



WX NEWS

NEW YORK
WOMEN EXECUTIVES
IN REAL ESTATE

WINTER 2019

PRESIDENT'S LETTER



Thirty years young, WX remains a dynamic and thriving organization. We are financially stable. We have a high level of engagement. Membership is coveted. Our mission is supported more than ever before through

generous sponsors (and tireless fundraising efforts by our Gala committee). Our signature scholarship and mentoring program participants continually shine. The mission driven philanthropic initiatives are impactful. We should all take great pride in these accomplishments.

As WX members, we all have an obligation to leave our mark in some way and those that have come before us have done so beautifully. My sincere thanks to all of you who have served in leadership and on committees over the last 30 years, molding WX into the unique, purposeful and powerful organization it is today.

In preparing to write this letter, I went back to former President Suzanne St. Pierre's letter from Winter 2018, which spoke of a new WX initiative, "Building our Business Together." I also reflected on the recent speech by Cheryl Boyer, our 2018 Woman of the Year, in which she quoted Wharton Management Professor Adam Grant: "We have this strange breed of people that I call givers. It's not about donating money or volunteering necessarily, but looking to help others by making an introduction, giving advice, providing mentoring or sharing knowledge without any strings attached. These givers actually prefer to be on the contributing end of an interaction." "A giver. I strive to be one," Cheryl added. The intersection of these two ideas provided the inspiration for my first President's Letter.

The message is quite simple and brings us full circle as we celebrate our 30th Anniversary this year. The original construct of WX was to create a network of givers. WX membership is intended to provide unbridled access to a variety of resources that can help you expand your network,

>> ARTICLE CONTINUED ON NEXT PAGE

UPCOMING EVENTS

WX POST-HOLIDAY PARTY

Members Only
Tuesday, January 8, 2019
6:00 PM – 9:00 PM
KPMG

WX JANUARY BREAKFAST: 2019 MARKET UPDATE

Tuesday, January 15, 2019
8:00 AM – 10:00 AM
The Harvard Club

WX MENTORING CAREER PANEL NIGHT

Mentors and Mentees Only
Wednesday, January 23, 2019
6:00 PM – 9:00 PM
JPMorgan

WX FEBRUARY BREAKFAST: THE FUTURE OF TRANSPORTATION AND ITS EFFECT ON URBAN CENTERS

Thursday, February 7, 2019
8:00 AM – 10:00 AM
The Harvard Club

WX MODERATOR/PANELIST TRAINING

Members Only
Tuesday, February 12, 2019 or
Wednesday, February 13, 2019
Multiple 2-Hour Sessions
Newmark Knight Frank & AECOMTishman

CONSTRUCTING A CAREER: AN EVENING WITH WX & NEW

Members Only
Thursday, February 28, 2019
6:00 PM – 8:00 PM
Nontraditional Employment for Women (NEW)

WX NEW MEMBER EVENT

Members Only
Wednesday, March 27, 2019
6:00 PM – 8:00 PM
Delos

WOMAN OF THE YEAR: 2018 GALA RECAP

WX hosted its Annual 2018 Woman of the Year Gala honoring Cheryl Boyer on Thursday, November 15, 2018 at The Pierre Hotel. The sold-out gala raised over \$608,000 -- a new record. Proceeds from the event support the WX Scholars and Mentoring programs, which aid talented young women in their pursuit of careers in the real estate industry. Steve Angel, Principal and Founder of Fulcrum Hospitality, introduced Cheryl saying, "Cheryl's dedication to giving back is embodied within her work at WX, ranging from mentorship of scholarship recipients and young women at the start of their professional careers, to holding posts as WX Past President of both the WX organization



itself as well as its Charitable Trust". Angel referred to Cheryl an "unstoppable force" and "is always giving of herself and there for [the team]." Recognized as an active industry leader, Cheryl is a Board Member and Immediate Past President of the Cornell Hotel Society, Membership Chair of the President's Council of Cornell Women and is a member of the Cornell University Council, Cornell Hotel School Dean's Advisory Board, Hospitality Asset Managers Association and Lodging Industry Investment Council. Cheryl has been a member of WX for more than 13 years and currently serves on the WX Scholars Program Committee, where she serves as the liaison for Cornell University.

In her remarks, Cheryl noted she was stunned and honored to join the list of accomplished honorees who have served as Woman of the Year.

