

A NOTE FROM OUR PRESIDENT

I sit down to write my first president's letter for MNCREW after listening to Oprah's moving acceptance speech at the Golden Globes. She inspired us through stories.

She stated, "Each of us are celebrated because of the stories that we tell, and this year we became the story."

She goes on to say how these stories transcend culture, geography, race, religion, politics, or workplace. While some stories are difficult, they can also be inspiring and open doors for more inspiring and transformational stories.

We all have stories, and I hope, like I have, you find a home with MNCREW to tell your stories and find your voice. At MNCREW, our mission is to "ignite the commercial real estate industry through the collective achievements and unique strengths of women." We are a diverse group of women (and a few good men) that are connected by our interests and

make 2018 a "winning" year! (Note: probably the only sports metaphors you will see from me).

In February, we will host our first ever Handbag Bingo, a fundraiser for CREW Network Foundation. Also, watch for information on our new signature event, an all-day Women's Leadership Summit in March, with keynote speaker, Crystal Washington, a favorite at the 2014 CREW Network convention in Miami! And after 10 amazing years, MNCREW sold Women Run the Cities (WRTC) to Twin Cities in Motion, the premier Twin Cities race event organizer. This year's run, of which we are still a partner, will be moved to the Spring and held May 20th! Watch your email, and follow us on social media to get updates on these and many more events and programs.



2018 MNCREW PRESIDENT

[Deb Barnes](#)

Principal | Vice President
HGA Architects & Engineers

612.758.4203



thank you to our Immediate Past President, Shari Bjork, who did an amazing job last year implementing our strategic plan and orchestrating the sale of WRTC. I am humbled to follow in your shoes. I am also honored to serve as President alongside an amazing new Board of Directors.

Let's make 2018 the best it can be and leverage MNCREW as the place to grow your LEADERSHIP skills, find a sense of COMMUNITY, leverage our programs and network for professional ADVANCEMENT, strive for EXCELLENCE, and most of all make an IMPACT! In other words, live our core values!

We have an exciting year ahead with great programs and many new events.

passions in the real estate field. 2018 is forecast to be another robust year for job growth and construction in our region, and hosting Super Bowl LII will bring focus on our cities and our region. Let's "huddle" together to embrace the Bold North and

Thank you to all our tireless volunteers, our skilled management team at Harrington, and our outgoing Board and committee chairs, without whom we could not bring such amazing content and programs to our membership. And a special

HAVE YOU UPDATED YOUR LLC DOCUMENTS? AVOID UNINTENDED CONSEQUENCES NEW MN LAW IS EFFECTIVE JANUARY 1, 2018

THOUGHT LEADERSHIP



WRITTEN BY

Roseanne Hope
Attorney and Principal
Hope Law PLLC



Since Minnesota was one of the first states that adopted limited liability companies, laws in other states have become standardized and Minnesota has been an anomaly. RULLCA seeks to standardize Minnesota laws and treat LLCs more like partnerships than corporations. If your LLC documents are not updated to conform to the new RULLCA, it is crucial to do so now so that you don't have unintended consequences.

Key changes that may have a significant impact on you and your business as of January 1, 2018 include:

- An LLC is no longer required to have a written governing document when there is more than one member. However, in the absence of an Operating Agreement, or other written document, (formerly known as a Member Control Agreement):
 - All members will be considered to hold an equal percentage ownership interest; and
 - All members will be treated equally for distribution, voting and taxation purposes.
- Recognized forms of LLC management and governance include:
 - member-managed,
 - manager-managed, or
 - board-managed companies

Most real estate investment vehicles are formed as limited liability companies. The Minnesota Revised Uniform LLC Act ("RULLCA"), Minnesota Statutes Chapter 322C adopted in 2015, retroactively applies to ALL MINNESOTA LLCs on January 1, 2018 regardless of when they were formed.

Each of which requires an inherently different level of member engagement, authority and oversight rights and responsibilities.

- Members of an LLC will have more flexibility to opt out of some of the fiduciary duties of loyalty and care, previously automatically imputed to all members, provided that the greater membership gives informed consent and the waiver of duties is not manifestly unreasonable.

Chapter 322B will disappear as of January 1, 2018.

