



Then & Now: Fifty Years of Enriching Lives at ProAct



Dear Friends of ProAct,

It's amazing to look back on a half century of success and growth at ProAct. Over the decades, we have served thousands of participants and their families, and have been a tireless champion of opportunity and inclusion for our participants. And we're just getting started.

In the 1960s, the original Owobopte opened its doors as a sheltered workshop providing employment-related programming – the first of its kind outside the Twin Cities. In 1969, the Interstate Rehabilitation Center was established in Red Wing, and saw the eventual merger of those two organizations. In 2009, the Hudson Program opened to serve individuals with disabilities in western Wisconsin, along with acquiring Scott County New Options in 2018, all of these sites have created ProAct, Inc. as we know it today.

Over the years, ProAct has grown and expanded its services to include employment development and support, in-home support services, enrichment programming, virtual classes, and more. Throughout every change and expansion, our commitment remains steadfast to improving the quality of life for people with disabilities. It's been amazing to see ProAct evolve to serve more participants in more communities.

This year, we've continued our focus on growth and ensuring our work elevates our mission as we transitioned away from our work floor model. In April, ProAct closed its last center-based work eliminating our 14c subminimum wage certification.

While our work floors provided meaningful memories and job skills to participants for many years, we are excited about what this change means for our participants. Trends toward enrichment programming and independent employment provide numerous opportunities for participants to grow, thrive, and enhance their skills. We look forward to the opening of our Autism and Leisure Centers in Eagan in 2024 to expand day support services.

ProAct has a strong, storied 50-year history, and as we look back, we celebrate our many successes while also looking forward to an exciting future for our participants and team. Thank you for your continued support!

John M. Christiansen
John Christiansen
Board Chair

Judie Foster-Lupkin
Judie Foster-Lupkin
President & CEO

921

people received services

56

people served via virtual services

456

people received employment services

70

people placed in independent community jobs

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

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

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

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

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



Then & Now:

In 1972, Owobopte, the corporation, was registered as a 501(3)c non-profit.

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 skills 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 supports to ensure stability on the job post-placement.

ProAct also provides employment exploration programming designed for students with disabilities in 9th grade through the age of 21 enrolled in transition services (Pre-ETS Services).

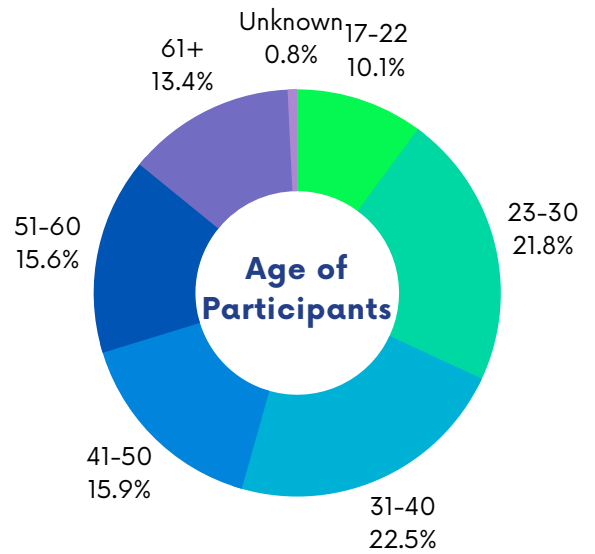
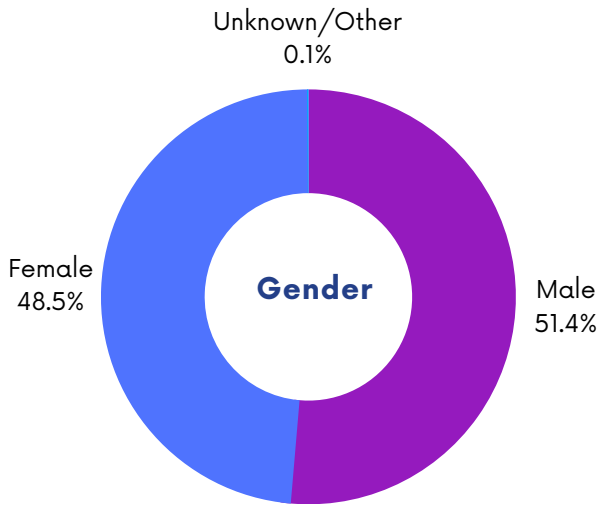
EMPLOYMENT SUPPORT SERVICES include long term employment supports that provide individuals the assistance needed to maintain and excel in the competitive workplace. Services include ongoing counseling, workplace and remote coaching and general support.

