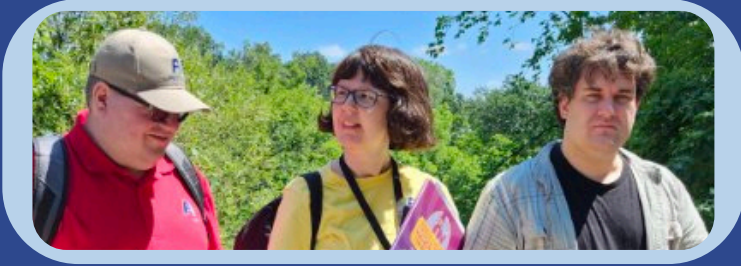




# Celebrating ProAct's Legacy & Building for the Future



Dear Friends of ProAct,

Last year, our annual report celebrated 50 years of ProAct, as we looked back at the leaps and bounds our organization has made over five decades in service to individuals with disabilities. This year, we are celebrating the great advancements we've made to continue growing our mission, reach more participants, and enhance our services and offerings. ProAct is celebrating our legacy while building for the future.

2024 started strong with a big change in Red Wing. The production floor closed and the majority of the customers were moved to our Eagan location. One-third of the production floor space was transformed into a brand-new gym thanks to the generous support of our ProAct family, donors, and the Red Wing Shoe Foundation.

As the year progressed, ProAct expanded its specialized services through the opening and implementation of our brand-new Leisure Center in Eagan. There was significant demand for specialized spaces that better serve our aging participants who enjoy a slower-paced and relaxing environment, and the Leisure Center (aka The Lagoon) has become an important gathering place to socialize and have fun.

Additionally, this summer we opened ProAct's new Autism Center which we have dubbed, the Oasis. A partnership with the Autism Society provided us with the training, tools, and experience needed to further improve our services within this designated space. The excitement was contagious during our open house to celebrate the Autism Center, and we were honored with the presence of our extended ProAct family and special guests including former Eagan Mayor Tom Egan and representatives from Senator Klobuchar's and Congresswoman Craig's offices.

While our services and physical sites have witnessed great strides, we are continuing to find ways to better tell our story and share the life-changing work we do at ProAct every day. Our website received an expansive update this fall including a fully redesigned site and touching new videos to highlight our services, our mission, and why ProAct is a great place to work.

For 50 years, ProAct has enhanced the quality of life of those who trust us with their time and their loved ones. 2024 was a year all about building on ProAct's amazing legacy and looking to create an even brighter future for our organization.

Thank you for your continued support!

*John M. Christiansen*  
John Christiansen  
Board Chair

*Judie Foster-Lupkin*  
Judie Foster-Lupkin  
President & CEO

925

people received services

43

people served via virtual services

468

people received employment services

53

people placed in independent community jobs

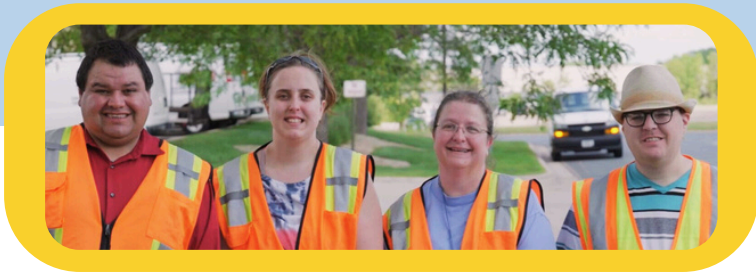
ProAct's primary service areas include the Minnesota counties of Dakota, Goodhue, Hennepin, Ramsey, Scott, Wabasha and Washington as well as Pierce and St. Croix counties in Wisconsin.

**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 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
- 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.



