



Enclosed is a package of information for the upcoming 2023 Annual General Meeting (the “AGM”) of CREW Vancouver, scheduled for **8:00am, on Wednesday, November 8, 2023**, which will be held via the Zoom platform (link to be provided prior to event).

During the AGM, CREW Vancouver will be introducing the new Board of Directors, for consideration, for 2024. The enclosed slate is being put forward to the members for approval, together with certain other items as set out in the enclosed notice. The proposed slate for the Board of Directors is set out below.

Each member is encouraged to vote in person at the AGM or may submit a proxy form the Membership Committee at [crew.agm.proxies@gmail.com](mailto:crew.agm.proxies@gmail.com).

**If choosing to provide a proxy form, please assign an attending member to vote on your behalf at your earliest opportunity. Proxy forms must be submitted to [crew.agm.proxies@gmail.com](mailto:crew.agm.proxies@gmail.com) no later than Friday, October 27, 2023, to ensure quorum for the meeting. If you are not sure who will be attending, you may assign Allison Marin, Co-Chair of Membership as a proxy on your behalf.**

Proposed slate for the 2024 Board of Directors – CREW Vancouver:

President – Meghan Henselwood, Manulife Investment Management  
Immediate Past President + CREW Chapter Champion – Tina Lu, QuadReal Property Group  
President-Elect + Director, Membership – Kathy Yu, PCI Developments  
Director, Stakeholder Relations - Erin Elliott, Wesgroup Properties  
Director, Marketing & Communications – Jen Riley, Bosa Properties  
Co-Director, Events – Jelisa Mayes, Hovercraft Builders  
Co-Director, Events – Faye Tam, Concert Properties  
Co-Director, Sponsorship – Margo Smith, Zeidler Architecture  
Co-Director, Sponsorship – Rumi Yamasawa, Dayhu Group of Companies  
Director, Finance – Rachel Orr  
Director, Education Outreach – Madeline Clement, Manulife Investment Management



## **NOTICE**

### **Annual General Meeting**

**Wednesday, November 8, 2022**

To All Members,

The Board of Directors of CREW Vancouver give notice that the annual general meeting of the members will be held at **8:00am, on Wednesday, November 8, 2023** via the Zoom platform (link to be provided prior to event). The proposed resolutions include:

1. To receive and approve the 2022 annual and 2023 YTD financial statements.
2. To receive the report of directors to the members.
3. To vote on the proposed slate of directors for 2024; and
4. To transact such further and other business as may properly come before the meeting or any adjournment or adjournment thereof.

### **Proposed Resolutions**

#### **1. Approval of the 2022 Annual and 2023 YTD Financial Statements**

“Be it resolved as a resolution that the 2022 and 2023 YTD Financial Statements be approved.”

#### **2. Approval of 2024 Board of Directors**

“Be it resolved as a resolution that the following slate be approved as the 2024 Board of Directors of CREW Vancouver”:

President – Meghan Henselwood, Manulife Investment Management  
Immediate Past President + CREW Chapter Champion – Tina Lu, QuadReal Property Group  
President-Elect + Director, Membership – Kathy Yu, PCI Developments  
Director, Stakeholder Relations - Erin Elliott, Wesgroup Properties  
Director, Marketing & Communications – Jen Riley, Bosa Properties  
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Director, Finance – Rachel Orr  
Director, Education Outreach – Madeline Clement, Manulife Investment Management



**Proxy Appointment**

**CREW Vancouver**

I, \_\_\_\_\_, a member in good standing of CREW Vancouver, appoint **Allison Marin** or Other: \_\_\_\_\_ to attend, act and vote for and on behalf of myself, and to act as my proxy at the annual general meeting of CREW Vancouver, scheduled for Wednesday, November 8, 2023 and net any and all adjournment thereof.

\_\_\_ I DO approve the 2022 and 2023 YTD financial statements.

\_\_\_ I DO approve the slate of Directors for 2024.

\*\*\*\*\*

\_\_\_ I do NOT approve of the 2022 and 2023 YTD financial statements.

\_\_\_ I do NOT approve of the slate of Directors for 2024.

Signed this \_\_\_ day of \_\_\_\_\_, 2023.

Signature: \_\_\_\_\_



## Report of Directors

CREW Members, Sponsors and Supporters,

As the year draws to a close, I am thrilled by everything we've accomplished together as a Chapter over the past 12 months. In 2023, our membership base grew by 20%, reaching an all-time high of 240+ active members! We began the year off by revisiting our shared board goals and strategically reallocating responsibilities, including migrating the Volunteer Lead from Membership to Stakeholder Relations and establishing a dedicated Awards Gala Planning Committee to further enhance our goals.

