



DRIVEN BY PURPOSE,  
DEFINED BY IMPACT.



One mission. Endless reach.



## WHO WE ARE

Vocational Improvement Program, Inc. (VIP, Inc.), founded in 1986, is a nonprofit organization dedicated to empowering persons with intellectual and developmental disabilities through personalized community access, discovery, employment training, job placement, and ongoing support services. Serving nearly 700 individuals across the Inland Empire, and now extending into Orange, Los Angeles, San Diego, and Kern Counties, VIP is committed to helping each person build independence, confidence, and meaningful participation in their communities.

With offices in Rancho Cucamonga, Hesperia, and San Bernardino, VIP operates across a wide region with a strong, community-centered presence. Our team of more than 250 dedicated professionals brings expertise, compassion, and consistency to every service we deliver. Guiding this work is an exceptional Board of Directors whose leadership and stewardship help ensure our mission remains both responsive and forward-looking.

At our core, we believe potential is not a ceiling but a horizon — ever expanding with the right support, opportunity, and belief.

## 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

DAVE COGGIN  
Treasurer

TYLER PANSÉ  
Member

PENNY RUBIN  
Member

CHRISTOPHER VICINO  
Member

ASHOK K. MADAHAR, MD  
Member

PHIL ROBERTS  
Chairman

KATHY SALLIS  
Secretary

DUSTY WARE  
Member

## A MESSAGE FROM PHIL ROBERTS, CHAIRMAN OF THE BOARD

It has been an honor to serve as Board Chair for VIP, Inc. and to witness the dedication of our staff, the strength of our partnerships, and the meaningful progress made by the individuals we support. This past year reflects a continued commitment to expanding opportunity and delivering high-quality, person-centered services throughout our communities.

As I conclude my term, I do so with deep gratitude for the trust placed in me and pride in all we have accomplished together. I am especially proud to be part of an organization preparing to celebrate its 40th anniversary, a milestone that speaks to decades of impact, growth, and unwavering commitment to the individuals we serve.

I am pleased to welcome Christopher Vicino as our incoming Board Chair and am confident he will lead and guide the Board with vision, and a strong commitment to our mission. Thank you for your continued support of VIP and the important work we do each day.



## A MESSAGE FROM MATTHEW ROGINA, EXECUTIVE DIRECTOR

Purpose is the quiet engine behind everything we do. Impact is the trail it leaves behind. In 2025, that engine carried us further than ever before, extending its reach across people, partners, and the communities we serve, strengthening connection and opportunity.

With the generous support of Citizens Business Bank, we designed and built our new Technology Center for our ACE clients — an investment not just in equipment, but in access, opportunity, and the future of the clients we serve. It stands as an example of what happens when vision meets partnership.

We also strengthened our voice in the community, meeting with local leaders including Assemblywoman Leticia Castillo, Assemblyman Jeff Gonzalez, Assemblyman Dr. Corey Jackson, and Supervisor Jesse Armendarez to advocate for inclusive workforce development and the continued advancement of our mission. These conversations help shape a more equitable landscape for the people we support.

Our commitment to building inclusive workplaces extended directly into the community through Diversity Training with our transportation partner, OmniTrans. This work is only gaining momentum, and we look forward to expanding these presentations across more partner sites in the year ahead.

Operationally, 2025 was a year of meaningful growth and validation. We proudly achieved a successful three-year accreditation through CARF International, reaffirming the quality and integrity of our services. Our team reached a new milestone, growing to a record 255 staff members, each one contributing to a culture defined by dedication and heart. We also expanded our transportation capacity with new passenger vans through the Caltrans FTA 5310 grant program, while critical operational funding from the OmniTrans Measure I grant helped ensure we continue delivering reliable, essential services. We are grateful to the FTA 5310 and OmniTrans Measure I grant programs for their ongoing support and valuable partnership.

Most importantly, this year is filled with stories. Stories of resilience, growth, and achievement. Throughout this report, you will meet individuals whose journeys remind us why our purpose matters and how deeply our impact can be felt.

As we look ahead, there is a sense of anticipation in the air. In 2026, we proudly celebrate our 40th anniversary, a milestone that invites both reflection and renewed commitment. The road behind us is meaningful, but the road ahead is full of possibility.



