

From the Desk of the President



As 2025 draws to a close, I'm filled with gratitude for the incredible journey we've shared during this milestone year, our ruby anniversary, celebrating 40 years of powerful connections, courageous leadership, and transformational impact in Greater Baltimore Commercial Real Estate.
Just like the ruby, our chapter has stood for passion, strength, and purpose—and like a lighthouse, CREWBaltimore has remained a steady source of guidance and clarity in an ever-changing industry. This year, that light shone brighter than ever.

Third quarter 2025 gave us many reasons to celebrate:

- We surpassed our membership goal, growing to over 160 members—a clear sign that our mission continues to resonate across the region.
- We gave back; raising over $15,000 through our Bingo Night for Construction Angels. Your generosity helps support families of fallen construction workers and young people studying construction and trade fields, and this year's fundraiser was our most successful yet.
- We built bridges with "Bridging the Gap: Industry Meets Education," our workforce development event in partnership with the Requity Foundation and Carver Vo-Tech. This collaboration is helping carve paths for Baltimore students into the trades and real estate professions.
- We broke records at our Annual Golf Tournament, which welcomed more attendees than ever before, making it one of the most dynamic, energetic networking events of the year.
- We inspired and were inspired at our Women of Influence Luncheon, where a powerhouse panel consisting of Catie Griggs, Chrissy Thornton, Dr. Vonnya Pettigrew, and Erin Moran, shared their stories with honesty and grace. The event was a powerful reminder of how much we can learn when women share their journeys and lift each other up.
- We honored our brightest lights at the 6th Biennial Beacon Awards at the M&T Bank Exchange, where we gathered to recognize individuals, companies, and projects that are guiding the way forward in commercial real estate.
- Before we turn the page to 2026, we came together one last time at our Members-Only Holiday Luncheon. This event holds space for us each year to reconnect, reflect, and wrap up an unforgettable year with our CREWBaltimore family.

As I prepare to pass the torch, I want to extend heartfelt thanks to Erin Todd, our Immediate Past President. I've had the privilege of working closely with Erin for the past three and a half years, and her steady support and thoughtful leadership have been a guiding light for our Chapter and me. And I'm equally excited to look ahead because I've also had the joy of working with Allison Harrison this year in her role as President-Elect. Allison leads with intention and heart, and I am confident that in 2026, she will continue to steer CREWBaltimore like the lighthouse we strive to be: grounded in purpose and lighting the path forward. The best is yet to come.

To every member, committee leader, sponsor, and partner, THANK YOU. Whether you lit the path or simply helped hold the light this year, you made our ruby anniversary year the best yet.

We see you.
We honor you.
We celebrate you.

Your light matters, and together, we are illuminating the future of this industry.

With pride and gratitude,
Shana Carroll
President, CREWBaltimore
President, DW Kozera

Q4 2025 Event Highlights



Golf Tournament

This year's CREWBaltimore Annual Charity Golf Tournament was nothing short of exceptional — our **most well-attended tournament yet**. With crisp fall weather, a stunning sunrise over the course, and the energy of more than 100 industry professionals, the day was a true celebration of community, camaraderie, and purpose.

A very special thank-you to Kristen Schrader (Harkins Builders) for her outstanding leadership in making this event such a success!

Thank You to Our 2025 Sponsors!

Your support made this year's tournament our strongest yet. We are grateful for your partnership and commitment to our mission.

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UPCOMING CREWBaltimore EVENTS

Tour of Under Armour's New Global Headquarters - Sports House
January 13th
UA Sports House
JOIN THE WAITLIST

CNCC State of the Market 2026
January 26th
Tower Club Tysons
REGISTER

Ring in the New Year Happy Hour
January 27th
Baltimore Spirits Company
REGISTER

Women Empowered: New Year Self-Defense Class
February 10th
Gracie Jiu-Jitsu
REGISTER

STAY TUNED FOR MORE PROGRAMMING ANNOUNCEMENTS

UPCOMING CREW NETWORK EVENTS

Global Economic Outlook 2026 and The State of the Commercial Real Estate Markets
January 7th
2:00PM - 3:00PM
ZOOM
REGISTER

2026 Winter Leadership Summit
February 5th - 6th
The Westin South Coast Plaza
REGISTER

MEMBERSHIP

Welcome New Members!