This year, our committees proactively listened to our members, responding swiftly to feedback received from our year-end membership survey. One immediate action we took was diversifying our venue locations, a goal we successfully achieved through various partnerships with both paid and sponsored venue spaces. To kick off the year, we delivered five consecutive sold-out events, and are well on track to conclude the year with an unprecedented offering of 40+ events, catered to our valued members, volunteers, and sponsors.

We are proud to have fully resumed in-person events, offering a variety of formats including members-only, plus one, by invitation only, to industry events. Impressively, 18 events this year were sold out in advance, highlighting the strong demand from our members. While the Annual General Meeting (AGM) maintained an online format and we hosted a joint virtual event with CREW Edmonton on personal branding, the resounding success of this year's in person take up truly underscores the thoughtful curation and exceptional execution of our dedicated volunteers across all portfolios.

We were also delighted to see our committee expand to 86 dedicated volunteers, up from 68 the year prior. Our growing team includes 11 Directors, 14 Committee Chairs/Co-chairs, who oversee 11 committee/subcommittees. I am proud of this active community of women uplifting one another, aligning with CREW Vancouver's mission of "supporting professional women to become leaders in the commercial real estate industry." CREW Vancouver is proud to have also offered the board Media Training earlier this year and will be securing another leadership topic this fall for a follow up board and cochair training.

CREW Vancouver is pleased to have rekindled our partnership with Informa this year, serving as the Opening Remarks sponsor at April's Vancouver Real Estate Forum. At the 30th Anniversary forum, two CREW Vancouver members had the opportunity of attending and networking among a sold-out gathering of over 1500 real estate professionals.

None of these achievements would have been possible without the generous support of our sponsors. We welcomed 11 new sponsors, bringing our total to 53 annual sponsors and three in-kind sponsors, in addition to fostering partnerships for our two annual signature events, the Charity Golf and Awards Gala, with both new and existing sponsors. We extend a sincere and heartfelt thank you to all for your unwavering support!

Below provides a highlight of our 2023 achievements across each portfolio.

## **Leadership Awards Gala:**

Under the continued leadership of **Tina Lu**, CREW Vancouver is proud to host its **CREW Vancouver Leadership Awards** for the third consecutive year. These awards recognize and celebrate extraordinary leadership and success in the Vancouver Commercial Real Estate industry.

Following the resounding success of last year's inaugural award gala, the Awards Committee is pleased to host another sold-out event to honour our award recipients on October 25<sup>th</sup> at the Rosewood Hotel Georgia. This event will feature keynote speaker Cheryl Cran sponsored by Onni Group, a renowned expert on the future of work with 200+ guests in attendance.

In addition to celebrating student scholarship recipients, this year's award category this year will recognize:

- **Catalyst Award** presented by **Grosvenor**
- **Woman of Influence** presented by **Beedie**
- **Rising Star** presented by **Avison Young**
- **Tribute Award** presented by **QuadReal Property Group**
- **Excellence in Service** presented by **Prospera Credit Union**

Initially launched in 2021, the awards program will transition to an every two-year format after three consecutive years, with the next anticipated program scheduled for 2025.

## **Membership:**

Under the leadership of **Kathy Yu**, our Membership Team proudly supporting our ever-growing membership base which reached an all-time high of 240+ registered members. This year, the Membership team hosted 10+ programs including revamping several members-only events to better tailor to member needs and increase member engagement. Key deliverables achieved this year include:

- **New Members Lunch** – Designed for new members to connect and understand their membership benefits. By year end, three sessions will have been hosted at the Shangri-La welcoming our new members, where attendees have an opportunity to meet the Board and the Membership team.
- **Members-Only Learning & Development** programs including:
  - **Mindset for Excellence with Sasja Chomos** – Sold out event tailored to both junior and senior members, this session focused on learning new strategies and tools to overcome the obstacles of the mind to create excellence. Sasja is the President, Culture of Service and Leadership, at Dynamic Achievement and is a specialist in organizational culture, leadership coaching and development, and employee engagement. Driven by her core purpose to create conditions for individuals, teams, and organizations to excel, Sasja helps people develop the mindset and skills they need to achieve superior results.
  - **Finance 101 with Brittany Bonificio** – This sold-out workshop is designed for junior members that wish to learn about real estate finance. Featuring our member Brittany Bonificio, Senior Manager, Real Estate Finance at Anthem Properties, this event was very well received, and Membership is hoping to host subsequent workshops focusing on different disciplines across the industry in the future.

