

PRESIDENT'S LETTER

A MESSAGE FROM OUR MNCREW PRESIDENT

WE are back and stronger than ever in Q4!

WE are back and stronger than ever because of you! Your strength, flexibility, passion, caring, dedication, support, loyalty, compassion, and your willingness to succeed. WE are MNCREW!

Q4 did not disappoint! WE celebrated our amazing members and recognized them and their companies for their accomplishments at the Celebration Awards on November 10 at the newly decorated Metropolitan. Our Members only event at the new Malcolm Yards food hall was a success of great networking, food and beverages topped off by an overview from the Malcolm Yards owner. The annual recruiting event will take place at Owamni on Dec. 2. Book club, Our monthly programs have continued to be a success with fabulous content and great turnout at the Hutton House. A few other events that took place in October were, Grit & Gumption and a DEI meeting where we continued our learning journey with this initiative.

WE currently have 248 members and continue to see new faces join weekly. As I shared at the Celebration Awards, this is our highest membership count since 2008! Welcome to all new members and thank you to all of our current members who promote MNCREW and our mission. WE are glad you are here.

MNCREW has continued to support the Legacy of Shari Bjork and has contributed to the CREW Network Foundation's established scholarship endowment in several ways.

The Shari Bjork fund has raised \$31,880.12. Thank you to all who have donated personally.

Looking forward from my perspective as 2022 begins, WE will continue to learn about our new normal regarding the pandemic and WE will continue to move the needle forward and challenge ourselves personally and professionally to think differently in a world with supply issues and workforce shortages. That being said; WE have so many exciting initiatives that have already begun. The 2021 and 2022 Board will gather for a retreat to bond and freshen up our strategic plan, Our DEI initiatives will progress as we put our learning to use and provide an inclusive place for all, I predict our membership will continue to be strong and surpasses 2021 numbers as people continue to understand more than ever the value of the human connection and their network.

I am confident 2022 will be a year of igniting the commercial real estate industry through our collective achievements and unique strengths!

Together WE are MNCREW Strong!



2021 MNCREW PRESIDENT

[Christy Lewis](#)

Vice President, Sales & Marketing

Mint Roofing

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Don't look back –
you're not going
that way.

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. We are wrapping up the year with two more members from our 2021 Board of Directors – they have stories to share and I'm here to bring them alive for you! Today, the mic was on for Anne Madyun of Davis and Kelly Manke of Bell Bank as they answered these questions...

How has MNCREW impacted you/your career?

AM: Since joining MNCREW 5 years ago, my professional network has grown immensely. Not only have I have met so many great women within MNCREW, but those women have also connected me with even more great people in the industry outside of our organization. Additionally, MNCREW has given me awesome opportunities to utilize and grow my leadership skills, first as a co-chair for the Programs Committee, and now on the Board.

KM: Since joining MNCREW, I have been fortunate to have formed so many new relationships and friendships with those who I know have my back. I'm forever grateful - and this is what keeps me going!

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

AM: A passion of mine is working to achieve racial equity. Since this is such a broad and deep problem that can, and almost always does, feel overwhelming, I've been trying to narrow my focus on more manageable action plans within my spheres of influence - particularly in the Twin Cities, and even more specifically in our CRE industry as well as my church community. This has led to reading dozens of books (I loved "The Sum of Us" by Heather McGhee and "Between the World and Me" by Ta-Nehisi Coates), listening to podcasts ("We've Got Answers" on Audible and GirlTrek's "Black History Bootcamp" have been some faves), meeting with groups to learn and brainstorm, and making new friends along the way!

KM: Not sure what my passion is, however, one of my hobbies is anything spa related!



Beth Rydeen

Director of Marketing
StuartCo
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What is something that most people don't know about you?

AM: I love bargain hunting at some of our awesome consignment stores in the Twin Cities. It has pretty much ruined malls for me and I can rarely pay full price for anything!

KM: I love taking classes, any kind of classes. Currently, I'm taking a beginner Korean language class.

Many thanks to Anne and Kelly 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 next time you see them. Best wishes to all for a successful end to 2021 and healthy, happy, empowered new year!



**Anne Madyun
Davis**



Kelly Manke
Bell Bank



MENTORSHIP PROGRAM

Don't miss out on the great opportunity to be part of connecting with other MNCREW members and making a long-lasting relationship. At MNCREW, mentorship is about supporting and encouraging people. Here is a recent mentorship story of Emma Steinhoff and Heather Weerheim as they developed a bond through their mentor and mentee match up.

