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

PROACT BOARD OF DIRECTORS
Meeting Notice and Agenda
Tuesday, June 9th, 2026
5:00 PM
ProAct-Eagan Via Zoom and/or in person

Board members attending: Brian Knapp, 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, Melissa Munce

1. **Call to Order and Attendance**
2. **Approval of the Agenda (Additions/Corrections/Deletions)**
3. **Review and Approve Board Meeting Minutes of meeting held on May 5th, 2026**
4. **Financial Report for April and YTD; Rolling 12 Month Reports, Cash Flow Statement and Balance Sheet**
5. **Program and Services Report**
6. **Red Wing Update**
7. **Looking Ahead**
    a. **Food Truck Event – Board Welcome!**
    b. **Reminder: No July Meeting – Conflict for August with MOHR Legislative Conference**
8. **President & CEO Report**
    a. **Election of Officers/Board Members for FY 26-27**
        i. **Slate of Officers: Chair, Vice Chair, Secretary, and Treasurer**
        Brian Knapp, Steve Quirk, Paul Kramp, Jim Louwagie
        ii. **Director Term Renewals: Brian Knapp (will be final term 2026-2029)**
    b. **Update on Eagan electrical**
    c. **Annual By-Law Review**
    d. **Marketing & Communications Report**
    e. **Legislative/MOHR Update**

i. MOHR Conference

f. Strategic Plan Update

9. New Business
    a. New Board Members
    b. August meeting will have reporting on programs by Anna Shields and Doug Cowles

10. Adjourn

Next Meeting: August 25th, 2026 – Proposed date of 8/18

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

PROACT BOARD OF DIRECTORS
Meeting Minutes
Tuesday, May 5th, 2026
5:00 PM
ProAct Eagan Via Zoom and/or in person

Board members attending:, Brian Knapp, Jim Louwagie, John Christiansen, Teri McCloughan
Via Zoom:
Board members absent: Mary Ellen Leary, Chuck DeNet, Marty Stapleton, Pat Jones, Paul Kramp, Steve Quirk
Staff attending: Judie Foster-Lupkin, Melissa Munce

1. **Call to Order and Attendance**

Board Chair Brian Knapp called the meeting to order at 5:02

2. **Approval of the Agenda (Additions/Corrections/Deletions)**
    a. Add Board member resignation - Chuck DeNet has resigned from the board effective immediately due to personal reasons. This will open the treasurer's position.

Brian Knapp asked for a motion to accept the agenda with the additional board position item, moved by Teri McCloughan and seconded by John Christiansen. The motion carried unanimously.

3. **Review and Approve Board Meeting Minutes of the meeting held April 7th, 2026**

The board reviewed the April 7th minutes. Brian Knapp asked for a motion to accept the minutes, moved by John Christiansen and seconded by Teri McCloughan the motion carried unanimously.

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

March had 21 billable days (one snow closing day), with net income from operations of $69,623.00 Our YTD income from operations is $783,863.00, and the year-end estimated profit will be around 1 million. Market gains and investments for March showed a loss of ($144,011) which put the net income at a loss of ($74,388.). The balance sheet reconciles and remains consistent. The Cash and Investments summary reflects $816,508 in cash and cash equivalents and 2.1 million in the money market, total cash and investments is $17.3m .
Brian Knapp requested a motion to accept the March financials. Jim Louwagie made the motion, and John Christiansen seconded it. The motion was approved unanimously.

5. **Review of Budget**

Melissa went over the proposed budget and noted a 3% rate increase was added in January 2027, additional participants were added throughout the year – planning for DSS – 23 and IHS 10. Staff would be added, based on the timing of the participant growth, would be 8 additional staff. Health insurance is based on trend assumptions and a 15% increase was applied starting January 2027. For technology costs it is assuming 10 new laptops and miscellaneous tech needs. The rent line is the placeholder for Shakopee property taxes form 7/31-12/31/2026. At this point the projected net income for the budget would be $737,305.

a. Discretionary Fund Contribution

Discussion was had on overall financial position, number of employees affected and past contributions. Based on board member discussion a 5% discretionary contribution for FY 6/30/26 estimated at $315,818.

b. Staff Increases

Human resource research is averaging 3.2% to 3.5%. The last 2 years the increase has been 3%. Presently the cost-of-living increase is trending at 3.8%. After board discussion it was agreed to put a 4% increase totaling $160,983.

c. Capital Budget overview

Improvements continue to be made in Red Wing improvements within the $500k approved 2 years ago. Phase 1 was aprox $115k. Phase 2 – not all quotes have been received but we are estimating about 200k. Not all of this will be capitalized as we are replacing table and chairs, wall fixtures, art work, etc. Some of which will be put into operations.

The proposed capital budget has some planned and some contingency items. We are on a 3 year rotation for the parking lots to be resealed and painted. This year is Red Wing. There are funds for additional vehicles which will be assigned to where the need is. In this capital budget has 2 servers for our IT needs which would not be until April 2027. These last for several years and we do purchase extended warranties on them. We are also looking at new camera systems for Eagan and Red Wing. Star Tech installed a new system in Shakopee and it is wonderful – crisp, clean, you can zoom in for license plates and also take clips if needed for police reports. The proposed Capital Budget is $390,000.

The discussion was concluded for overall budget including the addition of all three areas. Brian Knapp requested a motion to accept the 2026-2027 budget plus the 4% staff increase, 5% discretionary fund for 6/30/26, and the proposed capital budget. The net operating budget of $576,324 is approved. Teri McCloughan made the motion, and Jim Louwagie seconded it. The motion was approved unanimously.

6. Program and Services Report

Judie reported on the month of March program and services report, noting that we served 787 active participants with over 49,874 hours. Nice weather always makes a difference in attendance and wanting to participate in community outings.

Judie went over the annual goals and noted many have been achieved so far and some even exceeded but seeing a trend of not meeting the goals in adding new participants year to date (YTD). **For new** participants the YTD goals - Hudson 6 new participants and they have had 2. Eagan 30 new and they have 20, Shakopee 25 and have added 13, Red Wing planned for 20 and have seen 4. For the community Employment Support 35 new and 24 have started, Employment Planning 75 new and 16 have started, Job Development 125 new but have started 41, IHS was planning on 25 starts and have had 25 starts so by the end of the year they will exceed their goal. This trend is reminiscent of tightening eligibility requirements, and loss of VR funding.

