



Evolving, Elevating & Enriching Lives

**Impacting
People with
Disabilities**

1068

people received services

131

people served via virtual
services

633

people received
employment services

99

people placed in
independent community
jobs

*ProAct's primary service
areas include the
Minnesota counties of
Dakota, Goodhue,
Hennepin, Ramsey,
Scott, Wabasha and
Washington as well as
Pierce and St. Croix
counties in Wisconsin.*



Dear Friends of ProAct,

It has been an extraordinary and exciting year. In 2021, we talked about how our organization was on the road to recovery, overcoming numerous challenges brought on by the COVID pandemic. This year, our focus has been on evolving to meet the needs of our participants, elevating strategies to develop our team and enriching our partnerships with families, businesses and lawmakers.

Let's start with how we have evolved in 2022. ProAct has provided enrichment programs for more than three decades, helping develop life skills, expand knowledge and enhance community inclusion. The COVID-19 pandemic opened a new avenue to provide these offerings virtually, and they proved incredibly popular with both participants and families. Virtual enrichment classes are now a permanent offering at ProAct!

We've also evolved our day support services curriculum model, creating a more college-like approach to enhance learning opportunities. Whether participants are interested in science, health and wellness, essential life skills or the arts, there is something to capture everyone's interests! Additionally, for those utilizing our home support services, we are elevating individualized services to ensure each person can live their best life and achieve their individual goals.

As we continue to recover from the pandemic and more people return to take part in our various programs, we have increased our length of service days as well. It's encouraging to see this growth, and we regularly hear from participants and families that they value the connection our programming provides. With this growth, we are also implementing new strategies to help strengthen engagement and provide leadership development opportunities for our team.

Finally, throughout all the challenges of the past two years, we have remained true to our mission of providing person-centered services that enhance the quality of life for people with disabilities. That means finding ways to enrich people's lives every day. Amazing career success stories and strong partnerships that build connections to achieve our mission is what keeps us motivated, and this annual report will touch on just some of the amazing things we have to celebrate in 2022.

We are honored to be a part of this fantastic organization and thankful for your support!

Arleen Sullivan

Arleen Sullivan
Board Chair

Judie Foster-Lupkin

Judie Foster-Lupkin
President & CEO



MISSION

To provide person-centered services that enhance the quality of life for people with disabilities in the areas of employment, life skills and community inclusion.

STRATEGIC PLAN

- Provide relevant person-centered services for people with disabilities to support day programs, training and work to overcome barriers to employment.
- Develop and operate business services to support ProAct's mission.
- Preserve organizational agility and vitality to achieve desired outcomes.
- Inform and influence the external environment to improve the lives of people with disabilities, and ProAct's ability to provide quality services.

DIVERSITY & INCLUSION

ProAct is committed to creating and maintaining a diverse and inclusive workforce that reflects the people and communities it serves. Diversity embodies all differences that make up unique individuals. Inclusion entails building an environment where those differences are valued.

Program Goals & Outcomes

ENRICHMENT PROGRAMMING includes an array of services facilitated at ProAct locations, virtually and in the community. Available programming includes classes in fine arts and communication, health and wellness, science and our world, essential life skills, crafting and games, work skills development and maintenance, and leisure club.

EMPLOYMENT SERVICES include assessment and Employment Exploration services to help individuals identify skills sets and career pathways, explore job opportunities, and participate in job shadows and work tryouts in preparation for the job search.

Employment Development assists individuals with securing competitive employment in the community through a job search process that includes resume development, mock interviews, targeted job leads and more. ProAct provides supports to ensure stability on the job post-placement.

ProAct also provides employment exploration programming designed for students with disabilities in 9th grade through the age of 21 enrolled in transition services (Pre-ETS Services).