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PRESIDENT'S LETTER CONTINUED

keep you current on industry trends, provide a needed touchstone for advice and last, but not least, allow you to be a giver. The WX Board and committees strive to live up to and deliver on the WX value proposition. A value proposition is a promise of value to be delivered, communicated, and acknowledged. It is also a belief from the customer, in this case you, about how value will be delivered, experienced and acquired.

To that end, 2019 will be dedicated to (i) continuing to refine and provide superior programming and networking opportunities, (ii) communication and engagement, and (iii) activating a collective “giver” mindset in the context of “Building our Business Together.” To help us accomplish these goals, I would like to hear from each of you for it is your creativity and ideas that fuel the engine and drive our mission. I say this genuinely: I feel incredibly supported by all of you in my role as President and I hope that you will find the time to pick up the phone, email or catch me at an event to provide the much appreciated feedback that will help me serve WX in the best possible way. The WX Board members are equally interested in hearing from you. In addition, I encourage you to seek out each other, using WX as your calling card, and see where the conversation may lead in terms of advancing women, and each other, in our respective professions.

We have curated a membership of accomplished professional women who are passionate, collaborative, and yes, givers. Happy 30th Birthday WX!

—BETH ZAFONTE, WX PRESIDENT WX

GALA RECAP CONTINUED

She could not imagine a time when she wasn't involved with WX. “WX’s mission is more relevant than ever. True, there are more women in real estate leadership roles today, compared to 30 years ago (many of whom are WX Members); but we can all agree there is so much more we can do. It’s not ok to say ‘I don’t care.’ We must all care about each other and about the young professionals who are the future. There is more to give.”

Click [here](#) to view all 2018 Woman of the Year Photos WX

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NEW MEMBERS

WX IS PLEASED TO WELCOME THE FOLLOWING WOMEN WHO HAVE BEEN ADMITTED FOR FALL 2018 MEMBERSHIP:

Cassandra Clark
JPMorgan Asset Management

Kei Hayashi
BJH Advisors

Jill Grabel Kirby
Madison Capital

Lesley Lisser
Invesco Real Estate

Nnenna Lynch
Xylem LLC

Alexis Offen
Trust for Governors Island

Bethany Ropa
UBS

Lauren Sanders
Midwood Investment and Development

**WX SCHOLARS PROGRAM:
NOW ACCEPTING APPLICATIONS FOR
2019 SCHOLARS**

The WX Scholars Program is pleased to announce that applications are now being accepted for the 2018-2019 academic year. The goal of the WX Scholars Program is to encourage and support bright and talented young women who are completing their undergraduate or graduate degree programs and who will be entering the real estate profession in the New York metropolitan area. The Scholars designation will be awarded based on criteria such as academic merit, demonstrated interest in a real estate career, and likelihood of working in the NY metropolitan area. Depending upon need, scholarships of up to \$10,000 may be awarded.

Since 2004, WX has made 269 awards totaling \$1.26 million to women at 15 schools. The WX Scholars are invited to participate in the WX Mentoring Program, a 2-year Program that matches Scholars with WX mentors from various segments of the real estate industry. The WX Mentoring program sponsors educational programming, professional development and networking opportunities for the Mentees. Additionally, the Scholars are invited to attend the annual Woman of the Year Gala, monthly breakfast meetings at The Harvard Club, and WX membership programming and activities on a select basis.

Participating schools include, but are not limited to Columbia University, New York University, Baruch College, New York Law School, City College of New York (CCNY), Pratt Institute, Rutgers University, University of Pennsylvania, Georgetown University, Lehigh University, Yale University, Harvard University, Cornell University, Massachusetts Institute of Technology, and Fordham University.

Application materials are now available on WX’s website, and will be accepted until January 31, 2019. The Scholars Program Committee comprises WX members who are each dedicated to maintaining school contacts, reviewing applications, and interviewing applicants. Please contact Co-chairs Maria Kastanis (Maria.Kastanis@peoples.com) and Jennifer Schwartzman (jschwartzman@ngkf.com) if you would like to join the Committee or have questions about the program.

To access the WX Scholars Application, please visit: www.wxnyre.com/scholarship/apply/ WX

2018 SUMMER INTERNSHIP GRANTS

For the past few summers, the WX Scholars Program has awarded Summer Internship Grants to students who are developing careers in real estate and related fields, and who require financial assistance with housing or other living expenses while participating in their summer jobs or internships in New York City. This summer, five grants were awarded to students from four different schools, totaling \$25,000. The students worked in various real estate fields, including finance, development, landscape architecture, and affordable housing construction. Based on feedback we received from the participants, we know the WX Grants made a big difference in their internship experience.



