



2025

ANNUAL REPORT



**Offering An Alternative To The Street For America's Youth
-Since 2009**

Staff

Monnie Bush, Founder & C.E.O.

Mike Bayer, Operations Director

**Caroline Comer, Development
Director**

**Jon Rohrer, Ke'Shawn Miller, Lynn Simmons,
& Dan Donnley, Program Directors, and
Christian Petty, Program Associate**

**Dave Riel, James Reese, Josh Jones, &
Ethan Perkey, Site Leads, Victory
Improvement Projects**

**Kelly Bush, Grants, Kim Cooper, Volunteer Coordinator
Julie Hoosier & Angie Jackson, Community Support
Specialists**

Board Members & Advisors

**Greg Roberto, President, Al Ralston,
Secretary, Dan Shafer, Treasurer,
William Allen, Ryan Ridge, Bud
Hauser, Tim Ko, Anne Taylor, Emily
Ludington, Robert Harrison III & Robi
Simms**

**Scot Ganow, Legal Representative
Dr. Andy Campbell, Medical Advisor**

CONTENTS



Alumn, Marquel Henry - MBA

1

RESULTS

Mike Bayer

2

FINANCES

Dan Shafer & Kelly Bush

3

WORK ETHIC DEVELOPMENT

Mike Bayer

4

CULTURAL CONTINUITY

Monnie Bush

5

V.O.P. CAMPAIGN

Caroline Comer

6

ALUMNI MESSAGE

Cameren Reynolds

Philosophy

Victory Project was not created to force compliance but to create an environment so valuable the student will modify their behavior to maintain membership.

Motto

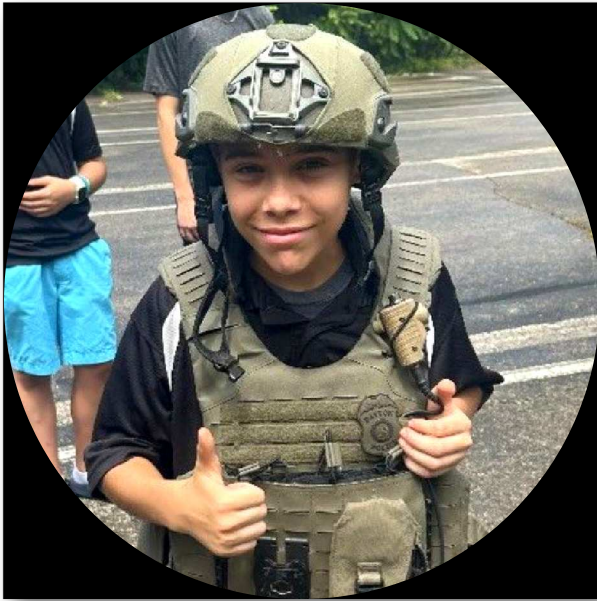
It's less about what we do and more about what we undo.

Guiding Verse

"You are here to be light, bringing out the God-colors of the world; God is not a secret to be kept; we're going public with this, as public as a city on a hill."

-Matthew 5:14





Results

Mike Bayer - Operations Director

100% Graduation Rate

0% Teenage Pregnancies

0% Court-Involvement

EDUCATION



100%

High School Graduation



2418 HOURS TUTORING

30% Increase (2024)



7,254 PROGRAMMING HOURS

ENTREPRENEURSHIP



\$60,891

STUDENT PAYROLL

9% Increase (2024)



5537

STUDENT HOURS WORKED

8% Increase (2024)



951

JOBS COMPLETED

ENLIGHTENMENT



14,508 MEALS SERVED



51,940

GUIDED

RECREATION HOURS



100%

AVOIDED

COURT-INVOLVEMENT

As we close the chapter on 2025, we express immense gratitude for a year of steady growth and bold new initiatives. Our mission has not only stayed on track but accelerated, reaching new milestones in service and impact. Transitioning leadership can bring uncertainty, but for us, it demonstrated our organizational health. The seamless transition ensured momentum, allowing our new leadership to continue driving progress. If staff are the heart of this organization, volunteers are the force multiplier. Their dedication has enabled us to scale impact beyond our internal capacity. Whether in the classroom or behind the scenes, their hands and hearts made our 2025 results truly impressive. While we celebrate these wins, we recognize we do not walk this path alone. Christ remains our beacon, guiding our decisions and fueling our service. As we enter 2026, we stay anchored in His grace, confident that the best is yet to come. - Mike Bayer

