

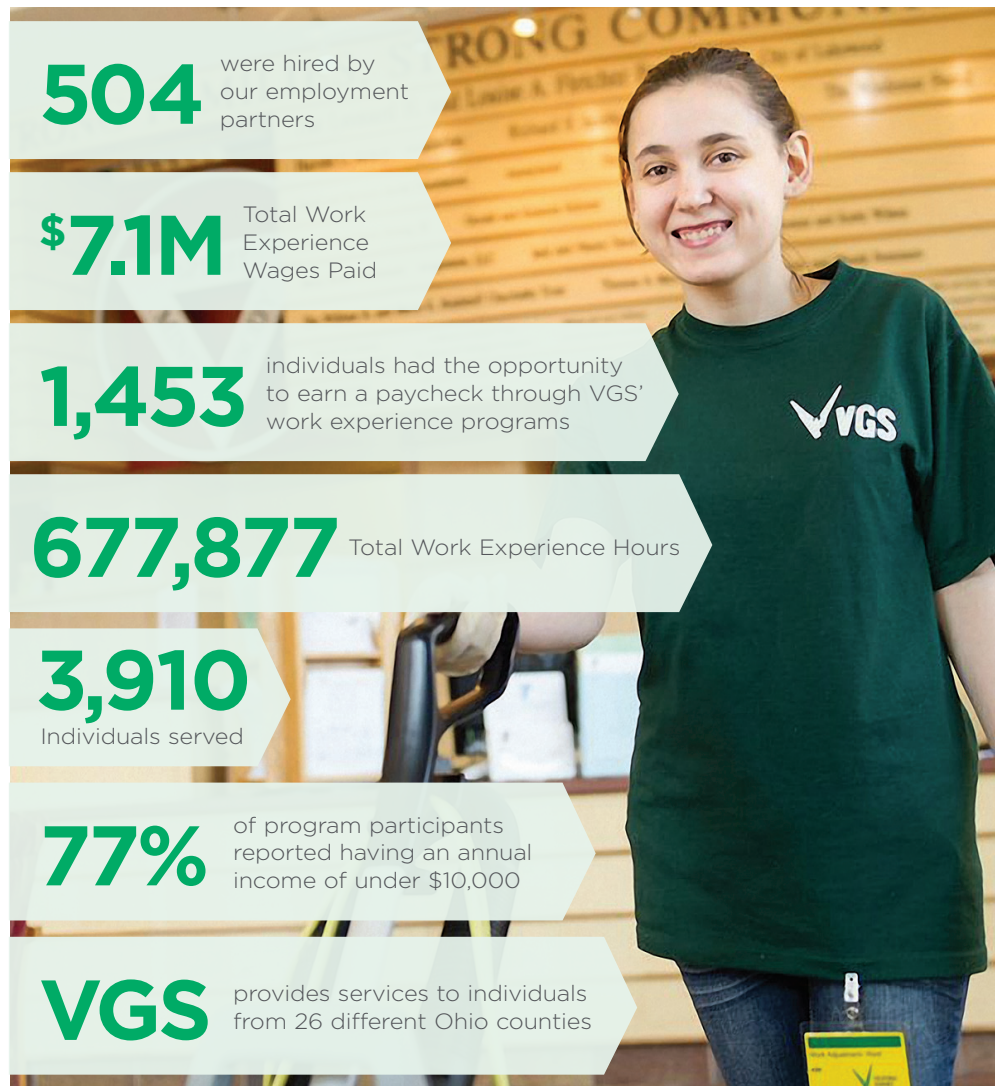
A man with glasses and a flat cap is smiling while working in a workshop. He is holding a tool and appears to be working on a piece of machinery. The background shows wooden shelves and various tools.

2018 ANNUAL REPORT

Our work is everything but ordinary.



2018 AGENCY HIGHLIGHTS



A LETTER FROM THE BOARD CHAIR AND PRESIDENT & CEO

Dear Friends,

2018 was a year of transition. It is rare that an opportunity comes along to re-imagine what a 129 year-old organization can become. We are honored to have been chosen to lead the reemergence of VGS which was founded on innovation and hard work. As we look to what the future holds, we reflect on where we have been and lessons learned from our past. VGS understands the power of work in a person's life and the benefits it brings. These benefits go beyond a paycheck; work becomes part of our identity, a way to feel valued, and a way to contribute to our community, neighborhood and family. Work has the power to bring out the extraordinary in every one of us.

In 2018 VGS helped over 3,900 individuals begin their path to work. We met those individuals all along their personal journeys, some moving directly towards full employment and others winding through successes and failures, only to try again. We were there when and where they needed us most, providing a web of customized training and job seeking support, helping them to forge their personal path to employment. VGS' strength lies in: the diverse range of abilities of the individuals we serve, the wide breadth of our workplace and employment training programs, and our many corporate partners who experience the value we bring to their companies.

As we look to shape the future, VGS will be the workforce development organization that creates the link between a multi-skilled, available workforce and area employers. With strong partners like Caruso's Coffee, Cuyahoga County Board of Developmental Disabilities, Nordson Corporation, RhinoSystems Inc., PNC Bank, and many others, we contribute to an economic engine that fuels community improvement, business expansion, and job creation. Our belief in the power of work drives us to deliver workforce answers to the challenges our corporate partners bring to us.

We would like to thank all of the individuals, donors, foundations and companies that contributed to our past success and have expressed their desire to play a vital role in our future. We celebrate the program participants who took the first steps on their employment journey in 2018, knowing that the skills they learned will carry them throughout the rest of their lives. No doubt, VGS faces challenges in an ever changing nonprofit landscape. We are counting on all of you to join us in changing the lives of those we serve and lifting the communities that surround us. Together, we can provide the catalyst to create real change.

The people we serve, our programming, our business partners, and our benefactors are truly everything but ordinary!



Susie Barragante

Susie Barragante
President & CEO

Joseph G. DuBois

Joseph G. DuBois
Board Chair

TRAINING, PROGRAMS AND SERVICES

PRE- AND POST-EMPLOYMENT PROGRAMMING

Pre-employment programs help individuals explore options and identify immediate and long-term vocational goals. Through these programs, each person's vocational interests, aptitudes and strengths are assessed and identified. The information is then used to determine the path for their journey. In addition, Active Day Services provide community engagement activities and advocacy for those who like additional options beyond work.

- Active Day Services
- Vocational Habilitation Services
- Career Planning Services
- Benefits Analysis/Work Incentives
- Non-Medical Transportation

WORKPLACE READINESS SKILLS

VGS pioneered the workplace readiness skills training called Work Adjustment that is now used throughout the world. In most programs individuals earn a paycheck while learning critical job keeping skills such as work quality, punctuality, and productivity.

