



NORTHERN COMMUNITY MEDIATION 2022 ANNUAL REPORT

DECEMBER 2022

INCOME CATEGORY	MONTH	2022 YTD	2022 Budget	2022 Project	2021 YTD
CDRP Funds		46,728.48	46,478.48	46,728.48	90,267.25
Agency Funds					
A. Charlevoix County		38,000.00	38,000.00	38,000.00	38,000.00
B. Emmet County	9,000.00	36,000.00	36,000.00	36,000.00	33,420.00
C. VORP Charlevoix	625.00	7,500.00	7,500.00	7,500.00	6,875.00
D. VORP Emmet	1,875.00	7,500.00	7,500.00	7,500.00	625.00
E. CDP Charlevoix		8,000.00	8,000.00	8,000.00	8,000.00
E. Fees for Service	275.00	14,467.35	10,000.00	14,467.35	12,258.34
F. ACVS Fees		2,750.00	3,000.00	2,750.00	3,000.00
G. SPED Fees		2,100.00		2,100.00	150.00
H. Donor Campaign	10,187.52	17,240.32	12,000.00	17,240.32	12,940.00
I. Donaton		326.62		326.62	
J. Theatre Party Petoskey					
1. Sponsorships					
2. Ticket Sales					
3. Other					
K. Theatre Party Charlevoix					
1. Sponsorships		2,965.00	3,400.00	2,965.00	
2. Ticket Sales		2,595.00	850.00	2,595.00	
3. Other		915.00	250.00	915.00	
L. Which Wich					583.05
M. Loco Locals		620.00		620.00	
N. Reimbursement/Refund	193.98	1,207.46		1,207.46	1,794.19
O. Interest	274.06	1,487.81	300.00	1,487.81	355.66
P. Training					
1. 40-Hour					3,850.00
2. 4-Hour (March/Sept.)		524.01	1,500.00	524.01	2,750.00
3. 8-Hour					
4. 4-Hour (June/October)		650.00	1,500.00	650.00	
5. Human Resources		450.00		450.00	
6. BHMS		900.00		900.00	600.00
Grants					
A. Charlevoix Foundation			150.00		600.00
B. Petoskey Foundation					2,800.00
C. BHMS	1,381.25	20,975.54	12,600.00	20,975.54	6,050.00
D. Petoskey Rotary					999.00
Carry Over from COVID		10,597.69	24,217.42	10,597.69	
TOTAL INCOME	23,811.81	224,500.28	213,245.90	224,500.28	225,917.49
Unrealized Losses	-9,426.12	-9,426.12		-9,426.12	
Income + Unrealized Gains	14,385.69	215,074.16		215,074.16	
IN-KIND CATEGORY	MONTH	2022 YTD	2022 Budget	2022 Project	2021 YTD
A. Accounting Services		895.00	400.00	895.00	345.00
B. Volunteer Mediators	5,026.00	107,252.50	102,236.00	107,252.50	103,730.00
C. Volunteer Labor		540.00		540.00	309.00
D. Volunteer Training			300.00		1,760.00
E. Mediation Locations		200.00	1,500.00	200.00	
F. Rent	1,300.00	13,800.00	15,600.00	13,800.00	17,000.00
G. Equipment/Supplies			100.00		50.00
H. Cell Phone		2,028.59	2,100.00	2,028.59	2,072.55
I. Theatre Party Petoskey					
J. Theatre Party Charlevoix			300.00		
K. Mileage			250.00		
L. GoToMyPC			350.00		348.00
M. Executive Director	167.15	2,298.15	500.00	2,298.15	136.47
N. Which Wich		33.00		33.00	35.44
IN KIND INCOME	6,493.15	127,014.24	123,636.00	127,014.24	125,786.46
TOTAL + IN KIND INCOME	30,304.96	351,514.52	336,881.90	351,514.52	351,703.95

EXPENSE CATEGORY	MONTH	2022 YTD	2022 Budget	2022 Project	2021 YTD
1. Personnel					
A. Salaries	17,123.07	148,399.94	148,400.00	148,399.94	129,115.26
B. FICA	1,309.92	11,484.46	11,352.60	11,484.46	10,003.68
C. Worker's Compensation		505.00	505.00	505.00	691.00
D. Unemployment		51.30	165.30	51.30	165.70
E. Insurance/Education/IRA	195.68	13,492.44	8,613.00	13,492.44	4,607.80
F. Bonus	2,250.00	2,250.00		2,250.00	
2. Accounting		4,275.00	5,700.00	4,275.00	2,150.00
3. Advertising		2,977.98	1,938.00	2,977.98	1,012.62
4. Charlevoix Office					
A. Rent/Equipment		59.00	600.00	59.00	
B. Telephone		79.98	480.00	79.98	480.47
5.. Communications					
A. Telephone	139.96	1,679.52	1,680.00	1,679.52	1,539.56
B. Internet	97.98	1,375.76	1,335.00	1,375.76	1,237.18
6. Contractual	170.00	4,136.45	2,667.00	4,136.45	5,318.12
7. Equipment					
A. Purchase	600.00	600.00	1,200.00	600.00	1,647.77
B. Repair & Maintenance			250.00		
8. Insurance					
A. Directors, Officers, Emp.Prac.	1,199.00	1,199.00	1,199.00	1,199.00	1,199.00
B. Business Protection		638.00	668.00	638.00	668.00
C. Commercial Umbrella		300.00	300.00	300.00	300.00
9. Occupancy - Rent	1,300.00	7,800.00	7,800.00	7,800.00	7,150.00
10. Other					
A. Board	26.80	1,102.18	1,090.00	1,102.18	434.24
B. Executive Director	701.07	2,916.13	2,375.00	2,916.13	1,455.48
C. Hospitality	472.24	2,406.15	1,100.00	2,406.15	699.19
D. Licenses, Fees, Dues	10.00	3,479.05	3,355.00	3,479.05	2,143.94
E. PD			0.00		675.00
F. Staff Retreat		133.60	185.00	133.60	
G. Theatre Party Petoskey			0.00		
H. Theatre Party Charlevoix		4,604.80	1,495.00	4,604.80	
I. MI-Resolve					222.30
J. Which Wich					38.83
K. Loco Locals		1,105.00		1,105.00	
L. Adjustment Expense		6.20		6.20	
M. Miscellaneous					1,600.21
11. Postage	80.05	1,873.80	1,176.00	1,873.80	917.07
12. Printing	469.28	1,242.29	1,770.00	1,242.29	1,770.80
13. Reimbursement		125.00		125.00	344.20
14. Supplies	504.93	2,663.35	3,100.00	2,663.35	3,090.40
15. Training					
A. 4-Hour (September)			95.00		
B. 8-Hour					
C. 4-Hour (October)		38.52	95.00	38.52	
D. Oakland Mediation					100.00
16. Travel					
A. Lodging			260.00		112.61
B. Meals			72.00		
C. Mileage	113.76	1,500.38	2,225.00	1,500.38	224.23
D. Other					
TOTAL EXPENSES	26,763.74	224,500.28	213,245.90	224,500.28	181,114.66
17. Gain (Loss)	-2,951.93	0.00		0.00	44,802.83
Depreciation Expense	905.00	905.00		905.00	
Expenses + Depreciation	27,668.74	225,405.28		225,405.28	
Comparison of Income & Expenses	23,811.81	224,500.28	213,245.90	224,500.28	225,917.49