In Red Wing there was a volunteer group from Red Wing Shoe that came and spent several hours re-aligning the block around the garden – they did a great job and it looks so much better!
This morning May 5th – Ali Brown, Anna Shields, Doug Cowles and Judie presented to the Scott County Board of Commissioners on our Shakopee program (both day and employment), noting what we are planning for in the future for Shakopee in growth. The team thanked them for their continued support and the support of the community.

7. Red Wing Update

Phase 2 will hopefully be starting soon for the new flooring in the large break room area. Painting of the admin office hall and front area has begun.

8. Looking Ahead

The Fiscal Year 26-27 Board Meeting Dates are set. For the June meeting nomination/election of Officers/Board Members for FY 26-27. The Slate of Officers: Chair, Vice Chair, Secretary, and Treasurer (all board members have had background checks). Director Term Renewals: Brian Knapp (will be final term, 2026-2029)

9. President & CEO Report

Bus sale to church - A start up church in Cannon Falls is looking to expand their youth program and would like to buy our large bus (50k miles) for $10k. This connection came via Marshall Anderson trucking. It would be an "as is" sale for that price. Discussion was had regarding the difficulty of selling CDL buses and agreed to the sale.

Red Wing parking lot rental inquiry (new school bus contract)

Judie was contacted by agent representing the company that received the new Red Wing bus contract. They are looking for parking for their buses and approached ProAct to inquire about parking the buses, if the outside warehouse was available for rent and be able to use the warehouse for office, bathroom and oil changes. They were looking at the outdoor space and the other requests are not available. After discussion it was decided this was not something ProAct wanted to do at this time.

New Eagan Roof damage and repair

The new roof looks great but out of the 20k screws out in – several came through and damaged the electrical conduit which is effecting the production floor. This was an exclusion in the contract (anything below the deck – and specifically calls out the conduit). Judie spoke with Brian last week and he was not surprised based on his experience. We received one bid for replacement for 8K and are trying to get other electrical bids for this as a comparison.

Property Insurance Renewal 6/1

Property insurance with NIT is renewing 6/1 with a projected increase of around 10% overall. The property insurance has gone up (including auto) but the work comp has no increase. We are using a third party for cyber insurance (through NIT) as it was less expensive with better coverage than prior years.

NPIG Board position request for Judie – (NP Insurance Group, LLC, NIT's captive subsidiary company) which administrates NIT has a board member leaving and has asked Judie to be on that board. They meet 4x a year virtually but will give her better understanding of how the entire trust works.

Legislative/MOHR Update

MOHR lobbyists are very active in the final weeks of the legislature session. The final changes will be gone over by MOHR with members. The main topic is the fraud, waste and abuse with Medicare/State funds. Of the 13 areas deemed high-risk ProAct has the In-Home Services program.

I am registered for the MOHR spring conference June 1-3. Due to the date conflict the board meeting will be moved to June 9th.

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

Strategic Plan Update
Judie is meeting with staff in May and June to gather input on the one year strategic plan. So far, two meetings have been held – one with managers and one with directors. The plan will be presented to the Board for discussion at the August meeting.

Food Truck Invitation to Board 11:30 – 1:30
6/11 – Red Wing/Hudson
6/16 – Eagan
6/23 – Shakopee
ProAct has contracted again with Sandy's food truck as they are willing to travel to all three locations and there is a system in place that moves thing along for staff and participants to enjoy lunch. Each site will be having additional "fun and games" that day – all board members are invited to attend!

10. New Business
New Board Members
Judie will continue to work with K2 on a targeted message for potential board including an application.

11. Adjourn
Brian Knapp called to adjourn the meeting at 6:25pm.

Next Meeting: June 9th, 2026 (moved from June 2nd)

