

2025

VGS
ANNUAL
REPORT

BUILDING INCLUSIVE COMMUNITIES

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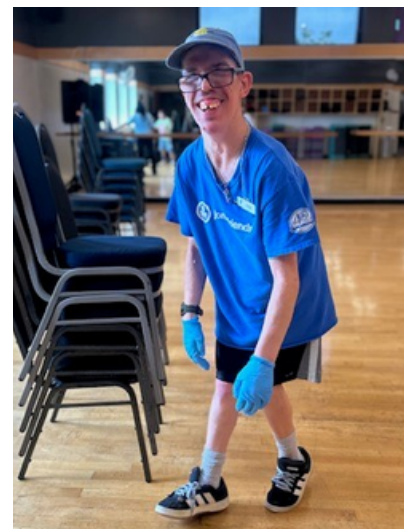
THE SUNBEAM BOARD

11

OUR DONORS

15

EVENTS & SPONSORS



A MESSAGE

FROM OUR CEO & PRESIDENT AND VGS BOARD CHAIR

BUILDING THE INCLUSIVE COMMUNITIES WE ENVISION

VGS' work is firmly rooted in the belief that individuals with disabilities should be included in all facets of our communities. We approach the work of transforming communities with the understanding that change only happens with intention, innovation, and hard work.

Our network of partner employers, businesses, and organizations is built step-by-step, with an unwavering commitment to the individuals we serve, and a broad vision of the ways that truly inclusive communities benefit us all. Through immersive community programs and engagement activities, group employment, job placement, and other programming elements, we are inspiring businesses to hire employees with disabilities, introducing our neighbors to their abilities, and dismantling stigmas and prejudices.

Thanks to our partnerships, we have been able to provide our participants with unique opportunities to learn, explore, volunteer, and prepare for employment beyond the walls of our own facilities. Classroom lessons on budgeting and navigating payment systems were put into practice on grocery shopping trips; participants acclimated to working under the direction of a supervisor and on a team with new people through frequent volunteer events; and paid work experiences have prepared individuals for successful employment. Hundreds of individuals with disabilities have found work in the community or are employed through VGS contracts as a result of quality job preparation services and ongoing support from our team.

We are pleased to present our 2025 Annual Report – highlighting our commitment to financial stewardship; our partners, volunteers, and donors; and the results of our focus on building inclusive communities.

We have immense gratitude to our business and community partners, and supporters; you are an important piece of the more inclusive and accepting community we are building.



A stylized blue ink signature of Susie Barragate.

Susie Barragate
President & CEO of VGS



A stylized blue ink signature of Sebastian Glinzler.

Sebastian Glinzler
VGS Board Chair

THE DIFFERENCE COMMUNITY MAKES

ZACHARY'S STORY

Zachary is a member of the VGS Community Group Employment Team at the Lakewood Family YMCA. Community Group Employment gives individuals with disabilities the opportunity to work as part of a small crew with the onsite supervision of a VGS Job Coach.

The “community” in the program name alludes to working onsite with an employer, but what the program has done over the years is organically build connections that foster inclusion far beyond the workplace.

Zachary came to VGS after graduating from high school, ready to enter the workforce, but aware that he needed a job that would amplify his strengths and accommodate his needs. The VGS Job Placement Team worked with the Community Group Employment Team, and he was hired at the Lakewood YMCA – a longtime VGS partner that has similar values and goals.



Kevin Born Crow, Executive Director, says of the partnership: “In the years that VGS staff members have been working with us, they have had an enormous impact not only in the work they do, but even more in the culture that we have co-created by partnering together.”

Zachary has a strong work ethic and is naturally charismatic and generous - he immediately fit with the existing crew, but it did take some time for him to find the right job duties. He was initially assigned to clean lockers, but the combination of task and the location of the job made it difficult for him to concentrate, and he recognized he wasn't doing his best work. He went to Barbara with his concerns, and along with his co-worker and friend, Abraham, they adjusted, with Abraham talking on locker duty and Zachary tackling chairs and windows - an arrangement that has worked well.

"I was extremely proud of Zachary for speaking up for himself. He communicates how things make him feel and isn't afraid to ask for support when he needs it, and that has helped him continue to grow." - Barbara, Zachary's Job Coach

Respect and openness are key components of inclusive environments, and individuals know that both of these are available to them at VGS and at our partner employers.

Creating opportunity, fostering partnerships, and embedding individuals with disabilities into our workplaces and public spaces naturally inspire and build communities that allow individuals like Zachary to thrive.

BUILDING INCLUSIVE COMMUNITIES

Community connection is at the heart of what we do. In 2025, participants explored local businesses, built independence, developed new skills, and strengthened relationships while discovering how their contributions make a difference in the community.



2025 HIGHLIGHTS & INSIGHTS

1,146

INDIVIDUALS SERVED
THROUGH PROGRAMS AND SERVICES

\$4.3M IN WAGES PAID TO PROGRAM PARTICIPANTS

\$15.50 AVERAGE WAGE OF A PERSON PLACED

JOB PLACEMENT SERVICES

- **80** JOB PLACEMENTS
- **80%** RETENTION RATE

OPERATIONS

For over 30 years, we've provided custodial services through state, federal, and commercial contracts.

- **208** INDIVIDUALS WITH DISABILITIES EMPLOYED THROUGH VGS CONTRACTS
- **100+** CONTRACTS

CUSTOMIZED COMMUNITY ENGAGEMENT & EMPLOYMENT

CCEE is a community-immersed, person-centered program that allows individuals to learn, explore, build workplace skills, socialize, and develop independence through carefully curated activities and curriculum.