“ *The WX Summer Internship Grant helped give me some peace of mind while living in New York for the summer. It also provided me with a wonderful new network of like-minded women, both WX members and fellow grant recipients. As I pursue a career in New York real estate upon graduation in the spring, it will be invaluable to have this network of contacts, many of whom already live in the NYC area.* ”

-Ellyse Murphy

**PROGRAMMING COMMITTEE:
FALL 2018 RECAP**

The Fall Breakfast series featured its signature mix of timely topics, insightful discussion and great networking at the Harvard Club. In October, Nancy Packes, President of Nancy Packes Inc., and Will Silverman, Managing Director/ Group Head of Investment Sales at Hodges Ward Elliott each presented their own data-driven perspective on the New York City residential market. Julia Butler, Director at Kohlberg Kravis Roberts (KKR) moderated the panel. In November, we hosted a breakfast discussion on “PropTech:

GET (& STAY) CONNECTED

Stay connected with WX through our website, at wxnyre.com, and log into the Member Portal from the website, where you can register for upcoming programs and events, update your member profile, access the Member Directory, read member news and access the Job Board. If you don’t have your password, you can retrieve it once you click to the database.

Follow us on LinkedIn
 WX Inc.

Like us on Instagram
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Changed positions? Have new contact details? Alert association management to maintain an updated profile. Email info@wxnyre.com



Disruption or Evolution?” featuring Julien Bonneville, Founder/ CEO at TheGuarantors, Poonam Mathis, Founder/CEO at StealthForce and Camille Renshaw, Co-Founder/CEO at B+E. Barbara E. Champoux, Principal at Champoux Law Group PLLC, moderated the panel. The diverse panelists, comprised of the CEOs of three leading PropTech Companies, discussed the challenges, opportunities and leading innovators in the industry, as well as its transformative impact on real estate. In December, we focused our lens on the New Rochelle development market, which has become a beacon within the trend of Transit Oriented Development. The panelists included Luiz Aragon of the City of New Rochelle, William Balter of Wilder Balter Partners, Sherry Wang of Goldman Sachs - Urban Investment Group, and Seth Pinsky of RXR Realty. Katherine Kelman of L+M Development Partners moderated the discussion. The WX programming committee welcomes suggestions for topics for our breakfast program. You may reach out to Miriam Harris at Miriam.harris@tphs.com. WX

2018-2019 MENTORING PROGRAM UPDATE

The WX Mentoring Program welcomed 35 Mentor-Mentee pairs this Fall. This summer’s “call for volunteers” made for a smooth pairing process and we are delighted that many of this year’s Mentors are new WX members. The Mentoring Committee is grateful for the WX Members who volunteer their time and share their experiences with our Mentees.

WX Cook-Off | The program kicked-off the year Italian-style with its first event in September. WX Mentor-Mentee pairs met and gathered at Rustico Cooking for an evening of networking, conversation, cooking, wine and dining. The evening was a spectacular – and delicious – success. Mentor-Mentee pairs met for the first time and became acquainted over a “home-cooked” meal.

You’ve Earned It Baby | In November, the WX Mentoring Committee welcomed Joann S. Lubin, career columnist for The Wall Street Journal, Pulitzer Prize winner and author of “Earning It: Hard-Won Lessons from Trailblazing Women at the Top of the Business World.” Joann’s presentation addressed imposter syndrome - the notions of insecurity and self-doubt about whether we are “good enough” to have earned a “seat at the table.” In addition to her personal experiences, Joann shared insights and strategies gleaned



from top women executives that are the basis of her book. After an active Q&A session, attendees received a copy of her book.



The Art of the Deal WX Style | Building on our initiative to offer intimate roundtables, in December WX Mentees learned from industry experts Sara Berkeley of Gibson, Dunn & Crutcher LLP, and Rachel Hunter of Apollo Global Management, on deal closing essentials. The workshop demystified the closing process and focused on due diligence, standard practices and legal implications of closing a deal.

