

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.



**PROACT BOARD OF DIRECTORS
Meeting Notice and Agenda
Tuesday, January 6th, 2026
5:00 PM
ProAct-Eagan Via Zoom and/or in person**

Board members attending: Brian Knapp, Chuck DeNet, Jim Louwagie, John Christiansen, Marty Stapleton, Mary Ellen Leary, Pat Jones, Paul Kramp, Steve Quirk, Teri McCloughan

Via Zoom:

Board members absent:

Staff attending: Judie Foster-Lupkin, Amanda Ballard, Melissa Munce

1. Call to Order and Attendance
2. Approval of the Agenda (Additions/Corrections/Deletions)
3. Review and Approve Board Meeting Minutes of the meeting held December 2nd, 2025
4. Financial Report for November 2025 and YTD; Rolling 12 Month Reports, Cash Flow Statement, and Balance Sheet
5. 6 Month Investment Summary – from Chris Nelson
6. Program and Services Report
 - a. MNDOT Transportation Update
 - b. Update on the Annual Holiday Lunch
7. Shakopee Update
8. Red Wing Update
9. Looking Ahead
 - a. February New Board Member – Strategic Session
 - b. March Board Meeting – Shakopee with Open House starting at 4 pm
 - c. Kathleen Pytleski – Strategic Planning
10. President & CEO Report
 - a. Marketing & Communications Report
11. New Business
12. Adjourn

Next Meeting: February 3rd, 2026

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.



PROACT BOARD OF DIRECTORS

Meeting Notice and Agenda

Tuesday, December 2nd, 2025

4:00 PM

ProAct-Eagan Via Zoom and/or in person

Board members attending: Jim Louwagie, John Christiansen, Mary Ellen Leary, Steve Quirk, Teri McCloughan

Via Zoom: Brian Knapp, Marty Stapleton,

Board members absent: Chuck DeNet, Pat Jones, Paul Kramp,

Staff attending: Judie Foster-Lupkin, Amanda Ballard, Melissa Munce

1. Staff Meet & Greet 4:00 PM-4:30 PM

The Board Meeting & Greet was a success! Employees and the Board enjoyed themselves and would like to make this a regular occurrence!

2. Call to Order and Attendance

Board Chair Mary Ellen Leary called the meeting to order at 5:06 pm

3. Approval of the Agenda (Additions/Corrections/Deletions)

Mary Ellen Leary asked for a motion to accept the board agenda, moved by Teri McCloughan and seconded by John Christiansen. The motion carried unanimously.

4. Review and Approve Board Meeting Minutes of the meeting held November 4th, 2025

The board reviewed the November 4th minutes. Mary Ellen Leary asked for a motion to accept the minutes, moved by Teri McCloughan and seconded by John Christiansen. The motion carried unanimously.

5. Financial Report for October 2025 and YTD; Rolling 12 Month Reports, Cash Flow Statement and Balance Sheet

For October, net income from operations was \$232,476, and including market gains and losses, totaled around \$300,000 for the month. Service fees are up compared to last year. Production is now recouping from previous months' supply issues and is getting caught up. Expenses are on track overall. YTD, net income from operations is \$676,811, 4 months into the year, and YTD with market gains and losses is just over 1 million. The next couple of months will reflect shorter days and holidays. Cash and Investments reflect around 4 million to support Shakopee expenses. Once Shakopee is settled, we will revisit our investments. Total cash position is just over 17 million. Balance sheet remains consistent. The board suggested that Chris, our Investment Broker with Old National, attend the ½-way point throughout the year, which would be twice a year.

Mary Ellen Leary asked for a motion to accept the October financials, moved by Jim Louwagie and seconded by Steve Quirk. The motion carried unanimously.

6. Program and Services Report

a. 2026 Reimbursement Rate Update

Increases approved by the legislature will begin in January 2026. As contracts come due, we are anticipating a 4% increase for Direct Day Services and 3.5% or above for Employment. More to come on these percentages.

