

PRESIDENT'S LETTER

A MESSAGE FROM OUR MNCREW PRESIDENT

Greetings MNCREW members! I hope this message finds you all healthy and safe as we transition into fall. It is hard to believe summer has slipped away so quickly and abruptly. Rest assured, we have a fabulous fall in store for us. We kicked off fall with the virtual Women Run the Cities race from September 10th-20th. It seems like just yesterday (when in fact it was 13 years ago) that a determined and ambitious group of MNCREW members first founded this race. It is hard to believe how far it has come. MNCREW is proud to continue our affiliation with this race, and we hope that many of you were able to participate virtually this year.

The 2020 CREW convention (September 15th-17th) was our first (and hopefully last) virtual convention, providing participants the opportunity to participate in the virtual keynotes, breakout sessions, and conversation corners.

On a local level, we are ecstatic to present MNCORK 2.0: A Guided Sommelier Experience. This event is virtual, and our registration numbers are already exceeding expectations. You cannot go wrong with wine and chocolate, right?

We are excited to recognize the accomplishments of our MNCREW members at the virtual 2020 Celebration Awards on November 12th. These are just a few of our events offered this fall in addition to our monthly programs and various other networking events.

The 2021 Board was announced at the September meeting. Congratulations to all, and we thank you in advance for your leadership! Currently, we are also shifting our focus to planning for 2021. We are working on creating two new committees commencing in 2021 – the Diversity, Equity and Inclusion committee and the Past Presidents/Legacy committee. More details surrounding these committees will be communicated later. If you are interested in serving on these committees please reach out to [Colleen Ayers](#). As always, we want to sincerely thank all our sponsors who make all this possible. Despite the need to transition most of our events to a virtual platform this year, we have really found value in them and are looking forward to the remaining events. We are proud of the commitment from our leadership, co-chairs, and committees to press onward and adapt to our new normal.

The 2021 Board was announced at the September meeting. Congratulations to all, and we thank you in advance for your leadership!



2020 MNCREW PRESIDENT

[Carrie Eggleston](#)

Development Manager

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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 2020 Board of Directors have stories to share, and I'm here to bring them alive for you!

Today, the mic was on for Abigail Heimel Peterson with Gardner Builders, Katrina Davis with Guaranty Commercial Title and Christy Lewis of Suntide Commercial Realty as they answered these questions...

BR: How has MNCREW impacted you/your career?

AHP: MNCREW has had such a positive impact on my career, and it all started when I was invited to join a panel discussion on millennials in commercial real estate. At the time I was not a MNCREW member, but after the amazing experience I had with the panel and at the luncheon (we all know how much we enjoyed them – and miss them now!), not only did I join MNCREW but also joined the Programs Committee! From there, another interesting series of doors opened for me as I was the lucky winner of the CREW Convention Scholarship and headed to NYC for the event. At the convention, there was a panel discussion sharing CREW success stories, and one woman's story truly resonated with me. She shared how she had learned the importance of not just being part of a group, but actually leaning in and embracing the opportunities within an organization and cultivating your network. Her network was key to her success – and that means that the cultivation works both ways. We all need to build up a strong network where we can do more than simply refer business and close deals but also share our successes, our challenges, and know that someone has your back and will offer support through difficult decisions as they come our way.

KD: I can describe the impact of MNCREW on my life in two words – confidence and leadership! Early on in my career while working in the legal department at Opus, I earned my law degree. This served to elevate my level of confidence, but I didn't truly see myself as a leader until my involvement with MNCREW. I joined the Finance Committee, and when asked to be a co-chair I felt proud that I was identified as a person who could be seen as an authority in this area. Taking my involvement a step further, I was encouraged by Janet Piper to submit an application for the Board of Directors. I am so thankful to have taken that challenge and am now the Treasurer working alongside a group of amazing and powerful women! Thanks to the culture of MNCREW, I've been fortunate to meet women with whom I've formed lifelong friendships – and those friendships have offered support during some challenging times in my life. We all need that network of support to boost our confidence when the journey gets difficult and, of course, join in to celebrate our successes, too!

