



Indianapolis Chapter of Commercial Real Estate Women

Year End 2009

# CREW *sletter*

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## president's message

*Marsha Gray, 2009 IndyCREW President*

My term as President of IndyCREW has sadly come to an end. I've enjoyed it immensely and the year has just flown by!

I'm very excited to announce that we will soon be launching our new IndyCREW website! Our brand new website was made possible through a generous contribution from Scott Tegarden of Daugherty Tegarden + Partners. Scott's company provides SESCO with website and marketing support so I am very familiar with the quality of his work. When I approached him with the idea of helping IndyCREW through an in-kind sponsorship, he quickly replied with a resounding "yes!" and I was thrilled. Our website taskforce, lead by Brooke Augustin, has spent many hours working with Scott on this project. The new website will be your go-to source for commercial real estate and IndyCREW information. It will also provide online event information and registration. I'm sure that you will agree that Daugherty Tegarden + Partners have done a phenomenal job! Scott will be assisting with our launch so please introduce yourself to him and thank him for his generosity. And please keep Daugherty Tegarden + Partners in mind if your company has website and/or marketing needs.



We are now in our membership and sponsorship renewal period. I urge each of you to renew your membership and ask at least one other woman in the industry to become a member in 2010. I also ask that you serve as an advocate for the organization within your company and provide sponsorship support if possible.

As we move into the New Year, two of our Board Members, Ann Garner and Janice Paine, will be transitioning off. They have been tremendous assets to our Board and will be truly missed. Thank you both for your service over the past years.

Esther Carter, from M & I Bank, will be your new President for 2010. Under Esther's leadership, 2010 will be an outstanding year for IndyCREW!

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# Welcome New Members!

Steve Berry  
Sales  
Continental Office

Rebecca Baer  
Director, Office Advisory Services Summit Realty  
Group

Alexandra Sylvia JD  
Partner  
Plews Shadley Racher and Braun LLP

Debra O'Heran  
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Sandra J. McCleese  
Senior Loan Officer  
Indiana Statewide Certified Development Corp.

Darryl Pebbles JD  
Attorney at Law  
Lawyers Title Insurance Corp.

## President's Message Continued

Lastly, I would like to thank each and every one of you for your support and your friendship during the past year. Leading this organization has been a privilege and an honor. I offer special thanks to the 2009 Board of Directors and Officers and to Joelle for being the great Executive Director that she is. I look forward to continuing to serve next year on the Board as the Past President.

Best wishes to all of you for success in 2010.

Sincerely,  
Marsha

### You Inspire Us.

Barnes & Thornburg LLP salutes IndyCREW for its commitment to advancing the success of women in commercial real estate.

You inspire us to be the best we can be.

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# Delegate Report

## Delegates Prepare for 2010 Benchmarking Study; Soak Up Leadership Tips

Attendees of the 2009 CREW Network Fall Leadership & Council Meeting learned about several exciting new initiatives in the works for 2010. Topping the list, CREW Network in partnership with Studley will roll out its new Leadership Development Initiative at the 2010 Winter Leadership & Council Meeting in Tampa.

Fostering leadership development is a core philosophy at Studley, which is why this partnership is a natural fit. Enhanced professional development training presented by the best in the industry at the winter, spring and fall leadership meetings, along with the delivery of monthly webinars presented by key university speakers on topics ranging from Urban Public Policy & Private Economic Development, to Fundamentals of Real Estate Finance, Strategic Thinking for Real Estate and more are all part of the mix. The bottom line is that CREW Network members will have access to the best and most innovative training available.

Delegates also learned more about CREW Network's industry benchmarking study that is currently in the works, and were asked to encourage full participation among their chapter memberships when the survey is released to the field later this fall.

This benchmarking study, originally conducted by CREW Network in 2005, seeks to measure the progress women are making in commercial real estate by studying three core areas: advancement, compensation, and success and satisfaction. The original 2005 study made national headlines as it was the first to document pay and promotion level disparities between men and women at the same levels of experience and seniority in the field of commercial real estate.

CREW Network selected Cornell University Program in Real to conduct the study and Dr. David Funk of the university was on hand in Boston to address delegates about the importance of this research to the industry. According to Dr. Funk, CREW Network dominates the industry in research and thought leadership regarding women in commercial real estate. His independent research revealed that approximately 72 percent of all literary articles referred to CREW Network's research as their sole source for data.

Ten leading commercial real estate associations have pledged to join CREW Network in participating in the study, the findings of which will be released in June 2010.

CREW Network also plans to unveil its Web site redesign next year, which will feature enhanced functionality, improved organization of content, the opportunity for each stakeholder to customize her web page and an interactive business networking tool called CREWbiz. Each member will be able to establish her own CREWbiz page that will feature her photograph, biography, contact information, current business listings and more. Members will be able to search these pages for business opportunities and comprehensive information on their fellow members, and utilize communication tools all designed to facilitate member to member business networking.

Following the conclusion of the council meeting, chapter leaders attended a special President-Elect Leadership Training Session conducted by Dr. Gloria Shuck of MIT. According to Dr. Shuck, it takes 10 years to develop leadership internally. Currently in the marketplace, there is a major gap in leadership succession. It is estimated that 50 to 75 percent of the senior management population is eligible for retirement as are 50 percent of CEOs. Of particular concern is the fact that these executives believe they are several years away from seeing anyone capable of replacing them.

Dr. Shuck believes a good leader needs three things: adaptability, presence and renewal.