Companies that have not reviewed and updated their LLC documents may find themselves having to deal with financial and control matters entirely unintended, unanticipated and perhaps detrimental to their investments. It is nearly impossible to predict all the risks but a review and update of your documents is essential to ensure predictable business transition to the new laws. For additional information, see the below link to the Minnesota Secretary of State website or contact your attorney or CPA.

<http://www.sos.state.mn.us/business-liens/business-help/upcoming-llc-law-change/>

Roseanne Hope, Hope Law PLLC, a boutique commercial real estate and business law firm

CRE REVEALED

FEATURED PROJECTS



WRITTEN BY

Kristi Rowland

Marketing and
Business Development,
Diversified Construction

952.848.2623



A to-be-named Montreal-style bagel, pastrami and smoked fish eatery is slated to open in the former Tinto Cocina in the Lyn-Lake district of Minneapolis. Tim Nivers of Saint Dinette along with Laurel Elm and Adam Eaton have teamed for the new concept.

A 20,000 square foot event center is in the works in Northeast Minneapolis from Kaskaid Hospitality, CRAVE's parent company. Dubbed Quincy Hall, the center will open later in the year and will accommodate 1,000 seated guests and include an 8,000 square foot patio. CRAVE will be the exclusive caterer.



A "corporate lodging" hotel has been proposed in Plymouth by Zion Holdings LLC. The project, named WaterWalk, will feature fully and partially furnished units and will have an average stay of 77 nights, targeting corporate travelers who are relocating or are on long consulting or training stays.

Portillo's received approval from the Roseville Planning Commission to add its fourth Minnesota location on a lot outside of Rosedale Center in Roseville.

Regis Corporation will close 600 of its "nonperforming" Smartstyle shops, the mini-salons located inside Walmart stores. 2,000 Smartstyle locations will remain.

The former Victory 44 location will soon be home to a soul food restaurant from Chef Eric Austin, also known as Big E. This might sound familiar as Big E operated a classic Southern restaurant from 2000-2009 on Eat Street.

Nye's on E. Hennepin is open (again) in the "polka room" of the old Nye's location. The updated concept features nostalgic murals and will welcome back piano singers and bands for entertainment.



New York City-based Abacus Capital Group has paid \$40M for Millennium at West End. ESG Designed The Millennium which is adjacent to The Shops at West End in St. Louis Park and cost approx. \$30M to develop in 2015.



Walmart will close over 60 Sam's Club locations across the country, including the stores in St. Louis Park and Moorhead. The stores are slated to close January 26th.

Devil's Advocate, the restaurant displaced last year by a downtown development, will reopen in the former Masa space on the ground floor of the Target Corp. building. Look for a "popup" during Super Bowl week and then a remodeled relaunch in the spring.

MEMBER SPOTLIGHT

SAMANTHA STONE

MEMBER PROFILE



CONTACT INFO

[Samantha Stone](#)
Project Engineer
RJM Construction



What or who brought you to MNCREW?

Heather Weerheim, a fellow MNCREW member and member of the Women Run the Cities Committee, first introduced me to MNCREW.

Describe your involvement with MNCREW.

I am a recent member (this is my first year!) and I am a member of the Women Run the Cities Committee. I enjoy attending MNCREW events and meeting other members in our field who I've heard of or corresponded with via email. It's always inspiring to see how other members are excelling and making a positive difference in our community.

Current Position

I am currently a Project Engineer with RJM Construction.

Education

I have three Bachelor Degrees: 1. British History, 2. Education, 3. Construction Management, all through the University of Minnesota

Accomplishments

I recently completed the 1,000 Mile Challenge (Ran 1,000 miles in 12 months).

Hobbies

I am an avid runner and do yoga.

Career Advice or Favorite Mentor

I was once told to always ask myself, "Is this your best?" This motto has pushed me further and further in my career and my goals.

Volunteer Experience

Student teaching and volunteering in various charters schools throughout the Twin Cities - helped students find passion in reading and in history and create projects and presentations. Being passionate about a topic encourages students to become engaged and to feel confident in front of large groups.

If you could have dinner with any person, living or dead, who would you choose and why?