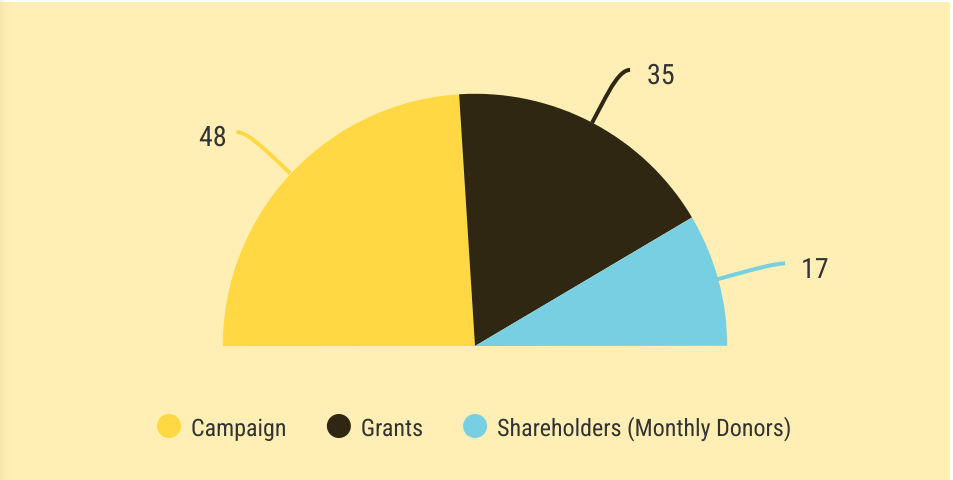


Payday At V.P.

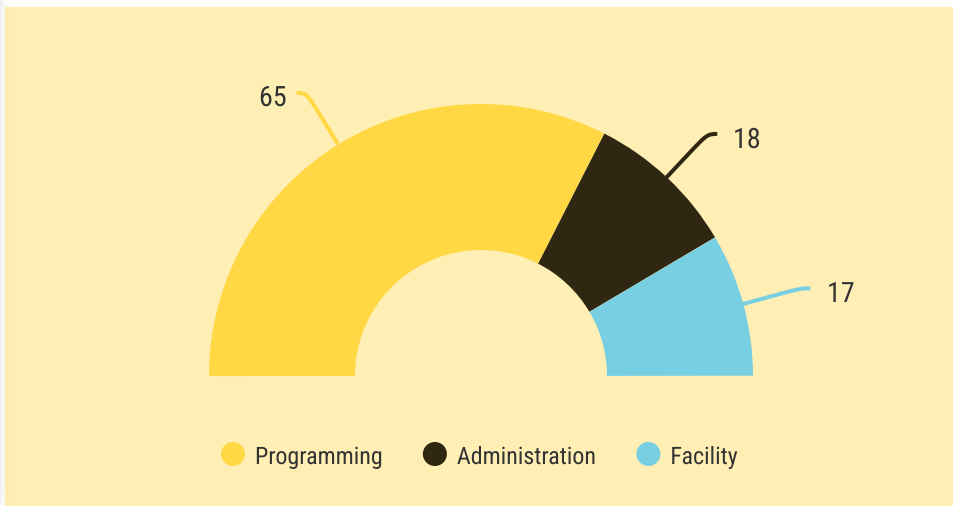
Finance

Dan Shafer, Treasurer & Kelly Bush, Grants

Funding Sources



Annual Expenses



STEWARDSHIP

- Debt \$38,400.00 - **84% Decrease**
- Assets \$3,468,000.00 - **220% Increase**
- Liquidity \$821,000.00

LEAD INVESTORS

- Kettering Health Network
- Mathile Family Foundation
- CareSource Foundation
- Nysus Solutions

Volunteers served 3354 hours, equaling over \$116,000 in operational value

Work Ethic Development

Mike Bayer - Operations Director



At Victory Improvement Projects (VIP), we believe true transformation happens when a strong work ethic meets a servant's heart. In 2025, our students didn't just complete tasks; they built a reputation for excellence across Dayton.

This year saw significant expansion. Operating from two locations enabled us to embed more deeply in the community, making programs more accessible and our impact more visible. This growth enabled us to partner with several new customers, giving students diverse, real-world work environments to sharpen their professional skills.

One meaningful milestone was the launch of "Sleep Tight" by VIP, in collaboration with Let's Build, Nysus Solutions, and Sleep in Heavenly Peace, to provide beds to the bedless in Dayton. Our students were involved every step—from construction to delivery—ensuring children have a safe, comfortable place to sleep. This project illustrates how technical skills can fulfill a divine calling to love our neighbors.