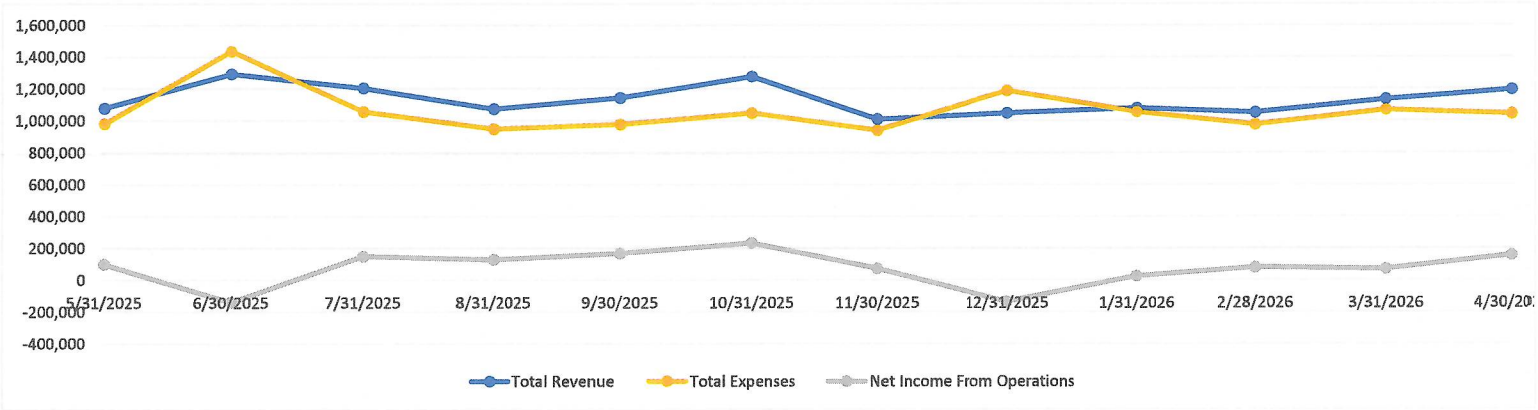
Submitted by Judie Foster-Lupkin

PROACT, INC.
STATEMENT OF REVENUE AND EXPENSES
APR 30, 2026

DESCRIPTION	MONTH ACTUAL	MONTH BUDGET	VARIANCE	LAST YEAR ACTUAL	VARIANCE	YTD ACTUAL	YTD BUDGET	VARIANCE	YTD LAST YEAR ACTUAL	VARIANCE
REVENUE										
CONTRACT REVENUE	165,887	151,450	14,437	152,063	13,823	1,526,157	1,476,525	49,632	1,522,710	3,447
SERVICE FEES	1,002,946	943,143	59,803	946,422	56,524	9,355,759	9,093,445	262,313	8,786,855	568,903
FUNDRAISING	1,356	4,300	(2,944)	622	734	48,389	48,000	389	62,330	(13,941)
OTHER REVENUE	23,684	27,500	(3,816)	29,676	(5,992)	271,730	275,000	(3,270)	339,492	(67,762)
TOTAL REVENUE	1,193,873	1,126,393	67,480	1,128,783	65,090	11,202,035	10,892,970	309,065	10,711,388	490,647
EXPENSES										
STAFF WAGES	617,177	692,573	(75,396)	597,290	19,887	6,107,891	6,519,143	(411,252)	5,812,541	295,350
STAFF BENEFITS	154,481	176,280	(21,798)	139,102	15,380	1,519,683	1,640,870	(121,187)	1,472,508	47,175
CONSUMER WAGES/BENEFITS	13,649	16,336	(2,687)	15,910	(2,261)	139,929	145,117	(5,188)	141,458	(1,529)
SUBCONTRACT SERVICES	65,520	51,850	13,670	71,120	(5,600)	727,046	551,225	175,821	555,206	171,840
SUPPLIES & MATERIALS	23,367	32,107	(8,740)	49,842	(26,475)	275,932	323,320	(47,388)	403,123	(127,190)
DEPRECIATION	44,162	33,360	10,803	28,893	15,269	350,076	317,270	32,806	281,682	68,394
VEHICLE OPERATING EXPENS	32,912	32,395	517	38,763	(5,851)	327,325	323,682	3,643	324,070	3,254
EQUIPMENT REPAIR	6,374	6,830	(456)	11,675	(5,302)	83,116	72,700	10,416	94,466	(11,350)
UTILITIES, REPAIR & MAINT	47,673	26,675	20,998	19,338	28,335	387,104	267,950	119,154	239,536	147,568
OTHER EXPENSE	33,127	45,610	(12,483)	27,845	5,281	344,638	362,155	(17,516)	301,580	43,058
TOTAL EXPENSES	1,038,442	1,114,015	(75,573)	999,779	38,663	10,262,741	10,523,432	(260,691)	9,626,171	636,570
NET INCOME FROM OPERATION	155,431	12,378	143,053	129,004	26,427	939,294	369,539	569,755	1,085,217	(145,923)
MARKET GAIN/LOSS	193,196	0	193,196	21,768	171,427	598,713	0	598,713	513,292	85,422
ONE-TIME GRANTS	0	0	0	0	0	0	0	0	19,147	(19,147)
TOTAL ADJUSTMENTS	193,196	0	193,196	21,768	171,427	598,713	0	598,713	532,438	66,275
NET INCOME	348,626	12,378	336,248	150,772	197,854	1,538,007	369,539	1,168,468	1,617,655	(79,648)

ProAct, Inc.
Comparative 12 Month Income Statement

	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	2/28/2026	3/31/2026	4/30/2026
Revenue												
Contract Revenue	127,951	266,492	175,630	126,986	129,637	197,303	155,616	153,590	127,303	152,711	141,495	165,887
Service Fees	916,234	908,721	979,429	922,562	978,062	1,044,170	825,954	856,695	905,609	876,407	963,925	1,002,946
Fundraising	521	264	1,504	2,000	12,859	879	2,265	13,236	10,894	1,206	2,189	1,356
Other	32,445	116,438	46,549	21,016	20,796	33,321	24,694	23,561	33,178	19,289	25,642	23,684
Total Revenue	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	1,049,613	1,133,251	1,193,873
Service Days	21	21	22	21	21	23	18	20/23	21	20	22	22
Expenses												
Staff Wages	604,425	581,066	637,212	558,674	575,872	615,041	540,618	774,638	615,317	554,871	618,473	617,177
Staff Benefits	160,053	477,185	160,876	137,771	149,823	148,229	139,942	147,874	159,228	159,048	162,413	154,481
Consumer Wages/Benefits	14,350	13,830	15,516	14,565	14,934	16,570	13,059	13,117	10,971	13,742	13,806	13,649
Subcontract Services	62,898	69,014	75,249	64,633	70,758	95,887	78,373	80,848	65,498	58,235	72,045	65,520
Supplies & Materials	22,224	160,974	27,874	26,090	19,302	33,484	28,009	37,859	23,316	26,540	30,091	23,367
Depreciation	27,741	32,292	29,361	30,754	30,722	32,141	30,754	31,537	33,817	41,178	45,650	44,162
Vehicle Expense	34,543	36,445	37,551	35,996	36,568	32,280	28,611	27,145	31,712	31,855	32,695	32,912
Equipment Repair	4,676	5,915	7,385	8,309	5,324	8,570	5,401	5,257	13,063	8,215	15,218	6,374
Facility Expense	20,120	19,257	30,293	35,561	33,606	29,236	38,205	35,582	54,392	44,809	37,745	47,673
Other	26,315	35,272	33,234	32,432	36,449	31,760	34,192	30,075	44,670	33,208	35,492	33,128
Total Expenses	977,345	1,431,250	1,054,551	944,785	973,358	1,043,198	937,164	1,183,932	1,051,984	971,701	1,063,628	1,038,443
Net Income From Operations	99,806	-139,335	148,561	127,779	167,996	232,475	71,365	-136,850	25,000	77,912	69,623	155,430
Market Gains(Losses)	54,581	175,009	82,554	108,235	128,560	64,392	36,909	-3,359	29,104	103,133	-144,011	193,196
One-Time Grants	163,974	0	0	0	0	0	0	0	0	0	0	0
Total Adjustments	218,555	175,009	82,554	108,235	128,560	64,392	36,909	-3,359	29,104	103,133	-144,011	193,196
Net Income	318,361	35,674	231,115	236,014	296,556	296,867	108,274	-140,209	54,104	181,045	-74,388	348,626



PROACT, INC.
BALANCE SHEET
4/30/26 (Period 10)

