

## A NOTE FROM OUR PRESIDENT HOW MNCREW LEADERSHIP WORKS - PART I

Recently I was at a committee meeting and we had a few members who were new to the committee. As we were going through the agenda, it was clear that several of our committee members were not really clear on how MNCREW operates so I thought it might be worth providing a quick overview for the whole membership here.

Many of you have graciously offered up your time and talents to this or other organizations; I thank you for your contributions. For those of you who haven't yet spent time on a committee, in a committee chair position or on the Board of Directors specifically within MNCREW, this might be helpful for you (and I am hoping it will also encourage you to become more involved!).

**MNCREW is a non-profit corporation** in the state of Minnesota as outlined by our Articles of Incorporation (as amended) and ruled by our Bylaws. Our Bylaws stipulate rules around things like: membership, membership categories, acceptance of new members, voting rights, make up of membership, meetings of members, Board of Directors, officers and the nomination of the Board of Directors and officers among other things. We also have a Duties and Procedure Guide to help:

- 1) Committees understand their mission and requirements
- 2) Committee Chairs, Board Members, Board Liaisons and the Executive Committee of the Board (Past President, President, President Elect, Secretary & Treasurer) and Delegates understand their roles and requirements.

**Executive Committee and Board of Directors:** The Board of Directors is lead by the Executive Committee. Each board member is a liaison to a committee to ensure representation of committee needs at the Board of Directors meetings each month. The board meets on a short call every month and every other month, there is an in-person 2-hour board meeting. Three times a year, the committee chairs join the board for the in-person meetings in what becomes a total of a 3-hour meeting for the board and a 1.5-hour meeting for the chairs.

Our board is a strategic board. It is empowered to promote the initiatives set up through our strategic plan by liaising with committees and encouraging the participation of all members. The board isn't set up to make up, decide on, and implement all that happens within this organization, it is set up to take recommendations from members and committees and decide on them.



**2019 MNCREW PRESIDENT**

**Ericka Miller, CCIM**

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In order to be elected to the Board of Directors, you must apply by the due date which is typically some time near the end of June of each year. Only the Past President and the President need not apply—once you become the President-Elect, you automatically will serve as President and Past President. The current Board of Directors along with the committee to which they are a liaison can be found [here](#).

Next newsletter, I will talk about the strategic plan, committees and their interaction with members along with volunteer opportunities.

## 5 SECONDS TO BEAT YOUR BRAIN

THOUGHT LEADERSHIP

Ever find yourself wanting to act on a goal but ended up not doing it because you took too long to act on it? In the moment, you are struck with inspiration, motivation and enthusiasm for this goal, you can visualize how life-changing it would be by achieving this one thing. Suddenly, seconds later, doubt, uncertainty, worry and excuses come rushing in to rain on your parade. What just happened?!



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This is me and my battle with networking.

When I see an opportunity to meet new people (such as the MNCREW events!), I get so excited for the opportunity and have grand plans to expand my network. My greatest obstacle is my default introvert mindset in which social events are daunting. Upon arriving at these events, despite my enthusiasm for my goal, my overthinking and doubt usually ends up talking me out of approaching anyone. "I don't have anything fun to talk about." "What if I say something stupid?" "What if they don't want to talk to me?" The list goes on.

I allowed my emotions to hijack my thoughts and strip my confidence in acting on my networking goal. My fears overruled my aspiration. With each failure stemmed disappointment and heartbreak. Why can't I get myself to do this? It's not hard to do!

Enter Mel Robbins' "5-Second Rule."

"The moment you have an instinct to act on a goal you must '5-4-3-2-1' and physically move before your brain kills it."

By utilizing this simple meta-cognition technique, I was able to interrupt my default inner dialogue and give myself a sense of urgency to act once I had the instinct. Physically moving literally pushes you in a new direction and also focuses your mind in a new direction. My mind doesn't get the time to change my intention and it is forced to follow my movement. All of a sudden talking to strangers was not as overwhelming or debilitating. I was starting to enjoy making small talk and not putting so much pressure on myself about making every encounter perfect. Finally, I learned HOW to bypass my mental obstacles.

