



Northern Community Mediation

Where The Solution Is Up To You

Serving Emmet &
Charlevoix Counties

BRIDGES

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THEATRE PARTY A HUGE SUCCESS

What a great time everyone had at our theatre party on Tuesday, March 15. It was a huge success! The food was delicious, the Petoskey Cinema was gracious, and the atmosphere was festive. The most fun, however, was provided by those of you who attended. It was wonderful to have an opportunity to talk with everyone, and enjoy each other's company.

On top of all of this, we were financially successful. We made \$6287.38 for NCM. This would not have been possible if it had not been for three contributing factors. Our in kind donations totaled a value of over \$4600. Our sponsors contributed \$4760. Ticket sales amounted to \$4525, which converts to 181 tickets. Keep in mind that more than 181 tickets were distributed because some of our sponsors received complimentary tickets.

Several of you have asked what expenses we incurred. The significant ones related to rental of tables, skirts, table cloths, etc. This totaled over \$600. Over \$800 went towards theatre admission. Approximately \$2000 was spent for promotional purposes, i.e. postage, printing, additional advertising. In all of these cases, the various companies did not charge us the full amount.

We are so confident in the success of our signature fund raiser that it has been already scheduled for next year. It will be held on Tuesday, March 14. We have begun addressing some of the minor changes we would make for next year so that the event will run even more smoothly than it did this year.

A NEW LOOK

Thanks to the profit that was made at the Theatre Party, we have made one minor and one major purchase. There is a new rug at the top of the stairs. The most exciting news, however, is that we have 16 new chairs. They are padded, comfortable, and will not collapse.

QUALIFICATION UPDATES

In order to ensure that our records are up to date, we are asking that you e-mail or call the center to let us know what trainings beyond the basic 40-hour training you have had. In other words, if you are divorce trained, let us know. If you are special education trained, let us know. Although we have a folder on each of you, we want to be certain that our information is accurate. E-mail jane@northernmediation.org or call 487.1771.

TENTATIVE DATES

Tuesday, September 20 and Tuesday, November 8 for future professional development opportunities.

ON A MORE SERIOUS NOTE

Several incidents have cropped-up during some of our mediations, and I want to share some thoughts with you.

- Attorneys are always welcome at mediation. If they start to become adversarial or try to take over the mediation, do not hesitate to let them know that they are out of order.
- If one of the participants in mediation is obnoxious, you have several options.
 - Call for a caucus. Talk with the offending individual and explain that she/he will be removed from mediation if the inappropriate behavior continues.
 - If necessary, terminate the mediation.
- It is advisable to have everyone at the table destroy his/her notes upon completion of mediation. This act contributes all the more to the confidentiality of the process.
- If you know one of the parties involved in mediation, do not serve as one of the mediators. Although you may be able to be completely neutral, if a participant senses your acquaintance or friendship with the other participant(s), she/he is apt to feel that you are biased. That perception becomes reality and jeopardizes the integrity of NCM.
- Avoid asking participants in mediation to buy tickets for or support a cause. The only appropriate request is to suggest that a donation to NCM be made if the party so desires.

PROFESSIONAL DEVELOPMENT

At 4:00 PM on Thursday, April 28, Judge Mike Petoskey has agreed to host an informative, professional-development workshop at the Tribal Government Center. We will meet in the court room. Among other topics, Judge Petoskey will explain the role mediation plays in the tribal court. He will also discuss the Peace Court, an innovative approach that is being developed as a part of their court system.

In that the concept of mediation has always been a part of the tribal court system, I think we will be able to learn a great deal from each other.

If you will be able to attend, call the center so that we can let Dave Keller, a tribal member who is assisting in the arrangements for the session, know how many participants we will have.

CELEBRITY IN OUR MIDST

Lee Hornberger published an article entitled "Overview of a Pre-Dispute Employment Resolution Process" in the February issue of *The ADR Newsletter*, which is a section of the State Bar Association of Michigan. In the article, he reviews pre-dispute employment resolution processes in Michigan, and then makes resolution process recommendations