	4/30/26 (Period 10)	3/31/26 (Period 9)	2/28/26 (Period 8)	1/31/26 (Period 7)	12/31/25 (Period 6)	11/30/25 (Period 5)	10/31/25 (Period 4)
CURRENT ASSETS:							
CASH	643,069	820,167	680,583	610,131	307,852	696,916	796,025
MONEY MARKET	2,174,380	2,169,215	5,159,327	5,147,173	6,382,361	4,290,044	4,278,348
INVESTMENTS (CD'S and Stock)	14,552,120	14,350,327	11,488,772	11,385,566	10,356,238	12,434,253	12,390,751
ACCOUNTS RECEIVABLE	1,221,145	1,047,880	1,017,819	959,271	906,068	1,038,516	1,190,083
ALLOWANCE FOR DOUBTFUL ACCOUNTS	(5,000)	(5,000)	(5,000)	(5,000)	(5,000)	(5,000)	(5,000)
PREPAIDS	257,112	225,457	262,435	263,089	271,953	263,002	231,163
TOTAL CURRENT ASSETS:	18,842,826	18,608,046	18,603,936	18,360,230	18,219,471	18,717,730	18,881,370
FIXED ASSETS:							
LAND	1,470,055	1,470,055	1,470,055	1,470,055	660,055	660,055	660,055
BUILDING	9,754,003	9,563,583	9,563,583	9,558,763	10,241,500	10,241,500	10,241,500
EQUIPMENT	1,244,623	1,244,623	1,244,623	1,244,623	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	1,455,857	1,455,857
REMODELING	2,178,603	2,178,603	2,083,403	2,063,761	2,063,761	2,063,761	2,063,761
ACCUMMULATED DEPRECIATION-BUILDING	(2,548,941)	(2,526,861)	(2,504,045)	(2,483,471)	(2,472,368)	(2,463,524)	(2,454,965)
ACCUMMULATED DEPRECIATION-EQUIPMENT	(1,163,766)	(1,158,580)	(1,152,865)	(1,147,622)	(1,141,795)	(1,135,990)	(1,130,138)
ACCUMMULATED DEPRECIATION-VEHICLES	(1,271,812)	(1,267,530)	(1,263,106)	(1,259,110)	(1,254,685)	(1,250,261)	(1,245,979)
ACCUMMULATED DEPRECIATION-REMODELING	(692,049)	(679,435)	(666,739)	(655,374)	(642,911)	(630,448)	(618,386)
DEPOSITS	79,166	76,907	103,660	155,401	249,756	88,075	32,916
TOTAL FIXED ASSETS:	10,505,738	10,357,222	10,334,425	10,402,882	10,395,730	10,265,586	10,241,180
TOTAL ASSETS:	29,348,564	28,965,268	28,938,361	28,763,112	28,615,201	28,983,316	29,122,550
Description							
LIABILITIES:							
ACCOUNTS PAYABLE	93,841	99,586	70,614	85,211	51,340	69,267	75,736
WAGES PAYABLE	252,102	206,453	145,479	143,810	87,618	275,055	274,037
PTO PAYABLE	368,455	368,455	368,455	368,455	368,455	368,455	368,455
RETIREMENT PAYABLE	6,315	5,065	3,471	3,487	2,065	6,678	257,330
PAYROLL TAXES PAYABLE	24,966	33,404	23,800	19,123	9,973	20,243	20,526
BENEFITS PAYABLE (Health & Dental)	9,522	7,569	7,419	4,950	11,776	19,436	10,559
TOTAL CURRENT LIABILITIES:	755,201	720,531	619,237	625,035	531,227	759,134	1,006,643
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)	1,538,007	1,189,381	1,263,768	1,082,721	1,028,618	1,168,827	1,060,552
TOTAL LIABILITIES & NET ASSETS:	29,348,564	28,965,268	28,938,361	28,763,112	28,615,201	28,983,316	29,122,550

ProAct, Inc.
Cash & Investment Summary
4/30/26

Cash Position	May	June	July	August	September	October	November	December	January	February	March	April
Checking Account												
Main Operating Account - Old National	812,163	416,113	1,402,105	1,454,833	751,123	750,430	651,080	268,980	570,489	638,731	779,570	602,084
Eagan Payroll Account - Old National	22,693	22,693	227,862	22,162	22,162	22,090	22,090	22,090	22,090	22,674	22,582	22,582
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	8,388	8,820	8,650	8,763	8,763	9,111	8,985	2,685	3,173	3,342	3,182	3,470
	854,418	458,800	1,649,791	1,496,932	793,222	792,805	693,329	304,929	606,925	675,921	816,508	639,310
Petty Cash	1,950	3,241	3,241	3,241	3,241	3,220	3,587	2,923	3,206	4,662	3,659	3,759
Money Market - Old National	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	5,159,327	2,169,215	2,174,380
2.95% Interest												
CD's												
Old National, CDARS 3.35% 6/11/26											1,001,837	1,004,599
Old National, CDARS 3.40% 09/10/26											2,003,729	2,009,336
Old National, CDARS 3.85% 12/11/25	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	1,017,220	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	1,049,298	-							-	-		
Tradition Capital Bank, 4.55% 9/11/25	2,066,469	2,074,219	2,082,258	2,090,329	-				-	-		
	5,151,187	4,116,047	4,130,731	4,145,466	2,061,608	2,068,316	2,074,828	-	-	-	3,005,566	3,013,935
Associated Bank - Money Market/Equity Fund	71,698	72,274	73,520	74,748	77,454	79,619	81,070	76,882	76,971	80,717	76,304	78,288
LPL Financial Investments	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	11,408,055	11,268,457	11,459,897
Total	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	17,328,682	17,339,709	17,369,569

