

CREW



FOUNDATION

COMMERCIAL REAL ESTATE WOMEN FOUNDATION

2007 Fact Sheet

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CREW Foundation's mission is to support CREW Network in advancing the success of women in commercial real estate through charitable, philanthropic, and educational programs. The Foundation's Envisioned Future is to create a world where women and girls of diverse backgrounds have unlimited opportunities for economic and professional success.

Together we can change lives!

"Giving back to the community that has nurtured us is both a privilege and a responsibility. None of us got to where we are without some combination of help or good luck mixed in with our own hard work. Investing in the next generation of women will be our permanent legacy."

Dorothy Cunningham

Mission

To support CREW Network in advancing the success of women in commercial real estate through charitable, philanthropic and educational programs.

CREW Foundation was incorporated in 1998 as a 501(c)(3) charitable foundation and is the philanthropic component of the Network of Commercial Real Estate Women (CREW Network).

CREW Network is a full service business development network consisting of 60 chapters, comprised over 7,000 members involved in all aspects of commercial real estate throughout the United States and Canada. The following is a brief profile of the members of CREW Network:

- More than 63% are Presidents, CEOs, Partners or Senior Managers of their firms
- Median annual income is in excess of \$100,000, and average income is \$125,800 per year
- The average member has 14 years experience in commercial real estate
- 97% are female

Achievements

Since its inception, CREW Foundation has accomplished the following:

- Awarded over \$700,000 to 11 national programs specifically focused on economic self-sufficiency for women and girls
- Developed key relationships with organizations working to effect systemic change for women and girls
- Provided administrative support and consulting to numerous chapters to assist with their local charitable fundraising
- Created leadership opportunities for CREW members to serve on boards of national charitable organizations
- Developed a pilot program, national in scope, "**CREW Careers™: Building Opportunities**" designed to advance the success of women in commercial real estate and develop tomorrow's leaders today!



2007 Grants

Girls Inc. awarded \$45,000 to provide funds to bring trainers and leaders from 15-20 affiliates to their centralized training facility in Indianapolis in March 2008 to learn how to develop a STEM (Science, Technology, Engineering, Math) program under the Thinking SMART (Science Math and Relevant Technologies) program for their chapter. After the 3-4 years of pilot programs, Girls Inc. has discovered that the successful programs are less of a structured formula and more of making a good match between local resources and talents with the outlines of a successful program.

Dress for Success - \$25,000 to support the Professional Women's Group Annual Summit. Dress for Success is located in 83 communities in the US, Canada and UK. Many of the D4S affiliates have developed a Professional Women's Group (PWG). The PWG meets monthly and provides support and skill development to help women continue to succeed in the workplace. Of the affiliates with PWG groups, each can nominate one client to attend the Summit (along with one staff person from the affiliate. For 2007, clients from approximately 35 affiliates attended the summit and attended sessions to develop business and leadership skills along with a strong focus on entrepreneurship.

Girls for a Change awarded \$30,000 for operating and program expansion into two markets in 2008. Likely candidates for expansion include Philadelphia and Raleigh Durham. Through Girl

Action Teams of girls and adult mentors, they teach high school age girls skills related to identifying issues in their community and becoming change agents.

Previous Grants

Dress for Success – Dress for Success advances low-income women’s economic and social development and encourages self-sufficiency through career development and employment retention.

Executive Service Corps Affiliate Network (ESCAN) – ESCAN is a nationwide network of 33 nonprofit consulting groups, each dedicated to improving the quality of life in the communities it serves, by improving effectiveness and efficiencies of nonprofit organizations. The Foundation awarded its first grant in 2005 to support the organization’s design and implementation of a program to strengthen the financial competencies of at least 20 nonprofit organizations that have as their mission the economic self-sufficiency of women and girls. The resultant effective operations will expand the capacity of these agencies to provide services to women and girls.

