

MISSION STATEMENT

CREW Baltimore's mission is twofold: To promote the business interests and professional advancement of women in all disciplines of the commercial real estate industry, by providing educational and networking opportunities, and to contribute resources to support the local community.

Issue Highlights

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Event Links

[January 21](#)

State of the State Luncheon
Tremont Grand
11:30-2:00 pm

[January 13](#)

Members Only Breakfast
Saul Ewing Offices
8:00-10:00 am

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From The President's Desk



[Kimberly A. Manuelides](#) | Saul Ewing LLP
CREW Member Since 2003

Wow! What a year this has been. It is hard to believe that 2009 is almost over. With all of the frightful predictions that foretold a complete collapse of the world economy as we knew it that began the year, it is with relief and gratitude that I report that we are still here; business continues, albeit more cautiously; we have taken our lumps, albeit perhaps not as many as some; but, we are here, networking, learning, promoting one another, and looking forward to an exciting 2010.

As I look back on 2009, one thought in particular shines through – this is one heck of a network! Through this

difficult year we have worked together, cried together, shared together, and come together as the organization dedicated to accomplishing parity within the commercial real estate industry. Your board, its committees, and each of you who have participated in our network this year have continued to make the ties and form the relationships that will be vital to fulfilling the parity objective as the market rebounds. If you have not been able to take full advantage of the network this year, that's o.k. Make a commitment to yourself for 2010 – join a committee, attend more meetings, invite your friends.

So, as the year comes to a close, let me take a moment to thank each of you for a wonderful year as CREW-Baltimore President. It has truly been an honor and privilege. I am looking forward to spending some quality networking time with each of you in the years to come.

Member Success Story



After reading a newspaper article about a prospect that had filed for bankruptcy, **Teresa Ciboroski** of CBIZ Insurance Services immediately called her contact there to wish him well. He told Teresa that he refused to give up hope for the company. At the time of its Chapter 7 bankruptcy filing in February 2009, the company told its 200 employees to go home. Forty of them continued to show up for work. The momentum they were able to build attracted several prospective buyers, one who eventually purchased the company's assets, enabling it to continue on. After stopping in to see him shortly thereafter, he mentioned to Teresa that the reorganized company would need help with benefits. That call led to a cross-serve resulting in a \$40,000 B&I engagement. Even when things look bad, continue to stay in touch with your clients and prospects. You never know what the outcome could be!

Local Student Wins \$10,000 CREW Network Scholarship



Ten college students received a total of \$100,000 in scholarships through the CREW Network Scholarship Program. Launched in 2008, the CREW Network Scholarship Program will make up to ten \$10,000 grants annually to women pursuing an education that will lead to a career in commercial real estate. Additionally, the program provides each scholarship recipient with an internship in brokerage to encourage women to consider this career choice, and the opportunity to participate in CREW Network's eMentoring program designed to support their career success. For the second year in a row, a student at the Merrick School of Business/University of Baltimore was awarded a \$10,000 special award as a CREW Network scholar. Congratulations to [Olubunmi "Bright" George-Oluwaboro](#).

Holiday Luncheon Photos



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If you are interested in becoming a sponsor, contact: Lynda Balins, lbalsins@sgmcorp.com
410/771-1100

Valuable CREW-Baltimore Member Benefit

Did you know that the Baltimore Business Journal offers CREW-Baltimore members a \$20 discount on new subscriptions and a \$76 rate on renewals?

Be sure to mention this offer when speaking with your BBJ representative.



Members In the News

Hord Coplan Macht, Inc. (HCM), a full-service architecture and landscape architecture firm, is pleased to announce that two of its projects have been granted Community Development Awards of Excellence from The Land Development Council of the Home Builders Association of Maryland. The Land Development Council Award of Excellence program offers recognition to development projects that are sensitive to the community and make appropriate use of existing natural elements. The two projects honored were The Greens at Rolling Road and Chapel Greens.

CBIZ will be joining the Liberty Family in March of 2010. The new address will be 9755 Patuxent Woods Drive in Columbia, MD. They are excited about moving into the new space and look forward to connecting with their new neighbors.

Debbie Heaver has been promoted to Divisional Account Manager at Brickman. She will now be serving as a single point of contact for large strategic customers in the Maryland, Virginia and DC area. Her responsibilities will include handling service issues and providing their clients with excellent customer service in an effort to eliminate any possible communication issues that might occur.

Axiom Engineering Design, LLC, owned by **Peggy M. White, P.E., LEED AP**, opened a full service civil engineering, land surveying, land planning & landscape

architecture office in Columbia Gateway Business Park, in Columbia, Maryland in June of this year. Ms. White has over 25 years of local experience in land development civil engineering design and the staff as a whole boast an average of nearly 20 years.

NTC Mazzuca Contracting was recently selected by the Baltimore Business Journal as one of the Best Places to Work.

