

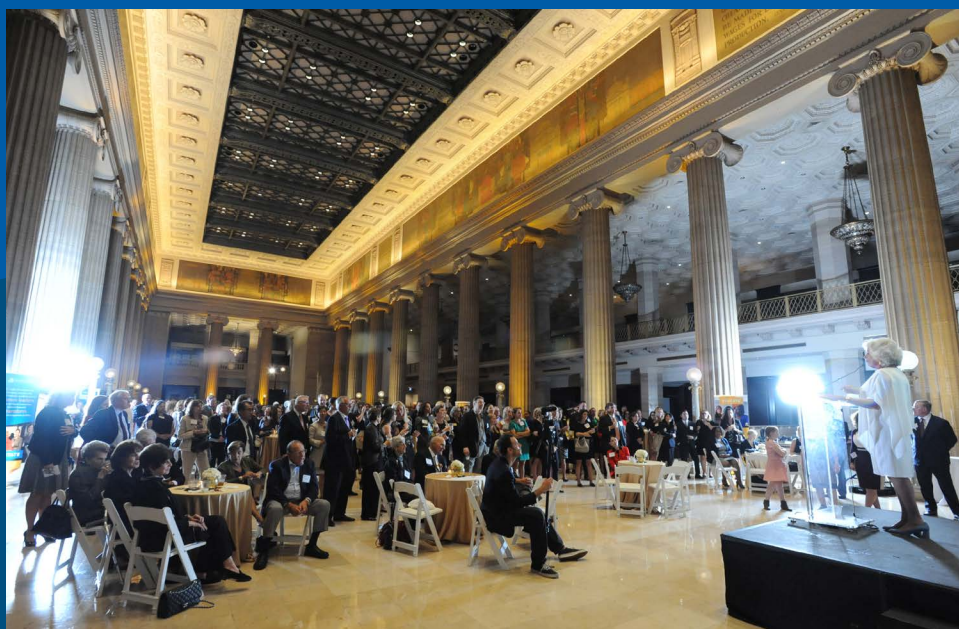
THE GOLDIE INITIATIVE 2022 ANNUAL REPORT

GOLDIE
INITIATIVE
30
SCHOLARS



the goldie initiative

GOLDIE B. WOLFE MILLER WOMEN LEADERS IN REAL ESTATE



Our Mission

The Mission of The Goldie Initiative® is to prepare women for senior leadership roles in all sectors of commercial real estate.

The Goldie Initiative® does this by selecting women with high potential who are committed to becoming leaders in the real estate industry and offering them a once-in-a-lifetime mentorship and incredible networking opportunities.

To Our Stakeholders,

I hope this letter finds you more than well!

2022 was certainly an adventurous ride for the commercial real estate industry. Fortunately, it was also a year of exponential growth for The Goldie Initiative. This was made possible by your continued support, which we deeply value and appreciate.

...

We raised a record-breaking \$1,000,000 thanks to your generosity and commitment to elevating women in commercial real estate.

...

To-date, we have provided \$1.4 million dollars in scholarships alone, in addition to priceless mentorship, career development, and networking opportunities.

...

Our largest cohort yet of 30 Goldie Scholars® hail from 18 universities across the Midwest and East Coast. These include The Wharton School, Cornell University, and New York University, in addition to our long-standing partner schools in Wisconsin, Illinois and Michigan.

...

We have expanded to support dozens more women with unique mentorship programing; a benefit for some of our generous Goldie Gala sponsors.

...

We honored Pamela A. Boneham with our annual SHERO award. Pam is a passionate leader in the institutional real estate industry, and fully embodies the definition of a SHERO: having achieved trailblazing accomplishments throughout her career, all the while remaining committed to mentoring and developing the next generation of women. We look forward to honoring Mary Ludgin (Heitman's Head of Global Investment Research) as our SHERO in 2023!



Jen Sweeney
Board President

Millbrook
Real Estate
Company
President

The Goldie Initiative is on the precipice of great change and great opportunity. In today's business and political climate, our mission to prepare women for senior leadership roles in all sectors of commercial real estate is more important than ever. There is a clear demand for the work we do together, and we plan to meet it by continuing to supply the industry with an increasingly qualified pool of women leaders.

In 2022, we raised \$1 million dollars to support our mission to elevate women in commercial real estate. In 2023, we look forward to putting that support to work.

