



Pro-Active Strides: Enhancing Sites and Expanding Programs



Dear Friends of ProAct,

We are celebrating the ProAct-ive strides made over the last year to enhance our sites and programs, catapulting us toward future growth. These changes ensure we can continue improving the lives of our participants, staff, and the communities we serve.

2025 was a year of resilience, adaptation, and opportunity. In Red Wing, aging segments of the exterior walls required rapid response to ensure participants were able to continue to enjoy a safe, fun space. Through renewed investments, the Red Wing site is now looking and functioning better than ever with continued improvements being done.

Additionally, in Shakopee new challenges arose as we were informed that our currently leased space would eventually need to be made available to the school district for their growing needs. That change opened an exciting new opportunity for ProAct! We identified and acquired a new building that will become the future home of our programs and services in Shakopee! What began as a challenge has grown into a momentous opportunity for growth. The new location at 4301 Dean Lakes Boulevard will provide twice as much space as our current site. With ongoing maintenance work including updating IT and repaving the parking lot, our entire organization is excited to open and welcome participants next year!

Furthermore, this year ProAct improved accessibility by reaching more participants where they are. We updated our transportation model by coordinating with public transportation for increased availability, as well as acquiring a new fleet of vehicles to support our growing employment and in-home services programs.

While new challenges have provided grand opportunities for our organization's physical sites and programs, ProAct is also continuing to find new ways to tell our stories of success in the communities of Minnesota and western Wisconsin. This includes a recent partnership with the Viewpoint Project, bringing ProAct to public broadcasting television screens. Highlighting our services, our mission, and why so many participants, families, and communities put their trust and faith in us, this is the perfect video to share for those who don't know our story!

For over 50 years, ProAct has enhanced the quality of life for adults with disabilities, their families, and their communities. We look forward to serving for the next 50 years and beyond. 2025 brought challenges and new opportunities, highlighting our strengths, resilience, and ongoing commitment to participants, who are at the heart of our work and mission. With the support of partners like you, ProAct can continue to do what it does best: maximizing individual potential for greater self-sufficiency.

Thank you for your continued support.

Brian Knapp
Board Chair

Judie Foster-Lupkin
President & CEO

933

people received
services

38

people served via
virtual services

405

people received
employment services

27

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.

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: By June 30, 2026, ProAct will be serving 1,000 participants, have an employee turnover rate of less than 12 percent, have a defined succession plan that is being implemented, and have 7 active community partnerships that support our mission. ProAct's key priorities are to:

- Enhance the participant experience
- Create a culture of "ProAct as One"
- Create a satisfied and cohesive workforce with clear, open, and honest communication
- Create operational efficiencies
- Create community engagement

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 skill 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 support 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).

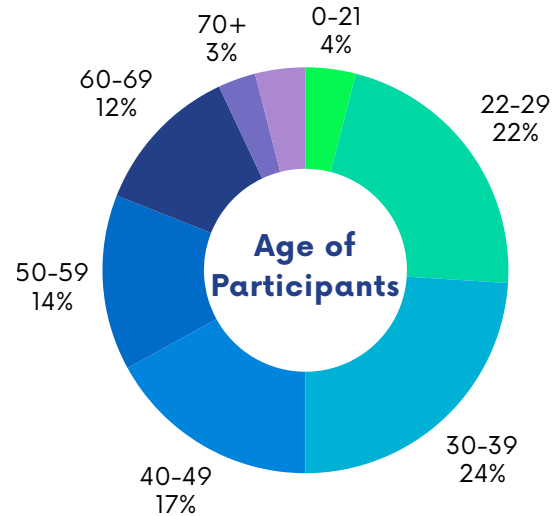
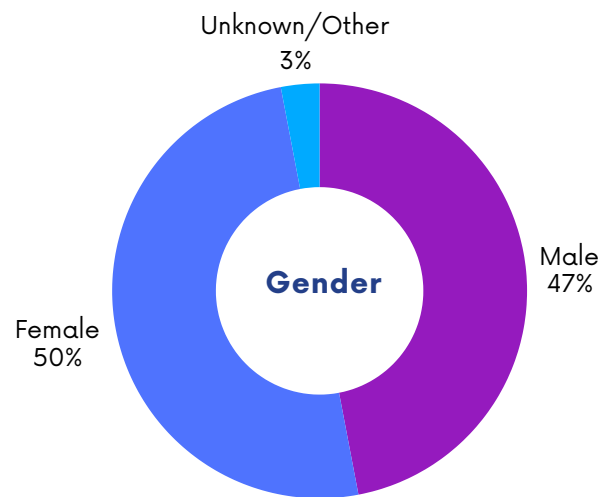
EMPLOYMENT SUPPORT SERVICES include long-term employment services that provide individuals the assistance needed to maintain and excel in the competitive workplace. Services include ongoing counseling, workplace and remote coaching, and general support.