Emma and Heather signed up for the 2021 mentorship program and paired together as a mentor and mentee. After several meetups they were not sure who was mentoring who! But what they did know is that they are learning, growing, and expanding their networks together, and having a great time during the process.

The 2022 MNCREW mentorship program will run from January – December. The time commitment involves connecting virtually (phone or email) or in person once every 3-4 weeks. Plus, the committee is planning a few get togethers throughout the year.

If you're interested in being a mentor or mentee next year, click [here](#) for the application.

Contact [Marlee Gartner](#) or [Kristy Dahlvang](#) if you have questions.



“Taking the time to focus on others, listen, and let your challenges stay off the radar, breeds new perspective.”

– Shellye Archambeau, Investor and Board Director at Verizon and Nordstrom's.

CHARITY VANG



Charity Vang

Social Media
Coordinator
Denison Parking
612.367.8082



I think it takes great leaders to acknowledge that and to advocate for teams that include people from all walks of life. More recently, I've also been learning that everything is teachable. Coming into my role, I knew very little and felt unequipped. However, with the support of my team and MNCREW, I've learned new things every day!

Who or what brought you to MNCREW?

I was introduced to MNCREW through my employment with Denison Parking. I've come to not only discover the wonderful world of parking, but the many facets that exist around it. Thanks to MNCREW for the introduction to the commercial real estate industry!

Describe your involvement in MNCREW

As someone who is new, I've been given the opportunity to be involved in the Rising Leaders and Communication committees! Being on both have allowed me to network with other women who are not only passionate about marketing but who are also just starting out in their career. It's been a rewarding experience knowing that I'm not the only one who is new to this. Every person I've met has been very welcoming! I'm looking forward to future events and meetings.

Education/Career Path

I majored in Marketing at North Central University. My area of expertise is in social media marketing! What I enjoy most about working in my field is that social media is not a traditional means of marketing. I think the real fun in my job is finding innovative ways for us to educate and engage with our customers.

Hobbies/Activities

I've always enjoyed being crafty. I think it'd be fun to produce my own stationery products one day. Over the years I've really enjoyed card making and working on Cricut projects—whether that be for weddings, graduations, or showers. In one way or another, I find myself always creating, whether that's on paper or digitally.

Travel

I've yet to go out of the country, but I'd love to visit Singapore, Brazil, Africa---the list goes on. I love trying new foods and recipes. Food plays such a big part in many cultures. It's one of the best ways to submerge yourself into a new culture.

Volunteer Experience

The best career advice I've been given is that everyone has a spot at the table. It's a daily reminder that your experience, background, and skills are valuable. I think it takes great leaders to acknowledge that and to advocate for teams that include people from all walks of life. More recently, I've also been learning that everything is teachable. Coming into my role, I knew very little and felt unequipped. However, with the support of my team and MNCREW, I've learned new things every day!

LIZA KAPISAK



[Liza Kapisak](#)

Interior Design Director,
Associate Partner
BKV Group
651.592.4546



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?

Early on in my career MNCREW was recommended to me by Deb Barnes as a positive group to network with and be with other women professionals in the real estate industry. I started to attend programs now and then, grew my network and began to understand the value that MNCrew brings to me both personally and professional. I finally joined as a member and dived right in with being involved to expand on the connections.

Describe your involvement in MNCREW

Currently I am on the programs committee where I get the opportunity to meet monthly with a great group of women in our industry. I've been on the committee for 2 years now helping to plan our monthly programs and I've enjoyed this immensely. Getting to focus on topics that I'm passionate about and be able to put that together for our membership has been rewarding.

Education/Career Path

I attended the University of Minnesota-Twin Cities and graduated with a degree in Interior Design and a minor in architecture. I started at a small interior only design firm and found that I wanted opportunities to collaborate closely with the architects, engineers and other team members involved in a project. I spent time at a few different holistic design firms in the Twin Cities finally landing at BKV Group, now leading the interiors group. I get the opportunity to touch all our different project sectors with a focus on multi-family housing.

Hobbies/Activities

My favorite hobby is running. Unfortunately, the pandemic has limited my training between online school and changes in how we work this past year but plan to start training for another marathon in 2022. I'm always up for great networking and get together with friends and colleagues!

CONGRATULATIONS TO THE 2020 CELEBRATION AWARDS RECIPIENTS!