Jen Sweeney

Scholarship and Mentorship

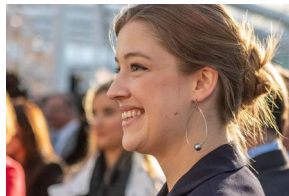
The Goldie Initiative is a prestigious scholarship program designed to develop the next generation of women executives in commercial real estate as they further their education in the industry.

Each Goldie Scholar is assigned a **Primary Mentor** to help with career development while building a long-lasting relationship. Executive women and men from across all sub-industries are selected for their experience and ability to share with the next generation of leaders. This yearlong mentorship is the top value of the program according to our Goldie Scholars.

Each Goldie Scholar also receives a **\$15,000 merit-based scholarship** over 2 years for graduate school, course intensives, study abroad programs, or other non-traditional course offerings.

Additionally, Goldie Scholars have access to mentors via **Mentorship Rocket**, our online portal for booking one-time mentoring sessions with dozens of CRE executives. Mentorship Rocket is also available to members of companies that sponsor the Goldie Gala at the Silver level and above.

Founded in 2007, The Goldie Initiative has assisted over 145 Goldie Scholars.



Leadership Development and Networking

We provide many exclusive, high profile, and powerful networking opportunities throughout the year, curated specifically for Goldie Scholars and Alumnae. These events serve as opportunities to connect with some of the most powerful and influential role models in the industry.

Annual events include:

Breakfast with Penny Pritzker: Goldie Scholars present their elevator pitch to a world leader in an intimate meeting.

Goldie Scholar Retreat: Goldie Scholars gather with industry leaders to engage in panels, workshops, and events for networking and cohort-building.

The Goldie Gala: Our highly anticipated signature fundraiser gives Goldie Scholars the opportunity to network with our stakeholders.

Goldie Leadership Programs: Workshops focused on personal branding, career development and advocating for yourself.

While our program includes financial scholarships, our networking, leadership, and mentorship opportunities were created to enhance the Goldie Scholar experience and have been deemed deeply invaluable by all involved.

GOLDIE SCHOLAR PROGRAM

- 30** 2022 Goldie Scholars
- 42%** Applicant acceptance rate in 2022
- 18** National universities represented by Goldie Scholars and alumnae
- 146** Goldie Scholars since 2007
- 21** Custom and exclusive networking events

MENTORSHIP

- 29** Primary Mentors that meet with Goldie Scholars
- 81** Women and Men CRE Executives on Mentorship Rocket platform
- 68** Women from Goldie Gala sponsor companies that participated in our mentorship program
- 30** One-on-one mentoring sessions with Goldie Wolfe Miller

SUCCESS

- 100%** of Goldie Scholars felt more prepared or ready to pursue leadership opportunities or roles in CRE.
- 89%** of Goldie Scholars gained greater clarity about the role or pathway that they want to pursue in CRE.
- 83%** of Goldie Scholars experienced an increase in their interest in CRE.
- 4.5/5 Stars** Average rating of the overall virtual experience.
- 100%** of Goldie Scholars are highly likely to recommend the program to a friend or colleague.

Our largest cohort of Scholars yet has continued to expand our reach and impact; not only are our Goldie Scholars located across the United States,



but now our Mentors,

Sponsors, and Stakeholders are too. We are deeply grateful that support for The Goldie Initiative has continued to grow alongside our program itself.



MENTORSHIP

Heidi McClenahan
Senior Director,
CBRE

Vinothni Narayan
Goldie Scholar,
University of Illinois

"I've been in the business for 24 years, and I always gain something; some knowledge, some perspective, from the Mentees that I connect with."

- Heidi -

"The Goldie Initiative is really helping me grow, learn, and be more confident about my skills."

- Vinothni -

Goldie Scholar Vinothni Narayan was admittedly a little nervous to meet her Goldie Mentor. Would it be the right fit for her career goals? For her background?

It turns out, the answer is a resounding yes.

Heidi McClenahan (Senior Director, Project Management at CBRE) "feels like the perfect match," Vinothni states with a smile. Being part of a yearlong mentorship has not only provided Vinothni with a clearer picture of both the real estate industry and the vast career opportunities within reach, it's also given Heidi the chance to "see my growth," Vinothni says, "what I'm struggling with, what I'm overcoming."