We remain steady with the number of participants we are serving, while our hours are increasing! DHS is putting a hold on any new applicants for new providers, due to sufficient licensing availability with existing providers. This will be effective at the beginning of the year.

b. Conducted a food drive for Open Door

We hosted a food drive for Open Door Eagan, and it was successful! You'll see photos in an upcoming ProAct Post.

c. Participating in the Dakota County Resource Fair

Anna has been doing great community outings and engagements, including our 3rd year attending the Dakota County Chamber Lunch, where we received a donation; attendance at the Dakota County Resource Fair; participation in Focus Beyond Transition with Ramsey County; and involvement in the Twin Cities Outlet Holiday Wrapping event, which will continue through the end of December. There is an upcoming meeting with a transition program from Goodhue County to discuss their needs and services from ProAct.

d. Transportation – MN DOT Bus Grant

We have been working with MN DOT for 3 buses which we received a grant. They now would like the remainder of what is owed to fulfill our remaining contract, costing \$107,000. Once these three buses are purchased, we plan to sell them for around \$40,000 per bus, with the potential to recoup our investment from the buyout. Additionally, we have sold two other buses that have not been in use to Goodwill in Duluth for \$80,000. Arrangements are being made for the transfer.

Mary Ellen Leary asked for a motion to pay off the remaining balance on the MN DOT buses currently under the grant, releasing us from the grant terms. It was moved by Teri McCloughan and seconded by Jim Louwagie. The motion carried unanimously.

e. Holiday Lunch

Judie reported that we have our holiday lunches coming up in December! Hudson will be joining Red Wing's holiday lunch.

7. Looking Ahead

a. New Board Member Meeting – Strategic Session

i. LinkedIn for Board Members

Judie and the Board discussed last month's notes regarding the upcoming New Board Member Strategic Session. It was decided to make this the main point of discussion at the February meeting.

b. Board Governance Meeting – Strategic Session

Judie and the Board reviewed last month's notes about the upcoming Board Governance Strategic Session. This session has been suggested so that each board member can review and understand all governance items related to the board on an annual basis. Judie noted that we are approaching the end of our 3-year Strategic Plan and suggested bringing Kathleen back in to help establish a new 3-year Strategic Plan, to which the Board agreed.

c. Board Meeting/Open House in Shakopee – March?

With the opening of the new Shakopee building, we would like to host an open house and board meeting, similar to today's Meet & Greet. After discussing timing, it was agreed to hold a 4 PM Open House followed by the Board meeting in March at the new Shakopee building. Judie will connect with Ali regarding the planning.

8. President & CEO Report

a. Annual Report is completed

The Annual Report has been completed and was featured in the ProAct Post. It can also be found in the Board Portal.

b. Performance Review

Performance Reviews/Evaluations will be conducted in the coming weeks, encompassing a combination of increases and bonuses. The Board approved a 3% increase for staff. Judie noted that we are \$100,000 under budget and proposed using this amount in addition to the 3% to provide staff with bonuses and increases, potentially bringing the total to about a 5% per staff member. There was discussion about how bonuses would be distributed, with Judie explaining that they would be based on performance evaluations. Each staff member will receive a different amount. Board members agreed to add \$1,000 per staff member "bucket" to the budget

for bonuses, with Judie to decide on the amount distribution. The amount will be around \$160,000 based on the current number of employees.

Mary Ellen Leary asked for a motion to authorize Judie to distribute amounts of staff bonuses. The motion was moved by Jim Louwagie and seconded by Steve Quirk. The motion carried unanimously.

c. Shakopee Update

Judie provided an update on the new building in Shakopee, stating that progress is nearing completion. All interior exit lights and emergency lights have been updated to LEDs, exterior windows have been cleaned, and quotes for deep cleaning and carpet cleaning are being obtained. Inspections from the city and the state fire marshal will take place soon. This has been a collaborative project with many details involved. The goal is to open the building on January 5th.