CL: MNCREW has impacted my career and personal/professional development in many ways over the years! As a consummate networker and always full of curiosity, I started attending MNCREW events many years ago. After becoming a member and getting involved in committees on both a local and national level, I truly started to see the impact of the organization on my career and development. This engagement triggered my natural curiosity to explore a broader level of involvement. Through the encouragement of many, I decided to take the leadership path of MNCREW and apply for



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the Board. The entire process has helped me grow and hone my skills as an effective leader.

The relationships that I have made over the years through MNCREW and CREW span far and wide, both personally and professionally. I know that I have an instant rolodex of like-minded, amazing women ready and willing to help, guide, mentor, converse, and close deals. This network is like no other!

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

AHP: Health and fitness is my passion – and it has gone to a new level with our COVID world! I love running and yoga, but my hobby is cooking (thank goodness I have a patient husband who is willing to test whatever I prepare!). Finding the way to our best health is an individual journey, and exploring new and different meal plans and how our bodies react to the food we eat is enlightening. In fact, we typically will do a "Whole30 reset" once or twice a year which provides the opportunity to discover what works or doesn't work for each of us. Cooking has greatly expanded my horizons and has been a fun hobby during the lockdown and beyond.

KD: My passions are writing and editing! As a young girl, I loved to write – including poetry. My high school years were spent at the Minnesota Center for Arts Education, and I went on to major in English at the University of Minnesota – Morris. I have always been fascinated with the history of language and dreamed of being an editor. My career took a turn and I ended up with a law degree, but my passion to be a writer

ON THE SCENE WITH BETH RYDEEN (CONT.)

remains strong. In fact, I am currently working on a novel (which still needs plenty of attention), but I have the support of my sister, Anja, who is also writing a book. We love to road trip together to writing conferences and once even drove back specifically through a town in Iowa to find our favorite Baskin Robbins ice cream!

CL: My health! I am a true believer that you have nothing if you don't have your health. I live my life and coach my family on living in moderation and maintaining a healthy, active lifestyle.

I have a commitment to myself and my family to exercise, and that includes a variety of activities: walking, jogging, fitness classes, hiking, biking, and paddle boarding just to name a few. I enjoy anything that includes movement and am not very good at sitting still! This passion for movement also translates to my love of travel. On a recent family vacation to Hawaii, together we created an activity spreadsheet (yes, a spreadsheet!) prior to traveling to plan our hikes at different spots on the island. We started each day with hours of hiking, enjoying the fresh air and beautiful scenery. My daughter thought we should move there so we could do this every day!

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

AHP: I am a community theater actress! I love comedies and musicals and typically will do 2-3 productions per year. Of course, that has all changed now and I miss my crew, but we hope to have a show in Spring 2021. There is an amazing community theater scene in the Twin Cities, and I have been a part of the Woodbury Community Theater for a few years. In addition, a group of us started the Open Door Community Theater which operates on the east side of town where I am from originally. It really warms my heart when I see friends and colleagues in the audience and know that we can provide some entertainment and laughs for them!

KD: I am the youngest of six daughters! There are 12 years between my eldest sister and me, and growing up in Edina we had only ONE bathroom until I was six years old. What a challenge that must have been for my dad living with seven women in the house! It was such a wonderful spot with so many family memories as we grew up near Pamela Park, Baskin Robbins, a short walk to the elementary school and, of course, the nearby Superette with the best candy aisle around.

CL: I was born with a congenital hip disorder that kept me in casts and braces for the first several years of my life. When I was three and finally done with casts and braces on my legs, I received a shiny, new trike from my dad. My bones were still weak and, unfortunately, I ended up breaking my right leg and was back in a full leg cast.

I look back at this and so many other obstacles that have crossed my path and continue to believe that we can accomplish anything through perseverance, determination, and believing in yourself!