The MNCREW Celebration Awards honor the women who contribute to commercial real estate success in Minnesota. These awards recognize outstanding women who have displayed leadership, an understanding of the industry and have been a positive influence within their own firms and the greater industry. Recipients were honored at the awards ceremony on November 10

COLLABORATIVE BUSINESS

1601 Southcross Drive W, Burnsville, MN

Mythili Thiagarajan, Auomira Architects; Ericka Miller, KimbleCo; Katrina Davis, Guaranty Commercial Title; Erin Swanson, ES Swanson Law; Nicole Urista, Henricksen

EXCELLENCE IN DESIGN

The Family Partnership

Molly Greenman, The Family Partnership; Melanie Baumhover, BWBR; Doug Wild, BWBR; Miriam Figueroa, BWBR; Matt Sletten, BWBR; Sophia Good, BWBR; Bettina Hoyer, NTH; Paul Johnson, NTH; Danielle Warren, NTH; Marcie Weslock, Elan Design; Ryan Bonniwell, Erickson Roed Associates; Matt Jensen, MEP Engineering Dunham Associates; Kelly Mansell, Mortenson; Sydney Wittmier, Mortenson; Joe Pritzkow, Mortenson

EXCELLENCE IN ENVIRONMENTAL/SUSTAINABILITY

Saint Paul Port Authority Headquarters

Tonya Bauer, Saint Paul Port Authority; Stacey Demmer, LHB; Monte Hilleman, Saint Paul Port Authority; Wendy Muench, LHB; David Williams, LHB; Deb Zimmerman, LHB; Nathan Wriedt, LHB; Jessye Vitier, Sustainable Investment Group (SIG); Patrick Cruikshank, Steiner Construction; Josh Lester, Steiner Construction

ECONOMIC & COMMUNITY IMPROVEMENT

The Family Partnership

Molly Greenman, The Family Partnership; Melanie Baumhover, BWBR; Doug Wild, BWBR; Miriam Figueroa, BWBR; Matt Sletten, BWBR; Sophia Good, BWBR; Bettina Hoyer, NTH; Paul Johnson, NTH; Danielle Warren, NTH; Marcie Weslock, Elan Design; Ryan Bonniwell, Erickson Roed Associates; Matt Jensen, MEP Engineering Dunham Associates; Kelly Mansell, Mortenson; Sydney Wittmier, Mortenson; Joe Pritzkow, Mortenson

EMPOWERING WOMEN

Nichole Klonowski, Pope Architects

EXCELLENCE IN LEADERSHIP

Tammera Diehm, Winthrop & Weinstine P.A.

COMMUNITY IMPACT

Sue Anderson, VisionBank

VOLUNTEER OF THE YEAR

Gillian Cermak, Firm Ground Architects & Engineers

COMPANY RECOGNITION

EMPOWERING WOMEN

Davis

MINT Roofing

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!

November 2021

Kimi Peña

Kimi brings so much life and positivity to the Events Committee! I am very grateful for her leadership and creative problem solving!

Gillian Cermak

She has made being on the Events Committee the past two years such a great time, even during a pandemic! Congratulations on being Volunteer of the Year! I am very thankful for her leadership!

Sara Collova

I am honored to give a shout out to Sara! Not only is she a joy to be around, but Sara has also provided me with thoughtful advice and provided plenty of opportunities to connect with others in the industry. She is a great advocate and friend! I am very grateful for Sara!

Jessica Erickson

Jessica – Thank you for putting so much time, effort and energy into the MNCREW Newsletter and Annual Report. You are the constant doer on the Communication Committee, who provides amazing insight, guidance and accountability for all of us. Thank you for everything you do! Greatly appreciate your beautiful soul.

–Megan Livgard

Nicole Urista

Thank you to Nicole who always makes me feel welcomed and included at all MNCREW events! She is truly such a strong advocate of MNCREW and I'm excited to see her continued leadership on the board this year.

–Emily Claridge

Jen Tregarthen

As a member of the Programs Committee for the last three years, I've had the opportunity to work with Jen on developing luncheon programs, hearing her great ideas on topics for future events and then giving 110 percent to everything she volunteers for! I've found Jen to be caring, thoughtful and very giving of her time and energy to a variety of MNCREW activities. It's been a joy and privilege getting to know her.

–Peggy Weller

All MNCREW volunteers

As we approach the end of another year of the pandemic, I want to give a huge shout-out to all of the MNCREW volunteers– board members, committee chairs and members, and anyone else who has supported or helped out with events or initiatives. It's challenging enough to keep an organization running in "regular" times, and it would not have been possible to keep MNCREW afloat and thriving without all of you. It takes a village, and I'm grateful for this incredibly strong one.

–Colleen Ayers



MNCREW 2021
Annual Partners

Minnetonka Level
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

Nokomis Level
Bell Bank
LHB, Inc.
RJM Construction
Stewart
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

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



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commercial real estate company.

Brokerage • Fee Development
Project Management • Consulting

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:

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612.335.2774