The Ultimate Career Night | The Mentoring Program is planning to host its fourth annual Career Night event on January 23rd. The symposium style event will comprise panels on Development, Investment Management, Capital Markets, and Construction, Design and Architecture. Participants will select two of these panels, each hosted by WX Members who will share personal stories as well as practical advice for how to succeed in their fields of expertise. The event concludes with Mentor-Mentee networking over light bites and refreshments. **WX**

NETWORKING EVENTS 2018-2019

The WX Networking Committee continues its mission of delivering members opportunities to expand their professional relationships and their networking skills. Thank you to all the members of WX who attended our 2018 events, including the wine tastings, speed networking, the summer outing and much more. We also extend a special thank you to all that donated clothing to the WX Clothing Drive, which helped support the New York City Mission and Hope's Door.

We will kick off 2019 with the WX Post-Holiday party on January 8, 2019. KPMG has generously offered their space for the event at 345 Park Avenue on the 37th floor. Please join us in celebrating the year to come and mingle over drinks and hors d'oeuvres.

WX NETWORKING RECEPTIONS



There will be a number of networking luncheons in 2019, which will focus on educational topics while providing the opportunity to engage with other WX members. We are currently working to finalize topics and venues. Please keep an eye out for invitations.

Last year's speed networking event is back by popular demand. The 2019 speed networking event promises to be a success and will provide members with the opportunity to fine tune valuable networking skills while honing relationships within the organization. We hope to enlist a networking coach to provide live networking tips as participants work the room.

To coordinate efforts with other committees within WX, the Networking Committee will be joining forces with the Membership Committee to continue to welcome members who joined the organization in recent years. The event will feature a chocolate and wine tasting in early spring 2019. And finally, mark your calendars for the WX Summer Outing, being held at the Westchester Country Club on June 11, 2019. The Summer Outing will offer golf, a tennis clinic, and an evening reception where we will recognize our 2019 Scholars and toast to another terrific year at WX. Come for the day or just the evening reception and dinner – either way, don't miss it!

If you have any questions about the Networking Committee, please contact Amy Boyle at aboyle@gtispartners.com or Jean Marie Apruzzese at jmapruzzese@draadvisors.com. **WX**

PHILANTHROPY COMMITTEE UPDATE:

This Fall marked the inauguration of WX's Philanthropy Committee and a new set of guidelines with which to vet organizations seeking funding by WX. The criteria is two-fold: a connection with the WX mission of promoting the recruitment and retention of women in the real estate industry, as well as engagement opportunities for WX members and/or scholars to connect directly with the organization and the population it serves.

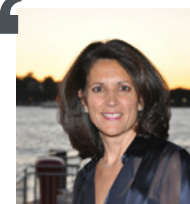
This year the Committee has recommended continuing to support Non-Traditional Employment for Women (NEW) which fits squarely within WX's mission. NEW prepares, trains, and places women in careers in the skilled construction, utility, and maintenance trades, helping women achieve economic independence and a secure future for themselves and their families. NEW focuses on skilled, unionized jobs in the trades and primarily

serves low-income minority women from all 5 boroughs of New York City. WX and NEW plan to hold a networking evening on February 28, 2019 where NEW students show WX members construction skills with a fun sample project, and WX members help NEW students hone their professional skills through conducting mock interviews and providing job interview tips. Come join MaryAnne Gilmartin and Joanne Minieri, both actively involved with NEW, for this fun and interactive evening. Please watch your emails for an invitation to this event on February 28, 2019, and come join MaryAnne Gilmartin and Joanne Minieri, both actively involved with NEW, for this fun interactive evening. Space is limited so please respond quickly to the email!



In all aspects of the real estate profession, women need to support women. One of the most notable models for empowering women in the construction trades is the work of NEW. As we work to change the face of our industry one job at a time, please join me, WX and NEW, two of the most important organizations for promoting women in our industry, for what will surely be an informative, beneficial, and fun event.

-MaryAnne Gilmartin



As a board member of NEW for many years, I have seen this terrific organization train and open doors for so many women to work in the construction industry. Allowing them to become a part of shaping the skyline and building successful careers by opening up opportunities to choose a career that truly transforms their lives. Come celebrate NEW's accomplishments in providing diversity to the real estate industry by sharing our respective skills as well as swapping stories and friendship at the upcoming WX/NEW networking event.