I have never let the fact that my leg is off by a half an inch slow me down or hinder my health, passion, and active lifestyle. Without a doubt, it has helped me understand my strength — both physically and mentally. I was born a fighter and remain a fighter!

Many thanks to Abigail, Katrina and Christy 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!



Abigail Heimel Peterson, CHC
Healthcare Team Lead
Gardner Builders



Katrina Davis
Vice President
Guaranty Commercial Title, Inc.



Christy Lewis
Vice President, Business Development
Suntide Commercial Realty



SPONSOR ENGAGEMENT

The Sponsor Engagement Committee educates our member companies and the commercial real estate industry at large on the benefits of supporting MNCREW.

We are a fun group of women who enjoy staying in touch with MNCREW partner companies! Due to multiple changes to MNCREW Events this year, we have been busy trying to keep our partners updated and keeping them informed of changes as they occur. As we continue to reach out to our MNCREW Partners, we are humbled to see their commitment to the cause of MNCREW and their willingness to support the organization even during these difficult times!

Some of the other committee tasks include solicitation follow-up through email or phone calls, thank you calls, and working with other committees on their sponsorship needs. Since we have a diverse group of skillsets on our committee, members are able to choose tasks that they are passionate about and also ones that could help develop new skills.

One of our largest projects for 2020 was to revamp the MNCREW Partnership Brochure. It will be fun to see the final version for 2021!

Do you want to join the Sponsor Engagement Committee? Please reach out to Mythili Thiagarajan or Sara Collova!

Next meeting: 1st Tuesday of the Month, 9-10 a.m. via Zoom Call.

Co-chairs



Mythili Thiagarajan,
NCARB,
AIA, LEED AP
Principal, Auromira
Architects LLC



Sara Collova
Business Development
Manager, Frattalone
Companies

Members



Carrie Eggleston
Development
Manager, United
Properties



Kaitlin Thell Ouverson
PE Engineer,
Geosyntec Consultants



Melanie Baumhover
AIA Principal,
BWBR Architects



Megan Barnett-Livgard
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Angela Feulner
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Jaime L. Kalbler-Siggerud
Paralegal, Stinson Leonard
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Mary Jo Kelly
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Kristi Maitland
Sr. Project Manager, Apex
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Renee J. Von Berge,
JD Underwriting Counsel,
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Joann Wolfenber
Certified Public Accountant
Senior Accountant, John A.
Knutson & Co., PLLP



Tasha Alexander
Senior Vice President,
Senior Private Banker, Wells
Fargo Bank

EVENTS

The Events committee is a group of MNCREW women dedicated to creating memorable and unique networking experiences for our members and industry partners. Co-Chairs Jennifer Lindgren and Gillian Cemak lead this group from Firm Ground Architects & Engineers' office in IMS. They didn't start out at the same company, but that is the power of the network!

The four events we plan occur quarterly and change to match the season.

- **Handbag BINGO fundraiser for CREW Network Foundation (February)**
- **Summer Event, varies each year (June)**
- **Golf Classic (August)**
- **MNCREW Celebration Awards (November)**

We start the year with the hugely popular **Handbag BINGO** which seriously, who doesn't love a great handbag? The drama and fun of seeing who wins this game of pure chance, while enjoying a cocktail and conversation, is hard to top.

As we enjoy the summer months, the goal is to be outside. We move the **Summer Event** around to highlight new and fun venues. Past events have been at Betty Danger's for some mini-golf and ferris wheel rides, and last year we networked on the rooftop patio at the recently renovated Baker Center. This year we settled for a virtual happy hour. We found the highlight was the fun of seeing people's backyards, the virtual backgrounds of beautiful locations around the world, or crazy unicorns flying over a rainbow. It's all fun!

The **Golf Classic** is a beautiful day for a stroll around the course with all of our industry friends. Sponsors set up fun booths with games and giveaways. The day starts with a lunch and hosted cocktail bar, runs through 9-holes of golf, and ends with a banquet. The amazingly wonderful donated prizes are raffled at this event with the proceeds supporting the CREW Network Foundation. Due to COVID-19, we played it safe this year and made the difficult decision to cancel but look forward to being back in 2021 bigger and better than ever.