- **Three Secrets to Speak with Confidence** – Hosted at the 601 West Hastings Rooftop, we were pleased to invite Lucas Mattiello to join us as our speaker. Lucas is the Founder of Level Up Living, an official TEDx Speaking Coach and has been featured in Forbes. This workshop focused on removing mental blocks, building confidence, and using tools to be a better public speaker.
- **Members-Only Community Mingler** – We were pleased to bring back this initiative this year to help build meaningful connections amongst our members. The first of the series was for professionals interested in Asset Management, including related disciplines of Investments, Leasing, and Property Management. Strategically, we also opened this event for members to bring 1 additional guest. This event was extremely successful, and we look forward to hosting more Community Minglers in the future.
- **Fireside Chat with Vickie McDonnell** – This event is designed for both junior and senior members as Vickie McDonnell shared her journey in Real Estate as one of the few women at the table throughout her career. Vickie McDonnell has been a long-term supporter and champion for CREW Vancouver and has over 40 years' experience in finance and real estate. She is currently a Corporate Non-Executive Director on the Boards of Westminster Management Corporation (“WMC”), Low Tide Properties and Montrose Property Holdings Ltd. Vickie retired as President and CEO of WMC in 2022. The intimate nature of this event allowed members to ask very personal questions that were specific to their own situations. CREW would like to extend its appreciation to Montrose Properties for generously sponsoring this event's lunch.
- **VIP Industry Leaders Luncheon** – Building upon the success of last year's inaugural Leaders Luncheon, the Membership team hosted its second VIP event, further enhancing and elevating the program format. This year we expanded our VIP Luncheon to 60+ attendees include our Gold Members (10+ years of membership), past presidents and added past board members. We also had the privilege to invite five founding members to join us and speak to the early days of CREW Vancouver. The event took place at the Shangri-La, and play a pivotal role in engaging our senior members, long-term supporters and dedicated volunteers. It not only raised awareness for CREW Convention 2024 with Vancouver proudly serving as the host city, but also generated momentum for as we approached our Chapter's 20<sup>th</sup> anniversary in 2025.

Lastly, the membership team continually leads many aspects of our annual deliverables through call campaigns and outreach efforts with our members and supporters throughout the years for the following:

- Mid-Year / Year End Membership Drive
- Annual Membership Survey
- New Members Onboarding
- AGM
- Member Career Change / Achievement Recognition Program (NEW for 2023).

## **Stakeholder Relations:**

Under the direction of **Meaghan Tullis**, the Stakeholder Relations/IDEA/Volunteer team expanded their mandate and accomplished the following:

- Launched and held a volunteer mingler at the beginning of 2023 focused on educating volunteers about the CREW Network, the CREW Vancouver chapter, individual portfolios and goals for 2023.
- Kicked off a Meet the Board event in June 2023 focusing on industry networking and succession planning for the Board and committees.
- Increased our volunteer roster to 80 + volunteers.
- IDEA (Inclusion, Diversity, Equity & Allyship) subcommittee spent the year focusing on ways to support our internal portfolios, volunteers, and members by:
  - Continuing to build a resource list for diverse suppliers and vendors with a focus on accessibility.
  - Working to expand a resource hub and training manual for volunteers and board members.
  - Partnering with the Thoughtful Co to provide CREW members a discount to their Gender Equity & Inclusivity Certification with the goal to build a more inclusive and equitable workplace.

## **Events:**

Under the direction of **Elaine Chong** and **Meghan Henselwood**, our Events Committee built upon the success of 2022 by hosting twenty as of the end of September 2023, with an additional three events held in October and November.

The focus of Events remains aligned with the goals set forth in 2022:

1. **Nurturing a Culture of Member Engagement:** Our commitment to fostering a vibrant culture of member engagement has only grown stronger, as evidenced by the remarkable attendance and enthusiasm at our events.
2. **Developing Leaders from Within:** We take immense pride in our role as a platform for nurturing emerging leaders within our organization and the industry at large. We continue to shine a bright spotlight on the exceptional talents of our members and allies.
3. **Advancing Women in CRE:** Our dedication to acting on industry research and advancing the cause of women in Commercial Real Estate (CRE) has yielded tremendous results, with an ever-growing impact.

In line with these objectives, we are excited to highlight some of our standout events:

- Events introduced a new format for our Economic Update Lunch in collaboration with our Diamond sponsor, Scotiabank. Rebekah Young, Vice President and Head of Inclusion and Resilience Economics at Scotiabank, led an engaging and informative discussion at the Shangri-La. The event was sold out and offered invaluable insights into the near-term economic landscape, including inflation, interest rates, and their far-reaching impact on labour markets, housing, and business investments.
- Building upon the incredible success of our Signature Lunch series in 2022, CREW Vancouver proudly presented 'Say Less, Get More in Business.' This event featured the brilliant negotiator Fotini Iconomopoulos, who shared the art of persuasion and negotiation with a captivated audience. Attendees left with actionable techniques to become influential leaders in our industry.
- Our annual golf tournament, held at the University Golf Course in July, experienced unprecedented

demand, selling out within 30 minutes. Thanks to the enthusiastic participation of our golfers, 50/50 participants, and silent auction sponsors, we exceeded our fundraising goal of \$5,000, raising an impressive net total of \$5,147.67, all of which was donated to the CREW Network Foundation.