Heidi describes how impressive Vinothni's motivation is, asserting "she wants to be empowered, she wants to do the right things. It's the passion." Witnessing that level of determination has bolstered Heidi to happily share her trusted network with Vinothni.

"Commercial real estate is so relationship-driven; I just wish I had something like this when I was navigating my career," Heidi remarks. "I'm happy to be a resource and am thrilled about the relationship we're fostering."

The Goldie Scholar mentorship is mutually beneficial. Heidi has generously donated her time to Mentoring through the Initiative for the past 5 years, yes, but she also learns from every mentee. She shares, "I'm constantly amazed by the maturity and respect of my Mentees. I always get something out of it; it's a give and take partnership."

NETWORKING

“I could start listing names of great relationships I’ve built through The Goldie Initiative, but we’d be here all day” Marissa Rose says, laughing (Vice President, Avison Young). “Being able to form connections with pioneers in our industry at a young age set me on a great trajectory.”

After finishing her time as a Goldie Scholar, Marissa was approached to spearhead The Initiative’s new Alumnae and Events Committee.

“Fast forward to 5 years later, and I’ve been co-chairing the Committee ever since,” she says. Their intentions include supporting the Goldie Alumnae and keeping them involved, creating fun and unconventional networking events for members to stay in touch, and developing a pipeline of mentors, board members, and donors from within the alumnae base.

The Committee has done just that. Fellow Goldie Scholar Alumna Maggie Beckley (Healthcare Development Executive, Mortenson) was recently named a Goldie Initiative Board Member.

“I came out of the Scholar program with a clear picture of what I wanted to do, and my Mentor Jeanne Peck connected me with the right people to help me get there,” Maggie shares.

“That level of support, and the relationships I’ve continued to make through the Initiative are more beneficial to me than the financial scholarship ever was. The Goldie Initiative is the gift that keeps on giving.”

Marissa Rose
Vice President,
Avison Young,
Goldie Alumna,
Board Member

Maggie Beckley
Healthcare Development
Executive,
Mortenson,
Goldie Alumna,
Board Member

“The Alumnae and Events Committee is a way for us to bridge the gap; to keep alumnae involved and networking with new Scholars and one another, developing a pipeline of mentors, donors and board members.”

- Marissa -

“I came out of The Goldie Initiative program with a very clear picture of my path ahead in health care real estate development, thanks in large part to my dedicated Mentor.”

- Maggie -



2022 GOLDIE SCHOLARS

The Goldie Scholars act as the beating heart of our program. This group is made up of accomplished, motivated women that are selected with care through an intense application and interview process. Being part of 'The Goldie 30' is one more achievement to add to their extensive and growing resumes.



18

Universities Represented From Across the United States

SCHOLAR MAJORS

- 47% MBA
- 30% MSRE
- 10% JD
- 7% MUPP
- 7% EMBA
- 3% MSCE

GOLDIE SCHOLAR SUB-INDUSTRIES

- | | |
|--------------------|----------------------|
| Accounting | Finance |
| Affordable Housing | Investment |
| Asset Management | Law |
| Brokerage | Leasing |
| Construction | Multifamily |
| Development | Portfolio Management |



Angela Azmitia
Roosevelt University



Megan Bronstein
Northwestern University



Grace Choi
University of Chicago



Madelyn Cruz
University of Wisconsin-Madison



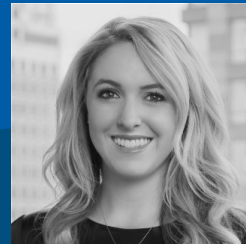
Janna Dalton
Georgetown University



Wyesha Dillard
Georgetown University



Sophie Fitchett
University of Michigan



Anastasia Gillen
Northwestern University



Victoria Gregus
Northwestern University



Yiyao Hu
University of Chicago



Janay Hull
University of Wisconsin-Madison



Michelle Kilgallon
Northwestern University



Abigail Kuchnir
Northwestern University



Caroline Lehman
University of Michigan



Lynn Lin
University of Chicago



Katrina Martin
Northwestern University



Becky Mati
DePaul University



Natalie Montgomery
Loyola University



Vinothni Narayan
University of Illinois Urbana Champaign



Liz Peterson
University of Illinois-Chicago



Morgan Reuther
Columbia University



Judy Romero
Georgetown University



Srishti Sehgal
University of Michigan



Kathryn Skelton
Marquette University



Mairim Smith
DePaul University



Hope Swantko
University of Notre Dame



Arianna Wendt
New York University



Margeaux Wysocky
University of Wisconsin-Madison



Shelley Xu
University of Pennsylvania



Bernice Yu
Cornell University

GOLDIE GALA 2022

Our signature fundraiser has become one of the CRE industry's most highly anticipated annual events: The Goldie Gala.

