

## A NETWORK OF SUPPORT

### A MESSAGE FROM OUR MNCREW PRESIDENT

I hope this message finds you all healthy and doing well. So much in our world has changed in such a short amount of time since I wrote my first message to all of you earlier this year. What has not changed is the strength, creativity, and network of support within our MNCREW members. As an organization, we are working hard to adapt as quickly as we can to our new “normal” and our goal continues to be to provide maximum value and support to our members during this unprecedented time.

Under the Minnesota Stay at Home Order we have converted as many of our events as possible to a virtual platform. We are working hard to find alternative options for events that cannot be converted virtually. We are focused on creating as many opportunities that we can to stay connected during this time. I am proud to note that we successfully held our first “virtual” MNCREW Zoom webinar program in May (Developing Historic Properties). A special thank you to our presenters and the Programs Committee for making our first live event a huge success.

I also want to acknowledge the hard work to date from our board, committees, and co-chairs as they demonstrate flexibility and resilience in the planning and execution for the remainder of 2020. Their commitment, leadership, and creativity absolutely shines through in all that they do for MNCREW. With challenges comes opportunity.

The [2020 CREW Network Spring Leadership Summit](#) originally set to take place in Charlotte, NC, has been moved online June 18-19, 2020, and is being offered at no charge to all members. I encourage all members to take advantage of this unique online opportunity to attend, especially those who have not previously participated in a leadership summit.

The [CREWbiz Open Forum](#) continues to provide a wealth of expertise and resources to help us all navigate and adjust to our new normal. As a member, please tap into this valuable resource that is 12,000 members strong. Although the path forward may appear uncertain, we are in this together, and I commit to you that MNCREW will be here to support our members during this time. I wish you all a safe, healthy, and happy summer.



2020 MNCREW PRESIDENT

[Carrie Eggleston](#)

Development Manager

United Properties

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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 MNCREW Board of Directors have stories to share, and I am here to bring them alive for you in our newest addition to the quarterly newsletter. Today, the mic was on for **Angie Feulner** of United Health Group and **Kaitlin Thell Ouverson** of Geosyntec as they answered these questions...

### BR: How has MNCREW impacted you/your career?

**AF:** MNCREW opened up a whole new network for me, and I was able to develop new friendships and lasting relationships. In fact, MNCREW has been instrumental in advancing my career. Claire Roberts (former MNCREW President) had a friend in CREW Detroit who worked for United Health Group (UHG) and was having difficulty filling a position in Minneapolis. Claire thought it could be a great opportunity for me, connected the two of us, and I started with UHG this past October and could not be more pleased with the company, the role, and the new opportunities it has provided me.

**KO:** I made the intentional decision to join MNCREW early in my career with a desire to take the next step in the business development side of my practice. I was looking to start a network inside my industry, but outside of my specific field of engineering. I remember one of my first meetings where I really did not know anyone yet, and Diane Signorelli came up to me and introduced herself. She pointed out that I was new and she hadn't met me yet and wanted to know how we could do business together!

The people that make up MNCREW are unique, amazing, and always so supportive – right from the very beginning which elevates your confidence. Whether I am moderating a panel (nervously, at first) or serving on a committee, these relationships and friendships that I have made through MNCREW are a true indicator of the positive impact on my career.

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

**AF:** Family is my passion! I love my work, but my first priority will always be my family, and our time together is precious to me. One of my favorite ways to connect with family is the summer weekends we spend at my in-law's cabin, located north of Brainerd on a peaceful little lake called Horseshoe Lake. While I do love the hustle and bustle of our busy schedules at home with kids' activities and sports (when we had them), there's nothing better than time together up north on the lake, playing games, and curling up in the hammock with a good book. The in-laws are currently quarantined at the cabin so we have been staying away but cannot wait until the time we can join them again!

**KO:** My two passions go hand-in-hand with each other – travel and photography! I love to travel to new cities and while exploring capture those memories through my photos. I like to call it "urban hiking." On a trip to New York City, we walked at least 10 miles a day exploring the city and all the wonderful restaurants. It brings me joy to capture all those moments and shared experiences with friends and family through my photography. The photos allow the memories to live on forever.



**Beth Rydeen**  
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### BR: What is something that most people do not know about you?