Our Events Committee has meticulously curated a diverse array of events, including seven business networking gatherings, eight industry speaker sessions, and three illuminating building tours, with three more exciting events yet to come. Some of the highlights include:

- We kicked the year off with a members-only tour of Deloitte Summit by Westbank
- CREW Vancouver returned to Après Après in Whistler for our annual CREW ICSC Signature Cocktail Reception to another sold-out crowd
- Our Industry Leaders Series continued with three events as followed:
  - February – Breakfast with Madeleine Nicholls, former Senior Managing Director, Vancouver Brokerage and National Retail Brokerage Lead for Colliers
  - May – Fireside chat with Shenoor Jadavji, Founder & CEO of Lotus Capital Corp. and CREW's 2022 inaugural Catalyst Award winner
  - October – Breakfast with Sandra Ferenz, Managing Director, Portfolio Manager & Product Strategy for Trez Capital. Breakfast is sponsored by Trez Capital for this event
- With a focus on career building and networking, CREW Vancouver hosted a series of five workshops, targeting all members across their career's, with The Thoughtful Co:
  - Implementing & Maintaining Women's Employee Resource Groups
  - Compensation Negotiation 101 for Director Levels and Above
  - Interview & Performance Review Prep: Identifying Your Unique Strengths
  - Manager Compensation Training
  - Compensation Negotiation 101: Below Director Levels (November)
- To facilitate business networking within the industry, several large-scale format networking mixers were held:
  - In April, we hosted the Western Apartment Conference and Vancouver Real Estate Forum kick-off Networking Mixer. This was a sold-out event with 180 attendees, with several CREW members joining from across Canada.
  - Introduction of a new networking event for our industry's Emerging Leaders (40 years of age and below). This event took place at Hastings Racetrack and to an overwhelmingly positive response from those in attendance.
  - Collaborating with Women of BOMA, we hosted a September Networking Mixer and building tour on the rooftop of the new Vancouver Centre II on September 7th
- We hosted two additional member-only building tours in 2023:
  - Comma Fraser by Rize Alliance Properties - a purpose build rental led by an all-female team of developer, architect, and general contractor in collaboration with Hovercraft Builders & Yamamoto Architecture
  - The Stack by Oxford Properties – Heritage Office Furnishing sponsored light refreshments and snacks after the tour
- We hosted several golf-related events, including a Golf Lesson Series with over 20 members attending over three days and a Twilight Golf session with 16 participants.

As we approach the close of this year, we are eagerly looking forward to our annual Holiday Social on November 23rd. This event promises to be a celebration where we will express our heartfelt appreciation for the dedication and hard work of our 80+ CREW Vancouver Volunteers, who are the heart of our organization. Excitingly, this year's venue, D6 at the Parq, will accommodate over 200 industrial professionals and volunteers, making it a truly memorable occasion.



## **Finance & Governance:**

Under the direction of **Rachel Orr**, our Finance & Governance Team worked diligently to ensure we maintained our strong financial and governance position:

- Our Director of Finance, Rachel Orr, has worked closely with board members and committee members to determine the financial feasibility of our events, leadership awards gala, CREW Convention and leadership & training sessions.
- We are on track to meet our budget for 2023.
- We continued our timely review of expense claims and monthly financial statements.
- All tax filings are up-to-date.
- We have been proactively managing and administering our cash reserve, with excess cash held in short-term investments.
- Our Governance sub-committee has been in effect for four years, and consistently pursue opportunities to enhance:
  - Succession Planning – establish a more immersive succession planning process and smooth and thoughtful transition for our Board of Directors, Committee Leads, and Committee Members.
  - Sponsors – Ensuring we have a comprehensive sponsorship program in place to optimize value to our sponsors.
  - Policies – Formalizing governance policies including regular bylaw review and updates for 2024
  - Operational Advancement – Optimizing the work provided by management company.

