If there was a common theme that could be applied to REAP’s accomplishments during the past 12 months, it would be “New Frontiers.” Those expanded boundaries have ranged from the geographic, to the operational, to the financial and, most important, the career advancements of our alumni. And this notion of new frontiers is particularly appropriate as REAP celebrates two decades of existence—and is poised to enter its third.

Regarding the geographic, we expanded into our ninth market with the launching of a new program in Kansas City, MO. This was simultaneous with programs conducted in our established markets of Atlanta and Los Angeles. Our entry into that great Midwestern city resulted from an invitation from Mayor Sly James and the visionary leadership of City Councilman Scott Wagner. The seeds planted by that public-private partnership had several results including the hiring of one of those inaugural graduates, Tiffany Harris, by one of the metropolitan area’s premier CRE companies. That hiring, along with the REAP program launch, was featured in the Kansas City Business Journal.

On the operations front, the changes have been significant—and are likely to become even more so. Our longstanding executive director left the organization in March 2017. In the aftermath of his departure, Osayamen Bartholomew, affectionately known by alumni as Osa, was promoted to the role of Associate Program Director. But with support provided by our industry association partner ICSC, we retained seasoned real estate financier Ken McIntyre to serve as our new executive director and help us through the transition—albeit on an interim basis. In addition to these staff changes, we also undertook a strategic planning exercise, which recently concluded in a strategic assessment of REAP’s effectiveness, along with recommendations for how REAP should evolve into the next decade of our existence. One of the areas for continued improvement is advancing REAP’s relevance to all the major sectors of the CRE industry, including the multifamily sector. Towards that end, I was honored to be invited to address a meeting of the Diversity and Inclusion Committee of the National Multi Housing Council, one of REAP’s trade association partners. I have made expanded contacts with the multifamily sector a personal priority, and I look forward to opportunities to dialogue with that industry’s leaders. The past 12 months also witnessed closer collaborations with minority professional organizations such as the Asian Real Estate Association of America, MLT, National Organization of Minority Architects, New York Real Estate Chamber and the National Black MBA Association.

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REAP 2017: Reaching New Frontiers

Various sponsorships for REAP...

REAP has also reached a new financial frontier. After a successful breakfast panel discussion hosted by JP Morgan Chase & Co. executives and attended by REAP alumni, the nation’s largest banking organization became a Platinum sponsor. This constitutes the most significant level of support from a financial services company since the aftermath of the Great Recession. Chase’s sponsorship also includes hosting receptions and the graduation ceremony for the fall NYC class at its world-class corporate offices. This new partnership with Chase provides the basis for an enterprise-level of support that can be duplicated in other major markets where the financial titan’s regional presence overlaps with REAP’s programmatic activity. It also represents sponsorship from a firm with a CRE presence in all of the CRE property sectors serviced by REAP—and which are likely to be serviced in the future. And we are hoping to expand this financial frontier by recruiting other national real estate organizations that likewise can benefit from an enterprise-level partnership with REAP.

New Career Frontiers for REAP...

Lastly, as chairman of the nation’s leading diversity and inclusion initiative serving the CRE industry, I am most pleased by the new career frontiers established by our alums. All of them are noteworthy, but three are worth highlighting here. In August 2016, REAP Los Angeles alum London Kemp became the Global Head of Real Estate for Fortune 100 technology company Ingram Micro. In June 2017, Chicago REAP alum Angele Robinson-Gaylord was promoted to the role of President of IKEA Property USA. Those appointments have brought REAP graduates to the leadership of corporate real estate departments of major corporations. This is a frontier that was envisioned long ago by REAP’s determined founder Mike Bush, who himself was a former corporate real estate leader. At the opposite end of the career spectrum, REAP’s youngest alum to ever be selected for the program, Jazmeen Hameed, was hired after her college graduation by a major REIT (Duke Realty) for their healthcare division. That connection was the result of Duke’s involvement in the 2016 Atlanta class. All three women represent the past as well as the future of REAP in a global real estate economy.

At REAP, our academies have been planting the seeds of real estate deal-making in the minds of promising talent for almost 20 years. We look forward to the new frontiers ahead of us and witnessing how the seeds previously planted will grow and advance in the industry.

Planting the seeds of Real Estate deal-making for REAP...

In the preface to her book, Come to Win, tennis legend Venus Williams commented that her parents trained her and her sisters to think entrepreneurially. That included her father instructing them about the mechanics of buying properties out of foreclosure. According to Venus, “While I was too young to absorb the details, the basic ideas seeped through.” Those seeds of deal-making and commerce in a real estate environment ultimately led her to launch her own interior design company, V Starr. At REAP, our academies have been planting the seeds of real estate deal-making in the minds of promising talent for almost 20 years. We look forward to the new frontiers ahead of us and witnessing how the seeds previously planted will grow and advance in the industry. Regardless of whether entrepreneurial thinking occurs within or outside of a major corporate environment, the CRE sector will require diverse talent to extend and protect its frontiers.

– G. Lamont Blackstone
REAP Chair

REAP Horizon for 2018

In keeping with the theme of expanding into “new frontiers,” plans are moving forward to host “Town Hall” meetings across the various REAP cities — wherein alumni can come together with REAP’s Executive Director, local planning directors, and advisory committees. These town halls in each of the operating REAP markets will allow leadership to share the current state of REAP operations and speak to market-specific opportunities, as well as allow alumni to exchange ideas regarding alumni engagement and REAP strategy moving forward.