- Clerical Work Adjustment
- Custodial Work Adjustment
- Manufacturing Based Work Adjustment
- Textile Services Work Adjustment
- Summer Youth Career Exploration
- Individual Employment Supports
- Non-Medical Transportation

CURRICULUM SKILLS TRAINING

VGS' customized skills training programs give individuals the tools they need to obtain employment, hands-on work experience skills instruction and relevant curriculum to provide individuals with marketable workforce skills in the following areas:

- Building Maintenance Skills
- Customer Service Representative
- Computer Skills
- Custodial Skills
- Food Service
- Forklift
- Textile Services
- GED Classes
- Non-Medical Transportation

CAREER SERVICES

VGS' comprehensive job and career services are designed to help youth and adults learn effective techniques for seeking, securing, and maintaining employment.

- Community Based Work Experience
- Community Based Work Adjustment
- Summer Youth Work Experience
- Job Search Skills Training
- Job Placement/Retention
- Job Coaching
- Individual Employment Supports

WORKFORCE SOLUTIONS

VGS partners with public and private businesses that have staffing, production, or operational needs. Our solutions include on-site supervised workers, in-house manufacturing, and more.

- Food Services Production
- Manufacturing
- Sewn Products Production
- Packing And Assembly



MEET DONALD JACKSON



Donald Jackson is affectionately known as the 'King of the Loading Dock' at our Cleveland Workforce Campus. Donald, who has mild intellectual disabilities, started his journey with VGS in 1985 as a program participant and recently achieved his goal to become a permanent VGS employee.

Throughout the past 34 years, Donald has worked in multiple departments and developed skills in several areas including custodial services, manufacturing and assembly, and operations. Donald has also participated in workplace readiness programs to identify his strengths and vocational interests, and apply that knowledge to his workforce journey. With the encouragement of VGS staff, Donald built his confidence and honed new skills that led to a part-time position on VGS' shipping and receiving team earlier this year.

Today, Donald thrives in his position and is our resident expert for all things related to package distribution and the loading dock. He is considered by his colleagues to be one of the most dependable and driven people in our facility. Donald's journey has not been without its challenges but, with the help and steady reassurance of dedicated VGS staff, he tackles each challenge that arises. Donald takes great pride in the quality of his work and we continue to support his development as he hones new skills. Best of all, and much to our delight, Donald says he plans to continue working at VGS until he's 80-years-old!

Donald is the deserving recipient of this year's Frederick C. Crawford Award for outstanding achievement in overcoming barriers to employment. We are inspired by Donald's dedication to his employment journey and look forward to his continued growth!

MEET GENO MCKINNEY



Geno McKinney's journey with VGS began in 1995 through a referral from the Ohio Bureau of Vocational Rehabilitation. Despite physical challenges brought on by rheumatoid arthritis, Geno's desire to work has never wavered and he is willing to give just about anything a try. For Geno, independence is everything and VGS staff worked closely with him to identify a position that matched his work ethic, extensive operations knowledge, and positive attitude.

Geno found his niche in Elyria's Contract Shop managing the extensive label-printing operations for VGS' business partners. He also manages the Shop's shipping department including scheduling pick-ups and deliveries, tracking all jobs, and interacting directly with customers

to get products out the door efficiently. Geno often takes the initiative to contact customers directly and ensure clear expectations. Though in a wheelchair and with limited use of his arms and hands, Geno is indispensable to our Contract Shop and he was awarded the 2018 President's Award SourceAmerica that celebrates and recognizes the achievements of people with disabilities in the nonprofit sector. As one of VGS' most outstanding employees, Geno's commitment to providing extraordinary customer service and problem-solving is best summed up in the words of his manager: "Geno is our conscience."

Geno is an inspiration to us all for his dedication to VGS and we look forward to his continued leadership in the Contract Shop for many years to come!

FEATURED PARTNERS

CARUSO'S COFFEE, INC.



Located in Brecksville, Caruso's Coffee is one of the largest specialty coffee roasters in the Midwest. VGS has proudly partnered with this growing family business since 2015 to provide job opportunities for 40 individuals with developmental disabilities. The partnership with Caruso's Coffee has provided ideal work for the individuals in VGS' programs who are building their skill sets with the goal of integrated community employment. The Caruso's work is fast-paced, clean, safe, and consistent but, best of all, it makes our workshop smell great!

Caruso's manufactures delicious individual-serve coffee pods which are sent to our Cleveland campus in bulk. Once received, individuals in our Personal, Social and Employment Skills Training program and our contract shop, package the coffee pods for wholesale distribution in Ohio and six other states. All of the packaging work is completed by an individual with a physical or developmental disability, serving as an impressive example for other potential business partners that tour our facility.

Looking forward, as this extraordinary family business continues to expand its customer base, we are excited that our partnership will result in additional work opportunities for individuals with disabilities. We value Caruso's dedication to our mission and honor their commitment to helping individuals with disabilities along their pathway to employment.

RHINOSYSTEMS, INC.



RhinoSystems, Inc. (RSI) was established in 2007 as a global company focused on bringing innovative nasal hygiene products to the market. VGS joined forces with RSI six years ago to offer a pathway to employment for individuals with disabilities and to help meet RSI's production needs for their popular Naväge® Nasal Hygiene System, the world's first handheld nasal irrigator that uses gentle suction.

Since 2013, the partnership has grown to provide jobs for nearly 30 individuals with disabilities! Through the program, individuals with developmental disabilities learn manufacturing skills, work on RSI's production lines, or package and inspect saline solution packets. Together, VGS and RSI recently added a second shift of work opportunities to support skill development in online order fulfillment. These hands-on training and work opportunities allow individuals with disabilities to earn a paycheck while acquiring marketable job skills. RSI serves as a positive example of a truly integrated workforce and their commitment to providing a positive work experience for VGS' program participants is critical in helping shift how society perceives individuals with disabilities.

RSI continues to be an essential stepping-stone on the pathway to employment by allowing individuals to transition from VGS' facility-based programming to a supportive community-based work setting with a local employer. We are excited for the future of our partnership with this innovative business and look forward to helping more individuals with disabilities enter the workforce thanks to RSI's leadership.

A THANK YOU TO OUR SUPPORTERS

We appreciate the generous support of our contributors and are pleased to have this opportunity to acknowledge their 2018 gifts. It is through their generosity that we are able to fulfill our mission of Preparing People with Barriers to Employment for a Brighter Future and we are forever grateful.

EXCEL SOCIETY

The Excel Society is comprised of VGS' most dedicated supporters who, by making a multi-year Annual Fund commitment, are ensuring that VGS is able to provide the vocational rehabilitation services, vocational skills training, and paid work experiences that are critical to individuals with disabilities or other barriers, in order for them to excel on their path to a brighter future.

