



TRAVERSE COUNSELING & CONSULTING

Traverse: To pass over, along or through

January 27, 2022

To: The Office of Minnesota Secretary of State

From: Michael Borowiak, CEO, Traverse Counseling & Consulting, GBC

Subject: Public Benefit Annual Report

The following letter outlines our compliance with our General Benefit Corporation status and has been reviewed and approved by the board of directors.

Corporation Name: Traverse Counseling & Consulting, GBC (TCC)

Our Vision:

Empower & support life-giving relationships & family leadership through a whole-person & family system approach

Our Mission:

- TCC raises the professional level of understanding of dynamics within families in distress to increase professional preparedness and effectiveness in working with all families.
- TCC serves families, couples, and individuals seeking to replace suffering with hope and compassion through clinical and professional excellence.
- TCC strives to create greater understanding in our communities and the world about healthy family dynamics and the ways to create effective family leadership, especially in families with destructive dynamics and suffering.

Our Values:

- Physical, emotional, spiritual and intellectual presence
- Innovation
- Teamwork
- Leadership
- Freedom and knowledge of choices
- Compassion



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- Quality Assurance Mechanisms: The agency continues to have weekly consultation and appropriate clinical supervision. The Checklists and Logs, Guidelines and Protocols, Peer Review, Consultation, and Supervision are those that we chose to initiate in 2018. We continue to have monthly peer review, consultation and supervision.
- Employee Training Hours: On a monthly basis, there is a staff half day retreat where staff are trained in pertinent new developments, protocols and procedures.
- IRIS Financial Sustainability Metric
 - These financial sustainability metrics have all been implemented for 2021:
 - Governance Policies: TCC has written corporate government policies that have been communicated to shareholders.
 - Financial Statement Review: TCC has a policy that the financial statements are verified and reviewed annually by an independent Certified Public Accountant.
 - Revenue Growth: Growth in value from one reporting period to the next. TCC reviews annually.

How the Corporation Has Pursued General Public Benefit

TCC has pursued the following:

- We have implemented the IRIS and CHMI collaboration third-party standards listed above.
- We have built a training and consultation group with family law attorneys who work with families experiencing divorce, focused on increasing their skills in helping them mitigate damage to the family system and children.
- We continue to innovate in the services provided to families that experience extremely high conflict that more rapidly reduces the conflict and the immense suffering experienced by the children in these family situations. These service innovations include supervised parenting, mediation, parent coaching and family therapy.
- We incorporated an innovation meeting internal to TCC focused on generating new ideas and strategies to improve the effectiveness of our work and reduce the suffering of families in distress.

The extent of the ways in which the corporation has created general public benefit:

The following are ways TCC has created general public benefit:



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We also experienced limitations due to restrictions related to the Covid-19 Pandemic. This limited our presentations to virtual formats.

I, the undersigned, certify that I am the chief executive officer of this public benefit corporation. I further certify that I have signed this document no more than 30 days before the document is delivered to the secretary of state for filing, and that this document is current when signed. I further certify that I have completed all required fields, and that the information in this document is true and correct and in compliance with the applicable chapter of Minnesota Statutes. I understand that by signing this document I am subject to the penalties of perjury as set forth in Section 609.48 as if I had signed this document under oath.

Michael Borowiak, MSW, LICSW

Chief Executive Officer

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Steve Simon

Steve Simon
Secretary of State