Group Employment Support Services (enclaves) provide paid employment opportunities in the community. Individuals, working in groups, complete work assignments at local companies 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 location.

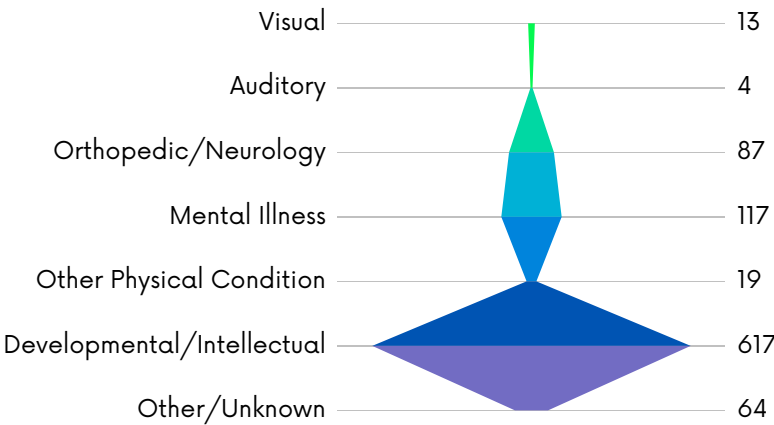
INDIVIDUALIZED HOME SUPPORT SERVICES include one-to-one training and support provided in-home or in the community to help individuals enhance their independence and self-sufficiency.

BUSINESS SERVICES include production warehouse operations in both Eagan and Red Wing. 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



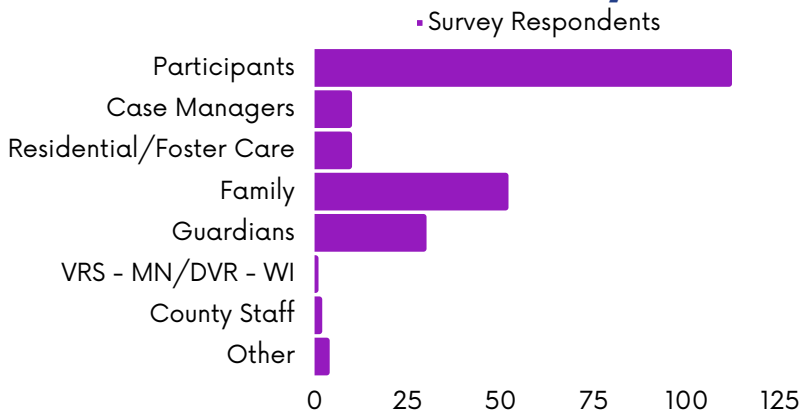
Primary Disability



Then & Now:

The Interstate Rehabilitation Center (IRC) was established in Red Wing in 1969. On July 1, 2002, Owobopte and IRC merged and the organization was renamed ProAct, Inc.

2023 Satisfaction Survey



“ Love the classes outside the ProAct building as well as the variety at the site. ProAct staff does a great job! We are grateful and thankful for the support and dedication. ”

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 221 who responded to the survey, the nonprofit was pleased to learn that 87 percent of those surveyed said programming reflects the participant’s current personal interests, needs and desires, and 92 percent of survey respondents are totally satisfied with the services they receive from ProAct. Additionally, 94 percent of those surveyed said ProAct maintained consistent communications with its stakeholders.