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Cash Basis

NORTHERN COMMUNITY MEDIATION
Profit & Loss
December 2022

	<u>Dec 22</u>
Ordinary Income/Expense	
Income	
County Funding	
Emmet	<u>9,000.00</u>
Total County Funding	9,000.00
Donation	
Donor Campaign	
Board Member	540.00
Community	7,722.52
Mediator	<u>1,925.00</u>
Total Donor Campaign	10,187.52
Total Donation	10,187.52
Fees	
DIK	125.00
DIV	100.00
Criminal	<u>50.00</u>
Total Fees	275.00
Grants	
Behavioral Health	<u>1,381.25</u>
Total Grants	1,381.25
Interest	274.06
Refund	193.98
VORP	
Charlevoix	625.00
Emmet	<u>1,875.00</u>
Total VORP	2,500.00
Total Income	23,811.81
Expense	
Unrealized Loss	9,426.12
Bonus	2,250.00
Communications	
Internet	97.98
Telephone	<u>139.96</u>
Total Communications	237.94
Contractual	170.00
Depreciation Expense	905.00
Equipment Expense	
Purchase	<u>600.00</u>
Total Equipment Expense	600.00
Fringe Benefits	
IRA	128.43
Vision Insurance	16.05
Drug Insurance	<u>51.20</u>

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NORTHERN COMMUNITY MEDIATION
Profit & Loss
December 2022

	<u>Dec 22</u>
Total Fringe Benefits	195.68
Insurance	
Directors & Officers	<u>1,199.00</u>
Total Insurance	1,199.00
Occupancy	
Rent	<u>1,300.00</u>
Total Occupancy	1,300.00
Other	
Board	26.80
Executive Director	701.07
Hospitality	472.24
Licenses, Fees, Dues	<u>10.00</u>
Total Other	1,210.11
Payroll Expenses	1,309.92
Postage	80.05
Printing	469.28
Salaries and Wages	17,123.07
Supplies	504.93
Travel	
Mileage	<u>113.76</u>
Total Travel	113.76
Total Expense	<u>37,094.86</u>
Net Ordinary Income	<u>-13,283.05</u>
Net Income	<u><u>-13,283.05</u></u>

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Cash Basis

NORTHERN COMMUNITY MEDIATION
Expenses by Vendor Summary
December 2022

	<u>Dec 22</u>
Bill & Carol's	120.09
Charter Communications	237.94
Dan McGuire	325.00
Decka Digital	469.28
FNBO	255.19
Harbor Brenn Agency	1,199.00
Jane Millar	1,175.58
Karen Cole	871.63
Laura Buckingham	811.71
McCardel Water Conditioning	10.00
Online Payroll Service Fee	10.00
Parkside Deli	290.44
Payroll Distribution	18,561.42
Pitney Bowes	281.96
Rotary	244.50
St. Francis Xavier	1,300.00
Van's Business Machines	600.00
TOTAL	<u><u>26,763.74</u></u>

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NORTHERN COMMUNITY MEDIATION
Profit & Loss
January through December 2022

	Jan - Dec 22
Ordinary Income/Expense	
Income	
CDP	8,000.00
CDRP Funds	
1st Quarter	13,943.54
2nd Quarter	11,619.62
3rd Quarter	9,295.69
4th Quarter	11,869.63
Total CDRP Funds	46,728.48
County Funding	
Charlevoix	38,000.00
Emmet	36,000.00
Total County Funding	74,000.00
Donation	
Amazon Smile	43.10
Designated Gift	283.52
Donor Campaign	
Anonymous	178.76
Board Member	1,155.00
Community	13,131.56
Mediator	2,775.00
Total Donor Campaign	17,240.32
Total Donation	17,566.94
Fees	
Employment	100.00
OPM	850.00
DIK	2,147.69
DIV	4,450.87
PPO	58.91
Criminal	50.00
Estate	250.00
ACVS	2,750.00
Breach of Contract	642.55
Divorce	1,089.32
Domestic	1,247.20
General Civil	843.55
Guardianship	225.00
Landlord/Tenant	75.00
Post Judgement	903.65
Probate	1,087.08
Property	298.02
Public Policy	148.51
SPED	2,100.00
Total Fees	19,317.35
Fund Raising	
Loco Locals	620.00
Theatre Party Charlevoix	
Other	915.00

NORTHERN COMMUNITY MEDIATION

Profit & Loss

January through December 2022

	Jan - Dec 22
Tickets	2,595.00
Supporter	815.00
Sponsor	2,150.00
Total Theatre Party Charlevoix	6,475.00
Total Fund Raising	7,095.00
Grants	
Behavioral Health	20,975.54
Total Grants	20,975.54
Interest	
Checking Account	4.21
Interest - Other	1,483.60
Total Interest	1,487.81
Refund	
SMSR	550.00
Pitney Bowes	225.98
Refund - Other	193.98
Total Refund	969.96
Reimbursement Income	237.50
Training & Workshops	
Standards	374.01
Agreement & Standards	300.00
Agreement	500.00
Human Resources	450.00
BH	900.00
Total Training & Workshops	2,524.01
VORP	
Charlevoix	7,500.00
Emmet	7,500.00
Total VORP	15,000.00
Total Income	213,902.59
Expense	
Unrealized Loss	9,426.12
Adjustment Expense	6.20
Bonus	2,250.00
Accounting	4,275.00
Advertising	2,977.98
Charlevoix Office	
Equipment	59.00
Telephone	79.98
Total Charlevoix Office	138.98
Communications	
Internet	1,375.76
Telephone	1,679.52

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NORTHERN COMMUNITY MEDIATION

Profit & Loss

January through December 2022

	Jan - Dec 22
Total Communications	3,055.28
Contractual	4,136.45
Depreciation Expense	905.00
Equipment Expense	
Purchase	600.00
Total Equipment Expense	600.00
Fringe Benefits	
IRA	5,999.49
Vision Insurance	2,303.05
Drug Insurance	246.32
Supplemental Insurance	568.50
Life Insurance	258.60
Dental Insurance	1,079.06
Health Insurance	3,037.42
Unemployment	51.30
Total Fringe Benefits	13,543.74
Insurance	
Business Protector	638.00
Commercial Umbrella	300.00
Directors & Officers	1,199.00
Worker's Compensation	505.00
Total Insurance	2,642.00
Occupancy	
Rent	7,800.00
Total Occupancy	7,800.00
Other	
Loco Locals	1,105.00
Board	1,102.18
Executive Director	2,916.13
Hospitality	2,406.15
Licenses, Fees, Dues	3,479.05
Staff Retreat	133.60
Theatre Party Charlevoix	4,604.80
Total Other	15,746.91
Payroll Expenses	11,484.46
Postage	1,873.80
Printing	1,242.29
Reimbursement	
Fees	125.00
Total Reimbursement	125.00
Salaries and Wages	148,399.94
Supplies	2,663.35
Training	
Advanced	38.52
Total Training	38.52

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Cash Basis

NORTHERN COMMUNITY MEDIATION
Profit & Loss
January through December 2022

	Jan - Dec 22
Travel	
Mileage	1,500.38
Total Travel	1,500.38
Void	0.00
Total Expense	234,831.40
Net Ordinary Income	-20,928.81
Net Income	-20,928.81

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NORTHERN COMMUNITY MEDIATION
Expenses by Vendor Summary
January through December 2022