**AF:** I have been working since the age of 12! I grew up working at my dad's restaurant doing everything from dishwasher to waitress – but not cooking! I did not like the fire at the grill, so I stayed away from that duty. This was a 50's style diner in my hometown of Rosemount, Minnesota, and I could make a mean milkshake. The restaurant was called Big Daddy's Diner, named after my grandfather.

**KO:** I have an extremely introverted personality – which I have explored even more during this pandemic. After doing some research, I learned that a key difference between the introvert and the extrovert is how they draw their energy from different types of situations. I now know that just being in silence – no talking, no music, no tapping pens – is pure bliss for me and keeps me energized. While working from home alongside my husband, we leaned into our differences and set up "his and hers" office spaces and have found success in doing so!

*Many thanks to Angie and Kaitlin for sharing and entertaining us with their stories! If you have not already done so, please connect with them on LinkedIn and thank them for their service to MNCREW 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!*



**Angela Feulner**  
Associate Director of Workplace  
Delivery, United Health Group



**Kaitlin Thell Ouverson**  
Engineer  
Geosyntec Consultants



## FINANCE

The Finance Committee is a small but mighty group with varying backgrounds who are committed to overseeing and monitoring the finances of MNCREW.



Our collective experiences as asset managers, bankers, attorneys, CPAs, and business professionals allow us to bring a depth of knowledge and make recommendations to the board of directors so that MNCREW's financial position remains healthy.

The finance committee provides a unique perspective to other committees. Each member is assigned another committee to act as a liaison. They work with other committees to draft the annual budget, review monthly financials, approve check requests, and answer financial questions. We like to think of our committee as a two-for-one!

The committee has open positions and would love for you to join us. **You do not need to be a financial or accounting professional to join the committee.** The committee is a great way to learn about financial statements, budgets, reporting, and all things finance in a low-key and friendly atmosphere. If you are interested, please contact co-chairs Nichole Klonowski and Kari Wolff.

We meet for breakfast the third Tuesday of the month from 8:30 to 9:30 a.m., currently via Zoom.

### Co-chairs

#### [Nichole Klonowski](#)

*Director of Business Development,  
Pope Architects, Inc.*

#### [Kari Wolff, CPA](#)

*Audit Manager, MarksNelson LLC*

### Members

#### [Kyla Hansen, CPA, CVA](#)

*Partner, John A. Knutson & Co., PLLP*

#### [Cristen Purdy](#)

*Location President, Golden  
Valley at Choice Bank*

#### [Natalie Stubbs](#)

*Attorney, Zappia & Levahn Ltd*

#### [Melanie Baumhover, AIA](#)

*Principal, BWBR*

#### [Gena Janetka](#)

*President, Allied Parking Inc.*

#### [Beth Dutcher](#)

*Asset Manager, Ackerberg Group*

### Board Liaison

#### [Katrina Davis](#)

*Counsel / Commercial Closer,  
Guaranty Commercial Title Inc.*

## RISING LEADERS

The Rising Leaders committee supports MNCREW members either in the early stages of their careers, starting at a new company, new to the Twin Cities, or new to MNCREW. The purpose of this group is to network directly with members in a similar career phase.

We have the opportunity to work together within MNCREW to give back to the community through various charitable events and planning our annual Grit & Gumption event in the fall. This is the perfect opportunity for a newer member of MNCREW to gain practical experience working on a committee with an operating budget and in alignment with the board.

We like to mix things up by meeting on the 2nd Tuesday every other month, switching between a breakfast meeting or a happy hour, hosted at a locally owned restaurant, coffee shop, or bar. Even better if we can support a project of a MNCREW member!

While we are here to support newer professionals within the CRE industry, we welcome everyone to our breakfasts and happy hours. We have the pleasure of seasoned members speaking at our happy hour meetings to share their career journeys.

If this sounds like a good fit for you, reach out to the co-chairs Kate Damato or Leanne Freed to be added to our invite list.