However, the 5-Second Rule did not cure me or make networking easier mentally. I still have my fear-driven

thoughts ready to dismantle my instincts. Instead, I now have a tool to assert control over my brain and get stuff done. Not just for the networking piece: getting out of bed on time, going to the gym, stopping and redirecting bad habits, cold-calling a potential client, sharing an idea in a meeting, having difficult conversations with loved ones or the boss. Any of these resonate with you? What are you holding yourself back from?

5...4...3...2...1... GO!

For more information on Mel Robbins and the "5-Second Rule," visit [www.melrobbins.com](http://www.melrobbins.com).

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# CRE REVEALED



**Lunds & Byerlys** have closed all 14 of its pharmacy locations. Patient prescriptions have transferred to nearby Walgreens locations effective July 17th. The company stated that the pharmacy business was recording significant losses and was continuing to be a challenging business to run due to a number of economic challenges within the industry.

**Aeon** continues to buy up naturally-occurring affordable housing in Minneapolis. They recently purchased a 16-building portfolio for \$26.9 million. The portfolio consists of 220 units in 16 buildings most of which have 10 to 15 units and were built in the 1960s. Three-quarters of the units will be affordable to renters making 60% of the area median income.

**222 S. Ninth tower formerly known as the Campbell Mithun Tower** was just sold for \$81 million. The 42-story office tower is currently 49% vacant with seven floors measuring approximately 22,000 square feet unoccupied. The new owners will spend \$20 million renovating the tower and will rebrand it "Two22".



**Sherman Associates** has reduced the number of short-term rentals from 94 to 25 apartments at the five-level Vicinity building, opening this fall. The company had planned to dedicate 94 of the 122 units to short-term rental company Sonder but pulled the number back due to complaints from neighbors. Minneapolis City Council Member Steve Fletcher, who represents half of downtown, is working on an ordinance to restrict short-term rentals.



**Costco** has proposed a 354,000-square foot distribution warehouse less than a mile west of Owatonna. Construction is proposed to start in September on the 173-acre site. The facility is expected to create around 125 full-time jobs and 75 part-time jobs.



**Kraus-Anderson** has broken ground on a 16-story, 341-unit apartment building, known as The Larking, and new Wells Fargo bank branch on the corner of 8th Street S and Portland Avenue. The property was purchased from Wells Fargo bank last month. The existing bank will remain open until the new bank space is completed in Spring of 2020, which will eventually be demolished to make way for the apartment project. The apartments are expected to open early 2022. There is also an additional 12,900 square feet of street-level retail space along 8th street.

**Kafe 421** located in Dinkytown for over 16 years closed its doors on July 31st.

## FEATURED PROJECTS



**United Properties** has started construction on the 37-story tower, at the corner of Nicollet and

Washington Avenue. The tower will include a 222-room Four Seasons Hotel, 532,000 square feet of office space, 31 residential units, retail and 455 parking spaces below ground. RBC Wealth Management will lease more than 300,000 square feet of the tower. The 31 private residences on the top floors will be serviced by the Four Seasons. The hotel will also have a restaurant, bar and what the Four Seasons called "one of the largest pool decks in the city." The tower is expected to be completed in 2021, with the hotel opening the following year.

**Haskell's Wine Bar** on Nicollet Mall in downtown Minneapolis permanently closed on June 28th.

**Rose Street Patisserie** opened on West 7th Street in St. Paul on July 14th. Breakfast and lunch options are available, and the restaurant is open until 6pm. Rose Street has two additional locations on Snelling and in Linden Hills.

**Malcolm Yards Market** food hall, part of an overarching development called Malcolm Yards in the Prospect Park neighborhood in Minneapolis, plans to open 2020. The food hall includes a full bar, a self-pour tap wall and nine kitchen concepts.

**Lucky Cricket** closes for a remodel.

**Afro Deli** is opening new location in Minneapolis skyway located in Baker Center this fall. Owner Abdirahman Kahin signed a 10-year lease for the 1,600 square foot spot. This is the fourth Afro Deli location.