Anonymous
Mr. and Mrs. Arthur D. Baldwin II
Dr. and Mrs. Daniel E. Berry
William and Judith Caster
Joseph and Angela DuBois
Leslie A. & Michael W. Dunford
Sally and Bob Gries
Thomas E. and Marsha G. Hopkins
Matthew and Kristen Joyce
Jeffrey L. and Lisa W. Kapp
Steve and Joanne Kirk
Joel and Rochelle Marx
Mr. Justin McCaulley and Mrs. Kaitlin Corkran McCaulley
Ms. Lauren E. Miller
Mr. and Mrs. James P. Orenga
Jeffrey and Jennifer Ramras
Mr. and Mrs. Frank H. Porter

BALDWIN SOCIETY

\$50,000 and above
Anonymous
Mr. and Mrs. E. J. Burke
William and Judith Caster
The Cleveland Foundation
Sally and Sandy Cutler
Joseph and Angela DuBois
Sally and Bob Gries
Helen C. Cole Charitable Trust
Thomas and Marsha Hopkins
Family Foundation
Hyster-Yale Group, Inc.
Jane L. Jenkins Trust

Jeffrey L. and Lisa W. Kapp
Stephen and Joanne Kirk
Foundation
Kent H. Smith Charitable Trust
KeyBank Foundation
William and Patricia Leonard
Joel and Rochelle Marx
Ms. Lauren E. Miller
A. Malachi Mixon, III and Barbara W. Mixon Foundation
The Nord Family Foundation
Oswald Companies
Dick Pogue
Mr. and Mrs. Frank H. Porter, Jr.
Robert R. Rhodes Trust

BELL GREVE SOCIETY

\$25,000 - \$49,000
Mr. and Mrs. Keith A. Ashmus
Mr. Michael J. Bass and Mrs. Barbara H. Bass
The Char & Chuck Fowler Family Foundation
Parker Hannifin Corporation
Jeffrey and Jennifer Ramras

OLIVE BANISTER SOCIETY

\$10,000 - \$24,999
Anonymous
Mrs. Margot F. Baldwin
Chemical Bank
Mr. and Mrs. Michael W. Dunford
Ellen Garretson Wade Memorial Fund
George Garretson Wade Charitable Trust #2
James and Angela Hambrick
The Hankins Foundation
Industrial Commercial Properties, LLC
David H. & Barbara M. Jacobs Foundation
Matthew and Kristen Joyce
Lubrizol Corporation
Vid A. Lutz and Ann C. Lutz
Mr. John W. Monroe and Ms. Mary A. Cavanaugh

The Murch Foundation
Nordson Corporation
The Perkins Charitable Foundation
Christopher and Christine Semarjian
Karen Flynn Shanahan
Natalia and Todd Steele
The Kelvin & Eleanor Smith Foundation
Susan and John Turben
Foundation
UBS

MRS. CHILDS SOCIETY

\$5,000 - \$9,999
Aleris International, Inc.
Align Capital Partners
Anonymous (3)
R & E Armington Trust
Raymond Q. & Elizabeth Rieley Armington Fund
Mr. and Mrs. Christopher Beiswenger
The Bicknell Fund
Homer Chisholm and Gertrude Kalnow Chisholm Fund
The George W. Codrington Charitable Foundation
Dominion East Ohio
Dr. Lillian Emmons
The Harry K. and Emma R. Fox Charitable Foundation
Vic and Joan Gelb
Mr. Terrence Granzier
John Huntington Benevolent Fund
Hurtuk & Darroff Co., LLP
Jones Day
Dr. and Mrs. Robert Kent
Lincoln Electric Company
Tamar and Milton Maltz
Mr. John J. Matejka
The O'Neill Brothers Foundation
Mr. and Mrs. James P. Orenga
PNC Financial Services, Inc.
RPM, Inc.
Mr. and Mrs. Edward R. Stell
US Bank Corp
Mr. and Mrs. Gary Young

MAE CHILDS SOCIETY

\$3,500 - \$4,999
Mr. and Mrs. Robert E. Comben, Jr.
Mr. Justin R. McCaulley and Mrs. Kaitlin Corkran McCaulley
Mrs. Catherine M. Fabyan
Mr. Bruce P. Gerhart and Mrs. Renee Gerhart
Heather B. Moore Inc.
Mr. and Mrs. Christopher K. Jones
Mrs. Margaret R. Mueller
Dudley P. & Barbara K. Sheffler Foundation

EFFIE CHILDS SOCIETY

\$2,500 - \$3,499
Ms. Katie A. Allender
Anonymous
Mr. and Mrs. Art Anton
Mr. and Mrs. Peter A. Carfagna
Mr. and Mrs. David Catanzarite
Thomas J. Coltman
Foundation Trust
Dollar Bank
Falls Communications
Frontier Packaging, Inc.
Linda D. Glickman
I.D. Images
Mr. and Mrs. Matthew J. Kemmann
Kathleen Koch
Laurel School
S. Livingston Mather
Charitable Trust
McCarthy, Lebit, Crystal & Liffman Company, LPA
Mr. Charles Shops, Inc.
Ms. Diane L. Nowak
Mr. and Mrs. Alfred M. Rankin, Jr.
RE/MAX Traditions
Mrs. Betty Rosskamm
The Sherwin-Williams Company
Mr. and Mrs. Sean Stack
The Clara Weiss Fund
The S.K. Wellman Foundation
The Clara Williams Company, LLC

University School
Vorys, Sater, Seymour and Pease LLP
Mr. Donald Washkewicz
Wuliger Family Philanthropic II Fund

1890 SOCIETY

\$1,750 - \$2,499
Anonymous
Dr. and Mrs. Toomas Anton
Mr. and Mrs. Chad Arbogast
Mr. and Mrs. Michael B. Bidwell
Helen R. Bowler Fund
Carrie Dunham, LLC
David and Inez Myers Foundation
Fount LLC
Mr. and Mrs. Daniel R. Heberle
J. McLaughlin
KEP Designs
Bob and Judie Lasser
Mr. and Mrs. James Miklus
Nestlé
Pearly Vine
Putnam Group LTD.
Rachel Katz, LLC
Weir & Weir, LLC
Edith Anisfield Wolf Fund #2

SUNBEAM SOCIETY

\$1,000 - \$1,749
Appletree Books, Inc.
ASHA BY ADM LLC
Balbianello, Inc.
Mr. and Mrs. Dave Banyard
The Beard Group
Bird Dog Bay, Inc.
The Britton Fund
Pat Brownell
CAPTRUST Community Foundation
Carfagna Family-Magis Foundation
Catch All
Mr. and Mrs. Christopher M. Connor
The John Milton Costello Foundation
Christine Croissant and Chip Weinberg
Mr. and Mrs. Walter DePasquale
Duffield Lane LLC
EMC Precision
Phyllis H. & William H. Evans
Charitable Foundation
Fabick Stationery & Design
Fairmount Santrol
Dr. and Mrs. Steven Fitzgerald
G & S Metal Products