## 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 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).

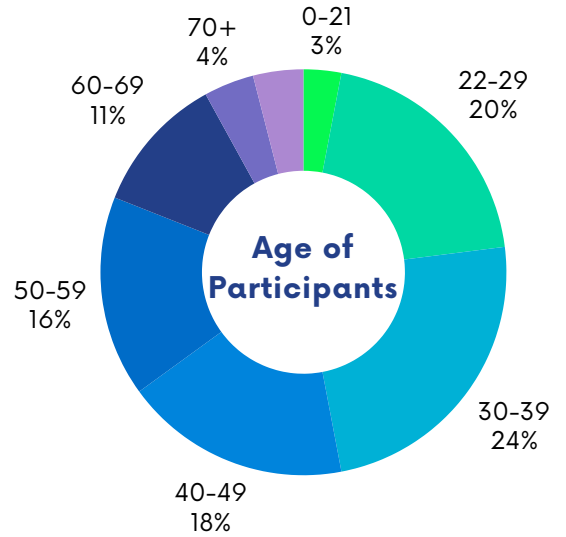
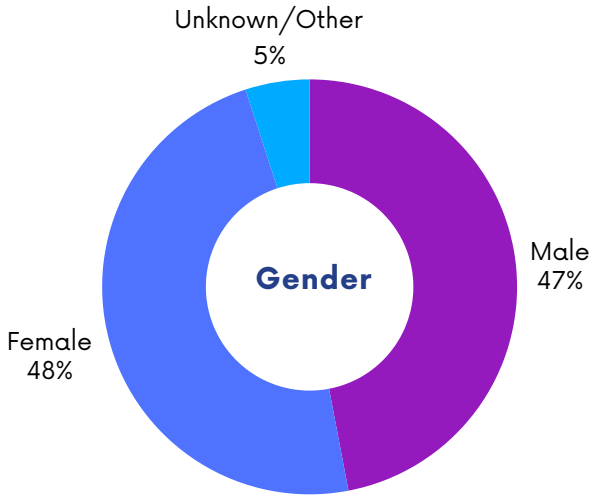
**EMPLOYMENT SUPPORT SERVICES** include long-term employment services that provide individuals the assistance needed to maintain and excel in the competitive workplace. Services include ongoing counseling, workplace and remote coaching, and general support.

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.

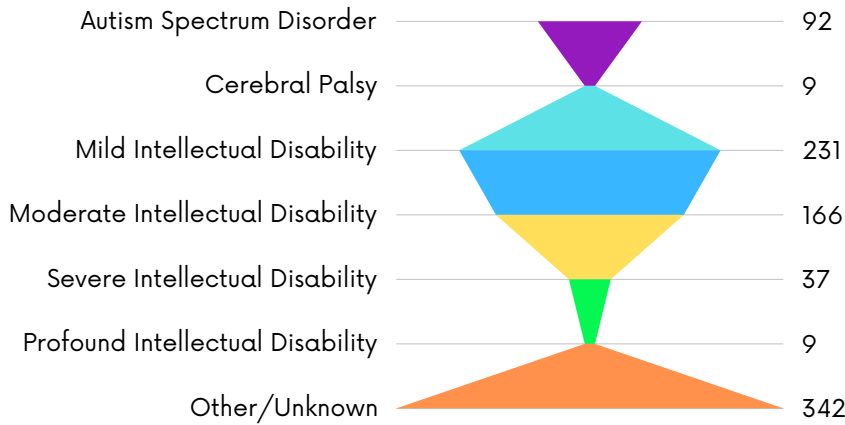
**INDIVIDUALIZED HOME SUPPORT SERVICES** include one-to-one training and support provided in-home or in the community to help individuals enhance their independence and self-sufficiency.

**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.

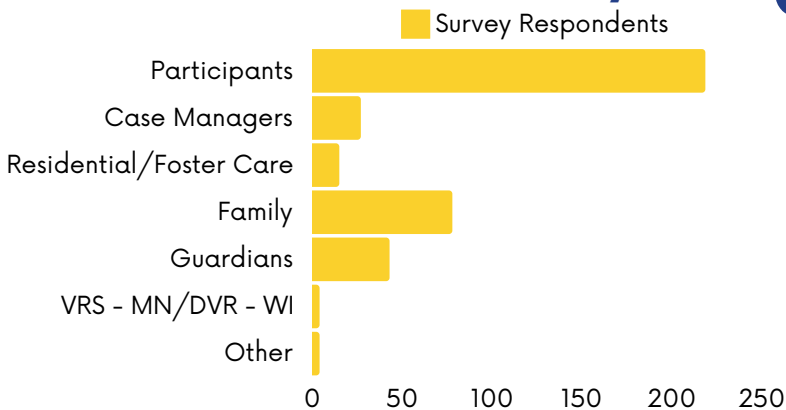
# Demographics



## Primary Disability



## 2024 Satisfaction Survey



“Leaders and staff are always friendly, helpful, and involved. They do a great job!! Thank you for all the time, effort, and work that you provide to assist with each individual!”

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 392 who responded to the survey, the nonprofit was pleased to learn that **92 percent** of those surveyed said programming reflects the participant's current personal interests, needs and desires, and **97 percent** of survey respondents are totally satisfied with the services they receive from ProAct. Additionally, **98 percent** of those surveyed said ProAct maintained consistent communications with its stakeholders.

# Financials

FY 2024 realized consistent financial results with FY 2023. Program expense saw an increase due to raising our minimum starting wage.