Without sounding self-centered, my younger self. I'd really love to give her some sage advice!

"Is this your best?"
This motto has pushed me further and further in my career and my goals.

MEMBER SPOTLIGHT

REBEKAH HUDSON

MEMBER PROFILE



CONTACT INFO

[Rebekah Hudson,](#)
[LEED AP BD+C](#)

Project Manager

JE Dunn

Construction



What or who brought you to MNCREW?

Being part of the construction industry, I was looking for an organization to join that not only helped better my career but also had activities and meetings that I enjoyed. I had been to a meeting before and have participated in the Women Run the Cities race for the past 4 years, and MNCREW was a great fit to help me get more involved in my community and within the industry.

Describe your involvement with MNCREW so far (or for future); and how long a member; benefits or connections you enjoy at MNCREW.

I've only been a member since Summer 2017. I'm looking forward to getting more involved with the Women Run the Cities and Education & Leadership committees. In 2018, I'm excited to join in on the monthly meetings, E&L book clubs, and to contribute to a network that is driven by women in the commercial real estate industry.

Education

BS Civil Engineering, Georgia Institute of Technology

Accomplishments

December 2014 to April 2017, I had the opportunity to work on the Minnesota State Capitol Renovation project as a project manager for JE Dunn. It was a "once in a lifetime" project with an outstanding team of people that I had the privilege to work on.

Volunteer experience

I am also a lifetime member of the Society of American Military Engineers, a membership I was awarded when I graduated from college. SAME was introduced to me while I was an intern for the US Army Corps of Engineers and has led to many great experiences and opportunities. Since moving to Minnesota, I've become active in the MSP post by compiling their monthly newsletter, organizing the annual Habitat for Humanity event, and helping organize the annual awards gala.

I was looking for an organization to join that not only helped better my career but also had activities and meetings that I enjoyed.

NEW MEMBERS

FEATURED NEW MEMBERS



Jamie Fisher
Coordinator
The Weitz
Company
651.341.8364



Meghan E. Marty
Attorney
Messerli | Kramer
612.672.3697



Claire VanderEyck
Development Associate
Dominium
Development &
Acquisitions
763.354.5588



“I look forward to sharing my outgoing personality with the Education and Leadership Committee. Joining MNCREW and this committee will help broaden my network and provide me with leadership skill opportunities. I am excited about this new adventure, both professionally and personally.”



“I joined MNCREW to be able to connect and network with the women I work with regularly on real estate transactions. I believe having those strong relationships in place is highly beneficial to all parties involved and can lead to mutual future success. I look forward to serving on the Communications Committee.”



“I am looking forward to getting involved with the Rising Leaders Group. I hope to work with other young professionals in facilitating connections and participating in dynamic discussions.”

CELEBRATE SUCCESS

Newer MNCREW member, **Leanne Freed** of **KOMA**, helped design the new MOA executive offices on the fourth and fifth floors of the new office tower. This space was recently named one of the Coolest of 2017's Cool Offices by the Minneapolis/St. Paul Business Journal. You can read about all the Cool Offices that were selected [here](#).

Recently, **Julie Kimble** of **KimbleCo** was honored as one of Minnesota Business Magazine's 2018 Women Who Lead. These honorees are women in the community who have been shattering glass ceilings, taking the lead in their respective industries and introducing new voices to our business community to empower future leaders. Julie is among the 48 women honored in 2018.

Kristin Weise of **The Opus Group** was selected as a 2017 Shining Star Volunteer by Rebuilding Together Twin Cities. The Shining Star Volunteer award recognizes volunteers who have contributed extensively to the mission and work of Rebuilding Together. Since 2013, **The Opus Group** has worked on 19 projects for Rebuilding Together Twin Cities.

6 KEYS TO BUILD YOUR CONFIDENCE



WRITTEN BY
Jessica Erickson
Marketing and
Communications
Coordinator
Paster Properties
651.265.7885



Ultimately, we need to believe that we're good enough or we will end up holding ourselves back and hindering the advancement towards gender parity.

