

NP Bethanie,

I am proud to nominate Jessi Neighbors for the JCI USA Outstanding Program Manager Award for her leadership, consistency, and deep commitment to our members through her work as Awards PM.

The JCI USA Awards program, as you know, is a beast. It is complex, high-stakes, time-sensitive, and touches nearly every corner of the organization. Jessi stepped into this role with a level of institutional knowledge that was invaluable. Because of her prior involvement on the Awards Committee, she brought experience and insight that I did not yet have as the NVP assigned this area nor did anyone else on this committee possess. That knowledge, paired with her leadership, made all the difference.

Jessi led our committee calls, ensured systems were in place that **made sense**, and handled the day-to-day email communication with the awards email with intention, speed, and care. She was thoughtful about member access and experience while also being mindful of timelines and respectful of the judges volunteering their time. She carried the operational weight of this program in a way that allowed me to do my job at the strategic level. I had the luxury of having just one PM this year, and without Jessi, I would have been underwater.

This year also brought significant change. Moving the entire process online was no small undertaking, and adjusting submission deadlines came with understandable concern from members. Jessi handled all of it with grace, clarity, and timeliness. She kept things moving, kept me informed, and kept the committee grounded even when things were hard.

What makes her work even more meaningful is that she did it while life was happening. Jessi navigated personal challenges this year, including devastating events in Illinois, and still showed up with professionalism and care. Her focus never wavered from making sure our members were informed, supported, and set up for success. Not just those applying for awards, but the full force of each individual that was on the awards committee with her. She consistently worked to create systems and processes that not only functioned this year, but that will make sense and be usable for the next team as well.

Jessi Neighbors is deeply dedicated to our members and to this organization. She understands that good programs don't just happen. They are intentionally built, managed thoughtfully, and supported by people who care about doing it right. Her work this year was invaluable, and JCI USA is better because of it. She is more than deserving of this recognition.

In Jaycee Spirit,

Morgan Ogden  
2025 JCI USA NVP