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# MEMBER SPOTLIGHT

## SUSAN CLOUGH

MEMBER PROFILE



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### What or who brought you to MNCREW?

Fellow associates at Opus encouraged me to join MNCREW.

### MNCREW Involvement

I've been a member for just a few months, but over the years I have attended quite a few events. I enjoy the easy networking and the continuing education opportunities at the programs.

### Current Position

I am a Development Coordinator in the real estate department at The Opus Group. Education at the University of MN Twin Cities, BA - International Relations (with a minor in Japanese).

### Accomplishments

Last summer I raised and released nearly 200 monarch butterflies from eggs collected in my pollinator-habitat backyard. I also gave about 50 eggs and caterpillars to my sister to share with the kids at her daycare center.

### Favorite Book

There are so many books, but one that I re-read every few years is "Green Darkness" by Anya Seton. It's a historical romance with a reincarnation theme.

### Hobbies

Gardening, sewing, quilting, raising monarch butterflies and scale-model making.

### Sports and Athletics

I live in fear of getting hit by the ball, so, no thank you! However, I do love fishing and watching boxing matches.

### Career Advice

Listen more than you talk.

### Volunteer Experience

I've sewn and donated about fifty quilts to various charities for those in need and/or fundraising, and nearly 100 handmade rag dolls for orphans in Haiti and Puerto Rico.

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

Mark Twain. He's very clever and very funny.

"Listen more than you talk."

# MEMBER SPOTLIGHT

MARLEE GARTNER

MEMBER PROFILE



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### What or who brought you to MNCREW?

I went to my first MNCREW lunch when I interned for RJM in 2016. Once I started full time last August, I filled out an application to become a member right away.

### MNCREW Involvement

I have gone to most of the lunches this year and I joined the MNCREW mentorship program. I also participated on the Women Run the Cities committee where I was one of the head course marshals.

### Current Position

I am a Project Engineer for RJM Construction.

### Education

I graduated from the University of Denver in 2018 with a BSBA in Real Estate and Construction Management. I also received a minor in Spanish.

### Past Jobs or Careers

My first internship was with RJM in 2016. The next summer, I was an Electrical Construction intern for Parsons Electric. I went back to RJM the next summer to start my full-time career as a Project Engineer after graduating.

### Accomplishments

This August I will have successfully completed my first year in the working world! The first project I completed start to finish was the Park Nicollet Clinic in Golden Valley. At the University of Denver, I was selected to compete on the Design-Build team at the Associated Schools of Construction competition in Reno, NV two years in a row. Beyond work, I just finished my fifth Lutsen 99er mountain bike race where I biked 50 miles through gravel roads, jeep trails, and singletrack. I placed 8th out of 105 women and 2nd in the female fat bike division!

### Favorite Book, Music, Art

I love the "Nightingale" by Kristin Hannah and of course, Harry Potter. My favorite non-fiction book is "How to Win Friends and Influence People" by Dale Carnegie.

### Hobbies

I love skiing, mountain biking, wake surfing, trap shooting, and dancing. I love all outdoor activities. However, my most athletic and exhilarating hobby is needlepointing.

### Travel or Vacations

I studied abroad in Seville, Spain for three months in 2016 where I traveled to nine other countries in Europe, and Morocco. My goal is to take one vacation every year. I enjoy going to warm vacation spots, but I will never say no to skiing!

### Personal Info

I grew up in Deephaven, MN and I am the middle child with two sisters. I have a 13-year old Bearded Collie named Bode (named after Olympic ski racer, Bode Miller).

### Sports / Athletics

I grew up competitively ski racing for the Buck Hill Ski team from age 7 to 18 where I traveled all over the Midwest and Colorado. I also raced for the Minnetonka High School ski team, which I now co-coach with my dad. I also raced on the University of Denver Club Ski team.

### Career advice or favorite mentor

My parents are my favorite mentors. They are also currently my roommates... so I get advice quite often! I also enjoy having lunch once a month with my MNCREW mentor, Cathy Schmidt.