While I was at the CREW Convention this past October, I was surrounded by successful women that are influencing the commercial real estate industry and in support of achieving gender parity. Despite their strong character and personal achievements, I heard many women express self-doubt and insecurity. One woman I met mentioned that she received a promotion at work, but immediately following her announcement she said, "But it was just a small promotion. Not a big one." I heard several women make negative comments about their own appearances. I even caught myself doubting my credentials.

As I witnessed these moments of insecurity, I questioned how women are going to achieve gender parity if we keep belittling ourselves. I envision men pounding their chests and slamming a beer with their buddies when they get a promotion, not discrediting it.

And I know men don't question their qualifications as much as women. In fact, according to an internal report published by Hewlett-Packard, men only need to perceive that they meet 60% of the qualifications to apply for a job, whereas most women only submit their resume if they meet 100% of the criteria.

We are our own worst critics and sometimes we're so hard on ourselves that we aren't able to see the positive attributes that other people see in us. We need to stop doubting ourselves, celebrate our successes and be proud of who we are. We need to set examples for the young girls that are going to enter the workforce after us. Ultimately, we need to believe that we're good enough or we will end up holding ourselves back and hindering the advancement towards gender parity.

Here are **six tips** to increasing your confidence and elevating your opportunity for success:

1. Don't compare yourself to other people.

Comparing yourself to other people will rob joy from your life and send you into a downward spiral of self-doubt. Instead, focus on your own individual strengths, be grateful for the good things you have, accept yourself for who you are and share that authenticity with others.

2. Let go of perfection.

It's important to set goals and produce high quality work, but perfectionism is self-destructive. Stop striving for perfection and then beating yourself up when you don't meet your unrealistic standards because perfection is unattainable.

3. Restructure your thoughts.

If you catch yourself engaging in negative self-talk or doubting your abilities, take a moment to change your thinking to a positive declaration.

4. Verbalize positive affirmations.

Positive affirmations empower us to achieve our dreams and live our life with intention. The more often you say something, the more likely you are to believe it and achieve it. Try saying a positive affirmation, such as "I possess the qualities needed to be successful," out loud every day.

5. Celebrate your success.

It's important to recognize your wins - even the small ones - because celebrating your accomplishments can build your confidence, increase your motivation and release dopamine into your brain which makes you feel happy.

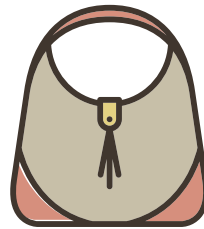
6. Accept your mistakes and learn from them.

Making mistakes on your journey through life is inevitable. Instead of tearing yourself down when you make a mistake, view it is a learning opportunity.

NEEDS + LEADS

OPPORTUNITIES

The Events Committee is looking for Handbag donations for their February Event, **Handbag Bingo!** This event is a CREW Network Foundation fundraiser. Donations can be a handbag or dollar amount minimum of \$150. If your company is interested in providing a donation please email Erica.Arne@krausanderson.com and Pam.Haque@hines.com.



We need you and your company support at an amazing upcoming event in March – please RSVP today for FLOURISH 2018: A WOMEN'S LEADERSHIP SUMMIT to be held on Thursday, March 8th from 8:00am to 5:30pm at the Millennium Hotel Minneapolis. Please consider supporting the Leadership Summit through a sponsorship. For more information, contact [Nicki Vincent](#).

Don't miss this powerful event!
[Click here for more information.](#)

Calling all social media lovers... follow MNCREW on Facebook and LinkedIn! Connect with others, increase visibility, and share your expertise through thought leadership and the power of social media. Follow us today!



KIMBLE CONSULTING HAS THE FOLLOWING OPPORTUNITIES:



Looking for 7k - 10k square feet of retail or office space in the West Metro. Preferably 1st floor space, easy access off major road ways, Class A, with plenty of parking.

