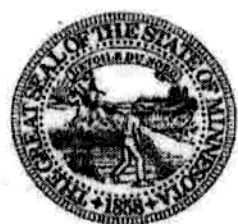


1059219600058



Office of the Minnesota Secretary of State
Minnesota Public Benefit Corporation / Annual Benefit Report
Minnesota Statutes, Chapter 304A



Read the instructions before completing this form
Must be filed by March 31
Filing Fee: \$55 for expedited service in-person, \$35 if submitted by mail

The Annual Benefit Report covers the 12 month period ending on December 31 of the previous year.
Notice: Failure to file this form by March 31 of this year will result in the revocation of the corporation's public benefit status without further notice from the Secretary of State, pursuant to Minnesota Statutes, Section 304A.301

1. Corporate Name: (Required) Catalyst Mental Health, SBC

2. The public benefit corporation's board of directors has reviewed and approved this report.

3. In the field below, enter the information required by section 304A.301 subd. 2 or 3 for the period covered by this report, (see instructions for further information): Note: Use additional sheets if needed. (Required)

See attached

4. 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.

[Signature]
Signature of Public Benefit Corporation's Chief Executive Officer

03/30/2020
Date (Must be dated within 30 days before the report is delivered to the Secretary of State for Filing)

Email Address for Official Notices

Enter an email address to which the Secretary of State can forward official notices required by law and other notices:

info @ catalystmentalhealth.com

Check here to have your email address excluded from requests for bulk data, to the extent allowed by Minnesota law.

List a name and daytime phone number of a person who can be contacted about this form:

David Townes 800-336-5973, ext. 700
Contact Name Phone Number

Entities that own, lease, or have any financial interest in agricultural land or land capable of being farmed must register with the MN Dept. of Agriculture's Corporate Farm Program.

Does this entity own, lease, or have any financial interest in agricultural land or land capable of being farmed?
Yes No



Catalyst Mental Health

Catalyst
Mental
Health

Annual Benefit Report

Time Period: 01/01/2019 – 12/31/2019

Report Date: 03/30/2029

Overview

Catalyst Mental Health was founded in 2011 as a regular limited liability company, but effective January 1st of 2019 we elected to convert to a special benefit corporation. I believe this made us the first public benefit corporation ever focused on provided mental health services in the state of Minnesota, and possibly in the entire country.

Our mission statement is:

“To develop, create, and maintain a work environment for mental health professionals that is healthy, sustainable, and professionally enriching, so that they are in turn empowered to provide the most compassionate, dynamic, and effective services possible to each of their clients.”

The word “compassionate” was not in the original mission statement, but we decided to add it this year after our board spent a retreat this past fall discussing how we intend to start taking concrete steps to implement our vision.

Progress to Date

Most of our energy in 2019 was focused on figuring out how to operationalize our commitment to providing a healthy and sustainable work environment for our therapists. Burn-out is a constant threat in our field, with the central dilemma being on how to balance trade-offs between emotional and financial stress. Our solution was to develop a novel compensation system that enabled our employees set their own performance targets. This new compensation system then allowed us to combine the flexibility and autonomy commonly enjoyed by independent contractors with the stability and predictability commonly enjoyed by employees. We also added new employee benefit options for our therapists, such as group healthcare, tax-free reimbursement for continuing education, unlimited PTO, and a retirement savings plan.

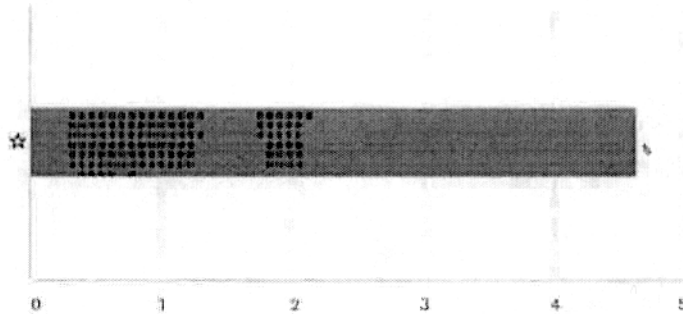
As a result, 100% of our employees ultimately reported that they found their workload “neutral,” “somewhat sustainable,” or “very sustainable,” and 97% of our employees ultimately reported that they found their total compensation “neutral,” “somewhat fair” or “very fair” in our anonymous employee survey that was completed this past week.

1915 Lyndale Ave S
Minneapolis, MN 55403
phone: 1-800-336-5973 fax: 612-234-4689

Catalyst Mental Health

How sustainable does current your workload feel at Catalyst Mental Health?

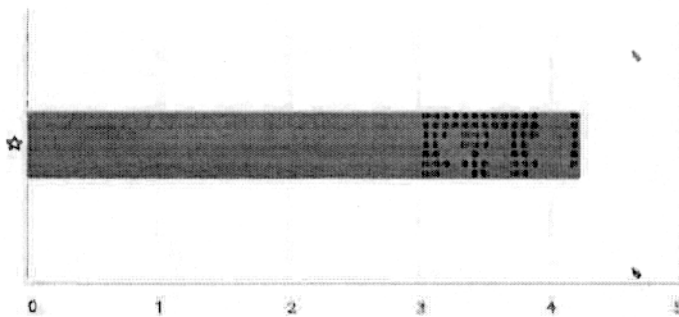
Answered: 39 Skipped: 0



	VERY UNSUSTAINABLE	SOMEWHAT UNSUSTAINABLE	NEUTRAL	SOMEWHAT SUSTAINABLE	VERY SUSTAINABLE	TOTAL	WEIGHTED AVERAGE
★	0.00% 0	0.00% 0	5.13% 2	28.21% 11	66.67% 26	39	4.62

How would you rate the fairness of your overall compensation at Catalyst Mental Health?

