



making each day our own masterpiece



working hard  staying positive  achieving goals

who we are

Vocational Improvement Program, Inc. is a private nonprofit organization dedicated to serving persons with disabilities with quality prevocational training and job placement services. Through meaningful work opportunities, clients are able to gain valuable job skills and achieve personal growth and independence. Established in 1986, VIP has grown to assist more than 745 individuals with disabilities annually through the support and guidance of 200 dedicated staff and an exceptional Board of Directors. Serving a vast area, VIP offices are located in Rancho Cucamonga, Hesperia, and San Bernardino.

our mission

It is the Mission of VIP, Inc. to maximize the potential of individuals with disabilities.

our vision

It is the Vision of VIP, Inc. to be the Provider of Choice for clients, referring sources, staff, and the business community in California.

board of directors



Left to right: Dusty Ware, Secretary; Phil Roberts, Treasurer; Christopher J. McArdle, Member; Christopher Vicino, Member; Rich Williams, Member; Ernest Cisneros, Member; Kathy Sallis, Member; Dave Coggin, Member; Penny Rubin, Chairwoman of the Board Elect; and Tyler Pansé, Chairman of the Board.

executive management team

WENDY ROGINA
President/CEO

MARIANN GUERRERO
Director of Program Services

JEFF ROGINA
Director of Production

RICK ROGINA
Vice President/COO

KAREN JONES
Director of Program & Staff Development

KENNY SOLANO
Director of Business Relations

MATTHEW ROGINA
Executive Director

PATRICIA RIVERA
Director of Operations

JEFF SPECCHIO
Director of Production

ANTHONY AKERS
Director of Rehabilitation

SHIRLEY YAMANO
Director of Communications



Left: Van L. Cessna, Member, and Wendy Rogina, President/CEO.



Above: Ashok K. Madahar, MD, Member, and Matthew Rogina, Executive Director.



Left: Rick Rogina, Vice President/COO, and M. Stephen Cho, ESQ., Member.

a message from Matthew Rogina, executive director

“Make your life a masterpiece. Imagine no limitations on what you can be, have, or do” by Brian Tracy is one of my favorite quotes. Each day, our clients inspire us — whether it is by learning a new skill, achieving a goal, or keeping a positive outlook, our clients truly know how to be creative and motivated in what they can accomplish. We all create our own masterpieces in different ways and I am grateful for all the unique contributions of our dedicated clients, staff, and the collaborative efforts of the entire VIP Family.

- VIP achieved its 11th consecutive three year accreditation from CARF, the Commission on Accreditation of Rehabilitation Facilities. This accreditation decision represents the highest level of accreditation that can be awarded to an organization and shows VIP’s substantial conformance to the CARF standards. Further, VIP received an exemplary conformance commendation for its development of an exceptional DSP training program. Karen Jones, Director of Program & Staff Development, has done an outstanding job of teaching both DSP 1 and DSP 2 classes for staff to further advance their skills and techniques in providing services for persons with intellectual and developmental disabilities.
- Way to go to our awesome clients who collaborated on special projects at businesses including Kohl’s and Cal State San Bernardino! Work Services clients from all three VIP locations along with Supported Employment clients displayed dedication and excellent teamwork at various projects and surpassed all expectations. In fact, their outstanding work performance opened doors for Work Services clients to transition from special projects to ongoing employment positions. We are very proud of their initiative and diligence to do an outstanding job!
- VIP was the recipient of a grant from DDS to fund the ACE Program as it continues to provide valuable skills through job readiness classes and activities. ACE II, a new and advanced component with a detailed curriculum specializing in career development, will be a part of the ACE Program in 2020.
- Opportunities for company growth continued with the promotion of staff to Team Lead, Case Manager, ACE Program Manager, and ACE Program Specialist positions. VIP is proud of its commitment to succession planning and is dedicated to providing career advancement for staff.

Thank you to all our stakeholders for your support and I look forward to continued growth and opportunities for the entire organization!

a message from Tyler Pansé, chairman of the board

It has been an honor to serve as Chairman of the Board for the past two years. My fellow Board Members are extremely selfless individuals and I am grateful for the guidance they have provided VIP. The Board recognizes Matt Rogina as he has taken on his role as Executive Director with poise and professionalism. Matt’s drive and intensity for success are evident as he leads VIP into the next decade.