## **Marketing & Communications:**

Under the direction of **Patti Glass**, who led an all-star Marketing and Communications Committee, we cultivated momentum and raised awareness through the creation and execution of enhanced deliverables aimed at reaching our key stakeholder audiences. Administrative support from ManageWise has further facilitated our efforts. Highlights as at beginning of October include:

### **Increased Social Media Activity:**

- *Increased* Instagram followers by 11%: **1,743** (1,569 in 2022)
- *Increased* Instagram posts by 87%: **140** (75 in 2022)
- *Increased* Linked follows by 63%; **1,798** (1,100 in 2022) LinkedIn followers.
- Distributed [52+ email campaigns to over 1400+ subscribers].

### **Created and Issued Three Documents:**

1. Media Relations Policy containing guidelines for public relations activity;
2. Marcomms Operations outlining how the MARCOMM committee operates;
3. Communications Process for committee chairs to reference.

### **Other Achievements:**

- Featured 6 member spotlights.
- Collaborated with dedicated Golf and Awards committees on materials and digital strategy needs.
- Promoted 2024 Convention and Co-Chair announcement.
- Supported the Executive Committee in key messaging related to external media opportunities that continue to build CREW Vancouver brand awareness.

## **Education & Outreach:**

Under the direction of **Madeline Clement**, the Education & Outreach Team worked to increase student opportunities and exposure to the industry and continued to provide value to members through the CREW Vancouver mentorship program.

### UCREW

- We hosted our Spring Signature Student Networking event in April at CBRE's head office. We had 8 industry professionals from different CRE fields speak about the careers in breakout sessions providing opportunities for undergraduate and graduate students from UBC, SFU, and BCIT to learn from experienced industry professionals. We had a record high attendance of over 80 people.
- We partnered with Avison Young to send 20 students to the Appraisal Institute Conference where the students got to network and learn about different topics within valuation.
- We were the education sponsor for the SFU Beedie Urban Development Program and Vanessa Lee (E/O Chair) and Michelle Thai (E/O Committee Member) provided significant contributions to the programs curriculum and case study assignment. Madeline Clement (E/O Director) was one of the judges for the case study presentations.
- We hosted our Fall Signature Student Networking event at Manulife's 980 Howe in partnership with the NAIOP Developing Leader Committee. We had a panel of 8 experienced industry professionals who shared insights on their different careers within our industry. We had a record high attendance of over 100 people.
- We restructured our newly developed Student Mentorship program to pair students with associate level professionals on a rotating basis and just launched our fall program.

### Mentorship

- We hosted our 2022/23 wrap up and 2023/24 kickoff event at Edgar Developments office.
- Our 2023-24 CREW Vancouver Mentorship Program cohort consisted of 17 (up from 11 last year) mentor/mentee pairings. We wish to thank the following mentors for their commitment to the program and for sharing their expertise with many deserving mentees:
  - Alison Miles Cork, Grosvenor – Vice President, Investment
  - Amy Lang, Colliers – Director, Talent Development
  - Anna Cuyegkeng, QuadReal Property Group – Senior Tenant Coordination Manager
  - Cindy MacMillan, Grosvenor – Vice President, Investment
  - Erin Elliott, Wesgroup – Vice President, Accounting
  - Faye Tam, Concert Realty Services – Director, Investments
  - Jasmean Toor, Edgar – Vice President, Real Estate Finance
  - Joanna Holiday, Grosvenor – Senior Manager, Corporate Marketing
  - Mackenzie Biggar, Chard Development – Vice President, Development
  - Madeline Clement, Manulife – Director, Asset Management
  - Meghan Henselwood, Manulife – Managing Director, Transactions
  - Michelle Child, Franco & Co. – Senior Commercial Mortgage Advisor
  - Regina Markland, Turner Construction – Construction Manager
  - Shanon Thornley, Concord Pacific – Senior Director, Commercial Leasing
  - Stephanie Marshall, Nicola Wealth Real Estate – Director, Value Add Fund
  - Vera Liu, KingSett Capital – Director, Investments
  - Willow King, Floorspace – Associate Vice President

## Scholarships

- We announced our recipient of the CREW Vancouver Award at the SFU Beedie School of Business Advancing Women in Commercial Real Estate to Christina Cao (third year BBA student).
- With the support of our Education Sponsor Conwest, the recipient of joined scholarship at UBC's Sauder School of Business in honor of the late Lee Hester will be announced in late October.
- Focused on supporting a diverse pipeline of talent into the CRE industry, we continue to advance expansion of the CREW Vancouver scholarship program with the Vancouver School Board and to additional post-secondary institutions in the lower mainland.

