

every road brings

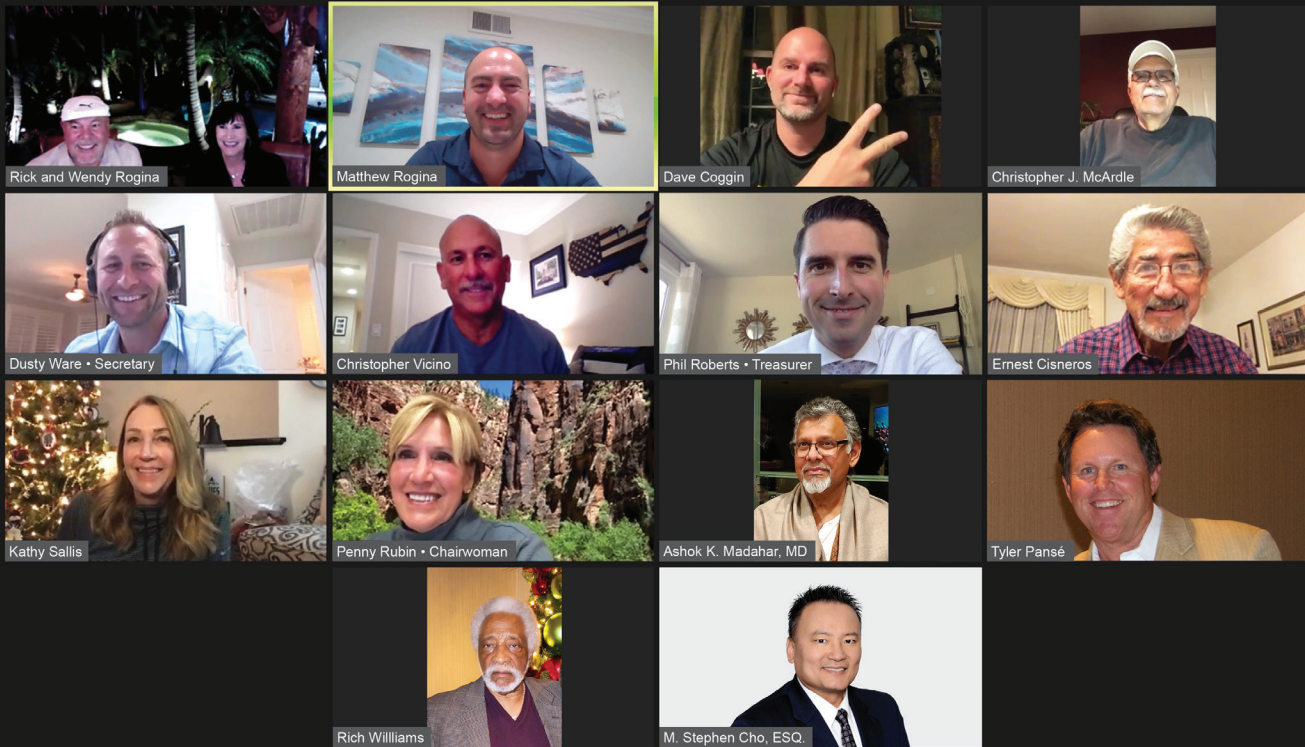
a new

opportunity...

ANNUAL
REPORT
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board of directors



Rick Rogina, VP/COO; Wendy Rogina, President/CEO; and Matthew Rogina, Executive Director; welcomed VIP, Inc.'s Board of Directors to a virtual quarterly board meeting.

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.

executive management

WENDY ROGINA • President/CEO

RICK ROGINA • Vice President/COO

MATTHEW ROGINA • Executive Director

ANTHONY AKERS • Director of Rehabilitation

MARIANN GUERRERO • Director of Program Services

KAREN JONES • Director of Staff Development

MICHELLE MONTANEZ • Director of Rehabilitation

PATRICIA RIVERA • Director of Operations

JEFF ROGINA • Director of WAP Operations

KENNY SOLANO • Director of Business Relations

JEFF SPECCHIO • Director of Production

SHIRLEY YAMANO • Director of Communications

a message from Matthew Rogina, executive director

As 2020 began, we had no idea what was in store for us, for our Nation, and for the world. But, in true VIP spirit, we adjusted, thought creatively, and focused on the road to new opportunity. VIP was determined to overcome any unprecedented challenges and here are just a few highlights of VIP's amazing team and accomplishments.



