

# People Achieving

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## THEATER POSITION FITS PEOPLE FOCUS



AMC Inver Grove 16 Supervisor Zack Letourneau, left, with usher and ProAct consumer Joey Langebeck.

Joey Langebeck thrives on people, and he's the first one people see when they walk through the gate at the AMC 16 theater in Inver Grove Heights.

"I like working here, and get along with the guests," said Langebeck. "I'm a people person." He collects tickets and directs moviegoers to the correct screens.

His supervisor, Zack Letourneau, calls on Langebeck primarily for greeting and ushering. He sometimes cleans theaters and checks bathrooms, as well. Both employees can't say enough about the \$4.3 million remodeling at the complex off U.S. Highway 52.



Electronic recliners, an all new sound system and high definition format are just a few of the enhancements. "I'll tell you everything about this place," said an energetic Langebeck, who is eager to ask patrons about their experience.

"This place fits for me." And, if he calls ahead on his days off, he can often get free admission, popcorn and soft drinks for himself and his family.

## Work floor help opens eyes for UW River Falls students



University of Wisconsin-River Falls students spent some time on the work floor at ProAct in Red Wing, and learned a lot. Nick Weninger said he found that each person has a job and function and it all flows well. "I was very surprised how efficient (it is) ... they do 5,400 of these in a day. It's incredible," he said, noting the fun work atmosphere. From left are Tyler Hruza, Weninger, Alyssa Macarthy and Cody Waalen.

## PRECISE VOCATIONAL MATCH COMES VIA NEW OUTLET MALL

A dramatic career change prompted by an accident has yielded a new direction for one Eagan woman who is putting her talents and interests to work in retail, where products that were once a hobby interest are the new normal.

Betsy Nermoe was a thriving physical therapist for 21 years when she was hit by a motorcycle in Cancun, Mexico, and sustained multiple injuries.

She had once transferred and treated people with spinal cord injuries, but damage to her brain, foot and leg ended her heavy lifting and impacted her therapist skills.

"I had part of my brain removed, the right cerebellum ... and a nerve injury from where the cycle hit me on the left leg," she



Betsy Nermoe found a solid job match in the jewelry and accessories areas at Sachs on 5th in the Eagan Outlet Mall.

said in a video for the Minnesota Workforce Center.

Nermoe found ProAct through the center, which recommended a work assessment. Those helping her discovered that a job involving creativity would be best.

"I am a walking, talking miracle," said Nermoe. "My doctor told my family to reserve a bed in a nursing home, because that's where they thought I'd be. I decided to live on my own. For me, it's prayer."

ProAct Vocational Team Leader Deb Ulrich took Nermoe to several companies, and helped her make connections. Nermoe also struck out on her own, finding a couple of retail jobs before settling in at Sachs Fifth Avenue Off 5th in Eagan's Twin Cities Premium Outlets mall. It's across the street from where she lives.

"Jewelry is my corner of the store, fine jewelry, handbags and scarves," she said. Using a scanner, she tracks product inventories with sales sheets and case counts,

See Outlet mall worker, page 2

## FROM AIRLINE BAGGAGE TO CHANGING LIVES DAILY

An unfortunate accident while unloading a semi truck brought Production Supervisor Dan Mason to ProAct for light, or temporary alternative duty work. He healed, stayed on, and is bringing his skills to bear to the delight of coworkers and participants alike.

ProAct's Red Wing Production Manager, Jim Bohmbach, said Mason brings fresh eyes, fresh opinions and, a knack for finding people's potential and drawing it out on the work floor. There's

a calming effect, as well.

Some participants succeed greatly, and some require more attention, says Mason. "And, there's always the one you



After suffering a broken arm at a temporary job, Dan Mason, left, with Jim Bohmbach, found alternative work at ProAct. He's impacted many.

have pegged who you think will never figure it out, and it just clicks with them and it's like, 'holy cow!'" The former Delta Airlines baggage manager said he always told himself if he was ever in a position where someone needed to hear praise all the time, he would give it.

Mason's help has increased ProAct's work capacity, said Bohmbach, as the Day Training and

See Production mission, page 3

## Inside: • Participant's business fights cancer • Family sees night/day change • Special ed on board

## CARE PACKAGES FOR HOMELESS IN RED WING MEET NEED

People without homes have real needs, and ProAct participants in Red Wing are putting their hands to work to meet them.

