



# Impact Report 2025



# The Collective Good Project

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Counseling & Wellness Collective is proud to announce that we have officially earned Certified B Corporation™ status after a year of rigorous assessment, documentation, and organizational reflection. This hard-earned certification marks a significant milestone for our practice and reflects a deepened commitment to accountability, equity, and long-term community impact.

Founded in 2016 as CW Counseling LLC, the practice began as a single sublet office serving individual clients. As community demand increased, so did our responsibility to build a model of care that was ethical, sustainable, and accessible. In 2020, we hired our second clinician while operating within insurance networks in an effort to expand access. Over time, it became clear that the insurance-based model undermined both clinician sustainability and quality of care.

In January 2021, we made the intentional decision to leave insurance panels while expanding pro bono and sliding-scale services. As the practice grew, each clinician committed to holding space for clients who otherwise might not receive care, even as demand continued to rise.

Recognizing the limits of what a private practice alone could do, we launched Teens With Trauma in 2023 after securing 501(c)(3) status. What began as a goal to fund trauma therapy for five local teens grew into a nonprofit delivering evidence-based trauma treatment to children and adolescents without access to care. Teens With Trauma is sustained through the operational support and infrastructure of Counseling & Wellness Collective, allowing both organizations to advance a shared mission of access, quality, and sustainability.

Today, Counseling & Wellness Collective operates alongside Teens With Trauma, an independent nonprofit organization it founded and supports. Counseling & Wellness provides the operational, clinical, fundraising, and administrative infrastructure that sustains the nonprofit's work, while Teens With Trauma delivers therapy and community-based support for underserved youth. The organizations are separate entities, and Counseling & Wellness does not benefit financially from

the nonprofit's operations.

In 2025, Counseling & Wellness Collective was able to provide nearly \$40,000 in free therapy through pro bono and sliding-scale care. Teens With Trauma, through our shared infrastructure, delivered approximately \$200,000 in fully funded trauma therapy to children and teen survivors of sexual trauma. Together, the organizations served 457 individuals, provided over 6,800 hours of therapy, and ensured that 1,680 hours were delivered at no cost to clients.

This model allows us to expand access responsibly while sustaining clinicians and maintaining the highest standards of ethical, evidence-based care.

Becoming a Certified B Corporation™ formalizes our values in practice. It holds us legally and financially accountable to rigorous third-party standards for social performance, transparency, and governance. We are a B Corp because we believe clinicians deserve sustainable careers, ethical care requires supportive systems, and access to mental health care should not be determined by income or insurance status.

In 2026, we will celebrate *ten years* of mental health service. What began as a single solo office has grown into a Certified B Corp™ and nonprofit working together to support the Baltimore community through evidence-based therapy and expanded access to care. We remain committed to using business as a force for good and strengthening the systems that make healing possible.

I am endlessly grateful to have the opportunity to work with and learn from the truly extraordinary clinicians that I am lucky enough to call colleagues. Without this team, none of this would have been possible.

With gratitude,



Chea Weltchek, Founder & Therapist

# The Collective Good Project

## Purpose

5 6 8 0

Total Sessions

2 2 1

Pro Bono Sessions

2 9 6

Sliding Scale Sessions

3 8 9

Clients Served

## People

2 2 8

Continuing Education Hours for Employees

1 4 0 5

Volunteer Community Service Hours

\$ 1 0 0 0

Average Practice Expense per Clinician on Continuing Education

## Planet

1 0 0 %

Team Meetings held Virtually

1 0 0 %

Paperless Intake Documentation

1 0 0 %

Common area lights on Timers

2 0 2 5

Eliminated Single Use Coffee Cups

2 0 2 5

Rolled out Recycling Program

**\$ 3 9 , 7 9 5 = P R O B O N O T H E R A P Y  
I N 2 0 2 5**

# The Collective Good Project

	<b>C&amp;WC</b>	<b>TWT</b>	<b>TOTAL</b>
# of Clients	<b>389</b>	<b>68</b>	<b>457</b>
Hours of Therapy	<b>5680</b>	<b>1163</b>	<b>6843</b>
Hours of Pro Bono/ Discounted Therapy	<b>517</b>	<b>1163</b>	<b>1680</b>
Dollar Value of Pro Bono Care	<b>\$39,795</b>	<b>\$200,000</b>	<b>\$239,795</b>

*Collective. (n.) A group of clinicians and people acting together in shared purpose.  
Togetherness in action.*

*Healing Happens  
Here*

