



July 31, 2026

To whom it may concern:

During the last 2 years that Vivian McKinney has worked as a Zoo Teen Naturalist volunteer at the Indianapolis Zoo, she has exhibited remarkable work ethics and teamwork skills. Vivian's role as a Naturalist involves using interpretation and communication skills to educate guests about animals and conservation. As one of the Interpretation Specialists at the Zoo, I directly oversee her service.

Vivian is skilled at developing interactions that incorporate effective conservation messaging. Her interactions are logically organized, utilize multiple interpretive techniques, and include accurate scientific information. She has always been open to my suggestions about new strategies or talking points to try out in her interactions. She typically applies the suggestions right away, which shows me that she is not afraid to step out of her comfort zone and try new things.

Not only is she a skilled interpreter, but Vivian also has a strong sense of respect for those around her. She is kind to her fellow Zoo Teens and when paired with more soft-spoken individuals, she goes out of her way to divide talking points in a way that ensures her teammates have an opportunity to educate. She is also punctual and takes the initiative to always communicate absences far in advance, and to independently schedule make up shifts.

I would like to recommend Vivian for your program. She has been an asset at the Indianapolis Zoo through her service as a Zoo Teen, and I am so excited for Vivian to move on to the next phase of her journey. If you would like additional information about Vivian or her involvement as a volunteer, please do not hesitate to contact me.

Sincerely,



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Mission Statement

We protect nature
and inspire people to
care for our world.

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