Filling duffel bags donated by Bic Promotional Products with items including lip balm, clear wipes, granola bars and toothbrushes, ProAct consumers are taking advantage of a Thrivent Financial program that donates \$250 per member to "pay it forward" with efforts like these.

Thrivent member and Designated Coordinator Gloria Bechel led the project, working with the Homeless Response Team of Three Rivers Community Action and receiving donations, as consumers assembled the care packages.

"Especially in Red Wing, you don't think of homeless people," she said. "I know we clean for the city, and there are people who sleep in the stairwells."

See Helping the homeless, page 2



ProAct Red Wing Action Team Project Care Packages for people who are homeless February/March 2015

Photo collage courtesy of Gloria Bechel

## Golfers and Sponsors Wanted: ProAct Golf Classic August 17

18 hole course- lunch/snacks/dinner- prizes/challenges throughout the day- silent/live auction- \$150- contact Cathy at 651-289-3170



"You will love the course and the company" Steve Ditschler

## From the President...

Spring is a season of high activity at ProAct, with participants fully engaged in our broad range of service options. We have near record numbers of people in all sectors, with our vocational department leading the way in program growth.

I am most pleased to have Dr. John Christiansen, the superintendent of I.S.D. 917 in Rosemount, as a new member of ProAct's board of directors. I know we will benefit from his experience and wise judgment in the years ahead.

A tradition continues, but with a change of venue. The ProAct Golf Classic will again be held on the third Monday of August, but this year the event will be at Southview Country Club in West St. Paul. It's a wonderful course and the banquet and accompaniments will be first rate. This is ProAct's only fundraising event of the year and I hope you will mark Monday, August 17, on your calendar and participate, if at all possible. You do not need to be a great golfer to play in our event.

ProAct is now involved in its periodic reaccreditation process, carried out by the Commission on Accreditation of Rehabilitation Facilities. Staff members are providing information and CARF surveyors are speaking with clients, family members and community members about their experiences. ProAct is currently under a three-year reaccreditation, the longest given by CARF, and expects to receive its new

survey report from CARF by the end of June.

As we move through the year we are continuing our focus on employment, with an emphasis on integrated competitive employment. Additional opportunities have been developed through our Eagan, Red Wing and Hudson, Wisconsin locations. These positions span a range of work areas, from retail stocking and sales to support for local animal care facilities and product assembly operations, to name a few.

The Minnesota Legislature is in session and we are active in the process of informing legislators in areas of interest to us through active participation in our state association. We don't expect any legislation to have a negative impact on our services. ProAct supports an initiative to obtain funding for a wage increase for those direct service professionals who help support people with disabilities.

In the months ahead, we will continue to offer dedicated services to the people we serve, and we truly appreciate the support and encouragement we receive from our clients, family members, funders and the community.



*John Christiansen*

## STORE STOCKER FINDS FIT IN WISCONSIN

With a reliable presence and a steady smile, one Wisconsin Kwik Trip worker is serving New Richmond convenience shoppers, and adapting well to his work environment.

Kwik Trip employees pride themselves on being personable and helpful, and Charlie Casarez is all of the above, explains shift leader Chris Neumann. The leader said the ProAct consumer is a total "go go," is great at tasks, lists and getting things done.

Some might call it "taking ownership," which is an underlying theme for employees here. The company offers profit-sharing at this chain of more than 400 stores.

Clad in a reflective vest over a Minnesota Vikings coat and topped with a colorful fleece hat, Casarez chuckles as he works in the coolers, and answers cashier calls to carry milk crates out for customers.

Living in town, he takes a taxi to work, and sometimes gets called in for extra shifts. ProAct staff members visit to check on his progress.



Charlie Casarez brought his retail, hardware and grocery experience to Kwik Trip in New Richmond, and has made a good cultural fit at the service-oriented station and convenience store.



Casarez loads and unloads a semi-trailer with a coworker.

"They helped me find this job," Casarez said, who worked with his designated coordinator. He was interviewed soon after. Neumann said he's adapted well to work expectations, and managers have noticed that ProAct staff members care genuinely.

As products are rolled off a truck, Casarez places them on the floor in a certain order. He uses a metal pole to slide plastic crates around, getting them ready for stocking.

He's available for extra shifts, as well. "Yeah, I love it," he said.

## EMPLOYMENT JOB SITES OFFER OPTIONS

With an ample variety of work assessment sites, and the flexibility to find even more, ProAct is fast becoming a first stop for people who need help in finding their interests and abilities, and a match with available jobs.