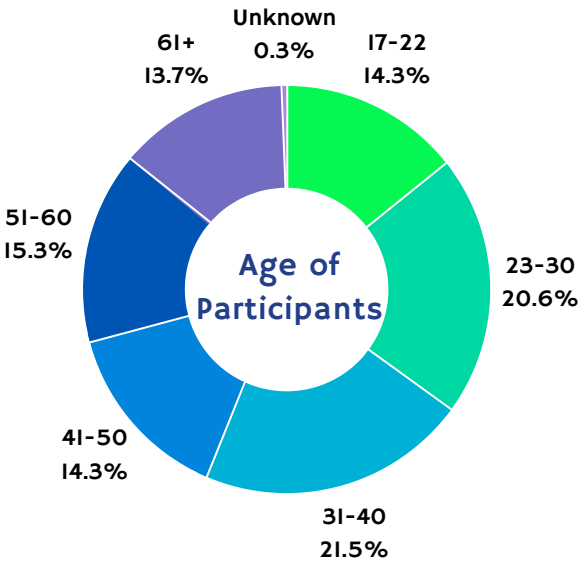
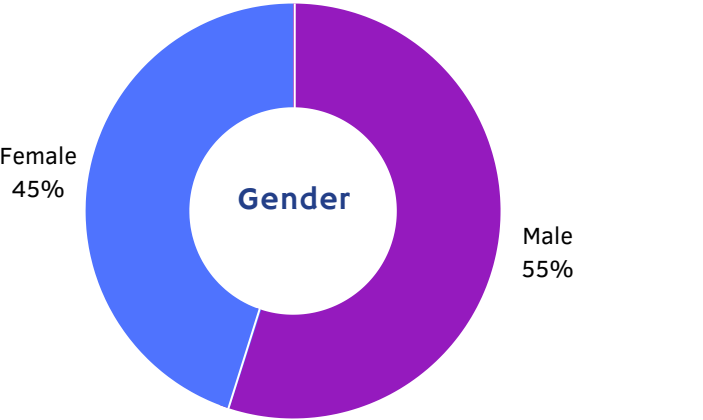
EMPLOYMENT SUPPORT SERVICES includes long term employment supports that provide individuals the assistance needed to maintain and excel in the competitive workplace. Services include on-going counseling, workplace and remote coaching and general support.

Group Employment Support Services (enclaves) provide paid employment opportunities in the community. Individuals, working in groups, complete work assignments at local companies under the direct supervision of a ProAct staff member to assist them in preparing for independent employment. These services are provided at ProAct's Red Wing location.

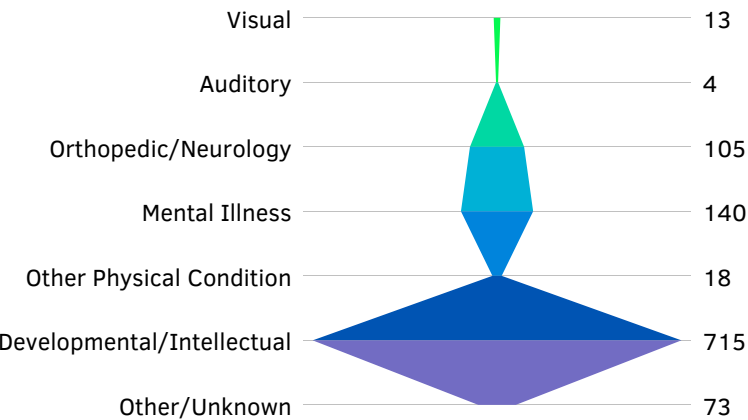
INDIVIDUALIZED HOME SUPPORT SERVICES include one-to-one training and support provided in-home or in the community to help individuals enhance their independence and self-sufficiency.

BUSINESS SERVICES include production warehouse operations in both Eagan and Red Wing. ProAct has relationships with customers to assemble and prepare kits, packaging, palletize and ship products. ProAct's business services provide additional support to its overall mission.