Giant Eagle Foundation
Mr. and Mrs. Alan M. Goldstine
Gordon and Mary Harnett
Jennifer McCreary Hartford
Haverhill Collection
Ms. Pamela Heinen Haag
Joel and Mara Hlavaty
Mr. and Mrs. James T. Hopper
Mr. and Mrs. Theodore T. Jones
Mr. and Mrs. Melvin Kamins
Kilgore Trout
Mr. John C. Krueger
Mr. and Mrs. Bradley W. Lamb
Jane and Tom Lamb
Michael Latkovich and Grace Harper
Ms. Amy Laughlin and Mr. John P. Weidemer
Frances & Jane S. Lausche Foundation
Mr. David Logsdon
Mrs. Cathey Lozick
Mandel Foundation
Mr. and Mrs. William D. Manning
Ms. Amelia McArdle
Elizabeth McBride
Mr. and Mrs. Jay P. Meagrow
Claudia Metz and Tom Woodworth
Minute Men Human Resource Systems
Mr. Robert M. Mooney
Mr. and Mrs. Warren L. Morris
Mulholland and Sachs
Mr. Gregory G. Muresan
Mr. and Mrs. Bruce D. Murphy
John P. Murphy Foundation
Murphy Family Foundation
Donald and Beth Anne Nettis
Charles J. and Patricia Perry
Nock Fund of The Cleveland Foundation
Mr. and Mrs. Thomas G. Petredis
Mr. and Mrs. Emery C. Prior, Jr.
Mr. and Mrs. D. Pugh
Mr. and Mrs. Thomas H. Quinn, Jr.
Mr. and Mrs. Robert J. Rogers
Drs. Edward and Teresa Ruch
David Sagerser and Christine Krol
Scamps Toffee
Ms. Elizabeth Sheeler
Smathers & Branson LLC
Dr. and Mrs. Scott Steele
Helen F. & Louis Stoller Family Foundation
Stratum Brands LLC
K.K. and Joe Sullivan
Summers Family Foundation
Mrs. Neeti Sundaresh and Mr. Alex Gronovsky

Mr. and Mrs. J. Mark Sutherland
Tara Wilson Designs LLC
University Hospitals Health System
Walter | Haverfield LLP
Mr. and Mrs. E. John Warner
Mr. and Mrs. Dickson L. Whitney
Woodland Design Company LLC

BRIGHTER FUTURES

CIRCLE
\$500 - \$999
Anonymous
Ms. Gwenn Baldwin
Mr. and Mrs. Phillip Barragante
Mr. and Mrs. David V. Barry
Mr. and Mrs. Joshua M. Berkowitz
Dr. and Mrs. Daniel E. Berry
Blissful Brownies
Bober Markey Fedorovich & Co.
Gail and Bill Calfee
Cece Dupraz
Mr. Justin Compiseno
Mr. and Mrs. Michael Corkran
Ms. Anne Cummings
Deb and Mac Donley
Mr. and Mrs. Kevin Floyd
Mr. and Mrs. Jack Flynn
The Sam and Esther Friedman Foundation
Mr. and Mrs. Brian Gale
Mr. and Mrs. Cecil L. Glover
Mr. and Mrs. Jeff Hamilton
Mr. and Mrs. David Henkel
Insight Title Company
Ms. Ruth Kanner
Joseph P. and Nancy F. Keithley Foundation
Russ Klein
Rita M. Lawrence
The Lenox Foundation
Catherine Levy
Mr. and Mrs. Gregory P. Lieb
Dr. and Mrs. Kevin Malone
Mr. and Mrs. Mike Marchetti
Ms. Cindy McHugh
Medco Health Solutions
Charitable Match Fund
Sarah W. Mortimer
Mr. and Mrs. Daniel A. Nelson
Mr. and Mrs. John Newman
Mr. and Mrs. Daniel J. O'Neill
Ornament Letterpress
Mrs. Angela Owen and Mr. Jose Casanova
Amy and Andrew Paine
William and Susan Han Paul
Ms. Mary R. Porter
Mr. and Mrs. Martin V. Rarick
Mr. and Mrs. Victor P. Rausser

Mr. and Mrs. Brian Rubenstein
Mr. and Mrs. Chris Salata
John and Sally Schulze
Caroline Schwartz
Mr. and Mrs. Mark Schwartz
Ms. Gwen Scott
Stephen and Martha Somach
Mr. and Mrs. Stephen H. Spaeth
Mr. and Mrs. Vince Stafford
Mr. and Mrs. Josh Staph
Mr. and Mrs. Adam Steinberg
Sunbeam Board
Dr. Tyler and Suzanne Taigen
Two French Blue
Bill and Diane Valerian
Vocon
Mr. and Mrs. Ben Volpe
Thomas Warren
Lynne and Timothy Winings

OPPORTUNITY CIRCLE

\$250 - \$499
Mr. Theodore S. Altfeld
Ms. Anne Ames
Anonymous (4)
Mr. Phillip Axelrod
Denice R. Balanza
Ed and Denise Bell
Mr. and Mrs. Jeffrey M. Biggar
Kelly Biggar
Mr. and Mrs. David Black
Mr. David Brian
Drs. Barbara Brown and Steve Ward
Mr. Charles and Margaret Bush
J.C. and Helen Rankin Butler
Mr. and Mrs. Phillip A. Ciano
Mr. and Mrs. Paul G. Clark
Mr. and Mrs. Dale T. Cochran
Joan R. Cody
Mr. James Condon
Mr. and Mrs. Robert J. Conrad
CQ Luxe LLC
Mrs. Evelyn H. Dalton
Mac and Jill Dalton
Dawnchem
Mr. and Mrs. David S. Dickenson II
Dr. Morris S. Dixon, Jr.
James and Sara Doan
Mr. Paul D. Dobra
Dress for Success
Ms. Emily Erbs
Mr. and Mrs. Robert Fallor
Mr. Gene A. Faubel
Mr. Nathan Felker
Mr. Joseph A. Ferritto
Marcia and Fred Floyd
Mrs. Pamela Garcia
Mr. and Mrs. Ryan Gillmore
Mr. Adam Goscinski