Oftentimes, says Eagan Employment Manager Heather Deuschlaender, it all comes down to motivation and skills.

One of the latest additions to ProAct's job assessment portfolio of employers is Envirobate in Minneapolis. Document preparation and electronic imaging are needed here, and record retention requirements are quite strict for the environmental abatement business.

Every year, Envirobate runs out of storage space, said Indoor Air Quality Division Manager Tim Pladson. It can get complicated, as some files must be kept for 10 years, and others for 30.

Pladson said the business is audited every five years to make sure proper records are being kept. Transferring these to digital format will be a major



Grocery, Hastings



Eagan janitorial



Document sorting, Mpls.



Eagan hardware

space saver. "We used to have whole warehouse full (of files). It will clean up a lot of space," the manager said.

Initial work was performed by consumer Nicole Noblet, working closely with ProAct vocational specialist Derik Anderson. She pulled duplicate documents from files and checked items against a list with details about what's kept and for how long. Noblet had also worked at T.J. Maxx and Wilder Child Care Center.

ProAct's mix of work assessment sites ranges from senior care to auto mechanics and warehousing. Restaurant, retail, bulk mailing animal care and office sectors are also represented.

Meeting and helping people "where they're at" is a definite emphasis here, the manager explains. Some may not be job placement ready, so ProAct offers extra training and additional community resources as needed.

## Participant's business donates to cancer clinic

Jenny Fuller presented a check for \$160 to Jon Poulsen with the HealthEast Foundation for the St. John's Breast Care Center and plans to have future donations.

Fuller, a ProAct participant, is raising money and breast cancer awareness with the Jenny's Prayer pins she makes and sells. Designed by Jenny, she uses vintage beads, charms and ribbons. As a cancer survivor, she has committed to donating part of each sale to the Care Center. Fuller said, "I just want to give back."

The idea for the pins was started a year

ago with support from Charlotte Eastin of ProAct who is a designated coordinator. She

has expanded her role to ask about the individual's passions and talents and suggest some ways to connect with a wider network of people who share the same interests.

"Jenny's passion has introduced her to many new people and opened new doors for her life experience," said Eastin.

Contact Charlotte at 651-289-3160 if you are interested in purchasing a pin or donating vintage jewelry.



## Stay in touch with us

### Admission Information

Eagan, Hudson-  
Sue Lowe 651-289-3151  
Red Wing, Zumbrota-  
Pamela Veith 651-327-5613

### Need Employees?

Eagan- Catherine McCoy  
651-289-3170 (groups)  
Eagan-  
Heather Deuschlaender  
651-289-3163 (individuals)  
Hudson- Margaret Christensen  
715-410-4216

Red Wing- Kyle Adams  
651-327-5622

### Production Services

Eagan- Dave Cavalier  
651-289-3158  
Greg Pechman 651-289-3157  
Red Wing- Jim Bohmbach  
651-327-5615  
Kyle Adams 651-327-5622

### Donation Opportunities

Sheena Henry 651-289-3149

## Helping the homeless, from page 1

ProAct participants had a classroom discussion about homelessness, how someone might fall into that situation and possible

needs. "We received really good feedback from these individuals," said Bechel. "They were really engaged in talking about what it is."

She said the idea for the project started with the United Way, and Thrivent allows each member to submit up to two projects a year. It gives up to 25 T-shirts that advertise its "Live Generously" theme. Thrivent funds can be used for promotional materials, project help, fundraising and education, but cannot go directly to the United Way, Bechel explained.

Some ProAct staff members gave shampoo, soap, hats, mittens, scarves and other items, she said. "Overall this has been

a positive project and we are looking forward to talking about what our next project will be," she said. The Homeless Commission and area United Way plan to distribute the care kits.

ProAct is also exploring involvement with the Homeless Commission to let people know that its services are available.

Future projects may involve blanket making, or a host of other possibilities, the organizer said.



## See Outlet mall worker, from page 1

uses a diamond tester and helps guests with high end watches. Nermoe came with years of experience making precious stone and diamond jewelry with her mother. The duo sold the items at craft fairs.

After having some difficulty at a previous job, Nermoe said Ulrich's dedication had a big impact on her. The new employee's achievements were recently highlighted in a video



for the Minnesota Workforce Center. "All Hands on Deck" promotes its job candidates as smart hires for area employers.

