

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, March 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. Review and Approve Board Meeting Minutes of the meeting held February 3rd, 2026
4. Financial Report for January and YTD; Rolling 12 Month Reports, Cash Flow Statement, and Balance Sheet
5. Program and Services Report
 - a. EE Contract
 - b. Participants /Hours
 - c. Skills Training Graduate Gains Employment
6. Vice Chair Position
7. New Board Member – Strategy Session
8. Red Wing Update
 - a. Construction Phase 1
 - b. Rental Space/Sale of Outside Building
9. Looking Ahead
 - a. Disability Day at the Capitol March 24th
 - b. Strategic Plan
 - c. April Board Meeting and Open House 3:30-5:00 pm at Shakopee
10. President & CEO Report
 - a. Capital Budget Update
 - b. Legislative/MOHR Update
 - c. Work Comp Audit
 - d. Marketing & Communications Report

11. New Business

12. Adjourn

Next Meeting: April 7th, 2026 at Shakopee

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, February 3rd, 2026

5:00 PM

ProAct-Eagan Via Zoom and/or in person

Board members attending: John Christiansen, Teri McCloughan

Via Zoom: Brian Knapp, Chuck DeNet, Marty Stapleton, Mary Ellen Leary

Board members absent: Jim Louwagie, Pat Jones, Paul Kramp, Steve Quirk

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)

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

3. Board Chair Update

Mary Ellen addressed the board regarding health concerns she is facing, and with a heavy heart, she announced that she will step down from her position as Board Chair to prioritize her health. She will remain on the board as a Director, but cannot commit to an Officer position at this time. Mary Ellen opened the floor for board members to consider stepping up to fill the Chair position. Brian Knapp, the Vice Chair, expressed his willingness to take on the Board Chair role, which the board unanimously approved. This leaves the Vice Chair position vacant, and a vote will take place at next month's meeting.

Mary Ellen Leary requested a motion to accept the change for Brian Knapp to serve as Board Chair for the remainder of the fiscal year. The motion was moved by Teri McCloughan and seconded by John Christiansen. The motion carried unanimously.

4. Review and Approve Board Meeting Minutes of meeting held January 6th, 2026

The board reviewed the January 6th minutes. Mary Ellen Leary asked for a motion to accept the minutes, moved by Marty Stapleton and seconded by Teri McCloughan. The motion carried unanimously.

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

Melissa reported on the December financials. The month reflected a net loss of \$136,850, mainly due to December being a short month with two holidays, one snow day, and \$150,000 paid out in staff bonuses. Year-to-date revenue has increased by \$200,000 compared to last year, indicating growth, so there are no concerns. Expenses remain consistent, even with the added costs related to the new Shakopee building. For the first time in a while, we experienced a small market loss in investments, partly due to a stock donation at Associated Bank, which reflects a loss; the current balance is \$76,000. Judie noted that when she started, Steve informed her that this was a restricted donation, limiting access to the account. Further discussion is needed

regarding whether ProAct is named as the owner of the account, and it was suggested that we call or visit the bank to gain control. A board resolution may be required, and more information will be provided next month.

Net income year-to-date from operations is \$611,327. In our cash and investment summary, we no longer hold any CDs, since they matured in December. Current rates for CDs are lower than those for money market accounts, so we will keep our funds in the money market. We have \$6.3 million in the money market and \$10.2 million in LPL Financial, resulting in a total of just over \$17 million in cash and investments.

The balance sheet indicates an outstanding payment of \$61,000 to IHS due to payment restrictions; however, this payment was made last week, so the delay was only a couple of weeks. The Shakopee building will begin depreciating in January.

Mary Ellen Leary requested a motion to accept the December financials. Chuck DeNet made the motion, and John Christiansen seconded it. The motion was carried unanimously.

6. Program and Services Report

a. Rate Increase

b. Billing Review for Community

We served 690 participants, a 10-participant decrease from the previous period. Some family members have expressed concerns about ICE activity in the community.

Judie encouraged board members to read the latest ProAct Post, which features a story about Mille, a Production Assistant who was hired and is a former participant.