Judie also mentioned that we just paid our share property taxes. The bill had not been received previously because it was sent to the previous owner. She spent time negotiating with the city of Shakopee to have fines removed, which they agreed to waive. Teri asked Judie and Melissa to review the assessed property value to ensure our tax obligations are accurately reflected.

d. Red Wing Project Update

Titus Construction has been contracted to begin Phase 1 of the interior remodel for the Red Wing location.

e. Give MN 2025

Our "Give to the Max" campaign, targeting a goal of \$5,000 for our new Shakopee location, was a success! We exceeded our goal by raising a total of \$7,054.00.

f. Marketing & Communications Report

i. Video produced by Building Restoration (Red Wing wall)

Judie reported that we were contacted by Building Restoration, who will be producing a marketing video showcasing the work they completed at our Red Wing location. This collaboration will provide us with cross-marketing opportunities—an overall win-win! Interviews with their videographer are scheduled for the beginning of January.

9. New Business

No new business.

10. Adjourn

Mary Ellen Leary called the meeting to adjourn at 6:08 pm.

Next Meeting: January 6th, 2026

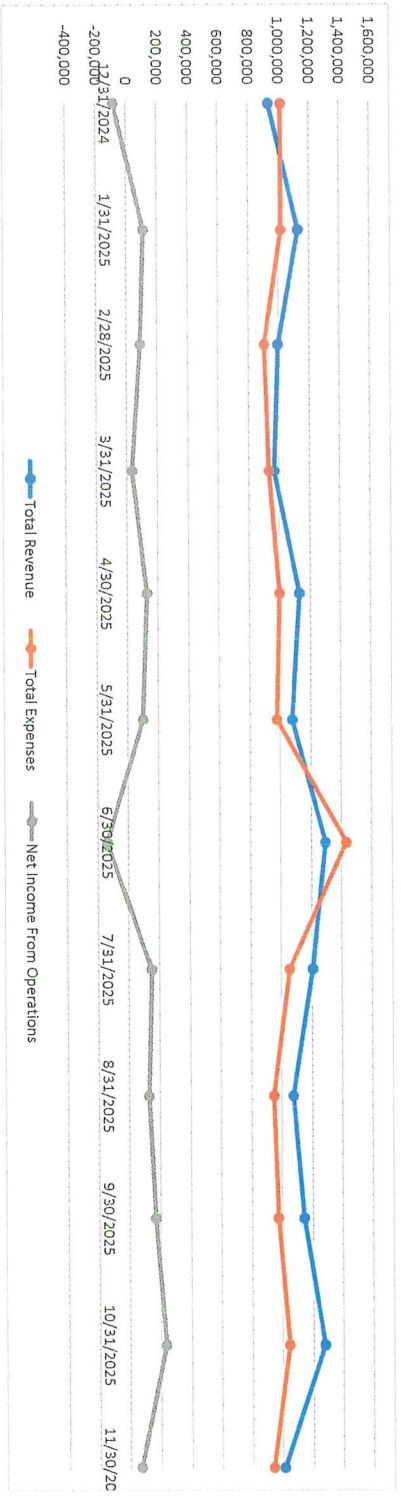
Submitted by Amanda Ballard

PROACT, INC.
STATEMENT OF REVENUE AND EXPENSES
NOV 30, 2025

DESCRIPTION	MONTH		VARIANCE	LAST YEAR		YTD	YTD	VARIANCE	YTD	YTD LAST YEAR	VARIANCE
	ACTUAL	BUDGET		ACTUAL	VARIANCE						
REVENUE											
CONTRACT REVENUE	155,616	146,025	9,591	119,390	36,226	785,171	730,125	55,046	808,601		(23,430)
SERVICE FEES	825,954	909,146	(83,191)	852,113	(26,158)	4,750,177	4,459,125	291,053	4,537,898		212,280
FUNDRAISING	2,265	4,300	(2,035)	14,532	(12,266)	19,507	26,500	(6,993)	30,668		(11,161)
OTHER REVENUE	24,694	27,500	(2,806)	27,401	(2,706)	146,376	137,500	8,876	181,638		(35,261)
TOTAL REVENUE	1,008,530	1,086,971	(78,440)	1,013,435	(4,905)	5,701,232	5,353,250	347,983	5,558,805		142,428
EXPENSES											
STAFF WAGES	540,618	650,476	(109,858)	542,586	(1,968)	2,927,416	3,139,019	(211,603)	2,822,787		104,629
STAFF BENEFITS	139,942	159,196	(19,254)	136,679	3,263	736,641	782,853	(46,212)	708,017		28,623
CONSUMER WAGES/BENEFITS	13,059	13,728	(669)	12,589	470	74,644	68,644	6,000	75,281		(638)
SUBCONTRACT SERVICES	78,373	51,925	26,448	45,640	32,733	384,900	291,400	93,500	266,923		117,977
SUPPLIES & MATERIALS	28,009	32,000	(3,991)	22,316	5,693	134,760	161,350	(26,590)	256,471		(121,712)
DEPRECIATION	30,754	29,555	1,199	28,024	2,729	153,731	152,122	1,609	133,467		20,265
VEHICLE OPERATING EXPENSES	28,611	32,355	(3,744)	29,947	(1,336)	171,006	161,779	9,227	167,417		3,589
EQUIPMENT REPAIR	5,401	8,030	(2,629)	9,838	(4,436)	34,990	37,750	(2,760)	62,073		(27,083)
UTILITIES, REPAIR & MAINT	38,205	26,675	11,530	24,299	13,906	166,901	133,975	32,926	113,234		53,667
OTHER EXPENSE	34,192	30,908	3,284	25,737	8,455	168,066	158,367	9,700	148,194		19,872