Mr. and Mrs. André Gremillet
Chas and Jen Grossman
Elaine Hadden
Henry R. Hatch
Mr. and Mrs. William C. Hatch
Mrs. Wade F. Helms
Mr. and Mrs. John F. Herrick
Mr. Daniel Homans
Mr. and Mrs. Douglas M. Horner
Mr. Michael J. Borden & Mrs.
Miranda Hunt Borden
Ms. Barbara Jarjisian
Jubilee Gifts in the Heights
Mr. and Mrs. Scott Kaplan
Mr. and Mrs. James W. Kapp
Rob and Sue Kellogg
Ms. Kimberly King
Susan and Todd Locke
Dr. William S. Lynch and
Dr. Kirsten T. Lynch
Madelaine Mavec LLC
Ms. Joan E. Mahoney
Mr. and Mrs. Joseph J. Mahovlic
Mr. Gabriel Malemud
Mr. and Mrs. Bruce V. Mavec
Mr. and Mrs. Frank McGee
Mr. and Mrs. Stanley A. Meisel
Miklus Florist
Marge and Dan Moore
Elizabeth Mortimer and
Walter Cha
Dale Rice Naylor
Ken and Katie Outcalt
Dan and Judy Pace
Mr. and Mrs. Scott Pape
Pinwheel Kids Inc.
Mrs. Alfred M. Rankin
Mr. and Mrs. Edward J. Riley, Jr.
Mr. and Mrs. Geraldo Rivera
Mr. and Mrs. Adam R. Ross
Dr. and Mrs. Michael Salata
Ms. Stefanie Schwartz
Mr. and Mrs. Scott W. Seelbach
Nina and Jamie Sheffler
Mr. Joseph Sherwood
Ms. Kimberley Spates
Ms. Macy G. Stein
Mrs. Ellen Stirn Mavec
Mr. John Sutula
Joe and Ellen Thomas
Debra Abdalian-Thompson
Topnotch Golf & Raquet Inc
Rodney and Nicole Twells, Jr.
Ms. Iris J. Vail
Mr. and Mrs. Joseph Vitale
Jeannine Voinovich
Drs. James and Kristin Voos
Alan and Janet Willoughby

ABILITY CIRCLE
\$100 - \$249
Betty A. Abraham
Anonymous (4)

Ms. Felicidad Aponte
Mr. and Mrs. Gordon L. Barr
Nicole S. Barry
Ms. Renee Bell
Ms. Sara Bellamy
Mrs. Kim Bihler and Mr. Marc
Wyosky
Mr. and Mrs. Andrew Binder
Charles P. Bolton
Ms. Caroline Borrow
Phyllis and Edward B. Brandon
Tom Brick
Mr. John Butkowski
Mr. Damon Cady
Mr. William Caine
Ms. Abbe Carroll
Mr. Joseph Carroll
Ms. Anna Caruthers
Mr. David Cindrich
Judge and Mrs. Joseph
Cirigliano
Mr. Michael A. Clegg
Mr. and Mrs. Dwayne Ciites
Ms. Gilda Cohen
Ms. Sheryl Cole
Karen and Chandler Converse
Mr. and Mrs. John C.
Dannemiller
Ms. Sabrina Davies
Mr. and Mrs. David Davies
Ms. Susanne E. Dickerson
Dr. and Mrs. Walter H. Dimling
Mr. and Mrs. John M. Dorsey
Ms. Andrianna Dunbar
Mr. Robert Dunne
Mark F. Gainer and Elizabeth
A. Eastwood-Gainer
Eaton Corporation
Mary and Oliver Emerson
Mr. and Mrs. John Ertz
Mr. Thomas E. Evans
Drs. John E. & Elizabeth B.
Feighan
Ms. Mary Feliciano
Fire Spice Co.
Mr. and Mrs. John T. Flynn
Ms. Margaret Foster
Wade and Laura Fricke
Mr. and Mrs. Stephen
Galbincea
Ms. Mary F. Ganger
Ms. Florence Garrett
Mr. and Mrs. Paul J. Gibbons
Ms. Larisa Goldman
Ms. Betty J. Goodman
Mr. and Mrs. Daniel T.
Goodnow
Ms. Patricia Guthrie
Mr. and Mrs. Ryan Haley
Mr. Charles Hall
Ms. Michelle Hameed
Cyndi Hatch
Mr. and Mrs. M. Hauserman

Lee Heinen
Deborah Smythe Hermann
Mr. and Mrs. John F. Herrick
Mr. Paul Hollander
Mr. and Ms. John Horrigan
Mr. and Mrs. Richard A. Horvitz
Mr. Charles L. Hudson
Mr. William Hughly
Mr. and Mrs. Joshua E. Hurtuk
Kevin J. Hyatt, D.D.S.
Dr. and Mrs. Scott R. Inkley
Mr. Paul Jackosky
Mr. Larry Jackson
Bruce and Donna Jackson
Mr. Desi James
Mr. David Janowicz
Mr. and Mrs. Charles W. Jones
Ms. Anita Jones
Mr. and Mrs. Roger H. Jones
Ms. Barbara Kaszas
Mary Ann and Jack
Katzenmeyer
Mr. Gregory Kelly
Mr. and Mrs. Curtis Kelly
Ms. Alexis Kunsack
Mr. and Mrs. James R. Lahm
Mr. Scott Lancaster
Ms. Catherine M. Lane
Ms. Margaret Lavelle
Patti and Richard Lawrence
Dr. and Mrs. Myung G. Lee
Dennis and Ginny Lehman
Family
Tom and Betsy Leib
Mr. and Mrs. Robert E. Lessing, Jr.
Nancy and Keith Libman
Clyde and Karen Loughridge
Mr. and Mrs. Ronan Lynch
Mr. and Mrs. Robert W. Mallett, Jr.
Ms. Helen C. Malloy
Ms. Polly Marabito
Ms. Holly Marshall
Ms. Missy McGinnes
Mr. and Mrs. Kevin J. McGinty
Emily and Dan McLaughlin
Megan McMahon
Meadow Lane Monograms LLC
Anthony and Kathy Mercuri
Ms. Susan Metallo
Mr. Robert Monroe
Ms. Halley T. Moore
Petra and Michael Moran
Sarah and Jay Morgan
Mr. and Mrs. James Patrick
Morris
Mr. Donald W. Morrison
Cheryl Morrow-White, M.D.
Brian F. and Cynthia C. Murphy
Elizabeth DeMarco Novak
Mr. and Mrs. William J. O'Neill
Mr. and Mrs. Harvey G.
Oppmann
Ms. Pamela H. Osborne

Mr. Scott Peckham and
Dr. Megan Embrescia
Mr. and Mrs. Ed Pentecost
Mr. Brian Petranek
Kate and Jim Petras
Mr. Andrew K. Rayburn and
Ms. Heather Guess
Ms. Ashley Reed
Mr. Richard A. Reiersen
Mr. Mark Richards
Mrs. Sonya T. Rock
Terrence and Carole Rounds
Laurel Rowen
Mr. and Mrs. Steven H. Rubin
Dee Scalabrino
Dr. Tanya Scharpf
Ellen B. Schmidt
Mr. and Mrs. Stanley K.
Schneider
Ms. Barbara Schwabauer
Mrs. Eleanor Schwartz
Mr. John Scott
Mr. and Mrs. Reginald C.
Shiverick
Mr. Jeffrey Sikora
Ms. Anna Bain Slater
Ms. Carolyn M. Sommerich
Mr. Nathaniel H. Spaeth
Ms. Jennie Spirtos
Mr. and Mrs. Horace W. Spivey
Kurt Steigerwald -
Market Vision Research
Mr. and Mrs. Craig Steinbrink
Ms. Lisa Sutton
Mr. and Mrs. Jeremy Taylor
Mr. George Tillet
Mr. Kenneth Toneygato
United Way of Southwestern
Pennsylvania
Richard P. Vieritz
Mr. and Mrs. John Voyzey
Ms. Danielle Weiner
Mr. and Mrs. Tod White
Polly Bruch White
J.J. Wilson
Ms. Kelley Winovich
Mr. Joshua Wood
Dr. and Mrs. James W. Wood
Mr. Melvin Woods
Mrs. Helen Woodward
Mr. and Mrs. Brian E. Yorko
Nancy and Daniel Zavelson