- We are extremely proud of our job coaches and the **200** clients who continued to work throughout the pandemic to provide essential services and products to our communities. We realize that it was an extraordinarily difficult time to work and we appreciate the dedication and resilience of our hardworking team!
- COVID-19 launched remote access and virtual engagement into the spotlight and VIP's Case Managers and ACE Team quickly adjusted and didn't miss a beat. A few examples of

VIP's awesome engagement services from March through December 2020 included: **80,625 virtual meetings** providing vocational resources and support; **8,200 televisits** promoting interaction and open communication; **twice weekly virtual discussion classes** on job skills, goal planning, and motivation; **twice weekly virtual workout classes** for clients and their families to be social and stay healthy; **monthly advocacy meetings** focusing on choice, opportunities, and legislative education; and **1,125 packages and gifts** delivered to clients to encourage engagement and connectivity to VIP staff.



- VIP was the recipient of a third DDS grant. This latest grant was designated to fund a new employment specialist — Sara Whitney! Sara started with VIP in July and diligently trained with Terri Lo Piccolo, a 23 year employee who has many years of experience working with clients and successfully placing them in employment. Sara, who partners with Smart & Final, El Super, and T.J.Maxx, to name a few, has achieved many placements in a short period of time. Welcome to the team, Sara!

- Even during a pandemic, succession planning at VIP continues! Michelle Montanez, who joined the Executive Management Team in May, was promoted from a Case Manager to our Director of Rehabilitation in Hesperia. This was just one of the

many excellent opportunities for company growth and career advancement — we can't wait to see what other opportunities await in 2021 for our amazing staff!

Thank you to everyone for your support, patience, and understanding throughout the year. I am so proud to be a part of this organization and I truly appreciate each and every member of the VIP Family. I wish you a year filled with great memories and many successes.



a message from Penny Rubin, chairwoman of the board

As Chair of VIP's Board of Directors, I am very proud of all our clients and staff who left the safety of their homes to provide services for our communities. During the most unbelievable year of our lifetime, VIP persevered and everyone displayed true dedication to our Mission. VIP transformed its services to serve our clients in the best way possible and everyone has been very creative in staying focused on connection and wellness.

Everyone has a story to tell, and our stories are ones of commitment, solutions, safety, and streamlined operations. While the pandemic left no part of our organization untouched, it also made it clear of the power and value of the collaborative efforts of all of VIP's stakeholders.

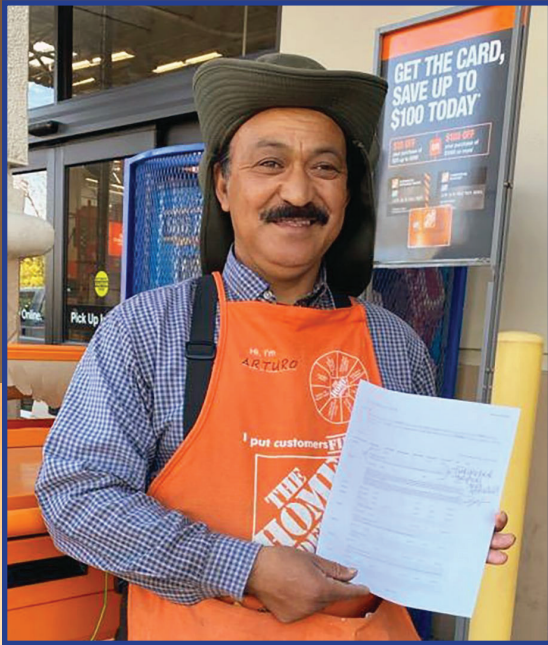
I would like to extend my gratitude to my fellow Board Members for their wisdom, support, and guidance throughout the year and to Matthew Rogina and his team for their continued commitment to our clients and services.