TOTAL EXPENSES	937,164	1,034,848	(97,684)	877,655	59,509	4,953,055	5,087,259	(134,204)	4,753,865		199,190
NET INCOME FROM OPERATION	71,367	52,123	19,244	135,780	(64,414)	748,177	265,990	482,187	804,940		(56,763)
MARKET GAIN/LOSS	36,909	0	36,909	136,210	(99,301)	420,650	0	420,650	428,685		(8,035)
ONE-TIME GRANTS	0	0	0	0	0	0	0	0	19,147		(19,147)
TOTAL ADJUSTMENTS	36,909	0	36,909	136,210	(99,301)	420,650	0	420,650	447,831		(27,182)
NET INCOME	108,275	52,123	56,152	271,990	(163,715)	1,168,827	265,990	902,837	1,252,771		(83,945)

ProAct, Inc.
Comparative 12 Month Income Statement

	12/31/2024	1/31/2025	2/28/2025	3/31/2025	4/30/2025	5/31/2025	6/30/2025	7/31/2025	8/31/2025	9/30/2025	10/31/2025	11/30/2025
Revenue												
Contract Revenue	100,101	172,100	156,884	132,961	152,063	127,951	266,492	175,630	126,986	129,637	197,303	155,616
Service Fees	789,987	905,428	808,296	798,825	946,422	916,234	908,721	979,429	922,562	978,062	1,044,170	825,954
Fundraising	16,706	8,157	2,319	3,858	622	521	264	1,504	2,000	12,859	879	2,255
Other	28,175	43,538	26,184	30,281	29,676	32,445	116,438	46,549	21,016	20,796	33,321	24,694
Total Revenue	934,969	1,129,223	993,683	965,925	1,128,783	1,077,151	1,291,915	1,203,112	1,072,564	1,141,354	1,275,673	1,008,529
Service Days	19	22	20	19	22	21	21	22	21	21	23	18
Expenses												
Staff Wages	669,278	622,575	533,511	567,100	597,290	604,425	581,066	637,212	558,674	575,872	615,041	540,618
Staff Benefits	152,797	158,251	157,668	156,672	139,102	160,053	477,185	160,876	137,771	149,823	148,229	139,942
Consumer Wages/Benefits	10,730	14,277	12,571	12,689	15,910	14,350	13,830	15,516	14,565	14,934	16,570	13,059
Subcontract Services	44,956	54,083	57,622	60,503	71,120	62,898	69,014	75,249	64,633	70,758	95,887	78,373
Supplies & Materials	23,212	30,775	24,084	18,739	49,842	22,224	160,974	27,874	26,090	19,302	33,484	28,009
Depreciation	30,163	29,997	28,170	30,992	28,893	27,741	32,292	29,361	30,754	30,722	32,141	30,754
Vehicle Expense	26,043	34,469	27,010	30,369	38,763	34,543	36,445	37,551	35,996	36,568	32,280	28,611
Equipment Repair	7,141	5,856	4,273	3,447	11,675	4,676	5,915	7,385	8,309	5,324	8,570	5,401
Facility Expense	24,253	30,336	29,416	22,958	19,339	20,120	19,257	30,293	35,561	33,606	29,236	38,205
Other	29,249	37,259	30,016	29,017	27,845	26,315	35,272	33,234	32,432	36,449	31,760	34,192
Total Expenses	1,017,822	1,017,878	904,341	932,486	999,779	977,345	1,431,250	1,054,551	944,785	973,358	1,043,198	937,164
Net Income From Operations	-82,853	111,345	89,342	33,439	129,004	99,806	-139,335	148,561	127,779	167,996	232,475	71,365
Market Gains(Losses)	-83,223	66,993	148,664	-69,595	21,768	54,581	175,009	82,554	108,235	128,560	64,392	36,909
One-Time Grants						163,974	0	0	0	0	0	0
Total Adjustments	-83,223	66,993	148,664	-69,595	21,768	218,555	175,009	82,554	108,235	128,560	64,392	36,909
Net Income	-166,076	178,338	238,006	-36,156	150,772	318,361	35,674	231,115	236,014	296,556	296,867	108,274