SUPPORTER CIRCLE
\$1 - \$99
AeroControlex
AIG Securities Litigation
Anonymous (8)
Ms. Stephanie Antunez
Mr. and Mrs. Dennis J. Arndt
B Hilt Cosmeceuticals LLC
Ms. Elizabeth Bart

Mr. and Mrs. Richard Basich
Marvelys Beyries Rodriguez
Mr. Donald Bialas
Mr. and Mrs. Mark F. Blakeslee
Louis J. Bloomfield
Ms. Anne M. Blum
Mr. Victor Boone
Mr. Joseph P. Boyle and
Margaret Boyle
Mr. and Mrs. David Brady
Mr. and Mrs. William Breininger
Mr. Dan Brezovec
Ms. Anissa Brooks
Mr. Richard M. Burk
Ms. Bao Yi Cao
Ms. Suzanne Carle
Mr. Robert Carpenter
Mr. and Mrs. Leonard F. Carr Esq.
Edward N. Carrol, M.D.
Ms. Teresa Castell
Mr. and Mrs. Derek Chauvette
Ms. Ruimei Chen
Chinjung Cheng
YukSin Cheung
Mr. Lamar Chisholm
Ms. Maureen Christy
Mr. Reginald E. Cocklin
Mrs. Sally K. Conley
Ms. Jenny Cowan
Mr. Jose Cruz
Ms. Bonnie Daniels
Ms. Debra Daniels
Mr. William Daugherty
Ronell Davis
Ms. Ella Dawson
Ms. Mary Deaton
Mr. and Mrs. Andrew Decker
Ms. Elaine Dee
Mr. and Mrs. William J.
DeForge
Dr. and Mrs. J. Edw. DeMarco
Ms. Zheng Deng
Edward and Vivian Dickson
Ms. Deborah Duvinn
William Eberhard
Ms. Audrey Ezell
The Fedeli Group
Mr. and Mrs. John Ferrante
Mr. Christopher Florio
Mr. Brian Fox
Mr. Gary Gargus
Mr. Sterling V. Garrett
Regan and Jennifer Gettens
Ms. Bernice Gibson
Mr. and Mrs. Cecil L. Glover
Ms. Jessica Goggins
Ms. Melaine Gordon
Ms. Jennifer Gorman
Ms. Lydia Graham
Mr. and Mrs. Patrick M. Grealis
Mr. Arthur Gregory
Ms. Laura Greig
Mr. Robert Gross

Mr. and Mrs. Walter D. Halun
Ms. Victoria Hancock
Shuping Haung
Ms. Joanna Hobbs
Ms. Lauren Hoogerland
Mr. Cedric James
Mr. Johnnie Jefferson
Ms. Vanessa Johnson
Mr. Tyrone Johnson
Menita Jones
Ms. Bridget Joyce
Ms. Megan Kacvinsky
Ms. Arlene Kaplan
Mr. Kevin Kintz
Mr. and Mrs. Jeffrey Klein
Ms. Cynthia Kneier
Ms. Lynn R. Labes
Mr. Daniel LaBianca
Mrs. Maurice G. Lader
Susan and Terrence Lang
Ms. Michelle Lastovka
Mr. Thomas Laszcz
Yai-Jahnce Lawler
Mr. and Mrs. James
Lewandowski
Mr. Colton Lovejoy
Ms. Patricia A. Lowry
Mr. and Mrs. Lee MacPhail
Ms. Sally Magovich
Mr. and Mrs. James L. Malone
Ms. Kathleen Mangan
Ms. Nicole Martin
Mr. and Mrs. Rick McDonald
Mr. Geno McKinney
Ms. Amy McKinney
Ms. Anita McLaughlin
Ms. Mei Li Mei
Guy and Kathryn Mercer
Mr. and Mrs. Patrick Miliano
Arnelia Mills
Ms. Renee Mills
Ms. Linda Misanko
Ms. Barbara Moore
Mr. John Moreland
Mr. and Mrs. Richard K. Morgan
Mr. and Mrs. Terry F. Mosier
Mr. David Murphy
Ms. Shavada Murrell
Mr. Dario M. Muzina and Mrs.
Martha Ring
Mr. and Mrs. Edward J.
Mysliwicz
Ms. Judy Napier
Ms. Daurine Noll
Dayan Otero
Mr. Vladimir Paneyvnyk
Mr. Nick Peura
Ms. Anne Powell
Mei Qing
Ms. Joan M. Reali
Mr. and Mrs. Alexandria Reasor
Ms. Sheila Roach
Mr. Richard Rosello

Charles and Maxine
Rosenbaum
Ms. Caroline Ross
Celia Ryder
Mr. Alexander Saletrick
Mr. Derrick Sanders
Ms. Dorothy Scott
Ms. Sabrina Selinka
Ms. Isabel Semidei
Mr. Jay Shackelford
Ms. Kathleen Sheehan
Ms. Diana Skinner
Mr. Steven Smith
Mr. and Mrs. Bradley E.
Sommerfelt
Mr. Louis Stallings
Mr. Melvin Stearns
Mr. Vincent Stofan
Ms. Susan M. Sullivan
Ms. Judith Suren
Ms. Louisa Szweczkuk
Ms. Melissa Talty
Ms. Feng Tan
Ms. Debbie Tarr
Ms. Jill Thompson
Ms. Miranda Thompson
Mr. Bicklane Tsang
Mr. and Mrs. Kirk Varrelmann
Mr. Ramsey Vassar
Ms. Kristin W. Voinovich
Ms. Eileen Waite
Ms. Geraldine Wallace
Mr. and Mrs. Gerald E. Walsh
Ms. Vicki Ward
Mr. and Mrs. Melvin Waxman
Ms. Vidalia Wherry
Ms. Latasha Williams
Ms. Dale Willis
Mr. and Mrs. Scott R. Wilson
Darmicka Wilson
Mr. Kenneth Wilson
Ms. Diane Wish
Mr. Mervis C. Woods
Casey Woodward
Dr. Rauf Yagan
Ms. Maureen Yates
Ms. Xiao Ye
Bai Wen Ye
Mr. Joe Yonadi
Youlan Yu
Ms. Kim S. Zehner
Ms. Cheryl Zeiger
Ms. Su Ling Zeng

**PROGRAM/RESTRICTED
SUPPORT**
*The following individuals,
corporations, and foundations
provided support to a specific
program or fund.*