Since my first year on the Board in 2015, I have witnessed impressive growth at VIP. Our success is due to the dedicated staff who make VIP what it is today — nothing works without them. Each person has amazing talents and convictions and they always bring their best to work every day. I truly appreciate this outstanding group of people and it has been a pleasure to be a part of it.

Penny Rubin will be taking the leadership position as the new Chairwoman of the Board. Penny has been volunteering not only on the Board but also in the ACE Program working with clients and assisting them with their vocational goals and advancement. She is very passionate about our services and I am confident that she will serve VIP with energy and a creative spirit.

a message from Penny Rubin, chairwoman of the board elect

It is my pleasure to serve as the new Chairwoman of the Board and I look forward to meeting and working with each one of you as we create exciting opportunities throughout the organization. On behalf of the Board, I would like to thank Tyler Pansé for his time, contributions, and outstanding involvement as the outgoing Chairman of the Board.

Being able to assist clients as they learn new skills in the ACE Program has been one of the most fulfilling experiences in my life. I sincerely believe in client choice and the importance of having valuable employment options for all individuals with disabilities. I am pleased that VIP truly supports choice and meaningful work opportunities and I am proud to serve this organization.

supported employment

VIP, Inc. created 59 new jobs.
Supported Employment IPs = 43
Supported Employment groups = 15
Direct Placement DR (DOR) = 1

Client earnings for Supported Employment = \$4,831,699
Average hourly wage in a group = \$9.65 per hour
Average hourly wage in an IP = \$12.44 per hour

work services

VIP provided Work Services to 119 new clients.
Rancho Cucamonga = 51
Hesperia = 30
San Bernardino = 38

VIP provided Work Services to a total of 405 clients at all three facilities.
Rancho Cucamonga = 162
Hesperia = 112
San Bernardino = 131

VIP, Inc. transitioned 25 clients from Work Services to Community Employment.
Rancho Cucamonga = 7
Hesperia = 3
San Bernardino = 15

Client earnings for Work Services = \$1,610, 699

stakeholder survey results



98%

top ratings from
Supported
Employment
Clients

98%

top ratings from
Work Services
Clients at all three
locations

100%

top ratings
from
business
partners

98%

top ratings
from referring
agency
counselors

ace program highlights



ACE, established in 2017, is the transition component of VIP's Work Services Program that specializes in person-centered thinking, vocational advancement, and community access. In 2019, 85 clients participated in the ACE Program; 25 of those participants transitioned to Supported Employment positions at various businesses including Sodexo, Walmart Distribution Center, and Schylling. A total of 76 ACE clients participated in Person-Centered Thinking meetings which focus on the clients and their needs and choices. This process assists clients by putting them in charge of defining the direction of their lives as well as their desired future.





Left: Throughout the year, VIP continued its legislative outreach by meeting with Assemblymember James Ramos (pictured), Senator Connie Leyva, and Assemblymember Eloise Gómez Reyes. VIP also scheduled visits with representatives from Senator Mike Morrell's office and Assemblymember Sabrina Cervantes's office.

Below: VIP and the ACE Program started the first A-TEAM California chapter. Each VIP location meets monthly to discuss advocacy and a person's right to CHOICE! More than 100 VIP clients are members of this national advocacy group.



Left: VIP hosted the Rancho Cucamonga Rotary Club meeting in March. Community leaders toured VIP's Production Facility and were able to experience first hand the awesome capabilities of VIP's clients.



Left: VIP Directors were excited to celebrate as XPO Logistics, Inc. received a Star Award at California Disability Services Association's Annual Meeting in Pasadena. Star Awards were presented to partners that provide outstanding support for persons with disabilities.



Above: In December, each staff who achieved a milestone employment anniversary of five years or more received special recognition at VIP's Holiday Events. Three of the 15 staff who were acknowledged included Hollie Andrist, 20 years, and Leo Martin and Leveanna Thomas, both 30 years of service at VIP!



VIP clients earned an impressive **\$6.4 million** in 2019! Thank you to the hundreds of business partners who promote diversity and provide exceptional opportunities to enable persons with disabilities to learn new skills, gain valuable experience, and succeed in their careers. VIP is proud of the collaborative efforts to provide quality employment services to all its stakeholders.