Eagan production expenses were tallied separately from employment services.

## Statements of Activities and Changes in Net Assets

	2024	2023
<b>Revenues</b>		
Program Services Fees	9,442,279	8,933,516
Consumer Employment Services	1,925,999	3,730,814
Contributions and Grants	555,812	331,239
United Way	-	1,500
Other, Including Investment		
Income (Loss)	1,122,925	316,390
<b>Total Revenues</b>	<b>\$13,047,015</b>	<b>\$13,313,459</b>
<b>Expenses</b>		
<b>Program Services</b>		
Employment Services	1,904,833	2,338,145
Day Services	5,837,529	4,629,068
Vocational Services	515,223	661,310
Eagan Production	1,565,644	2,011,021
<b>Total Program Services</b>	<b>\$9,823,229</b>	<b>\$9,639,544</b>
<b>Support Services</b>		
Management and General	1,602,458	1,640,060
Fundraising	-	-
<b>Total Support Services</b>	<b>\$1,602,458</b>	<b>\$1,640,060</b>
<b>Total Expenses</b>	<b>\$11,425,687</b>	<b>\$11,279,604</b>
<b>Change in Net Assets</b>	<b>\$1,621,328</b>	<b>\$2,033,855</b>

## Statements of Financial Position

	2024	2023
<b>Current Assets</b>		
Land, Building, and Equipment, net	2,500,968	2,734,019
Long-Term Investments	2,457,603	1,527,063
Other Long-Term Assets	783,459	968,557
<b>Total Assets</b>	<b>\$26,873,713</b>	<b>\$25,425,676</b>
<b>Total Liabilities</b>		
<b>Total Liabilities</b>	<b>\$1,790,048</b>	<b>\$1,963,339</b>
<b>Net Assets - w/o Donor Restrictions</b>		
Designated	5,000,000	5,000,000
Undesignated	20,083,665	18,462,337
<b>Net Assets - w/ Donor Restrictions</b>	<b>-</b>	<b>-</b>
<b>Total Net Assets</b>	<b>\$25,083,665</b>	<b>\$23,462,337</b>
<b>Total Liabilities and Net Assets</b>	<b>\$26,873,713</b>	<b>\$25,425,676</b>

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



# Stories of Success from 2024

## Autism Center Open House

In a continued effort to expand and improve services, ProAct announced the opening of a brand-new Autism Center. This effort, in partnership with the Autism Society, provides a specialized space designed to accommodate the needs and wants of individuals on the Autism spectrum and those with sensory needs.

To celebrate this expansion in services, ProAct hosted an open house in June. We are thankful to everyone in our extended ProAct family who joined us, including special guests like long-time friend of ProAct and former Eagan Mayor, Tom Egan, as well as representatives from the Autism Society and the offices of Congresswoman Angie Craig and Senator Amy Klobuchar.

The Autism Center, also known as the Oasis, is one more way ProAct is enhancing the quality of life for people with disabilities.



## Services and Comfort for Adults of All Ages



To start off the year, ProAct's Eagan site announced the opening of the new Leisure Center, also known as the Lagoon. This safe and inclusive space was designed to cater to the needs and ability levels of older adults with disabilities.

The center provides specially trained staff and stimulating activities that enhance the quality of life for older adults and all those who desire a slower-paced and quieter setting.

**I've said this before, but I'll say it again and again. For these past 30+ years, ProAct and their staff will always have our admiration and thanks for what they do for my son and for us. I truly don't know what we would have done without all of you.**

**- Father of An Eagan Participant**

## One Door Closes, a Gym Opens

As 2023 came to an end, we said goodbye to the Red Wing production floor one last time as participants were transitioned to other program areas and most of the customers relocated to the production floor in Eagan.

However, as one door closes another opens. Thanks to generous contributions from the Red Wing Shoe Foundation, the production floor was transformed into a brand-new gym that participants have come to love!



ProAct had a princess week last year in the summer, it was so special to see my daughter get all dressed up and feel like a princess. We took pictures by our flower gardens, and everybody told her how beautiful she looked. That's how we always think about her.

- Mother of a Shakopee Participant

## Food Trucks and Treasured Communities

This summer, ProAct organized an employee and participant lunch appreciation event with food truck-provided lunches in Eagan, Red Wing, and Shakopee, along with a festive picnic lunch in Hudson. Sandy's Grill, a wonderful Minneapolis-based establishment, served a total of 426 delicious meals!

These events were made possible by the heartwarming sponsorships from Old National Bank, Alliance Bank, and Tradition Capital Bank. Both participants and staff thoroughly enjoyed the opportunity, the fun, and the food. We appreciate the love, compassion, and support that ProAct receives from our community and our partners.