## Sponsorship:

Under the direction of **Margo Smith** and **Veronique Turner**, our Sponsorship Team had another excellent year:

- With a huge thanks to all our sponsors, we are excited to report that we had a 100% return on sponsors for 2023 with 10 new sponsors joining us, along with a new in-kind Printing sponsor. We thank you all for your support. We could not do what we do without your generosity.
- We started the year with our annual Sponsor Appreciation Lunch in February 2023 at the Hotel Georgia where we were able to thank and connect with all of our 2022 sponsors.
- We engaged with our sponsors on an ongoing basis and held several meetings to get real-time feedback on our efforts.
- We grew our sponsorship team to include 2 co-chairs and 2 volunteers, allowing us to provide enhanced communication with our sponsors.
- We have been working closely with the Events and Membership committees to ensure our sponsors were continuously highlighted throughout all of the events and able to access additional promotional benefits throughout the year.
- We saw very successful sponsor engagement during our signature Golf Tournament in August and launched the very first "Best Hole Activation" which was awarded to Avison Young - Congratulations!
- We are very excited for the upcoming Leadership Awards Gala in October as it will be an excellent opportunity to highlight our amazing sponsors. Thank you to all of our sponsors who have generously committed to sponsoring an award or other aspect of the gala, your contributions will help make this event a success and an annual highlight for our industry.

## CREW Foundation:

Under the direction of our Past President and Chapter Champion, **Jasmean Toor**, our chapter continued its long-standing support of CREW Network Foundation, and through a team effort, achieved the Trifecta Challenge in the first time in the chapter's 18-year history. The annual Chapter Challenge increases awareness of the Foundation's powerful reach, and together with our proceed from our Charity Golf Tournament, a total of \$8,297.67 was donated by our chapter towards scholarships, industry research and career outreach.

The Chapter Challenge was met by completion the following:

1. Each of the board of directors making a personal donation to Foundation
2. At least 50% of members making a donation, and
3. The chapter making a minimum \$1,000 donation

Achieving Trifecta is a significant accomplishment, and CREW Vancouver hope to achieve the same results next year to support scholarship winners and other Foundation initiatives.

## **CREW Convention 2024 with Vancouver as Host City**

Under the direction of our President, **Tina Lu**, the CREW Vancouver Board is pleased to announce the successful appointment after an open call for the Host Chapter Co-Chairs for the 2024 CREW Convention to be held in Vancouver between September 25 to 27, 2024.

Convention Co-Chairs are **Ashley Willard Bauman**, Principal at Beyond the Buildings, and **Chrystal Burns**, Executive Vice President, Canadian Retail at QuadReal Property Group. Both have served in the role of CREW Vancouver President and Past President. Ashley also served on the Member Education Committee with CREW Network. Chrystal was one of our chapter's founding members and was the recipient of the CREW Vancouver 2022 Woman of Influence Award, recognized as a true champion for women and her last impact within her organization and the industry as a whole.

Responsible for a portion of the convention programming, Ashley and Chrystal will oversee and manage four planning committees (Learning Excursions, Marketing, Sponsorship, Leisure/Volunteer) and serve as the key liaison between CREW Vancouver and CREW Network. Ashley and Chrystal also successfully hosted the Vancouver Welcome Booth at CREW Convention Atlanta Marketplace earlier this September, and received an overwhelming warm reception from our CREW global members.

CREW Vancouver would like to extend our thanks to the CREW Network Staff, as well as CREW Network President & CEO, Wendy Mann, for their on-going guidance and support as our chapter prepares to make history by hosting the CREW Convention in Canada for the first time. We eagerly await in welcoming over 1300+ CREW members from around the world to our beautiful city! Stay tuned for future announcements about partnership and volunteering opportunities.

CREW Vancouver would also like to express our sincere appreciation our two diamond sponsors Conwest and Nicola Wealth for their generous support of the Convention. We were thrilled to showcase three distinguished Vancouver speakers **Ben Taddei**, **Liz Firer-Gillespie**, and **Stephanie Marshall** at this year's CREW Convention in Atlanta.

## **CREW Vancouver Well Represented at CREW Network**

In addition to serving our Vancouver Chapter, we would like to proudly acknowledge several individuals who have assumed leadership roles by serving on the global CREW Network Committees. CREW Vancouver would like to recognize the following members for their unwavering dedication and service:

- Ashley Willard Bauman - Member Education Committee Member
- Chantal Francoeur - Communications and Editorial Committee Member
- Chelsea Tisdelle - Industry Research Committee Member
- Cindy MacMillian – Audit Committee Chair and CREW Network Board Liaison
- Madeline Clement – Scholarship Selection Committee
- Tina Lu - Member Education Committee Member

Additionally, please join me in extending our congratulations to **Cindy MacMillian** on her recent appointment as **President-Elect for the 2024 CREW Network Board of Directors**. Cindy has been a dedicated CREW member for more than a decade, having previously served on the CREW Vancouver Board between 2017-2021, CREW Vancouver President in 2019, past Chapter Champion, and is currently serving her first year on the CREW Global Network Board of Directors.