We anticipate upcoming rate increases to be reflected as contracts come due. An area of concern is the change in waiver funds related to Medicare and Medicaid, as no increases will be enacted until this is approved. Furthermore, there will be no retroactive payments on the new rates once they are approved. Another change in Programs concerns our Enclave department and DARTS. Due to the reduction in waiver funding, it was decided to close this department, which had only one contract with DARTS.

7. New Board Member – Strategic Session

a. Kathleen Pytleski - Strategic Planning Quote

Judie met with Kathleen to discuss another strategic planning session; the quote was \$40,000 for a three-year plan. Given the current political environment, Judie recommended conducting a one-year Strategic Plan internally with Managers and Senior Leadership. She inquired with Brian, who recommended Barb Hailey, a former legislator who does volunteer work in Strategic Planning, to see if she would be interested in joining our internal planning team as the facilitator. Brian will reach out to Barb and connect her with Judie. The board agreed to proceed with an abbreviated one-year Strategic Plan, with an assessment at the end of the year to consider another three-year Strategic Plan.

The discussion about the New Board Member – Strategy Session will be moved to the March board meeting. Teri inquired about Anne Bailey, who retired from DARTS, as a potential new board member. Judie met with Anne before her retirement and will follow up to gauge her interest in joining the Board.

8. Shakopee Update – Opened January 26th, 2026

a. Moving Day was Friday 1/23

Moving Day was Friday, January 23. The Shakopee move went smoothly. We were closed that day while participants and staff worked to move everything using a moving truck. By the end of the day, we had successfully transferred all items and began setting up for business on Monday, January 26.

b. Property Tax Exemption

The property tax exemption has been approved and will take effect on a calendar year basis starting in 2027. ProAct will be responsible for paying property taxes for the remainder of 2026.

c. Options for March Board Meeting at Shakopee's new building with Open House 3:30pm-5pm

The plan to host the Board meeting and have an Open House for the new building was for the March Board meeting; however, Ali will be on vacation. Judie presented 3 options to the board.

- Host the March Board Meeting at Shakopee and plan the Open House for another day
- Keep the plan as is, with Ali absent from the event
- Move the Board Meeting at Shakopee and the Open House to April

After discussion, the board decided to move both the Board Meeting and Open House to the April meeting. Judie will contact Barb Brekke Weckman, who plans to attend the board meeting at Shakopee, to confirm her availability for the revised plan in April.

9. Red Wing Update

a. Construction

Judie provided an update on the Red Wing construction project. Construction has begun, with mudding and taping of a new wall. There was some electrical damage that needed repair, but progress continues as scheduled.

b. HVAC

An old HVAC unit has gone out and needs replacement. The unit's location will also be updated to a more accessible area.

c. Rental Space

Judie met with Caleb from Marshall Trucking regarding the potential rental of the Red Wing storage and dock space. He is also personally interested in the external, unattached storage unit that we have not been using for several years. He plans to disassemble it and take it to use at his farm at no cost to us. The board noted the importance of ensuring he has insurance and necessary coverage to protect ProAct. The removal of the storage unit will be beneficial, as the building poses a hazard.

Mary Ellen Leary asked for a motion to approve the removal of the external Red Wing storage space, contingent on proof of insurance and necessary coverage. Teri McCloughan moved the motion, and John Christiansen seconded it. The motion carried unanimously.

10. Looking Ahead

a. Capital Budget Update

There are still some final bills coming in related to the Shakopee building and expenses from the Red Wing construction project. Judie noted that she will provide an updated Capital Budget at next month's meeting that includes the Shakopee building expenses. The Red Wing project will continue, and she will provide a separate update on the Red Wing construction.

11. President & CEO Report

a. Legislative/MOHR Update

i. ICE Guidelines

Judie provided an update on our ICE guidelines in response to concerns from staff and families. We have established guidelines, which have been sent out to staff, and designated a point person at each location. Overall, there has been no significant activity at our locations, though some sightings have occurred during community outings.

ii. Legislation

Special elections are taking place, and the Minnesota House currently has a 67/67 split between Republicans and Democrats. Recently, an executive order concerning weapons screening at the Capitol was issued. There was a discussion on the upcoming day at the Capitol, weighing whether it would be safe to send participants

and staff this year. We will need to evaluate safety at that time based on the local political environment and ICE activity.