The Goldie Gala is an opportunity to celebrate our Scholars, our Stakeholders, and our shared industry. It is often referred to as 'the networking event of the season,' attracting the best and brightest throughout commercial real estate.

Thanks to our stakeholders' generous sponsorship, the 2022 Goldie Gala raised over \$1,000,000. These funds go directly towards supporting Goldie Scholars and our robust programming.



GOLDIE B. WOLFE MILLER • FOUNDER

\$1M

TOTAL RAISED

OVER

750

SPONSORS & SUPPORTERS



Mary Ludgin

Head of Global Investment Research
Heitman

2023 Goldie Gala SHERO

Mary Ludgin is Heitman’s Head of Global Investment Research. She is a partner with the firm and is a member of its global management, investment, and valuation committees. She holds an AB from Vassar and an MA and Ph.D. from Northwestern.

Mary has acted as a Mentor through our Goldie Scholar Program, and also served as a Global Trustee of the Urban Land Institute and as chair of ULI’s Chicago District Council. She currently chairs the board of ULI’s Randall Lewis Center for Sustainability in Real Estate.

She served as Chair of the Pension Real Estate Association, President of the National Council of Real Estate Investment Fiduciaries, and President of the Real Estate Research Institute.

“Being named The Goldie Initiative’s 2023 SHERO put a big smile on my face for weeks. It is a wonderful validation of a lot of long hours and a lot of effort over the years to think creatively, tactically, and strategically.”

Join the Celebration
2023 Goldie Gala
September 21, 2023
Wintrust Grand Banking Hall
231 S. LaSalle, Chicago

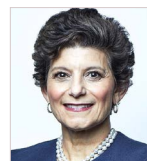
Past Goldie SHEROs

Our past SHEROs will always be a part of our Goldie Initiative legacy. Their unwavering commitment to supporting women in real estate has been proven beyond their SHERO distinction.



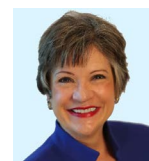
Pam Boneham

Board Member and Advisor, Institutional Real Estate Investment Executive
2022



Debra Cafaro

CEO & Chairman, Ventas, Inc.
2021



Lynn Reich

Executive Vice President, Colliers International
2020



Karen Case

Vice Chair, CIBC Bank U.S.
2019



Sheli Rosenberg

Principal, Roselin Investments
2018

SUPPORTERS

\$25,000 • DIAMOND



\$15,000 • PLATINUM

Anonymous



\$10,000 • GOLD



SUPPORTERS (Continued)

\$5,000 • SILVER

Akrete	Chatham Financial	Greystar	Luxury Living Chicago	Polsinelli
Alliant Credit Union	Chicago Association of Realtors (CAR)	Ankur Gupta	Malkin Family Philanthropic Fund	Prologis
Altus Group	Clune Construction Company	Heitman LLC	Marcus & Milichap	RE Journals
AMLI Residential	Connect CRE	HSA Commercial Real Estate	Mayer Brown LLP	Lynn Reich
Anonymous	Conor Commercial Real Estate & McShane Construction Company	Huntington Bank	McCaffery Interests	Rierner & Braunstein LLP
Barings	Core Spaces	Katten Munchin Rosenman LLP	Mr. & Mrs. Norman Bobins, The Robert Thomas Bobins Foundation	In memory of Susan Rosen
BentallGreenOak (US) LP	Cushman & Wakefield	Lori Khanuk	Neal, Gerber & Eisenberg LLC	Siegel Jennings Co. LPA
Berkadia Commercial Mortgage LLC	Deloitte	Lori Komisar	NPV Advisors	Solomon Cordwell Buenz
Bisnow	Draper & Kramer	KPMG	Nuveen Real Estate	SVN Chicago Commercial Transwestern
Paul Boneham	EQ Office	LaSalle Investment Management	ONNI Group	UP Campus Properties
Byline Bank	Fifth Third Bank	Latham & Watkins LLP	Ostrander Construction	Walton Street Capital LLC
Cafaro-Livingston Charitable Trust	Focus	Levenfeld Pearlstein	PNC Financial Services	WHI Real Estate Partners
Capital One		Lincoln Property Company		
CCIM Foundation				

