

PRESIDENT'S LETTER

A MESSAGE FROM OUR MNCREW PRESIDENT

Fellow MNCREW members,

Together, as WE remain MNCREW strong and begin Q2, WE can now start to see the light at the end of the tunnel from the pandemic. I remain even more optimistic that WE will see a shift to "live" events within our new normal.

MNCREW and CREW Network have many future in-person events scheduled for 2021. The June CREW Summit will be held in St. Louis and offer a hybrid option to be in person or virtual. I am so excited to be attending this Summit in person, and I am ready to be re-inspired and bring back valuable ideas for our chapter!

CREW Network will also be holding the 2021 Convention in Las Vegas this fall. I look forward to having a strong MNCREW presence at the convention this year as WE celebrate the power of the CREW Network.

You won't want to miss this event, and you certainly won't be disappointed!

I am beyond excited to share that MNCREW will start holding our monthly programs "live" in June. WE are very excited to be back in person. I can't wait to see all of your smiles in June!

I am so proud of team MNCREW and all of our amazing volunteers. The ideas and passion you put forth daily for the greater good of our chapter doesn't go unrecognized. Your selfless dedication to the organization is appreciated. I am grateful for you. You are AMAZING!

Some of the amazing achievements WE have successfully accomplished this year as MNCREW are: the continuation of volunteer opportunities, moving the strategic plan forward, the planning of our signature event to be back in person, programs to be back in person, the promotion of our past presidents on social media, the start of the Past Presidents Legacy Committee, the beginning of our Diversity, Equity and Inclusion Committee, connection of members through Education & Leadership events, reaching out and engaging with potential new members, offering support and membership assistance, virtual events such as our favorite handbag bingo, planning for the August golf tournament, securing new and existing sponsorships, continued membership growth, and, last but not least, nailing the CREW Network Foundation chapter challenge goal! Thank you for continuing to keep members engaged with each other.

You have all led MNCREW with optimism and courage! Thank you for a great Q1, and I look forward to an amazing Q2. Together WE are MNCREW Strong!

Sincerely,
Christy Lewis



2021 MNCREW PRESIDENT

[Christy Lewis](#)

Vice President, Sales & Marketing

Mint Roofing

952.473.8080



Optimism is essential to achievement, and it is also the foundation of courage and true progress.

– Nicholas M. Butler

ON THE SCENE WITH BETH RYDEEN

The vibrant community at MNCREW is full of dynamic, successful women who have graciously chosen to share their talents and leadership through board participation. Our 2021 Board of Directors have stories to share, and I'm here to bring them alive for you! Today, the mic was on for Cally Samson of Hyde Development and Nicole Urista with Henricksen as they answered these questions...



Beth Rydeen

Director of Marketing
StuartCo
952.948.9512



How has MNCREW impacted you/your career?

CS: I can't imagine my career without MNCREW! This organization has given me self-confidence, leadership skills, incredible mentors, and an amazing group of ladies that are not only colleagues but good friends. I'm so grateful that I got involved with MNCREW.

NU: MNCREW has empowered me throughout my career and will always have a special place in my heart. I have multiple unofficial mentors who have helped pave my career path, push me, inspire me, and support me both professionally and personally. I am forever empowered by this organization.

What is your passion? Please share a hobby or favorite thing to do connected to your passion.

CS: I have a huge heart for animals. When I was a dog foster, it really opened my eyes to the situations that many of these animals come from. One day I'd love to start an animal rescue group...Minnesotans are super supportive of rescue pets!

NU: People. People are my passion. I am energized by helping others reach their goals. I am a connector by nature and find fulfillment in being able to support others in their journey.

And there's nothing better than a good workout! Crank the music, push my limits, and done – I love a good sweat.

What is something that most people don't know about you?

CS: I have these odd dreams of being a music superstar. Unfortunately, I was not gifted with any musical abilities, so it looks like I'll be sticking to real estate.

NU: I'm very excited to announce Baby #2 coming soon!

Many thanks to Cally and Nicole for sharing and entertaining us with their stories! If you haven't already done so, please connect with them on LinkedIn and thank them for their service to MNCREW the next time you see them. And please watch for the next installment when we go "on the scene" with another group of our fabulous board members!