### Volunteer experience

I am leading the RJM team for the Walk to End Alzheimer's 2019.

### Favorite childhood memory

My favorite childhood memory was traveling to ski camp at Mt. Hood, Oregon each June with my sister and my dad. I also consider this my worst memory as it was usually cold and rainy, and we had to wake up bright and early at 4:30 each morning. Going to ski camp each summer not only helped improve my skills and race technique, I believe it truly shaped me as a person. It gave me the "get s\*\*t done" attitude that I try to use every day at work.

### If you could have dinner with any person, living or dead, who would you choose

I would have dinner with my Grandma, Toni, who died from breast cancer when I was 9 years old. She was the best!

# WELCOME TO MNCREW

## FEATURED NEW MEMBERS



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“Looking forward to being involved with this dynamic group of women. Claire Roberts has been encouraging me for a long time to become a member and now I have. I am already on the Member Engagement Committee to help inspire others to join in.”



“I’ve been working in commercial real estate for 10 years now and cannot believe I am just now joining MNCREW! I’m looking forward to growing professional connections and personal relationships with the other awesome ladies in this organization. I have joined the Education and Leadership Committee and look forward to helping bring fresh and exciting events and ideas to the group!”



“I’m excited to finally take the plunge and join MNCREW! I’ve already joined the Events Committee and have interest in the Signature Event Committee. I’ve had the opportunity to meet a few talented members already and look forward to making many more connections and friendships.”

## CELEBRATE SUCCESS

MNCREW members **Abigail Heimel Peterson, Kaitlin Thell Ouverson** and **Jessica Erickson** have been named to the 2019 list of Rising Young Professionals by Finance & Commerce. They were selected along with 27 other rising stars of Minnesota’s business community. These young professionals have distinguished themselves both at work in the community. Read about all the honorees [here](#). Congratulations Abigail, Kaitlin and Jessica!

**MNCREW** offers a way to connect with dynamic women in our industry and discover ways we can all partner together. MNCREW members **Michele Loughrey Tschida, Shaundra Lex, Sally Hanlon** and **Kathleen Geherin** experienced this firsthand when they all met one another during the June **Drinks on the Deck** event at Baker Center. They immediately made a professional connection and became quick friends too. Since that event, they enjoyed an afternoon of golf to continue their conversations and shared laughter.

**Henrik & Co.** launches as an independent division of MNCREW member company, Henricksen, offering full-service design and procurement services for senior living and multi-family residential environments. Henrik & Co. collaborates with senior living organizations, real estate developers, and architecture firms across the United States to design and deliver communities that nurture and empower their residents. Henrik & Co. aims to craft meaningful environments that delight and enhance the lives of others. Read more about Henrik & Co. [here](#).

# YOU: BE THE DIFFERENCE, MAKE AN IMPACT

FEATURED

*Fellow MNCREW leaders; today is the day to make an impact. Women are in the spotlight now more than ever. Let's continue to follow the mission of MNCREW and ignite the commercial real estate industry through the collective achievements and unique strengths of women by demonstrating our leadership capabilities. I hope you find the collection of quotes helpful and meaningful throughout your leadership journey.*  
*Sincerely, Christy Lewis*

## **Our time is now, we have the stage, let's make an impact!**

"Many women live like it's a dress rehearsal. Ladies, the curtain is up and you're on." —Mikki Taylor

## **Speaking from your inner compass**

"I don't go by the rule book. I lead from the heart, not the head." —Princess Diana

## **Remember to laugh and not take yourself too seriously**

"There's no situation -none- that isn't improved with a couple of laughs. Everybody needs laughs." —Julia Louis Dreyfus

## **Always be humble & kind**

"The success of every woman should be the inspiration to another. We should raise each other up. Make sure you're very courageous: be strong, be extremely kind, and above all be humble." —Serena Williams

## **Hard work pays off!**

"I never dreamed of success. I worked for it." —Estee Lauder

"[D]reams do not come true just because you dream them. It's hard work that makes things happen. It's hard work that creates change." —Shonda Rhimes