	<u>Jan - Dec 22</u>
Abuzz Creative	200.00
American Fund	2,506.53
American Funds	2,379.90
Bill & Carol's	120.09
Boyne Area Chamber of Commerce	175.00
Charlevoix Chamber of Commerce	190.00
Charlevoix Cinema	824.50
Charter Communications	2,994.26
Chris Gilman	20.00
Dan McGuire	2,957.00
Decka Digital	1,684.87
East Jordan Chamber of Commerce	200.00
Emily Padgett	250.00
Emmet County Department of Public Works	150.00
Emmet County Parks & Recreation	1,000.00
EPS	892.68
FNBO	4,991.81
Frankenmuth Insurance	1,443.00
Harbor Brenn Agency	1,199.00
Harbor Springs Chamber of Commerce	160.00
Jane Millar	5,124.63
Jeremy Steer	125.00
Kammerman & Bascom	4,275.00
Karen Cole	3,798.34
Laura Buckingham	3,510.98
Matt Hamilton	250.00
McCardel Water Conditioning	235.25
McLaren Northern Michigan Foundation	100.00
MCMA	2,064.05
Molly Jones	250.00
Online Payroll Service Fee	120.00
Parkside Deli	290.44
Payroll Distribution	160,997.46
Petoskey Chamber of Commerce	680.00
Pitney Bowes	1,849.73
Pro Image	1,521.00
Rotary	1,143.00
Sky's the Limit	223.83
St. Francis Xavier	7,800.00
Stafford's Hospitality	50.00
State of Michigan	70.00
The 501 Alliance	51.30
The Center	30.00
The Vue	2,503.13
Trophy Case	173.00
USPA	38.52
Van's Business Machines	600.00
Wiley Subscription Services	168.80
Wine Guys	1,436.98
WRCNM	35.00
TOTAL	<u>223,854.08</u>

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01/10/23
Cash Basis

NORTHERN COMMUNITY MEDIATION
Balance Sheet Prev Year Comparison
As of December 31, 2022

	Dec 31, 22	Dec 31, 21	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
US Treasury 4	29,964.30	0.00	29,964.30	100.0%
US Treasury 3	29,914.13	0.00	29,914.13	100.0%
US Treasury 2	29,859.71	0.00	29,859.71	100.0%
US Treasury 1	29,620.83	0.00	29,620.83	100.0%
i Bond	10,156.00	0.00	10,156.00	100.0%
Savings First Comm	20,332.38	20,330.86	1.52	0.0%
CD First Comm. Bank 60303017	0.00	6,714.44	-6,714.44	-100.0%
CD Char State Bank 20524	0.00	10,016.61	-10,016.61	-100.0%
CD First Comm. Bank 60303098	0.00	10,017.44	-10,017.44	-100.0%
Savings 4Front	0.00	27,115.97	-27,115.97	-100.0%
CD Char State Bank 18756	0.00	6,121.57	-6,121.57	-100.0%
CD Char State Bank 18910	0.00	12,460.46	-12,460.46	-100.0%
CD Huntington 7188401731	0.00	6,376.58	-6,376.58	-100.0%
CD Huntington 7188402031	0.00	6,553.76	-6,553.76	-100.0%
CD First Comm. Bank 60302215	0.00	8,004.73	-8,004.73	-100.0%
CD First Comm. Bank 60302716	0.00	5,709.68	-5,709.68	-100.0%
Checking 1st Community Bank	110,231.72	145,711.44	-35,479.72	-24.4%
Petty Cash	100.00	100.00	0.00	0.0%
Total Checking/Savings	260,179.07	265,233.54	-5,054.47	-1.9%
Total Current Assets	260,179.07	265,233.54	-5,054.47	-1.9%
Fixed Assets				
Accumulated Depreciation	-43,738.23	-42,833.23	-905.00	-2.1%
Equipment				
Equipment Repair	85.00	0.00	85.00	100.0%
Purchase	44,688.75	44,688.75	0.00	0.0%
Equipment - Other	-1,788.00	-1,788.00	0.00	0.0%
Total Equipment	42,985.75	42,900.75	85.00	0.2%
Total Fixed Assets	-752.48	67.52	-820.00	-1,214.5%
Other Assets				
Investments - CCCF	8,241.79	14,715.14	-6,473.35	-44.0%
Investments - PHSACF	16,731.26	19,684.03	-2,952.77	-15.0%
Total Other Assets	24,973.05	34,399.17	-9,426.12	-27.4%
TOTAL ASSETS	284,399.64	299,700.23	-15,300.59	-5.1%

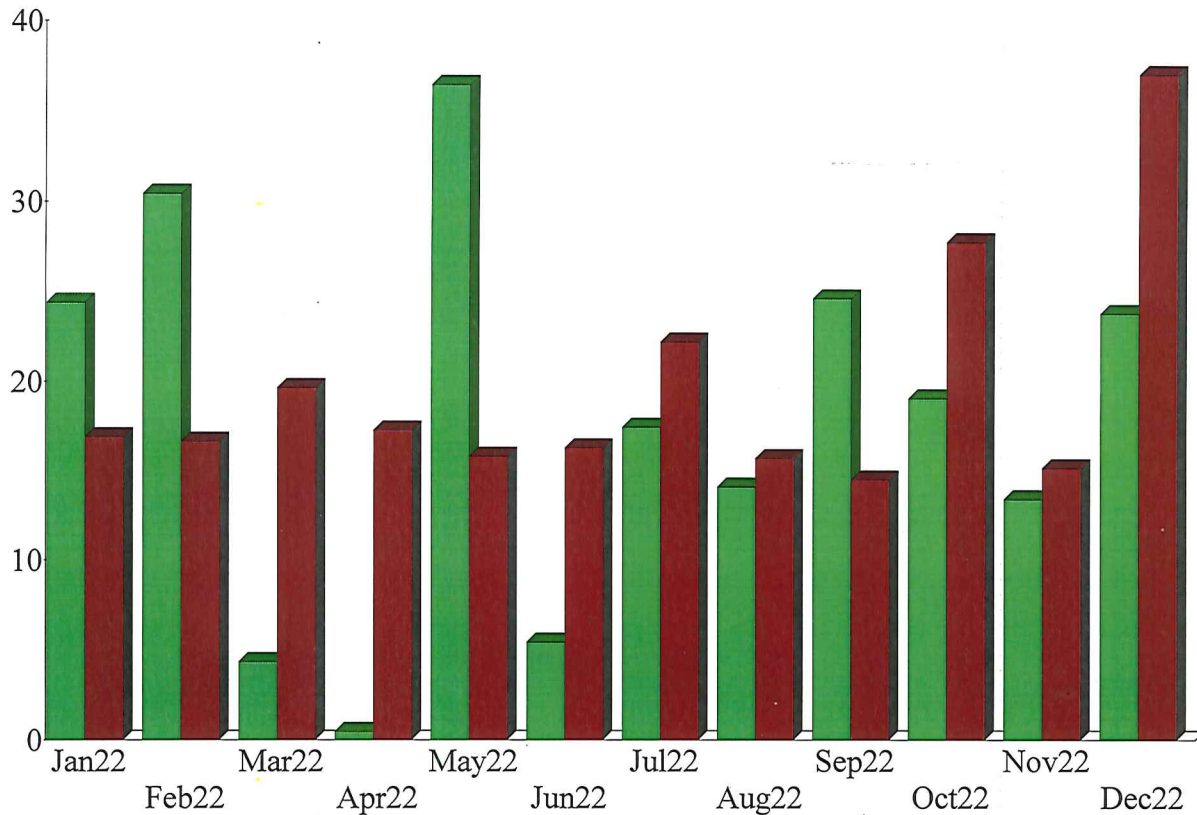
NORTHERN COMMUNITY MEDIATION
Balance Sheet Prev Year Comparison
As of December 31, 2022

