



Northern Community Mediation

Where The Solution Is Up To You

NORTHERN
COMMUNITY
MEDIATION
2014
ANNUAL REPORT

INCOME EXPENSE REPORT DECEMBER 2014

INCOME CATEGORY	MONTH	2014 YTD	2014 Budget	2014 Project	2013 YTD
CDRP Funds		46,307.69	46,307.69	46,307.69	41,927.45
Agency Funds					
A. Charlevoix County		33,000.00	33,000.00	33,000.00	33,000.00
B. Emmet County	7,725.00	30,900.00	30,900.00	30,900.00	31,500.00
C. VORP Charlevoix	1,400.00	8,500.00	8,500.00	8,500.00	8,500.00
D. VORP Emmet	1,250.00	6,875.00	7,500.00	6,875.00	8,125.00
E. CDP Charlevoix		8,000.00	8,000.00	8,000.00	8,000.00
E. Fees for Service	125.00	7,130.00	5,000.00	7,130.00	6,912.50
F. ACVS Fees		3,100.00	2,000.00	3,100.00	2,625.00
G. SPED Fees		2,500.00	500.00	2,500.00	1,000.00
H. Donations		58.00	3,500.00	58.00	3,614.81
I. Designated Gifts					
J. Donor Campaign	535.00	5,603.50	2,000.00	5,508.50	3,435.00
K. Theatre Party					
1. Sponsorships		5,925.00	6,500.00	5,925.00	6,295.65
2. Ticket Sales		3,185.00	2,900.00	3,185.00	2,850.00
3. Other		1,674.50	600.00	1,674.50	1,692.40
L. Reimbursement/Rebate	35.00	482.98		482.98	147.57
M. Interest	227.62	321.24	200.00	321.24	292.05
N. Training					
1. 40-Hour					5,528.38
2. Advanced - Spring		4,945.00		4,945.00	1,500.00
3. Special Education					205.86
4. Corporate					100.00
Grants					
A. Bay Harbor Foundation					
B. Charlevoix Foundation		350.00		350.00	2,708.00
C. Petoskey Foundation		1,834.00	1,484.00	1,834.00	
D. United Way	1,342.25	4,970.75	1,086.50	5,065.75	3,884.50
E. Charlevoix Lions					
F. Revenue Sharing		9,334.00	4,600.00	9,334.00	
G. Women's Club					500.00
Transfer from Savings					
TOTAL INCOME	12,639.87	184,996.66	164,578.19	184,996.66	174,344.17
In Kind					
A. Accounting Services		400.00	500.00	400.00	485.00
B. Volunteer Mediators	6,712.50	142,162.50	193,762.50	142,162.50	190,800.00
C. Volunteer Labor		1,440.00		1,440.00	
D. Volunteer Training			1,200.00		3,600.00
E. Mediation Locations	350.00	5,750.00	6,840.00	5,750.00	6,800.00
F. Rent	1,300.00	15,600.00	15,600.00	15,600.00	15,600.00
G. Equipment/Supplies		365.50	500.00	365.50	2,043.12
H. Cell Phone	149.37	1,702.43	2,109.85	1,702.43	2,056.63
I. Theatre Party		3,003.00	1,550.00	3,003.00	1,531.00
J. Training Locations			800.00		2,400.00
K. Mileage			500.00		847.82
L. GoToMyPC	19.95	239.40	240.00	239.40	239.39
M. Refund					150.00
IN KIND INCOME	8,531.82	170,662.83	223,602.35	170,662.83	226,552.96
TOTAL + IN KIND INCOME	21,171.69	355,659.49	388,180.54	355,659.49	400,897.13

EXPENSE CATEGORY	MONTH	2014 YTD	2014 Budget	2014 Project	2013 YTD
1. Personnel					
A. Salaries	7,705.62	102,140.52	101,473.00	102,140.52	98,516.08
B. FICA	642.95	8,753.49	7,762.68	8,753.49	7,536.47
C. Worker's Compensation	114.00	708.00	634.00	708.00	629.00
D. Unemployment		752.40	1,014.73	752.40	792.30
E. Insurance/Education		500.86	7,500.00	500.86	3,621.27
2. Accounting	250.00	2,735.00	1,500.00	2,735.00	3,275.00
3. Advertising	310.00	2,660.06	1,595.00	2,660.06	1,812.85
4. Charlevoix Office					
A. Rent	100.00	1,200.00	1,200.00	1,200.00	1,200.00
B. Telephone	82.20	989.33	855.00	989.33	869.14
5.. Communications					
A. Telephone	256.37	2,647.00	2,100.00	2,647.00	2,336.37
B. Internet	45.00	687.30	800.00	687.30	769.30
6. Contractual	469.25	3,281.25	1,600.00	3,281.25	2,292.00
7. Equipment					
A. Purchase		5,699.50	500.00	5,699.50	2,948.94
B. Repair & Maintenance		247.50	500.00	247.50	380.00
8. Insurance					
A. Employment Practices	224.00	224.00	224.00	224.00	224.00
B. Directors & Officers	1,270.00	1,270.00	1,270.00	1,270.00	1,270.00
C. Commercial Umbrella		300.00	300.00	300.00	300.00
D. Business Protection		430.00	430.00	430.00	430.00
9. Occupancy - Rent	500.00	6,000.00	6,000.00	6,000.00	6,000.00
10. Other					
A. Board	229.65	2,567.64	2,314.19	2,567.64	542.26
B. Executive Director	602.69	1,992.61	1,827.00	1,992.61	1,287.61
C. Hospitality	349.94	1,734.23	635.00	1,734.23	1,175.85
D. Licenses, Fees, Dues	105.00	955.00	1,167.00	955.00	1,447.90
E. PD		1,359.00	1,150.00	1,359.00	1,357.00
F. Staff Retreat		125.00	125.00	125.00	159.00
G. Theatre Party		4,126.24	2,248.00	4,126.24	3,881.56
11. Postage	467.48	2,045.45	900.00	2,045.45	663.04
12. Printing	677.00	3,405.00	1,850.00	3,405.00	3,084.00
13. Reimbursement		303.73		303.73	50.00
14. Supplies	426.29	3,635.40	3,000.00	3,635.40	3,110.96
15. Training					
A. 40-Hour					6,269.26
B. Advanced Spring		3,981.45		3,981.45	2,452.63
C. Advanced - Fall					1,378.53
D. Special Education					205.86
E. Security		696.00		696.00	
F. Roundtables			160.00		
16. Travel					
A. Lodging		1,231.46	585.00	1,231.46	254.26
B. Meals	35.52	651.08	235.50	651.08	274.50
C. Mileage	3,022.96	7,439.82	8,766.25	7,439.82	7,913.67
D. Other		10.00		10.00	220.50
TOTAL EXPENSES	17,885.92	177,485.32	162,221.35	177,485.32	170,931.11
16. Gain (Loss)		7,511.34	2,356.84	7,511.34	3,413.06
Comparison of Income & Expenses		184,996.66	164,578.19	184,996.66	174,344.17
Depreciation	1,950.00	1,950.00		1,950.00	1,307.00
Transfer to Northwest	10,000.00	10,000.00		10,000.00	
EXPENSES + DEPRECIATION + TRANSFER	29,835.92	189,435.32		189,435.32	172,238.11

01/13/15

NORTHERN COMMUNITY MEDIATION**Profit & Loss**

December 2014

	Dec '14
Income	
County Funding	
Emmet	7,725.00
Total County Funding	7,725.00
Donation	
Donor Campaign	535.00
Total Donation	535.00
Fees	
Breach of Contract	25.00
Divorce	75.00
Domestic	25.00
Total Fees	125.00
Grants	
United Way	1,342.25
Total Grants	1,342.25
Interest	227.62
Refund	35.00
VORP	
Charlevoix	1,400.00
Emmet	1,250.00
Total VORP	2,650.00
Total Income	12,639.87
Expense	
Accounting	250.00
Advertising	310.00
Charlevoix Office	
Rent	100.00
Telephone	82.20
Total Charlevoix Office	182.20
Communications	
Internet	45.00
Telephone	256.37
Total Communications	301.37
Contractual	469.25
Depreciation Expense	1,950.00
Insurance	
Directors & Officers	1,270.00
Employment Practices	224.00
Worker's Compensation	114.00
Total Insurance	1,608.00
Occupancy	
Rent	500.00
Total Occupancy	500.00

01/13/15

NORTHERN COMMUNITY MEDIATION

Profit & Loss

December 2014

	<u>Dec '14</u>
Other	
Board	229.65
Executive Director	602.69
Hospitality	349.94
Licenses, Fees, Dues	105.00
Total Other	<u>1,287.28</u>
Payroll Expenses	642.95
Postage	467.48
Printing	677.00
Salaries and Wages	7,705.62
Supplies	426.29
Transfer to Northwestern Bank	10,000.00
Travel	
Meals	35.52
Mileage	3,022.96
Total Travel	<u>3,058.48</u>
Total Expense	<u>29,835.92</u>
Net Income	<u><u>-17,196.05</u></u>