Participant Service Breakdown

	3/31/2026	Number of Participants/Hours Receiving Services 4/30/2026												
Accounting Breakdown	**Prior month** Total Participants/ Hours	**Total Participants**	**Total Service Hours billed**	**Virtual DSS**	**In-facility DSS**	**Emp Dev NON VRS**	**Emp Dev VRS**	**Waiver ESS**	**EE ESS**	**Enclave**	**PreVoc**	**IHS**	**Independent hires**	Transport units
DSS														
Eagan - Hours	16,661		**17,032**	311	16,631	0	0	0	0	0	90	0	0	2712
Eagan-Participant #	184	**185**		18	168	0	0	0	0	0	6	0	0	87
RW - Hours	9,522		**10,327**	112	10,134	0	0	0	0	0	81	0	0	2425
RW-Participant #	114	**115**		8	109	0	0	0	0	0	2	0	0	87
Shakopee - Hours	12,349		**12,784**	64	12,720	0	0	0	0	0	0	0	0	2712
Shakopee -Participant #	128	**129**		3	128	0	0	0	0	0	0	0	0	88
Hudson - Hours	1,618		**1,714**	28	1,686	0	0	0	0	0	0	0	0	137
Hudson-Participant #	22	**21**		1	20	0	0	0	0	0	0	0	0	10
EDS/ESS/IHS														
Eagan ESS Hours	6,092		**6,844**	0	0	0	0	316	6,528	0	0	0	0	0
Eagan ESS Participant #	148	**147**		0	0	0	0	93	54	0	0	0	0	0
RW ESS Hours	1,662		**1,818**	0	0	0	0	46	659	1,113	0	0	0	0
RW ESS Participant #	54	**55**		0	0	0	0	34	8	13	0	0	0	0
Eagan IHS Hours	1,506		**1,512**	0	0	0	0	0	0	0	0	1,512	0	0
Eagan IHS Participant #	58	**62**		0	0	0	0	0	0	0	0	62	0	0
Red Wing IHS Hours	139		**181**	0	0	0	0	0	0	0	0	181	0	0
Red Wing IHS Participant #	16	**20**		0	0	0	0	0	0	0	0	20	0	0
Eagan- EDS hours	194		**234**	0	0	17	217	0	0	0	0	0	0	0
Eagan- EDS Part #	40	**38**		0	0	6	32	0	0	0	0	0	1	0
RW - EDS hours	120		**153**	0	0	8	145	0	0	0	0	0	0	0
RW - EDS Part #	19	**22**		0	0	1	21	0	0	0	0	0	1	0
Shakopee - EDS hours	11		**24**	0	0	3	21	0	0	0	0	0	0	0
Shakopee - EDS Part #	4	**3**		0	0	1	2	0	0	0	0	0	0	0

Total Hours	49,874		**52,623**	**515**	**41,171**	**28**	**383**	**362**	**7,187**	**1,113**	**171**	**1,693**		
Total Participants (with duplicates)	787	**797**	**52,623**	**30**	**41,171**	**8**	**55**	**362**	**62**	**13**	**2**	**82**	**2**	
Total Participants (without duplicates)	711	**725**												8,258

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

Program	Goals	Monthly Total	YTD Totals/ Average	Total (T), Average(A),	YTD % of Goal
Employment Support Services – Linda/Brianna	• Extended Employment – Secure a minimum of 7,800 (Independent Employment) work hours per month.	**7187**	**6000**	**A**	**77%**
	• Waiver Support – Bill an average of 550 hours per month.	**362**	**428**	**A**	**78%**
	• 98% of participants independently employed during the current month retained employment	**98%**	**98%**	**A**	**100%**
	• 12 participants in ESS/EE will obtain a new job or advance their current job in FY26 (promotion/new role/new job)	**4**	**7**	**T**	**58%**
	• 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.)	**0**	**0**	**T**	**0%**
	• Increase enrollment in the ESS program by 7% in FY 2026:				
	○ 1. **Start** 35 new participants	**3**	**27**	**T**	**77%**
	○ 2. **Total participants served** annually in FY26 = 215	**-**	**219**	**T**	**102%**
	○ 3. **Active** participants at end of year = 205	**202**	**198**	**A**	**97%**
Employment Development Services – RaeAnn/Briann a	**Employment Planning Services**				
	• 90% of participants will complete comprehensive employment planning services (waiver and VRS) within four months of program enrollment in FY26.	**67%**	**58%**	**A**	**64%**
	• Increase Waiver Employment Exploration and Development Planning Services (all waiver) enrollment in the program by 250% in FY 2026:				
	○ 1. **Start** 75 new participants	**1**	**17**	**T**	**23%**
	○ 2. **total participants served**= 100 in FY26	**-**	**35**	**T**	**35%**
	○ 3. **Active** participants at end of year = 40	**8**	**13**	**A**	**33%**
	• Increase the average number of hours billed per month in the Employment Development Services (EDS) program for non-VRS participants in FY 2026:				
	○ 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.	**28**	**49**	**A**	**61%**
	Job Development Placement and Retention Goals:				
	• Increase VRS enrollment in FY 2026:				
	○ 1. **Start** 125 new participants	**4**	**46**	**T**	**37%**
	○ 2. **total participants served**= 150 in FY26	**-**	**96**	**T**	**64%**
	○ 3. **Active** participants at end of year = 50	**52**	**53**	**A**	**106%**
	• Place a minimum of 5 participants into competitive employment monthly (Annual target 60)	**2**	**34**	**T**	**57%**
	• Ensure 85% of those placed retain employment for 90 days (monthly goal)	**100%**	**84%**	**A**	**99%**
	• Place 80% of individuals into jobs within four months from program start	**33%**	**33%**	**A**	**41%**
IHS – Kim/Bri	• Individualized Home Support – Bill at least 1500 hours per month.	**1693**	**1544**	**A**	**103%**
	• Increase enrollment in the IHS program by 25% in FY 2026:				
	○ 1. **Start** 25 new participants	**5**	**30**	**T**	**120%**
	○ 2. **Total participants served** annually in FY26 = 96	**-**	**100**	**T**	**104%**
	○ 3. **Active** participants at end of year = 85	**82**	**74**	**A**	**87%**