	Dec 31, 22	Dec 31, 21	\$ Change	% Change
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
Simple W/H	-2,584.56	-2,584.56	0.00	0.0%
Simple IRA Withheld	8,820.66	3,807.60	5,013.06	131.7%
BC State Income Tax Withheld	363.33	363.33	0.00	0.0%
BC Federal Income Tax Withheld	13.00	13.00	0.00	0.0%
BC Michigan Unemployment	222.72	222.72	0.00	0.0%
BF State Income Tax Withheld	975.77	975.77	0.00	0.0%
BF Michigan Unemployment	11.01	11.01	0.00	0.0%
BF FICA Tax Withheld	4,956.02	4,956.02	0.00	0.0%
BF Federal Income Tax Withheld	1,068.69	1,068.69	0.00	0.0%
BC FICA Tax Withheld	175.80	175.80	0.00	0.0%
RP Michigan Unemployment	97.81	97.81	0.00	0.0%
RP State Income Tax Withheld	-171.32	-171.32	0.00	0.0%
RP FICA Tax Withheld	-568.27	-568.27	0.00	0.0%
RP Federal Income Tax Withheld	-90.00	-90.00	0.00	0.0%
Federal Income Tax Withheld	391.31	151.31	240.00	158.6%
Fica Tax Withheld	-2,403.28	-2,551.30	148.02	5.8%
Michigan Unemployment	2,208.84	2,076.84	132.00	6.4%
State Income Tax Withheld	324.68	229.54	95.14	41.5%
Total Other Current Liabilities	13,812.21	8,183.99	5,628.22	68.8%
Total Current Liabilities	13,812.21	8,183.99	5,628.22	68.8%
Total Liabilities	13,812.21	8,183.99	5,628.22	68.8%
Equity				
*Retained Earnings	291,516.25	265,115.66	26,400.59	10.0%
Opening Bal Equity	-0.01	-0.01	0.00	0.0%
Net Income	-20,928.81	26,400.59	-47,329.40	-179.3%
Total Equity	270,587.43	291,516.24	-20,928.81	-7.2%
TOTAL LIABILITIES & EQUITY	284,399.64	299,700.23	-15,300.59	-5.1%

Income and Expense by Month January through December 2022

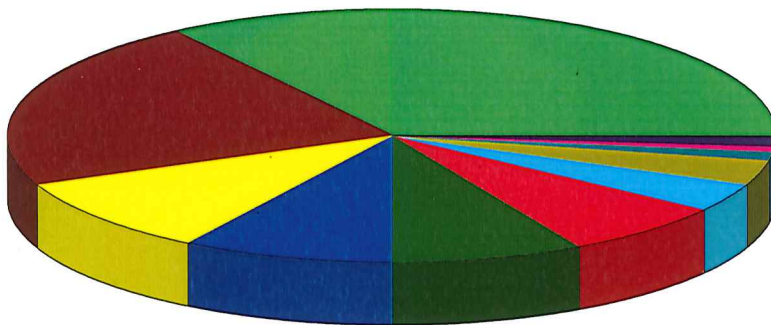
Income
Expense

\$ in 1,000's



Income Summary January through December 2022

County Funding	%34.60
CDRP Funds	21.85
Grants	9.81
Fees	9.03
Donation	8.21
VORP	7.01
CDP	3.74
Fund Raising	3.32
Training & Workshops	1.18
Interest	0.70
Other	0.56
Total	\$213,902.59

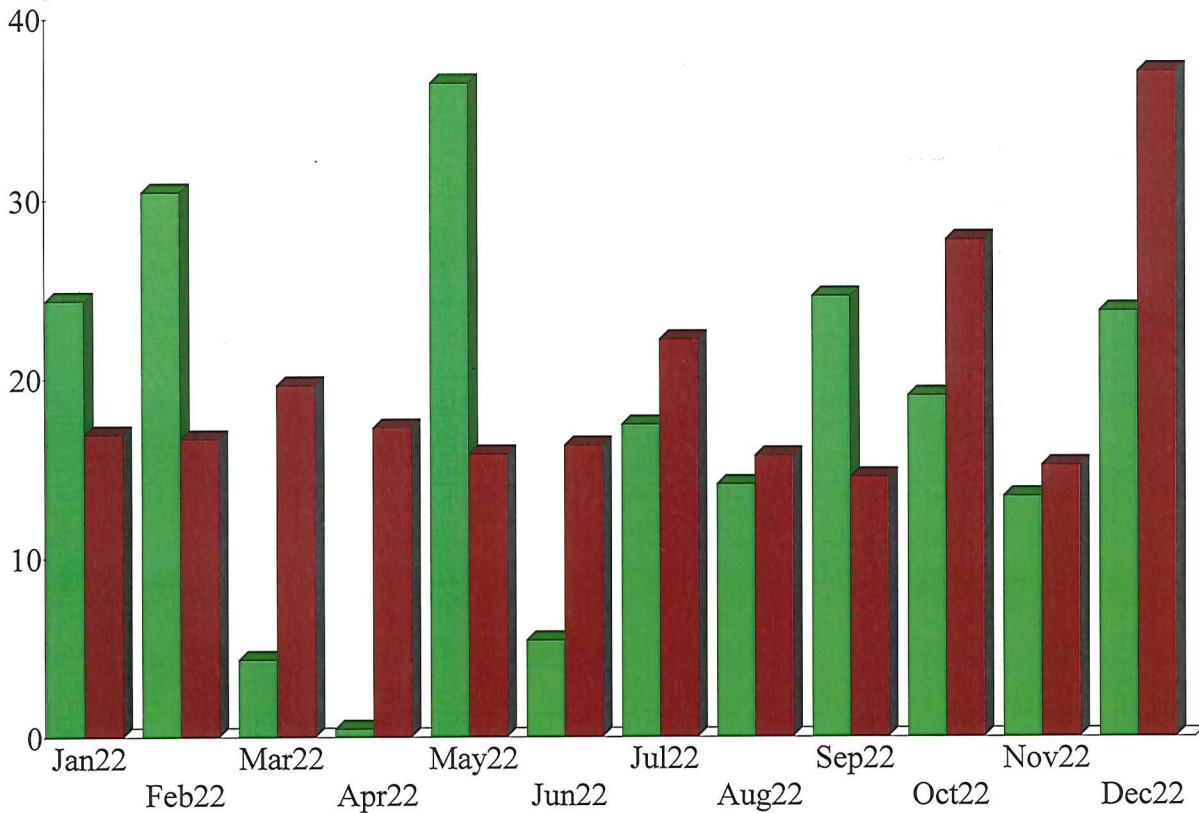


By Account

Income and Expense by Month January through December 2022

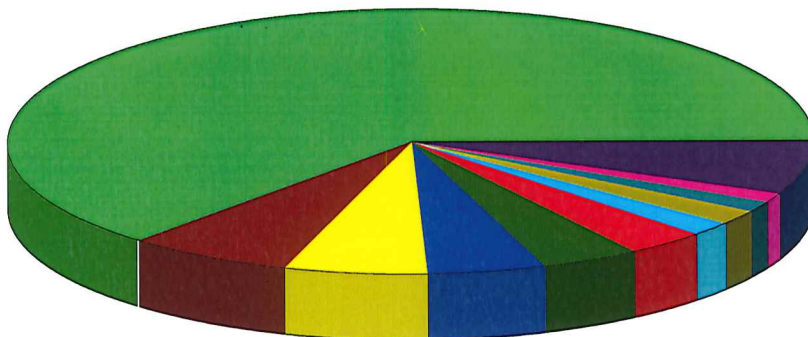
Income
Expense

\$ in 1,000's



Expense Summary January through December 2022

Salaries and Wages	%63.19
Other	6.71
Fringe Benefits	5.77
Payroll Expenses	4.89
Unrealized Loss	4.01
Occupancy	3.32
Accounting	1.82
Contractual	1.76
Communications	1.30
Advertising	1.27
Other	5.96
Total	\$234,831.40