01/13/15

NORTHERN COMMUNITY MEDIATION
Expenses by Vendor Summary
 December 2014

	<u>Dec '14</u>
Analisa Charlton	18.20
AT&T	383.57
Bill & Carol's	43.42
Brian Kasiborski	40.60
Bruce Herbert	138.38
Carolyn Belknap	47.60
Chuck Jadwin	17.50
City of Charlevoix	100.00
Connie Saltonstall	97.65
Dog Eat Dog Graphic Designs	78.75
Don Swank	14.70
Doug Basel	41.65
East Jordan Chamber of Commerce	95.00
Ed Engstrom	101.85
Frankenmuth Insurance	114.00
Gaslight Media	45.00
Gordon Food Service	16.94
Harbor Brenn Agency	1,494.00
Hi-Tech	390.50
Hugh Conklin	32.20
Jamie Winters	64.40
Jane Millar	538.79
Jeff Higgs	116.55
Jennifer Carson	26.25
Jon Paul Bautel	26.70
Julienne Tomatoes	216.60
Karen Cole	6.30
Kimberly Jencka	218.75
Kristyn Balog	111.30
Leadership Charlevoix County	250.00
Lou Diaz	125.30
Mark Hess	7.00
Mary Horan	287.11
Mason & Kammermann	250.00
Meyer Hardware	23.47
Northern Community Mediation	10,000.00
Office Max	356.06
Online Payroll Service Fee	10.00
Patty Forster	23.10
Payroll Distribution	8,348.57
Pitney Bowes	167.48
Reserve Account	300.00
Richard Hendrian	280.35
Ron Moore	367.43
Scott Kingdon	9.10
St. Francis Xavier	500.00
Stafford's Hospitality	345.13
Steve Judd	69.30
Susan Hannah	86.10
Terri Sevensen	300.93
The Print Shop	677.00
Tim Arner	12.60
Tom North	136.50

01/13/15

NORTHERN COMMUNITY MEDIATION
Expenses by Vendor Summary
December 2014

	<u>Dec '14</u>
Trophy Case	9.54
Wayne Tri	126.70
Wiley Subscription Services	180.00
TOTAL	<u>27,885.92</u>

01/14/15

NORTHERN COMMUNITY MEDIATION**Profit & Loss**

January through December 2014

	Jan - Dec '14
Income	
CDP	8,000.00
CDRP Funds	
1st Quarter	13,892.31
2nd Quarter	11,576.92
3rd Quarter	9,261.54
4th Quarter	11,576.92
Total CDRP Funds	46,307.69
County Funding	
Charlevoix	33,000.00
Emmet	30,900.00
Total County Funding	63,900.00
Donation	
Donor Campaign	5,603.50
Donation - Other	58.00
Total Donation	5,661.50
Fees	
ACVS	3,100.00
Breach of Contract	400.00
Cancellation	75.00
Civil Rights	175.00
Divorce	4,610.00
Domestic	325.00
Guardianship	100.00
Landlord/Tenant	350.00
Ord, Statute, Reg.	250.00
Post Judgement	75.00
Property	100.00
Real Estate	100.00
Shoplifting	570.00
SPED	2,500.00
Total Fees	12,730.00
Fund Raising	
Theatre Party	
Donation	1,000.00
Raffle	250.00
Sponsor	5,925.00
Tickets	3,185.00
Theatre Party - Other	424.50
Total Theatre Party	10,784.50
Total Fund Raising	10,784.50

01/14/15

NORTHERN COMMUNITY MEDIATION

Profit & Loss

January through December 2014

	Jan - Dec '14
Grants	
Charlevoix Foundation	350.00
Petoskey Foundation	1,834.00
Revenue Sharing	9,334.00
United Way	4,970.75
Total Grants	16,488.75
Interest	321.24
Refund	482.98
Training & Workshops	
Advanced	4,945.00
Total Training & Workshops	4,945.00
VORP	
Charlevoix	8,500.00
Emmet	6,875.00
Total VORP	15,375.00
Total Income	184,996.66
Expense	
Accounting	2,735.00
Advertising	2,660.06
Charlevoix Office	
Rent	1,200.00
Telephone	989.33
Total Charlevoix Office	2,189.33
Communications	
Internet	687.30
Telephone	2,647.00
Total Communications	3,334.30
Contractual	3,281.25
Depreciation Expense	1,950.00
Equipment Expense	
Purchase	5,699.50
Repair & Maintenance	247.50
Total Equipment Expense	5,947.00
Fringe Benefits	
Education	46.06
Health Insurance	454.80
Unemployment	752.40
Total Fringe Benefits	1,253.26

01/14/15

NORTHERN COMMUNITY MEDIATION**Profit & Loss**

January through December 2014

	Jan - Dec '14
Insurance	
Business Protector	430.00
Commercial Umbrella	300.00
Directors & Officers	1,270.00
Employment Practices	224.00
Worker's Compensation	708.00
Total Insurance	2,932.00
IntyINT	0.00
Occupancy	
Rent	6,000.00
Total Occupancy	6,000.00
Other	
Board	2,567.64
Executive Director	1,992.61
Hospitality	1,734.23
Licenses, Fees, Dues	955.00
PD	1,359.00
Staff Retreat	125.00
Theatre Party	4,126.24
Total Other	12,859.72
Payroll Expenses	8,753.49
Postage	2,045.45
Printing	3,405.00
Refund Expense	300.00
Reimbursement	
Restitution	3.73
Total Reimbursement	3.73
Salaries and Wages	102,140.52
Supplies	3,635.40
Training	
Advanced	3,981.45
Security	696.00
Total Training	4,677.45
Transfer to Northwestern Bank	10,000.00
Travel	
Lodging	1,231.46
Meals	651.08
Mileage	7,439.82
Other	10.00
Total Travel	9,332.36
Void	0.00
Total Expense	189,435.32
Net Income	-4,438.66

01/13/15

NORTHERN COMMUNITY MEDIATION

Expenses by Vendor Summary

January through December 2014

	<u>Jan - Dec '14</u>
Analisa Charlton	18.20
Angele Larson	87.50
AT&T	4,103.83
Bed, Bath & Beyond	13.77
Bert Rousseau	2,841.46
Bill & Carol's	224.23
Blarney Castle	3.73
Boyne Area Chamber of Commerce	290.00
Brian Kasiborski	40.60
Bruce Herbert	138.38
Carolyn Belknap	47.60
Cash	400.00
Charlevoix Chamber of Commerce	360.00
Charlevoix Community Pool	25.00
Chuck Jadwin	17.50
City of Charlevoix	1,200.00
City Park Grill	294.32
Conflict Resolution Services	150.00
Conni Zingler	22.40
Connie Saltonstall	97.65
Crossroads Industries	35.00
Dennis Mac Donell	240.13
Dog Eat Dog Graphic Designs	78.75
Don Swank	14.70
Doug Basel	41.65
East Jordan Chamber of Commerce	95.00
Ed Engstrom	101.85
Emmet County Recycling	78.00
Frankenmuth Insurance	1,438.00
Gaslight Media	699.80
Gordon Food Service	505.05
Harbor Brenn Agency	1,494.00
Harbor Springs Chamber of Commerce	105.00
Hi-Tech	9,875.99
Hugh Conklin	32.20
Jamie Winters	64.40
Jane Millar	5,229.12
Jeff Higgs	116.55
Jennifer Carson	26.25
Jon Paul Bautel	26.70
Julienne Tomatoes	391.10
K-Mart	6.36
Karen Cole	6.30
Kimberly Jencka	218.75
Kristyn Balog	111.30
Leadership Charlevoix County	250.00
Lou Diaz	125.30
LRBOI Tribal Court	600.00
MACM	400.00
Mark Hess	7.00
Mary Horan	287.11
Mason & Kammermann	2,735.00
McCardel Water Conditioning	126.00

