

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, February 3rd, 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. **Board Chair Update**
4. **Review and Approve Board Meeting Minutes of meeting held January 6th, 2026**
5. **Financial Report for December 2025 and YTD; Rolling 12 Month Reports, Cash Flow Statement and Balance Sheet**
6. **Program and Services Report**
 - a. **Rate Increase**
 - b. **Billing Review for Community**
7. **New Board Member – Strategic Session**
 - a. **Kathleen Pytleski - Strategic Planning Quote**
8. **Shakopee Update – Opened January 26th, 2026**
 - a. **Moving Day was Friday 1/23**
 - b. **Property Tax Exemption**
 - c. **Options for March Board Meeting at Shakopee's new building with Open House 3:30pm-5pm**
9. **Red Wing Update**
 - a. **Construction**
 - b. **HVAC**
 - c. **Rental Space**
10. **Looking Ahead**
 - a. **Capital Budget Update**

11. President & CEO Report

a. Legislative/MOHR Update

i. ICE Guidelines

ii. Legislation

12. Marketing & Communications Report

13. New Business

14. Adjourn

Next Meeting:

March 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 Minutes
Tuesday, January 6th, 2026
5:00 PM
ProAct-Eagan Via Zoom and/or in person

Board members attending: Chuck DeNet, Jim Louwagie, John Christiansen, Steve Quirk, Teri McCloughan

Via Zoom: Brian Knapp, Marty Stapleton, Mary Ellen Leary, Paul Kramp

Board members absent: Pat Jones

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

1. Call to Order and Attendance

Board Chair Mary Ellen Leary called the meeting to order at 5:05 pm

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

An addition of an Executive Session was added to the end of the meeting. Mary Ellen Leary asked for a motion to accept the board agenda, with the addition of the Executive Session, moved by Teri McCloughan and seconded by John Christiansen. The motion carried unanimously.

3. Review and Approve Board Meeting Minutes of the meeting held December 2nd, 2025

The board reviewed the December 2nd minutes. Mary Ellen Leary asked for a motion to accept the minutes, moved by Jim Louwagie and seconded by Steve Quirk. The motion carried unanimously.

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

Melissa provided an update on the financials for November. It was a short month, with only 18 billable days. Our year-to-date income from operations is \$71,367. This month also reflects approximately \$10,000 in expenses related to the new Shakopee building. Melissa noted that the variation between budgeted payroll and actual payroll was only \$56, which is impressive. Our year-to-date net income from operations stands at \$748,177, and the 12-month comparative reports remain consistent. Cash and investments reflect \$4 million in the money market, which will support HVAC work in Shakopee. We also have a couple of million in CDs; Judie will inquire with Old National about rolling them over, as some have matured, and she will report back to the board with an update. Investments are performing well and will be reviewed in the 6-month summary from Chris Nelson. The Balance Sheet remains consistent.

Mary Ellen Leary asked for a motion to accept the November financials. Jim Louwagie moved the motion, and Chuck DeNet seconded it. The motion carried unanimously.

A discussion took place regarding the political environment, fraud, and funding changes. Overall, ProAct will not be impacted at this time. We have been diligent in auditing our internal information in case we are affected, but with our detailed reporting, there is no immediate concern.

5. 6 Month Investment Summary – from Chris Nelson

Judie sent out the Investment Summary from Old National Bank via email. Overall, our investments have remained consistent. Judie highlighted points from Chris Nelson, our Investment Broker, who mentioned in his summary that we should consider some conservative recommendations. Judie clarified to the board that there are no immediate changes required due to our new Shakopee building project; however, once the project is completed, we will implement Chris's recommendations to adjust some investment funds.

Judie asked if any board members had questions or comments regarding the Investment Summary. The board inquired whether Judie would implement Chris's recommendations. Judie confirmed that she would, provided all Board Members agree. There were no objections to moving forward with these recommendations.

6. Program and Services Report

We are currently serving 700 participants, and we remain consistent and on track with our program goals. The Program Directors review goals with Program Managers monthly. One area of opportunity lies within our Vocational Department, which is currently being evaluated for profitability and long-term planning of the future of the department.

a. MNDOT Transportation Update

Judie reported that we have paid for the three buses needed to fulfill our remaining contract with MN DOT grants, costing \$107,000. MN DOT is releasing the vehicles from the grant, and once finalized, Jane will begin the process of selling the buses. Judie asked Brian if he could send the auction site mentioned in a previous conversation.

b. Update on the Annual Holiday Lunch

Our holiday lunches were fun! We tried a new menu this year, and the feedback was great.