This type of work has kept Nermoe's attention, and she's also giving back to the community as a volunteer. The Chap Store, a large second-hand retailer in Burnsville, also utilizes her talents.

## Comments, alternative formats

Upon request, this publication is available in alternate languages and formats. Comments are welcome. Contact Sheena at 651-289-3149, shenry@proactinc.org.

## FIND US ON FACEBOOK

Watch for updates and "like us" after searching for ProAct, Inc. on facebook.com.



### ProAct Board of Directors:

Jon Christiansen, Chuck DeNet, Paul Kramp, Mary Ellen Leary, Larry Lehman, Jim Louwagie, Teri McCloughan, Marty Stapleton, DeDe Wanzek and Jon Wilbrecht.

## PROACT IMPACT LIKE 'NIGHT AND DAY,' SAYS MOM

Beth Banitt admits that there was a time when she wasn't "gung ho" about ProAct.

Now that she's seen her son's progress at the Red Wing facility, she has a completely different idea. "It was a total 180. I feel it is so much of a benefit to people, and I'm glad it's there."

Cody Banitt, her son, was struggling at an independent job, but his progress at ProAct has been much different. Moving from a negative to a positive work environment changed his entire demeanor, she explained. "Seriously, it was almost like night and day." Through ProAct, he has the opportunity to stay employed in-center while working on different goals to go out and work in the community, she explained.

Banitt has learned the automated cutting table and works closely with Supervisor Del Cook. He's also taking on piecework in packaging and serves on a work crew at Bic Promotional Products.

Case Manager Lisa Richardson said he's learning valuable skills, including multi-tasking, maintaining focus and consistency. Banitt's balance of speed and attention to detail are combined with a great work ethic, she said. He has connected well with Cook, who is known for his high expectations.

There's comfort in the cutting table



Above, the Banitts have appreciated ProAct's work and training opportunities for their son, Cody, second from right. From left are his parents, Beth and Tony, and his sisters, Lexie and Leah. Below, Cody with ProAct supervisor Del Cook at the automated cutting table in Red Wing.

work structures and sequences, and Cook has taken Cody under the wing, his mother said. "He's really done a tremendous job."

It always helps when someone likes the work. "It's actually more complicated than it really looks. There are a lot of steps to it . . . trying to make things organized and keep everything in composition," Cody said.



His mother said employment here will help Cody move toward his goal of living and working independently. The in-center advantage is that he can ask questions and

learn from situations, rather than becoming frustrated, she said.

One proud moment came during Cody's team meeting, when Production Manager Jim Bohmbach peeked in to tell his mother how much Cody is appreciated, how he's grown and is an asset to ProAct.

Greater self-advocacy skills are another goal for the participant, and he's learning about resume writing, interviewing techniques and other skills to transition to independence. Daily expectations, accountability and looking forward to the work day are now the norm.

## Holiday events bring joy, culinary pleasures



## PROACT BRIEFS:

### New packaging website seeks new customers



A new effort to bring additional packaging work to ProAct's two major facilities is gaining exposure online at [proactpackaging.com](http://proactpackaging.com).

The new website is complementary to [proactinc.org](http://proactinc.org), and focuses exclusively on production capabilities, equipment and the multiple services offered.

### Group home leader interns in Employment department

A six-year group home employee in pursuit of a higher level career in social work brought some needed help to ProAct's Employment department in Eagan.



Angie Feller

Angie Feller, a human services major involved in disability studies at Metropolitan State University, has assisted several ProAct staff members, while learning the processes and services offered.

She also manages two group homes, but it was her brother, who has a disability, who got her into the field, she explains.

The internship is paid through grant dollars and runs for 160 hours. She's considering work as a designated coordinator, but hasn't decided yet, and will start on a master's program in rehabilitation counseling or social work after she graduates.



What surprised her most was ProAct's large variety of programs.

### Thanks come in Italian ways for Eagan staff



Delicious Italian-fare arrived at ProAct in Eagan for lunch on one special day to the delight of staff members, a gift from a participant's family member.

Brian Mangini, the brother of participant Anna Mangini, is an owner of Brianno's Deli-Italia and Royal Cliff Banquet Center in Eagan, where lunch for more than 100 was prepared and catered for the nonprofit.

"He wanted to do something for the staff," said ProAct direct service professional Alyssa Berg. "He appreciates what we're doing for his sister." Cindy Berg, her mother, works for the caterer.