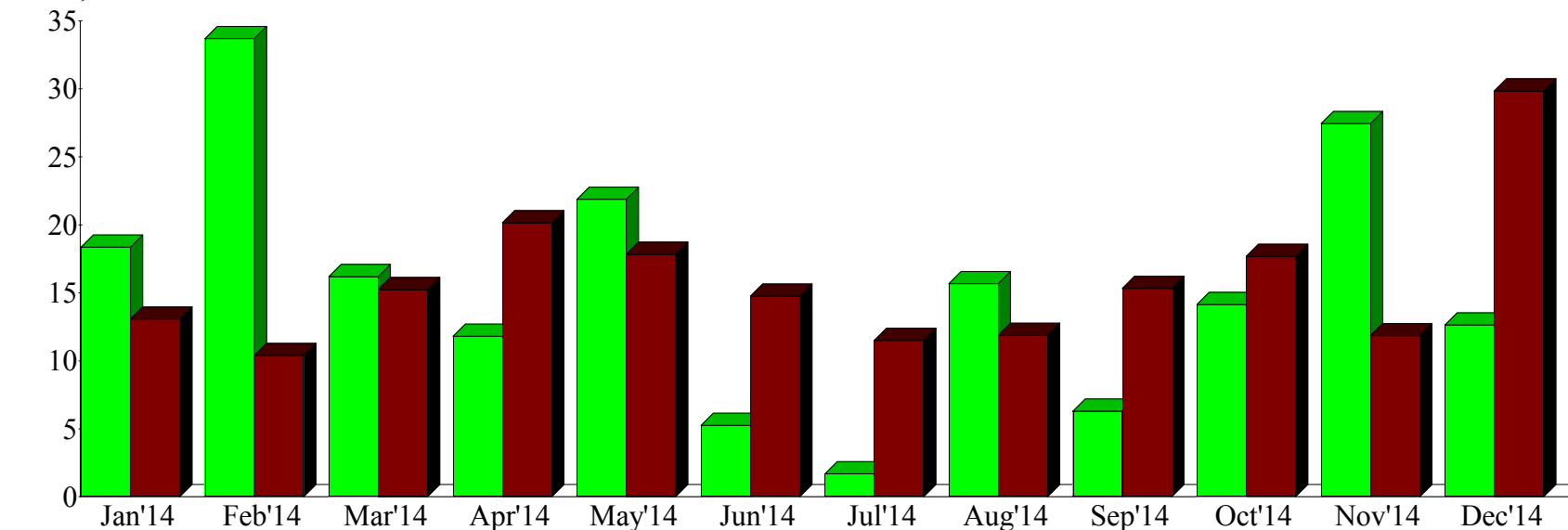
01/13/15

NORTHERN COMMUNITY MEDIATION
Expenses by Vendor Summary
 January through December 2014

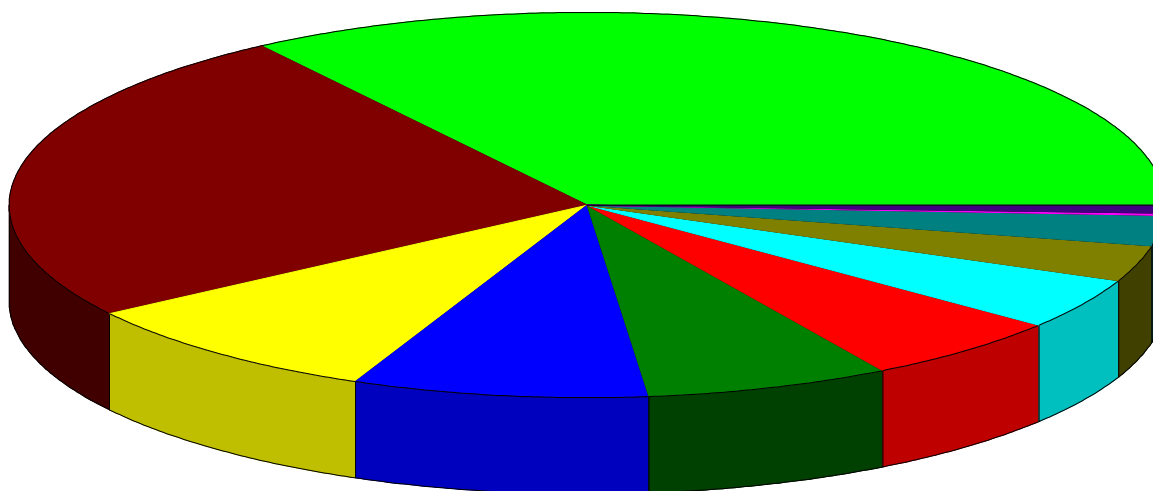
	<u>Jan - Dec '14</u>
McLaren Northern Michigan Foundation	15.00
Meyer Hardware	86.57
North Sky	1,254.19
Northern Community Mediation	10,000.00
Northern Michigan Review	1,845.45
Office Max	1,639.05
Oleson's	159.69
Online Payroll Service Fee	120.00
Patty Forster	23.10
Payroll Distribution	110,894.01
Petoskey Chamber of Commerce	983.00
Petoskey Cinema	1,032.00
Pitney Bowes	825.85
Postmaster	85.39
Reserve Account	1,200.00
Richard Hendrian	280.35
Roast & Toast	24.00
Ron Moore	367.43
Rotary	165.25
Rotary Club of Petoskey	573.25
Scott Kingdon	9.10
Sign & Design	125.00
Sky's the Limit	160.95
St. Francis Xavier	6,000.00
Stafford's Hospitality	2,435.64
State of Michigan	20.00
State of Michigan Bar Association	40.00
Steve Judd	69.30
Steve Tresidder	1,400.00
Susan Hannah	86.10
Taylor Rental	514.50
Terri Sevener	2,165.74
The 501 Alliance	752.40
The Dispute Resolution Center	149.00
The Print Shop	4,229.00
Tim Arner	12.60
Tom North	136.50
Trophy Case	104.54
Twisted Olive	337.00
United Way	50.00
Ward & Eis	106.00
Wayne Tri	463.01
Weatherlane	233.08
Wiley Subscription Services	348.75
YMCA	25.00
TOTAL	<u><u>187,485.32</u></u>

Income and Expense by Month
January through December 2014

\$ in 1,000's



Income Summary
January through December 2014

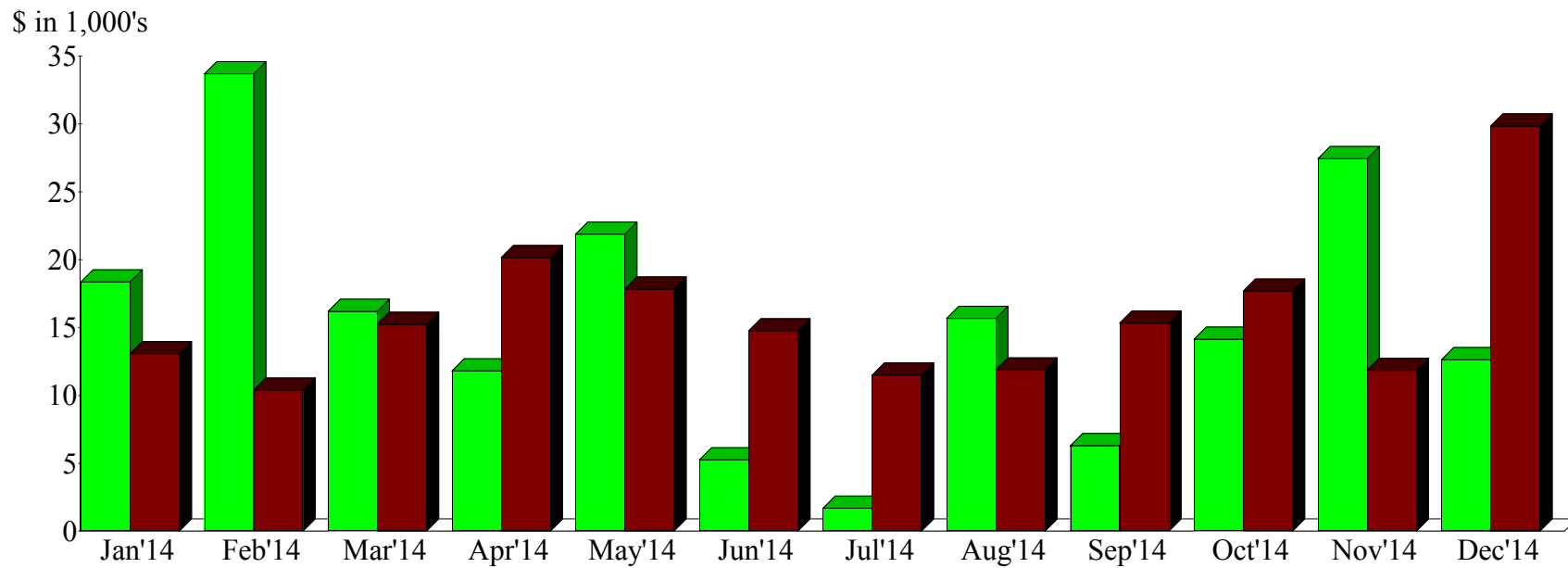


County Funding	%34.54
CDRP Funds	25.03
Grants	8.91
VORP	8.31
Fees	6.88
Fund Raising	5.83
CDP	4.32
Donation	3.06
Training & Workshops	2.67
Refund	0.26
Interest	0.17
Total	\$184,996.66