ProAct, Inc.
Cash & Investment Summary
11/30/25

Cash Position	December	January	February	March	April	May	June	July	August	September	October	November
Checking Account												
Main Operating Account - Old National	779,744	784,605	681,835	1,079,589	868,276	812,163	416,113	1,402,105	1,454,833	751,123	750,430	651,080
Eagan Payroll Account - Old National	22,693	22,693	22,693	22,693	22,693	22,693	22,693	227,862	22,162	22,162	22,090	22,090
Red Wing Payroll Account - Old National	11,174	11,174	11,174	11,174	11,174	11,174	11,174	11,174	11,174	11,174	11,174	11,174
Vending Account	16,805	8,012	7,741	7,876	8,301	8,388	8,820	8,650	8,763	8,763	9,111	8,985
Petty Cash	830,416	826,484	723,443	1,121,332	910,444	854,418	458,800	1,649,791	1,496,932	793,222	792,805	693,329
Money Market - Old National	1,950	1,950	1,950	1,950	1,950	1,950	3,241	3,241	3,241	3,241	3,220	3,587
3.60% Interest	3,428,131	3,436,572	3,445,681	3,456,865	3,467,721	3,478,977	4,491,909	1,004,594	1,007,784	4,016,139	4,278,348	4,290,044
CD's												
Old National, CDARS 3.85% 12/11/25	1,002,112	1,005,394	1,008,367	1,011,670	1,014,876	1,018,200	1,020,402	1,023,700	1,027,009	1,030,222	1,034,764	1,038,043
Old National, CDARS 3.80% 12/18/25	1,001,354	1,004,591	1,007,524	1,010,780	1,013,942	1,017,220	1,021,426	1,024,773	1,028,128	1,031,386	1,033,552	1,036,785
Alliance Bank, CDARS 4.88% 6/5/25	1,028,331	1,032,601	1,036,473	1,040,777	1,044,959	1,049,298	-	-	-	-	-	-
Tradition Capital Bank, 4.55% 9/11/25	2,027,895	2,035,755	2,042,881	2,050,798	2,058,491	2,066,469	2,074,219	2,082,258	2,090,329	-	-	-
Associated Bank - Money Market/Equity Fund	5,059,692	5,078,341	5,095,245	5,114,025	5,132,268	5,151,187	4,116,047	4,130,731	4,145,466	2,061,608	2,068,316	2,074,828
LPL Financial Investments	67,370	67,370	72,628	70,776	69,682	71,698	72,274	73,520	74,748	77,454	79,619	81,070
Total	13,238,461	13,305,453	13,448,860	13,381,333	13,404,423	13,457,078	13,631,688	9,947,229	10,054,326	10,180,359	10,242,816	10,278,355
	22,626,020	22,716,170	22,787,806	23,146,281	22,986,488	23,015,308	22,773,959	16,809,106	16,782,497	17,132,023	17,465,124	17,421,213

