

MARY NITSCHKE

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SUSTAINABILITY / ESG LEADER

Making things better by leading with aspiration, humor, and joy to create collaborative team mindsets while getting the best out of each individual.

Passionate, successful, and nationally well-known expert in ESG and Sustainability. Exceptional communicator within all levels of the organization and with stakeholders, government agencies and nonprofits. New product innovator. Accustomed to revolutionizing Sustainability and ESG. Active member, founder, and leader of national professional organizations. LEED AP O&M, GRESB AP Team Leader and TRUE zero waste advisor.

SELECTED EXECUTIVE COMPETENCIES

- Nationally recognized sustainability/ESG leader with 20+ years' experience delivering sustainability in Real Estate.
 - a. Created and delivered Conference Presentations and Webcasts (extensive list available upon request).
 - b. "Energy Made Simple" columnist YieldPRO magazine (2023 to present) <https://yieldpro.com/category/energy/>
 - c. *Journal of Utility Management*: Editor (2019-2023) contributor (2012-2023). [journalofutilitymanagement.com](https://www.journalofutilitymanagement.com)
 - d. Achieved EPA Partner of the Year Award for RealPage, 2021, 2022, 2023
- Strong communicator and relationship builder with stakeholders, interdepartmental teams, and outside organizations. Vast industry network.
 - a. Strong relationships with USGBC, GRESB, EPA, The Recycling Partnership, and Fannie Mae.
 - b. Experienced contract negotiator in ESG, energy and waste with organizations.
 - c. Utility Management Advisory Leadership, 2019 – Present; Founding Member & President, 2007 – 2019.

PROFESSIONAL BACKGROUND

GreenT Climate Software., Bend OR **Chief Sustainability Officer**

Jan 2024-Present

Responsible for business development, guiding product development, build service offering to ensure accuracy and value of solution in pre-revenue stage. Forge relationships with agencies, companies, and industry.

- Grew sales pipeline by over 80%.
- Create strategic relationships with GRESB, the EPA and increased customer advisory board by 75%.
- Leadership driven with over thirty articles on Sustainability/ESG, maintaining website and LinkedIn presence.
- Provide guidance on Product development to ensure functionality, and regulatory accuracy.
- Featured Guest on "The Future of Sustainability In CRE" [Link to episode](#)

REALPAGE, INC., Richardson, TX **Vice President, Sustainability**

Jun 2019-Jul 2023

Led and grew the Sustainability/ESG Team, which spanned four countries and three states, developed software and AI solutions for the Real Estate Industry while creating strong relationships with stakeholders, team members, executive leaders, and strategic partners. Provided financial oversight for Sustainability P&L, where I helped improve profitability by 30% for the division while growing the team with exceptionally low attrition of both customers and team members.

- Product Development leader for three sustainability products (Waste Reduction and Diversion, Water Leak Detection, and Compliance/Data Assurance), including product launches and creation of the Go to Market documentation, materials, and training.
- ESG reporting offering and support for RealPage customers (Owners, operators, and investors).
- Provided oversight of programs which helped customers save 194M gallons of water, 3.5M kWh of electricity, 11M therms of gas, and divert >194.8M tons of recycling in 2022.
- Created Sustainability Success Series Podcasts, hosted four Energy Summits, and wrote/participated in 11 webcasts.
- Took over and grew nine-member Sustainability team with lowest morale scores and highest attrition rates to 35 members: within one-year reduced attrition rate to 2% and improved engagement scores 85% (RealPage).
- Created ROI calculators for Sustainability products to demonstrate value: both customers and Sales were astonished by demonstrated value of offerings, reducing customer attrition to <4% and supporting Sales in outperforming budget.
- Teams scored highest rankings in company for implementations, engineering, and engagement.