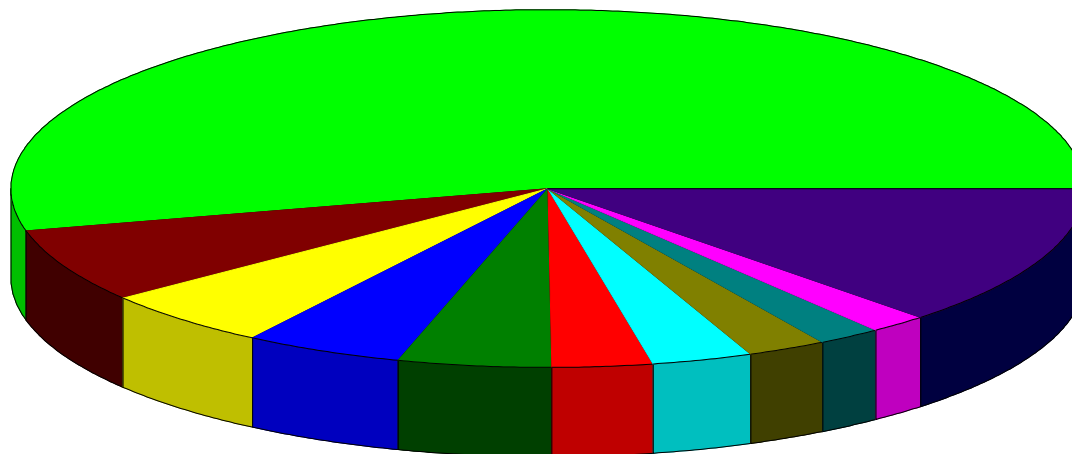
By Account

Income and Expense by Month
January through December 2014

Income
Expense



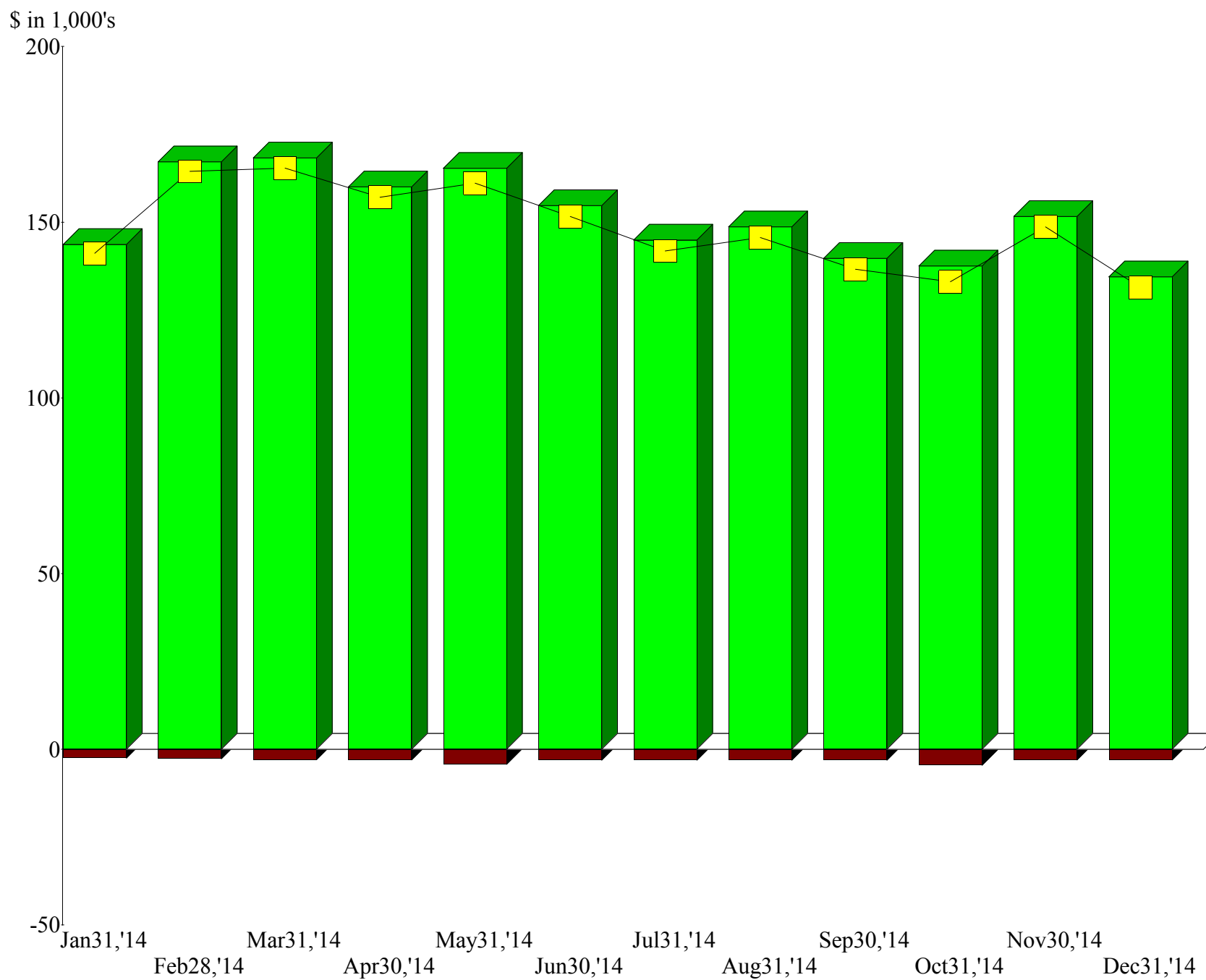
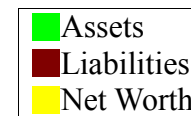
Expense Summary
January through December 2014



Salaries and Wages	%53.92
Other	6.79
Transfer to Northwestern Bank	5.28
Travel	4.93
Payroll Expenses	4.62
Occupancy	3.17
Equipment Expense	3.14
Training	2.47
Supplies	1.92
Printing	1.80
Other	11.97
Total	\$189,435.32

By Account

Net Worth by Month
As of December 31, 2014



NORTHERN COMMUNITY MEDIATION

Balance Sheet Prev Year Comparison

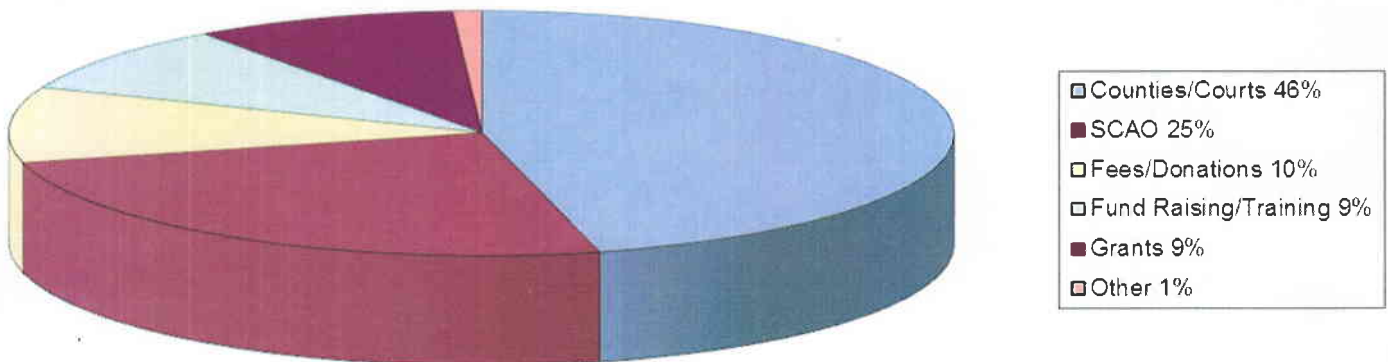
As of December 31, 2014

	Dec 31, '14	Dec 31, '13	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
CD Bank of N. MI 803611	6,548.20	6,528.59	19.61	0.3%
CD Bank of N. MI 804631	6,171.21	6,140.45	30.76	0.5%
CD Bank of N. MI 806536	6,350.68	6,319.03	31.65	0.5%
CD Char State Bank 18756	5,940.69	5,910.02	30.67	0.5%
CD Char State Bank 18910	12,165.82	12,112.48	53.34	0.4%
CD First Comm. Bank 60302215	7,821.49	7,798.71	22.78	0.3%
CD First Comm. Bank 60302716	5,576.60	5,560.36	16.24	0.3%
Checking Chase	6,855.08	18,820.63	-11,965.55	-63.6%
Petty Cash	100.00	100.00	0.00	0.0%
Savings Bay Winds	15,791.58	15,696.38	95.20	0.6%
Savings Chase	18,080.79	18,065.18	15.61	0.1%
Savings Chemical Bank	20,275.24	0.00	20,275.24	100.0%
Savings NW Bank 710205349	0.00	10,269.86	-10,269.86	-100.0%
Total Checking/Savings	111,677.38	113,321.69	-1,644.31	-1.5%
Total Current Assets	111,677.38	113,321.69	-1,644.31	-1.5%
Fixed Assets				
Accumulated Depreciation	-20,362.95	-18,412.95	-1,950.00	-10.6%
Equipment				
Maintenance	190.00	190.00	0.00	0.0%
Purchase	658.00	658.00	0.00	0.0%
Equipment - Other	19,814.14	19,814.14	0.00	0.0%
Total Equipment	20,662.14	20,662.14	0.00	0.0%
Total Fixed Assets	299.19	2,249.19	-1,950.00	-86.7%
Other Assets				
Investments - CCCF	11,150.00	11,045.07	104.93	1.0%
Investments - PHSACF	12,740.00	11,455.46	1,284.54	11.2%
Total Other Assets	23,890.00	22,500.53	1,389.47	6.2%
TOTAL ASSETS	135,866.57	138,071.41	-2,204.84	-1.6%
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
Federal Income Tax Withheld	646.00	716.00	-70.00	-9.8%
Fica Tax Withheld	1,156.98	1,159.46	-2.48	-0.2%
Michigan Unemployment	939.73	0.00	939.73	100.0%
State Income Tax Withheld	286.26	309.16	-22.90	-7.4%
Total Other Current Liabilities	3,028.97	2,184.62	844.35	38.7%
Total Current Liabilities	3,028.97	2,184.62	844.35	38.7%
Total Liabilities	3,028.97	2,184.62	844.35	38.7%
Equity				
*Retained Earnings	135,886.80	133,394.72	2,492.08	1.9%
Opening Bal Equity	-0.01	-0.01	0.00	0.0%
Net Income	-3,049.19	2,492.08	-5,541.27	-222.4%
Total Equity	132,837.60	135,886.79	-3,049.19	-2.2%
TOTAL LIABILITIES & EQUITY	135,866.57	138,071.41	-2,204.84	-1.6%