Ms. Katie A. Allender
Mr. and Mrs. Keith A. Ashmus

Dr. and Mrs. Daniel E. Berry
Mr. and Mrs. E. J. Burke
William and Judith Caster
The Cleveland Foundation
Sally and Sandy Cutler
Dominion East Ohio
Joseph and Angela DuBois
Mr. and Mrs. Michael W.
Dunford
The Char & Chuck Fowler
Family Foundation
Sally and Bob Gries
Thomas and Marsha Hopkins
Family Foundation
Matthew and Kristen Joyce
Jeffrey L. and Lisa W. Kapp
Mr. and Mrs. Matthew J.
Kermann
KeyBank Foundation
Stephen and Joanne Kirk
Foundation
Russ Klein
Mr. John C. Krueger
William and Patricia Leonard
Vid A. Lutz and Ann C. Lutz
Joel and Rochelle Marx
Ms. Lauren E. Miller
A. Malachi Mixon, III and
Barbara W. Mixon Foundation
Mr. John W. Monroe and
Ms. Mary A. Cavanaugh
The Nord Family Foundation
Nordson Corporation
Northeast Ohio Areawide
Coordinating Agency
Oswald Companies
Parker Hannifin Corporation
Dick Pogue
Mr. and Mrs. Frank H. Porter
Frank H. and Nancy L. Porter
Fund of The Cleveland
Foundation
Jeffrey and Jennifer Ramras
Mr. and Mrs. Richard D. Romoser
Karen Flynn Shanahan
Kent H. Smith Charitable Trust
Natalia and Todd Steele
Susan and John Turben
Foundation
UBS
Mr. Donald Washkewicz

HONORARIUM
Mr. and Mrs. Keith A. Ashmus

**MEMORIAL GIVING
IN MEMORY OF
RAYMOND HOLLYWOOD**

Mr. Joseph P. Boyle and
Margaret Boyle
Mr. and Mrs. William Breininger

Ms. Sheryl Cole
Mr. and Mrs. Robert E.
Comben, Jr.
Ms. Elaine Dee
Mr. and Mrs. William J.
DeForge

Ms. Andrianna Dunbar
Mr. Robert Dunne
Mr. and Mrs. John T. Flynn
Ms. Mary F. Ganger
Ms. Lydia Graham
Mr. and Mrs. Patrick M. Grealis
Mr. and Mrs. Roger H. Jones
Ms. Bridget Joyce
Ms. Margaret Lavelle
Ms. Patricia A. Lowry
Ms. Joan E. Mahoney
Ms. Helen C. Malloy
Ms. Kathleen Mangan
Ms. Joan M. Reali

Ms. Kathleen Sheehan
Ms. Susan M. Sullivan
Mr. and Mrs. John Voyzey
Mr. and Mrs. Gerald E. Walsh

HONOR OF ROBERT E. COMBEN, JR.

Mr. and Mrs. Keith A. Ashmus

IN KIND DONORS.

Mr. and Mrs. Robert E.
Comben, Jr.
Vic and Joan Gelb
Miklus Florist
Mr. and Mrs. Thomas G.
Petredis
Sunbeam Board
The Adcom Group, Inc.

SIGNATURE SOCIETY

Members of the Signature Society help to ensure future generations will also have their own stories to tell and their brighter futures realized.

Arthur D. Baldwin II
Pat C. Brownell
William G. Caster
Jonathan L. Collens
Mr. Robert E. Comben, Jr.
Sally and Sandy Cutler
Mr. and Mrs. David S.
Dickenson II
Mrs. John Drollinger, Jr.
Hamilton and Lin Emmons
Mr. and Mrs. Theodore Fabyan
Edward C. Gendron
Sally and Bob Gries

Bettyann S. Helms
Thomas E. and Marsha G.
Hopkins
Stephen and Joanne Kirk
Nancy Klein
Mr. Charles H. Krueger
Mr. and Mrs. Dennis W. LaBarre
Jean Fahrenbach Miller
Diane Roberto
Chaz Scully
Mrs. Terry L. Toney

VOCATIONAL GUIDANCE SERVICES BOARD OF DIRECTORS

BOARD OFFICERS

Joseph G. DuBois <i>Chair</i>	Karen Flynn Shanahan <i>Secretary - Current</i>
Stephen F. Kirk <i>Vice Chair</i>	E. J. Burke <i>Secretary - 2018</i>
John W. Monroe <i>Vice Chair</i>	Susan M. Barragante <i>President & CEO</i>
William G. Caster <i>Vice Chair - Development</i>	Amy M. Arbogast <i>CFO & Treasurer</i>
John C. Krueger <i>Vice Chair - Finance</i>	Laura M. Lamb <i>COO</i>
Leslie A. Dunford <i>Vice Chair - Governance</i>	

DIRECTORS

Katie A. Allender
Craig R. Beazer*
William T. Eberhard
Liz Gillmore*
Robert D. Gries
Thomas E. Hopkins
James R. Jaye*
Matthew D. Joyce
Jeffrey L. Kapp
Matthew J. Kemmann
Russ Klein
Ann C. Lutz
Kaitlin Corkran
McCaulley
Joel D. Marx
Dick Anthony Michel*
Lauren E. Miller
Frank H. Porter
Jeffrey A. Ramras
Diane Roberto
Karen Flynn Shanahan
Natalia Steele

HONORARY LIFE DIRECTORS

Pat C. Brownell
Sally Cutler
William D. Ginn
James B. Griswold
Bettyann S. Helms
Polly Bruch White

GENERAL COUNSEL

Keith A. Ashmus

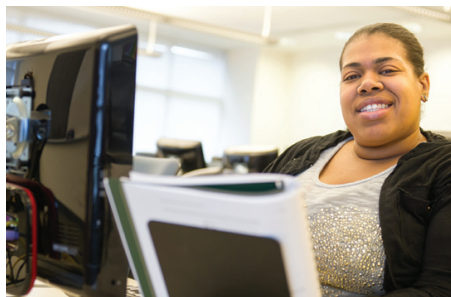
SUNBEAM BOARD OFFICERS

Mandee Jones
President
Anne Fitzgerald
First Vice President

ADVISORY COUNCILS

Cleveland
Kenneth "Chip" Boldt
Paul Cihlar
Matt Dugovics
Dan Homans
Columbus
Melissa Black, Chair
Sandy Clary
Katie Gray
Elyria
John Butowski
Jim Dowdell
David Janowicz
Ronan Lynch
Thomas Petredis, Chair
William Somers
George Tusa
Jim Weigelt
Eddie Williams
Dawn Yorko
Theodore S. Altfield
Member Emeritus
Robert E. Lessing, Esq.,
Member Emeritus

* Incoming Board Members in 2019



THE SUNBEAM BOARD

The mission of the Sunbeam Board is to raise awareness of Vocational Guidance Services and provide financial support through fundraising events and activities.

