

NANCY KLUGE

President & CEO

Reid Park Zoological Society

(Nominated by Carol Stewart)

An Active or Emeritus Member TAA Member must complete and submit this nomination form in collaboration with the potential nominee. The nomination form and additional requested documentation must be received by the TAA Clerk **no later than 11:59 p.m. on October 1, 2023.**

GENERAL INFORMATION					
Name: Nancy J. Kluge		Length of residency*: 49 years			
Home Address: [REDACTED]					
E-mail Address: [REDACTED]					
Home Phone No.:		Mobile Phone No.: [REDACTED]			
PROFESSIONAL INFORMATION					
Company: Reid Park Zoological Society		Profession/Industry: Zoo/Cultural Attraction			
Position/Title: President & CEO					
Work Address: 1030 S Randolph Way					
Work Phone No.: 520-881-4753		Work E-mail Address: nancy@reidparkzoo.org			
DEMOGRAPHIC INFORMATION (Optional)					
What is your race/ethnicity? Please mark the one box that describes the race/ethnicity with which you primarily identify.	<input type="checkbox"/>	Hispanic or Latino: a person of Cuban, Mexican, Chicano, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.			
	<input checked="" type="checkbox"/>	White: a person that has origins in any of the original peoples of Europe, the Middle East, or North Africa.			
	<input type="checkbox"/>	Black or African American: a person that has origins in any of the Black racial groups of Africa.			
	<input type="checkbox"/>	Asian: a person that has origins in any of the original peoples of East Asia, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.			
	<input type="checkbox"/>	Native Hawaiian or Other Pacific Islander: a person that has origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.			
	<input type="checkbox"/>	American Indian or Alaska Native: a person that has origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.			
	<input type="checkbox"/>	Two or More Races: a person who primarily identifies with two or more of the above race/ethnicity categories.			
What is your gender? Please mark the one box that describes the gender with which you primarily identify.	<input type="checkbox"/>	Male	What is your age? Please mark one box below.	<input type="checkbox"/>	Under 40
	<input checked="" type="checkbox"/>	Female		<input type="checkbox"/>	41-50
	<input type="checkbox"/>	Non-binary		<input type="checkbox"/>	51-60
				<input checked="" type="checkbox"/>	Over 60
Do you have a disability? Please mark the appropriate box.	<input type="checkbox"/>	Yes, I have a disability (or previously had a disability).			
	<input checked="" type="checkbox"/>	No, I do not have (nor have I previously had) a disability.			

*Length of residence in the Tucson International Airport air service area. Pursuant to Section 2.1.1 of the TAA Bylaws, this area encompasses "the general Southern Arizona region."

QUESTIONNAIRE

Is the potential nominee a local, State, or Federal elected official or government employee? <i>If "Yes," list the agency and position/title below. Also, submit a copy of the job description along with the nomination form.</i>	YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>

Please summarize the nominee's professional background and expertise. *(Additional detail may be provided in the nominee's Letter of Interest)*

Professional background is as a nonprofit executive, with expertise in finance and administration. Serves currently as President & CEO of Reid Park Zoological Society, previous experience was a Senior VP of Operations for United Way of Tucson and Sout Arizona.

Please list activities demonstrating the nominee's care and commitment to community service or involvement, including previous or current membership in non-profit or community organizations and the duration of service.

ORGANIZATION/INVOLVEMENT	DURATION OF SERVICE
Visit Tucson, board member, previously serving as treasurer, vice chair and chair of the board.	8 years
Southern Arizona Cultural Leaders Consortium, member, previously served as secretary and chair	15 years
Planned Giving Roundtable of Southern Arizona, member, previously served as board treasurer, vice chair and chair	12 years
United Way of Tucson and Southern Arizona, Audit and Ethics Committee member	13 years

Please describe how the nominee's personal experience will translate into becoming a fierce advocate of TAA in local, national, and international communities. *(Additional detail may be provided in the nominee's Letter of Interest)*

Nancy's experience as a CEO in the cultural attractions area as well as a community member and member of civic organizations has underlined the importance of a strong economy to the quality of life in Tucson and southern Arizona. Having a strong airport strengthens tourism and economic development as an important factor in businesses locating in Tucson. These key areas can drive economic growth and help our community grow and thrive, giving opportunities to all of our community members.
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QUESTIONNAIRE

Please indicate any of the TAA advisory councils which might benefit from the potential nominee's working knowledge, membership, and participation.