Financials

FY 2023 realized a more normalized statement of activities with full programming returning. Eagan production expenses were broken out of employment services in 2023 since no participants worked in production.

The chart below shows a comparison to FY 2022 where an increase in program revenue of nearly 30% was due to the elimination of COVID-19 restrictions. Additionally, ProAct received full forgiveness of both PPP loans totaling \$2,269,633 included in Contributions and Grants. Increase in program expenses is in direct relation to the increase in program revenue.

Statements of Activities and Changes in Net Assets

	2023	2022
Revenues		
Program Services Fees	8,933,516	8,115,747
Consumer Employment Services	3,730,814	3,815,301
Contributions and Grants	331,239	2,523,169
United Way	1,500	4,000
Other, Including Investment		
Income (Loss)	(316,390)	(216,051)
Total Revenues	\$13,313,459	\$14,242,166
Expenses		
Program Services		
Employment Services	2,338,145	5,609,715
Day Services	4,629,068	2,689,909
Vocational Services	661,310	621,926
Total Program Services	\$9,639,544	\$8,921,550
Support Services		
Management and General	1,640,060	1,771,789
Fundraising	-	-
Total Support Services	\$1,640,060	\$1,771,789
Total Expenses	\$11,279,604	\$10,693,339
Change in Net Assets	\$2,033,855	\$3,548,827

Statements of Financial Position

	2023	2022
Current Assets		
Land, Building, and Equipment, net	2,734,019	3,083,093
Long-Term Investments	1,998,623	1,998,623
Total Assets	\$25,425,676	\$22,369,538
Total Liabilities		
	\$1,963,339	\$941,056
Net Assets - w/o Donor Restrictions		
Designated	5,000,000	5,000,000
Undesignated	18,462,337	16,428,482
Net Assets - w/ Donor Restrictions	-	-
Total Net Assets	\$23,462,337	\$21,428,482
Total Liabilities and Net Assets	\$25,425,676	\$22,369,538

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

Then & Now:

In 2009, the Hudson Program opened to serve individuals with disabilities in western Wisconsin. The program has a strong community integration philosophy, providing day services as well as employment services for individuals ready to work competitively in the community.



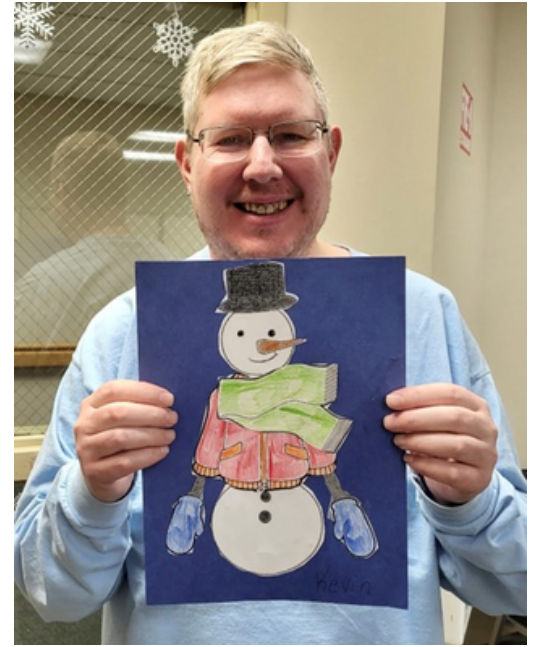
Stories of Success from 2023

Eagan Day Support Services Dedicates Wednesdays to Essential Life Skills

With parent and family input, ProAct is dedicating a day in which all participants engage in learning about essential life skills. The Eagan Day Support Team was put to the task to create a theme for each month of the year.

December 2022 kicked off Essential Life Skills Wednesdays with a winter safety theme. Participants learned that winter can be the most dangerous time for fires starting and learned about fire safety. One example of interactive learning was when participants learned how to dress appropriately for the weather by creating a snowman craft and dressing it for the weather.