Girls For A Change – Girls for A Change trains lower income middle and high school girls to be change agents, leaders, and innovators. Girl Action Teams work with professional women to design a solution to the community challenges the girls identify. The Girl Action Teams develop a strategic plan including team values, a timeline, a budget, a fundraising plan, and a community outreach plan. The Girl Action Teams work closely with schools and families to implement community solutions that improve neighborhoods and through their work on the teams, the participants are ultimately empowered to become leaders.

Girl Scouts – CREW Foundation partially funded the development of an activity booklet titled *Start Up* designed for girls ages 11-17 on the topic of women as entrepreneurs, for those who requested resources and training in that specific area.

Girls Inc. – CREW Foundation has provided seven grants to this organization. The initial grant funded the creation of an economic literacy curriculum for girls. Additional grants have funded such programs as Operation SMART and Thinking SMART, programs designed to encourage girls in the areas of Science, Math, and Relevant Technology. Last year’s grant helped Girls Inc. match a five-year \$2.2 million grant from the National Science Foundation and will assist with the completion of the Thinking SMART curricula and training guides and the marketing of the program to affiliates nationwide.

Habitat for Humanity International – The Foundation awarded a grant to this organization in 2004 to support a new Habitat for Humanity program called Girls Build. Girls Build is being designed in collaboration with Girls Inc. and the Boys and Girls Clubs of America, and will reach girls between the ages of 10-24, educating them about their community, the value of decent, safe and affordable housing, the role of Habitat for Humanity, and how women can work together to make a difference in the lives of others. The CREW Foundation grant will enable the printing and production of materials and activity kits designed to educate and inform the participants and will cover the cost of travel and training of the volunteers.

Mercy Housing – In 2005, the Foundation awarded its first grant to Mercy Housing, an organization that creates stable, vibrant, and healthy communities by developing, financing and operating affordable, program-enriched housing for families, seniors, and people with special needs who lack the economic resources to access quality, safe housing opportunities. The CREW Foundation grant will be used to implement the Economic Development component of its

programs for residents in its family affordable housing properties. Earned income tax credit, financial education, and homeownership preparation will help women and girls become more economically self-sufficient. Specifically, the Foundation's funds will support the upgrade of a database that will enable Mercy Housing to collect and analyze data on program outcomes.

Smiles For Success - Smiles For Success offers dental care to women graduates of accredited job readiness and placement programs or other community-based agencies thus helping those who are helping themselves. The dental care offered will be a short-term boost to those who need treatment unavailable to them through government programs or traditional insurance as they move from welfare to the work force. CREW Foundation funds were used to provide free dental care for women who cannot afford treatment which will improve oral health, relief of pain and restore self-confidence and assurance.

Wider Opportunities for Women (WOW) – CREW Foundation's 2004 support was utilized to build on WOW's Self-Sufficiency Teen Workshop that was piloted last year with a grant from CREW Foundation. The workshop is designed to prepare low-income teenage girls to meet the demands of an increasingly skilled workforce, while expanding their vision of the kinds of jobs to which they can aspire. This project builds upon CREW Foundation's 2000 investment in the Family Economic Self-Sufficiency project by drawing on the research and advocacy undertaken in the past years and applying those experiences to a new population – teenage girls.

Women in Community Service – The Foundation has previously provided funding for Women In Community Service, an organization that works largely with women transitioning from welfare or incarceration and helps them develop critical work and life management skills needed to support their life changes. The grants were used to develop the organization's strategic plan, hire critically important staff, create and implement a comprehensive plan, build the Human Resources capacity, strengthen the communications programs, develop and train staff, and to improve technology.

Women Work! – Women Work! helps women achieve economic security through job readiness, education, training and employment. Foundation funds were used to implement a national and state focused education and training campaign to provide low-income women with information on financial literacy and Individual Development Accounts (IDAs). IDAs promote savings among low-income individuals and can be used to buy a first home, pay for postsecondary education, or start a business.