PROMETHEUS REAL ESTATE GROUP, INC., San Mateo, CA **Director of Ancillary Services**

Jun 2007-May 2019

(Jan 2013 – May 2019)

Orchestrated utility and telecom expense and ancillary income program for >12K units. Collaborated directly with suppliers, stakeholders, and properties to reduce utility consumption, increase revenue, and ensure compliance with State, County and City requirements for various programs. Conducted routine analysis to ensure goals achievement.

- Increased Recycling Diversion from 37% to 63%
- Obtained >\$2M in rebate funding for energy and water efficiencies.
- Managed all Green Loans upgrades and Green Certifications for company.
- Lead Sustainability Committee (cross departmental) from 2008-2019)
- Increased NOI by ~\$500K, compounded annually.
- Developed and implemented paperless billing program, reducing paper bills by 30% annually.
- Implemented Utility Benchmarking program and first Portfolio Attribute database.

Sr. Manager of Ancillary Services (Jan 2012 to Dec 2012)

- Increased NOI by approximately \$550,000, compounded annually.
- Negotiated energy procurement deals with favorable terms for the company's portfolio, saving \$70,000.
- Interviewed by Cadmus Group to direct Local Utility District on upcoming rebate initiatives for Multifamily Industry.

Manager of Ancillary Services (Jun 2007 to Dec 2011)

- Increased NOI by ~\$2,320,000, compounded annually.
- Reduced inefficient utility expense billing processes; reduced Accounting's workload by 10 hours per month.
- Developed Natural Gas procurement contract that saved the company approximately \$40,000 for 2009.

EDUCATION AND CERTIFICATIONS

- Bachelor of Arts degrees in English and Dramatic Art, University of California at Berkeley, CA
- Energy Resource Management Certification, University of California at Davis, 2011.
- GRESB AP Lead, GRESB 2024
- LEED AP O&M, USGBC 2024
- LEED Green Associate, USGBC 2023
- True Advisor, GBCI 2020
- The DNA of ESG Certificate of Completion, BOMA/BOMI 2022
- National USPAP Course Completion, The Appraisal Foundation 2004
- Building Performance Institute Certified Green Multifamily Building Operator 2017-2021
- TCFD Climate related financial disclosure (all certifications)
- Coursera: Circular Economy – Sustainable Materials Management Certification

PROFESSIONAL AFFILIATIONS AND LEADERSHIP

- Urban Land Institute Member 2020-Present
- Urban Plan Volunteer 2021 – Present
- USGBC Member 2023 - Present
- Utility Management Advisory: Founding Member, 2007, President 2008– 2019, Advisory Leadership, 2019 – Present
- National Apartment Association Sustainability Committee (Member) 2019
- RealPage Steering Committee, Member and Utility Management Sub-Committee Chair 2018-2019
- Prometheus Sustainability Committee, Leader, 2008 to 2019
- Prometheus Brand Momentum Team, 2017
- NMHC Sustainability Committee Member, 2015 to 2019
- Multifamily EV Charge Station Users Group, Leader and Founder, 2014- 2016
- CAA Water Conservation Task Force Member, 2014
- City of Wylie Board of Review, 2023 – Present.
- Created and delivered Conference Presentations and Webcasts (extensive list available upon request).

Selected Skills: Communication and Collaboration | Waste Management | Zero Waste | Net Zero Solutions | Water Management | Rebate Program Maximization | Leadership | Team Development | Training and Mentoring | Utility Management | Budgeting | Innovator and Implementor of New Solutions | RUBS Ancillary Income | Cable Revenue | EV Charging Station | Energy Management | Leadership | Energy Procurement | Business Strategy | LEED | Green Building Operations | Energy Efficiency | Sustainability Consulting | Data Analysis | GRESB & ESG Reporting | Futurist

TECHNOLOGY AND TOOLS: EnergyStar Portfolio Manager Compliance Benchmarking | GRESB Reporting | CDP Reporting | Waste Diversion Reporting | EnergyCAP | Measurabl | BI Analytics | Excel | Word | PowerPoint | Outlook | Microsoft Teams | Jira | Agile | Squarespace | WordPress