Rebekah Schneider
Controller
Brightview Senior Living

Katherine Meyer
Real Estate Attorney
Kramon & Graham, Attorneys at Law

Katie Bennett
Manager, Real Estate Tax
RSM US LLP

Colleen Collins
Associate
Gordon Feinblatt LLC

Jennifer Jones
CEO
Howard County Economic Development Authority

Mary (Molly) Pethick
Mechanical Engineering
Penn State

Sally Sutphin Hebner
CFO
Greenberg Gibbons

Jessica Combs
Service Sales Account Manager
Schneider Electric

Mia Billetdeaux
Acting Deputy Director WIFIA Program
EPA

Raven Edmond
Senior Project Engineer
DPR Construction

Genevieve Hanson
CEO
H&H Realty

Dr. Erin Lamb
CEO
Gateway

Lisa Budlow
CEO
Comprehensive Housing Assistance, Inc. (CHAI)

Leah Penza
Project Architect
PRIME AE

Shannon Rulli
Trade Partner Inclusion and Development Manager
Davis Construction

Rick Woo

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- First American Title Insurance Co
- FASTSIGNS Downtown Baltimore and FASTSIGNS Columbia
- HDC, Inc.
- Harkins
- Pioneer Services
- Price Modern
- Pro-Pave Incorporated
- Real Projectives
- Ruppert Landscape
- TAI Engineering
- The Wilburn Company

Thank you to all our golfers, sponsors, volunteers, and supporters who made this year's tournament such a standout success. We can't wait to see you back on the greens in 2026!

Pictures can be accessed here.



Construction Angels Bingo

CREWBaltimore hosted a lively and heartfelt Bingo Night fundraiser in support of **Construction Angels**, raising more than **$16,000** to benefit the organization's mission. Construction Angels provides immediate financial assistance and grief counseling to the families of construction workers who have lost their lives on the job—a cause that became especially meaningful to CREWBaltimore's Chapter President, Shana Carroll, following the Key Bridge collapse a year and a half ago. Held at Checkerspot Brewing Company, the event brought together members, partners, and friends for an evening focused on community impact and industry support.

Thanks to the leadership and coordination of Program Managers Shana Carroll, Kristen Schrader, Bailey Wildasin, and Morgan O'Donnell, the night was a great success. Guests enjoyed an energetic bingo call-out by Cristel Sias, along with drinks, snacks, raffles, and plenty of networking. The strong turnout and generous contributions demonstrated the power of our CREW community to rally around meaningful causes—and we are proud to continue supporting Construction Angels and the families they serve.

Thank you to our event partner ASA Baltimore, and to our sponsors:

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- Ballard Marine Construction

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- Menard USA

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- Pile Driving Contractors Association

Winning Streak Sponsor

- Keller Management Services, LLC

Pictures can be accessed here.



2025 Beacon Awards

The CREWBaltimore Beacon Awards brought together leaders from across the commercial real estate community for an evening of celebration. Guiding the program with energy and warmth, emcee Cheryl Costello led attendees through the evening. Longstanding CREW members shared stories about the organization's influence on the industry and its role in advancing women in commercial real estate.

Keynote speaker Comptroller Brooke Lierman delivered a powerful address underscoring the importance of women in the workforce, the value of elevating women into leadership positions, and the impact of investing in our communities.

The evening culminated in the awards ceremony, where we honored the impressive finalists and celebrated the winners whose achievements continue to raise the bar for excellence in CRE. The Beacon Awards not only spotlighted individual accomplishments but also reinforced CREWBaltimore's mission to empower women and strengthen our community.

Thank you to our program manager, Erin Todd, and the members of the planning committee, Kat Sabo, Shelly Rieve, Amy Lacock, Theresa Tsamoutalis, Candace Zang, Kim Hogan, and Bailey Wildasin

We also want to extend a sincere thank you to our incredible sponsors:

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SVP Business Development Officer
Meridian Bank

Nolan Krasnick
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Alexandra Neifart
Partner
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Erica Loan
Assistant PM
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Kris Adey
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Kate Lebar
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Katrina Medley Business Development Representative
Strategic Factory

Kimberly Martin
Senior Project Manager
MK Engineering

Members on the Move

Bailey Wildasin
Project Manager
D.W. Kozera, Inc.

Kimberly Min
Partner
SAUL EWING LLP

Promotions:
Nichole McGuire to Vice President at ECS Mid-Atlantic

Member News

Theresa Stegman, Vice President at MCB Real Estate, spoke at the Baltimore Together summit on October 27, 2025, hosted by Baltimore Development Corporation. "I believe there's nothing we can't tackle with some creativity and grit!"

Shana Carroll, President of D.W. Kozera, was recognized as an honoree of The Baltimore Sun's 2025 Women to Watch, celebrating the region's most impactful leaders in business, activism, research, and more.

Katherine Pinkard, Senior Managing Director, Property Management at MCB Real Estate, has been named a 2025 Connect CRE Women in Real Estate Award Winner.