7. Shakopee Update

Judie provided updates regarding Shakopee, including the completion of deep cleaning and carpet cleaning. We are also obtaining a quote for daily cleaning services, covering the building and offices from Monday to Friday. The HVAC company will be on-site to complete repairs this week. Judie will be meeting with Cintas for uniforms and supplies for all locations, which will be at a government-discounted rate, saving us money monthly. Additionally, she will be touring a company that may potentially rent from us, as they currently rent at the Southwest Metro building. More updates will follow on this. Other updates for Shakopee include a new floor plan with a legend; each location will soon receive updated floor plans. Judie shared the updated floor plan with the Board. IT matters have been finalized, and once we have a move-in date, StarTech will be present on Day 1 to ensure smooth technological operations. Our final step to establish a move-in date is to meet with the Licensor, who will be on-site on January 12. Once we receive this final approval, we can set a move-in date and begin communications.

8. Red Wing Update

The contractors for the Red Wing project have subcontracted the demolition work, which is now completed. The construction materials are being delivered this week. Judie is confirming the start date for the construction work, and more information will follow.

9. Looking Ahead

a. February New Board Member – Strategic Session

Next month, we will hold the New Board Member Strategic Session.

b. March Board Meeting – Shakopee with Open House starting at 4 pm

Judie announced that the March Board meeting will be held in Shakopee, and Barb Weckmann Brekke will attend. The plan is to host an open-house-style event similar to the Board Meet & Greet held in Eagan. Paul noted that it would be nice to hold a Board meeting at the Red Wing location in the future. Judie agreed, and we will look into this for the summer.

c. Kathleen Pytleski – Strategic Planning

Judie noted she has been in communication with Kathleen to facilitate another Strategic Planning session for the 2026-2029 period.

10. President & CEO Report

a. Marketing & Communications Report

The monthly Marketing & Communications Report was in the board packet, which highlights top social media posts for the month of December.

11. New Business

No new business

12. Executive Session

At 5:47 pm, Judie, Melissa, and Amanda were excused from the meeting, and the board went into an Executive Session to discuss Judie's performance evaluation as President/CEO.

During the executive session, the board members reviewed Judie's performance and unanimously decided to approve a 4% salary increase, effective January 2026. Additionally, they agreed to award a performance bonus of \$15,000 for 2025, and an increase in PTO accrual with an additional deposit of PTO hours, which will be reflected in January 2026.

13. Adjourn

Mary Ellen Leary called the meeting to adjourn following the Executive Session.

