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 or online, $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. File Number 8333260000034

2. Corporate Name: (Required) Traverse Counseling and Consulting, GBC

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

4. 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)

Please see attached report

5. 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 of Public Benefit Corporation's Chief Executive Officer

2-5-2026

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:

mrbc.traverseCC.org

☐ 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:

Michael Borowiak — Contact Name

952-595-5967 — 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 ☒

TRAVERSE COUNSELING & CONSULTING, GBC

Traverse: To pass over, along or through

February 5, 2026

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

History:

Traverse Counseling & Consulting (TCC), GBC was formed in July 2015 and began operation on September 1, 2015. The three shareholders all agreed to the General Benefit Corporation status, as it aligned with the vision and developmental direction.

We specialize in relationship repair, healing, and growth toward mental, emotional, physical, and spiritual wellness. We are in our seventh year of operation and have experienced staffing transitions and new hires. We currently have 2 shareholders/providers, 1 full-time provider, 1 – part-time director of client care.

Third Party Standards

We are using the IRIS third party standards (https://iris.thegiin.org/metrics/) as outlined below:

The performance dimensions being used are:

Who is being served?

We serve the general public who seek counseling, coaching, supervised parenting, Alternative Dispute Resolution and other services. We provide pro bono and discounted therapy services administered on a case-by-case basis. We also provide pro bono training, professional consultation and participate in community initiatives.

- IRIS Scale Metric
  - Total Pro Bono and Discounted Therapy Service Transactions 2025: $51,750.00
  - Total Pro Bono Training, Professional Consultation and Support 2025: 207 hours

What is being delivered?

We provide counseling, coaching, supervised parenting, and alternative dispute resolution services.

  - Please see our website: www.traversecc.org, for a list of services provided.

How is it being delivered?

- IRIS Clinical Quality Metric
  - 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 and continue to use.

- Employee Training Hours: On a weekly basis, there is a clinical staff 2-hour training, where staff are trained in pertinent new developments, protocols and procedures.

- IRIS Financial Sustainability Metric
  - These financial sustainability metrics have all been implemented for 2025:
    - 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 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:

- TCC continues to facilitate and organize a no cost consultation group for two public school counselor groups and one independent school to assist them in increasing their skills in assisting children to manage stress. These groups meet approximately monthly during the school year.
- TCC continues to facilitate and organize a Mental Health/Family Law consult group which meets monthly. This is a program where we have trained a cohort of family law

attorneys on the challenges experienced in the divorce process and continue to provide them with support.

- TCC has negotiated fees for service and routinely discounts services to accommodate different financial circumstances. This is a policy that we continue to provide to our clients.
- TCC participated in a collaboration with three other agencies to provide psychoeducation and professional development to school counselors, serving approximately 200 professionals.
- TCC continues to do extensive community outreach in the surrounding communities.
- TCC provided psychoeducation to individuals considering divorce or separation to assist them in managing the mental health landscape for family members exploring this life change option.

Any circumstances that have hindered efforts to pursue or create general public benefit:

The hindrances we experience are those commonly experienced by any company, including hiring new staff and service innovation. These hindrances have been easily overcome through hard work, trust, and teaming.

I, the undersigned, certify that I am the chief executive officer of this public benefit corporation. I further certify that I 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
Traverse Counseling & Consulting, GBC
Email: mrb@traversecc.org
Phone: 952.595.5967

Work Item 1629089000030
Original File Number 833326000034

STATE OF MINNESOTA
OFFICE OF THE SECRETARY OF STATE
FILED
02/10/2026 11:59 PM

Steve Simon
Secretary of State