Cally Samson
Hyde Development



Nicole Urista
Henricksen



BOOK CLUB

The Book Club is a great quarterly MNCREW gathering where participants are engaged and learning from one another. Book Club leaders Anne Stanfield and Beverly Everson give us a little insight into their personal passion for the gathering.

Q. Why should MNCREW members participate in the Book Club?

A. It is a great way to meet and get to know other members in a small group format. We have enjoyed learning from other members as they share their experiences during compelling discussions about leadership, growth, challenges, and successes. Plus, reading can be very motivating.

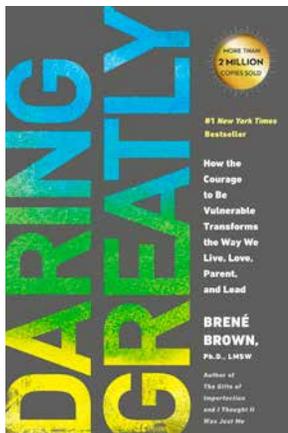
Q. What have you learned most from being part of the Book Club?

A. We learn from each other and that MNCREW has many incredible women involved in the organization.

Q. Do you have a favorite book that has been discussed so far?

Anne – I enjoyed the discussion about *Daring Greatly* by Brene Brown. Her work resonates with so many, and it was great to hear how each of us connect with different parts of the book.

Beverly – My favorite book was *White Fragility*. I really learned a number of things from the book and through the discussion. I thought that as a group everyone seemed to feel it was an important discussion.



“If you have not experienced a Book Club discussion, I highly recommend signing up for the next one. Even if you run short on time and are not able to read or listen to the book prior to discussion, you will feel empowered and motivated through the discussion. Book choices have ranged from local authors to national best sellers, and topics have ranged from vulnerability, being a life-long learner, to culture, and many others in between.

My favorite book and discussion was also *Daring Greatly*. Everyone who participated connected with each other and left feeling uplifted. Hope to see you at the next Book Club.”

– Megan Livgard

EMILY GASCHO



Emily Gascho

Senior Fire Protection
Designer

Leo A Daly
612991.2075



My first impression of MNCREW and the members was one of awe and inspiration. At the time I first joined, I was the only female project manager in my company. Being surrounded by so many strong, professional women was (is) uplifting.

Who or what brought you to MNCREW?

Hjordis Trygg and Barb Chirinos asked me to join them at a MNCREW luncheon several years ago.

Describe your involvement in MNCREW

The first committee I joined was Women Run the Cities. I enjoyed working on that committee for a few years. Now I'm co-chair of the Education and Leadership committee and am also co-chair of the Mentorship program. I attend as many programs and functions as possible as well! My first impression of MNCREW and the members was one of awe and inspiration. At the time I first joined, I was the only female project manager in my company. Being surrounded by so many strong, professional women was (is) uplifting.

Education/Career Path

I graduated from Purdue University's Aviation Technology program with a Bachelor of Science in Technology. I worked for a few years right out of college in the airline industry in Atlanta. When we decided to move back to Minnesota to be closer to family, an opportunity presented itself for me to start down the fire protection path. I haven't strayed since!

Hobbies/Activities

I love to go boating, any kind of boat on the water! I grew up in Winona and spent a good part of my childhood on the Mississippi River. I also enjoy skiing, exploring, hiking, live outdoor music...any kind of adventure really. On the quiet nights I enjoy a good book, glass of wine, and deep conversation.

Travel

Yes please! I love to travel and have a bucket list of places that I'd love to go explore. My youngest is graduating high school this year so I am looking forward to downsizing and becoming more mobile in the future! I travel for work quite a bit and have a reputation for eating at favorite local dives (no chain restaurants!) and will often turn the rental car towards a beach or other vista instead of the hotel if I happen to be driving.

Volunteer Experience

Working in the fire suppression industry exposes us to how fire can impact people physically, emotionally, and financially. The phrase "hanging pipe, saving lives" has been a mantra during my career. I've been involved in the Burn Aid Foundation now for almost 20 years. The Foundation helps raise money and support the Burn Center at Regions Hospital in St. Paul. The work they do there to support burn victims and their families is amazing.

KARI WOLFF



Kari Wolff

Partner

MarksNelson
816.743.7700



I enjoy running with the Twin Cities North locations of Moms on the Run and am looking forward to the return of in-person races. "Forward is a Pace!" is my motto.