Over the weekend, two representatives announced their retirements, which leaves openings in addition to the Governor's position.

12. Marketing & Communications Report

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

13. New Business

No new business

14. Adjourn

Mary Ellen Leary called to adjourn the meeting at 6:04 pm.

Next Meeting:

March 3rd, 2026

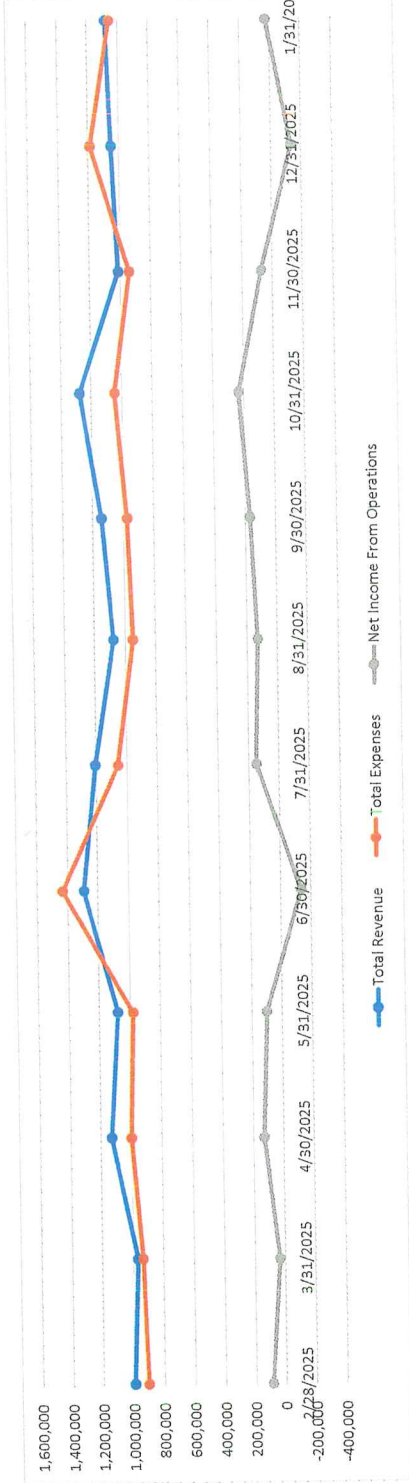
Submitted by Amanda Ballard

PROACT, INC.
STATEMENT OF REVENUE AND EXPENSES
JAN 31, 2026

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	127,303	146,025	(18,722)	172,100	(44,797)	1,066,064	1,022,175	43,889	1,080,803	(14,739)	1,080,803	(14,739)
SERVICE FEES	905,609	915,182	(9,573)	905,428	181	6,512,481	6,284,673	227,808	6,233,313	279,168	6,233,313	279,168
FUNDRAISING	10,894	4,300	6,594	8,157	2,737	43,638	35,100	8,538	55,531	(11,894)	55,531	(11,894)
OTHER REVENUE	33,177	27,500	5,677	43,538	(10,361)	203,115	192,500	10,615	253,350	(50,236)	253,350	(50,236)
TOTAL REVENUE	1,076,983	1,093,007	(16,024)	1,129,224	(52,240)	7,825,297	7,534,448	290,849	7,622,997	202,300	7,622,997	202,300
EXPENSES												
STAFF WAGES	615,317	667,226	(51,909)	622,575	(7,258)	4,317,371	4,460,272	(142,902)	4,114,640	202,731	4,114,640	202,731
STAFF BENEFITS	159,228	172,590	(13,363)	158,252	975	1,043,741	1,115,473	(71,731)	1,019,067	24,674	1,019,067	24,674
CONSUMER WAGES/BENEFITS	10,971	13,728	(2,757)	14,277	(3,306)	98,732	96,102	2,630	100,288	(1,556)	100,288	(1,556)
SUBCONTRACT SERVICES	65,498	51,850	13,648	54,083	11,415	531,246	395,100	136,146	365,961	165,285	365,961	165,285
SUPPLIES & MATERIALS	23,316	32,802	(9,486)	30,775	(7,459)	195,935	226,254	(30,319)	310,458	(114,523)	310,458	(114,523)
DEPRECIATION	33,817	35,008	(1,191)	29,997	3,820	219,085	217,425	1,660	193,627	25,458	193,627	25,458
VEHICLE OPERATING EXPENSES	31,712	32,355	(643)	34,469	(2,757)	229,863	226,492	3,371	227,928	1,935	227,928	1,935
EQUIPMENT REPAIR	13,063	7,630	5,433	5,856	7,207	53,310	51,610	1,700	75,070	(21,761)	75,070	(21,761)
UTILITIES, REPAIR & MAINT	54,393	27,155	27,238	30,336	24,058	256,877	187,889	68,988	167,822	89,054	167,822	89,054
OTHER EXPENSE	44,670	32,229	12,441	37,259	7,410	242,811	252,579	(9,768)	214,702	28,109	214,702	28,109
TOTAL EXPENSES	1,051,984	1,072,572	(20,589)	1,017,879	34,105	7,188,971	7,229,196	(40,225)	6,789,565	399,406	6,789,565	399,406
NET INCOME FROM OPERATION	24,999	20,434	4,565	111,345	(86,346)	636,326	305,252	331,075	833,433	(197,106)	833,433	(197,106)
MARKET GAIN/LOSS	29,104	0	29,104	66,993	(37,888)	446,395	0	446,395	412,454	33,941	412,454	33,941