Group Employment Support Services (enclaves) provide paid employment opportunities in the community. Participants complete work assignments working in groups and 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 and Eagan locations.

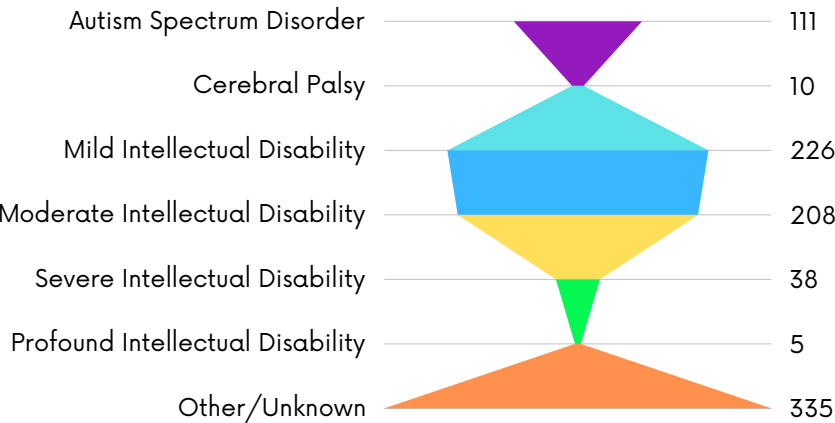
INDIVIDUALIZED HOME SUPPORT SERVICES include one-to-one training and support provided in-home or in the community to help individuals enhance their independence and self-sufficiency.

BUSINESS SERVICES include production warehouse operations in Eagan. 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.

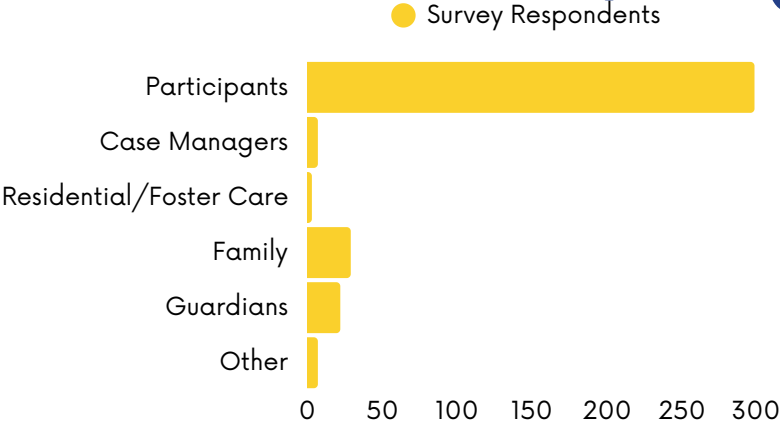
Demographics



Primary Disability



2025 Satisfaction Survey



“ Thank you for helping me to get up early and just enjoy life!

I appreciate EVERYTHING ProAct does to create meaningful opportunities.

Your creativity in services is superb!

”

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 370 who responded to the survey, the nonprofit was pleased to learn that **94 percent** of those surveyed said programming reflects the participant's current personal interests, needs and desires, and **97 percent** of survey respondents are totally satisfied with the services they receive from ProAct. Additionally, **99 percent** of those surveyed said ProAct maintained consistent communications with its stakeholders.

Financials

FY25 realized slightly better results from FY24 due to increased funding rates and increased participation.

ProAct purchased a building immediately subsequent to FY25 year end. As a result, the long-term right-of-use asset and long term lease liability were written off effective June 30, 2025. Shakopee services will be moved into the new building by the beginning of 2026.