Program	Goals			Total (T), Average(A),	
Hudson – Steph/LeeAnn	• Bill a minimum of 1700 service hours monthly.	**1686**	**1641**	**A**	**97%**
	• Increase enrollment in the program by 20% in FY 2026.				
	○ 1. **Start** 6 new participants	**0**	**2**	**T**	**33%**
	○ 2. **total participants served**= 27 in FY26	**-**	**22**	**T**	**82%**
	○ 3. **Active** participants at end of year = 25	**21**	**21**	**A**	**84%**
	• 85% of participants in enrichment classes will participate in community classes.	**85%**	**87%**	**A**	**102%**
	• At least once a month, a community member/group will come to ProAct for a program or project	**100%**	**70%**	**A**	**70%**
Eagan DSS – Steph	• Bill a minimum of 16,000 service hours monthly.	**16,631**	**15,064**	**A**	**94%**
	• Increase enrollment in the program by 10% in FY 2026.				
	○ 1. **Start** 30 new participants	**1**	**21**	**T**	**70%**
	○ 2. **total participants served**= 230 in FY26	**-**	**199**	**T**	**87%**
	○ 3. **Active** participants at end of the year = 195	**185**	**185**	**A**	**95%**
	• 85% of participants in enrichment classes will participate in community classes.	**71%**	**76%**	**A**	**89%**
	• At least once a month, a community member/group will come to ProAct for a program or project	**0%**	**10%**	**A**	**10%**
	• Provide virtual enrichment programming to a minimum of 35 participants, bill 800 hours per month	**30**	**30**	**A**	**86%**
	(Eagan, Shakopee, Hudson, Red Wing) per month.	**515**	**528**	**A**	**66%**
Shakopee – Ali	• Bill a minimum of 13,000 service hours monthly.	**12,729**	**11,938**	**A**	**92%**
	• Increase enrollment in the program by 15% in FY 2026.				
	○ 1. **Start** 25 new participants	**2**	**15**	**T**	**60%**
	○ 2. **Total participants served**= 155 in FY26	**-**	**142**	**T**	**92%**
	○ 3. **Active** participants at end of the year = 144	**129**	**126**	**A**	**88%**
	• 85% of participants in enrichment classes will participate in community classes.	**58%**	**58%**	**A**	**68%**
	• At least once a month, a community member/group will come to ProAct for a program or project	**100%**	**100%**	**A**	**100%**
Red Wing DSS - Gloria	• Bill a minimum of 9000 service hours per month in DSS.	**10,134**	**9339**	**A**	**104%**
	• Increase RW DSS enrollment in the program by 10% in FY 2026.				
	○ 1. **Start** 20 new participants	**2**	**6**	**T**	**30%**
	○ 2. **total participants served**= 133 in FY26	**-**	**120**	**T**	**90%**
	○ 3. **Active** participants at end of the year = 117	**115**	**112**	**A**	**96%**
	• 85% of participants in enrichment classes will participate in community classes.	**92%**	**80%**	**A**	**94%**
	• At least once a month, a community member/group will come to ProAct for a program or project	**100%**	**100%**	**A**	**100%**
Training/Transportation - Jane	• Mandatory training assigned on the first business day of each month	**100%**	**100%**	**A**	**100%**
	• 95% of assigned staff finish mandatory training by the 22nd of each month	**98%**	**97%**	**A**	**102%**
	• 100% of assigned staff finish mandatory training by the end of each month.	**100%**	**100%**	**A**	**100%**
	• Ensures 100% vehicle inspection forms are completed for each site monthly	**97%**	**95%**	**A**	**95%**
Enclaves - Jessie	• Add 1 enclave over the course of the year in Eagan.	**0**	**0**	**T**	**0%**
	• Bill 100 hours of ESS 1:1 at DARTS per month (direct or indirect)	**0**	**39**	**A**	**39%**
	• Add 1 enclave over the course of the year in Red Wing	**0**	**0**	**T**	**0%**

DocuSign Envelope ID: 464A63E8-3CCC-4A3B-B0F5-9FF63E3D5853

BY-LAWS

ARTICLE I
PLACE OF BUSINESS

The name and address of the registered office of the corporation shall be:

ProAct, Inc.
3195 Neil Armstrong Blvd.
Eagan, MN 55121

The corporation may have such additional offices within the State of Minnesota, or other states, as may be from time to time determined by the Corporation.

ARTICLE II
MEMBERSHIP

SECTION 2.1 Members The members of the Board of Directors of the corporation shall be the only members of the corporation and such persons shall have voting rights only as Directors. No immediate family member of an agency employee shall be eligible for membership to the Board of Directors except for individuals receiving services. The President/Chief Executive Officer is considered an Ex- Officio member and does not act as a voting member.

SECTION 2.2. Eligibility Any adult with a strong commitment to the mission of the agency shall be considered as a candidate for Director openings upon receipt of a letter requesting consideration.

SECTION 2.3. Property Rights No member shall have any right, title or interest in or to any property of the corporation.

ARTICLE III
BOARD OF DIRECTORS

SECTION 3.1 Number of Directors The government of the corporation and the management of its affairs and property shall be vested in a Board of Directors of no less than nine (9) or more than fifteen (15) directors with the number to be determined from time to time by the Board of Directors. The term of office of each member of the board shall be for three (3) years, measured from the first day of the fiscal year with no more than five (5) director terms expiring at the end of any one fiscal year. Directors of this corporation shall be elected by a majority vote of the directors present at a meeting of the Board of Directors duly called for such purpose. Any vacancy occurring because of the death, resignation or removal of a director, or because of an increase in the number of members of the Board of Directors, shall be filled by the remaining directors for the unexpired term of such director. For terms commencing after July 1, 2020, no Director shall be eligible to serve more than three full consecutive terms.

DocuSign Envelope ID: 464A63E8-3CCC-4A3B-B0F5-9FF63E3D5853

SECTION 3.2 Removal Any member of the Board may be removed by a two-thirds (2/3) vote of the Board for neglect of duty, misconduct, or malfeasance after being given written statement of charges and an opportunity to be heard. The Board of Directors shall review attendance records of the Board members periodically. All directors who fail to attend three (3) consecutive regular Board meetings or accumulate four (4) unexcused absences in a twelve (12) month period, shall be required to provide to the board an explanation of his/her intent.

SECTION 3.3 Meetings Meetings of the Board of Directors, except such as are required by law to be transacted at the registered office, may be held at such place or places within the State of Minnesota as may be from time to time determined. The Board of Directors shall also have authority to fix regular meetings of the Board. There shall be a minimum of four Board meetings held in any given year. Special meetings of the Directors may be held at any time upon call of the Chairperson or any two (2) members of the Board of Directors.

SECTION 3.4. Notice Notice of all meetings of the Board of Directors shall be given by the Secretary or his/her designee to each Director by mail, telephone, or email, not less than two (2) business days prior to the date of the meeting.

SECTION 3.5 Quorum A number equal to thirty-three percent (33%) of the Board of Directors shall constitute a quorum at all Directors' meeting, but the directors present at any meeting, although less than a quorum, may adjourn the meeting from time to time. At all meetings of the Board of Directors, each director shall be entitled to cast one vote on any question coming before the meeting. A majority vote of the directors present at any meeting, if there be a quorum, shall be sufficient to transact any business, unless a greater number of votes is required by law or these Bylaws. A director shall not appoint a proxy for himself or herself or vote by proxy at a meeting of the Board of Directors. A director who is present at a meeting of the Board of Directors when an action is taken is presumed to have assented to the action unless the director votes against the action or is prohibited from voting on the action.

