Building Trust
Opening Possibilities
Celebrating New Horizons and Unwavering Commitment



Dear Friends & Family of ProAct,

As we look back on 2026, we are filled with immense pride in what ProAct Inc. has accomplished and gratitude for the steadfast community that makes our mission possible. Over the past year, our commitment to maximizing individual potential and enhancing the quality of life for adults with disabilities has reached new heights, driven by physical growth, strategic investments, and an unwavering dedication to integrity.

The defining highlight of 2026 was the grand opening of our brand new facility at 4301 Dean Lakes Boulevard in Shakopee. What started a year ago as a search for a new home transformed into a landmark opportunity. Offering twice the space of our previous site, this location allowed us to expand our programming. We officially celebrated this milestone during a very successful open house event, complete with a ribbon-cutting ceremony alongside the Shakopee Chamber of Commerce, the Mayor of Shakopee, and our wonderful community. The community's enthusiastic turnout was a powerful reminder of the strength of our local partnerships and the bright future ahead for the individuals we serve in the region.

At the same time, we would be remiss if we did not address the broader landscape in which we operate. Over the past year, ongoing conversations and investigations surrounding fraud across Minnesota have dominated public discussion. At times, disability service providers have found themselves lumped together in sweeping news coverage and high-level reviews.

ProAct prides itself not only on its rigorous internal controls, strict accounting practices, and robust operational protections against fraud but also on our commitment to external scrutiny. Through our regular community validation process, ProAct has once again been thoroughly reviewed and cleared.

While statewide investigations are necessary to protect public trust, ProAct, alongside many other high-quality programs across Minnesota, remains steadfast in our resolve to ensure that every dollar intended to support individuals with disabilities actually reaches and enriches our disability community. Transparent stewardship of funding is not just a regulatory requirement for us; it is a fundamental pillar of our promise to our participants and their families.

For over 50 years, ProAct's mission has been built on trust, excellence, and person-centered support. As we celebrate the momentous successes of 2026 and look toward the future, we remain deeply grateful for your continued faith in our work. Together, we will continue creating pathways to self-sufficiency and ensuring our participants thrive in every community we serve.

Thank you for your continued support.

Brian Knapp
Board Chair

Judie Foster-Lupkin
President & CEO

947
people received services

38
people served via DSS virtual services

405
people received employment services

27
people placed in independent community jobs

ProAct's primary service areas include the Minnesota counties of Dakota, Goodhue, Hennepin, Ramsey, Scott, Wabasha and Washington as well as Pierce and St. Croix counties in Wisconsin.

MISSION: To provide person-centered services that enhance the quality of life for people with disabilities in the areas of employment, life skills, and community inclusion.

STRATEGIC PLAN: ProAct's performance management and improvement system is based on strategic goals that flow from our mission: "To provide person-centered services that enhance the quality of life for people with disabilities in the areas of employment, life skills, and community inclusion". To achieve these goals, ProAct will:

- Support relevant person-centered services for people with disabilities by providing day programs, training, and work to remove barriers to employment
- Develop and operate business services to support our mission
- Preserve organizational agility and vitality to achieve desired outcomes
- Inform and influence our external environment to improve the lives of people with disabilities, and our ability to provide them with quality services

DIVERSITY & INCLUSION: ProAct is committed to creating and maintaining a diverse and inclusive workforce that reflects the people and communities it serves. Diversity embodies all differences that make up unique individuals. Inclusion entails building an environment where those differences are valued.



Program Goals & Outcomes

ENRICHMENT PROGRAMMING includes an array of services facilitated at ProAct locations, virtually and in the community. Available programming includes classes in fine arts and communication, health and wellness, science and our world, essential life skills, crafting and games, work skills development and maintenance, and leisure club.

EMPLOYMENT SERVICES include assessment and employment exploration services to help individuals identify skill sets and career pathways, explore job opportunities, and participate in job shadows and work tryouts in preparation for the job search.