\$2,500 • BRONZE

ABM Industries	Caton Commercial	Hillwood Investment Properties	Old National Bank	Stantec
Alliant Insurance Services	Clarion Construction	Hudson Housing Capital	Pantheon Ventures	Sterling Bay
American Realty Advisors	Clarius Partners, LLC	Invesco	Pearlmark	Taylor Johnson
Anonymous	Connor Electric and Power Construction	Manulife Investment Management	PGIM Real Estate	The Habitat Company
Associated Bank	Cooley	Mariani Enterprises, LLC	Pine Tree	Venture One Real Estate
Atomatic Mechanical Services, Inc.	Duke Realty	McHugh Construction	Plante Moran	Waveland Property Group
Bank of America	Farpoint Development	Merchants Capital	Power Construction Co. LLC	Wright Heerema Architects LTD
BDO USA, LLP	Founders3	Mesa West Capital	Project Management Advisors, Inc.	Zeller Realty Group
Beacon Capital Partners	Ginsberg Jacobs LLC	Metropolitan Capital	Related Midwest	Zitella Development
Bear Construction	Great Southern Bank	Near North Title Group	Revantage	
Bradford Allen Realty Services	Ground Pros Inc	Newcastle Limited	RSM US	
Bucksbaum Retail Properties	Amy Hall	Vicki Noonan	Square Mile Capital	

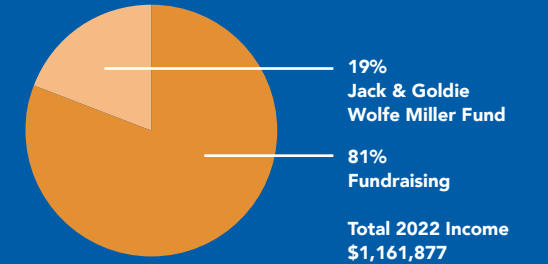
Up to \$2,500

Kim Addy	Cynthia & Barry Greenburg	Michael Kurtzon	Reilly Partners, Inc.	Arlene Semel & Brian Snow
Anonymous	Amy Hall	Marilyn Lissner	Olinda Rios	Jen Sweeney
Arco Murray Design Build	Eric Hartmann	Loberg Construction	Marilyn & Larry Robinson	Barbara Trachtenberg
Avgeris and Associates	Scott Hirsch	Becky Mati	Amy Schiffman	Trend Holdings Foundation
Bornquist, Inc.	William Janik	Holly McQuestion	The John and Kathleen Schreiber Foundation	Western Specialty Contractors
J. Allen Bobo	The John Buck Company	Diane Morefield	Selzer-Ornst Construction Company, LLC	Drakia Wilkins
Rob Bond	Judith Joy	Allan Muchin	Tiffani Siegel	
Terence Diamond	Emily Kolodgy Baum	Margo and Mike Oberman	Caryn Skurnick	
DWS	Adel Korkor	Pearlmark		
Lawrence and Barbara Field	Gina Krusinski	Prairie Service Group, Inc.		

2022 FINANCIAL STATEMENT

Revenues

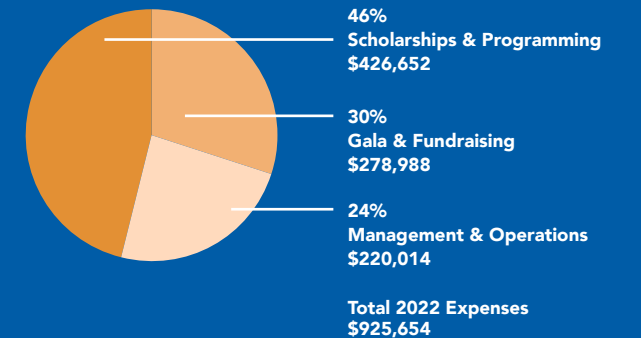
Foundation Grants.....	\$221,700
Gala Sponsorships & Individual Donations.....	\$943,780
Other/Restricted Donations....	(\$3,603)
Total Revenue.....	\$1,161,877