PROACT, INC.
BALANCE SHEET
11/30/25 (Period 5)

	11/30/25 (Period 5)	10/31/25 (Period 4)	9/30/25 (Period 3)	8/31/25 (Period 2)	7/31/25 (Period 1)	6.30.25 (Period 12)	5.31.25 (Period 11)	4/30/25 (Period 10)
CURRENT ASSETS:								
CASH	696,916	796,025	796,463	1,500,173	1,653,033	462,041	856,368	912,394
MONEY MARKET	4,290,044	4,278,348	4,016,139	1,007,784	1,004,594	4,491,909	3,478,977	3,467,721
INVESTMENTS (CD'S and Stock)	12,434,253	12,390,751	12,319,420	14,274,540	14,151,479	17,820,009	18,679,962	18,606,373
ACCOUNTS RECEIVABLE	1,038,516	1,190,083	1,142,765	1,189,132	1,257,273	1,220,053	1,052,346	1,086,152
ALLOWANCE FOR DOUBTFUL ACCOUNTS	(5,000)	(5,000)	(5,000)	(5,000)	(5,000)	(5,000)	(5,000)	(5,000)
PREPAIDS	263,002	231,163	225,649	225,270	217,643	208,503	259,314	239,490
TOTAL CURRENT ASSETS:	18,717,730	18,881,370	18,495,437	18,191,898	18,279,021	24,197,516	24,321,967	24,307,129
FIXED ASSETS:								
LAND	660,055	660,055	660,055	660,055	660,055	660,055	660,055	660,055
BUILDING	10,241,500	10,241,500	10,238,627	10,238,627	10,232,051	3,980,026	3,980,026	3,953,320
EQUIPMENT	1,236,561	1,236,561	1,236,561	1,236,561	1,236,561	1,236,561	1,236,561	1,236,561
VEHICLES	1,455,857	1,455,857	1,455,857	1,416,049	1,305,632	1,305,632	1,305,632	1,305,632
REMODELING	2,063,761	2,063,761	2,063,761	2,063,761	2,060,688	2,060,688	1,299,847	1,299,847
ACCUMULATED DEPRECIATION-BUILDING	(2,463,524)	(2,454,965)	(2,446,121)	(2,437,576)	(2,428,756)	(2,419,936)	(2,411,401)	(2,402,636)
ACCUMULATED DEPRECIATION-EQUIPMENT	(1,135,990)	(1,130,138)	(1,123,729)	(1,117,895)	(1,112,002)	(1,106,109)	(1,099,783)	(1,093,639)
ACCUMULATED DEPRECIATION-VEHICLES	(1,250,261)	(1,245,979)	(1,241,555)	(1,237,273)	(1,233,696)	(1,231,498)	(1,223,357)	(1,220,809)
ACCUMULATED DEPRECIATION-REMODELING	(630,448)	(618,386)	(605,923)	(593,862)	(581,398)	(568,948)	(559,657)	(549,375)
RIGHT OF USE ASSET								
DEPOSITS	88,075	32,916	18,784	-	1,207	1,207	317,013	326,621
TOTAL FIXED ASSETS:	10,265,586	10,241,180	10,256,316	10,228,447	10,140,341	3,917,677	4,288,395	4,299,038
TOTAL ASSETS:	28,983,316	29,122,550	28,751,752	28,420,345	28,419,363	28,115,193	28,610,362	28,606,167
LIABILITIES:								
ACCOUNTS PAYABLE	69,267	75,736	93,901	70,303	62,700	79,188	53,033	430,392
WAGES PAYABLE	275,055	274,037	191,045	140,450	401,731	312,625	280,860	223,976
PTO PAYABLE	368,455	368,455	368,455	368,455	368,455	376,296	346,684	346,684
RETIREMENT PAYABLE	6,678	257,330	255,376	253,923	260,134	257,902	6,426	5,123
PAYROLL TAXES PAYABLE	20,243	20,243	14,498	11,187	30,075	23,490	21,026	16,873
BENEFITS PAYABLE (Health & Dental)	19,436	10,559	9,437	53,543	9,798	10,336	8,654	7,799
TOTAL CURRENT LIABILITIES:	759,134	1,006,643	932,712	897,860	1,132,892	1,059,837	716,683	1,030,848
LONG TERM LEASE LIABILITY								
NET ASSETS	27,055,356	27,055,356	27,055,356	27,055,356	27,055,356	25,083,666	25,083,666	25,083,666
YTD PROFIT / (LOSS)	1,168,827	1,060,552	763,684	467,129	231,115	1,971,690	1,936,015	1,617,655
TOTAL LIABILITIES & NET ASSETS:	28,983,316	29,122,550	28,751,752	28,420,345	28,419,363	28,115,193	28,610,362	28,606,167

