



Northern Community Mediation

Where the Solution Is Up To You

Serving Emmet & Charlevoix Counties

BRIDGES

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BEST OF LUCK



Today is the day before Thanksgiving. It is also Terri's last day at Northern Community Mediation, which makes the day a bittersweet one. Terri has been with NCM close to four years, and in that time, she has been directly responsible for building strong, working relationships with our mediators, attorneys, and court personnel. She has a knack for developing trust in clients who are frustrated, mad, and sometimes downright hostile. Her personnel skills are second to none. It goes without saying that she will be more than missed. At that same time, we are delighted that Terri is leaving us to go onto a new job that furthers her career. She has stated that she wants to remain involved with doing mediations. That is great news!

HOLIDAY PARTY

Remember that our annual, holiday party is from 4:30pm to 6:00pm on Tuesday, December 8 at NCM. As always, we will have appetizers, libations and good company. It will also be a time to thank our outgoing board members President John Marshall and Judge Allie Greenleaf Maldonado. In addition, some of our incoming board members will be present: Bob Banner, Mark Fralick, Chelsea Platte and Mary Roberts. As if all of that is not exciting enough, you will have an opportunity to give Terri your best wishes.

CONGRATULATIONS

Mediator Hugh Conklin got elected. Way to go!

**ANNUAL MEETING AT NOON ON THURSDAY,
JANUARY 21 AT CITY PARK GRILL**

USELESS FACT

In 1855, Charles Goodyear designed and built the first vulcanized rubber soccer balls.

GRANT APPROVALS

Northern Community Mediation has been awarded two grants. The approval from the Petoskey-Harbor Springs Area Community Foundation is in the amount of \$3,287 for the design and purchase of marketing materials beyond the standard brochures that could be used during presentations, around the community, and at special events. The Charlevoix County Community Foundation approved \$2,240 to go towards paying an individual to do research relating to the following:

- Collection rates of adjudicated vs. mediated/conciliated cases
- Agreement rates of adjudicated vs. mediated/conciliated cases
- Satisfaction rates of adjudicated vs. mediated/conciliated cases

A HUGE DIFFERENCE

What would we do without the support of our two community foundations? I will tell you what we would do. We would be short a total of \$54,367: \$30,103 from the Charlevoix County Community Foundation and \$24,264 from the Petoskey-Harbor Springs Area Community Foundation. Their belief in Northern Community Mediation is greatly appreciated.

SHE DID IT!

As of the November newsletter, Debbie Neidhamer needed only half-an-hour more to complete her ten-hour observation. With 11.5 hours of observation under her belt, Debbie is now an official mediator. Congratulations!

AGREEMENT WRITING

We do understand that after a long mediation, everyone at the table just wants to get the agreement written and "get out of here." Unfortunately, this often leads to somewhat sloppy agreement writing. One of the biggest mistakes is not being precise about who will deliver dismissal papers and the like to the court. Stating in the agreement that "the parties" will do that is problematic because it is not specific. When agreements are written with "the parties," often what happens is that no one ends up contacting the court. PLEASE, remember to be specific in your agreement writing.

QUOTE OF THE MONTH

"Soccer is a matter of life and death, except more important."`
Bill Shankly