley
CREW Kansas City



97TH INDUCTEE

Shari Bjork[^]
MNCREW



98TH INDUCTEE

Lindsay Minge
CREW Inland Empire



99TH INDUCTEE

Michele Stevens
CREW Iowa



100TH INDUCTEE

Pam Scamardo
CREW Orange County



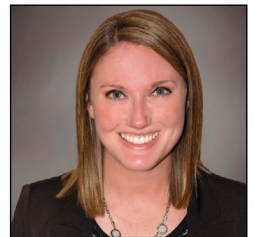
101ST INDUCTEE

Karen Whitt
CREW DC



102ND INDUCTEE

Marie McLucas
CREW Charlotte



103RD INDUCTEE

Nichole Kelley
CREW Charlotte



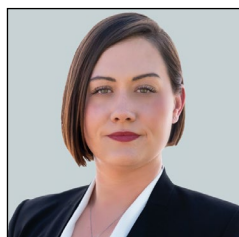
104TH INDUCTEE

Gillian Lawrence
CREW Calgary



105TH INDUCTEE

Tammy Kelly
CREW Chicago



106TH INDUCTEE

Heather Skinner
AZCREW



107TH INDUCTEE

Sue Paton
CREW Calgary



108TH INDUCTEE

Geri Pacheco
CREW Houston



109TH INDUCTEE

Lisa Strobe
CREW Boston



110TH INDUCTEE

Sandra Taylor
CREW Dallas



* Cumulative Life Giving Eligibility -
Click [here](#) for more detailed information

[^] Inducted posthumously

The following individuals received diamonds in 2022:

- **Alison Beddard**, CREW Seattle, First diamond
- **Kathy Carr**, CREW Austin, First diamond
- **Christine Chipurnoi**, CREW Fort Lauderdale/Boca Raton and CREW New York, First diamond
- **Judi Levine**, CREW Columbus, First diamond
- **Nancy Olah**, CREW Charlotte, First diamond
- **Claire Roberts**, MNCREW, First diamond
- **Collete English Dixon**, CREW Chicago, First diamond
- **Cindy Wozny-Carl**, CREW Chicago, Second diamond
- **Sharon Herrin**, CREW Dallas, Second diamond
- **Jeanette Flory-Sagan**, CREW Seattle, AZCREW, CREW DC, Third diamond
- **Cindy Malone**, CREW New Mexico, Fourth diamond
- **Vicki Summerall**, CREW Dallas, Fourth diamond
- **Jane Snoddy Smith**, CREW Dallas, Seventh diamond



Thank you to our generous CREW Visionaries

- | | | | |
|-------------------------|--------------------------|----------------------|--------------------------|
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| Adrienne Bain ★ | Jeanette Flory-Sagan ★★★ | Jennifer Litwak | Kelley J. Smith |
| Kris Beason ★ | Calvin "Cal" Frese, Jr. | Cindy Malone ★★★★★ | Elizabeth E. Solender |
| Alison Beddard ★ | Roberta B. Fuhr | Wendy Mann | Stephanie Sprengle |
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| Barbara Champoux ★ | Irene L. Hosford ★ | Karen Priesman | Ann Waeger |
| Christine Chipurnoi ★ | Victoria L. Joly | Jennifer A. Redner | |
| Faith Hope Consolo | Brenda Karp | Barbi Reuter | |
| Dottie Cunningham ★★★★★ | Cynthia Emerson Keefer ★ | Claire J. Roberts ★ | |

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

CREW NETWORK FOUNDATION Annual Fundraiser

On Sept. 22, 2022, CREW Network Foundation hosted its annual fundraiser, A Roaring 20s Revelry at The Stan Mansion in Chicago. The event achieved a record high for tickets sold, underwriter support, and total income. A total of \$187,300 USD was raised through the event.

Thank you to our 66 generous event underwriters and all who purchased tickets!



**Thank
You**
2022
Underwriters

JAZZ JIVES (\$5,000)



Christine Chipurnoi
CREW New York and CREW Fort Lauderdale/Boca Raton



Tori Robinson
CREW Los Angeles

THE BEE'S KNEES (\$2,500)



Kim Addy
CREW Seattle



Diane Butler
CREW Dallas



LaShawn Bates
CREW Tampa Bay



Barbara Champoux
CREW New York



Alyssa Dangler
CREW Coastal Virginia



Mollie Fadule
CREW Seattle



Jeanette Flory-Sagan
AZCREW, CREW DC
and CREW Seattle



Sharon Herrin
CREW Dallas



Nichole Kelley
CREW Charlotte



Julie Kriegel
CREW-OKC



Jennifer Litwak
CREW San Diego



Cindy Malone
CREW Chicago



Wendy Mann
CREW Network



Marie McLucas
CREW Charlotte



Holly Neber
CREW East Bay



Nancy Olah
CREW Charlotte



Barbi Reuter
CREW Tucson



Claire Roberts
MNCREW



Leslie Teskey
IndyCREW



Kristen Thall Peters
CREW East Bay



Vicki Summerall
CREW Dallas



Cindy Wozny-Carl
CREW Chicago



FOX TROT FRIENDS (\$1,000)

- Kathy Allgier**, CREW DC
- Adrienne Bain**, CREW Charlotte
- Laurie Baker**, CREW Houston
- Laura Barbero Buffa**, CREW Orlando
- Kris Beason**, CREW Seattle
- Alison Beddard**, CREW Seattle
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- Allison Rabin**, CREW Chicago
- Shawn Rush**, CREW Seattle
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- Heather Skinner**, AZCREW
- Sara Terry**, CREW Dallas
- Tracy Treger**, CREW Chicago
- Krone Weidler**, CREW Tampa Bay
- Karen Whitt**, CREW DC
- Kim Wingerak**, CREW Calgary

2022 CREW Network Foundation Organization Donors

PLATINUM SUPPORTERS | \$15,000+

CREW Charlotte | CREW Chicago | CREW Houston

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

Colwill Engineering Electrical Inc. | CREW-Las Vegas | CREW-St. Louis
 CREW Seattle | IndyCREW | Percopo Coatings Company | Sunbelt Rentals, Inc.