COUNCIL			
Audit		<input checked="" type="checkbox"/>	
Corporate Governance		<input type="checkbox"/>	
Finance and Risk Management		<input checked="" type="checkbox"/>	
Finance and Risk Management – Environmental/Sustainability Sub Council		<input checked="" type="checkbox"/>	
Nominating		<input type="checkbox"/>	

Provide a brief explanation of how the TAA will benefit from their participation on the council(s) indicated.
(Additional detail may be provided in the nominee's Letter of Interest)

Background in nonprofit finance as a former CFO and as a CEO responsible for an organization with diverse funding sources can bring value to the finance areas.

References

	NAME	E-MAIL ADDRESS	PHONE NO.
1.	Lisa Lovallo	lisa.lovall@cox.com	
2.	Rob Elias	resident@tucsonhispaniccham	
3.	Tony Penn	tpenn@unitedwaytucson.org	

Nominated By:

TAA MEMBER (NAME)	SIGNATURE	DATE
Carol Stewart	<u>Carol Stewart</u> <small>Carol Stewart (Aug 15, 2024 16:23 PDT)</small>	August 15, 2024

Due Date: October 1, 2023 by 11:59 p.m.

Email to:

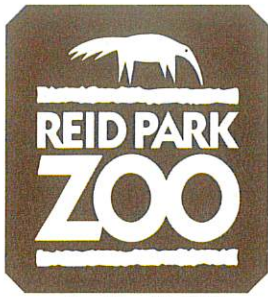
bjones@flytucson.com

Mail to:

Tucson Airport Authority
Attn: TAA Clerk
7250 S. Tucson Blvd., Ste. 300
Tucson, AZ 85756

A **complete** nomination packet must include the following:

- **New Member Nomination Form** (Signed and dated by a current Active Member or Emeritus Member)
- **Statement of Interest Letter**
- **Resume**
- **Biographical Information** (e.g., company profile, website, or LinkedIn profile)
- **Executed Disclosure Statement**



President & CEO

Nancy J. Kluge

2024-2025 OFFICERS

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Chad Driedger

Vice Chair

Daniela Siqueiros

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Kathy Alexander

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Past Chair

Catherine Hutchens

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Emily Schaefer
Dr. Kathryn Stoner
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Denise Shepherd
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Jim Zarling
Terri Zarling

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Vice Chair

Jason Lazarow

Secretary

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Treasurer

Patricia O'Callaghan

Past Chair

Mica Bane

2024-2025 DIRECTORS

James Berghs
Dr. Shane Burgess
Chad Driedger
Michael Halle
Michael Hannley
Sheldon King
Travis Tufts

August 5, 2024

Carol Stewart

Vice President, University of Arizona, Tech Parks Arizona
CEO, UA Tech Parks & President, UA Center for Innovation
9070 S Rita Rd
Tucson, AZ 85747

Dear Carol,

Thank you for bringing me forward for involvement in Tucson Airport Authority, I am honored to be considered. This letter is to express my interest in membership. During my service on Visit Tucson's board, I have learned how important the Airport is to Tucson, economically, for tourism and for quality of life for our community members to be able to easily travel from Tucson.

I grew up in Tucson and have stayed because I truly love our community: the culture, the people, the beautiful outdoors and wildlife – and of course, the great weather. I attended the University of Arizona where I majored in accounting and management information systems.

It has been an honor to be a leader of Tucson's Reid Park Zoo for the last 15 years and to see it grow and thrive with the support of our community and the leadership of our board and staff. Watching a child get so excited to see one of our amazing animals in person fills my heart every time.

My time at United Way of Tucson and Southern Arizona, where I served as Senior VP for Operations, taught me the value of community engagement and the importance of volunteerism. I have stayed involved with them as a member of Women Leading United, Tocqueville Society, and their Audit and Ethics Committee because of the important role they serve to bring the community together to create positive change.

I have been involved with the Southern Arizona Cultural Leaders Consortium since I started at the Zoo, serving as chair in the past, as we collaborate together and advocate for arts and culture in southern Arizona. I am a member of Women Leaders of Southern Arizona and Charter 100 and am active in the Tucson Metro Chamber and Tucson Hispanic Chamber. I just finished a second term as board chair for Visit Tucson where I have served on the board for the past 8 years.

Tucson International Airport is an important part of Tucson. It means a lot to our economy and our jobs to have an easy way for travelers, whether for leisure or business, to come here and have a good Tucson welcome. It means a lot to potential new businesses to be able to easily get to their home office through Tucson. I am a fan of flying through Tucson and would enjoy learning how I can be more of an advocate.

Thank you for your consideration.

Sincerely,

Nancy J. Kluge
President & CEO
Reid Park Zoological Society

www.ReidParkZoo.org

Reid Park Zoological Society

Office 520-881-4753 | Fax 520-881-1450

1030 South Randolph Way | Tucson, Arizona 85716-5835

ACCREDITED BY THE
**ASSOCIATION
OF ZOOS &
AQUARIUMS**



Nancy J. Kluge



SUMMARY

Seasoned nonprofit executive with successful track record in fundraising, financial management, and leadership development with staff and volunteers.