ONE-TIME GRANTS	0	0	0	0	0	0	0	0	19,147	(19,147)	19,147	(19,147)
TOTAL ADJUSTMENTS	29,104	0	29,104	66,993	(37,888)	446,395	0	446,395	431,601	14,794	431,601	14,794
NET INCOME	54,104	20,434	33,669	178,338	(124,234)	1,082,721	305,252	777,470	1,265,033	(182,312)	1,265,033	(182,312)

ProAct, Inc.
Comparative 12 Month Income Statement

	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	1/31/2026
Revenue												
Contract Revenue	156,884	132,961	152,063	127,951	266,492	175,630	126,986	129,637	197,303	155,616	153,590	127,303
Service Fees	808,296	798,825	946,422	916,234	908,721	979,429	922,562	978,062	1,044,170	825,954	856,695	905,609
Fundraising	2,319	3,858	622	521	264	1,504	2,000	12,859	879	2,265	13,236	10,894
Other	26,184	30,281	29,676	32,445	116,438	46,549	21,016	20,796	33,321	24,694	23,561	33,178
Total Revenue	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	1,076,984
Service Days	20	19	22	21	21	21	22	21	23	18	20/23	21
Expenses												
Staff Wages	533,511	567,100	597,290	604,425	581,066	637,212	558,674	575,872	615,041	540,618	774,638	615,317
Staff Benefits	157,668	156,672	139,102	160,053	477,185	160,876	137,771	149,823	148,229	139,942	147,874	159,228
Consumer Wages/Benefits	12,571	12,689	15,910	14,350	13,830	15,516	14,565	14,934	16,570	13,059	13,117	10,971
Subcontract Services	57,622	60,503	71,120	62,898	69,014	75,249	64,633	70,758	95,887	78,373	80,848	65,498
Supplies & Materials	24,084	18,739	49,842	22,224	160,974	27,874	26,090	19,302	33,484	28,009	37,859	23,316
Depreciation	28,170	30,992	28,893	27,741	32,292	29,361	30,754	30,722	32,141	30,754	31,537	33,817
Vehicle Expense	27,010	30,369	38,763	34,543	36,445	37,551	35,996	36,568	32,280	28,611	27,145	31,712
Equipment Repair	4,273	3,447	11,675	4,676	5,915	7,385	8,309	5,324	8,570	5,401	5,257	13,063
Facility Expense	29,416	22,958	19,339	20,120	19,257	30,293	35,561	33,606	29,236	38,205	35,582	54,392
Other	30,016	29,017	27,845	26,315	35,272	33,234	32,432	36,449	31,760	34,192	30,075	44,670
Total Expenses	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	1,051,984
Net Income From Operations	89,342	33,439	129,004	99,806	-139,335	148,561	127,779	167,996	232,475	71,365	-136,850	25,000
Market Gains(Losses)	148,664	-69,595	21,768	54,581	175,009	82,554	108,235	128,560	64,392	36,909	-3,359	29,104
One-Time Grants				163,974	0	0	0	0	0	0	0	0
Total Adjustments	148,664	-69,595	21,768	218,555	175,009	82,554	108,235	128,560	64,392	36,909	-3,359	29,104
Net Income	238,006	-36,156	150,772	318,361	35,674	231,115	236,014	296,556	296,867	108,274	-140,209	54,104