The **Celebration Awards**, which is taking place on November 12th, highlights the accomplishments of the past year. The mission of MNCREW is to ignite the commercial real estate industry through the collective achievements and unique strengths of women. This event and these awards are an excellent way to celebrate and recognize the successes and accomplishments of our many hard working and talented members. This event has an inspirational speaker in addition to some MC volunteers from within our organization to announce the award winners.

Categories include:

- Excellence in Design
- Collaborative Business
- Economic & Community Improvement
- Excellence in Environmental/ Sustainability
- Community Impact (Individual & Company)
- Empowering Women (Individual & Company)
- Excellence in Leadership

[Nominations must be received by 5:00 p.m. on Friday, October 16, 2020.](#)



Our monthly meetings are held on the 2nd Wednesday of each month at IMS | International Market Square from 3-4 p.m. During these COVID-19 months they are being hosted via Zoom.

[Click here to view the committee member list.](#)

LEANNE FREED



Leanne Freed, CID, IIDA

Interior Designer

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I have cherished the connections and friendships that have come from working alongside the women within this group and look forward to seeing the development of the Rising Leaders in years to come.

Who or what brought you to MNCREW?

I was introduced to MNCREW through coworkers that invited me along to a lunch program. I was immediately enthralled with the opportunities and sense of community within MNCREW. This organization felt like such a good fit for where I was in my career and it still does!

Involvement in MNCREW

I was initially interested in the Rising Leaders group when it started in 2015 and became a full-fledged MNCREW member the following year. I have remained loyal to the Rising Leaders and am currently a second year Co-Chair for the group. I have cherished the connections and friendships that have come from working alongside the women within this group and look forward to seeing the development of the Rising Leaders in years to come.

Current Position

I am an interior designer at KOMA — an architectural, interior design and structural engineering firm, now recently relocated to Bloomington, MN.

Education

I am originally from Waconia, MN, where I graduated from high school. I took as many interior design classes offered and even created my own independent study course working with interior design computer programs. From there I went to the University of Wisconsin – Stout and graduated with a BA in Art with an interior design concentration.

Favorite Music and Art

I love going to various music concerts and art gallery exhibits. I am really missing that now. Recently, it has been fantastic to be able to tour museums around the world virtually and still feel connected to artists putting out new work, even if you aren't able to do so in person.

Travel

I recently came back from a trip to Yellowstone. My husband and I drove through South Dakota, Wyoming, Montana, Idaho, and North Dakota. We met up with a few other friends along the way and enjoyed whitewater rafting, horseback riding, boating, and sightseeing. It was my second time to Yellowstone, but my first-time seeing Mount Rushmore and Deadwood, South Dakota. It was fun to be in that part of the country and get back to nature.

Career Advice or Favorite Mentor

My favorite types of mentorships are those that happen organically. The individuals who I would consider a mentor or mentee, I also think of as a friend. Some of the best conversations I have had in my experience were over sharing a meal or happy hour drinks one-on-one. It is more natural to feel an investment with a mentor that you connect with on a personal level and can base a foundation of friendship and trust.

Volunteer Experience

As part of the Rising Leaders, we align with various charities and help to provide ways to volunteer and support our local community. I enjoy The Link back to school BBQ that provides lunches and opportunities for children and families within the program to be outfitted with supplies and clothing for the upcoming school year. This year looked a little different, and we were not able to participate in person in the same way. Hopefully, we will be able to come together next year.

EMILY CLARIDGE



Emily Claridge

Transaction Manager

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This organization has such a strong, positive reputation. I was lucky to have co-workers and colleagues who brought me to MNCREW lunches as a guest.

What or who brought you to MNCREW?