ACTIVE

Claudia Anton	Tiffany Kaplan	Caroline Schwartz
Nicole Barry	Lisa Kapp	Beth Sheeler
Kelly Beiswenger	Amy Laughlin	Sandra Stafford
Kate Biggar	Catherine Levy	Michele Steele
Laurel Conrad	Cortney Marchetti	Macy Stein
Christie Croissant	Colleen Miklus	Neeti Sundaresh
Sabrina Davies	Elizabeth Morris	Kylie Volpe
Susan Delaney	Elizabeth Newman	Kristin Voos
Anne Fitzgerald	Angela Owen	
Kate Floyd	Janine Pape	
Kelly Gale	Darrah Parsons	
Pam Garcia	Carolann Rauser	
Lisa Henkel	Sally Rubenstein	
Mandee Jones	Kristen Salata	
Abbey Jones	Heidi Scaravilli	

SUSTAINERS

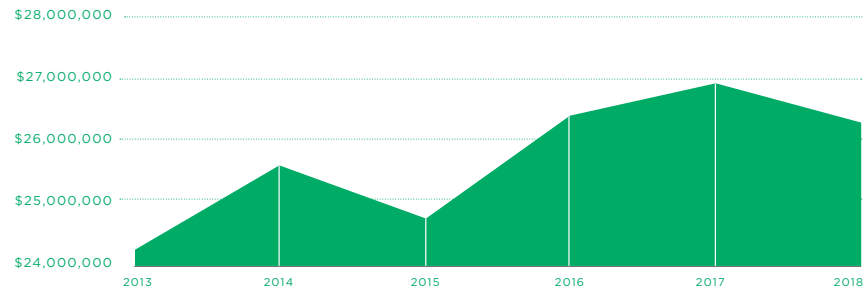
Margie Biggar	Jane Kern	Pamela Osborne
Kelly Biggar	Manning Kundtz	Katie Outcalt
Caroline Borrow	Lynn Labes	Judy Pace
Pat Brownell	Jane Lamb	Amy Paine
Nicole Brownell	Gingy Lennon	Susan Paul
Emily Burns	Susan Locke	Deborah Retino
Helen Butler	Dori Loomis	Ellen Russell Genger
Joanna Carfagna	Stephanie Lowe	Jennifer Sammon
Amy Cascio	Mary Susan Lyon	Ellen Schmidt
Amy Ciano	Lauren MacLaren	Kara Schwabauer
Joan Cody	Ashley Mallett	Connie Searby
Julie Comber-Martin	Ann Malone	Chloe Seelbach
Karen Converse	Sara Mansour	Christine Semarjian
Suzanne Deering	Kristine McGee	Nina Sheffler
Debbie Donley	Emily McLaughlin	Laurel Stack
Kim Ertz	Megan McMahon	Judy Steehler
Laura Fricke	Susie Mead	Hallie Stewart
Linda Glickman	Petra Moran	Suzanne Taigen
Rosetta Gorman	Sarah Morgan	Stephanie Teeter
Pamela Haag	Lori Morris	Melody Thomas
Stacey Hanna	Lisa Mortimer	Debbie Thompson
Jennifer Hartford	Amy Mosier	Nicole H. Twells
Cyndi Hatch	Dale Naylor	Jeannine Voinovich
Debbie Hermann	Beth Anne Nettis	Kelly Warner
Laura Herrick	Christine Newell	Polly White
Barbara Horrigan	Liz Novak	Lynne Winings



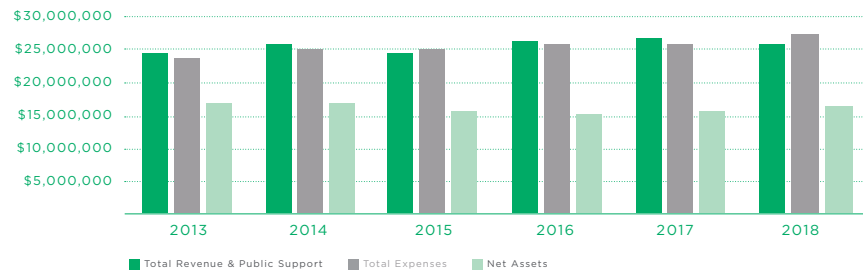
FINANCIAL HIGHLIGHTS

Vocational Guidance Services is proud to report another year of strong financial results that highlight our sustained ability to adapt to the needs of a changing workforce. We are especially grateful for support from our generous donors. As we look ahead toward growth and expansion, we remain committed to fiscal prudence to ensure continued mission impact, sustainability, and high-quality programming for every individual we serve.

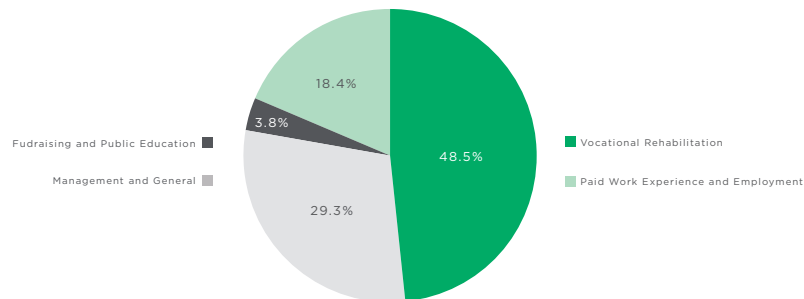
TOTAL REVENUE & PUBLIC SUPPORT



FINANCIAL SNAPSHOT



OPERATIONAL EXPENSES



Looking Forward. Always Extraordinary.



VOCATIONAL GUIDANCE SERVICES

Vocational Guidance Services is a highly acclaimed, successful, private, not-for-profit, 501(c)(3) vocational rehabilitation agency with nearly 130 years of dedicated experience serving individuals with disabilities or other barriers to employment.

CLEVELAND WORKFORCE CAMPUS

2235-2239 East 55th Street | Cleveland, OH 44103
PHONE 216.431.7800 | FAX 216.431.5123
TTY 216.431.0073

CLEVELAND WEST SIDE

13102 Triskett Road | Cleveland, OH 44111
PHONE 216.476.3020 | FAX 216.476.3435
TTY 216.476.3020

ELYRIA

359 Lowell Street | Elyria, OH 44035
PHONE 440.322.1123 | FAX 440.322.3417
TTY 216.322.5223

COLUMBUS

1539 W. Broad Street | Columbus, OH 43222
PHONE 614.291.0233 | FAX 614.437.9782

WWW.VGSJOB.ORG



AN EQUAL OPPORTUNITY EMPLOYER/SERVICE PROVIDER



Accredited by the Commission on
Accreditation of Rehabilitation Facilities

State Board of Career Colleges and Schools Registration # 79-10-0671T



A United Way Agency



This report summarizes the 2018 activities and accomplishments of Vocational Guidance Services and its affiliates, VGS, Inc., Vocational Services Inc. and Dress for Success Cleveland.