ProAct, Inc.
Cash & Investment Summary
1/31/26

Cash Position	February	March	April	May	June	July	August	September	October	November	December	January
Checking Account												
Main Operating Account - Old National	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	570,489
Eagan Payroll Account - Old National	22,693	22,693	22,693	22,693	22,693	227,862	22,162	22,162	22,090	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	7,741	7,876	8,301	8,388	8,820	8,650	8,763	8,763	9,111	8,985	2,685	3,173
	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	606,925
	1,950	1,950	1,950	1,950	3,241	3,241	3,241	3,241	3,220	3,587	2,923	3,206
Petty Cash												
	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	5,147,173
Money Market - Old National												
3.60% Interest												
CD's												
Old National, CDARS 3.85% 12/11/25	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	1,007,524	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	1,036,473	1,040,777	1,044,959	1,049,298	-	-	-	-	-	-	-	-
Tradition Capital Bank, 4.55% 9/11/25	2,042,881	2,050,798	2,058,491	2,066,469	2,074,219	2,082,258	2,090,329	-	-	-	-	-
	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	-	-
Associated Bank - Money Market/Equity Fund												
LPL Financial Investments	72,628	70,776	69,682	71,698	72,274	73,520	74,748	77,454	79,619	81,070	76,882	76,971
	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	11,308,596
Total	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	17,142,871

PROACT, INC.
BALANCE SHEET
1/31/26 (Period 7)

	1/31/26 (Period 7)	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	610,131	307,852	696,916	796,025	796,463	1,500,173	1,653,033
MONEY MARKET	5,147,173	6,382,361	4,290,044	4,278,348	4,016,139	1,007,784	1,004,594
INVESTMENTS (CD's and Stock)	11,385,566	10,356,238	12,434,253	12,390,751	12,319,420	14,274,540	14,151,479
ACCOUNTS RECEIVABLE	959,271	906,068	1,038,516	1,190,083	1,142,765	1,189,132	1,257,273
ALLOWANCE FOR DOUBTFUL	(5,000)	(5,000)	(5,000)	(5,000)	(5,000)	(5,000)	(5,000)
ACCOUNTS	263,089	271,953	263,002	231,163	225,649	225,270	217,643
PREPAIDS	18,360,230	18,219,471	18,717,730	18,881,370	18,495,437	18,191,898	18,279,021
TOTAL CURRENT ASSETS:							
FIXED ASSETS:							
LAND	1,470,055	660,055	660,055	660,055	660,055	660,055	660,055
BUILDING	9,558,763	10,241,500	10,241,500	10,241,500	10,238,627	10,238,627	10,232,051
EQUIPMENT	1,244,623	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	1,455,857	1,416,049	1,305,632
REMODELING	2,063,761	2,063,761	2,063,761	2,063,761	2,063,761	2,063,761	2,060,688
ACCUMULATED DEPRECIATION-	(2,483,471)	(2,472,368)	(2,463,524)	(2,454,965)	(2,446,121)	(2,437,576)	(2,428,756)
BUILDING	(1,147,622)	(1,141,795)	(1,135,990)	(1,130,138)	(1,123,729)	(1,117,895)	(1,112,002)
EQUIPMENT	(1,259,110)	(1,254,685)	(1,250,261)	(1,245,979)	(1,241,555)	(1,237,273)	(1,233,696)
VEHICLES	(655,374)	(642,911)	(630,448)	(618,386)	(605,923)	(593,862)	(581,398)
ACCUMULATED DEPRECIATION-							
RIGHT OF USE ASSET	155,401	249,756	88,075	32,916	18,784	-	1,207
DEPOSITS	10,402,882	10,395,730	10,265,586	10,241,180	10,256,316	10,228,447	10,140,341
TOTAL FIXED ASSETS:							
TOTAL ASSETS:							
	28,763,112	28,615,201	28,983,316	29,122,550	28,751,752	28,420,345	28,419,363
LIABILITIES:							
ACCOUNTS PAYABLE	85,211	51,340	69,267	75,736	93,901	70,303	62,700
WAGES PAYABLE	143,810	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	368,455
RETIREMENT PAYABLE	3,487	2,065	6,678	257,330	255,376	253,923	260,134
PAYROLL TAXES PAYABLE	19,123	9,973	20,243	20,526	14,498	11,187	30,075
BENEFITS PAYABLE (Health & Dental)	4,950	11,776	19,436	10,559	9,437	53,543	9,798
TOTAL CURRENT LIABILITIES:							
	625,035	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	27,055,356
YTD PROFIT / (LOSS)	1,082,721	1,028,618	1,168,827	1,060,552	763,684	467,129	231,115
TOTAL LIABILITIES & NET ASSETS:							
	28,763,112	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: January