## EXECUTIVE MANAGEMENT TEAM

WENDY ROGINA  
President/  
Chief Executive Officer

RICK ROGINA  
Vice President/  
Chief Operating Officer

MATTHEW ROGINA  
Executive Director

MARIANN GUERRERO  
Director of Program Services

MARLENE LEMUS  
Director of Payroll & Office Management

MICHELLE MONTANEZ  
Director of Rehabilitation

ANTHONY AKERS  
Director of Rehabilitation

PATRICIA RIVERA  
Director of Employee & Safety Operations

JEFF ROGINA  
Director of WAP Operations & Logistics

KENNY SOLANO  
Director of Business Relations & Development

SHIRLEY YAMANO  
Director of Communications

# ACHIEVING COMMUNITY EXCELLENCE

VIP's ACE Program is rooted in individualized support, with a low staff-to-client ratio that allows each participant to receive meaningful, personalized guidance. The program focuses on exploration, where learning happens through real-world experiences, community engagement, and opportunities to discover new interests and abilities.

In 2025, VIP served 255 ACE clients across all three locations, reflecting continued growth and a strong demand for services that connect individuals to their communities. Through a wide range of experiences, including educational classes, job exploration, volunteer opportunities, and community outings, clients build skills, expand their networks, and gain confidence navigating the world around them. These experiences are not only enriching, but also purposeful, helping clients identify pathways toward employment.

ACE clients earned more than \$44,000 through trial placements and temporary work opportunities, reinforcing the value of hands-on learning and real-world application. At its core, the ACE Program is about discovery and supporting individuals as they build independence, strengthen social connections, and uncover new possibilities for their futures.

## ACE EXPERIENCES THAT CONNECT!



↑ Discovering the world of radio during a hands-on tour of KFRG.



↑ Knocking it out of the park at the 66ers baseball game!



Learning to → restore and reimagine an old coffee table into something new!



Championing confidence → with NFL Hall of Famer Anthony Muñoz.



↑ Growing skills and giving back at The Root 66 Garden.

## BUILDING FUTURES THROUGH EMPLOYMENT

At VIP, we build confidence, develop skills, and make everyday moments add up to something bigger — greater independence and deeper connection to community life. For individuals with intellectual and developmental disabilities, the path to meaningful work is not always straightforward. It requires the right support, thoughtful guidance, and opportunities designed with intention. VIP's employment services are built to meet that need, helping individuals explore interests, strengthen skills, and step into roles where they can contribute and grow.

Across every placement and partnership, we see the ripple effect of this work on the individuals who gain confidence and purpose, and on the employers who discover the value of an inclusive workforce. These connections create opportunities that extend far beyond the workplace. Our work continues to open doors, leading to greater opportunity, stronger communities, and lasting success for the individuals we serve.



Juan A. marking three decades of commitment, growth, and service at The Home Depot!



## MEANINGFUL MOMENTS ...

These 2025 highlights showcase the individuals, teams, and partners whose collective efforts move our mission forward.



← Celebrating 10 years of dedication, heart, and teamwork at Morongo Casino Resort & Spa — way to go, Frank H., and congratulations on this incredible milestone!



↑ This is partnership in action! Thank you to DDS leadership — Pete Cervinka, Director, and Aaron Christian, Chief, Division of Community Risk, Quality Assurance, and Data Operations — for visiting and connecting with VIP.



↑ From vision to reality. Thank you Citizen Business Bank for making our Technology Center possible and supporting innovation and growth!



← 60+ years of combined experience and commitment to our mission is now leading the way. Congratulations to our Lead Case Managers: Rosie Tercero, Dorinda Gonzales, and Denise Johnson!

# EXTRAORDINARY IMPACT.



↑ Collaboration at its best as our Board of Directors and Executive Leadership gathered to advance our mission through strong guidance and shared vision.

↑ Recognizing impact! Assemblyman Jeff Gonzalez (AD 36) presents Cal Poly Pomona with an Outstanding Partnership Award, highlighting 28 years of collaboration, meaningful employment for VIP clients, and the power of strong legislative support.

Cleared for takeoff! Ashley W. → celebrates 5 years of excellence at UPS Ontario International Airport, where it's more than shipping packages, it's delivering opportunities!

↑ VIP's decades-long relationship with Gate City Beverage has expanded to Crest Beverage in San Diego, where quality and dedication continue to shine, reflecting the trust and confidence in our ability to grow and expand services.

## LOCATIONS

CORPORATE OFFICE  
9210 Rochester Avenue  
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 CARF FOR THE FOLLOWING PROGRAMS:

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



← Scan here to learn more about VIP, Inc.!

A background image featuring a close-up of green leaves with water droplets on the right side, and a large, clear water droplet hitting a surface of water, creating concentric ripples that spread across the bottom half of the page.

THE REACH CONTINUES ...