-Joanne Minieri

Also contact Livia Corredor (lcorredor@frc.com) with any questions as well as suggestions for organizations who could meet the funding criteria. **WX**

MEMBER HIGHLIGHTS

WE ARE SO PROUD OF OUR ACCOMPLISHED MEMBERS AND WANT TO SHARE THEIR SUCCESSES WITH YOU. LET US KNOW IF YOU HEAR OF OTHER MEMBERS WE MIGHT HIGHLIGHT. HERE ARE A FEW STANDOUTS:

Kate Bicknell received the Innovation Award at the Commercial Observer: 2018 Design & Construction Conference Series for Women in Construction. Kate is Vice President & Head of NY Development at Oxford Properties Group.

Joanne Podell was an honoree at the CREW annual gala on October 4th, 2018. Joanne is Executive Vice Chairman, Retail Services at Cushman & Wakefield.

Marjorie Tsang was honored with the Founders Award for dedication to diversity in commercial real estate at the Council of Urban Real Estate Gala on Oct. 25th, 2018. Marjorie is a board member of the USAA Real Estate Company and was a Visiting Scholar with the Johns Hopkins University School of Advanced International Studies.

MEMBERS ON THE MOVE

Mary Ann Cate joined Brookfield Properties as the Senior Vice President – Portfolio Management/Finance. Mary Ann was previously at JP Morgan Asset Management.

Beth Demba joined CPPIB as Director to oversee the US Industrial platform. She was previously at Hines as a Managing Director of Fund Management.

Tracey Gamble was promoted to Managing Director at Apollo Global Management. She was previously a Principal.

Rachel Loeb was named Chief Operating Officer of the NYC Economic Development Authority. Rachel was previously Director of Development at The World-Wide Group.

Sara Queen joined Mapletree as Head of Operations and Asset Management. Sara was previously Executive Vice President at Brookfield Property Partners.

Yesenia Scheker was promoted to Global Tax Leader, Real Estate Practice at KPMG.

Do you have a new job, promotion or position you'd like to share with the WX membership? Let us know by emailing info@wxnyre.com.



CELEBRATING 30 YEARS OF EMPOWERING WOMEN IN THE REAL ESTATE INDUSTRY

2018 PROGRAM HIGHLIGHTS

The Evolution of NYC Residential Market Panel

Nancy Packes, Nancy Packes Signature Marketing Services

William Silverman, Hodges Ward Elliott

Julia Butler, Kohlberg Kravis Roberts

PropTech: Disruption or Evolution? Panel

Julien Bonneville, The Guarantors

Poonam Mathis, Stealthforce

Camille Renshaw, B+E

Barbara E. Champoux, Champoux Law Group PLLC

New Rochelle: A Metro New York Transformation Panel

Luiz Aragon, City of New Rochelle

William G. Balter, Wilder Balter Partners, Inc.

Seth Pinsky, RXR Realty

Sherry Wang, Goldman Sachs- Urban Investment Group

Katherine Kelman, L+M Development Partners

[Click here](#) to view all WX event photos



- 1: WX Members Pat Hauserman, Marilyn Weitzman, Jackie Renton and Lauren Holden at the July Summer Wine Tasting Series
- 2: WX 2018 Woman of the Year Honoree, Cheryl Boyer and the WX Board of Directors
- 3: WX Member and Sommelier, Mimi Raygorodetsky, leads WX Members through the WX August Wine Tasting Series
- 4: WX October Breakfast Panelists, WX Member, Julia Butler, Will Silverman, and Nancy Packes
- 5: Speaker, Joann S. Lublin signs books for mentors and mentees at presentation on the "Imposter Syndrome"
- 6: WX Programming Co-Chair, Elise Wagner, WX President, Beth Zafonte and November Breakfast Panelists, Camille Renshaw, Julien Bonneville, Poonam Mathis and WX Members, Barbara E. Champoux and Sheri Chromow
- 7: December Breakfast Panelists, Luiz Aragon, Seth Pinsky, WX Member, Katherine Kelman, WX President Beth Zafonte and additional Panelists Sherry Wang and William G. Balter
- 8: WX Board Member, Jennifer Schwartzman and WX President, Beth Zafonte at the WX Summer Outing
- 9: WX Member, Bea Drechsler and co-worker at Annual Clothing Drive

WE WELCOME YOUR INPUT The leadership of WX is committed to providing its membership with new opportunities to network, connect with colleagues and hear stimulating speakers at breakfasts and panel discussions. We look forward to your attendance at events and, as always, we welcome your input. Please feel free to contact us at info@wxnyre.com with your ideas, concerns or thoughts as to how we can make WX even stronger.