I heard about MNCREW right away when I started in commercial real estate. This organization has such a strong, positive reputation. I was lucky to have co-workers and colleagues who brought me to MNCREW lunches as a guest.

Describe your involvement with MNCREW.

I officially joined in 2019 and have been involved with the Events Committee, Women Run the Cities, and the mentorship program. I am grateful for the opportunity to meet women of all professional levels at any event or meeting I attend. There are so many opportunities to get involved and connect with others.

Current position, employer, or career and connection to commercial real estate.

I am a Transaction Manager at Transwestern in Minneapolis. I work with our Occupier Solutions and Investment Sales teams in a variety of areas including sales support, marketing, and business development.

Education

I am a proud graduate of the University of Minnesota – Twin Cities. I love Gopher sports and have season tickets for football. Row the boat!

Favorite book, music, art

I started a virtual book club with some friends during the Stay-at-Home order. We have been reading a lot of thrillers and suspenseful novels. My favorite book so far has been “Then She Was Gone” by Lisa Jewell.

Hobbies

You can usually find me outside when I have free time. I enjoy kayaking, hiking, playing beach volleyball, biking, yard games, and enjoying cold beverages on patios or rooftops!

Travel or vacations

I am passionate about traveling and am always planning my next adventure! Bungee jumping in New Zealand and sailing the coast of Capri, Italy, have been my most memorable experiences. At the top of my travel bucket list are Iceland, Banff National Park, and Greece!

Sports / athletics

I am new to golf and am taking the time to practice and learn this summer. I am not very good but love being outside in the sunshine and getting steps in. I just got some new clubs; a women’s lefty set was not easy to find!

Career advice or favorite mentor

Some career advice I will always share is to volunteer to try new things and learn different skills. You never know how a new skill or bit of knowledge can help you or your company in the future. Never stop learning!

MANAGING STRESS IN 2020

I am sure we can all agree 2020 has not played out as we originally anticipated. Last New Year's Eve, when I was toasting to the New Year, my visions were filled with immersing myself in the European culture, celebrating a milestone birthday with a bunch of family and friends, and hosting big events for valued clients.

But instead, just like all of you, I am navigating a pandemic amidst civil unrest, ruminating about a plethora of uncertainties, and pondering how the next election might impact the future of our country. For some of us, those things might only be the base of life's challenges.

With everything going on in the world, managing stress is more important than ever. Here are a few tips to help you manage stress and rise above the turbulence of 2020:

1. Practice Gratitude

When you are in a stressful situation, refocusing your attention to things you are grateful for will calm your mind and body and help you remain grounded. Practicing gratitude increases dopamine and serotonin in the brain, which makes you feel happier, and leads to fewer symptoms of depression and anxiety.¹ Try writing down 3-5 things you are grateful for each day.

2. Be Present

It is easy to dwell on the past and worry about the future, but that is not conducive to personal or professional growth. By practicing mindfulness, which involves paying attention to what is happening in our body, mind, and the environment in the present moment, we reduce our tendency to ruminate on our problems or negative thoughts. Practicing mindfulness reduces stress, anxiety, and emotional reactivity, and contributes to elevated focus, memory,

and overall quality of life.² Mindfulness meditation is an effective tool for staying present. If you are new to meditation, one of these apps can guide you through your mindfulness practice: Calm, Headspace, 10% Happier, and Insight Timer.

3. Take a Break from Social Media

A daily saturation of social injustice, politics, and pandemic data can be overwhelming. If your thoughts are consumed by the current events, select a couple credible sources, such as the CDC, to obtain your updates instead of scrolling through your social media feed. It will also be helpful to turn off the push notifications on your phone, track the time you spend on social media and set limits for yourself, and put your phone on Do Not Disturb (DND) at least a couple hours before bed so your mind can settle before you go to sleep.

4. Get Outside

There is a strong correlation between time spent in nature and reduced levels of stress, anxiety, and depression. The calming sounds found in nature can lower blood pressure and levels of cortisol, which is a stress hormone.³ The next time your brain goes on a loop of negative thoughts, try going for a walk or run outside.