Essential Life Skills Wednesdays have been a success, and participants look forward to sharing what they're learning each month!



Then & Now:

In 2017, ProAct became licensed to provide community-based living services to complement its center-based programming.

Doug Cowles Brings Passion for Participants' Success to His New Role as Program Director



With more than 23 years of experience at ProAct, Doug Cowles was promoted to Program Director in August. He will oversee activities and program managers across all our Minnesota and Wisconsin sites. Doug will play a pivotal role in shaping the future of ProAct and expanding our reach, which will enhance our ability to transform the lives of participants.

Doug's goals include expanding and adding more programs, as well as hiring more staff to support the needs of ProAct participants.

Not all jobs are as rewarding as this. At ProAct, we get to see participants' progress, connect them with the community, and help them find the job of their dreams.

- Doug Cowles, Program Director

In Home Support Services in Red Wing Growing Skills and Self-Esteem



Peter started “in-home support services” with ProAct in 2023. He was interested in getting some help with doing his grocery shopping, learning to cook for himself, organizing his apartment and developing social activities to participate in.

Peter meets with Steve, his In Home Support Services Case Coordinator from ProAct, at least once a week to get his groceries and do other activities. They immediately went out and purchased pots and pans, and are focusing on recipes and learning to cook! Peter loves all the food they make and can freeze a number of portions for other meals during the week. They have also been able to get out and do a few fun outings in the community!

In Home Support Services are a great way to help participants build confidence and learn critical skills that serve them in their everyday lives.

Then & Now:

The Scott County Day Activity Center (now called New Options) opened its doors in 1968 in Belle Plaine, MN, serving 12 children with developmental disabilities. Today, it has the capacity to serve 104 individuals.

ProAct Joins Advocates for Disability Day at the State Capitol

In March, ProAct stood together in passion, excitement, belief, and for a common cause – to recognize the need to support those with disabilities. Advocates from across Minnesota took part in Disability Day at the Capitol, and there were banners and signs on all three floors surrounding the rotunda. All were championing the shared message “Invest in Us.”

“Invest in us” was directed toward the need for more Direct Support Professionals (DSPs) and to ensure they are fairly compensated for the critical work that they do. ProAct invests in DSPs because they are critical to our mission and the backbone of our programs.

Disability Day at the Capitol might be one day a year, coming together for a single cause, but carrying out our mission to enrich the lives of people with disabilities is something ProAct does each and every day.



“My daughter with special needs was in need of employment assistance. ProAct was assigned to help. We found the services to be very valuable. They took the time to talk to and observe my daughter. They also went on many interviews. An internship was suggested. This led to a job for my daughter. She enjoys it, and I can see the difference in her self-esteem. Thank you ProAct, nice job! - Jim T. , Parent of a Participant”

ProAct Participants Build Meaningful Skills and Careers



Jackson works at a senior home in the café and is thriving - even receiving recognition as employee of the month!

His outgoing personality and cheerful demeanor make him a hit among the residents and other staff. Jackson knows everyone's name and loves giving tours of the building.

Steven enhanced his interview skills, created a resume, developed job goals, and more working with his employment specialist.

After strengthening his skills, he found a job as a Donations Sorter at the Hastings Salvation Army. Steven has been working there independently after receiving some initial job coaching to help him learn his new position. He is enjoying his role and gets along great with his co-workers.

Steven's manager stated, "We love having Steve here! He is doing great at his job, and all the staff love working with him!"

Andrew began utilizing services with ProAct in December of 2021. Andrew and his family explored numerous opportunities to build skills. This included participating in ProAct's Production Skills Exploration Services and ProAct's Paid Work Experience Program at the Eagan Hardware Hank.

After these two successful experiences, Andrew and his team decided it was time to look for independent employment and work with an employment specialist. Andrew was hired on at Culver's in West Saint Paul. He has received a raise and is doing very well. Andrew's father stated that this has been a positive step in his life and helped Andrew discover what he is capable of.