Next Meeting: Next Meeting: February 3rd, 2026

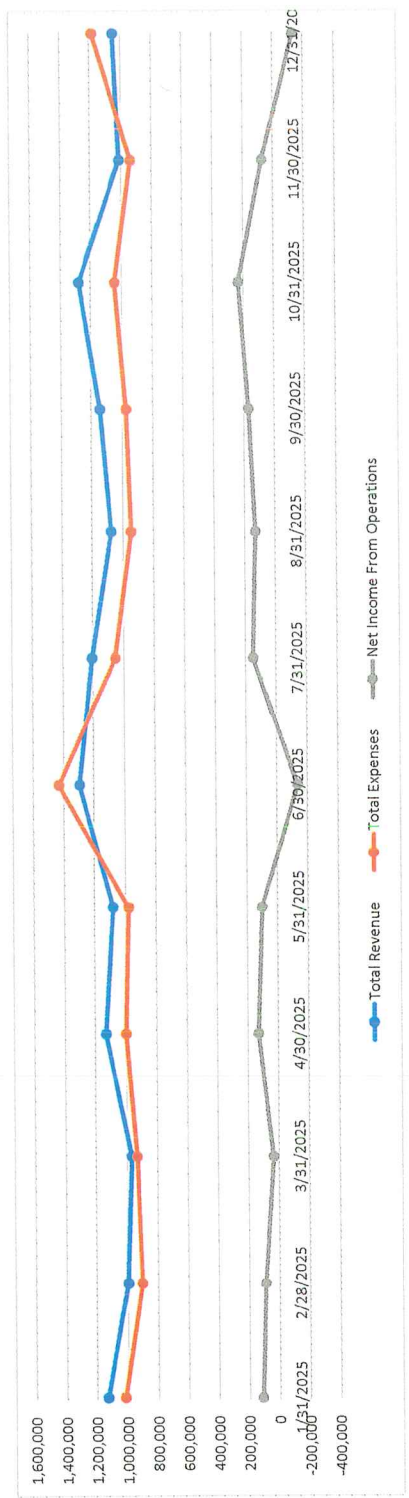
Submitted by Amanda Ballard

PROACT, INC.
STATEMENT OF REVENUE AND EXPENSES
DEC 31, 2025

DESCRIPTION	MONTH		MONTH		LAST YEAR		YTD		YTD		YTD LAST YEAR	
	ACTUAL	BUDGET	VARIANCE	ACTUAL	VARIANCE	ACTUAL	BUDGET	ACTUAL	BUDGET	VARIANCE	ACTUAL	VARIANCE
REVENUE												
CONTRACT REVENUE	153,590	146,025	7,565	100,101	53,488	938,761	876,150	62,611	908,702	30,059		
SERVICE FEES	856,695	910,367	(53,672)	789,987	66,708	5,606,872	5,369,491	237,381	5,327,884	278,988		
FUNDRAISING	13,236	4,300	8,936	16,706	(3,470)	32,744	30,800	1,944	47,374	(14,631)		
OTHER REVENUE	23,561	27,500	(3,939)	28,175	(4,614)	169,937	165,000	4,937	209,813	(39,875)		
TOTAL REVENUE	1,047,082	1,088,192	(41,110)	934,969	112,113	6,748,314	6,441,441	306,873	6,493,774	254,540		
EXPENSES												
STAFF WAGES	774,638	654,028	120,610	669,278	105,360	3,702,054	3,793,047	(90,993)	3,492,065	209,989		
STAFF BENEFITS	147,873	160,029	(12,156)	152,797	(4,924)	884,514	942,882	(58,369)	860,815	23,699		
CONSUMER WAGES/BENEFITS	13,117	13,730	(613)	10,730	2,387	87,761	82,374	5,387	86,011	1,750		
SUBCONTRACT SERVICES	80,848	51,850	28,998	44,956	35,893	465,749	343,250	122,499	311,879	153,870		
SUPPLIES & MATERIALS	37,859	32,102	5,757	23,212	14,648	172,619	193,452	(20,833)	279,683	(107,064)		
DEPRECIATION	31,537	30,295	1,242	30,163	1,374	185,268	182,417	2,851	163,630	21,638		
VEHICLE OPERATING EXPENSES	27,145	32,358	(5,213)	26,043	1,102	198,151	194,137	4,014	193,460	4,691		
EQUIPMENT REPAIR	5,257	6,230	(973)	7,141	(1,884)	40,247	43,980	(3,733)	69,214	(28,967)		
UTILITIES, REPAIR & MAINT	35,582	26,759	8,823	24,253	11,329	202,483	160,734	41,749	137,487	64,997		
OTHER EXPENSE	30,075	61,984	(31,909)	29,249	826	198,141	220,351	(22,209)	177,443	20,698		
TOTAL EXPENSES	1,183,932	1,069,364	114,567	1,017,821	166,111	6,136,987	6,156,624	(19,637)	5,771,686	365,301		
NET INCOME FROM OPERATION	(136,850)	18,827	(155,677)	(82,852)	(53,998)	611,327	284,817	326,510	722,088	(110,761)		
MARKET GAIN/LOSS	(3,359)	0	(3,359)	(83,223)	79,864	417,291	0	417,291	345,462	71,829		
ONE-TIME GRANTS	0	0	0	0	0	0	0	0	19,147	(19,147)		
TOTAL ADJUSTMENTS	(3,359)	0	(3,359)	(83,223)	79,864	417,291	0	417,291	364,608	52,683		
NET INCOME	(140,209)	18,827	(159,036)	(166,076)	25,866	1,028,618	284,817	743,800	1,086,696	(58,078)		