Jessica Erickson

Marketing Manager

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5. Have Self-Compassion

People who practice self-compassion are more resilient during stressful times. Self-compassion is proven to yield lower levels of depression and anxiety and sets the stage for better health.⁴ Instead of beating yourself up in the face of adversity, be kind to yourself, encourage yourself, and talk to yourself the same way you would talk to your friends.

Resources:

1. MindbodyGreen: [16 Benefits Of Gratitude, According To Science & Mental Health Experts](#)

2. American Psychological Association: [What are the benefits of mindfulness](#)

3. Harvard Medical School: [Sour mood getting you down? Get back to nature](#)

4. Harvard Medical School: [The power of self-compassion](#)

LEGAL UPDATES

COVID-19 Has Some Positives To It... BELIEVE IT OR NOT!

While most people tend to focus on the negatives of the current pandemic, a poll of various people concerning something positive that has come out of this crazy 2020 pandemic has led to some great responses:

- Playing games and spending more quality time with kids and family
- Family meals together and cooking!
- Finishing home projects
- Watching the planet reboot with fresh air, oceans, and wildlife with no people
- No open houses in the real estate market and instead serious buyers and multiple offers
- Spring Break lasting almost 6 months – way more cabin time
- Reuniting with kids moving back to parents' houses working from home
- Dogs getting spoiled with constant attention
- Working remotely from beautiful scenic places – no commuting to/from work
- Saving money on gas

In this time of uncertainty and stress, try to reflect on some of the good that has come out of the isolation. With that, there have been legal issues that have come to the forefront and can also be seen as positives despite the closing of businesses, riots, and unemployment rate:

ALERT: Minnesota Housing Announces Launch of COVID-19 Housing Assistance Program

Minnesota Housing, the state's housing finance agency, has launched its COVID-19 Housing Assistance Program. The program provides housing assistance payments to help prevent evictions, prevent homelessness, and maintain housing stability. To qualify, households must meet the following criteria: Be a Minnesota resident.

Insurance 101: Best Practices to Assist In Rebuilding Your Business after Damage Due to Civil Unrest

Across the country, and certainly here in the Twin Cities, recent events have led to large protests and civil unrest. Unfortunately, as a consequence, many business owners have suffered substantial damage to their property, preventing them from engaging in day-to-day operations as anticipated. Whether the damages incurred were a result of forced entry, fire, water damage, loss of merchandise, etc., business owners may seek relief under their commercial insurance policies.

Your Big Event Cancelled? What about the Deposits?

We had been planning it for months. Everything was in place. Just three weeks to go before my daughter's wedding. Then, like so many people around Minnesota, we got word that COVID-19 had claimed our event as a victim.

In the aftermath of the cancellation, I was quite surprised by the attitudes of the vendors toward their deposits. Although they all graciously agreed to hold the deposit as a credit on the rescheduled event, they almost uniformly refused to return the deposit when we asked for it.



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25th Anniversary Platinum

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Art Partners Group

Bridgewater Bank

CBRE

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Colliers Mortgage

CSM

Cushman & Wakefield

iSpace Environments

KimbleCo

LHB

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Nokomis

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Braun Intertec

Knoll + Parameters

Larkin Hoffman

The Opus Group

Wells Fargo Bank

Lake of the Isles

Absolute Commercial Flooring

Bank of the West/BNP Paribas

Cutting Edge Property

Maintenance

General Office Products

Henricksen

John A. Knutson & Co.

KOMA

Michaud Cooley Erickson

Old Republic Title

Pope Architects

RJM Construction

Taft Stettinius & Hollister LLP

TCF Bank

Como

Allied Parking Inc.

Associated Bank

BWBR

Commercial Drywall Inc.

DLR Group

Frattalone Companies

Fredrikson & Byron, P.A.

Haworth & Fluid Interiors

Historical Information

Gatherers

InsideOut Studios

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Questions or comments?**

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