Employment development assists individuals with securing competitive employment in the community through a job search process that includes resume development, mock interviews, targeted job leads, and more. ProAct provides support to ensure stability in the job post-placement.

ProAct also provides employment exploration programming designed for students with disabilities in 9th grade through the age of 21 enrolled in school.

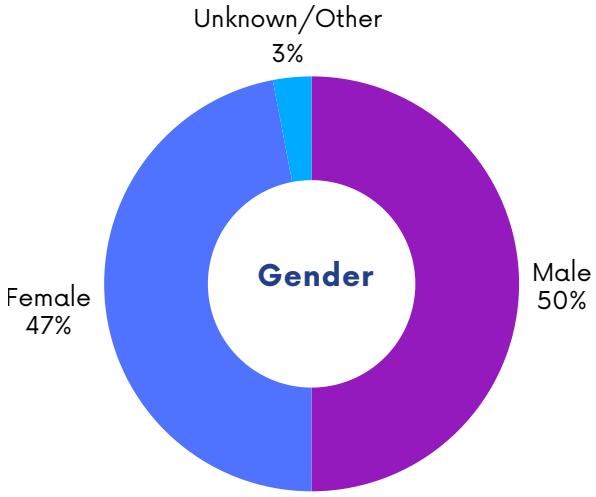
EMPLOYMENT SUPPORT SERVICES include long-term employment services that provide individuals the assistance needed to maintain and excel in the competitive workplace. Services include ongoing counseling, workplace and remote coaching, and general support.

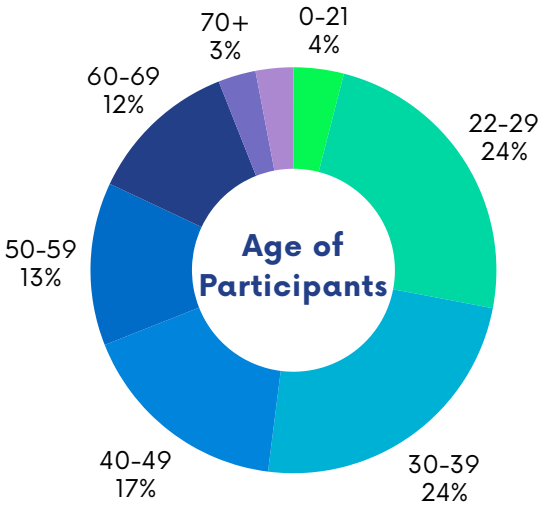
Group Employment Support Services (enclaves) provide paid employment opportunities in the community. Participants complete work assignments working in groups and under the direct supervision of a ProAct staff member to assist them in preparing for independent employment. These services are provided at ProAct's Red Wing and Eagan locations.

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

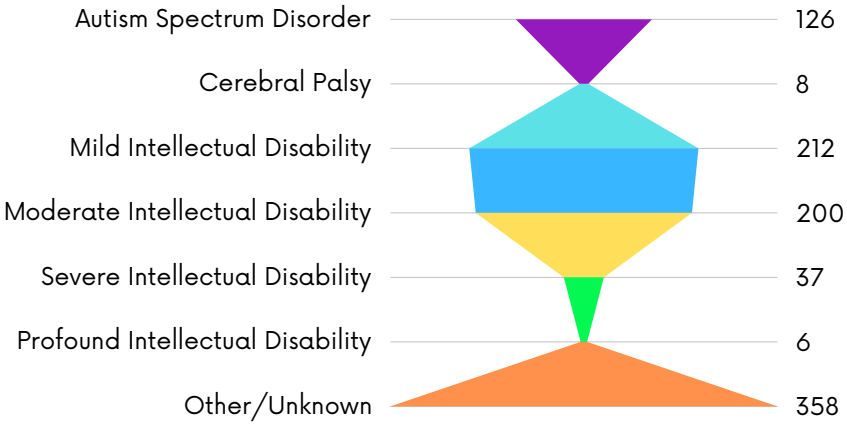
BUSINESS SERVICES include production warehouse operations in Eagan. ProAct has relationships with customers to assemble and prepare kits, packaging, palletize and ship products. ProAct's business services provide additional support to its overall mission.