Who or what brought you to MNCREW?

I was referred to MNCREW by my colleague, Chris Johnston, of CREW KC. My family was making a move from Kansas City to Minnesota, and Chris knew the organization would be welcoming as I worked to make local connections, meet friends, and build my network.

Describe your involvement in MNCREW

I currently serve as co-chair of the Finance Committee and liaison to the Communications Committee. I look forward to the quarterly Book Club discussions and try to make as many of those meetings as I can.

Education/Career Path

I graduated from Black Hills State University in Spearfish, SD, and subsequently spent several years in the Kansas City area. While there, I obtained my CPA license and was introduced to commercial real estate. Specifically, the wonderful and complicated world of historic and affordable housing tax credits. Over the last 10 years I've kept my connection to KC while working remotely from Minnesota. I lead a team of professionals who support developers through tax credit transactions including consulting, projections, cost certifications, audits, and exit strategies. I am honored to hold the title of first remote partner with MarksNelson.

Hobbies/Activities

I'm not breaking any records, but I enjoy running with the Twin Cities North locations of Moms on the Run and am looking forward to the return of in-person races. "Forward is a Pace!" is my motto. I'll never turn down a podcast or a book recommendation. I also enjoy spending time with my family exploring local lakes, trails, and parks whether by foot or kayak.

Travel

I enjoy exploring local places and traveling to visit family around Minnesota and South Dakota. My favorite places are Spearfish Canyon and Sylvan Lake in the Black Hills. I dream about having an off the grid tiny house someday (with modern amenities, of course!).

ELEVATING YOUR HYBRID SETUP

[Holly Olson](#)

As we enter a new age of meetings, hybrid setups will be the norm as some people will be coming back to the office and others will be staying put in their homes. Online meetings are here to stay, and now is the time to invest in the experience if you haven't already. Here are a few ways that we can make this phase of business better for all:

1. Stop saying Virtual! Replace with Online

Virtual suggests that what you are experiencing is not real, like "virtual reality."

Read the article: [Stop saying Virtual! Replace with Online](#)

2. Take breaks from your computer like you would in the office

For those at home, you are not chained to your desk – stand up, walk around, stretch!

3. Invest in your workspace

Just like TVs, the better the view the more engaging it is to watch. Consider upgrading your lighting, background, and camera in your space to better your video component.

4. Demonstrate your commitment with the right attire, attitude, and attention

You are on candid camera: keep your team and yourself accountable by removing distractions on and off screen. Meeting attendees can see your attention drift when you are answering emails and texts.

Dress the part: It is easy to skip this when working at home and stay in our comfy clothes, but the lack of effort will show up in other areas in your work if you are not careful.

Bring the energy you expect from the meetings: If you are feeling "[zoomed out](#)" or feeling the "zoom fatigue," check into how you are participating in the meeting. Find a way to contribute to the meeting whether it is submitting something in the chat, asking a question, or supporting someone's idea.

Consider upgrading your lighting, background, and camera in your space to better your video quality.



AMAZING WOMEN: SHOUT OUTS TO FANTASTIC MEMBERS

We have an astounding group of MNCREW members that lift each other up and inspire us every day. In a world where we can find negativity everywhere, let us diminish it with positivity! Think of someone who has been doing a fabulous job or someone who has helped you out, then fill out our form [here](#). Have multiple people on your mind? Fill out the form for each person!

Shout out to **Abigail Heime Peterson** for spearheading this year's Chapter Challenge. Her leadership led us to achieving all three fundraising goals in record time! Abigail, your commitment to MNCREW and the advancement of women in the CRE industry is inspiring! – *Jessica Erickson*

Christy Lewis continues to be an inspiration to me as a role model in real estate as well as a go getter and leader for women in our industry! – *Michele R. Loughrey Tschida*

Huge thank you to **Cally Samson** and her puppy Mac for helping to greet and direct all the MNCREW members at our first in-person @site. It was a big help for me since we had a great turnout and it ended up being a 2-person job! – *Heather Weerheim*

Thank you to **Hellmuth & Johnson** for offering to be MNCREW's legal partner for 2021! We are so grateful that you are providing MNCREW with pro bono legal services. – *Christy Lewis*