With each year and each successful program, the REAP network grows. In 2018, our mission continues to strengthen the connectivity of the REAP community, particularly through engagement in the social media space. We encourage REAP alumni and supporters to connect with REAP on Facebook, LinkedIn, and Twitter (@projectREAP) and to join the REAP Alumni Connect network at: www.reapconnect.org.
REAP Leaders and Board of Directors

Mission Statement
To educate minority professionals in the disciplines of commercial real estate in order to create career opportunities for the student and a significant talent resource for the real estate industry.

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# REAP 2017 Faculty

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<thead>
<tr>
<th>Name</th>
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<td>Donna Wilson-Peters</td>
<td>Husch Blackwell LLP</td>
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<td>Michael Collins</td>
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<td>Robert Davis</td>
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<tr>
<td>Owen Buckley</td>
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## REAP LOS ANGELES 2017 FACULTY

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1. DTSpade Networking Discussion, Atlanta 2017
2. Summer Solstice 2017 Diversity Mixer, presented by REAP Atlanta and NOMAtlanta
3. 1st REAP Alumni Networking Event at RECon, Carmine’s, Las Vegas
4-5. REAP alumni & leaders attend ICSC’s 2017 Diversity Reception, Wynn, Las Vegas
6-7. REAP alumni & leaders attend ICSC Foundation 2017 Annual Gala Dinner at RECon, Wynn, Las Vegas
8-9. REAP alumni attend the ICSC RECon 2017 Opening Reception, Las Vegas
10. REAP alumni panel discusses “Making the Transition to Commercial Real Estate” at ICSC RECon 2017, Las Vegas
REAP Alumni on the Move

Project REAP provides the educational and networking foundation to help talented minority professionals reach their potential in the commercial real estate industry. Here are some REAP alumni who are making career strides in the CRE world.

Abiola Ayinde (REAP NYC 2011) is now an MBA Candidate at Carnegie Mellon University - Tepper School of Business.

Akintunde Hardy (REAP Atlanta 2017) recently completed the 2017 USC Ross Minority Program in Real Estate (RMPRIE).

Angele Gaylord-Robinson (REAP Chicago 2009) was promoted to President of US Property at IKEA Group.

Christopher Pierre (REAP Atlanta 2016) is part of a collaborative development project between Invest Atlanta and Trinity Development Partners which will bring an innovative, repurposed shipping container-based boutique office and retail campus to westside downtown Atlanta.

Derrick Holland (REAP Atlanta 2016) is part of a collaborative development project between Invest Atlanta and Trinity Development Partners which will bring an innovative, repurposed shipping container-based boutique office and retail campus to westside downtown Atlanta.

Herbert McClary (REAP NYC 2016) was awarded the 2016 John T. Riordan Professional Education Scholarship by the ICSC Foundation.

Ina Anderson (REAP Kansas City 2017) has been selected as part of the inaugural cohort of the ULI 2017 Health Leaders Network Program.

Inga Harmon (REAP Atlanta 2016) was accepted into the ULI Center for Leadership Class of 2018.

Jeffrey Murray (REAP Atlanta 2016) was accepted into the ULI Center for Leadership Class of 2018.

Johnny Kang (REAP Dallas 2016) recently relocated to Denver, Colorado to join SVN | Denver Commercial as an Advisor for investment sales.

Jon Redmond (REAP Dallas 2015) joined The Weitzman Group as an Associate.

Leslie Davis (REAP NYC 2013) is now Senior Project Manager at Davis Bulls & Associates – a boutique energy efficiency consulting firm for the Multifamily industry.

Liban Ahmed (REAP DC 2016) will be pursuing his MBA at the University of Pennsylvania - The Wharton School beginning this fall.

Melissa Fleury (REAP Dallas 2016) recently relocated to New York City to join Arbor Realty Trust as Senior Analyst, Asset Management. She is also pursuing her Master’s degree in Real Estate at Cornell University.

Moses Hall (REAP Chicago 2016) was awarded the 2017 John T. Riordan Professional Education Scholarship by the ICSC Foundation.

Odessa Archibald (REAP Atlanta 2017) was accepted into the ULI Center for Leadership Class of 2018.

Robensky Theodore (REAP NY 2016) is now an Associate at JPMorgan & Co, involved in Real Estate Acquisitions, Dispositions, Transactions & Lease Strategy.

Shannon Irish (REAP NYC 2016) is now an MBA Candidate at the University of Pennsylvania - The Wharton School.

Shawn Gregoire (REAP Chicago 2016) has joined JLL as Assistant General Manager.

Staci Stout (REAP DC 2013) was promoted to Senior Analyst - Public Institutions at JLL and is also pursuing her Master’s Degree in Real Estate Finance from Georgetown University.

TeMaya Thompkins (REAP Atlanta 2017) was accepted into the ULI Center for Leadership Class of 2018.

Tiffany Harris (REAP Kansas City 2017) has joined Copaken Brooks (REAP KC Sponsor) as an Assistant Property Manager.

Tomeiko Windham (REAP Chicago 2014) joined the Chicago Department of Aviation as Chief Leasing Agent.

Trevin Lipford (Cleveland 2015) has joined Fass Real Estate Services as an Associate.

Vita Deveaux (REAP ATL 2017) joined DTSpade as Brokerage Partner.

Yonina Gray (REAP Atlanta 2016) was accepted into the ULI Center for Leadership Class of 2018.

To support or bring REAP to your market, contact Ken McIntyre, Interim Executive Director, at kmcintyre@projectreap.org

REAP is a 501(c)(3) organization.

Ken McIntyre, Interim Executive Director
Michael J. Bush, ESQ., Founder – Senior Mentor
G. Lamont Blackstone, Chairman of the Board

For more information, go to www.projectreap.org.
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