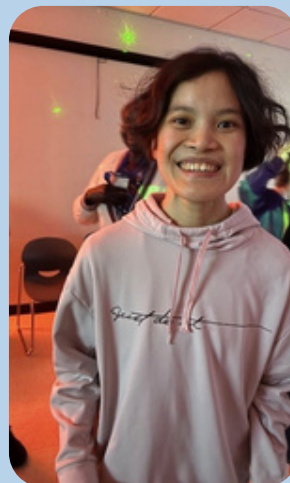
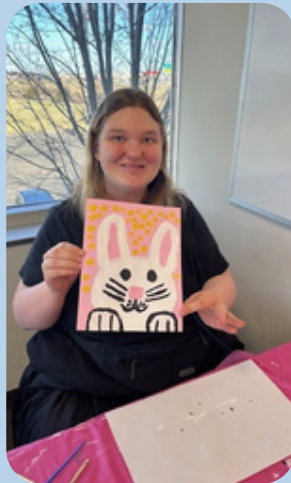
Statements of Activities and Changes in Net Assets

	2025	2024
Revenues		
Program Services Fees	10,611,812	9,442,279
Consumer Employment Services	1,917,153	1,925,999
Contributions and Grants	246,235	555,812
Other, Including Investment		
Income (Loss)	1,231,257	1,122,925
Total Revenues	\$14,006,457	\$13,047,015
Expenses		
Program Services		
Employment Services	924,354	1,904,833
Day Services	7,144,562	5,837,529
Vocational Services	552,818	515,223
Eagan Production	1,762,294	1,565,644
Total Program Services	\$10,384,028	\$9,823,229
Support Services		
Management and General	1,650,740	1,602,458
Fundraising	-	-
Total Support Services	\$1,650,740	\$1,602,458
Total Expenses	\$12,034,768	\$11,425,687
Change in Net Assets	\$1,971,689	\$1,621,328

Statements of Financial Position

	2025	2024
Current Assets	20,825,258	21,131,683
Land, Building, and Equipment, Net	3,917,677	2,500,968
Long-Term Investments	3,372,257	2,457,603
Other Long-Term Assets		783,459
Total Assets	\$28,115,192	\$26,873,713
Total Liabilities	\$1,059,838	\$1,790,048
Net Assets - w/o Donor Restrictions		
Designated	5,000,000	5,000,000
Undesignated	22,055,354	20,083,665
Net Assets - w/ Donor Restrictions	-	-
Total Net Assets	\$27,055,354	\$25,083,665
Total Liabilities and Net Assets	\$28,115,192	\$26,873,713

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



Stories of Success from 2025

Red Wing Reconstruction

At ProAct's Red Wing location, it was discovered that aging segments of the exterior walls required rapid response and months of work to repair and clean up the damage. This time intensive task also provided the additional opportunity of beautifying the building to even better fit the ProAct image. From older plain white walls, the Red Wing site now sports attractive shades of blue that allow those who arrive to immediately know on sight that this is ProAct.

The exterior of the building is finished and back on its feet better than ever while interior work continues to improve the building stability and overall aesthetic.



A New Home On The Way



During this fiscal year, it was brought to ProAct's attention that the space used by our Shakopee site, which is leased in coordination with the Southwest Metro Special School District and Scott County, would need to be returned to the possession of the School District due to their growing needs. With that news, ProAct identified a brand new location to house the future home of ProAct Shakopee.

This year, ProAct purchased the building at 4301 Dean Lakes Boulevard in Shakopee. We look forward to this new and expanded location and what it will bring for our programming in 2026 and beyond.

I must tell you how thrilled she is to be going out the door every single day, and how happy she is upon returning home each afternoon. She absolutely loves being there, and we are so grateful for all you and your staff do for her and all the individuals that are attending too.

- Guardian of an Eagan Participant

Expanded Vehicle Fleet

During the 2024 Give to the Max Day, ProAct used this opportunity of generous giving to expand our vehicle fleet. With these new vehicles, participants are more readily able to access their communities and individuals living independently have increased access to ProAct's Individualized Home Supports (IHS).

ProAct's staff and participants are already benefiting from the increased space and accessibility for day-to-day activities like grocery shopping. The contributions provided by ProAct's extended friends and family means our participants are more independent and connected.



It meant so much to me that she attended, and that I was able to come and watch. It was a fantastic program. I was so happy that I wanted to cry because of the effort that everybody put into it. Thank you from the bottom of my heart for a very special program.

- Guardian of a Shakopee Participant



I could not do my job without them!

- Employer of a Red Wing Employment Services Participant

The ProAct Viewpoint

To continue in our persistent goal of developing new and creative ways to tell the ProAct story and the stories of our participants and the greater disability community, ProAct partnered with the Viewpoint Project. In the final months of 2024, The Viewpoint Project, an award winning creative team of producers and storytellers, traveled to our Eagan site to meet with staff, participants, and our extended ProAct family in order to create a video for release on Minnesota's public broadcasting stations. This video captured the heart of our organization, showing the Twin Cities and western Wisconsin community why ProAct is necessary, and why it's vital to connect adults with disabilities to the community and to meaningful opportunities.