FIFTEEN YEAR COMPARISON REVENUE SOURCES

YEAR	SCAO	COUNTIES	AGENCY	TOTAL	IN KIND
2014	46,307.69	87,275.00	51,413.97	184,996.66	170,662.83
2013	41,927.45	89,125.00	43,291.72	174,344.17	226,552.96
2012	47,032.97	84,050.00	35,331.95	166,414.92	184,703.20
2011	45,119.56	87,075.00	37,965.62	170,160.18	200,792.66
2010	57,368.81	84,000.00	42,990.48	184,359.29	228,514.86
2009	54,892.64	83,900.00	37,402.12	176,194.76	198,391.08
2008	52,964.25	76,225.00	48,077.34	177,266.59	193,458.36
2007	68,671.08	60,000.00	65,054.20	193,725.28	191,127.82
2006	67,531.61	69,000.00	31,807.63	168,339.24	142,871.68
2005	64,275.33	45,000.00	39,938.74	149,214.07	62,526.56
2004	70,441.65	33,750.00	22,005.16	126,196.81	44,883.50
2003	75,362.57	4,000.00	10,804.94	90,167.51	44,871.36
2002	69,788.17	3,000.00	5,543.35	78,331.52	46,419.87
2001	68,254.91	3,000.00	13,221.43	84,476.34	NA
2000	66,762.94	3,000.00	19,417.20	89,180.14	NA

Revenue Sources for 2014



ANNUAL REPORT FOR 2014

Personnel

Northern Community Mediation (NCM) has three, full-time employees: two Intake Coordinators and the Executive Director. Intake Coordinator Terri Sevensen has been with NCM for almost three years. She is responsible for general civil, domestic relations, and guardianship cases. She also oversees the School Attendance Mediation, Child Protection and Victim-Offender Reconciliation Programs. Dixie Bunker began working for NCM in October 2014. She is responsible for all small claims, landlord / tenant, divorce with children and divorce without children cases. Dixie replaced Assistant Director Bert Rousseau, who had been with NCM for nine years. Dr. Jane Millar has been the Executive Director of NCM since July 2003.

With Bert Rousseau's resignation, NCM sought her replacement. Over 50 applications were received. The Executive Director interviewed five individuals for the position.

In addition to the paid staff, NCM has 59 volunteer mediators. The majority of the volunteer mediators have received advanced training in specialized fields of mediation. The table below depicts the areas of expertise along with the number of mediators qualified in those fields.

SPECIALIZATION	# OF MEDIATORS
Child Protection	24
Divorce/Domestic Relations	27
Advanced General Civil	56
Guardianship	7
Parenting Time	8
Restorative Justice	3
Special Education	6
Victim-Offender Reconciliation	8
Mental Health	11
School Attendance	22

As can be seen, NCM has a sufficient number of mediators. The challenge facing NCM relates to the availability of the mediators. Many are retired or work full-time. Hence, they are either traveling or only available on a limited basis for daytime mediations. Additionally, more and more of the cases referred to NCM are complex and require specialized training.

NCM enforces the State Court Administrative Office (SCAO) requirement that mediators complete a minimum of eight hours of continuing education every two years. NCM also continues to be in compliance with the State Court Administrative Office (SCAO) policy for background checks. All employees, interns, volunteer mediators and other volunteers must undergo a background check through the Michigan State Police (ICHAT), as well as a criminal registry check through the Department of Human Services every two years.

Trainings and Workshops

In 2014, NCM hosted four Mediator Roundtables relating to school attendance, victim-offender reconciliation, child protection, and parenting time. In addition, NCM collaborated with the Charlevoix-Emmet Intermediate School District to facilitate a training relating to the district-wide School Attendance Mediation Program.

Attorney and mediator Steve Tresidder facilitated an Advanced Mediator Training entitled *Social Psychological Factors in Mediation* ON May 16. There were 52 participants.

On June 21, Dennis Mac Donell, who is the Court Security Specialist for the Michigan Supreme Court, conducted a three-hour security workshop. His agenda covered the following topics: court security, personal safety, powers of observation, potentially violent situations and bomb threats. All of this was directly related to mediation and the facilities available to NCM. In addition to the workshop itself, Mac Donell made several, specific recommendations to ensure greater safety of NCM staff and mediators.

NCM staff participated in professional development opportunities offered at sites other than at NCM. Terri Sevenser attended the Michigan Association of Court Mediators (MACM) annual conference as did Assistant Director Bert Rousseau. Terri also attended the Little River Band of Odawa Peace Making Conference.

Meetings & Gatherings

In addition to regular meetings relating to the operations of NCM, the staff participates in a variety of specific meetings.

On January 16, 2014, NCM conducted its annual meeting for 2013. It was held from 12:02 pm to 12:45 pm at Palette Bistro in Petoskey, Michigan. Minutes of the 2014 annual meeting will be available on the NCM website (www.northernmediation.org) upon approval of the Board of Directors at the 2015 Annual Meeting, which is scheduled for Thursday, January 22, 2015.

The Board of Directors met in person six times in 2014: January, March, May, July, September and December. The minutes of the Board of Directors meetings are available on the NCM website. The executive Committee traditionally meets on the months that the board of Directors does not meet.

Additional meetings in which NCM staff was involved are depicted in the table below.

MEETING	MEETING
Weekly Staff Meetings	Numerous Meetings with Present & Potential Mediators
Two Steering Committee Meeting	Six Michigan Association of Court Mediators Board Meetings
One Steering Committee Meeting	Michigan Association of Community Mediators Annual Conference
Seven with New Board Members	Open House for Shirley Gillespie
Mason & Kammermann Annual Audit	Leadership Charlevoix County Graduation

The Honorable Frederick Mulhauser	Charlevoix-Emmet Intermediate School District 50th Anniversary
Individual Meetings with 14 Various Community Leaders	United Way Fund Raiser
Individual Meetings with 22 Mediators	Leadership Little Traverse Wine Tasting
Four Meetings with Steve Tresidder	State of the Community Luncheon
Fourteen Meetings with Various Facilitators for NCM Offered Trainings	NLEA Luncheon
Eight Individual Meetings with Court Personnel	Numerous Community Events
LCC Orientation	Two Brown Bag Lunches
Community Input Committee	Boyne City Expo
Char-Em ISD Principals' Meeting	Petoskey Expo
Bullying Conference Call	Petoskey/Harbor Springs Area Community Foundation Annual Meeting
Twelve Meetings of the Michigan CDRP Association Executive Committee	Twenty-five Big Sister Meetings
Six Meetings of the Michigan CDRP Association Marketing Committee	Nine Connecting Women in Business Meetings
Two Meetings with EPS	All-Day Staff Retreat
Three Meetings with MSEMP	Board Retreat
Nine HSCB Meetings	United Way Celebration Breakfast
Four Meetings of the Michigan CDRP Association Board Meeting	State of the Community Luncheon
Four NCM Marketing Committee Meetings	Dan Harris Open House
Two Michigan Mediates Meetings	Breakfast of Champions
Nine Meetings with Leadership Little Traverse Mentee	Weekly Staff Meetings
Nine Meetings with Leadership Charlevoix County Mentee	Weekly Rotary Meetings
Two Brown Bag Lunches with Executive Directors of Non-Profits	Weekly Kiwanis Meetings
Bob Esford, Insurance Agent	Monthly Kiwanis Board Meetings
Monthly Human Services Coordinating Body Meetings	PHSACF Annual Meeting
Two CDRP Directors' Meeting in Lansing	

On December 9 from 4:30 pm to 6:00 pm, NCM held its annual holiday party. Everyone in attendance enjoyed food, beverage, conversation and friendship. NCM also hosted a graduation party for Bert Rousseau on May 8 and a going-away party for her on November 5.