Demographics



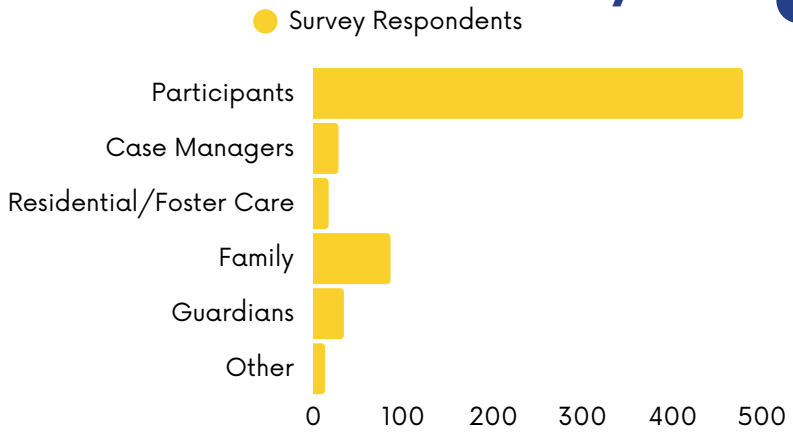


Primary Disability





2026 Satisfaction Survey



> I'm so happy with all the services ProAct provides!
>
> Great Program, GREAT people working there, cannot recommend this program enough.
>
> I appreciate all you do for our incredible community.

Each year, ProAct surveys its stakeholders to determine their levels of satisfaction. From participants to family members, case managers, county and Vocational Rehabilitation Services (VRS) staff members, the questionnaire is useful to the agency's leadership to determine possible programming improvements and enhancements. From the 671 who responded to the survey, the nonprofit was pleased to learn that **96 percent** of those surveyed said programming reflects the participant's current personal interests, needs and desires, and **99 percent** of survey respondents are totally satisfied with the services they receive from ProAct. Additionally, **95 percent** of those surveyed said ProAct maintained consistent communications with its stakeholders.

Financials

ProAct purchased a building immediately subsequent to FY25 year end. As a result, the long-term right of use asset and long term lease liability were written off effective 6/30/25. Shakopee services were moved into the new building in January 2026.

Statements of Activities and Changes in Net Assets

	2026	2025
Revenues		
Program Services Fees	11,305,827	10,611,812
Consumer Employment Services	1,793,386	1,917,153
Contributions and Grants	50,954	246,235
Other, Including Investment Income (Loss)	1,121,883	1,231,257
Total Revenues	**$14,272,050**	**$14,006,457**
Expenses		
Program Services		
Employment Services	841,264	924,354
Day Services	8,451,570	7,144,562
Vocational Services	454,860	552,818
Eagan Production	1,209,055	1,762,294
Total Program Services	**$10,956,749**	**$10,384,028**
Support Services		
Management and General	1,649,955	1,650,740
Fundraising		-
Total Support Services	**$1,649,955**	**$1,650,740**
Total Expenses	**$12,606,704**	**$12,034,768**
Change in Net Assets	**$1,665,346**	**$1,971,689**

Statements of Financial Position

	2026	2025
Current Assets	15,055,370	20,825,258
Land, Building, and Equipment, Net	10,462,230	3,917,677
Long-Term Investments	4,134,932	3,372,257
Other Long-Term Assets		
Total Assets	**$29,652,532**	**$28,115,192**
Total Liabilities	**$931,832**	**$1,059,838**
Net Assets - w/o Donor Restrictions		
Designated	5,000,000	5,000,000
Undesignated	23,720,700	22,055,354
Net Assets - w/ Donor Restrictions	-	-
Total Net Assets	**$28,720,700**	**$27,055,354**
Total Liabilities and Net Assets	**$29,652,532**	**$28,115,192**

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









Stories of Success from 2026

Home Sweet Home Shakopee

Following the milestone purchase of 4301 Dean Lakes Boulevard, ProAct officially opened the doors to its new Shakopee facility this year, marking an exciting new chapter for our participants, staff, and programming. To celebrate the debut of this expanded space, ProAct hosted an open house that brought together participants, families, community partners, and local leaders, including representatives from Senator Amy Klobuchar's office, the Shakopee Chamber of Commerce, and Shakopee Mayor Matt Lehman.