Good leaders must be able to adapt to any situation by

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managing themselves through uncertainty and anxiety, and helping others do the same. Shuck describes adaptability as those leaders that stay in the productive zone, who are able to create a distribution of leadership, have flexibility of thought and a clear vision and values. She believes good leaders also create a presence by being "in the moment," practicing active listening, possessing self awareness and being authentic.

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## Members in the News

### CREW Network Announces Top '20 Under 40' Women in Commercial Real Estate

Commercial Real Estate Women (CREW) Network announced the recipients of its first ever "20 Under 40" program at the 2009 CREW Network Convention & Marketplace conference, which took place September 30th-October 3rd in Boston. The ceremony took place during the CREW Network 20th Anniversary Celebration Dinner.



The top 20 Under 40 women in commercial real estate in North America were chosen based on their established success in the field, commitment to the industry and demonstrated leadership. They were selected from 120 nominees from across North America.

"These women represent the future of our industry," said Jane Snoddy Smith, 2009 President of CREW Network and partner at the international law firm of Fulbright & Jaworski L.L.P. "They are leaders who will ensure that commercial real estate grows as a diverse marketplace. We launched this recognition program in conjunction with the 20th anniversary of CREW Network, not just to mark the progress that has been made to date, but also to highlight what the future holds."

Recipients of this year's program include women who excel in multiple varied disciplines within the field of commercial real estate. The honorees were announced at a gala dinner during the CREW Network Convention, with keynote speaker Ivanka Trump.

Congratulations to **Janice Paine**, Vice President Investment Properties - NAI Olympia Partners who was one of the recipients!

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### IndyCREW Member Honored by IREM

**Nicole Blanton**, with Colliers Turley Martin Tucker and the 2010 IndyCREW Events Chair was honored with an award at the recent Institute of Real Estate Management (IREM) Indianapolis Chapter's Annual Awards Celebration Dinner:

Nicole, a Property Manager was honored with the Accredited Commercial Manager of the Year Award.

Nicole also serves as the IREM Indianapolis Chapter's Program Committee Chair and was recently named to IREM's "30 Under 30" list for up and coming young professionals in the real estate management field.



# Members in the News

## Stucky Participates in Greening of the Indiana Memorial Union

The law firm of Bose McKinney & Evans LLP is pleased to announce that partner Natalie J. Stucky participated in the Greening of the Indiana Memorial Union on Indiana University's Bloomington campus on Dec. 2-3. The purpose of the greening was to look for ways to make the iconic structure more energy, water and resource effective while retaining its historic charm.

Patterned after other famous eco-charrettes, such as the Greening of the White House, the Greening of the Pentagon and the more recent Greening of the City County Building in Indianapolis, this charrette was facilitated by national and local experts in collaboration with IMU and IU administration and staff. Because of its location and purpose, it also included student participation.

The Greening of the IMU was facilitated by Hellmuth+Bicknese LLC with the Leonardo Academy. Both firms helped write the LEED rating system. Sponsored by a grant from the Duke Energy Foundation, this charrette will explore cost-effective ways for the IMU to green its operations and maintenance processes using LEED for Existing Buildings Operations and Maintenance as a framework.

Stucky has received her accreditation as a Leadership in Energy and Environmental Design Accredited Professional (LEED AP). According to U.S. Green Building Council (USGBC) records, Stucky was the first attorney in Indiana to achieve LEED AP accreditation.

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## IndyCREW Honors Two Members With Annual Awards

Established in 2004, The Most Outstanding Member Award is intended to honor and recognize one IndyCREW member each year that has been an exemplary member in the following categories - Participation, Enthusiasm and Networking.

This year's recipient's has been active since she joined IndyCREW a few years ago. She has often served on more than one committee at a time. She also attends most of the IndyCREW events. She is dedicated and always makes herself available to whatever she commits. She co-chaired the Community Involvement Committee this year and played an integral role in the coordination efforts of CREW Careers as well



Her enthusiasm is exuberant and contagious. It is difficult to work on a committee with her and not want to become more involved. She always has a smile, energy, a good laugh and a twinkle in her eye, no matter what! You can always count on her to bring the mood up!

Her interests are very broad and has made countless connections with members both professionally and personally. She always considers her CREW friends first when pursuing deals. She keeps her long term interests and goals at heart when it comes to CREW.

This year's recipient for the Most Outstanding Member is **TRACIE SMITH** with **NAI OLYMPIA PARTNERS**.

Established in 2002, the Donna M. Hovey Award is intended to honor and recognize one IndyCREW member annually that best exemplifies the following traits that Donna demonstrated in spearheading the establishment of IndyCREW - Vision, Dedication to maintaining and improving the organization of IndyCREW and Enthusiasm for the commercial real estate professional.

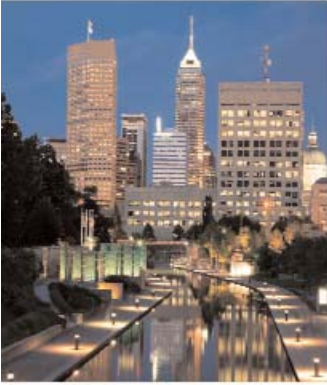
This year's recipient has been an active member since joining IndyCREW several years ago. She is dedicated to maintaining and improving the quality of IndyCREW: She has served on many committees, many positions on the board including President, and has served as chairman of the Leadership Development Committee. Though all of her positions she has made it her mission to expand and improve CREW.

She is very professional and intelligent, with a little bit of a quirky style. She is a great representative of the commercial real estate industry.

This year's recipient for the Donna M. Hovey Award is **ANN GARNER** with **WASTE MANAGEMENT**.



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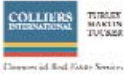


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