Ali Nystrom is new to MNCREW this year, and she dove right in volunteering to have conversations around DEI and helping to plan our March program! Her knowledge, efforts, and attitude are much appreciated! – *Anne Madyun*

Carlyn Ward, congratulations on your new job opportunity! – *Kaitlin Ouverson*

I'd like to commend my dear industry friend and fellow MNCREW member, **Melissa Bjornson** with **Sever Construction**. She's been one of my most loyal friends and fiercest advocates for success in this business. She's absolutely fantastic at what she does, seems to know just about everyone, and is a networking wiz. I am extremely proud of the grit and dedication she's exhibited this past year through these trying times, really stepping up to the plate in both her career and personal endeavors. This year is going to be her year, no doubt about it. – *Mack Damerow*

I want to give a shout out to **Brittany Rihaneck** at **The Opus Group**. Brittany has given back countless hours to MNCREW donating her time and talents. I am also fortunate to be able to work with her every day! – *Kristin Weise*

Nichole Klonowski, I am very grateful for your leadership and example. I have learned so much from you in the short period of time that we have gotten to know one another. Thank you for always going above and beyond and sharing your wisdom and kindness with everyone you encounter. – *Megan Livgard*

Marlee Gartner did a wonderful job of organizing MNCREW's first quarter Mentorship program check-in. She asked for all of us to provide her with our "two truths and a lie" and then organized them so that we could play an interactive guessing game during the check-in. She even included some visuals! We had a great time getting to know each other! – *Anonymous*

We'd like to give a warm welcome to the following new members!

Carrie Boegeman
CBRE, Inc.

Amanda Boisjolie
Colliers Mortgage LLC

Elena Branca
College of Saint Benedict's

Michelle Brecke
Garnder Builders

Jenn Brown
Denison Parking

Kelly Busche
Finance & Commerce

Shannon Crenshaw
Gensler

Stephany Elmer
Barna, Guzy & Steffen, Ltd.

Erin Fitzgerald
Transwestern

Cindy Grady
The Davey Tree Expert Company

Cassandra Griep
IA Interior Architects

Lori Lynn
Wings Financial Credit Union

Jordan Mogensen
Winthrop & Weinstine P.A.

Suzanne Schefcik
Marcus & Millichap

Carrie Sickels
Altus Properties

Brooke Wolford
Dominium



Minnetonka Level

The Hutton House
United Properties

Bde Maka Ska Level

Dominium
Finance & Commerce

Harriet Level

Greiner Construction
JLL
KimbleCo
Kraus-Anderson Companies
Suntide Commercial Realty

Phalen Level

Anderson Companies
Art Partners Group
Bridgewater Bank
Colliers International
Colliers Mortgage LLC
Gardner Builders
iSpace Environments

Nokomis Level

Bell Bank
LHB, Inc.
RJM Construction
Stewart Title
Wells Fargo

Lake of the Isles Level

Atmosphere Commercial
Interiors
Braun Intertec
Henricksen
John A. Knutson & Co.

KOMA

Larkin Hoffman
Lockton Companies
Mohagen Hansen
Architecture | Interiors
Old Republic Title
Taft Stettinius & Hollister LLP
Winthrop & Weinstine, P.A.

Como Level

Absolute Commercial
Flooring, Inc.
Allied Parking Inc.
Associated Bank
Barna, Guzy & Steffen
BWBR
CBRE
Commercial Drywall Inc.
Cutting Edge Property
Maintenance
DLR Group
Frattonone Companies
Fredrikson & Byron, P.A.
General Office Products
Historical Information
Gatherers
InsideOut Studios
Jorgenson Construction
Michaud Cooley Erickson
The Opus Group
Prevolv
Servion Commercial Title
Suddath

Legal Partner

Hellmuth & Johnson



kimbleco
RELEVANT. RESULTS. REAL ESTATE.

Real estate is a complex journey.
We're here to walk you through it.

Contact us at:
info@kimbleconsult.com or 612.670.8552.

See our results at kimbleconsult.com



**Contributions?
Questions or comments?**

Please contact the Communications
Committee Co-Chair:

[Megan Livgard](mailto:Megan.Livgard@mncrew.org)
612.335.2774