Underscoring our deep relationship with the Shakopee community, the Mayor officially proclaimed the day as "ProAct Day" across the city.

This welcoming, modern facility positions ProAct to deepen its regional impact, expand vital vocational and day support services, and foster community inclusion for years to come.









Thank you so much for all [she] has experienced at ProAct. It has been such a joy to see her world expand and her self-efficacy improve!

- Guardian of a Participant

Accessibility Through Community

During the 2025 Give to the Max Day, the generosity of our supporters empowered ProAct to acquire new Hoyer lifts to enhance physical accessibility for our brand new Shakopee site. These specialized mechanical lifts ensure safer, smoother, and more comfortable transfers for individuals with mobility challenges, providing essential physical support throughout their daily programming.

Thanks to our committed community, ProAct continues to eliminate physical barriers, creating a safer environment for our direct support professionals and empowering participants to engage fully with the activities, peers, and opportunities that matter most to them.

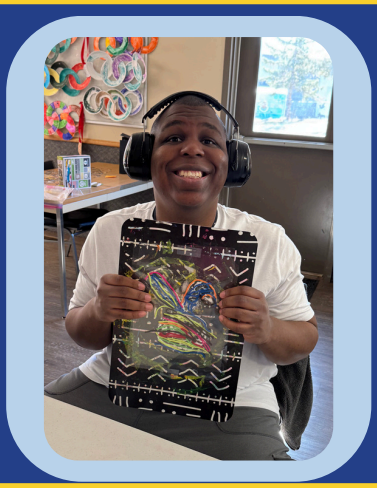


I was really glad to get accepted into the day support services program. All the staff are extremely nice!

- A ProAct Participant









The experience far exceeded my expectations.

- Guardian of a Production Skills Participant

Inspiring Journeys: The ProAct Talent Spotlight Series

At ProAct, maximizing individual potential and opening doors to greater self-sufficiency are at the core of everything we do. To celebrate the remarkable personal and professional achievements of the people we serve, ProAct launched the Talent Spotlight blog series on our website.

This recurring series goes behind the scenes to highlight participants who are breaking barriers, achieving career milestones, and leading thriving, independent lives. From mastering new workplace responsibilities and building long-term careers with community business partners to utilizing Individualized Home Supports (IHS) to live autonomously, each story is a testament to the power of person-centered support, resilience, and hard work.

Explore the inspiring journeys featured in the series so far:

Andrea – Champion athlete, passionate advocate, and Special Olympics Global Messenger inspiring everyone around her through her leadership and drive.
Read about Andrea!

Colleen – Celebrating an incredible 34-year career milestone at Casper's in Eagan, showcasing dedication, personal growth, and community connection.
Read about Colleen

Justin – Published author and creative talent who transformed personal passion into professional expertise and independent excellence.
Read about Justin!

Millie – Trailblazer who made ProAct history as the first participant hired directly into a new internal production assistant role, while building life skills through IHS.
Read about Millie!

Trisha – Dedicated customer service champion at TJ Maxx whose commitment and positive spirit exemplify the rewards of long-term employment support.
Read about Trisha!