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 	5659 374 99% 0 0 7 - 202	5836 456 98% 3 0 21 213 196	A A A T T T T A	75% 83% 100% 25% 0% 60% 99% 96%
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% 3 - 9 32	67% 10 28 13 54	A T T A A	74% 13% 28% 33% 67%
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 	1371 2 - 75	1504 20 90 73	A T T A	100% 80% 94% 86%

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 	1580	1651	A	97%
		0	2	T	33%
		-	22	T	82%
		22	21	A	84%
		86%	87%	A	102%
		0	57%	A	57%
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. 	14,380	14,750	A	92%
		0	17	T	57%
		-	195	T	85%
		181	185	A	95%
		72%	72%	A	85%
		0%	14%	A	14%
		28	30	A	86%
		463	534	A	67%
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 	11,132	11,800	A	91%
		1	10	T	40%
		-	137	T	88%
		120	125	A	87%
		42%	60%	A	71%
		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 	8861	9254	A	103%
		1	3	T	15%
		-	119	T	90%
		109	112	A	96%
		85%	76%	A	89%
		100%	100%	A	100%
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%
		98%	96%	A	101%
		100%	100%	A	100%
		100%	93%	A	93%
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%
		17	55	A	55%
		0	0	T	0%

ProAct Communications Board Report

MARCH 2026

UPDATES & EVENTS

- ProAct's communications team is preparing content for highlighting our **Employment Talent Spotlights** and the new **Shakopee building** for sharing through other partners including MOHR and the Scott County Chamber of Commerce.
- ProAct's communications team is continuing outreach to offices of elected officials in preparation of tours and opening events for the **new Shakopee building**.
- ProAct's communications team is in contact with the communications team at **MetroMove** who shared interest in further highlighting a recent social post of a MetroMove driver building a snowman for participants.

SOCIAL MEDIA HIGHLIGHTS

Social media highlights from February 2026: The social media content that received the highest reach and engagement across all three social media platforms were:

- Content highlighting participants watching the USA Women's Hockey match received the highest engagement with over 8,600 impressions.
- Content sharing a pen pal letter response from the Red Wing Police Department received the second highest engagement with over 2,200 impressions.
- Participants showing off pen pal letter response from the Green Bay Packers received the third highest engagement with over 1,600 impressions.



ProAct's Pen Pal class practices writing letters by reaching out to a wide variety of organizations and people.... See more



In Milan, Team USA is fighting for the Gold on the ice... See more



Dear January 26, 2026

To the Skating in Process

On behalf of the Red Wing Police Department, I want to extend our heartfelt thanks to each of you for taking the time to your penpalship class to write such thoughtful letters to our officers. Your kind words and appreciation truly meant a great deal to us.

Serving our community is an honor, and knowing messages like yours reminds us why we do what we do. Your letters brought smiles to our faces and brightened our day. It's exciting to know that our efforts made a positive impact and that we have the support of such caring individuals in our community.

Thank you again for your kindness and for sharing your spirit with us. We are proud to serve Red Wing and grateful for your encouragement.

With appreciation,

Brian Matting
Assistant Chief of Police
Red Wing Police Department

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