SECTION 3.6 Adjourned Meetings. When a meeting of the Board of Directors is adjourned to another time or place, notice of the adjourned meeting need not be given other than by announcement at the meeting at which adjournment is taken.

SECTION 3.7 Written Action. Any action that could be taken at a meeting of the Board of Directors may be taken by written action signed by all of the directors.

SECTION 3.8 Director Conflicts of Interest. This corporation shall not enter into any contract or transaction with (a) one or more of its directors, (b) a director of a related organization (within the meaning of Minnesota Statutes, section 317A.011, subd. 18), or (c) an organization in or of which a director is a director, officer or legal representative or has a material financial interest; unless the material facts as to the contract or transaction and as to the director's interest are fully disclosed or known to the Board of Directors, and the Board of Directors authorizes, approves, or ratifies the contract or transaction in good faith by the affirmative vote of a majority of the directors (without counting the interested director), at a meeting at which there is a quorum without counting the interested director. Failure to comply with the provisions of this Section 3.8 shall not invalidate any contract or transaction to which this corporation is a party. This Section does not authorize any act of "self-dealing" as defined in Section 4941 (a) of the Internal Revenue Code of 1986.

DocuSign Envelope ID: 464A63E8-3CCC-4A3B-B0F5-9FF63E3D5853

SECTION 3.9 Duties of the Board of Directors The duties of the Board of Directors shall include, but not be limited to, the following:

a. Accept ultimate legal authority for the agency.

b. Establish a clear mission for the organization.

c. Formulate a strategic plan to accomplish the mission.

d. Hire a competent President/Chief Executive Officer and support that individual in the position.

e. Ensure a fair system of policies and procedures for human resource management.

f. Commission, receive, and act upon an annual audit.

g. Establish an effective structure, with active appropriate committees to meet the agency's functions and needs.

h. Review its own make-up to ensure representation of all appropriate constituencies and skills.

i. Evaluate the performance of the President/Chief Executive Officer.

j. Take appropriate corrective action in all of the above.

ARTICLE IV
OFFICERS

SECTION 4.1 Election of Officers The officers shall be elected by the Board of Directors at the first full Board meeting of the new fiscal year. The officers of this corporation shall be a Chairperson, a Vice Chairperson, a Secretary, a Treasurer and such other officers as the Board of Directors may from time to time designate. Officers shall be elected by the Board of Directors to serve for terms of one year and until their respective successors are chosen and have qualified. Any officer may at any time be removed by the Board of Directors with or without cause. The same person may hold more than one office at the same time, except the offices of Chairperson and Vice Chairperson.

SECTION 4.2. Chairperson The Chairperson, or, in his/her absence the Vice Chairperson, shall preside at all meetings of the Board of Directors. The Chairperson, under the direction of the Board of Directors, shall have general charge of the business of the corporation. The Chairperson shall execute on behalf of this corporation, or such other persons as may be designated by the Board of Directors shall execute, all contracts, deeds, conveyances and other instruments in writing which may be required or authorized by the Board of Directors for the proper and necessary transaction of the business of this corporation.

DocuSign Envelope ID: 464A63E8-3CCC-4A3B-B0F5-9FF63E3D5853

SECTION 4.3. Vice Chairperson The Vice Chairperson shall have such powers and shall perform such duties as may be assigned by the Board of Directors. In the absence of the Chairperson or the inability of the Chairperson to act, the Vice Chairperson shall have the powers herein delegated to the Chairperson.

SECTION 4.4. Secretary The Secretary shall insure that a record of all meetings of the Board of Directors and Executive Committee are kept and shall review and approve the same and if requested, furnish copies of the minutes of each meeting to the members of the Board of Directors. The Secretary shall perform such other duties as may be assigned to the Secretary in the Articles of Incorporation or by the Board of Directors.

SECTION 4.5 Treasurer The Treasurer shall be the Chair of any Finance Committee and establish policy for the custody of the funds and property of the corporation, and when necessary and proper, shall endorse for payment or collection on behalf of the corporation, checks and notes that the Board of Directors may designate. He/she shall establish policy to keep a full and accurate account of all receipts and disbursements of the corporation. He/she shall have signature authority to sign receipts, and issue checks and vouchers for the corporation.

ARTICLE V
COMMITTEES

SECTION 5.1. Committees The Board of Directors may use Standing Committees and Advisory Committees to make decisions when necessary to carry out operations, review information, analyze alternatives and make recommendations to the Board related to legally binding agreements or contracts. Each such committee shall have such duties and responsibilities as are granted to it from time to time by the Board of Directors. Each such committee shall at all times be subject to the control and direction of the Board of Directors. Membership of Standing Committees shall be primarily Board members supported by staff, consultants, and advisors as deemed necessary. Membership of Advisory Committees shall vary depending on the function of the Committee. The Committee membership shall be Board members, staff, or volunteers. Specific duties of the Board Committees shall be established by the Board of Directors.

SECTION 5.2 Executive Committee The Board of Directors may designate an Executive Committee composed of at least three directors. The Executive Committee shall have the authority of the Board of Directors in the management of the business of this corporation in the interval between meetings of the Board of Directors. The Executive Committee shall at all times be subject to the control and direction of the Board of Directors.

SECTION 5.3 Finance Committee The Board of Directors may designate a Finance Committee composed of the Treasurer and two directors. The Treasurer will be the Chairperson of the Finance Committee. The Finance Committee shall have the authority of the Board of Directors in the management of business of this corporation relating to audits in the interval between meetings of the Board of Directors. The Finance Committee shall at all times be subject to the control and direction of the Board of Directors.

SECTION 5.4 Meetings and Voting Meetings of each committee may be held at such time and place as are announced at a previous meeting of the committee. Meetings of any committee may also be called at any time by the chair of the committee or by the Chairperson of the Board of

DocuSign Envelope ID: 464A63E8-3CCC-4A3B-B0F5-9FF63E3D5853

Directors, on at least five days' notice by mail, or two days' oral notice by telephone or in person. Appearance at a meeting is deemed to be a waiver of notice unless the committee member objects at the beginning of the meeting to the transaction of business because the meeting is not lawfully called or convened and the committee member does not participate in the meeting. At all meetings of a committee of this corporation each member thereof shall be entitled to cast one vote on any question coming before such meeting. The presence of a majority of the membership of any committee of this corporation shall constitute a quorum at any meeting thereof, but the members of a committee present at any such meeting, although less than a quorum, may adjourn the meeting from time to time. A majority vote of the members of a committee of this corporation present at any meeting thereof, if there be a quorum, shall be sufficient for the transaction of the business of such committee. Any action that could be taken at a committee meeting may be taken by written action signed by all members of the committee.