Answered: 39 Skipped: 0



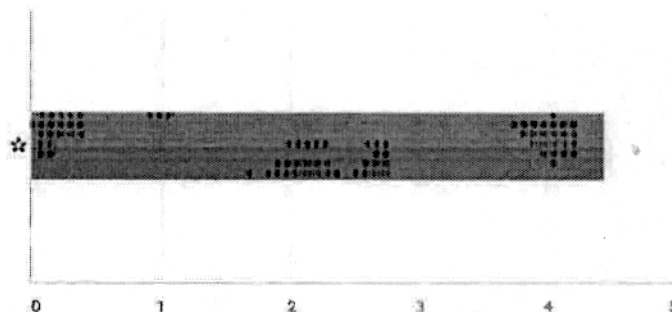
	VERY UNFAIR	SOMEWHAT UNFAIR	NEUTRAL	SOMEWHAT FAIR	VERY FAIR	TOTAL	WEIGHTED AVERAGE
★	0.00% 0	2.56% 1	15.38% 6	38.46% 15	43.59% 17	39	4.23

1915 Lyndale Ave S
 Minneapolis, MN 55403
 phone: 1-800-336-5973 fax: 612-234-4689

Catalyst Mental Health

How would you compare working at Catalyst Mental Health to other places you have worked in the past?

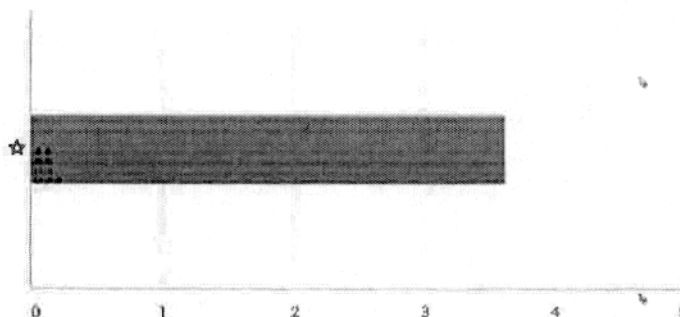
Answered: 39 Skipped: 0



	MUCH WORSE	WORSE	ABOUT THE SAME	BETTER	MUCH BETTER	TOTAL	WEIGHTED AVERAGE
☆	0.00%	5.13%	5.13%	30.77%	58.97%	39	4.44
	0	2	2	12	23		

How would you compare working at Catalyst Mental Health to the most perfect workplace you can imagine?

Answered: 39 Skipped: 0



	VERY FAR FROM PERFECT	SOMEWHAT FAR FROM PERFECT	SOMEWHAT IN BETWEEN PERFECT AND NOT SO PERFECT	SOMEWHAT CLOSE TO PERFECT	VERY CLOSE TO PERFECT	TOTAL	WEIGHTED AVERAGE
☆	0.00%	10.26%	20.51%	46.15%	23.08%	39	3.62
	0	4	8	18	9		

1915 Lyndale Ave S
 Minneapolis, MN 55403
 phone: 1-800-336-5973 fax: 612-234-4689

Catalyst Mental Health

Future Initiatives

We also identified some areas where we want to focus more energy in the future. While 95% of our employees reported that working at Catalyst Mental Health was "about the same," "better," or "much better" than places they have worked in the past, we also recognize that we have areas where we need to improve, which is why only 23% of our employees described working at Catalyst Mental Health as "somewhat close to perfect."

Specifically, we need to make progress in fostering more of a sense of community among our providers, and in providing more opportunities for professional growth, as these are the two categories where we scored the lowest in our annual employee benefit survey. Weighted average scores in those two categories were 3.72 and 3.59, respectively.

To that end, we are planning to launch an internship and training program in 2020, which will provide a much-needed outlet for our large collection of board-approved supervisors to begin providing clinical supervision to new therapist trainees. We have also planned more community-wide events, such as social outings and even a book club that is providing continuing education credits.

We are also planning to implement some new initiatives to begin gathering more feedback on the effectiveness of our services from clients. We made some revisions to our policies and procedures this year to make our approach to billing disputes more compassionate, and we updated our intake procedures to make them more dynamic and responsive to the diverse expectations of our clients, but we realized that these kinds of changes were all reactive in nature, and we want to start identifying emergent needs more proactively in the future by asking our clients for input and suggestions about how to improve the services we're providing to them.

Certification

We are also considering whether to pursue certification as a benefit corporation in the future. As an experiment, we completed the "B Impact Assessment" required for certification by B Lab and scored a 73 this year, which is just 7 points shy of what they require for certification. Our score was adversely impacted by the significant weight given to environmental initiatives in the assessment, which have not been a major focus of organization to date. However, we did implement a composting program at one of our sites this year, and we are actively discussing how environmental initiatives might intersect with various aspects of our core mission in the future.

David Townes, LICSW, MBA
Executive Director



1915 Lyndale Ave S
Minneapolis, MN 55403
phone: 1-800-336-5973 fax: 612-234-4689



Work Item 1151436300037
Original File Number 1059219600058

STATE OF MINNESOTA
OFFICE OF THE SECRETARY OF STATE
FILED
03/31/2020 11:59 PM

Steve Simon

Steve Simon
Secretary of State