

PRESIDENT'S LETTER

A MESSAGE FROM OUR MNCREW PRESIDENT

Welcome to 2021, a new year with unlimited opportunities! I am honored to represent you as the 2021 MNCREW President.

As we begin to move from a year of unknowns surrounded by change where "pivot" became the new normal, I remain optimistic. This optimism comes from being a part of this remarkable family we call MNCREW. Together we are MNCREW strong!

We are MNCREW strong for so many reasons and in 2021 these reasons will continue to shine brightly. Together WE are a part of the greater CREW Network. WE have launched the Legacy Committee which will focus on MNCREW past presidents. WE have committed to learning and educating ourselves on diversity, equity & inclusion and how we can make a difference today and for generations to come. WE are determined to get back together in person, just as soon as it can be done safely. WE are reinvesting in our members through membership scholarships. WE are supporting all women in commercial real estate by donating to the CREW Foundation. WE will continue to practice respect and kindness as we navigate 2021 together. WE are the premier real estate organization. WE care. WE are MNCREW!

WE are MNCREW resonates as the first CREW 2021 summit comes to a close. I always feel energized and refreshed with an abundance of new ideas and expanded knowledge after each summit or convention.

In 2021 CREW will remain focused on providing value to its members. Did you know:

- Eight new and updated playbooks exist
- When you support the CREW Foundation your donation supports industry research, college scholarships, UCREW and CREW Careers
- A new CREW app will be launched in March

Mark your calendars! CREW Network is working hard to have the 2021 convention LIVE (with a hybrid option) at the Mirage in Las Vegas September 28-30.

Together we are MNCREW strong! And together we have unlimited opportunities!

Sincerely,
Christy Lewis



2021 MNCREW PRESIDENT

[Christy Lewis](#)

Vice President, Sales & Marketing

Mint Roofing

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As we begin to move from a year of unknowns surrounded by change where "pivot" became the new normal, I remain optimistic.

ON THE SCENE WITH BETH RYDEEN

Serving on the MNCREW Board of Directors is a unique opportunity for leadership and networking among other ambitious women working in a variety of industries that compose the commercial real estate field. The MNCREW Board of Directors operates as a strategic board to serve its members and the chapter.

With their visionary expertise and dedication, our board serves to advance the success of women in commercial real estate, and they are an elected body that collaborates to set and accomplish the chapter’s strategic goals. All MNCREW board members and committee chairs generally serve terms of two years, with the exception of the executive officers.

MNCREW is like no other – and this vibrant community is full of dynamic, successful women who have graciously chosen to share their talents and leadership through board participation. Meet our 2021 Board of Directors – featuring five new members with stories to share – and I’m here to bring them alive for you throughout the year!



Beth Rydeen

Director of Marketing
StuartCo
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REASONS TO SERVE:

- Increased visibility within the global CRE industry
- Leadership skills, opportunities and experience that benefit you and your company
- Impact on the future of women in CRE
- Opportunity to be a strategic thinker for the organization
- Opportunity to influence direction and benefits of MNCREW membership

2020 BOARD OF DIRECTORS



President

Christy Lewis
Vice President, Sales & Marketing, Mint Roofing



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Abigail Peterson
Project Team Manager, Health Care Team Lead, Gardner Construction



Director

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Director

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Director of Business Development, Pope Architects



Director

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Director

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Director

Kelly Manke
SVP/Commercial Real Estate Banker, Bell Bank



Director

Nicole Urista
Business Development Manager, Henricksen

PROGRAMS COMMITTEE

Have you ever had a great idea for a MNCREW program speaker or subject?

The Programs Committee is dedicated to providing quality speakers and topics that are timely, informative and of interest to MNCREW's diverse membership at the MNCREW monthly meetings.

Our responsibilities are to:

- Create program topics for monthly programs, recruit speakers, and coordinate speaker preparation
- Lead or moderate monthly programs
- Manage venue contract, catering and AV/technology for monthly in-person programs
- Coordinate publishing program announcements with the Communications Committee

We have just begun planning for 2021, and some of the program topics we will be exploring in 2021 are:

- Anatomy of a Deal**
- Creative Re-purposing of Office and Retail Space**
- Native American Projects Spotlight**
- Designing for High Stress Environments**
- Future of Downtown**
- Greenspace in Developments**
- Mapping Prejudice**
- How to Start Investing In CRE**

The Programs Committee meets the first Friday of the month at Coalition in Edina (we will be meeting virtually through the winter). If you'd like to join our group, we would love to have you! Reach out to [Jennifer Stukenberg](#) or [Kerry Cooley Bruggemann](#) for more information.