ARTICLE VI
PRESIDENT/CHIEF EXECUTIVE OFFICER

The Board of Directors shall hire a President/CEO who shall be the Chief Executive Officer and delegate to such President/CEO the duties necessary to manage and direct the agency in accordance with Board's policies, procedures, and directives.

ARTICLE VII
DISTRIBUTION OF ASSETS UPON DISSOLUTION

Upon dissolution of the corporation and after payment of all costs and expenses incidental thereto, and payment of all liabilities and obligations of the corporation, the assets remaining shall not be diverted from the use or purpose of this corporation, but shall be transferred or conveyed to one or more organizations which are exempt under Section 501(c)(3) of the Internal Revenue Code, or shall be transferred or conveyed to the State of Minnesota for a public purpose as designated by the Board of Directors.

ARTICLE VIII
AMENDMENTS TO BY LAWS

The Board of Directors of this Corporation may make, adopt, and alter the By-laws of this Corporation. An addition or amendment to the By-laws shall occur in the following sequence:

a. A proposed addition or amendment shall be presented as a "first reading" at any meeting of the Board of Directors.

b. The proposed change is made available to all persons requesting a copy.

c. Vote for adoption shall occur at a second meeting of the Board of Directors held at least a full two weeks after the meeting at which the first reading occurred.

d. All changes must pass by two-thirds majority vote with the allowance of electronic voting.

DocuSign Envelope ID: 464A63E8-3CCC-4A3B-B0F5-9FF63E3D5853

ARTICLE IX
INDEMNIFICATION

To the full extent permitted by any applicable law, this corporation shall indemnify each person made or threatened to be made a party to any threatened, pending or completed civil, criminal, administrative, arbitration, or investigative proceeding, including a proceeding by or in the right of this corporation, by reason of the former or present capacity of the person as -

(a) a director, officer, employee or member of a committee of this corporation or,

(b) a director, officer, partner, trustee, employee or agent of another organization or employee benefit plan, who while a director, officer or employee of this corporation, is or was serving the other corporation at the request of this corporation or whose duties as a director, officer or employee of this corporation involve or involved such service to the other corporation,

against judgments, penalties, fines (including, without limitation, excise taxes assessed against the person with respect to an employee benefit plan), settlements, and reasonable attorneys' fees and disbursements, incurred by the person in connection with the proceeding.

Indemnification provided by this section shall continue as to a person who has ceased to be a director, officer, employee or committee member, shall inure to the benefit of the heirs, executors and administrators of such person and shall apply whether or not the claim against such person arises out of matters occurring before the adoption of this section. Any indemnification realized other than under this section shall apply as a credit against any indemnification provided by this section.

This corporation may, to the full extent permitted by applicable law from time to time in effect, purchase and maintain insurance on behalf of any person who is or was a director, officer, employee or a member of a committee of this corporation against any liability asserted against such person and incurred by such person in any such capacity.

ARTICLE X
MISCELLANEOUS

SECTION 10.1 Fiscal year Unless otherwise fixed by the Board of Directors, the fiscal year of this corporation shall begin on July 1st and end on the succeeding June 30th.

SECTION 10.2 Corporate seal This corporation shall have no seal.

SECTION 10.3 Electronic communications A director or committee member may participate in a meeting by any means of communication through which such person, other persons so participating, and all persons physically present at the meeting may simultaneously hear each

DocuSign Envelope ID: 464A63E8-3CCC-4A3B-B0F5-9FF63E3D5853

other during the meeting. Participation in a meeting by that means constitutes presence in person at the meeting. A conference among directors or committee members by any means of communication through which such persons may simultaneously hear each other during the conference is a meeting of the Board of Directors or committee, as the case may be, if the same notice is given of the conference as would be required for a meeting, and if the number of persons participating in the conference would be sufficient to constitute a quorum at a meeting. Participation in a meeting by that means constitutes presence in person at the meeting.

SECTION 10.4 Authority to Borrow, Encumber Assets No director, officer, agent or employee of this corporation shall have any power or authority to borrow money on its behalf, to pledge its credit or to mortgage or pledge its real or personal property except within the scope and to the extent of the authority delegated by resolutions adopted from time to time by the Board of Directors. Authority may be given by the Board of Directors for any of the above purposes and may be general or limited to specific instances.

SECTION 10.5 Deposit of Funds All funds of this corporation shall be deposited from time to time to the credit of this corporation in such banks, trust companies or other depositories as the Board of Directors may approve or designate, and all such funds shall be withdrawn only in the manner or manners authorized by the Board of Directors from time to time.

ARTICLE XI
PARLIAMENTARY PROCEDURE

The parliamentary procedure known as "Roberts Rules of Order" shall be the governing authority for meetings of the Board of Directors.

These By Laws have been adopted by the Board of Directors following the second reading thereof on this 4th day of June, 2024.

DocuSigned by:
Paul Kramp
A85438F58242412...
Secretary

6/27/2024
Date

ProAct Communications Board Report

JUNE 2026

UPDATES & EVENTS

- ProAct's communications team is working with participants and guardians to produce content highlighting **Employment and IHS success stories**. The story highlighting **participant Justin** is under guardian's review prior to publishing.
- ProAct's communications team coordinated with **MOHR** to highlight the recent **Shakopee Open House on their newsletter.**
- ProAct's communications team is coordinating with individual sites to highlight upcoming events like the **parking lot party** in Shakopee.

ProAct, Inc.
Published by Zoho Social · May 14 at 9:00 AM

One fun day after another at A Great Day Farm



SOCIAL MEDIA HIGHLIGHTS

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

- Content highlighting the participants bowling received the highest engagement with over 3,200 impressions.
- Content featuring participants cooking received the second highest engagement with over 2,300 impressions.
- Content featuring participants at A Great Day Farm received the third highest engagement with over 2,200 impressions.

ProAct, Inc.
May 25 at 11:30 AM

Set them up and knock them down! Bowling for strikes!

