**Congratulations,** you have been nominated by your peers to serve as President-Elect for CREW DC in 2025, President in 2026, and Immediate Past President in 2027. The Nominating Committee has the difficult task of selecting the best candidate whose leadership skills and professional qualities match the priorities slated for our organization during the next three. We aim to maximize all the dimensions of visible and invisible diversity in the CREW DC Board. We operate as a Strategic Board.

Not all who are nominated for President can inevitably be invited to serve in that capacity. Please know that your application is kept confidential among the nominating committee only—and you are welcome to, in fact, we encourage you to apply again in a future year. The needs of the organization continue evolving, and the dimensions of the Board change throughout time—you may be exactly what we need in a future year.

The questions below were drafted with the hope that each candidate will provide the information YOU deem important for the Nominating Committee to select the best leaders for our organization. All candidates wishing to be considered must submit answers to the CREW DC Executive Director ([kathyallgier@crewdc.org](mailto:kathyallgier@crewdc.org)) no later than July 15, 2023. Thank you in advance for your thoughtful replies; each candidate has our sincere appreciation for the qualities you bring to our organization.

Sincerely,

**Miriam Brodie**

CREW DC 2024 Nominating Committee Chair

CREW DC Immediate Past President

**Process Outline:**

Nominees Notified: May 20 through July 3

Applications Available: May 20

Applicant Questionnaires due to [kathyallgier@crewdc.org](mailto:kathyallgier@crewdc.org): July 15

PE Candidate Interview First week of August

Nominating Committee notifies nominees of outcome: August 14

Finalized slate presented to membership for vote: August 26

**Checklist for Candidates**

CREW Biz profile updated by 7.15.2024 (REQUIRED) \_\_\_\_\_\_

Questionnaire submitted by 7.15.2024 (REQUIRED) \_\_\_\_\_\_

LinkedIn Profile updated by 7.15.2024 (REQUIRED) \_\_\_\_\_\_

Resume Included with Application (REQUIRED) \_\_\_\_\_\_

Letter of Support Included with Application (REQUIRED) \_\_\_\_\_\_

*If you have any issues updating your CREWBiz Profile, please reach out to Kathy Allgier for assistance at* [*kathyallgier@crewdc.org*](mailto:kathyallgier@crewdc.org)*.*

**MISSION | VISION | STRATEGY**

* Our mission is to transform the commercial real estate industry by accelerating the success of ALL women.
* Our vision is a diverse and inclusive membership that nurtures belonging, cultivates connections, fosters growth, celebrates difference, and develops leaders in commercial real estate.
* Our overarching strategy is to engage, include, and develop members and stakeholders; foster the image and impact of CREW; and sustain the organization for the future. Diversity, equity, and inclusion are woven into our fiber, driving creativity and innovation.

**Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

1. Please describe why you are interested in serving as President-Elect/President of CREW DC.
   1. Describe the most critical priorities for CREW DC. Specify the contributions you will make to ensure we move forward to achieve our strategy, mission, and vision.
   2. If you can only accomplish one thing during your term as President, describe what that would be and why this is important to you and the organization.
2. CREW DC believes its mission and programming is best executed by a diverse membership and leadership with different backgrounds, skills, opinions, and perspectives. We aspire to cultivate an environment of open communication, inclusion, and respect as we accelerate the success of all women in the industry.
   1. How can CREW DC lead in this important work?
   2. What will you contribute to that effort?
   3. What will be challenging for you in addressing diversity, equity, and inclusion in our industry?
3. What is the value of CREW to the commercial real estate industry?
   1. How will you communicate that value to companies and/or potential members to encourage/solicit their support?
   2. What steps should CREW DC take to remain relevant in a changing world?
   3. What have you observed about CREW DC during the past six to 12 months that has impressed you? What has caused you concern and how would you respond?
4. Leading a professional association of volunteers requires the ability to focus on the aspirations, well-being, and long-term growth of the organization and its members rather than directing and achieving personal goals. Tell us about your leadership style, conflict-resolution approach, and consensus-building experience. Include what you believe is important for us to know.
   1. What strengths, talents or characteristics distinguish your leadership style?
   2. How would advocates describe your leadership style? How would detractors describe your leadership style?
   3. How do you influence a team to support you as a leader or support an idea or goal?
   4. Describe a time you disagreed with a colleague. How did you resolve it?
   5. Describe a time when you moved a difficult group or project forward despite differences and disagreements on the team.
   6. How would you put the organization’s needs before your personal goals?
5. CREW DC’s strategic board focuses on direction, connection, impact, and influence. We engage professional staff to execute local back-of-house details and day-to-day responsibilities of the chapter.
   1. Describe your ability to lead a strategic board versus a working board. How will you help your Board colleagues think strategically?
   2. Why is it important that Board Members understand the appropriate roles and division of tasks?
   3. How will you ensure that Board Members and Committee Members share roles and responsibilities with paid staff?
   4. If you, the Board, and committee members are not busy doing the day-to-day; what will you use your time with CREW DC to accomplish? Where will you have the most impact?
   5. The Executive Committee includes the President, President-Elect, Immediate Past President, Treasurer, Secretary, Delegate, and Executive Director. This team operates as the core communication and agenda/policy-setting group on all matters for the organization. Describe your experience working within a team where everyone’s opinion has equal weight and consensus decision-making is highly valued.
6. During the year, Board Members, Committees, or Members may identify projects that do not fit into the resources available to execute or fund them.
   1. On what basis would you select and adjust priorities?
   2. How would you handle the response to a disappointed member, committee, or Board Member? How would you handle your disappointment?
7. Sponsorships are a significant portion of our organization’s funding, allowing us to keep member dues and event registration fees reasonable. We experience sponsor churn each year. Therefore, retaining current sponsors and attracting new sponsors is essential to our ongoing vitality.
   1. What approaches will you use to get all Board Members to bring in new sponsors and support the efforts of the Sponsorship Committee?
8. CREW DC actively supports the mission of CREW Network Foundation. Describe how you view the collaborative work of CREW Network Foundation and share your approach to communicating the value and impact of the Foundation’s work.