**Next meeting: July 14th - 4:00 - 5:00 - Location TBD**



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**Kate Damato**  
Broker Associate  
KimbleCo



**Leanne Freed**  
Interior Designer  
KOMA

## SARA COLLOVA



**Sara Collova**

Business Development  
Manager  
Frattalone Companies



*I have made so many valuable connections as a member. MNCREW has such a diverse group of partners in the industry. It has been so much fun getting to know so many great people and companies in the commercial real estate industry.*

### What or who brought you to MNCREW?

I joined the construction industry in 2018. MNCREW was highly recommended by many of our partners in the industry. Kaitlin Ouverson was one of the first people who told me about the MNCREW network. One of my co-workers, Scott Spisak, introduced me to MNCREW on my first day of work. He shared how impressed he was with the people he knew who were a part of MNCREW. He was right!

### Describe your involvement with MNCREW so far. What benefits or connections do you enjoy at MNCREW?

After I joined MNCREW in October 2018, I started volunteering on the Sponsor Engagement committee in January 2019. A year later, I became co-chair of the committee. I have made so many valuable connections as a member. MNCREW has such a diverse group of partners in the industry. It has been so much fun getting to know so many great people and companies in the commercial real estate industry.

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

I am a Business Development Manager for Frattalone Companies. Frattalone Companies is celebrating 50 Years!

“In operation since 1970, Frattalone Companies was built on a foundation of hard work and dedication. Today, the firm focuses on providing demolition, environmental remediation, underground utility and energy services to clients across the Midwest. With a focus on its mission to ‘be the most trusted civil site construction contractor,’ Frattalone Companies delivers quality, commitment and creative solutions to its clients and project partners helping to streamline project schedules, safely.”

### Education

Bachelor of Science Degree in Business Administration and Sales: Business-to-Business at St. Catherine University

### Volunteering and Hobbies

I am a proud committee member for White Bear Area Emergency Food Shelf. I am also thankful to work for a company that volunteers at a variety of non-profits throughout the year.

I enjoy listening to audiobooks, biking, and spending time with family and friends. I also love to go on weekend adventures with my two boys, husband, and 11-year-old dog. Most weekends during the summer and winter months, you will find our family on Mille Lacs Lake. Many times you will find me with my earbuds on the boat or in the icehouse listening to a recommended MNCREW read from the MNCREW Book Club!

## CORA NELSON



### Cora Nelson

Business Development  
Coordinator  
RJM Construction  
952.837.8627



*From middle school to college, I volunteered at the Jeremiah Program. It is a wonderful organization that supports single mothers in their career and education, while also providing early childhood education.*

### Who brought you to MNCREW?

When I was a Project Coordinator, I started to attend the luncheon programs with my coworkers and became more involved as I moved into my current role.

### Involvement in MNCREW

I have been a MNCREW member since the fall of 2019 and also serve on the Communications Committee.

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

I am currently a Business Development Coordinator at RJM Construction. I work both in business development and marketing.

### Education

I graduated from the University of Minnesota with a bachelor's degree in Communications.

### Past Jobs or Careers

My first job was working as a teacher's aide at a daycare in St. Paul, Minnesota.

### Hobbies

I have a passion for photography. I specialize in travel and portrait photography. Growing up in a household where both parents were artists definitely grew on me. My dad was a photographer and my mom still paints and sells art.

### Travel or Vacations

My favorite vacation spot is California. The diversity, museums, beaches, and weather are all what makes it such a fun destination. Also, I enjoy visiting well-known museums when I travel.

### Volunteer Experience

From middle school to college, I volunteered at the Jeremiah Program. It is a wonderful organization that supports single mothers in their career and education, while also providing early childhood education. Every Tuesday evening I would volunteer at the St. Paul campus. I would help provide childcare services while the mothers took Empowerment and Life Skills courses. I hope to return as a volunteer in the future.

## TAKE BACK 2020

At the beginning of January, I set goals for 2020 and outlined a strategy to achieve them. I was excited for the "roaring '20s", felt exhilarated by my vision and was steadfast in my pursuit to bring it to fruition. Fast forward to the beginning of March and, within the blink of an eye, most of my goals became obsolete as a global pandemic I was not expecting monopolized the world.

The effects of COVID-19 on the world's health, economy, and our lifestyles has been staggering. I have seen development projects put on hold and lease negotiations die an inch from the finish line. I do not know when I will be able to see my best friend's newborn baby, when I will be able to give my parents hugs again, or if I will contract the coronavirus. The future is anxiety-provoking, but we cannot let it defeat us.