This video was created and distributed to public broadcasting tv stations across Minnesota for airing throughout 2025 and 2026. In honor of this achievement, ProAct hosted a premiere first look where community leaders and elected officials joined us in celebration. We are grateful for all the hard work and look forward to continuing to share the ProAct story.

If you haven't yet seen the ProAct Viewpoint on TV, you can see a shortened version on ProAct's front page at www.proactinc.org.



Annual Fund Donors

Ann Abere	Teri McCloughan
Robert Armfield	Douglas & Janice Meyer
Patricia Arneson	Jeanne Moe
Amanda Ballard	Denise Moen
Julie Blanch	Ernest & Denise Moen
Michael & Angela Brewer	Randy Molin
Ali Brown	Lori Paulus
Jesse Bruce	Steve Quirk
John & Patricia Christiansen	Kirby Richter
Joyce Conley	Dick & Patti Rupert
Doug Cowles	Sandi Rushing
Richard Cowles	Wayne & Tara Scheffel
Judie Foster-Lupkin	Fred Schulze
Karen Graff	Noland Stewart
Sue Grothe	Barb Thompson
Mr. & Mrs. Hjerpe	Rod Tietz
Jill Jacobs	Anna Unger
Cheryl Johnson	Hal Weldin
Lynn Kantaris-Anderson	Nike & Kathy Wilmes
Lizbeth & Steven Kiwus	Paul & Lynn Wise
David and Kathryn Knott	Pam Wondra
Abby Larson	Karla Zellmer
Karen Leiferman	Marchelle Zweber

Business & Community Donors

Bituminous Roadways
Burnsville Savage Lion's Club
CDS Monarch Inc.
Dakota County Regional Chamber
Empowered Events + Exploring, Inc
FrontStream EDI
Greater Twin Cities United Way
Knights Of Columbus #09096
Knights Of Columbus #1223
Knights Of Columbus #1600
Knights Of Columbus #2400
Knights Of Columbus #2751
Knights Of Columbus #5199
Knights Of Columbus #7604
Knights Of Columbus #8367
Minnesota Golf Charity Events
Minnesota Valley Electric Trust
Old National Bank Foundation
Pizza Ranch
Rosemount VFW #9433
Tradition Capital Bank
Traxler Wealth Management

In Honor of:

Patricia Arneson in honor of Spenser's great Support Team
Linda Estes in honor of Rachel Estes
Pam Cantley in honor of Nancy Cozine

In Memory of:

Bill & Ann Roth for Shannon Stone
Wendy Hofstetter for Shannon Stone
John And Kathleen DesLauriers for Thomas Henry
Sara Strom for Carmen Elizabeth Strom
Gail Peterson for Laurie Frank
Jeff & Andrea Stone for Shannon Stone

Richard Radman for Don Radman
Nick & Peggy Rolfes for Mary Erickson
David and Lana Utecht for Joe Theis

Board Members

Brian Knapp
Chair
3M Corporation
Red Wing, Minnesota

Mary Ellen Leary
Vice Chair
The MEL Group
Eagan, Minnesota

Charles DeNet
Treasurer
DeNet Kenefick & Assoc., P.A.
St. Paul, Minnesota

Paul Kramp
Secretary
Alliance Bank
Red Wing, Minnesota

Dr. John Christiansen (ret.)
Past Chair
I.S.D. 917
Rosemount, Minnesota

Pat Jones
Superior Home Care
Lakeville, Minnesota

James Louwagie (ret.)
Merchants Bank
Lakeville, Minnesota

Teri McCloughan
Stapleton & McCloughan, PLLC
St. Paul, Minnesota

Steve Quirk
Quirk's Media
Minneapolis, Minnesota

Marty Stapleton (ret.)
Stapleton & McCloughan, PLLC
St. Paul, Minnesota

Judie Foster-Lupkin
Ex-Officio ProAct, Inc.
Eagan, Minnesota

Key Staff

Judie Foster-Lupkin
President and CEO

Melissa Munce
Finance Director

Jo Ann Peine
Human Resources Director
Corporate Compliance Officer

Doug Cowles
Program Director
Day Support Services

Anna Shields
Program Director
Employment Services
Individualized Home Supports



PROACT INC. | EAGAN | RED WING | SHAKOPEE | HUDSON