Staff members dined on mostaccioli and meatballs, salad and a host of dressings and bread. "There was a line out the door when I came," said Berg.

### From cattle to pigs, new straw jobs get packing

ProAct's work with cattle insemination straws has opened doors to package similar products for swine. The first order is for 260,000 sets and many more will follow.

### Video class teaches skills



A storm chaser and videographer who interned at a Twin Cities television station, classroom instructor Ryan Sandberg is using his skills to teach participants in Eagan about the business.

Sandberg helps consumers write scripts and then takes video footage of simulated newscasts and lip-sync performances before editing them for presentation. Some examples may find their way onto screens before a larger ProAct audience.



### Photography, video biz is consumer's passion

ProAct participant Josh Weiland cleans the Church of St. Joseph in Rosemount on many days, but he's also had a side business where he shoots and produces video and still photos.

"I try to help them tell a story through the pictures . . . and like capturing the moments of the event," he said.

He's covered professional wrestling, weddings, a musician and sports events. He covers other events to add to his work portfolio, which is featured at [facebook.com/joshweiland](http://facebook.com/joshweiland). Weiland studied broadcast journalism at Brown College, where he earned an associate's degree.



Weiland, above, and some of his photos.



### CARF survey coming for peer review April 15-17

The Commission on Accreditation of Rehabilitation Facilities (CARF) is visiting ProAct soon for a thorough survey of the nonprofit's programs and practices, and official results are expected this summer.

CARF visits ProAct's four facilities every three years and takes a close look at its systems and the quality of services provided. The reviewers come from similar service providers from around the country. ProAct Director of Program and Services in Red Wing, Sally Ogren, serves as a CARF surveyor several times each year.



### Production mission, from page 1

Habilitation area he's in can now handle more overflow work to provide some relief to other sections. "The more we watched him, the more we felt like he got what we were trying to do and understood our mission," Bohmbach said, noting Mason's gentleness and respect for people, together with his management skills.

Mason gave an example of one consumer who could produce five of an item one day and on the next, 45. He has

yet to meet someone who cannot work and accomplish something. "This is changing lives. That's the fun part about it."

After 20 years with the airlines, Mason said he didn't know what to expect coming in.

His wife and mother offered encouragement, saying he could go into it thinking this was something he had to do, or he could choose to have an attitude of being successful. Stress levels at the airlines were high, whereas he sees ProAct as more of a training environment. "You've got to have a balance."



## SAGES TO EXPLORE RETIREMENT OPTIONS

The ProAct-sponsored SAGES seminar series continues with "Retirement Options for Adults with Disabilities" at the April 24 event in Bloomington.

Retirement is challenging, especially for adults with disabilities, according to SAGES planners. The loss of daily structure and connections with co-workers are just a few of the challenges.

They ask - If a family member or person in someone's care is close to retirement, how will spend their days? A panel of experts will discuss transitions to retirement and plans people can start to

make to ensure a positive experience.

RSVP by Tuesday, April 21, by contacting Gina Carpenter at the Learning Exchange, [gcarpenter@bloomington.k12.mn.us](mailto:gcarpenter@bloomington.k12.mn.us) or call 952-681-6122. There will be a charge of \$15 per person at the door; group rate of \$75 for six or more professionals from same organization. Please make checks payable to ISD #271. Light refreshments will be served.

SAGES is a collaboration of community organizations offering education about disability issues. SAGES workshops are for self-advocates, family members, caregivers and service providers of people with disabilities.

## SPECIAL ED SUPERINTENDENT JOINS BOARD

Dr. John Christiansen, a special education school district leader, has been elected to ProAct's board of directors.

The superintendent of Independent School District 917 in Rosemount, Dr. Christiansen brings his insights and experiences from more than 30 years as a school superintendent.

"I am most pleased that ProAct will have the benefit of Dr. Christiansen's judgment and perspectives as he serves on the board of directors," said Steven Ditschler, ProAct's president and chief executive officer. "His experience as an educator and in providing special services to students will be most valuable in the years ahead."

"I am very excited and pleased to become a member of the ProAct board," said Dr. Christiansen. "I believe my experience providing services for school aged students with disabilities will help me make positive contributions to the work of the board."

The special education district Dr. Christiansen leads provides services to students in the Burnsville-Eagan, Eagan-West St. Paul and Lakeville school systems. He had previously served school systems in Lino Lakes, Red Wing and districts in South Dakota and Nebraska.