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

CREW DC | CREW Denver | CREW Detroit | CREW Greater Philadelphia
 CREW New Mexico | CREW Orlando | CREW San Diego | Fidelity Charitable

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

Beason Construction Solutions | Brookfield Properties | CREW Charleston, Inc.
 CREW Dallas | CREW East Bay | CREW Northern Virginia | CREW Tampa Bay
 CREW Tucson | CREW Vancouver | Toronto CREW | Wisconsin CREW

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

AZCREW	CREW Kansas City	CREW Utah	JE Dunn Construction Company
BirminghamCREW	CREW Lehigh Valley, PA	CREW West Michigan	MNCREW
Cape Fear CREW, Inc.	CREW Los Angeles	CREW-OKC	New Orleans CREW
Citizens Bank	CREW Miami	Edmonton CREW	Qualcomm
Colliers International Central Florida	CREW Midlands South Carolina	Florida Paints	Seyfarth Shaw LLP
Community Foundation for a Greater Richmond	CREW Naples/Fort Myers	Google	Triangle CREW
CREW Atlanta	CREW Nashville		
CREW Austin	CREW New York		
CREWBaltimore	CREW NJ		
CREW Boston	CREW Northern Colorado		
CREW Cleveland	CREW Northern Nevada		
CREW Coastal Virginia	CREW Omaha		
CREW CT - The Real Estate Exchange	CREW Orange County		
CREW Fort Lauderdale/ Boca Raton	CREW Palm Beach/ Treasure Coast, Inc.		
CREW Fort Worth, Inc.	CREW Pittsburgh		
CREW Greater Akron	CREW Portland		
CREW Greater Cincinnati	CREW Sacramento		
CREW Idaho	CREW San Antonio		
CREW Inland Empire	CREW San Francisco		
CREW Iowa	CREW Silicon Valley		
CREW Jacksonville	CREW Upstate South Carolina		



Participants at a CREW Careers event hosted by CREW-OKC

2022 CREW Network Foundation

Individual Donors

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Christine Chipurnoi

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Amy Hurst
Brenda Karp
Nichole Kelley
Tammy Kelly
Julie Kriegel
Jennifer Litwak
Andrea Lukens
Christy Malone

Wendy Mann
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PRINCIPAL CONTRIBUTOR | \$1,500 - \$2,499

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ASSOCIATE CONTRIBUTOR | \$500 - \$1,499

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Participants at a CREW Career event, GLOW CREW Club, hosted by Cape Fear CREW

ASSOCIATE CONTRIBUTOR | \$500 - \$1,499 (continued)

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CREW DC Student Outreach Committee has helped build two unique programs - one for university students and the other for secondary students

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Elise Batsel
Andi Bawcum
Roslyn Bazzelle
Anita Beard
Paula Beasley
Samantha Beatty
Erika Becker
DeLea Becker
Leslie Becker
Wendy Bell
Robert Benson

Marlee Benson
Suzanne Bereis
Wendy Berger
Cynthia Berman
Sean Beuche
Malinder Bhan
Shelley Bhatia
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 Cindy Bragdon
 Natasha Branch
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 Suzanne Brasuell
 Ashley Breakfield
 Hannah Breed
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 Susan Brooks
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 Kristina Brown
 Melissa Brown
 Kim Brown
 Gina Brown
 Danielle Brown
 Emily Brun
 Cindy Buchanan
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 Jacqueline Buhn

Lori Buhs
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 Ben Cash
 Daniela Castellon
 Cassie Catania-Hsu
 Jan Chaffee
 Melissa Chaput
 Michelle Chien
 Candace Chin Fatt
 Barbara Chirinos



Exchanging ideas at Toronto CREW Real Jobs Day event

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 Stephanie Chung
 Natalie Cico
 Celeste Clancy
 Tameka Clark
 Sara Clark
 Maxine Clark
 Caitlin Clarke
 Tiffany Clement
 Kathleen Cloud
 Alison Coen
 Alba Colavitti
 Kevyn Colburn
 Cortney Cole
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 Sherri Commander
 Dana Compton
 Brenda Compton
 Laura Concannon
 Ann Cone
 Andrea Connors
 Heather Cooper
 Janne Cordova
 Alessandra Corso
 Sara Coutts
 Kathleen Coxe
 Angela Crees
 Nancy Cripe
 Dianne Crocker
 Bo Crouse-Feuerhelm
 Mackenzie Crowder
 Katie Crawl
 Jacqueline Cruz-Bustillo

Dotti Cunningham
 Candace Cunningham
 Sarah Cunningham
 Margaret Cureton
 Merrill Curtis
 Robert Dahlke
 Christy Daly-Pranzo
 Keith D'Ambrosio
 Beth Daniel
 Deb Davis
 Angie Davis
 Courtney Davis
 Abigail Day
 Deidre DeAscanis
 Michelle DeCarlo
 Shonda Decker
 Kori DeJong
 Frances Delgorio
 Megan Dellapina
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 Anne Desormier-
 Cartwright
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