Then & Now:

In 2018, The New Options DT&H Program in Shakopee transitioned from a Scott County service to being operated by ProAct.





Then & Now:

In 2021, DT&H became Day Support Services (DSS), bringing together Adult Day Services and DT&H programming.

Annual Fund Donors

Ann Aberé
Tamra Anderson
Robert Armfield
Cary & Patty Arneson
Spencer Arneson
Debra Aune
Julie Blanch
Marjie Blevins
Michael & Angela Brewer
Ali Brown
Toby Carley
Corinne Cavanagh
Kevin Conlon
Phebe Connolly
Richard Cowles
Tami Custer
Tim Deis
Charles DeNet
Jennifer Deschaine
Joseph & Tiffany Eckberg
Kimberly Feller
Shauna Feller
Kristin Flaa
Willie Fleck
Judie Foster-Lupkin

Brock Ganser
Karen Graff
Carol Grau
Robert & Gerilee Greeley
Anita Groen
Jan Hanson
Jean Hariman
Kathie Harrington
Linda Harrison
Mark & Colette Honl
Wendy Howe
David & Kathryn Knott
Karen Larson
Abby Larson
Karen Lee
Karen Leiferman
Liza Leigh-Kiwus
Susan Louis
Mark & Robin Maki
Teri McCloughan
Ernest & Denise Moen
Carolyn Nordin
Stephen Olson
Stephen & Barbara Petersen
Angie Pohl

Tom & Linda Pohl
Katherine Roberts
Susan Rundell
Dick & Patti Rupert
Carole Ryan
Wayne & Tara Scheffel
Scott Scheller
Paul & Anne Scheller
Scott & Karleen Shellum
Karen Smith
Lizbeth Smith
Max & Mary Steininger
Arleen Sullivan
Karleen Sveum
Nancy Sweet
Deborah Tompkins
Deb Ulrich
Anna Unger
David and Lana Utecht
Joanne Valerius
Lee Walton
Paul & Lynn Wise
Dawn Wright-Smith
James & Lynn Zentner

In Honor of:

Tamra Anderson in honor of Kim Feller's Birthday
Cary & Patty Arneson in honor of Spenser's
Awesome Staff
Linda Estes in honor of Rachel Estes

In Memory of:

Mark & Judy Diercks for Delmar Eppen
James & Lori Eppen for Delmar Eppen
David & Terri Hanke for Stacey Asmund
Julie & Daniel Ludden for Gerorge & Marion
Frank
Ross & Gail Peterson for George & Marion Frank
Richard Radman for Donald Radman
Sara Strom for Carmen Strom

Business & Community Donors

Bituminous Roadways
Eagan Lions Club
Enterprise Holdings Foundation
Freedom Transportation LLC
Knights Of Columbus
Knights Of Columbus #09096
Knights Of Columbus #1600
Knights Of Columbus #2400
Knights Of Columbus #7604
Knights Of Columbus #8367
Minnesota Golf Charity Events
Minnesota Valley Electric Trust
Rosemount VFW #9433
United Way of Goodhue, Wabasha & Pierce Counties

Board Members

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

Brian Knapp
Vice Chair
3M Corporation
Red Wing, Minnesota

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

Paul Kramp
Secretary
Alliance Bank
Red Wing, Minnesota

Arleen Sullivan
Past Chair
Old National Bank
Eagan, Minnesota

Pat Jones
Superior Home Care
Lakeville, Minnesota

Mary Ellen Leary
The MEL Group
Eagan, Minnesota

James Louwagie (ret.)
Merchants Bank
Lakeville, Minnesota

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

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

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

Key Staff

Judie Foster-Lupkin
President President and CEO

Doug Cowles
Program Director

Melissa Munce
Finance Director

Jo Ann Peine
Human Resources Director
Corporate Compliance Officer



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