# ProAct's Mission in High Definition

To showcase all the wonderful aspects and people that make up ProAct, we traveled to all four of our sites to do interviews and film participants, staff, volunteers, family members, and case managers. During these trips, a variety of videos were constructed to show off all four sites, the new Autism and Leisure Centers, our employment and production services, and more. These videos help tell the story about what ProAct is all about!

Throughout the multiple days of filming, video captured participants taking part in a variety of day service activities as well as highlighting participants' employment work both at Eagan's production floor and at local employers like Doggie Doo's in Shakopee and the AmericInn in Red Wing.



# Annual Fund Donors

Ann Abere	Robert & Gerilee Greeley	Dick & Pattie Rupert
Tamra Anderson	Wesley Hasbrouck	Carolyn Nordin
Anonymous	Ron Hernandez	Stephen Olson
Robert Armfield	Mr. & Mrs. Hjerpe	Stephen & Barbara Petersen
Cary & Patty Arneson	William Hundertmark	Angie Pohl
Sue Biesek	David Jackson	Wayne & Tara Scheffel
Julie Blanch	Tony Judd	Gregory & Linda Schoener
Michael & Angela Brewer	Liza & Steven Kiwus	Scott & Karleen Shellum
Ali Brown	David & Kathryn Knott	Wendy Simons
Brenda Coates	David & Laurie Kruse	Gloria Solsaa
Doug Cowles	Abby Larson	Norland Stewart
Richard Cowles	Karen Leiferman	Sara Strom
Ralph Davini	Julie & Daniel Ludden	Paul Tisdal
Charles DeNet	Jacquie Luoma	Anna Unger
John & Kathleen DesLauriers	Brad & Ruth Marcks	David & Lana Utecht
Mark & Judy Diercks	Elizabeth McAfee	Sharon Vagts
Melissa Dunn	Denise Moen	Barbara Wachtel
Linda Estes	Marilyn Nelson	Mike & Kathy Wilmes
Elizabeth Fisher	Scott Powers	Paul & Lynn Wise
Willie Fleck	Richard Radman	Pam Wondra
Judie Foster-Lupkin	Kirby & Loretta Richter	Dawn Wright-Smith

## In Honor of:

Linda Estes in honor of Rachel Estes

## In Memory of:

Gregory & Linda Schoener for Michael Seifert	Richard Radman for Donald Radman
Wesley Hasbrouck for Nancy Hasbrouck	Melissa Dunn for Jay Hessel
Scott Powers for Nancy Hasbrouck	Elizabeth Fisher for Jay Hessel
Sara Strom for Carmen Strom	David Jackson for Dahni Jo Erickson
John & Kathleen DesLauriers for Tom Henry	William Hundertmark for Jay Hessel
Julie & Daniel Ludden for George & Marion Frank	Barbara Wachtel for Jay Hessel



## Business & Community Donors

Alliance Bank

Arby's

Archie Comic Publications

Aspire Bakeries

Burger King

Cherry Berry

Cities Edge Motorsports

Clancy's Bar & Pizza Parlor

Coffee Ta Cream

Cornhole Customs

Culvers - Shakopee

Darts

DCR Chamber Foundation

Earl's Food Products

Dental Center Of Eagan

Faithful Shepherd Knights Of Columbus

Fun in Motion Toys

Greater Toledo Community Foundation

Greater Twin Cities United Way

Hocokata Ti

Holiday Station Stores

Hornby America, Inc

Jersey Mike's

Knights Of Columbus #09096

Knights Of Columbus #1223

Knights Of Columbus #1600

Knights Of Columbus #2400

Knights Of Columbus #2751

Knights Of Columbus #5569

Knights Of Columbus #8367

Lano Equipment

Lowe's

Mall Of America

McDonalds

Minnesota Golf Charity Events

Minnesota Timberwolves

Minnesota Valley Electric Trust

My Pillow

Our House Of Minnesota, Inc

Papa John's

Perkins

R.F. Moeller Jeweler

Red Wing Shoe Company

Foundation

Rosemount VFW #9433

Rush River Luthern Congregation

Endowment

Shakopee Fire Department

Target

The Village Company Mr. Bubble

Turtles

Western National Mutual

Insurance Company

Zuppa Cucina



## 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 and CEO

Doug Cowles  
Program Director

Melissa Munce  
Finance Director

Jo Ann Peine  
Human Resources Director  
Corporate Compliance Officer



**m** DEPARTMENT OF  
HUMAN SERVICES



**m** EMPLOYMENT AND  
ECONOMIC DEVELOPMENT



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