Every day we open our eyes is an opportunity to begin again. Do not wait until 2021 to reset your goals. Take back 2020 and redefine your vision using these five tips.

### 1. Accept the uncertainty.

There is no doubt the world is full of uncertainty right now. We do not know when a vaccine will become available, how the workforce will change, or when the economy will bounce back. The truth, though, is that we were never in control of the world around us even before the onset of COVID-19. There is no better time than now to accept that the only thing we can truly control in life is how we react to the situations that come our way.

### 2. Shift your perspective.

You are in control of how you view a situation. You can spend time dwelling on negativity or worrying about the future, but the anxiety that comes along with that can be derailing. It can be hard to find meaning in the hard times, but when you step outside of your perspective and look at the situation from another angle, gratitude and positivity will come to light.

### 3. Pivot your plan.

In April, I was intending on hosting an open house at the BDH office to showcase our new workplace and elevated brand identity. As soon as group gatherings were restricted to 50 people, it was obvious we could not host a live event, so my team and I got creative. Instead of cancelling our open house, we created a virtual tour of our office complete with finishes, furniture, and artwork, providing guests with a realistic experience. In the face of these challenges, we need to be flexible, get creative, and adapt quickly.



**Jessica Erickson**

Marketing Manager

BDH

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### 4. Hold on to the things you want in your life and let go of what is holding you back.

While you were sheltering in place, you may have realized what really matters in your life. Perhaps you have really enjoyed spending time with your kids. If that is the case, reduce the amount of time you spend travelling for work so there is more time available for your family. Maybe you have really missed exerting energy at the gym. If so, commit to dedicating an hour of your day engaging in physical activity in whatever way you can. Your life will only be how you imagine it if you fill it up with more of what you want and let go of the things that no longer serve you.

### 5. Specify your vision.

How would the best version of you live out the rest of this year? Write out your definitive vision, or create a vision board, and keep it in a visible location. Seeing your vision daily will keep your goals top of mind and it will be easier to hold yourself accountable.

I am sure most of us wish we could hit a magical reset button and start 2020 all over again. Unfortunately, there is no way we can circumvent this pandemic. The best you can do is maintain hope, refocus your perspective, and amend your vision for the rest of 2020.

## LEGAL UPDATES

### What is “Force Majeure” and why do I need to know it?

Reviewing a lease is something that most tenants do not do after signing the lease. However, with COVID-19 changes and implications, these leases have been heavily scrutinized. Is there a way for a restaurant tenant to get out of their lease? The most frequent vehicle for this is dubbed a “Force Majeure” clause. [Click here](#) for a full in depth analysis on how this may impact a commercial lease.

### Buying or selling? Prepare now, and you'll be set in the long run.

In the fluctuating economy, all of us have been extremely keen on watching the trends and attempting to predict what might come next for businesses. Is now the time to buy, sell, or stay put? While everyone is stuck at home, now is the time to prepare for what you want to do down the road. Strategically positioning your business or property during this time and preparing for reopening will make all the difference once the lockdown is lifted. [Click here](#) for a full in depth analysis on how to prepare.

### COVID-19 and the SECURE Act

During this unsettling time, as we endure the “new normal” of living with the unfortunate COVID-19 pandemic, this is a good opportunity to put one's legal and financial affairs in order. It is an essential and perfect time to review your current estate plans and suggest to family and friends to get one in place, if they do not have one.

[Read more.](#)

### Change in Law Authorizing New Procedures for Amending Governing Documents

On May 13, 2020, the Minnesota legislature unanimously voted to amend Minn. Stat. 515B.2-118 to authorize new procedures that communities can use when amending governing documents. Specifically, (1) an association can obtain ‘deemed’ approval to amendments from owners who do not vote or do not respond to a request for consent, and (2) where approval of more than 67% of the voting power is required, an association can petition the Court for an Order lowering the approval requirement and approving a proposed amendment.

[Read more.](#)

### 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.

[Read more.](#)



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While everyone is stuck at home, now is the time to prepare for what you want to do down the road.



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**Contributions?  
Questions or comments?**

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