Left to right: Heritage Candy Company and New Indy triPAQ were honored with Outstanding Partnership awards at the Eighth Annual Inland Empire Caucus Partnership Recognition Event. Thank you for your exceptional support!



"Our organization
is **grateful** of our
partnership with VIP!"

~ Mary K. • Hain-Celestial Group

new employment
contract with Kohl's

additional groups at
XPO Logistics, Inc.

history making year
in Production Facility

clients contributed
\$555,000 in taxes

statement of financial position

assets

Total Current Assets	\$	7,829,683
Property and Equipment (Net)	\$	916,370
Total Assets	\$	8,746,053

liabilities and net assets

Total Current Liabilities	\$	638,408
Noncurrent Liabilities	\$	314,686
Total Liabilities	\$	953,094

Without Donor Restrictions	\$	7,784,967
With Donor Restrictions	\$	7,992
Total Net Assets	\$	7,792,959

Total Liabilities and Net Assets	\$	8,746,053
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statement of activities

revenues

Program Revenue (SE State)	\$	8,942,152
Contract Revenue	\$	7,342,628
Other Service Revenue	\$	70,943
Net assets released from restrictions	\$	(1,500)
Total Revenues	\$	16,355,723

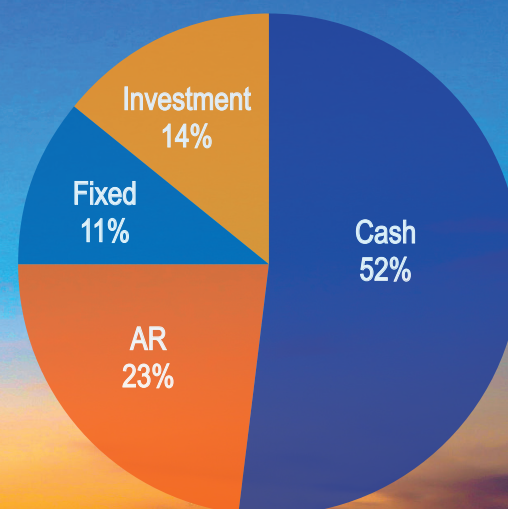
expenses

Program Services	\$	14,247,794
Administration	\$	1,684,780
Total Expenses	\$	15,932,574
Excess (Deficiency) of Revenues Over Expenses	\$	423,149

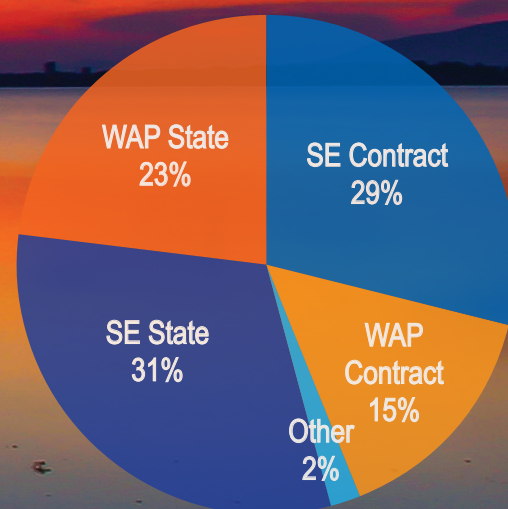
other revenues

Interest and Dividends	\$	21,210
Realized Gain on Investment	\$	168,791
Net Unrealized Gain on Investments	\$	83,940
Total Other Revenues	\$	273,941
Change in Net Assets	\$	697,090

assets



revenue



Note: Condensed financial information is derived from financial statements audited by Eide Bailly LLP. Audited financial statements are available at VIP, Inc.'s Corporate Office in Rancho Cucamonga.



locations

corporate office
9210 Rochester Court
Rancho Cucamonga, CA
91730
909.483.5924

high desert office
17292 Eucalyptus Street
Hesperia, CA
92345
760.948.1312

san bernardino office
1310 East Riverview Drive
San Bernardino, CA
92408
909.478.7537

VIP, Inc. is proud to be awarded the highest level of accreditation by the Commission on Accreditation of Rehabilitation Facilities for the following programs:

- Organizational Employment Services: Job Development
- Community Employment Services: Employment Supports
- Employment Planning Services
- Organizational Employment Services



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