

Recommendation Letter

Rob Ray Memorial Award Special Partner Award

To the JCI USA Awards Committee,

I am honored to recommend **Chuck Kayvin Mayan-gao** for the Rob Ray Memorial Award in recognition of the meaningful and consistent support he has provided as my partner during my service as **JCI USA National Vice President**.

National service brings constant demands including travel, time away, and the responsibility of representing the organization at multiple levels. Throughout this experience, Chuck has been a steady source of encouragement and understanding, allowing me to remain focused and effective in my role. His support was never loud or performative. It was practical, thoughtful, and rooted in genuine care.

What makes Chuck's support especially notable is that he offered it while carrying his own significant responsibility as **JCI New York State President**. While managing statewide leadership, organizational priorities, and the needs of chapters and members, he remained attentive and supportive of the demands placed on me at the national level. He understood the pressures of leadership and responded with patience, flexibility, and reassurance rather than expectation.

Chuck consistently created space for me to fulfill my national responsibilities by helping manage personal and professional matters when my schedule was limited. Often without discussion, he adjusted his own commitments and priorities to ensure that I could meet the expectations of my role. Many of these actions happened quietly and without acknowledgment, which speaks to the sincerity of his support.

Even with both of us serving in high level leadership roles, Chuck made an effort to be present when it mattered most. Whether through attending key events, offering perspective during challenging moments, or simply providing steadiness during demanding periods, his presence reinforced balance and confidence. His support allowed me to serve with clarity rather than distraction.

Chuck's approach reflects the heart of the Rob Ray Memorial Award. He understands that effective leadership is sustained not only through organizational structures, but through personal support systems built on respect, understanding, and shared commitment. His willingness to support another leader while simultaneously carrying his own responsibilities exemplifies quiet strength and partnership.

I am deeply grateful for Chuck's presence and proud to recognize the role he has played in my ability to serve JCI USA effectively. For his consistency, generosity of time, and genuine support,

I respectfully and confidently recommend **Chuck Kayvin Mayan-gao** for the Rob Ray Memorial Award.

Respectfully submitted,

Jubert Paul Ong

JCI USA National Vice President