GEOSTRUCTURES, INC. was recently named a Certified Green Contractor by Associated Builders and Contractors (ABC). ABC's Green Contractor Certification program recognizes construction companies that implement green practices and principles in the workplace, including headquarters, branch offices and job site office complexes.

Charlotte Bravo LEED AP of Sugar Associates, LLC recently received the ASID (American Society of Interior Designers) Student Design Competition award. ASID is the leading organization for interior design professionals. The challenge called on students to develop a design for a luxury skybox. Charlotte's design was selected out of more than 100 submissions.

Vicky Lanahan of the Reznick Group recently received her accounting degree from Towson University. Now the real fun begins – studying for her CPA certification!

CREW Convention Highlights

Lou Ann Dent, CREW-Baltimore President Elect
Wells Fargo Insurance Services USA, Inc.

To those that were unable to attend this year's convention in Boston, you should consider this well worth investment as you budget for 2010. I'm sure my fellow attendees would agree the time and money was very well spent! Over 1000 real estate professionals joined together for three full days of networking, education and deal making.

Not only did attendance exceed all previous years, making it the most successful convention to date, Boston was the perfect host city. Unseasonably warm weather, an array of wonderful restaurants and plenty of shopping were all within



CREW-Baltimore convention attendees (from left to right): Kimberly Manuelides, Cynthia Berman, Cynthia Bell, Barbara Alden and Brenda Bodian. Not pictured: Lou Ann Dent, Vicki Lanahan and Sheslie Royster.

Read Lou Ann's Entire Article [HERE](#)

A Board Member Sends Thanks...

Dear CREW Board, Members and Friends,

This may be long overdue but none the less heartfelt. My thanks to the Board for the beautiful planter sent on behalf of membership. More so, my sincere thanks for your kind words, support and prayers; all making a huge difference to me during a very difficult time for my family.

Lou Ann Dent
Chapter President-Elect



2 1/2
minutes

with **Brenda J. Bodian**
President
BIB Realty Advisors

11.06.09 Baltimore Business Journal Article

What do you want to be when you grow up? It's a simple question and one that every grade-school student daydreams about long before they have to go out and make a living for themselves.

At least 15 high school students in Baltimore are seriously thinking about getting into real estate these days, and that brings a smile to Brenda J. Bodian's face.

Bodian is president of BJB Realty Advisors and an active participant in CREW Careers™, a program that seeks to educate students about the \$549 billion industry with an eye toward finding the next generation of brokers, developers and asset

managers.

What is the most rewarding aspect of being part of CREW Careers?

I thrive on seeing their minds open up to the possibilities, that there are lots of different careers. You've exposed them to so many different skills.

With the current real estate slump, is it tough selling the profession to high school students these days?

It does make it, probably, more intriguing for the girls because they are very aware of what's going on with the residential side. Particularly when there is an economy like this they need, probably, even more skills to get a job.

Do you find it is an advantage to be a woman in a male-dominated industry?

I think it's both. I think the disadvantages are that it's more difficult getting access to information. But the advantages are that sometimes you are different and maybe people will notice you more. The bottom line is it really doesn't matter so long as you're doing your job.

Caught Networking!

The following were Caught Networking at CREW-Baltimore's November 17 Prospective Member Reception at Silo Point Luxury Condominiums



CREW Network Leadership & Council Meeting

Delegates Prepare for 2010 Benchmarking Study; Soak Up Leadership Tips



Denise Kahler, Marketing and Communications Director, CREW Network | Team Member Since 2002 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

Read Denise's Entire Article [HERE](#)

Are you Receiving Our Event Announcements?

We have lots of exciting programming events planned for 2010 and we don't want you to miss one! You should be receiving at least five CREW-Baltimore email announcements each month, promoting our events. If you are not receiving our emails, please check with your IT Department to ensure they are not being blocked by your organization's fire wall.

2009 CREW Baltimore Leadership



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Consider a 2010 CREW-Baltimore Sponsorship

Challenging times call for creative marketing options!

CREW-Baltimore offers several sponsorship opportunities that provide exposure to your company at very affordable prices. Sponsor a Happy Hour event for just \$300 or get a full year of recognition for as little as \$800.

We encourage you to take a look at these options. If you have any questions, please contact Lynda Balins at 410-771-1100 x 109 or lbalins@sgmcorp.com.

View 2010 Sponsorship Opportunities [HERE](#)

Member Breakfast

CREW-Baltimore wants to ensure you receive all of the benefits and rewards of your membership. Join us for a Members Only breakfast on Wednesday, January 13. Receive an overview of CREW, meet the Board of Directors, learn about the goals and objectives for each of our committees and about the leadership opportunities available within CREW. The meeting will be held at the offices of Saul Ewing beginning with networking and breakfast at 8:00 a.m. We plan to wrap things up by 10, but feel free to stay for the monthly board meeting immediately following our presentation. This event is free of charge, but reservations are required. See web site for more details.

Saul Ewing LLP

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