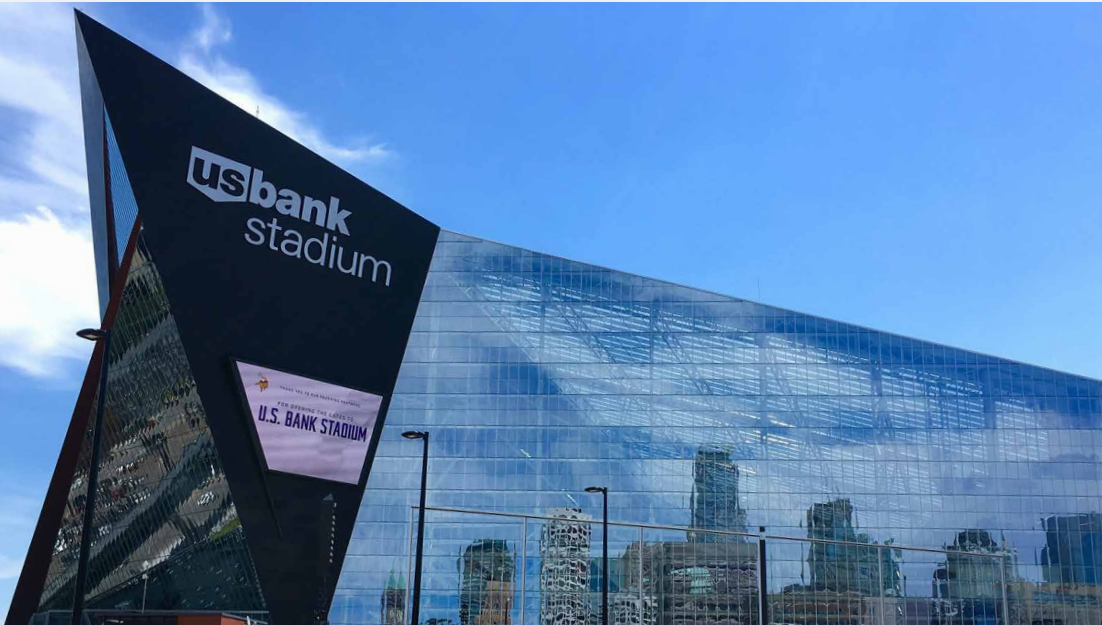
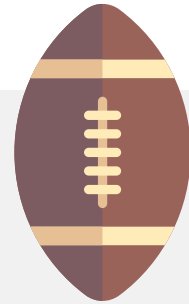
Looking for 1k square feet of retail space in Eden Prairie for a bakery - geo preference: 169 to the East, 62 to the North, then around the Eden Prairie mall area (Prairie Center Drive/Valley View).

Looking for a buyer for a small office condo (approx. 3,000 square feet) in Coon Rapids - conveniently located off of Hanson Blvd and Hwy 10.

Have a sublease available in Minneapolis for 2,555 square feet - plug & play office at 330 S Second Ave.

For more information, contact [Ericka Miller](#) at 952.452.2919

THE SUPER BOWL IS HERE!



MAJOR PROJECTS COMPLETED SINCE 1992:

Renovated Nicollet Mall, The Commons, U.S. Bank Stadium, Target Center, Target Field, Walker Art Center and Minneapolis Sculpture Garden, Metro Transit Light Rail and Northstar train systems.

[Super Bowl Live](#) festival from January 25th through February 4th.

Events include the [Bold North Zip Line](#) across the Mississippi River!

Minneapolis last hosted the big game back in 1992, 26 years ago! This city has changed dramatically in that time in more ways than one, check out the numbers! For more, visit [Meet Minneapolis](#).

1992 VS. 2018

Minneapolis Population
364,459 vs. 410,939

Metro Area Population
2,500,000 vs. 3,524,583

Super Bowl economic impact on the region
\$120 million vs. \$285 million

Hotel Rooms in downtown Minneapolis
4,460 vs. 8,612

Stadium Size
Metrodome: 900,000 square feet vs.
U.S. Bank 1,750,000 square feet

Stadium seating capacity for football
Metrodome: 64,121 vs. U.S. Bank Stadium 66,200

2018 ANNUAL SPONSORS

White Bear

PNC Bank

Harriet

JE Dunn Construction

Kraus-Anderson
Companies

The Opus Group

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Paster Properties

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RJM Construction

Stahl Construction

Stewart Title Company

Wells Fargo Bank, N.A.



Contributions? Questions or comments?

Please contact the Communications
Committee Co-Chairs:

[Kristi Rowland](#)
952.848.2623

[Nicole Urista](#)
612.547.1314



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