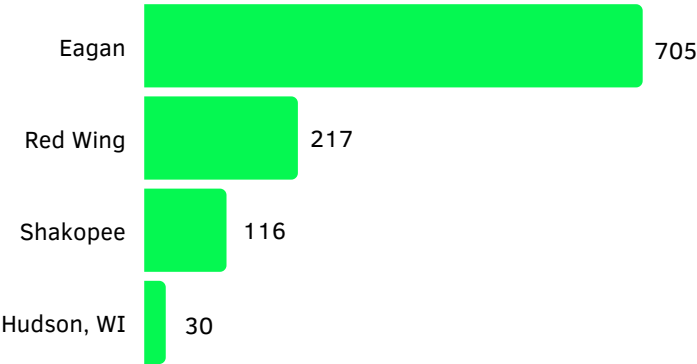
Demographics



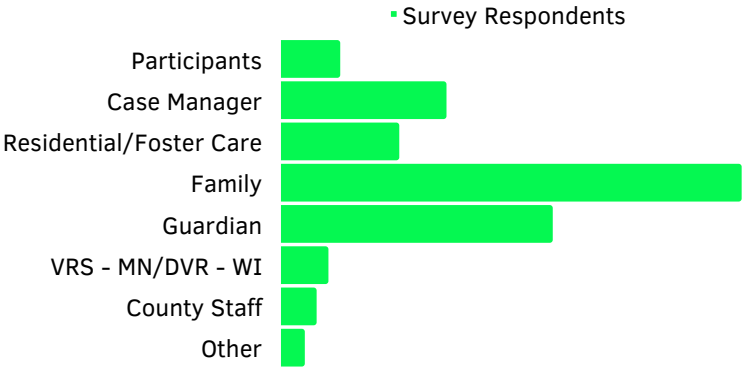
Primary Disability



People Served by Location



2022 Satisfaction Survey



“Very collaborative environment.”

“You are all superheroes in my book.”

“A great service for those who need them and their families.”

Each year, ProAct surveys its stakeholders to determine their levels of satisfaction. From participants to family members, case managers, county and Vocational Rehabilitation Services (VRS) staff members, the questionnaire is useful to the agency’s leadership to determine possible programming improvements and enhancements. From the 262 who responded to the survey, the nonprofit was pleased to learn that 88 percent of those surveyed said programming reflects the participant’s current personal interests, needs and desires, and 87 percent of survey respondents are totally satisfied with the services they receive from ProAct. Additionally, 90 percent of those surveyed said ProAct maintained consistent communications with its stakeholders.

Financials

FY 2022 saw an increase in program revenue of nearly 30% due to the elimination of COVID-19 restrictions. Additionally, ProAct received full forgiveness of both PPP loans totaling \$2,269,633 included in Contributions and Grants.

Increase in program expenses is in direct relation to the increase in program revenue. Some FY 2021 amounts have been reclassified for consistency.

Statements of Activities and Changes in Net Assets

	2022	2021
Revenues		
Program Services Fees	\$8,115,747	\$5,475,627
Consumer Employment Services	3,815,301	3,706,135
Contributions and Grants	2,523,169	3,853,240
United Way	4,000	1,250
Other, Including Investment		
Income (Loss)	(216,051)	731,821
Total Revenues	\$14,242,166	\$13,768,073
Expenses		
Program Services		
Employment Services	5,609,715	6,206,634
Day Services	2,689,909	1,936,626
Vocational Services	621,926	405,733
Total Program Services	\$8,921,550	\$8,548,993
Support Services		
Management and General	1,771,789	1,879,268
Fundraising	-	225
Total Support Services	\$1,771,789	\$1,879,493
Total Expenses	\$10,693,339	\$10,428,486
Change in Net Assets	\$3,548,827	\$3,339,587

Statements of Financial Position

	2022	2021
Current Assets	\$17,287,822	\$13,487,080
Land, Building, and Equipment, net	3,083,093	3,411,334
Long-Term Investments	1,998,623	4,152,002
Total Assets	\$22,369,538	\$21,050,416
Total Liabilities	\$941,056	\$3,170,761
Net Assets - w/o Donor Restrictions		
Designated	5,000,000	4,598,749
Undesignated	16,428,482	13,280,906
Net Assets - w/ Donor Restrictions	-	-
Total Net Assets	\$21,428,482	\$17,879,655
Total Liabilities and Net Assets	\$22,369,538	\$21,050,416

*The fiscal year runs from July 1 to June 30. Financial audit report available upon request



Stories of Success from 2022

A BETTER LIFE THROUGH VIRTUAL ENRICHMENT SERVICES

A swivel camera tracks Tony Judd as he moves around a room at his Prior Lake home engaging virtually among others with disabilities from ProAct.