2021 PROGRAMS COMMITTEE



Co-Chair
Jennifer Stukenberg
BWBR



Kate Damato
Kimbleco



Betsy Schmiesing
Winthrop & Weinstine



Co-Chair
Kerry Cooley Bruggemann
Michaud Cooley Erickson



Meghan Huber
Welsh Construction



Liza Kapisak
BKV Group



Anne Madyun
Davis



Kristen Anderson
Hempel



Peggy Weller
InsideOut Studios



Leah Smith
H+U Construction



Jen Tregarthen
Lockton



Deborah Aldrich
Stahl Construction



Ericka Miller
Kimbleco



Roseanne Hope
Hope Law



Kyla Hansen
John A. Knutson & Co

CONVERSATIONS & COFFEE

In 2018, the Education & Leadership committee developed Conversations & Coffee as a way for members to learn, grow and network.

Exclusive to MNCREW members, the Conversations & Coffee workshops are intended to enhance professional development. Limited to 25-30 attendees, the small-scale events provide members with the opportunity to forge closer connections with fellow MNCREW members while elevating their skillsets.

Previous Conversations & Coffee events included:

"Enhancing your Personal Brand"

"So, Tell me about Yourself: Taking the work out of networking"

"Community Rebuilding and Reinvestment" (which was developed following the riots that took place in Minneapolis last summer)

JOIN US!

The next Conversations & Coffee event, which will take place this spring, will be a workshop centered on skills that will help us lead our best lives in 2021 and beyond. Keep your eyes open for the registration link in the Wednesday Weekly!



NICHOLE KLONOWSKI



Nichole Klonowski

Business Development
Pope Architects
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I met the co-chairs for the Finance Committee and was so impressed by how welcoming they were, and was taken by the offer to teach me some finance basics if I joined their committee.

Who or what brought you to MNCREW?

I heard from my network that MNCREW was a great organization full of incredible women in the real estate profession. My boss at the time encouraged me to attend a lunch event and see what I thought.

Describe your involvement in MNCREW

That first lunch event just happened to also be a MNCREW Committee Fair. I met the co-chairs for the Finance Committee and was so impressed by how welcoming they were, and was taken by the offer to teach me some finance basics if I joined their committee. Over the course of the next few years, I went from a committee member to a junior co-chair where I helped lead the committee for two years. Following that, I was the senior chair and applied for a role on the board. Serving on the Finance Committee was very educational and connected me to so many other committee members and co-chairs. The experience was rewarding, and thankfully over time I did learn a few things about finance! With this position on the board in 2021, I look forward to serving MNCREW as a director.

Education/Career Path

Like so many others, my path is a winding one. In my earlier years, I worked in a vocational setting helping adults with developmental disabilities and mental health challenges work in a supported setting and out in the community. Even with a degree in computer graphics and art education there was a strong draw to social services. In time my path led me back to college where I pursued a degree in design management with a minor in interior design. With this degree my career shifted from hands-on and management roles in the developmental disability world to marketing and events for social service agencies. My network from there led me to a marketing consulting position for a local general contractor, and the rest is history. I fell in love with the amazing women in the AEC/CRE field and have loved being a part of the industry.

Hobbies/Activities

Outside of work, I enjoy painting as a form of expression and relaxation. During COVID I explored new hobbies. After failing to bake an edible cake (thank goodness there were no attempts at making sourdough bread!), my hobbies expanded to learning to play the ukulele and fixing up dollhouses.

KATE DAMATO



Kate Damato

Broker Associate
KimbleCo
952.258.3612



I have to say that my favorite mentors are Julie Kimble and Ericka Miller. The two of them are strong women, love what they do, and they do it with excellence.

Who or what brought you to MNCREW?

When I started at KimbleCo the first organization I joined was MNCREW. This organization is a huge part of our culture and mission at KimbleCo.

Describe your involvement in MNCREW

I am in my second year co-chairing the Rising Leaders Committee, and an active member on the Programs Committee.

Education/Career Path

I always say I took the backdoor into commercial real estate. I didn't know anyone in the industry, and my formal education is not related to real estate or finance. Coming from a healthcare background, my real estate career started on the residential side of the business. I knew in my gut that I wanted to be in commercial real estate, though. So through attending continuing education classes with a commercial focus and informational interviews, I landed at KimbleCo, and I haven't looked back!

Hobbies/Activities

When I'm not working you can find me on the running trails or in the bleachers of my son's baseball games. I survive the wintertime through reading, puzzles, snowshoeing, and spending time with my family and our friends.

Travel

We love to visit Kauai, Colorado, Montana, and New Mexico. Anywhere we can relax and enjoy the outdoors! My family is in the Pacific Northwest, so I try to get out there as often as I can. It's been over a year so I'm due for a trip back.