EXPERIENCE

Reid Park Zoological Society, Tucson, AZ - *President and CEO*

July 2009 - Present

- As the Chief Executive Officer, I lead the organization in strategic planning and developing the tactics to achieve the strategic priorities set for a Zoo with annual revenue of approximately \$12 million. Key accomplishments include construction and opening of veterinary hospital, elephant exhibit, front entry, World of Play and others. Successfully expanded contract with City of Tucson to manage zoo operations, started endowment and reserve funds and established Reid Park Zoo Foundation.
- Responsible for ensuring fundraising goals are set and developing relationships with key donors. With the team, we have received five gifts of \$1 million or more including two gifts of \$5 million or more during my tenure.
- Build relationships in the community with all constituents including volunteers, members, donors, corporate partners, elected officials, government partners, media, and vendors. These relationships have enabled the Zoological Society to put a measure on the ballot in 2017, winning an election to provide the Zoo with public support through a sales tax to make improvements to facilities, animal well-being, and conservation education.
- Ensure the right staff are in the right positions for the organization, lead and motivate staff while ensuring that best practices and legal compliance for human resources are followed. I am very proud of the team I have developed and I particularly enjoy leading staff to develop and achieve their professional goals.
- Provide staff support for the Board of Directors to assist them in setting meaningful agendas for productive meetings, assure timelines and processes are in place to meet strategic goals set as well as compliance with bylaws and requirements.

United Way of Tucson and Southern Arizona, Tucson, AZ

CFO and Senior VP Operations, 2006-2009

Chief Financial Officer 2002-2006

VP Finance, 1999-2002

Controller 1996-1999

Accountant 1993-1996

- As Senior VP Operations, led areas of fundraising, finance, facilities, and information technology for a United Way with total annual revenue of approximately \$13 million.
- Acted as COO for United Way Capital Corporation, a support corporation which held buildings rented to nonprofits aligned with United Way's mission.
- Provided staff support for the Campaign Cabinet, Finance Committee, Audit Committee, and Capital Corporation Board of Directors.
- Developed and implemented program for donor advised funds, with approximately \$1 million annually in revenue.
- Oversaw budget, audit, and compliance reporting for grants including federal grants through the State of Arizona of approximately \$800,000.

EDUCATION

University of Arizona, Tucson, AZ - *Bachelor of Science in Business Administration with Double Major in Accounting and Management Information Systems*

COMMUNITY INVOLVEMENT AND AWARDS

Visit Tucson (Convention and Visitors Bureau) – Immediate Past Chair

Southern Arizona Cultural Leaders Consortium, Former Chair

Planned Giving Roundtable, Board Member

United Way of Tucson and Southern Arizona - Audit and Ethics Committee

Women Leading the Region, Biz Tucson, 2024

Pima County Back to Business Task Force, Attractions representative 2020

Honorary Member Beta Gamma Sigma, University of Arizona 2016

Community Service Award, League of United Latin American Citizens, 2016

Co-Chair, Yes on Pima County Bonds, 2015

Ordinary Women Doing Extraordinary Things - University of Arizona Eller College 2012

Member/Board of Directors Annual Disclosure Statement
(Adopted August 7, 2012)

Name: Nancy Kluge	
<p>In an effort to avoid any appearance of a lack of integrity and transparency in Tucson Airport Authority's decision-making processes, TAA has adopted a Conflict of Interest Policy applicable to all TAA members. In addition, members of the TAA Board of Directors are required to submit an annual disclosure statement to disclose (i) any personal or financial interests that have a reasonable likelihood to create, or to appear to create, a conflict of interest with TAA, and (ii) any current business relationships involving TAA.</p>	
I have the following personal or financial interests to disclose in accordance with the Policy:	
<p>With regards to item 4c, charitable/volunteer work, I would like to disclose that Reid Park Zoological Society has in the past applied for donations of tickets from airlines for our auction. Our development team works with corporate community relations offices and not locally in making those requests. I am not personally involved in making those requests and would not ask TAA or any employees to be involved in those requests and would not use my role to influence any decision.</p>	
In addition, I currently have the following business, contractual or other financial relations with the TAA:	
None	
<p>I have read and agree to comply with the Tucson Airport Authority Conflict of Interest Policy. I have disclosed on the attached form all potential conflicts and relevant business relationships involving TAA of which I am aware, if any. I will promptly report any changes that may create or appear to create a conflict of interest with TAA.</p>	
SIGNATURE	DATE
<p><u>Nancy J. Kluge</u> Nancy J. Kluge (Aug 19, 2024 14:07 PDT)</p>	<p>August 19, 2024</p>