FY 2026
July - June
Monthly Program Goals and Outcomes
Report Month: November

Program	Goals	Monthly Total	YTD Totals/ Average	Total (T), Average(A)	YTD % of Goal
Employment Support Services – Linda/Brianna	<ul style="list-style-type: none"> Extended Employment – Secure a minimum of 7,800 (Independent Employment) work hours per month. Waiver Support – Bill an average of 550 hours per month. 98% of participants independently employed during the current month retained employment 12 participants in ESS/EE will obtain a new job or advance their current job in FY26 (promotion/new role/new job) 60% of participants who obtained a new job or advanced in their current job did so with support from ProAct staff (resume, interview prep, job search, onboarding, etc.) Increase enrollment in the ESS program by 7% in FY 2026: <ul style="list-style-type: none"> 1. Start 35 new participants 2. Total participants served annually in FY26 = 215 3. Active participants at end of year = 205 	5615 419 98%	5766 483 98%	A A A	74% 88% 100%
Employment Development Services – RaeAnn/Brianna	<p>Employment Planning Services</p> <ul style="list-style-type: none"> 90% of participants will complete comprehensive employment planning services (waiver and VRS) within four months of program enrollment in FY26. Increase Waiver Employment Exploration and Development Planning Services (all waiver) enrollment in the program by 250% in FY 2026: <ul style="list-style-type: none"> 1. Start 75 new participants 2. total participants served= 100 in FY26 3. Active participants at end of year = 40 Increase the average number of hours billed per month in the Employment Development Services (EDS) program for non-VRS participants in FY 2026: <ul style="list-style-type: none"> 1. Achieve a 50% increase over the FY25 baseline of 54 hours/month (target = 81 hours/month) and increasing to 200 hours/month by June 30, 2026. <p>Job Development Placement and Retention Goals:</p> <ul style="list-style-type: none"> Increase VRS enrollment in FY 2026: <ul style="list-style-type: none"> 1. Start 125 new participants 2. total participants served= 150 in FY26 3. Active participants at end of year = 50 Place a minimum of 5 participants into competitive employment monthly (Annual target 60) Ensure 85% of those placed retain employment for 90 days (monthly goal) Place 80% of individuals into jobs within four months from program start 	0% 2 - 14 50	55% 9 23 15 61	A T T A A	61% 12% 23% 38% 75%
IHS – Kim/Bri	<ul style="list-style-type: none"> Individualized Home Support – Bill at least 1500 hours per month. Increase enrollment in the IHS program by 25% in FY 2026: <ul style="list-style-type: none"> 1. Start 25 new participants 2. Total participants served annually in FY26 = 96 3. Active participants at end of year = 85 	1320 2 - 74	1552 15 82 72	A T T A	104% 60% 85% 85%