Approximately 40 people attended the Appreciation Luncheon, which was held on Monday, May 19 at the City Park Grill in Petoskey. The following individuals were recognized: Carolyn Belknap for Veteran Mediator of the Year, Herb Carlson for Rookie Mediator of the Year, and the Honorable Jim Erhart for Advocate of the Year. The Honorable Richard Pajtas was recognized for his years of service with the Leah Award. As the keynote speaker, Judge Erhart explained Sobriety Court.

The Executive Director continues to be a driving force behind the Michigan Citizen Dispute Resolution Program Center Directors' Association. She serves as the co-president of the association, on the marketing committee, and on the outreach committee. She also serves as the representative to Michigan Mediates.

Presentations and Promotion

Executive Director Jane Millar attended the retirement party at Castle Farm for the Honorable Richard Pajtas.

The year 2014 was a busy one in terms of participation in community events. NCM participated in Project Connect, a day of free services for those in need provided by various non-profit organizations in the community. The Executive Director served as a mentor for Leadership Little Traverse, a program sponsored by the Petoskey Chamber of Commerce, as well as a mentor for Leadership Charlevoix County, a program sponsored by the Charlevoix Chamber of Commerce.

NCM also participated in the Information Summit, which is sponsored by the Human Services Coordinating Body. The Summit was held on September 19 and provides an opportunity for those individuals involved with social service agencies to network and learn more about one another's services. Terri Sevener and Bert Rousseau staffed the NCM booth, while Jane Millar presented at breakout sessions.

The Executive Director defended NCM's grant applications before the United Way panel and served as a resource speaker in Ken Winter's International Relations class at North Central Michigan College. She facilitated one session of *Shoplifting Doesn't Pay*, which was held for the fourth graders at Central Elementary School in Petoskey, was conducted.

The table below lists additional presentations that were done to promote NCM and draw attention to its services and programs.

ORGANIZATION	TOPIC
Leadership Little Traverse	Conflict in the Workplace
Leadership Little Traverse Lunch Host	NCM & Mediation
Leadership Charlevoix County Lunch Host	Stories of Mediation
Leadership Charlevoix County	Grant Application Simulation
United Way	Day of Caring
Petoskey Chamber Expo	What is Northern Community Mediation?
Boyne City Chamber Expo	What is Northern Community Mediation?
Information Summit	What is Northern Community Mediation?
Rotary Club of East Jordan	Stories of Mediation
Petoskey Middle School	Career Day
Michigan Alliance for Families	Value of Mediaation
Council of Michigan Foundations	Ways to Resolve Conflicts
Emmet County Health Department	Stories of Mediation
Petoskey Zonta	Stories of Mediation
Human Services Coordinating Body	Real Stories About Mediation

Caseload

The number of cases opened in 2014 as compared with 2013 was up by 216 cases: 728 vs. 512. This increase is primarily attributable to three factors. First, the pilot project with the 90th District Court in Emmet County is bringing almost all small claims cases to NCM. Second, the School Attendance Mediation Program is engaging the school districts to refer more cases to NCM. Three, the efforts and initiatives of promoting NCM in general seems to be paying off.

Breach of Contract continues to be the most prevalent type of case (52%). This is followed by cases involving divorce and domestics matters (13%). The third most common type of case relates to victim-offender reconciliation (8%) followed by parenting time (5%).

The case breakdown by programs is as follows:

	2014		2013	
PROGRAM	# ACCEPTED	# CLOSED	# ACCEPTED	# CLOSED
Child Protection	34	35	32	32
Victim Offender	50	55	55	54
Parenting Time	43	39	64	58

The case breakdown by counties is as follows:

	2014		2013	
COUNTY	# ACCEPTED	# CLOSED	# ACCEPTED	# CLOSED
Charlevoix	212	202	205	214
Emmet	505	497	293	275
Other	11	3	3	3

The case breakdown relating to the courts is as follows:

	2014		2013	
COURT	# ACCEPTED	# CLOSED	# ACCEPTED	# CLOSED
33 rd Circuit	115	115	107	107
57 th Circuit	38	38	31	31
90 th District	446	430	197	184
7 th Probate	80	86	84	83

The case breakdown by dispute type is as follows:

DISPUTE TYPE	# IN 2014	# IN 2013
Breach of Contract	366	162
Juvenile Victim Offender	55	54
Domestic Matters	34	62
Child Protection	35	32
Parenting Time	38	58
Divorce	54	42
Landlord/Tenant	56	24
Other	64	67

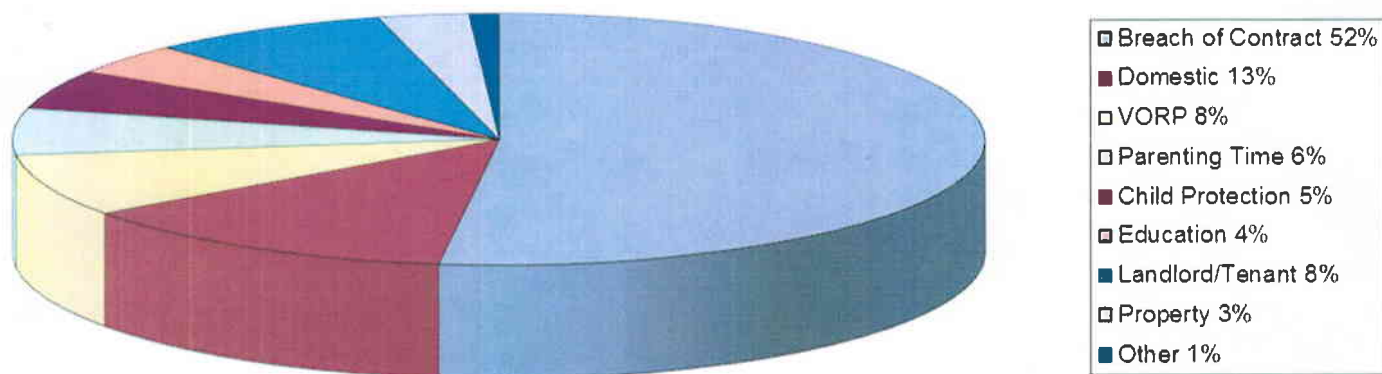
A comparison of the caseload is as follows:

CATEGORY	2014	2013	2012	2011	2010
# Opened	728	514	411	435	440
# Closed	702	501	391	446	435
Agreement Rate	85.21	75.51%	73.44%	68.4%	78.53%
# Court Referred	609	373	273	372	351
# Self Referred	50	70	74	45	48

FIFTEEN YEAR COMPARISON
DISPUTE TYPES (based on number of cases disposed in a given year)

Year	CDP	Breach Contract	EMP	Guard	Land/ Tenant	Neigh- bor	Dom Rel	Post Judge	Prop- erty	Edu	Vic Offend	Oth	Total
2014	35	366	2	6	56	0	88	38	22	27	55	7	702
2013	32	162	1	2	24	1	104	58	15	37	54	11	501
2012	30	127	2	4	14	1	92	41	12	2	55	11	391
2011	43	131	4	6	16	1	105	61	13	1	57	8	446
2010	22	160	4	5	12	2	104	44	6	3	60	13	435
2009	33	180	3	5	20	6	100	40	2	3	51	12	455
2008	26	186	2	1	16	1	95	29	8	4	81	10	459
2007	49	192	2	1	14	0	92	38	7	0	127	6	528
2006	59	187	5	3	16	7	76	23	8	2	89	13	488
2005	60	165	17	2	6	4	50	29	4	2	83	5	427
2004		179			30	7	67		11		13	80	387
2003		148			11	9	50		14		11	78	321
2002		150			19	5	71		18		6	64	333
2001		165			20	6	50		13		4	54	312
2000		106			16	7	24		14		5	55	227

Dispute Types for 2014



Agreement Rates

It should be noted that the “no agreement” rate in 2014 was down by 10% from 2013, and that conciliations were up by 20%. This is directly attributable to the fact that NCM is handling considerably more small claims cases. The fact that the agreement rate from 2013 to 2014 is down by 8% is also directly related to the number of small claims cases because small claims cases tend to be conciliated rather than mediated to agreement.

The agreement rate percentages for 2014 are depicted in the pie chart entitled Agreement Rates. The table below shows the comparison of agreement rates between 2013 and 2014.

YEAR	AGREEMENT	NO AGREEMENT	CONCILIATED	FACILITATED /ARBITRATED	PARTIAL
2014	41%	14%	40%	1%	4%
2013	53%	24%	20%		3%

Referral Sources

The pattern continues that the vast majority of cases are referred / ordered by the Court (86%). This percentage, however, is significantly higher than the percentage ordered by the courts in 2013 (75%). Much of this increase in the percentage of court referrals is directly attributable to the fact that all small claims cases are being ordered to mediation. With the increase in court referrals, self referrals dropped from 14% in 2013 to 7% in 2014.