On starting out, he was shy and his guardian would answer questions for him. When some others wouldn't listen, he'd shut down and stop talking.

But over time, his confidence increased. Judd now joins the sessions independently, initiates conversations and is forming new friendships outside of his ProAct day. His anxiety has decreased, and there are many activities to do with about 20 hours of virtual programming each week.

Cooking class is a favorite. Judd has made soap and lotion, learned about amazing animals, started days with coffee and the "breakfast club," tackled a scavenger hunt and created artwork.



The best thing ProAct could have ever done for Tony and others is create Virtual Enrichment classes.

- Carol Murray, Tony's guardian and caregiver

LEADERSHIP DEVELOPMENT AT PROACT

Life is much about priorities, and ProAct's efforts to set meaningful goals helps the nonprofit to build up its programs for people with disabilities and the managers who operate them.

Managers are strengthened and programs become better as people focus on outcomes. There is an increasing focus at ProAct on a business-type model that combines a human service perspective with its mission services.



Pictured above is ProAct's Tom Fix receiving the state level DSP Award from the Minnesota Organization for Habilitation and Rehabilitation (MOHR).

It's always been my goal to develop new leaders. You set up priorities and it feeds down to your staff as well.

- Vice President Kim Feller

WELL-RECEIVED 'FOCUS AREAS' TAKE COLLEGE-LIKE APPROACH TO ENRICHMENT



Much like college fields of study, ProAct has created a unique curriculum model for its Day Support Services enrichment classes. This new “focus area” approach is proving to be very popular.

Participants understand that through these classes, they have the ability to gain more knowledge and be a part of a group of students. Multiple tracks are offered, with schedules and classes provided virtually or in-center.

Curriculum includes fine arts & communication, health & wellness, science & our world, essential life skills, crafting & games, leisure club, and building & maintaining work skills.

RECORD LEVEL PARTICIPATION FOR DAY AT CAPITOL



At least 173 ProAct participants from three sites joined the Virtual Disability Services Day at the Capitol on March 8, which held an online rally. Individuals decorated posters for the event, advocating for themselves and letting others know how important their staff are in assisting them in their daily lives.

“People enjoyed hearing stories from other organizations and receiving messages from government officials,” said Program Manager Stephanie Osman. “And listening to the many advocates who are diligently working for continued and enhanced services for people with disabilities.”

Individuals made and displayed signs extolling the virtues of direct support professionals (DSPs) and advocating directly for the disability cause. The message was clear that greater supports are needed for these essential services.

ENERGIZED BY SOCIAL INTERACTION AT WORK IN CANNON FALLS

The happiness of a steady smile and positive attitude coupled with on-the-job enjoyment, increased confidence and independence are the ideal and real outcomes found with Connor R. at Casey's General Store in Cannon Falls.

"Connor enjoys the balance of working and having fun while he works," said employment specialist Brianna Otto. His mother, Melissa, drops him off at work and picks him up. When she asks him how his day went, his answer is always the same, "Awesome."

Otto helped with Connor's job search and provides the support he needs to work about 20 hours per week. Hired to help in the kitchen, Connor preps food, including pizzas and sub sandwiches as well as sweets.



“Every day I go to work and do everything I can to make my managers proud. I enjoy helping them to be happy and that motivates me. At the end of the day, even if it was a stressful day, I know I gave it my all and did everything that I could to make them proud of me. - Connor R.”

PERSONAL GROWTH AND SUCCESSFUL PANERA JOB BRINGS INDEPENDENCE

A tremendous growth in confidence and a new job at Panera Bread in Burnsville are the fruits of Michelle Bodurtha's labor, explains ProAct employment specialist Chandra Wigfield.

"She should be very proud of herself," said Wigfield, who helped her to break down job duties into weekly goals to reach her long-term desire to work independently.

Bodurtha's vocational experiences began in 2015 via group employment (enclave) services at ProAct. Over a five-year span, she worked at a number of sites, building her skill-sets as she progressed.



“Michelle really enjoys working at Panera as she has met some really nice people & likes the food. We really appreciate the work you put in helping her find a job. - Dave Bodurtha, Michelle's Father”

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