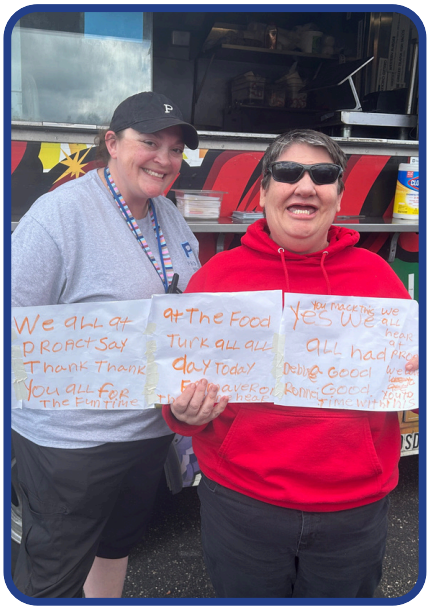
> **It means so much how Proact always goes the extra mile in caring for and about clients. I so appreciate knowing he has people looking out for him!**
> - Guardian of a Participant

Annual Fund Donors

Ann Abere
Craig Amundson
Robert Armfield
Patricia Arneson
Cindy Berger
Julie Blanch
Michael Brewer
Ali Brown
Susan Butler
John & Patricia Christiansen
Doug Cowles
Richard Cowles
Robert & Pat Davis
Chris Ek
Robert Elsenpeter
Judie Foster-Lupkin
Lois Geyen
Robert & Gerilee Greeley
Forrest Green
Sue Grothe
Sandi Hara
Kathie Harrington
Bonie Haulton
Jerry And Janet Hennen
Mr. & Mrs. Hjerpe
Jill Jacobs
Pat Jones
Lynn Kantaris-Anderson
Liza & Steven Kiwus
Pat & Deb Knaeble
Barb Knapp
Karen Leiferman
Trent & Pam Manteuffel
Teri McCloughan
Willis & Mary Miller
Jeanne Moe
Denise Moen
Ernest & Denise Moen
Darla Nemec
Ute Palm
Nancy Peterson
Cindy Pipp
Jack & Deb Pribyl
Steve Quirk
Kirby Richter
Robert Richter
Tammy & Bob Robotka
Nick & Peggy Rolfes
Susan Rundell
Dick & Patti Rupert
Darci Sauer
Fred Schulze
Lester Or Lanaye Shauer
Scott & Karleen Shellum
Cynthia Staples
Valentia Stasyuk
Ariel & Carol Stephan
Noland Stewart
Vicki Storms
Mike & Denise Strack
Peter Stutler
Jeff Thames
Rod Tietz
Anna Unger
Cherlyn Vogel
Peggy Walsh
Hal Weldin
Mike & Kathy Wilmes
Paula Witt
Pam Wondra
Dan & Ann Young

Business & Community Donors

Bituminous Roadways
Dakota County Regional Chamber
Knights Of Columbus
Knights Of Columbus #1223
Knights Of Columbus #1600
Knights Of Columbus #2400
Knights Of Columbus #2751
Knights Of Columbus #5569
Knights Of Columbus #8367
Knights Of Columbus #9096
Minnesota Golf Charity Events
Minnesota Valley Electric Trust
Rosemount VFW #9433
Oestreich Repair
Sullivan Group
Traxler Wealth Management
Borealis Bowls
John Worrell - Hoene & Worrell
Charlie Utke - Utke-Taft Properties



In Memory of:

Sara Strom for Carmen Strom
Richard Radman for Donald Radman
John & Charlene Gralish for Joseph Casey
Carla Cooper for Josie Murray
Paul Just for Josie Murray
Meggen Lindsay Berlute for Josie Murray
Jodi Beuch for Joyce Radke
Sandy Aman for Lisa Ludowese
Joe And Kim Benedict for Lisa Ludowese
Tyler Bialeschki for Lisa Ludowese
Eric Bialeschki for Lisa Ludowese
Rosemary & Pat Devitt for Lisa Ludowese
Amy Dorn for Lisa Ludowese
Elmer Family for Lisa Ludowese
Earl And Julie Fietek for Lisa Ludowese
Friske Family for Lisa Ludowese
Julie Fritzer for Lisa Ludowese
Kristen & Dan Giles for Lisa Ludowese
Patrick Hayes for Lisa Ludowese
Ramona Hennen for Lisa Ludowese
Dave Huttner for Lisa Ludowese
Jennifer Laurienzo for Lisa Ludowese
Lynn Loftus for Lisa Ludowese
Sparky And Susie Mahowald for Lisa Ludowese
Cathy And Chuck Maloney for Lisa Ludowese
Viviana Martinez for Lisa Ludowese
Amy Mattila for Lisa Ludowese
Colleen McCarthy for Lisa Ludowese
Anthony McDonald for Lisa Ludowese
Johnny & Maureen Muelken for Lisa Ludowese
Katie Myler for Lisa Ludowese
Nordlund Family for Lisa Ludowese
Phil & Sarah O'Konski for Lisa Ludowese
Lori & Vince Paulus for Lisa Ludowese
Megan & Dan Paulus for Lisa Ludowese
Katie Paulus for Lisa Ludowese
Linda Roach for Lisa Ludowese
Roberge Family for Lisa Ludowese
Deborah & Tim Ross-Coen for Lisa Ludowese
Janelle And Gary Schmitz for Lisa Ludowese
Shelley Schmokel for Lisa Ludowese
Matt & Mary Sokol for Lisa Ludowese
Bruce & Betty Thomas for Lisa Ludowese
Heidi & Rachel Thompson for Lisa Ludowese
David & Lana Utecht for Lisa Ludowese
Thomas Wilgenbusch for Lisa Ludowese
Susan & Tory Wright for Lisa Ludowese
John Zak for Lisa Ludowese
Elizabeth Zeiler for Lisa Ludowese
Joan Zweber for Lisa Ludowese
Rammer Family for Lisa Ludowese
David & Kathryn Knott for Mickey Dillon
Dan & Donna Devine for Missy Devine
Timothy & Betty Devine for Missy Devine
Karen Landin for Missy Devine
Daniel & Mary Meyers for Missy Devine
Lu-Anne & David Scheerer for Missy Devine
Nancy State for Missy Devine
Norm & Denie Sticha for Missy Devine

In Honor of:

Linda Estes in honor of Rachel Estes
Debra Utecht in honor of Lisa Utecht
Tom Litke in honor of ProAct Staff

I am amazed at the many varied and unique subject lines ProAct offers. Amazing.

- Community Residence Team Member

Board Members

Brian Knapp
Chair
3M Fall Protection
Red Wing, Minnesota

Steve Quirk
Vice Chair
Quirk's Media
Minneapolis, Minnesota

James Louwagie (ret.)
Treasurer
Merchants Bank
Lakeville, Minnesota

Paul Kramp
Secretary
Alliance Bank
Red Wing, Minnesota

Mary Ellen Leary
Past Chair
The MEL Group
Eagan, Minnesota

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

Pat Jones
Director
Superior Home Care
Lakeville, Minnesota

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

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

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

Key Staff

Judie Foster-Lupkin
President and CEO

Melissa Munce
Finance Director

Jo Ann Peine
Human Resources Director
Corporate Compliance Officer

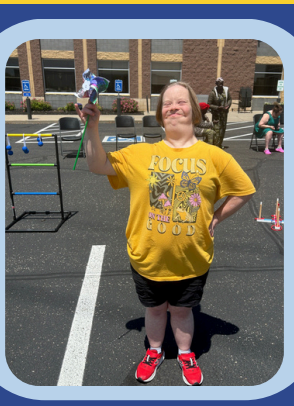
Doug Cowles
Program Director
Day Support Services

Anna Shields
Program Director
Employment Services
Individualized Home Supports









DEPARTMENT OF HUMAN SERVICES

EMPLOYMENT AND ECONOMIC DEVELOPMENT

WISCONSIN DWD Department of Workforce Development

United Way

ASPIRE to Excellence® carf ccac ACCREDITED

Charities Review Council™ MEETS STANDARDS smartgivers.org

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