program outcomes

supported employment

VIP, Inc. created 60 new jobs.
Supported Employment Individual Placements (IP) = 44
Supported Employment Groups = 15
Direct Placement DR (DOR) = 1

Client earnings for Supported Employment = \$4,439,927
Average hourly wage in a Group = \$11.39 per hour
Average hourly wage in an IP = \$13.50 per hour



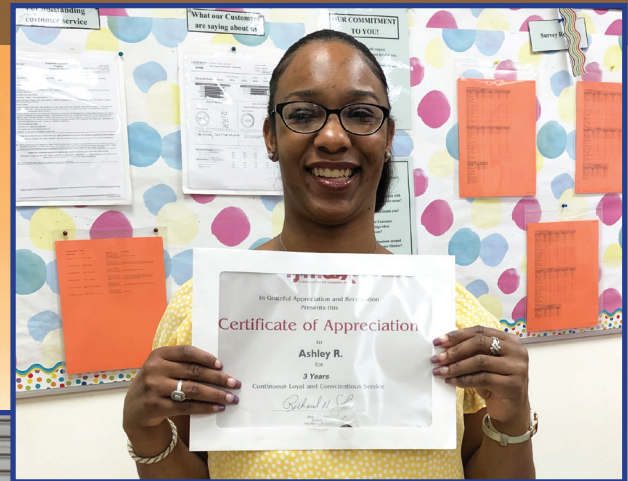
work services

VIP provided Work Services to 53 new clients.
Rancho Cucamonga = 18
Hesperia = 7
San Bernardino = 28

VIP provided Work Services to a total of 406 clients at all three facilities.
Rancho Cucamonga = 174
Hesperia = 98
San Bernardino = 134

VIP, Inc. transitioned 17 clients from Work Services to Community Employment.
Rancho Cucamonga = 3
Hesperia = 5
San Bernardino = 9

Client earnings for Work Services = \$660,634



"If *people* are
doubting how
far you can go,
go so far that you can't
hear them anymore."

~ Michele Ruiz

2020 brought new interests, innovative ways of engagement, and a creative approach to health and wellness that no one had experienced before. Whether it was at a job site or through alternative services, VIP continued to provide the highest standard of support for all clients! VIP staff and clients focused on staying positive, motivated, and active which helped turn this challenging time into an opportunity to grow and achieve their goals!

America we got this!



◀ Clifton H., Courtesy Clerk at Vons at Riverside Plaza, found this painted rock while working. What an inspirational message! Thank you, Clifton, for always doing a great job. We appreciate all our essential workers!

Tony R. completed a 2,000 piece puzzle! Since Tony was temporarily unable to work in VIP's Production Facility, by completing this puzzle it helped him continue his decision making skills that he would normally use on the job and shows his awesome dedication to reaching a goal!



▲ Thank you to the clients who participated in VIP's first Halloween Costume Contest. We enjoyed seeing all the creative costumes!



◀ Kari R. is an essential worker at Walmart and enjoys riding her bike for fun and good health. Great job, Kari, on making your health and wellness a priority!

◀ VIP staff conducted safe visits distributing holiday gifts to our Work Services clients. It was great to see our VIP Family!

VIP TH[💡]NKS OUTSIDE THE BOX!

VIP is committed to the ongoing development of creative strategies to provide dynamic services, trainings, engagement, and partnerships.



Through the generosity of **Verizon Business Group, CIGNA HealthCare, Inland Empire Community Foundation, and Inland SoCal United Way**, VIP was able to provide new Samsung Galaxy Tablets for its Direct Service Professionals. VIP's new Technology Program enables each DSP to efficiently complete duties while remaining supported and connected with Team VIP through virtual meetings and trainings!



The pandemic didn't stop DSP 1 and DSP 2 classes from happening! VIP continued the 10 week courses for staff to advance their skills and techniques in providing services for persons with intellectual and developmental disabilities. All classes were conducted via Zoom and participants were able to complete presentations and projects as well as engage with other staff.