ProAct, Inc.
Comparative 12 Month Income Statement

	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	12/31/2025
Revenue												
Contract Revenue	172,100	156,884	132,961	152,063	127,951	266,492	175,630	126,986	129,637	197,303	155,616	153,590
Service Fees	905,428	808,296	798,825	946,422	916,234	908,721	979,429	922,562	978,062	1,044,170	825,954	856,695
Fundraising	8,157	2,319	3,858	622	521	264	1,504	2,000	12,859	879	2,265	13,236
Other	43,538	26,184	30,281	29,676	32,445	116,438	46,549	21,016	20,796	33,321	24,694	23,561
Total Revenue	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	1,047,082
Service Days	22	20	20	22	21	21	22	21	21	23	18	20/23
Expenses												
Staff Wages	622,575	533,511	567,100	597,290	604,425	581,066	637,212	558,674	575,872	615,041	540,618	774,638
Staff Benefits	158,251	157,668	156,672	139,102	160,053	477,185	160,876	137,771	149,823	148,229	139,942	147,874
Consumer Wages/Benefits	14,277	12,571	12,689	15,910	14,350	13,830	15,516	14,565	14,934	16,570	13,059	13,117
Subcontract Services	54,083	57,622	60,503	71,120	62,898	69,014	75,249	64,633	70,758	95,887	78,373	80,848
Supplies & Materials	30,775	24,084	18,739	49,842	22,224	160,974	27,874	26,090	19,302	33,484	28,009	37,859
Depreciation	29,997	28,170	30,992	28,893	27,741	32,292	29,361	30,754	30,722	32,141	30,754	31,537
Vehicle Expense	34,469	27,010	30,369	38,763	34,543	36,445	37,551	35,996	36,568	32,280	28,611	27,145
Equipment Repair	5,856	4,273	3,447	11,675	4,676	5,915	7,385	8,309	5,324	8,570	5,401	5,257
Facility Expense	30,336	29,416	22,958	19,339	20,120	19,257	30,293	35,561	33,606	29,236	38,205	35,582
Other	37,259	30,016	29,017	27,845	26,315	35,272	33,234	32,432	36,449	31,760	34,192	30,075
Total Expenses	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	1,183,932
Net Income From Operations	111,345	89,342	33,439	129,004	99,806	-139,335	148,561	127,779	167,996	232,475	71,365	-136,850
Market Gains(Losses)	66,993	148,664	-69,595	21,768	54,581	175,009	82,554	108,235	128,560	64,392	36,909	-3,359
One-Time Grants					163,974	0	0	0	0	0	0	0
Total Adjustments	66,993	148,664	-69,595	21,768	218,555	175,009	82,554	108,235	128,560	64,392	36,909	-3,359
Net Income	178,338	238,006	-36,156	150,772	318,361	35,674	231,115	236,014	296,556	296,867	108,274	-140,209



ProAct, Inc.
Cash & Investment Summary
12/31/25

Cash Position	January	February	March	April	May	June	July	August	September	October	November	December
Checking Account												
Main Operating Account - Old National	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	268,980
Eagan Payroll Account - Old National	22,693	22,693	22,693	22,693	22,693	22,693	227,862	22,162	22,162	22,090	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	8,012	7,741	7,876	8,301	8,388	8,820	8,650	8,763	8,763	9,111	8,985	2,685
	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	304,929
	1,950	1,950	1,950	1,950	1,950	3,241	3,241	3,241	3,241	3,220	3,587	2,923
Petty Cash												
Money Market - Old National	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	6,382,361
3.60% Interest												
CD's												
Old National, CDARS 3.85% 12/11/25	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	1,004,591	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	1,032,601	1,036,473	1,040,777	1,044,959	1,049,298	-	-	-	-	-	-	-
Tradition Capital Bank, 4.55% 9/11/25	2,035,755	2,042,881	2,050,798	2,058,491	2,066,469	2,074,219	2,082,258	2,090,329	-	-	-	-
	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	-
	67,370	72,628	70,776	69,682	71,698	72,274	73,520	74,748	77,454	79,619	81,070	76,882
Associated Bank - Money Market/Equity Fund												
LPL Financial Investments	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	10,279,356
Total	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	17,046,451

PROACT, INC.
BALANCE SHEET
12/31/25 (Period 6)