## In Closing:

I am immensely proud of the outstanding work we collectively accomplished this year, advancing our mission of “accelerating women in Commercial Real Estate”. As we reflect on 2023, it clear that it has been a year of remarkable achievements as we set the stage for two significant milestone years for our chapter ahead. In 2024, CREW Vancouver will take center stage as the host chapter of CREW Convention next September, welcoming over 1300+ CREW members from around the world to our beautiful city. Following that in 2025, our chapter will celebrate our 20<sup>th</sup> anniversary, marking two decades since our incorporation as a society on April 1, 2005.

As the 2023 CREW President, I had the privilege of serving on the board the last three years. Some of my fondest memories are bonding with fellow board members and counterparts from our sister chapters across the Pacific Northwest as delegates at Chicago Convention, Albuquerque Winter Summit, Oklahoma City Spring Summit, and most recently, the Alanta Convention. I will forever be grateful for all of the opportunity CREW has given me and will cherish the special bonds I’ve build locally and with our sister chapters across Canada, as we collaboratively work towards our shared goal of accelerating success for women in the industry globally.

It has been an honour of lifetime to serve as your President of CREW Vancouver. I can’t wait to see what the future holds! With that, I’d like to thank the 2023 Board Members for your dedication and undying commitment to CREW, you are an incredible group of talent:

Meghan Henselwood (Manulife Investment Management) - Co-Director Events + President Elect

Jasmean Toor (EDGAR Development) - Past President

Meaghan Tullis (SHAPE) - Director Stakeholder Relations

Patti Glass (Grosvenor) - Director Marketing & Communications

Elaine Chong (AES Engineering) - Co-Director Events

Margo Smith (Zeidler Architecture) - Co-Director Sponsorship

Veronique Turner (Headwater Projects) - Co-Director Sponsorship

Rachel Orr - Director Finance

Madeline Clement (Manulife Investment Management) – Director Education Outreach

Kathy Yu (PCI Developments) - Director Membership

A big thank you goes to **Jasmean Toor** for her dedicated service this year. She stepped out of “CREW Retirement” with having previously served as Chapter President in 2017. Jasmean rose to the occasion when called upon and assumed the Past-President advisory role providing invaluable support in advancing our chapter mandate. As her board tenure comes to a close, I would like to thank Jasmean for your dedication this past year!

As we set our sights on 2024, the future is bright for CREW Vancouver. Congratulations to our incoming President, **Meghan Henselwood!** Meghan, with your strategic mindset, I have no doubt you will provide focused leadership to propel our chapter to new heights in 2024 and beyond. With Meghan at the helm leading our Chapter and Cindy MacMillan at the Network level, CREW Vancouver is well poised to leave its mark as host city and welcome the world for the 2024 CREW Network Convention!

Congratulations to our incoming 2024 Board of Directors, I'm excited to see all that next year will bring:

President – Meghan Henselwood, Manulife Investment Management

President-Elect + Director, Membership – Kathy Yu, PCI Developments

Director, Stakeholder Relations - Erin Elliott, Wesgroup Properties

Director, Marketing & Communications – Jen Riley, Bosa Properties

Co-Director, Events – Jelisa Mayes, Hovercraft Builders

Co-Director, Events – Faye Tam, Concert Properties

Co-Director, Sponsorship – Margo Smith, Zeidler Architecture

Co-Director, Sponsorship – Rumi Yamasawa, Dayhu Group of Companies

Director, Finance – Rachel Orr

Director, Education Outreach – Madeline Clement, Manulife Investment Management

Once again thank you to everyone that contributed to CREW Vancouver in 2023!

Tina Lu

CREW Vancouver 2023 President

QuadReal Property Group

## CREW Vancouver Balance Sheet As at 12/31/22

### ASSET

#### Current Assets

Foreign Exchange	7,268.83	
Coast Capital Savings - CDN Account	212,926.61	
Coast Capital Savings - USD Account	<u>21,402.30</u>	
Total Cash		241,597.74
Term Deposit (Reserve Policy)		0.00
Accounts Receivable	6,500.00	
Accrued Interest Receivable	902.46	
AR - CCS Membership Shares	<u>5.00</u>	
Total Receivable		7,407.46
Prepaid - SSU Management Fees		0.00
Prepaid - Other		<u>12,336.40</u>
<b>Total Current Assets</b>		<u><u>261,341.60</u></u>