Career Advice/Favorite Mentor

Have heart in what you do, and being assertive does not mean you are bitchy. I have to say that my favorite mentors are Julie Kimble and Ericka Miller. The two of them are strong women, love what they do, and they do it with excellence. They have taught me so much personally and professionally over the past few years.

Volunteer Experience

I honestly wish this list were longer:

Girls, Inc/YWCA

Habitat for Humanity

Westonka Youth Baseball

The Link

NE Seniors

LEADERSHIP MOMENT

Everyone wants to be a good leader, or at least follow a good leader. It's interesting to think about what separates the good from the bad, and the great from the good.

There are so many good books and articles on leadership it's hard to know where to begin.

Let's start with PEOPLE. If you surround yourself with good people, you accomplish more and have more fun. Unfortunately, that doesn't always happen. Be sure you enjoy it when you're living it!

"People buy into the leader before they buy into the vision." – John Maxwell

Leadership is about people. How do they make you feel? Do you trust them? Do they motivate you to do your best work? From our experiences, we form the ideas we want to implement into our own leadership style. Knowing that one size does not fit all, we each need to develop our own leadership style. Who was your favorite boss and why? Write down the list of leadership qualities that you most admire. We can learn so much from reflecting on what we see in ourselves, who motivates us and what we value in others.

"Leadership is about making others better as a result of your presence, and making sure that impact lasts in your absence." – Sheryl Sandberg

Next is LISTENING. One of my favorite quotes is "We all have two ears and one mouth, a clear indicator that you should listen twice as much as we speak."

– Thomas Edison. When we listen we hear what others are thinking, needing, hoping and what motivates them. When you listen, it shows you care. Pretty simple, right? Leaders who listen build better relationships and develop trust.

"Leaders who don't listen will eventually be surrounded by people who have nothing to say." – Andy Stanley

Let's move on to ACTION. Leadership is about action. As leaders, we need to call people to action. What are we doing? What should we be doing? What serves our community? Sometimes leading is as simple as just getting stuff done.

"Leadership is not a person or a position. It is a complex moral relationship between people based on trust, obligation, commitment, emotion and a shared vision of the good goal." – Joanne Ciulla

We don't need a title to lead. We need to care about people and put action into helping people. We need to build our skills to be our best selves. We need to learn from others and help those we can along the way.



[Annette Wildenauer](#)

CID, CMG

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

This year in the newsletter there will be Leadership Moments, a quote or thought to help you pause and think about leadership. As we challenge ourselves to become better leaders in 2021 we will be offering tools to help you understand your own leadership style and develop the skills you desire. Books, workshops, insights and learning from each other will help us all develop and refine our skills.

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!

Thank you to **Colleen Ayers**, Executive Director of MNCREW, for everything she does in support of our organization. She is the glue that holds it all together!

– Kristin Weise

Christy Lewis, thank you for your positivity and energy! You light up every room you are in. I cannot wait to see what you have in store for MNCREW this year!

– Anonymous

Thank you, **Anne Madyun**, for your leadership, guidance, and hard work on the Programs Committee these past years. Your positivity and creativity were so very helpful during these challenging times. Thanks for all the fun!

– Jennifer Stukenberg

We couldn't have asked for a better leader for MNCREW in 2020 than **Carrie Eggleston**. Carrie was always calm, thoughtful, and compassionate in the face of uncertainty and stress. She kept MNCREW on track

and motivated, helping us move forward smartly and strategically. Thank you, Carrie, for getting us through a momentarily difficult year!

– Colleen Ayers

Erica Arne – Thank you for helping me navigate MNCREW when I first started at Kraus Anderson. I appreciate how helpful and encouraging you are whether at work, through committee work or personally. You are the best!

– Megan Livgard

Leah Smith – I'm so happy to have been paired up with you to co-chair the Member Engagement Committee!

– Jennifer Dewberry

Congratulations to **Kari Wolff** on being promoted to Partner at MarksNelson, LLC! Well deserved! Please join us in congratulating Kari [here](#).

– Anonymous

Jessica Erickson, I wanted to thank you SO much for carrying the annual report idea forward! It will be a great piece to pass along to potential members and sponsors! Thank you to the **Communications team** for putting this together.

– Mary Jo Kelly

HUGE thanks to **Kelly Manke & Cally Samson** for your mentorship & help in getting us going as the new co-chairs of the Member Engagement Committee!

– Jennifer Dewberry & Leah Smith

To this day, I think fondly of my new member meeting with **Claire Roberts** when I joined MNCREW. Her passion for MNCREW and the Women Run the Cities race really inspired me!

– Holly Olson



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!



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 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

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
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Prevolv
Servion Commercial Title
Suddath



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**Contributions?
Questions or comments?**

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