	12/31/25 (Period 6)	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)
CURRENT ASSETS:						
CASH	307,852	696,916	796,025	796,463	1,500,173	1,653,033
MONEY MARKET	6,382,361	4,290,044	4,278,348	4,016,139	1,007,784	1,004,594
INVESTMENTS (CD's and Stock)	10,356,238	12,434,253	12,390,751	12,319,420	14,274,540	14,151,479
ACCOUNTS RECEIVABLE	906,068	1,038,516	1,190,083	1,142,765	1,189,132	1,257,273
ALLOWANCE FOR DOUBTFUL ACCOUNTS	(5,000)	(5,000)	(5,000)	(5,000)	(5,000)	(5,000)
PREPAIDS	271,953	263,002	231,163	225,649	225,270	217,643
TOTAL CURRENT ASSETS:	18,219,471	18,717,730	18,881,370	18,495,437	18,191,898	18,279,021
FIXED ASSETS:						
LAND	660,055	660,055	660,055	660,055	660,055	660,055
BUILDING	10,241,500	10,241,500	10,241,500	10,238,627	10,238,627	10,232,051
EQUIPMENT	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	1,455,857	1,416,049	1,305,632
REMODELING	2,063,761	2,063,761	2,063,761	2,063,761	2,063,761	2,060,688
ACCUMULATED DEPRECIATION-BUILDING	(2,472,368)	(2,463,524)	(2,454,965)	(2,446,121)	(2,437,576)	(2,428,756)
ACCUMULATED DEPRECIATION-EQUIPMENT	(1,141,795)	(1,135,990)	(1,130,138)	(1,123,729)	(1,117,895)	(1,112,002)
ACCUMULATED DEPRECIATION-VEHICLES	(1,254,685)	(1,250,261)	(1,245,979)	(1,241,555)	(1,237,273)	(1,233,696)
ACCUMULATED DEPRECIATION-REMODELING	(642,911)	(630,448)	(618,386)	(605,923)	(593,862)	(581,398)
RIGHT OF USE ASSET						
DEPOSITS	249,756	88,075	32,916	18,784	-	1,207
TOTAL FIXED ASSETS:	10,395,730	10,265,586	10,241,180	10,256,316	10,228,447	10,140,341
TOTAL ASSETS:	28,615,201	28,983,316	29,122,550	28,751,752	28,420,345	28,419,363
LIABILITIES:						
ACCOUNTS PAYABLE	51,340	69,267	75,736	93,901	70,303	62,700
WAGES PAYABLE	87,618	275,055	274,037	191,045	140,450	401,731
PTO PAYABLE	368,455	368,455	368,455	368,455	368,455	368,455
RETIREMENT PAYABLE	2,065	6,678	257,330	255,376	253,923	260,134
PAYROLL TAXES PAYABLE	9,973	20,243	20,526	14,498	11,187	30,075
BENEFITS PAYABLE (Health & Dental)	11,776	19,436	10,559	9,437	53,543	9,798
TOTAL CURRENT LIABILITIES:	531,227	759,134	1,006,643	932,712	897,860	1,132,892
LONG TERM LEASE LIABILITY						
NET ASSETS	27,055,356	27,055,356	27,055,356	27,055,356	27,055,356	27,055,356
YTD PROFIT / (LOSS)	1,028,618	1,168,827	1,060,552	763,684	467,129	231,115
TOTAL LIABILITIES & NET ASSETS:	28,615,201	28,983,316	29,122,550	28,751,752	28,420,345	28,419,363

FY 2026

July - June

Monthly Program Goals and Outcomes
Report Month: December

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 	6365 405 100% 0 0 2 - 198	5866 470 98% 3 0 14 206 195	A A A T T T T A	75% 86% 100% 25% 0% 40% 96% 95%
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 	100% 1 - 10 42	58% 10 25 14 58	A T T A A	64% 13% 25% 35% 71%
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 	1396 3 - 74	1526 18 88 72	A T T A	102% 72% 92% 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 	1514	1663	A	98%
		0	2	T	33%
		-	22	T	82%
		22	21	A	84%
		96%	87%	A	103%
		100%	67%	A	67%
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. 	13,299	14,811	A	93%
		1	17	T	57%
		-	195	T	85%
		185	186	A	95%
		70%	72%	A	84%
		100%	17%	A	17%
		29	31	A	89%
		436	546	A	68%
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 	10,965	11,911	A	92%
		1	9	T	36%
		-	136	T	88%
		122	126	A	87%
		51%	63%	A	74%
		100%	100%	A	100%
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 	8374	9319	A	104%
		0	2	T	10%
		-	118	T	89%
		108	113	A	96%
		76%	74%	A	87%
		100%	100%	A	100%
Training/Transportation - 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 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%
		41	61	A	61%
		0	0	T	0%

ProAct Communications Board Report

FEBRUARY 2026

UPDATES & EVENTS

- ProAct’s communications team began initial outreach to offices of elected officials in preparation of tours and opening events for the **new Shakopee building**.
- ProAct’s communications team is continuing to coordinate with the employment and production teams for additional **Talent Spotlights**.
- ProAct’s communications team prepared content highlighting the successful **Gift Wrapping Fundraiser** in coordination with Twin Cities Premium Outlets.

SOCIAL MEDIA HIGHLIGHTS

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

- Content highlighting ProAct participants volunteering with Meals on Wheels received the highest engagement with over 1,800 impressions.
- The DIY Tie-Dye content received the second highest engagement with over 1,700 impressions.
- Holiday themed content of participants at the Mall of America received the third highest engagement with over 1,200 impressions.