Christine DiSalvo has been selected to serve on the Comptroller's Women's Economic Empowerment Advisory Council.

Shana Carroll and Amy Baker have been selected to serve on CREW Network's Industry Research Committee.

Erin Todd joined the CREW Network Foundation Board.

MEMBER TO MEMBER BUSINESS

At CREWBaltimore, we celebrate the power of collaboration by recognizing and highlighting the successes that happen when our members work together.

Dennis Rothouse (Menlo Marketing) and Allison Harrison (First American Title National Commercial Services)

Dana Clark (Clark Azar & Associates, Inc.) and Nichole McGuire (ECS Mid-Atlantic)

Dana Clark (Clark Azar & Associates, Inc.) and Claudia Humphrey (Colliers Engineering & Design)

Dana Clark (Clark Azar & Associates, Inc.) and Shana Carroll (DW Kozera)

We want to hear your Member-to-Member success stories! Share your experience and inspire others in our community by submitting your story here.

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IDEA Committee

In 1974, the Equal Credit Opportunity Act made it illegal for banks to deny women credit unless a man co-signed. Until then, many women couldn't get a mortgage, car loan, or even a credit card on their own. This law opened the door to true financial independence for millions."



Outreach Committee

CREWBaltimore, supported by chapter scholarship sponsor H & H Realty, was proud to announce five Morgan State University recipients of its Jacquelyn R. Glover Memorial Scholarship this year—the most ever! Each awardee received a $2,000 book and tuition scholarship, a complimentary membership to CREWBaltimore, and comped event fees throughout the year. In October, the chapter coordinated a welcome lunch in Fells Point, which comprised introductions, networking, and a great discussion focused on the students' goals and how to best engage with and support them.

Congratulations to all the recipients!

Adetimisola Adewuyi: Architecture and Environmental Design major
Britney Philogene: Construction Management major
Makia Smith: Accounting and Finance major
Marcaja Todd: Electrical Engineering major
Elyce Hughes: Civil Engineering major

November marks the start of a brand-new giving year and another CREWBaltimore chapter challenge! As you renew your memberships for 2026 and close out the tax year, please consider donating $25 or more. CREW Network Foundation is the only organization dedicating its resources solely to accelerating success for all women in commercial real estate globally and the Foundation is committed to bringing more women into commercial real estate with programs that educate women and girls about the career opportunities available to them. CREWBaltimore is thrilled to have two recent 2024 and 2025 Foundation scholarship recipients as members!

Last year CREWBaltimore was the SIXTH chapter nationally to complete the trifecta. Let's continue our streak as a top ten chapter and reclaim our 2023-member donation level of $5,000+.

To complete the trifecta, each chapter must:

- Get 100% of the board to donate
- Get 50% or more of the chapter to donate
- Make a $1,000 chapter contribution

Donations of $100+ during the giving year will qualify you for the big-ticket chance drawing, for a $1,000 gift card to the Ivy Hotel, spa, and Magdalena restaurant.



CREWBaltimore Honored with The Daily Record's Empowering Women Award

CREWBaltimore is proud to have been named a Daily Record Empowering Women Award honoree. This recognition celebrates organizations across Maryland that demonstrate a strong commitment to supporting and advancing women in the workplace and throughout the community.

The Empowering Women Awards highlight the innovative programs and initiatives organizations are leading to elevate women and create meaningful opportunities for growth.

The awards ceremony took place on October 30th at the University of Maryland, Baltimore's SMC Campus Center, following the Women's Leadership Summit. CREWBaltimore was represented by Christine DiSalvo (Director of Finance) and Bailey Wildasin (Director of PR), who attended the event on behalf of the chapter.

Meet the 2026 CREWBaltimore Board

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Event Photo Gallery





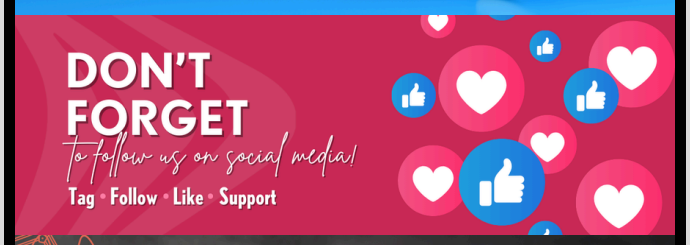














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A massive thanks to our amazing sponsors!
Without your support, we wouldn't be where we are today.
You are paramount to helping support our mission!

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CREWBaltimore is to be the organization of choice for women within the Baltimore metropolitan commercial real estate industry to achieve parity in opportunity, influence, and power by promoting professional opportunities and business relationships for women.

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