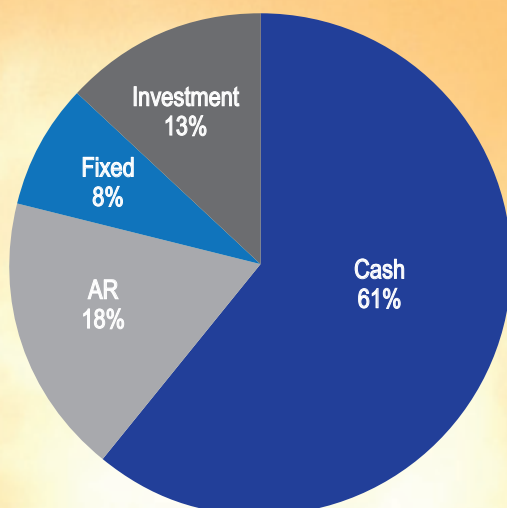
The final version of the Governor's Budget contained no cuts to the developmental disabilities service system! Throughout California, legislators received 44,700 communications and VIP would like to thank our clients, families, and staff for sharing their stories and amazing efforts! This statewide collective endeavor made an incredible difference in protecting valuable services for Californians with disabilities. **Tough times don't last but tough people do!**



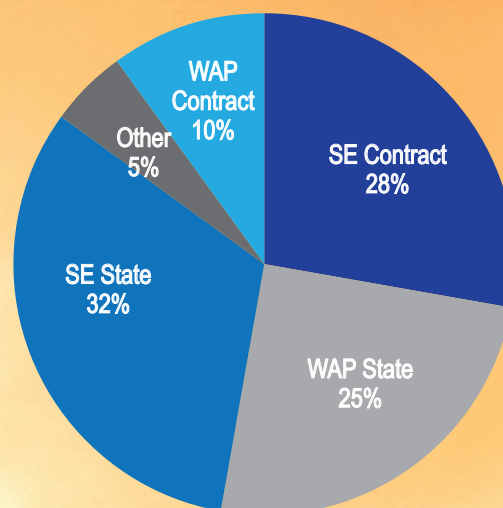
VIP held its first ever drive-through Christmas Event for staff! Guests were treated to delicious food from the Miguel's Jr. Burrito Mobile, delectable desserts from Nothing Bundt Cakes, an exciting scavenger hunt game, and more! The event was topped off with a live Zoom event where great prizes were raffled off!

statement of financial position	ASSETS		
	Total Current Assets	\$	10,018,475
	Property and Equipment (Net)	\$	811,954
	Total Assets	\$	10,830,429
	LIABILITIES AND NET ASSETS		
	Total Current Liabilities	\$	1,726,116
	Noncurrent Liabilities	\$	346,440
	Total Liabilities	\$	2,072,556
	Without Donor Restrictions	\$	8,749,858
	With Donor Restrictions	\$	8,015
statement of activities	Total Net Assets	\$	8,757,873
	Total Liabilities and Net Assets	\$	10,830,429
	REVENUES		
	Program Revenue (SE State)	\$	9,132,672
	Contract Revenue	\$	6,016,288
	Other Service Revenue	\$	91,683
	Total Revenues	\$	15,240,643
	EXPENSES		
	Program Services	\$	12,705,632
	Administration	\$	1,915,840
	Total Expenses	\$	14,621,472
	Excess of Revenues Over Expenses	\$	619,171
	OTHER REVENUE		
	Interest and Dividends	\$	11,896
	Gain on disposal of capital assets	\$	1,532
	Realized Gain on Investment	\$	331,676
	Net Unrealized Gain on Investments	\$	639
	Total Other Revenues	\$	345,743
	Change in Net Assets	\$	964,914

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

www.vipsolutions.com

Follow our highlights and news throughout the year at
facebook.com/VOCATIONALIMPROVEMENTPROGRAMINC

PLEASE NOTE THAT SOME PHOTOS FEATURED IN THIS PUBLICATION WERE TAKEN BEFORE THE PANDEMIC AND/OR STATE MANDATES.