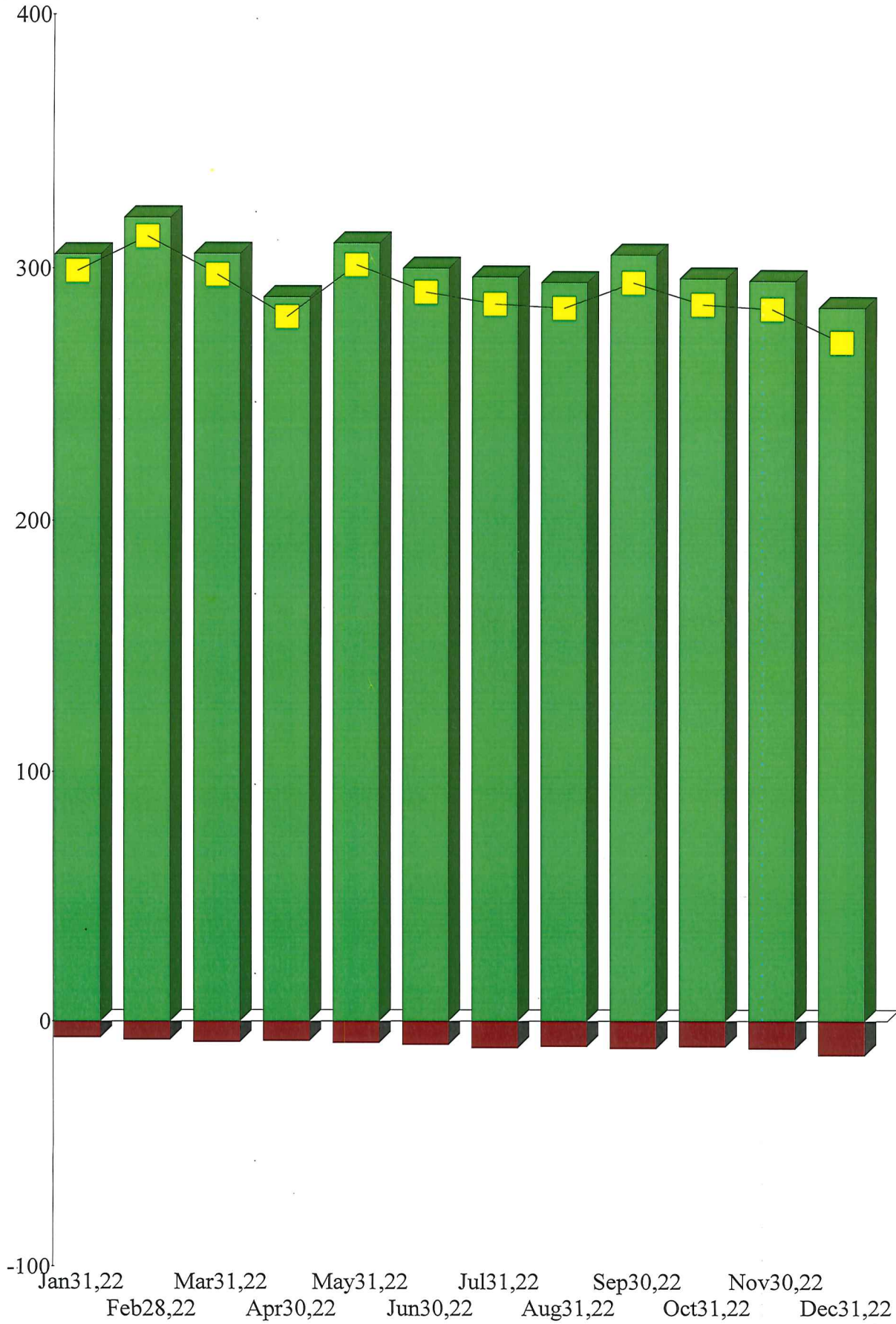


By Account

Net Worth by Month
As of December 31, 2022



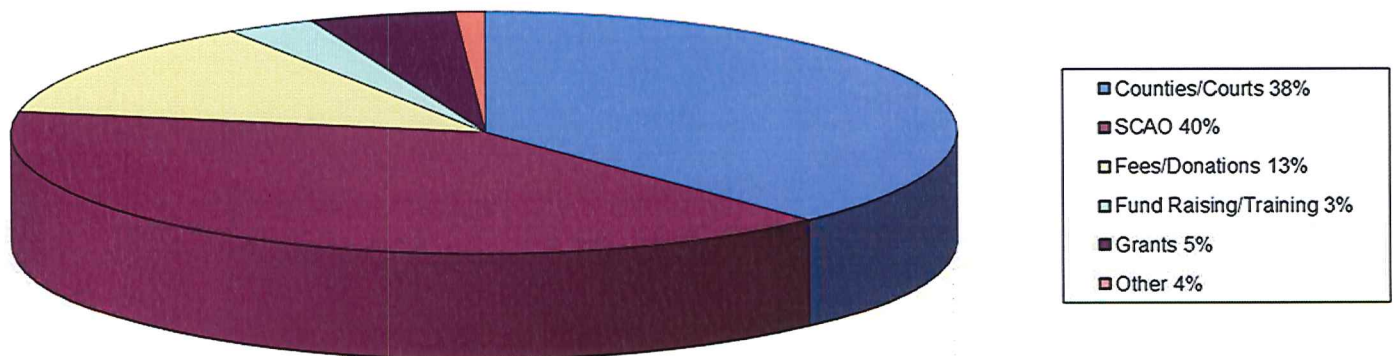
\$ in 1,000's



**TWENTY-THREE YEAR COMPARISON
REVENUE SOURCES**

YEAR	SCAO	COUNTIES	AGENCY	TOTAL	IN KIND
2022	46,728.48	97,000.00	80,771.80	224,500.28	127,014.24
2021	90,267.25	86,920.00	49,230.24	226,417.49	125,751.02
2020	75,336.73	91,336.60	110,004.39	276,677.72	127,079.08
2019	73,050.41	89,419.92	82,572.90	245,043.23	231,628.92
2018	46,328.13	88,416.60	71,228.04	205,972.77	160,506.62
2017	40,437.84	93,360.00	58,997.28	192,795.12*	202,038.61
2016	43,747.09	93,400.00	58,425.99	195,573.08	183,687.04
2015	48,012.92	88,663.75	44,515.00	181,191.57	163,205.83
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 2022



ANNUAL REPORT FOR 2022

Personnel

2022 was a challenging year for the Northern Community Mediation (NCM) staff. Case Manager Karen Cole fell down the stairs and broke her collar bone. In May, Case Manager Laura Buckingham was diagnosed with breast cancer. The commitment and dedication that both Karen and Laura demonstrated was second to none. Not only did they bend over backwards to cover for each other, they performed their responsibilities above and beyond the call of duty. It would be very difficult to find two individuals who kept the home fires burning in spite of the emotional and physical challenges they were facing.

NCM presently has 47 active mediators. The majority of the volunteer mediators have received advanced training in specialized fields of mediation, which include the following:

- Advanced General Civil
- Agricultural
- Behavioral Health
- Child Protection
- Divorce/Domestic Relations
- Guardianship
- Parenting Time
- Restorative Practices
- School Attendance
- Special Education
- Victim-Offender Reconciliation

Consensus among the mediators is that Zoom is the preferred manner in which to conduct mediations. It is an effective and efficient tool. It is interesting to note that the vast majority of NCM's clients preferred using Zoom as well.