## **Stay true to yourself**

"The more you can be authentic, the happier you're going to be, and life will work itself around that." —Melinda Gates

## **Assume positive intent in every situation**

"Whatever anybody says or does, assume positive intent. You will be amazed at how your whole approach to a person or problem becomes very different." —Indra Nooyi

## **Define your own meaningful success**

"Define success on your own terms, achieve it by your own rules, and build a life you're proud to live." —Anne Sweeney

## **Disconnecting restores creativity**

"Creating the culture of burnout is the opposite of creating a culture of sustainable creativity." —Arianna Huffington

## **Failure is the first attempt in learning**

"My best successes came on the heels of failures." —Barbara Corcoran

"Don't be intimidated by what you don't know. That can be your greatest strength and ensure that you do things differently from everyone else." —Sara Blakely

## **Always find time to shape the future**

"Strategic leaders must not get consumed by the operational and tactical side of their work." —Stephanie S. Mead

## **Have the ability to accept responsibility for the choices made and move forward**

"The most important words that have helped me in life, when things have gone right or when things have gone wrong, are 'accept responsibility.'" —Billie Jean King



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"One's philosophy is not best expressed in words; it is expressed in the choices one makes...and the choices we make are ultimately our responsibility." —Eleanor Roosevelt

"It is our choices, that show what we truly are, far more than our abilities." —J. K Rowling

## **What do you want people to remember you for?**

"If your actions create a legacy that inspires others to dream more, learn more, do more and become more, then, you are an excellent leader." —Dolly Parton

## **You will never feel bad helping someone else**

"I try to participate in esteemable acts. I help people. I try to be kind and walk in the shoes of others. It's really all selfish because it makes me feel great." —Kristen Bell

## INSPIRATION TO BE BOLD AND CREATE HARMONY IN OUR LIVES



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Do you feel like you're always doing your work at the last minute?

Do you feel like you're stressed out or running short on time?

There is only so much time in each day to accomplish a wide variety of tasks that need to be done. Learning how to structure your time, prioritize what is important, find the motivation to follow through with your schedule, and delegate or delay things that can wait until later are invaluable skills that will serve you in every aspect of your life.

### Start each day with a plan

Spend the first 30 minutes of each day creating a plan and getting organized. Whether you use an app or an old-fashioned pen and paper list, don't start your workday without it! Your plan should prioritize action items and estimate how long each item will take you. Not a morning person? Spend the last 30 minutes before bed planning for the next morning as recommended by motivational speaker and self-development author Brian Tracy of Brian Tracy International. "When you plan your day the night before," says Tracy, "your subconscious goes to work on your plans and goals while you are asleep... you will wake up in the morning with ideas and insights that apply to the work of the day."

### Minimize distractions

One potentially problematic result of 24/7 connectivity is the constant receptivity to distractions. You're catching up in Cosential, then an email with an intriguing subject line darts across your screen. And, oh look, somebody's friending you! Many of us have come to believe that by blocking these distractions we are missing out on something important. That is rarely the case.

- o Clear the clutter off your desk
- o Close your door during certain times
- o Turn off phone and email to focus on a particular task
- o Work in an alternate location
- o Have the right background music

### Delegate

If you want to have a life outside of the office, don't insist on doing everything yourself. Many of us have difficulty relinquishing control of our work product. Maybe we believe that if we want something done right, we must do it ourselves. By surrounding yourself with good people whom you trust, delegation becomes much easier. "Trying to accomplish or micromanage too many tasks leads to burnout, poor quality and missed deadlines, not to mention time management problems," writes [James Baker, Founder and CEO of Baker Communications](#). "Delegation is not a sign of weakness; it's a sign of leadership."

In an age of 24/7 connectivity, achieving harmony in our professional and personal lives is more challenging than ever. One thing's for sure, the development of good time management skills is an essential part of successful workplaces and harmonious homes for today, tomorrow and beyond.

**“Trying to accomplish or micromanage too many tasks leads to burnout, poor quality and missed deadlines, not to mention time management problems.”**

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