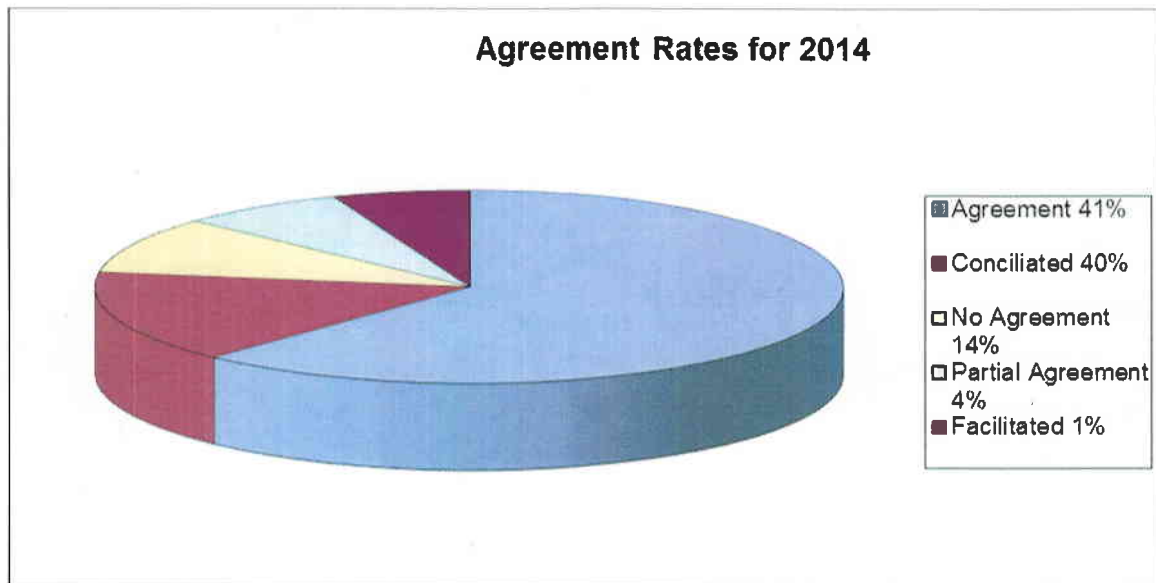
The fact that the percentage of education institution referrals has dropped from 7% in 2013 to 4% in 2014 appears to be a temporary situation.

The referral source percentages for 2014 are shown in the pie chart entitled Referral Sources. The case breakdown by referral source is as follows:

REFERRAL SOURCE	# IN 2014	# IN 2013
Courts	609	373
Self	50	70
Educational Institutions	27	36
Legal Organizations	0	3
Prosecutor	12	12
Other	4	7

FIFTEEN YEAR COMPARISON AGREEMENT RATES

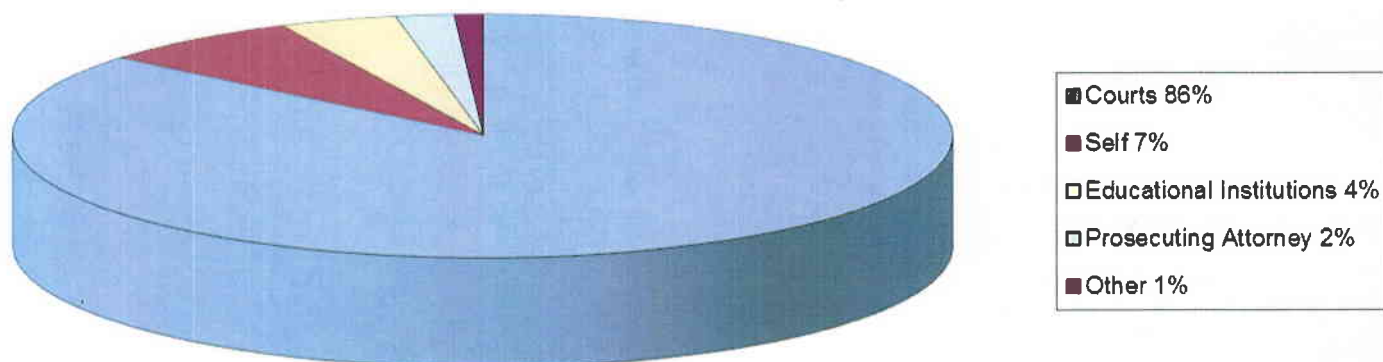
Year	Total Cases	Core Cases	Agreement	Partial Agreement	Conciliated	Facilitated	Arbitrated	No Agreement
2014	702	426	175	17	171	4	0	59
2013	501	392	209	12	75	1	0	95
2012	391	305	162	9	52	1	0	81
2011	446	345	175	6	55	1	1	107
2010	435	340	203	7	52	4	1	73
2009	455	349	224	4	41	1	1	78
2008	459	339	173	4	67	21	1	73
2007	528	395	177	0	143	10	0	65
2006	488	379	253	6	71	0	0	49
2005	428	369	253	3	66	4	0	43
2004	337	232	150	0	41	2	0	39
2003	318	NA	266	NA	NA	NA	NA	NA
2002	332	NA	287	NA	NA	NA	NA	NA
2001	307	NA	266	NA	NA	NA	NA	NA
2000	240	NA	201	NA	NA	NA	NA	NA



FIFTEEN YEAR COMPARISON
REFERRAL SOURCES (based on number of cases disposed in a given year)

YEAR	COURT	GOV/ POLICE	LEGAL/ BUSINESS/CORP	SELF- REFERRAL	SOC SER/ EDUC/COMM	OTHER	TOTAL
2014	609	1	12	50	27	3	702
2013	373	2	15	70	37	4	501
2012	273	4	39	74	0	1	391
2011	372	1	19	45		9	446
2010	351	2	30	48	2	2	435
2009	348	2	29	68	3	5	455
2008	351	0	43	57	4	4	459
2007	429	3	26	60	2	8	528
2006	394	8	14	51	3	18	488
2005	348	18	0	38	2	21	427
2004	299	5	20	33	7	23	387
2003	175	6	33	80	16	11	321
2002	207	4	22	76	13	11	333
2001	187	4	29	62	23	7	312
2000	167	3	14	15	7	21	227

Referral Sources for 2014



Community Dispute Resolution Program
Northern Community Mediation - CHARLEVOIX

Annual Case Profile CDRP03QT

Report Date: 1/12/2015

Period: Beginning: 1/1/2014 Ending: 12/31/2014

Filtered By: None

CASE DISPOSITION TOTALS	Count	NO MEDIATION HELD	Count
Conciliated	171 40.14%	Settled Prior to Mediation	104 37.68%
Mediated to Agreement	175 41.08%	Respondent Refuses to Mediate	21 7.61%
Mediated to Partial Agreement	17 3.99%	Initiator Failed to Show	1 0.36%
Mediated without Agreement	59 13.85%	Respondent Failed to show	18 6.52%
Facilitated	4 0.94%	Both Failed to Show	0 0.00%
Arbitrated	0 0.00%	Case Withdrawn	38 13.77%
TOTAL	426	Unable to Contact	89 32.25%
		Unamenable for Mediation	5 1.81%
		TOTAL	276

Arbitration Sessions: 0 Mediated w/ Agreement Sessions: 189 Avg Mediation Duration (mins): 89.82
Facilitated Sessions: 4 Mediated Part Agreement Sessions: 20 Total Fees Received: \$7,060.00
Mediated w/o Agreement Sessions: 60 **Excludes Waived Payment**
Total Money Distributed due to Agreement: \$257,738.11 Total Cases where Money was Distributed: 211

ADDITIONAL CASE INFORMATION:

Number of Accepted Cases: 728 Number of Disposed Cases: 702
Returnee to Mediation: Avg Days from Intake to Disposition: 31
New Matter: 0 Number of Court Ordered Cases: 200
Remediation of New Matter: 1 Number of Individuals Served: 1,555
Non-compliance of Old Matter: 0 Number of Children Involved: 381
Number of Cases Referred Elsewhere: 1