Program	Goals	Monthly Total	YTD Totals/ Average	Total (T) Average(A)	YTD % of Goal
Hudson – Steph/LeeAnn	<ul style="list-style-type: none"> Bill a minimum of 1700 service hours monthly. Increase enrollment in the program by 20% in FY 2026. <ul style="list-style-type: none"> 1. Start 6 new participants 2. total participants served= 27 in FY26 3. Active participants at end of year = 25 85% of participants in enrichment classes will participate in community classes. At least once a month, a community member/group will come to ProAct for a program or project 	1470	1692	A	99%
Eagan DSS – Steph	<ul style="list-style-type: none"> Bill a minimum of 16,000 service hours monthly. Increase enrollment in the program by 10% in FY 2026. <ul style="list-style-type: none"> 1. Start 30 new participants 2. total participants served= 230 in FY26 3. Active participants at end of the year = 195 85% of participants in enrichment classes will participate in community classes. At least once a month, a community member/group will come to ProAct for a program or project Provide virtual enrichment programming to a minimum of 35 participants, bill 800 hours per month (Eagan, Shakopee, Hudson, Red Wing) per month. 	13,015	15,114	A	95%
Shakopee – Ali	<ul style="list-style-type: none"> Bill a minimum of 13,000 service hours monthly. Increase enrollment in the program by 15% in FY 2026. <ul style="list-style-type: none"> 1. Start 25 new participants 2. total participants served= 155 in FY26 3. Active participants at end of the year = 144 85% of participants in enrichment classes will participate in community classes. At least once a month, a community member/group will come to ProAct for a program or project 	10,345	12,100	A	93%
Red Wing DSS - Gloria	<ul style="list-style-type: none"> Bill a minimum of 9000 service hours per month in DSS. Increase RW DSS enrollment in the program by 10% in FY 2026. <ul style="list-style-type: none"> 1. Start 20 new participants 2. total participants served= 133 in FY26 3. Active participants at end of the year = 117 85% of participants in enrichment classes will participate in community classes. At least once a month, a community member/group will come to ProAct for a program or project 	8572	9508	A	106%
Training/Transp ortation - Jane	<ul style="list-style-type: none"> Mandatory training assigned on the first business day of each month 95% of assigned staff finish mandatory training by the 22nd of each month 100% of assigned staff finish mandatory training by the end of each month. Ensures 100% vehicle inspection forms are completed for each site monthly 	100%	100%	A	100%
Enclaves - Jessie	<ul style="list-style-type: none"> Add 1 enclave over the course of the year in Eagan. Bill 100 hours of ESS 1:1 at DARTS per month (direct or indirect) Add 1 enclave over the course of the year in Red Wing 	0	0	T	0%
		57	65	A	65%
		0	0	T	0%

ProAct Communications Board Report

JANUARY 2026

UPDATES & EVENTS

- ProAct's communications team drafted and released content highlighting the **goal surpassing fundraising** efforts for the new Shakopee site.
- ProAct's communications team prepared the first and second **Talent Spotlights** highlighting employment and IHS success stories. The first was published with the second being finalized.
- ProAct's communications team constructed new fliers and advertising content for use at the **Gift Wrapping Fundraiser**.
- ProAct's communication team drafted content highlighting the **2025 Service Award recipients** across all 4 sites.

SOCIAL MEDIA HIGHLIGHTS

Social media highlights from December 2025: The social media content that received the highest reach and engagement across all three social media platforms were:

- The Egan Awards Ceremony received the highest engagement with over 1,000 impressions. All four Award Ceremonies combined reached over 2,100 impressions.
- The ProAct Talent Spotlight highlighting Trisha received the second highest engagement with over 700 impressions.
- Content highlighting ProAct participant volunteering efforts received the third highest engagement with over 500 impressions.

ProAct, Inc. Published by Zoho Social 6d

Today, join us in congratulating the 2025 ProAct Service Award recipients in Egan!



ProAct, Inc. Published by Zoho Social December 15 at 11:00 AM

Meet Trisha! She's our first feature in our new series: The ProAct Talent Spotlight!... See more