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

NCM conducted two, four-hour Advanced Mediator Training sessions in 2022 with executive Director Dr. Jane Millar as the trainer. All trainings were offered via Zoom.

On Friday, September 16, the focus was Agreement Writing. Eighteen people participated: six were attorneys, three were affiliated with a CDRP center other than NCM, 12 mediate for NCM, and two are staff members.

Standards of Conduct and Ethics was the title of the Advanced Mediator Training session held on Friday, October 14. There were 16 participants for this training: five were

attorneys, three were affiliated with a CDRP center other than NCM, 11 mediate for NCM, and two are staff members.

Meetings

On January 21, 2021 NCM conducted its annual meeting for 2020 via Zoom. Minutes of that meeting will be available on the NCM website (www.northernmediation.org) upon approval by the Board of Directors at the 2022 Annual Meeting, which is scheduled for Thursday, January 20, 2022.

All Board and committee meetings were conducted via Zoom. Regular board meetings were held six times in 2022: January, March, May, July, September, and November. The Board called a special meeting in December to approve the proposed 2022 budget. Minutes of the board meetings are available on the NCM website. The Executive Committee met five times in 2022: February, April, June, August, and October. The other five standing committees met throughout the year on an as-needed basis. Those standing committees are as follows: Facilities, Funding, Investment, Marketing and Staff Compensation. Loco Locals is a special committee that is focusing solely upon a new fundraiser that will be held on Thursday, June 22, 2023

After two years of Zoom, NCM held its annual, Appreciation Gala on Thursday, May 26 at City Park Grill in Petoskey. Recognitions included the following:

- Original NCM Board Members Tina DeMoore & Dave Fershee –
- Present Board Members
- Financial Donors
- Zoom Mediators
- Tech Mediators
- Years of Service
 - 5 to 9 Years: Bill Catting, Kirstyn Horan, Renee McDuffee, Amy Stikovich
 - 15 to 19 Years: Hugh Conklin & Jeff Higgs
 - 20+ Years: Bruce Herbert

The special awards were given to the following:

- Veteran Mediator of the Year – Lee Kramer
- Rookie Mediator of the Year – Kate Scollin
- Advocate of the Year – Amy Stikovich
- Leah Award – Mary Horan, posthumously and accepted by her granddaughter Kirstyn Horan

In many ways, the best part of the evening is that people were delighted to be with one another in person—not via Zoom. The Gala was to go from 5:00pm to 6:30pm. At 7:30pm, the last of the guests left.

In addition to regular meetings relating to the operations of NCM, such as weekly staff meetings and a yearly staff retreat, the staff has traditionally participated in a variety of meetings and gatherings. Because of the convenience of Zoom, Many of these meetings have continued to take place over Zoom. Human Services Coordinating Body (HSCB) and Great Start Collaborative are examples. At the same time, Chamber Expos, Connecting Women in Business, Women Can/Women Do, Celebration of Champions, Chamber States of the Community, Career Day and Project Connect are being re-kindled and returning to in person events. Additionally, the staff continues to make at least five

contacts per month promoting the Michigan Agricultural Mediation Program and the Behavioral Health Mediation Services Program.

With COVID somewhat behind us, Chamber Expos, monthly HSCB (Human Services Coordinating Body). The Executive Director continues to be a mentor for Leadership Charlevoix County and Leadership Little Traverse.

State-Wide Involvement

Serving as president of the organization, the Executive Director continues to be active in the Michigan Community Mediation Association (MCMA). She attends monthly meetings of the Board of Directors and the Executive Committee. Additionally, she was asked by the Alternative Dispute Resolution (ADR) Section of the Michigan Bar Association to co-chair a statewide collaboration between the ADR Section and the MCMA in the development of statewide templates for training, such as Fundamental Mediation Skills followed by specialized trainings, such as general civil, divorce/domestic, parenting time. Rather than using the term Advanced Mediator Training for the eight-hours that are required every two years, the term would be changed to Continuing Education Units.

to participate in the Michigan Community Mental Health Summit and attended the Alternative Dispute Resolution (ADR) Section of the Michigan State Bar Association (MSBA) annual conference. All of these events were held via Zoom .

Board Retreat

The board held its annual Board Retreat at City Park Grill on Wednesday, February 23. Other than some preliminary discussion and announcements, the board members spent the time in their various committees looking at what has been done in the past, what could be improved, what does the committee look like going forward, what are the goals of the committee, what would a strategic plan for the committee look like. Following dinner, each of the committees reported back to the board as a whole. It was agreed that these committees would continue to function throughout 2022, and that at the board retreat in 2023, there would be an evaluation as to the effectiveness of these committee

Staff Retreat

On Friday, December 9, Northern Community Mediation (NCM) held its annual staff retreat. Case Managers Karen Cole and Laura Buckingham along with Executive Director Jane Millar spent a short time reviewing the accomplishments and challenges of 2022. They then focused on the agenda, which included the following: 2023 calendar; monitoring calendar; fees; mediator list & qualifications; setting dates for two, four-hour Advanced Mediator trainings, a 40-hour Mediator training, and a Mediator Round Table for DocuSign and Zoom training; review of office procedures and personnel policies; updating of forms; inventory; setting cleaning days.

Presentations and Promotion

As stated earlier, presentations and promotional activities were hindered by COVID-19. Therefore, most interactions were on a one-to-one basis via phone conversations. The one

exception related to Connecting Women in Business, for which NCM was a sponsor. Hence, NCM staff was able to make a short presentation about the organization and its value to the community.

MI-Resolve

MI-Resolve continues to be a challenge. NCM still strives to entice involvement in the process through the parenting time capability.

Eviction Diversion Mediation Program (EDMP)

Behavioral Health Mediation Services Program (BHMSP)

The Michigan Department of Health & Human Services awarded a grant in the amount of \$500,000 to MCMA with the Oakland Mediation Center serving as the fiscal agent for the purpose of providing mediation services to clients of Community Mental Health (CMH) who have a grievance with their treatment plan or who would like to have their treatment plan re-evaluated. There is also an initiative from the SCAO to encourage probate judges to refer and/or order appropriate cases to mediate. Each of the CDRP centers receives \$1,381.25 per month from the grant to help promote and provide services. In order to receive this funding, however, NCM must include at least two social media posts per month and make at least five presentations/meetings per month.

Michigan Agricultural Mediation Program (MAMP)

The United States Department of Agriculture (USDA) has awarded the MAMP to MCMA. This program offers free mediation services to Michigan farmers to resolve their disputes outside of court. Farmers' disputes covered by this grant can range from contract issues, estate and probate complications, adverse determinations by the USDA, bankruptcy, and any other conflict they may face concerning their farm. It can also cover divorce and domestic matters. As in the BHMSP grant, NCM and all of the other CDRP centers has minimum requirements to meet.

Caseload

The number of cases opened in 2022 as compared with 2021 was up by 16 cases: 408 vs. 392. The number of cases closed in 202 as compared to 2021 was 14 by 264 cases: 418 vs. 404.

Accounting for 39.11% of the cases, breach of contract mediations were the most prevalent types of cases in 2021. This was followed by divorce cases at 14.6%. School attendance cases accounted for accounted for 7.43% of the cases and domestic at 5.2%.