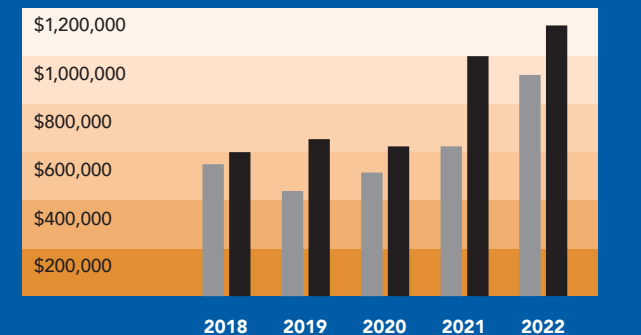
*Preliminary numbers pending final audit.

Expenses

Scholarships & Programming.....	\$426,652
Gala & Fundraising.....	\$278,988
Management & Operations..	\$220,014
Total Expenses.....	\$925,654



Expenses and Revenues 2018 - 2022



BOARD OF DIRECTORS AND OFFICERS

Brian Anderson
Assistant Treasurer
The Benida Group, LLC
Corporate Controller

Laura Giampietro
Immediate Past President
Newcastle Limited
SVP of Marketing

Ankur Gupta
Sidley Austin LLP
Partner

Amy Hall
Caton Commercial Real Estate Group
Chief Operating Officer

Scott Hirsch
Treasurer
The Benida Group, LLC
Chief Financial Officer

Katie Kazas
Longfellow Real Estate Partners, LLC
Managing Director - Capital Markets

Suzanne Knoll
Jack Miller Family Foundation
Jack and Goldie Wolfe Miller Fund
Director of Programs and Operations

Steve Madden
Libertyville Bank & Trust – A Wintrust
Community Bank
Chief Executive Officer

Alicia Oberman
Vice President & Secretary
Leading Places to Serve
Vice President

Molly Phelan
Siegel Jennings Co. L.P.A.
Partner

Momei Qu
PSP Partners
Managing Director

Jay Raghavan
JRC Advisors, LLC
Founding Principal

Marissa Rose
Avison Young
Vice President

Sheli Rosenberg
Roselin Investments
Principal

Christa Sorenson
BTS
Executive Advisor and Consultant

Jen Sweeney
President
Millbrook Real Estate Company
President

Goldie B. Wolfe Miller
Founder
Millbrook Corporate Real Estate Services
President

Committee Members

Carolina Avila
Renee Berdeaux
Kristin Bush
Kate Davis
Suman Gidwani
Vera Halicki
Linda Hattar

Laura Havel
Elizabeth Hozian
AJ Jacobs
Emily Johnson
Carole Jurkash
Carolyn Kane
Christine Kolb

Kechia Lewis
Megan May
Mary Fran Murphy
Vicki Mutchler
Kathleen O'Hare
Robin Schabes
Shreya Singh

Sue Taghabon
Julie Thick
Nicole White
Drakia Wilkins
Lauren Zangl

The Goldie Initiative

provides scholarship support for graduate level study, mentorship, and networking opportunities for women with high potential who are committed to becoming leaders in the real estate industry. The Goldie Initiative offers a prestigious leadership program designed to develop the next generation of women executives in the commercial real estate industry. The Goldie Initiative was founded by Goldie B. Wolfe Miller, a renowned commercial real estate broker and entrepreneur.

Join The Goldie Initiative

130+ **Volunteers**
in 2022

Ways to Get Involved

- Board Member
- Mentorship Rocket Mentor
- Committee Member
- Goldie Scholar Recruiting
- Primary Mentor
- Event Panelist

Volunteers bring our mission to life; we're honored to provide a variety of ways to get involved with The Goldie Initiative.

Additionally, if your company acts as a Silver, Gold, Platinum or Diamond Sponsor of the Goldie Gala, we're thrilled to offer your employees access to our exclusive mentorship platform. This unites your rising stars with executives throughout the CRE industry who are motivated to help the next generation of women leaders.



the goldie initiative

GOLDIE B. WOLFE MILLER WOMEN LEADERS IN REAL ESTATE

485 Half Day Road, Ste 350
Buffalo Grove, Illinois 60089

goldieinitiative.org
847.883.9952
info@gbwmi.org

📷 @goldieinitiative
🌐 the-goldie-initiative