REFERRAL SOURCE	Count	DISPUTE TYPE	Count
BUS: Business, Corporation	0 0.00%	CDP: Child Protection	35 4.99%
CSR: Community Organization	2 0.28%	CML: Criminal	1 0.14%
CTS: Courts	609 86.75%	CON: Breach of Contract	366 52.14%
FFC: Friend, Family, Colleague	0 0.00%	EMP: Employment	2 0.28%
GOV: Government	1 0.14%	GDA: Guardianship-Adult	3 0.43%
LEG: Legal Organization	0 0.00%	GDC: Guardianship-Child	3 0.43%
MAR: Marketing, Advertising, Outreach	0 0.00%	LAN: Landord/Tenant	56 7.98%
POL: Police, Sheriff, State Police	0 0.00%	NGH: Neighbor	0 0.00%
PRS: Prosecutor	12 1.71%	ODM: Domestic Matters	34 4.84%
SCH: Educational Institution	27 3.85%	OPM: Other Probate Matters	0 0.00%
SEL: Self	50 7.12%	ORD: Ordinance/Statute/Regulation	0 0.00%
OTH: Other	1 0.14%	PBP: Public Policy	1 0.14%
TOTAL	702	PJC: Post Judgment Domestic	38 5.41%
		PPO: Personal Protection Order	0 0.00%
		PPP: Personal Protection Order-DM	0 0.00%
		PRP: Property	22 3.13%
		RST: Real Estate	5 0.71%
		SCH: Schools	27 3.85%
		VRA: Adult Victim Offender	0 0.00%
		VRJ: Juvenile Victim Offender	55 7.83%
		OTH: Other	0 0.00%
		DIV: Divorce No Children	20 2.85%
		DIK: Divorce Children	34 4.84%
		TOTAL	702

Fund Raising and Grants

The tenth annual Theatre Party was held on Monday, March 10. NCM budgeted \$10,000.00 in revenue and \$2,248.00 in expenses for a profit of \$7,752.00. In reality, \$10,784.50 was collected in revenue, and expenses totaled \$4,126.24 for a profit of \$6,658.26, which was \$1,093.74 under budget. Although ticket sales were up, sponsorships were down.

Theatre Party	2014	2013
Sponsorships	\$5,925.00	\$6,295.65
Ticket Sales	\$3,185.00	\$2,850.00
Other	\$1,674.50	\$1,692.40
Total Income	\$10,784.50	\$10,838.05
Expenses	\$4,126.24	\$3,881.56
Profit	\$6,658.26	\$6,956.49

NCM does charge a minimal administrative fee for most cases. Those cases for which there is no charge are school attendance, access and visitation, victim-offender, special education, and small claims. Additionally, fees are waived if it would be a hardship for an individual to pay the fee. In 2014, NCM collected \$7,060.00 in fees from 128 individuals as compared to \$6,912.50 from 155 participants in 2013. In 2014, \$2,985.00 in fees was written off as uncollectable, as compared to \$1,620.50 in 2013. It is not surprising that the collection rate would be less desirable in 2014 over 2013 due to the fact that more fees were charged in 2014 than in 2013.

NCM received \$3,100.00 from the federal government for access and visitation cases, as compared to \$2,625.00 in 2013. In both cases, the amount received was the maximum that could have been received. For special education cases, NCM was awarded from the Department of Special Education \$2,500.00 in 2014 and \$1,000.00 in 2013.

Fee Source	2014	2013
NCM Fees	\$7,130.00	\$6,912.50
Access & Visitation	\$3,100.00	\$2,625.00
Special Education	\$2,500.00	\$1,000.00
Total	\$12,730.00	\$10,537.50

Donations for 2014 totaled \$5,661.50, as compared to \$7,049.81 in 2013. The Donor Campaign brought in an additional \$5,603.50, as compared to \$3,435.00 in 2013. Hopefully, this decline in donations is not a predictor of donations in future years.

Donations	2014	2013
Non-Specified	\$58.00	\$3,614.81
Donor Campaign	\$5,603.50	\$3,435.00
Total	\$5,661.50	\$7,049.81

NCM received the following grant awards in 2014:

- The Charlevoix County Community Foundation
 - \$350 to go towards a security system
- The Petoskey-Harbor Springs Area Community Foundation
 - \$350 to go towards a security system
 - \$1,484 to cover the cost of a facilitator for the board retreat
- United Way
 - \$2,703.00 for the Child Protection Mediation Program, the final \$901.00 to be paid in 2015
 - \$2,267.75 for the School Attendance Mediation Program, the final \$393.75 to be paid in 2015
- Revenue Sharing
 - \$4,734.00 for the purchase of equipment
 - \$4,600 for the School Attendance Mediation Program

Board Retreat

On Thursday, February 25, 2014, the Board of Directors met at the Weathervane Restaurant in Charlevoix for a board retreat. Thanks to the generosity of the Petoskey-Harbor Springs Area Community Foundation, NCM was able to contract with Pam Evans from NorthSky in Traverse City to serve as the facilitator of the workshop. By using the CCAT Assessment Tool, the core capacity of NCM was analyzed in four categories: adaptive capacity, leadership capacity, management capacity and technical capacity. The overall organizational culture of NCM had a score of 232. Any score of 230 or greater is considered to be strong. Although NCM was not weak in any of the four specific capacities, three challenges were identified: adapting to changes in program resources, finding proper facilities to run an efficient operation, and leadership sustainability.

In Kind Contributions

To a non-profit organization, in-kind contributions are significant for two primary reasons. First, when writing grant applications, in kind donations are considered a means of determining community support of the organization. Second, in kind donations help to defray expenses. The top six areas of contributions in 2015 related to the following:

- | | |
|---|--------------|
| • Mediation hours based upon \$150 per hour | \$142,162.50 |
| • Rent | \$ 15,600.00 |
| • Mediation Locations at \$50 per session | \$ 5,750.00 |
| • Theatre Party | \$ 3,003.00 |
| • Cell Phone | \$ 1,702.43 |
| • Volunteer Labor | \$ 1,440.00 |

The total amount of in kind contributions for 2014 was \$170,662.83, which is considerably below that of 2013, which totaled \$226,552.96. This directly relates to the fact NCM handled more small claims cases, which for the most part are conciliated by staff rather than mediated by the volunteer mediators. The in kind donations for 2014

constituted 48% of the total budget. The total in kind contributions attributable to the mediators themselves represented 83% of the in kind contributions.

In Kind	2014	2013
Mediator Hours	\$142,162.50	\$190,800.00
Rent	\$15,600.00	\$15,600.00
Mediation Locations	\$5,750.00	\$6,800.00
Training Location		\$2,400.00
Theatre Party	\$3,003.00	\$1,531.00
Cell Phone	\$1,702.43	\$2,056.63
Volunteer Labor	\$1,440.00	
Percentage of Budget	48%	57%
Mediator Percentage of In Kind	83%	84%

Financial Analysis

With two exceptions, the year 2014 was a financially successful one for NCM.

Due to the fact that NCM has maintained more than sufficient funds in its Chase checking account over the years, it was decided to transfer \$10,000.00 from the checking account into the Northwest Bank account, which serves as the capital equipment replacement fund. Consequently, this \$10,000.00 coupled with the \$1,950.00 of depreciation causes the profit loss statement of the Chase checking account to show a negative net income of \$4,438.13. Without these two line items, the NCM checking account would have shown a gain of \$7,511.34.

Attention also needs to be drawn to the fact the balance sheet shows \$2,204.84 less in 2014 than in 2013. This is the first time this has occurred in the past 12 years. Of the \$2,204.84, \$1,950.00 is due to depreciation.

Summary

The year 2014 was another outstanding year for NCM. It opened 728 cases and closed 702. This is the first time in the history of NCM that either one of these categories has exceeded 700. In that one of the components of the state formula for funding relates to the number of closed cases, this is particularly valuable.

NCM continues to be an exemplary Citizen Dispute Resolution Program center. In that it was rated the most efficient center in the state for 2014, NCM will receive the greatest percentage of the pooled funding (9.025%) from the State Court Administrative Office for 2015. The next closest center will receive 7.994%.

The year 2014 brought considerable growth in small claims cases and support of the School Attendance Mediation Program. The Honorable Jim Erhart from 90th District Court is now referring all small claims cases in both Charlevoix and Emmet counties to mediation. Additionally, the Charlevoix-Emmet Intermediate School District approached NCM with a proposal to collaborate on school attendance cases.

There are two aspects relating to personnel, both of which have positive and negative consequences. After almost nine years of service to NCM, Bert Rousseau resigned to accept a position with the Inland Lakes School District, an opportunity she could not pass up. Dixie Bunker has replaced Bert. With experience in a law office and being a paralegal, Dixie will have a positive impact upon the office. Due to term limits, NCM also lost six of its board members: President Lisa Hoyt, Vice-President Joel Wurster and board members Mary Faculak, Dr. Roger Postmus, Jim Raber, and Pat Seagmen. Joining the 2015 board are Treasurer Bill Meengs, and board members Ed Engstrom, Stuart Fenton, Kate Scollin, Pat Simmons and Christian Smith.

With the significant growth that NCM has seen during 2014, the biggest challenge it faces is determining whether or not this is an actual trend or if the 2014 caseload was a temporary one. If it is a trend, NCM needs to prepare itself for the potential of having to hire a new staff member. This could be problematic in that funding from SCAO is always in the rears and would not cover the cost of a new hire. Therefore, NCM would need to approach the local counties and courts for additional funding.

The bottom line is that the growth that NCM is seeing is good. NCM must, however, take the growth with a steady pace so that it can sustain its programs and services with quality, efficiency and effectiveness.