These results wouldn't be possible without VIP Volunteers, who mentor our students and multiply our on-the-ground efforts. Our VIP Sponsorship Program provided the resources to keep our tools sharp and our doors open. As we look at these numbers, we don't just see data; we see lives reshaped by the dignity of hard work and the joy of serving.



Cultural Continuity

Monnie Bush – Founder & C.E.O.

I am profoundly grateful for the unwavering dedication and courage that define V.P. Together, we transformed challenges into opportunities, expanded our programs, and deepened our impact within the community. To our incredible staff, volunteers, and families: your tireless commitment powered every milestone and reinforced why we began this work. To our investors: your trust enabled growth and innovation. Most of all, my gratitude is for **Christ**, who has guided and protected us every step of the way. As we look ahead, I am resolutely optimistic and dedicated to staying true to our culture, which will produce clearer outcomes and enduring, positive change for the young people we serve. Thank you for believing in our mighty little mission.

Victory Over Poverty Campaign

Caroline Comer – Development Director

Big news, friends—in 2025, we officially secured **\$5M of our \$7.3M** goal for the Victory Over Poverty Campaign. That’s not just progress; that’s momentum. While we’re celebrating, we’re also keeping our eyes on what’s next!

Operational Vitality. Growth is exciting, but stability is essential. As we look ahead, we’re making sure our current campuses are fully funded for the next three years—because thriving beats surviving every time.

Next: **Capacity Building.** In 2024, we opened our West Campus to serve high school boys (yes, that was a big deal). Our next bold step? A third campus in 2026. More space, more students, more victory.

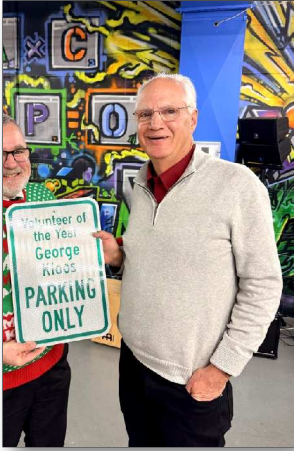
Finally: **Long-Term Stability.** We’re thinking long-term by creating an endowment to provide scholarships for our alumni. We believe graduation shouldn’t be the finish line—it should be the launch pad.

This campaign isn’t just about dollars raised; it’s about doors opened. Thank you for being part of the story. We’re closer than ever, and the best chapters are still ahead!



Volunteers of the Year

George Kloos



Middle School Campus

Rhonda Oliver

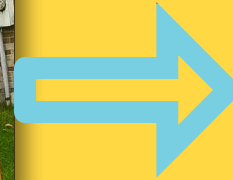


High School Campus

Alumni Message

Cameren Reynolds

I had the opportunity to experience Victory Project firsthand, and the intentionality behind everything they do stood out. V.P. is not just an after-school program—it is a structured environment focused on building character, discipline, confidence, and purpose in young men. The leadership's commitment to mentoring the whole person—academically, mentally, emotionally, and spiritually—is evident in both the culture and the outcomes. V.P. is doing more than changing individual lives; it is strengthening families and contributing to the long-term health of the Dayton community. Personally, V.P. opened doors I couldn't have accessed otherwise—the networking, meals, trips, and conversations all exemplify what a good man looks like. I don't know who I'd be without Monnie's leap of faith, which made this dream possible; that environment shaped who I am today.



The Victory Project Podcast

By undoing hopelessness with a Godly purpose, we're building a culture of success in the lives of disengaged youth. Our new podcast is co-hosted by students who inspire and challenge listeners through relatable conversations. Each episode features interviews with alumni, volunteers, and supporters who are advancing V.P.'s mission and sharing practical, faith-based insights.

Join a growing, global community—listeners from 14 countries. Tune in weekly on YouTube or your favorite podcast platform. Subscribe now for fresh episodes and inspiring stories from students, alumni, volunteers, and supporters who are making a difference.



Staff

Mike Bayer



Caroline Comer



Jon Rohrer



Ke'Shawn Miller



Lynn Simmons



Dan Donnelly



Christian Petty



Kelly Bush



Julie Hoosier



Kim Cooper



Angie Jackson



Dave Riel



James Reese



Ethan Perkey



Josh Jones



Monnie Bush



Staff Training - Aileron

Core Values

UNDO hopelessness with Godly purpose

MODEL work is the reward

OFFER love and accountability

PROVIDE a safe and consistent environment