*John Christiansen leads an intermediate school district in the south metro that serves multiple independent districts.*

Christiansen received his doctorate in Education from Drake University, Des Moines, earned his Master's degree from the University of Nebraska and did his undergraduate work at Doane College, Crete, Nebraska.

Active in community affairs, Dr. Christiansen serves on the Dakota/Scott

Workforce Investment Board and has been involved with the Foundation 191 Board of Directors, the YMCA and the United Way of Goodhue, Wabasha and Pierce Counties.

## PROACT PACKAGING AND ASSEMBLY

### PACKAGING?

... from delicate items to hardware ... tell us your needs

### ORDERING AND SORTING?

... quick turnaround ... flexible when you have unexpected demands

### FOLDING AND ASSEMBLY?

... in a multistep workflow ... we find the efficiencies and take time to get the critical steps done right the first time



- Shrink Wrapping
- Heat Sealing
- Kitting
- Blister Packaging
- Poly Bagging
- Quality Checking
- Skin Wrapping
- Carton Forming
- Disassembly

### Providing smart solutions to manufacturing problems

Eagan: Greg Pechman 651-289-3157 gpechman@proactinc.org  
 Red Wing: Kyle Adams 651-388-7108 kadams@proactinc.org  
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ProAct, Inc. is a 501(c)(3) not-for-profit organization with more than 40 years of experience.



Comments welcome, alternative formats available— Upon request, this publication is available in alternate languages and formats. Comments are welcome. Contact Sheena Henry at 651-289-3149, shenry@proactinc.org.

## UP FOR CHALLENGES, TAKING ON MORE

She's moved up the scale, from in-center work to group employment at an area company and now, on her own at a Lake City sandwich shop.

On some days, Erin Hebert opens the two-level Subway restaurant with hardwood floors overlooking Lake Pepin. She preps and serves breakfast, running the operation by herself until mid-morning.

"It is pretty exciting," she said. Making bread, sandwiches and cookies, there's also a lot of preparation to do, unpacking meats and cutting vegetables. The job is close, within walking distance from her home.

ProAct worked with her to find the position, but she handled much of the process herself, including the interview, said Employment Manager Pam Veith. Traveling to Red Wing on many days, Hebert worked at Red Wing Stoneware, Stencil Cutting Supply and for a small diner. She still works part-time in ProAct's in-center operation.



At Subway, area businesses including a Mayo health facility, provide regular diners, but the sandwiches really get moving when bus loads arrive, Hebert explains. Sometimes they get some notice. Other times, the crowds just show up.

A band visiting town arrived in two buses, which with the regular lunch crowd made for a solid three hours of sandwich assembly, with a five minute break. "We did just fine," said Hebert, who satisfied appetites with help from one coworker. "You stay calm and stay focused, and know that eventually it's going to end and you'll get through."

Working in Lake City has led to new friendships, and Hebert said she appreciates ProAct's help. A job developer makes regular visits to check on her progress.

There's plenty to do here, and that's what this sandwich maker says makes it fun. And, the pace is only going to increase with summer just around the corner.

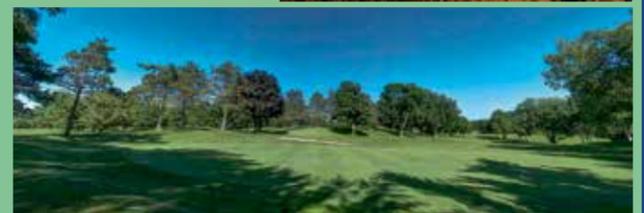
## SOUTHVIEW CC TO HOST PROACT GOLF CLASSIC

With fast rolling greens that are said by some to be the best in the Midwest, Southview Country Club has much to offer to players in the upcoming ProAct Golf Classic on August 17.

The annual event moves to the private club in West St. Paul after several years at Hastings Country Club, which closed its doors late in 2014.

"First rate accompaniments, an exciting course and an elegant banquet facility will make this year's event extra special," said Steven Ditschler, president and CEO of ProAct. The venue is also more convenient for many who choose to support the nonprofit through its only annual fundraiser.

The par 71 course will accommodate the ProAct event



handsomely, on a summer day that retains all the engaging elements of past ProAct tournaments. It all starts with a lunch and then a shotgun start to a four-person scramble format. Refreshments, a gourmet dinner, silent and live auctions follow.

Multiple sponsorship opportunities are available at proactinc.org.