The case breakdown by programs is as follows:

	2022		2021	
PROGRAM	# ACCEPTED	# CLOSED	# ACCEPTED	# CLOSED
Child Protection	9	13	14	16
Victim Offender	14	7	7	8
Parenting Time	52	47	55	54
School Attendance	38	34	49	48

The case breakdown by counties is as follows:

	2022		2021	
COUNTY	# ACCEPTED	# CLOSED	# ACCEPTED	# CLOSED
Charlevoix	153	152	147	152
Emmet	232	242	227	235
Other	4	5	19	17

The case breakdown relating to the courts is as follows:

	2022		2021	
COURT	# ACCEPTED	# CLOSED	# ACCEPTED	# CLOSED
33 rd Circuit	35	36	31	33
57 th Circuit	35	41	42	42
90 th District	14	16	27	28
7 th Probate	29	24	26	29
FOC	19	22	39	36
Small Claims	151	152	141	151
LTBB	1	1	1	1

The case breakdown by dispute type is as follows:

	2022		2021	
DISPUTE TYPE	#ACCEPTED	# CLOSED	# ACCEPTED	# CLOSED
Breach of Contract	138	141	150	158
Schools	38	34	29	30
Victim Offender	14	7	7	8
Domestic Matters	30	32	23	21
Child Protection	9	13	14	16
Post Judgment	44	47	55	54
Divorce	76	85	58	59
Landlord/Tenant	9	9	12	13
Property	28	28		17
Other	22	22	45	45

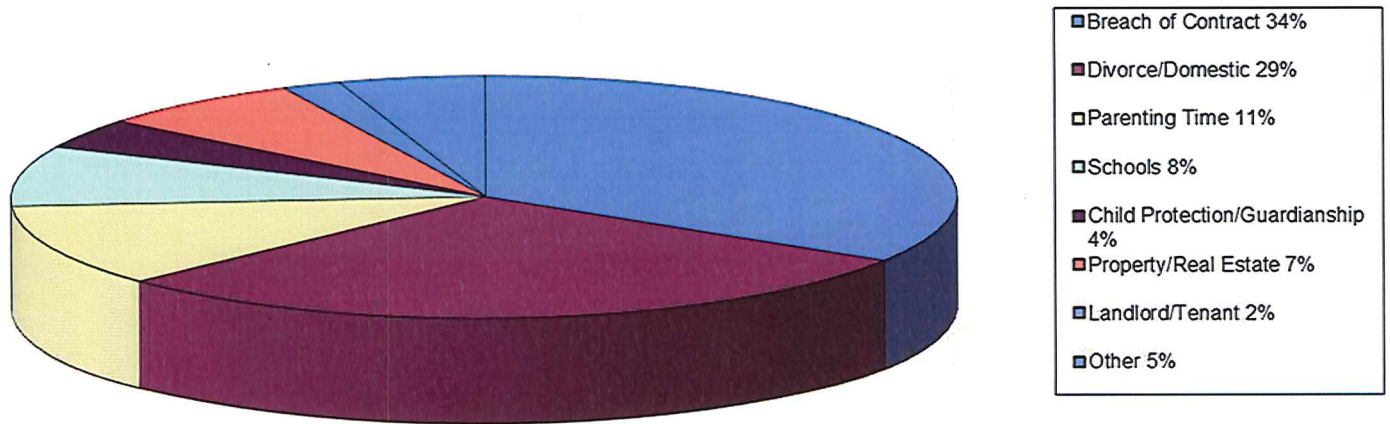
A comparison of the caseload is as follows:

CATEGORY	2022	2021	2020	2019	2018
# Opened	408	392	664	855	828
# Closed	418	404	667	843	847
Agreement Rate	73%	73%	87%	84%	79%
# Court Referred	293	314	319	462	591
# Self Referred	76	40	50	56	55

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

Year	CDP	Breach Contract	EMP	Guardianship	Land/Tenant	Neighbor	Div Dom	Post Judge	Property	Edu	Vic Offend	Oth	Total
2022	13	141	5	4	9	1	117	47	28	34	7	12	418
2021	16	158	4	6	13	3	80	54	17	30	8	15	404
2020	10	178	0	11	13	2	77	55	29	284	1	7	667
2019	16	348	4	5	8	1	91	39	12	295	4	20	843
2018	15	481	0	9	5	0	96	23	4	181	17	16	847
2017	18	620	1	6	3	2	109	21	4	240	25	12	1,061
2016	15	509	4	4	2	1	95	23	14	48	19	4	738
2015	17	512	3	4	25	1	92	30	8	62	39	7	800
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 2022



Agreement Rates

The vast majority of mediations held in 2022 were via Zoom. Now that people are accustomed to using Zoom, for the most part they prefer zoom over in-person mediations. They find Zoom to be more efficient, convenient and cost effective. Throughout 2021, all mediations were conducted via Zoom. In 2020, three-fourths of the mediations were held via Zoom, whereas in 2019, all mediations were in-person. In comparing the agreement rates among the four years, it appears that not having in-person mediations has had an impact upon the agreement rates. It is also interesting to note that conciliations rose significantly from 2019 to 2021. The challenge facing Northern Community Mediation is to address the reason(s) for the lower agreement rate when using Zoom and then, how to counter that trend.

The agreement rate percentages for 2022 are depicted in the pie chart entitled Agreement Rates. The table below shows the comparison of agreement rates between 2022, 2021 and 2020.

YEAR	AGREEMENT	NO AGREEMENT	CONCILIATED	FACILITATED /ARBITRATED	PARTIAL
2022	43%	35%	18%	0%	4%
2021	44%	27%	25%	0%	4%
2020	67%	13%	18%	1%	1%
2019	74%	16%	8%	1%	1%

Referral Sources

The number of court referred / ordered cases dropped from 462 in 2019 to 319 in 2020. This was due primarily to the fact that court filings in general dropped as a result of COVID-19. It is anticipated that this trend will continue well into 2022.

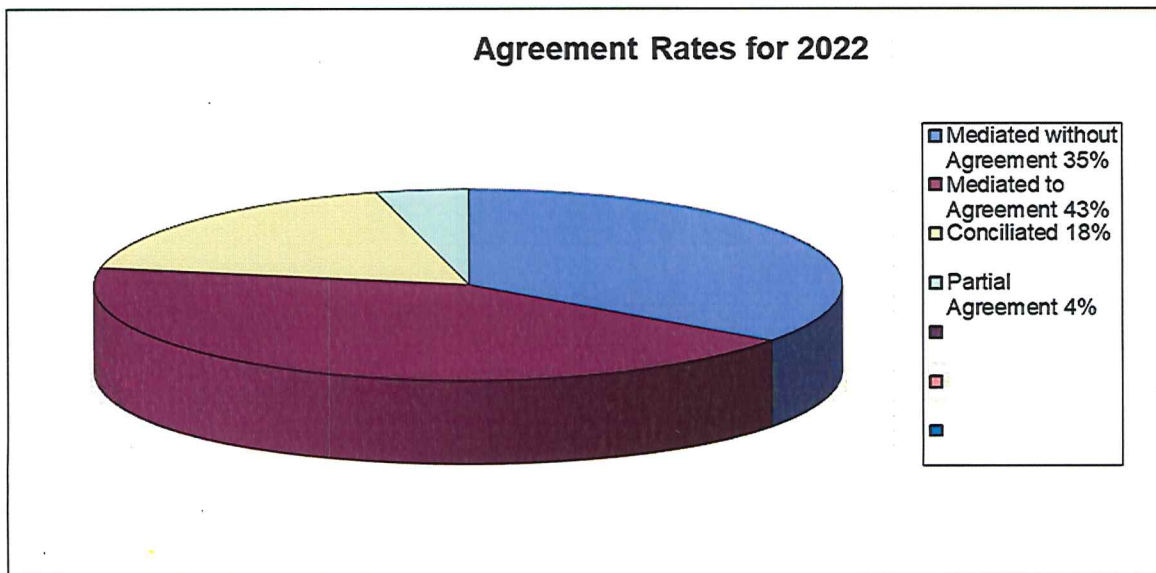
With the elimination of the Restorative Practices Mediation Program at the Boyne City High School as a result of the school district's funding cuts, school related referrals were confined to the School Attendance Mediation Program. Hence, the drop in school referrals directly affected the drop in the 2121 caseload.