**ADDITIONAL APPLICATION REQUIREMENTS**

**Please include a letter of support for your participation from your firm leadership.** Company support of your participation is key to your success.

Make sure your **CREWBiz** and **LinkedIn Profiles** describe all positions you’ve held for work, non-profit boards, and within CREW DC and CREW Network. The nominating committee will rely on these sources for details.

**Please include an updated resume** that lists your work experience as well as all positions you previously held or currently hold on boards, committees, organizations, and associations outside of your employment.

**EVALUATION CRITERIA**

The following key categories are used to help the Nominating Committee evaluate candidates for President-Elect.

* Sphere of Influence
* Strategic Thinking and Ideas
* Resource Development/Fundraising
* Leadership Experience
* Knowledge/Understanding of CREW
* President-Elect Skill Set

**TIME COMMITMENT**

Board service requires dedication to CREW DC and an appreciation for the tactical work of committees.

Directors will spend at least seven hours per month on CREW DC (84 hours annually): Board meetings, committee meetings, and chapter events. Additional time will be required quarterly and periodically (another 20 hours)—ultimately a Board member may spend up to 100 hours on CREW DC work in a calendar year.

President-Elect, President, and Delegate must travel to attend CREW Network events. These roles may spend an additional 30 hours in a year as well as 11 business days attending Network Events: Winter Summit, Spring Summit, and Fall Summit + Convention. The President-Elect must commit to an additional day of mandatory CREW Network travel/training in the fall of the year they are President-Elect.

The charts below summarize the time commitment of Board Members and President/President-Elect. Please refer to the document: CREW DC Board Service Benefits and Commitments 2024 for more detailed information.

|  |  |  |  |
| --- | --- | --- | --- |
| **Board Director Minimum Commitment** | | | |
|  | Hours per  Month | Hours per  Year | Full Work Days per  Year |
| Board Meetings | 2 | 24 |  |
| Committee Meetings | 1 | 12 |  |
| CREW DC Events (1 per month) | 1-3 | 12 to 36 |  |
| Quarterly Board/Committee Co-Chair Training (3hrs x 4) |  | 12 |  |
| Committee Collaboration Corner |  | 1 |  |
| Member Meet Up |  | 1 |  |
| Board Retreat (overnight, noon to noon) |  |  | 2 |
| **Total** | **4 to 7** | **74 to 98** | **2** |

|  |  |  |  |
| --- | --- | --- | --- |
| **Additional Commitment for Key Positions:** *P = President; PE = President-Elect, PP = Immediate Past President, T = Treasurer, S = Secretary, Del = Delegate to CREW Network* | | | |
|  | Hours per  Month | Hours per  Year | Full Work Days per  Year |
| Executive Committee: P, PE, PP, T, Sec, Del | 1 | 12 |  |
| CNCC Collaboration: P, PE | 1 | 12 |  |
| Nominating Committee: P, PE, PP (June, July, August) |  | 10-15 |  |
| Winter Summit: P, PE, Del |  |  | 3 |
| Spring Summit: P, PE, Del |  |  | 3 |
| Fall Summit/Convention: P, PE, Del |  |  | 4 |
| President-Elect Training w/CREW Network: PE |  |  | 1 |
| **Total** | **2** | **34 to 39** | **11** |