### TOTAL ASSET

261,341.60

### LIABILITY

#### Current Liabilities

Accounts Payable	40,425.06	
Desjardins - VISA	5,485.53	
Accrued Liabilities	1,955.00	
Unearned Revenue - Memberships-2023	<u>19,210.00</u>	
<b>Total Current Liabilities</b>		<u><u>67,075.59</u></u>

### TOTAL LIABILITY

67,075.59

### EQUITY

#### Equity

Retained Earnings - Previous Year	241,455.09	
Current Earnings	<u>(47,189.08)</u>	
<b>Total Equity</b>		<u><u>194,266.01</u></u>

### TOTAL EQUITY

194,266.01

### LIABILITIES AND EQUITY

261,341.60

## CREW Vancouver Income Statement 01/01/22 to 12/31/22

### REVENUE

#### Income

Membership Dues	68,795.00
Sponsorship - Corporate	167,895.00
Sponsorship - Golf	19,954.00
Sponsorship - Gala Revenue	24,900.00
Event Revenue - Golf	50,260.10
Event Revenue - Other	29,143.96
Event Revenue - Gala	39,600.00
Interest Revenue	6,277.35
Other Revenue	0.00

**Total Income** 406,825.41

**TOTAL REVENUE** 406,825.41

### EXPENSE

#### Expenses

Membership	65,195.98
Sponsorship	10,344.65
Marketing and Communications	5,190.42
Events - Golf	69,669.37
Events - Other	79,896.17
Event - Gala Expenses	88,647.54
Education/Outreach	9,443.63
IDEA	535.36
Donation to CREW Foundation	3,665.00
Governance	11,122.65
SSU Services	41,849.32
Managewise - Services Account	19,574.66
Other Operating Expenses	48,459.74
Stakeholder Relations	0.00
Bad Debts	420.00
Contingency	0.00
Reserve Funding	0.00

**Total Expenses** 454,014.49

**TOTAL EXPENSE** 454,014.49

**NET INCOME** (47,189.08)



## CREW Vancouver Balance Sheet As at 08/31/23

### ASSET

#### Current Assets

Foreign Exchange	1,097.50	
Coast Capital Savings - CDN Account	153,570.34	
Coast Capital Savings - USD Account	<u>5,561.13</u>	
Total Cash		160,228.97
Term -1YR Redeemable GIC		100,000.00
Term - 30-364 Day TBill GIC		0.00
Term Deposit (Reserve Policy)		0.00
Accounts Receivable	0.00	
Accrued Interest Receivable	902.46	
AR - CCS Membership Shares	<u>5.00</u>	
Total Receivable		907.46
Prepaid - SSU Management Fees		3,206.87
Prepaid - Other		<u>41,817.96</u>
<b>Total Current Assets</b>		<u><u>306,161.26</u></u>

### TOTAL ASSET

306,161.26

### LIABILITY

#### Current Liabilities

Accounts Payable	23,264.14	
Desjardins - VISA	<u>15,300.54</u>	
<b>Total Current Liabilities</b>		<u><u>38,564.68</u></u>

### TOTAL LIABILITY

38,564.68

### EQUITY

#### Equity

Retained Earnings - Previous Year	194,266.01	
Current Earnings	<u>73,330.57</u>	
<b>Total Equity</b>		<u><u>267,596.58</u></u>

### TOTAL EQUITY

267,596.58

### LIABILITIES AND EQUITY

306,161.26

## **CREW Vancouver**

### **Income Statement 01/01/23 to 08/31/23**

#### **REVENUE**

##### **Income**

Membership Dues	83,290.00
Sponsorship - Corporate	180,000.00
Sponsorship - Golf	32,180.00
Sponsorship - Gala Revenue	0.00
Event Revenue - Golf	54,013.72
Event Revenue - Other	37,744.55
Event Revenue - Gala	0.00
Interest Revenue	7,237.31
Other Revenue	0.00
<b>Total Income</b>	<u>394,465.58</u>

#### **TOTAL REVENUE**

394,465.58

#### **EXPENSE**

##### **Expenses**

Membership	66,916.30
Sponsorship	25,628.60
Marketing and Communications	1,493.05
Events - Golf	69,176.06
Events - Other	75,933.22
Event - Gala Expenses	1,303.96
Education/Outreach	2,653.13
IDEA	0.00
Donation to CREW Foundation	5,147.67
Governance	0.00
SSU Services	26,847.12
Managewise - Services Account	15,828.60
Other Operating Expenses	17,956.95
Stakeholder Relations	3,408.91
Strategic Expenses	8,841.44
Bad Debts	0.00
Contingency	0.00
Reserve Funding	0.00
<b>Total Expenses</b>	<u>321,135.01</u>

#### **TOTAL EXPENSE**

321,135.01

#### **NET INCOME**

73,330.57