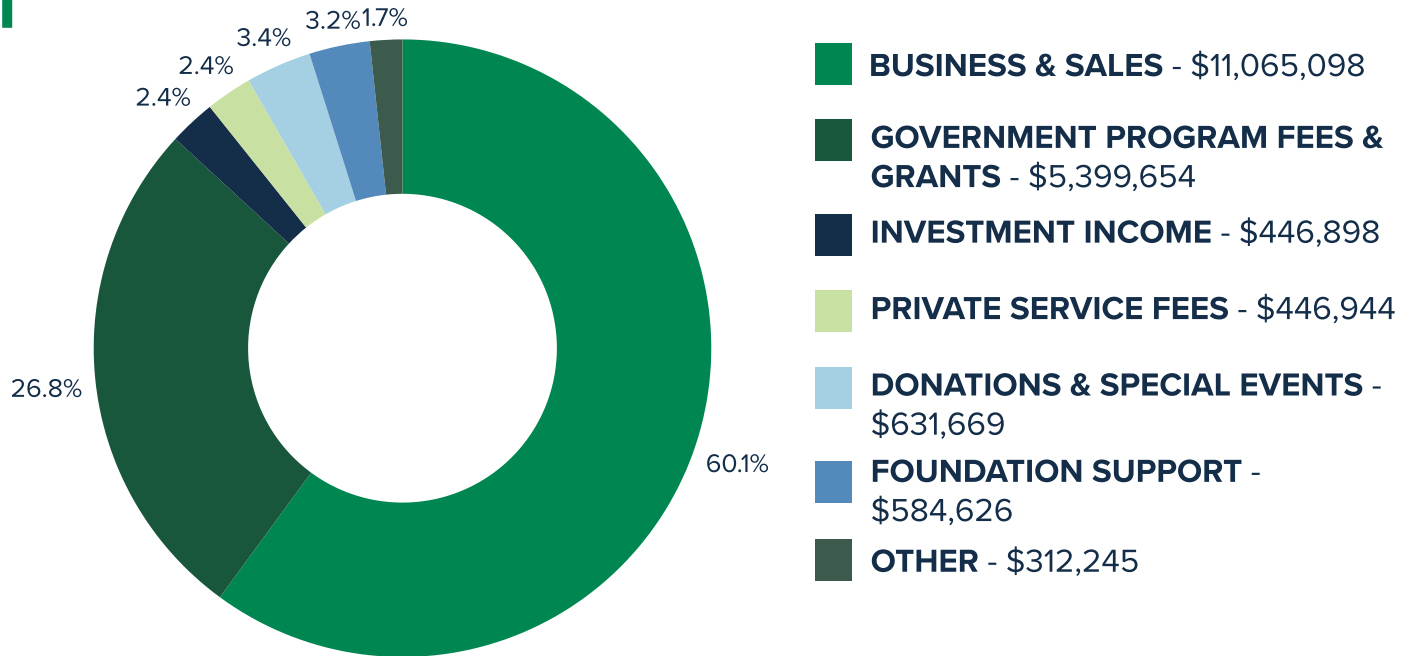
- **25** PARTICIPANTS
- **4** COHORTS

SUMMER YOUTH WORK EXPERIENCE

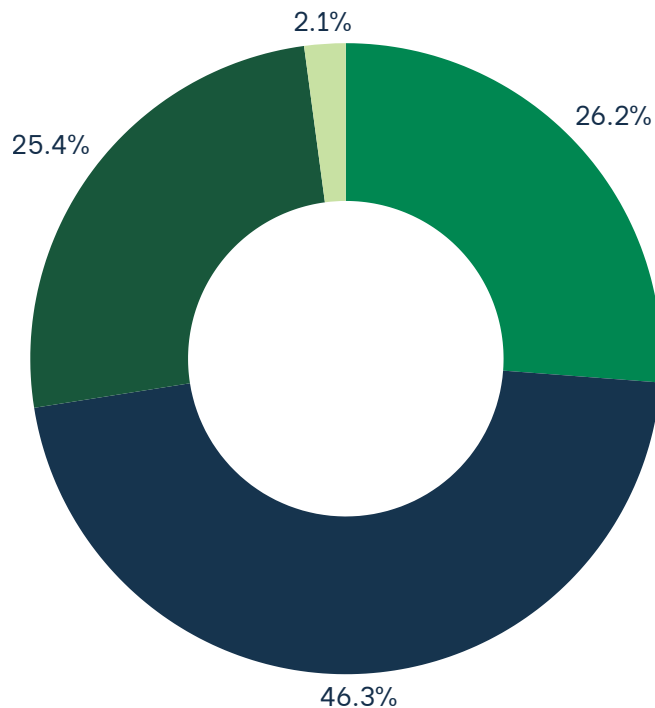
- **54** STUDENTS PARTICIPANTS
- **15** COMMUNITY PARTNER SITES

FINANCIAL SUMMARY

TOTAL REVENUE



TOTAL EXPENSES



PROGRAM SERVICES



SUPPORT SERVICES



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Your leadership, vision, and dedication helped shape a remarkable year by championing our mission, inspiring innovation, and creating opportunities for the individuals we serve.

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Polly Bruch White was an ardent supporter of VGS and The Sunbeam Board for over 50 years. Her dedication helped countless individuals with disabilities. In November 2024, The Polly Bruch White Fund was established with the sole purpose of providing meaningful activities for our program participants and The Sunbeam Board.

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 Friday Night on 55th
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Wednesday, November 13 - Friday, November 14

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Creating pathways for individuals with disabilities to engage in the community, achieve greater independence, and attain employment.

vgsjob.org

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Elyria, Ohio 44035

Columbus

3964 C Brown Park Drive
Hilliard, OH 43026

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This report summarizes the 2025 activities and accomplishments of Vocational Guidance Services and its affiliates, VGS, Inc., and Vocational Services Inc.