The referral source percentages for 2022 are shown in the pie chart entitled Referral Sources. The case breakdown by referral source is as follows:

REFERRAL SOURCE	# IN 2022	# IN 2021	# IN 2020
Courts	293	314	319
Self	76	40	50
Educational Institutions	33	30	283
Legal Organizations	12	16	9
Prosecutor	0	1	0
Other	4	3	6

TWENTY-THREE YEAR COMPARISON AGREEMENT RATES

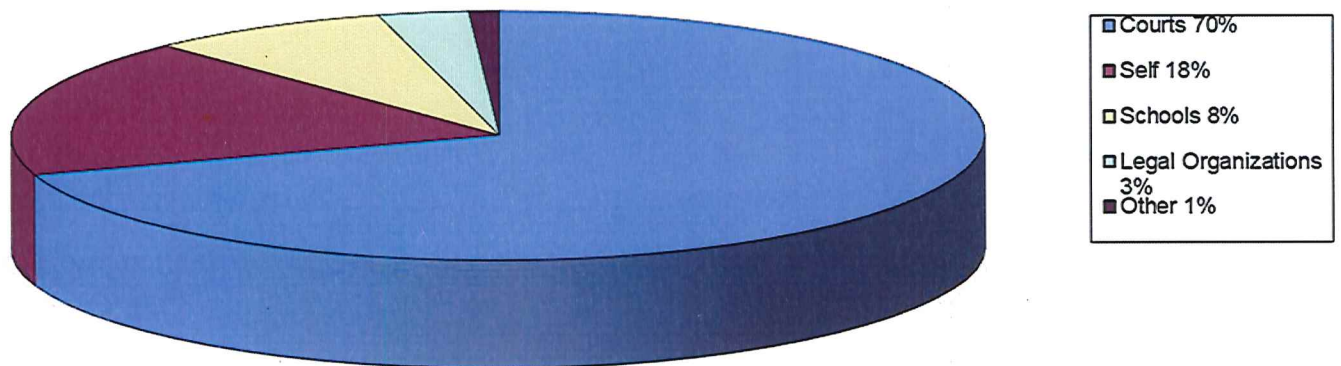
Year	Total Cases	Core Cases	Agreement	Partial Agreement	Conciliated	Facilitated	Arbitrated	No Agreement
2022	418	268	114	11	48	0	0	95
2021	404	256	112	11	64	0	0	69
2020	667	452	303	6	83	1	0	59
2019	843	558	411	9	44	3	0	91
2018	847	464	280	10	72	5	0	97
2017	1061	604	344	12	138	10	0	100
2016	738	396	161	3	163	0	0	69
2015	800	440	179	8	180	0	0	73
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



TWENTY-THREE 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
2022	293	0	13	76	33	3	418
2021	314	0	17	40	30	3	404
2020	319	0	10	50	284	4	667
2019	462	1	6	56	294	24	843
2018	591	0	4	55	182	15	847
2017	741	1	11	56	238	14	1061
2016	597	0	6	81	48	6	738
2015	683	1	4	47	61	4	800
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 2022



Fund Raising

The two tables below depict the harsh reality of COVID-19. Northern Community Mediation (NCM) held its Petoskey Theatre Party in early March 2020, one week prior to everything shutting down due to COVID. In 2021, neither the Petoskey Theatre Party nor the Charlevoix Theatre Party was held. The only fund raising event that took place in 2021 was the Which Wich event, which raised \$585.05. Again, in March 2022, it was still premature to hold events where large groups of people gathered in a small space. Hence, there was no Petoskey Theatre Party. Fortunately, by October 2022, NCM was able to have its Charlevoix Theatre Party.

Another fund raiser that had to be postponed was Loco Locals, a brand new idea for both NCM and the community as a whole. The original plan was to hold it in June 2022. Unfortunately, COVID was still rearing its ugly head. It will take place, however, on June 22, 2023.

Petoskey Theatre Party	2022	2021	2020
Sponsorships			\$6,800.00
Ticket Sales			\$2,325.00
Other			\$875.25
Total Income			\$10,000.25
Expenses			\$2,716.69
Profit			\$7,283.56

Charlevoix Theatre Party	2022	2021	2020
Sponsorships	\$2,965.00		\$250.00
Ticket Sales	\$2,595.00		
Other	\$915.00		
Total Income	\$6,475.00		
Expenses	\$4,604.80		
Profit	\$1,870.20		\$250.00

Fees

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 either reduced or waived if it would be a hardship for an individual to pay the fee. If a client is an American Veteran, fees are waived for all parties involved in the case.

Access & Visitation (ACVS) fees, which come from federal funds, had a \$2,750 cap for 2022. Since the eleven school districts within the Charlevoix-Emmet Intermediate School District service area prefer to handle their own special education cases, fees received for this service tend to be minimal.

Fee Source	2022	2021	2020
NCM Fees	\$14,467.35	\$12,258.34	\$11,578.55
Access & Visitation	\$2,750.00	\$3,000.00	\$2,750.00
Special Education	\$2,100.00	\$150.00	\$3,650.00
Total	\$19,317.35	\$15,408.34	\$17,978.55

Excluding ACVS and Special Education, the table below compares the waived and non-waived fees for 2022.

NCM Fees	\$26,175.00
Waived Fees	\$10,461.86
Non-Waived Fees	\$15,713.14
Payments of Non-Waived Fees	\$14,467.35
Balance Due of Non-Waived Fees	\$1,245.79

The table below depicts the breakdown of the waived fees. It should be noted that if NCM were able to collect those fees related to the rows write-offs through cancelled mediation, there would be an additional \$9,150 in revenue.

Write-Off	\$2,125.00
Settled Prior to Mediation	\$1,450.00
Case Withdrawn	\$2,650.00
American Veteran	\$650.00
Refused to Mediate	\$1,200.00
Unamenable for Mediation	\$550.00
Unable to Contact	\$150.00
Respondent Failed to Show	\$275.00
Cancelled Mediation	\$100.00
PayPal	\$151.86
Case Manager's Discretion	\$1,010.00
Total	\$10,311.86

Collection of Fees

NCM sent out reminder notices for overdue payments to 50 individuals. 44% of those individuals paid their bills, whereas 56% did not respond. The 56% of those who did not respond accounted for 23 individuals who were sent third notices. Of the 23, none paid. Following a third notice without payment, NCM considers the potential payment as a write off.

Financial Impact of Agreements

Although many of the cases mediated by NCM do not involve any sort of financial restitution or settlement, financial issues and commitments are either central or secondary in certain types of cases, such as divorce or breach of contract. In 2022, NCM mediated \$10,737,993.07 worth of settlements.

Donations

Again, NCM had a successful donor campaign. Of the \$17,240.32, \$900.00 was put in the Endowment Funds of the Charlevoix Community Foundation and the Petoskey-Harbor Springs Area Community Foundation.

Donations	2022	2021	2020
Non-Specified			\$1.00
Donor Campaign	\$17,240.32	\$17,055.00	\$12,755.00
Total	\$17,240.32	\$17,055.00	\$12,756.00

Grants

NCM received a total of \$20,975.54, all of which came from the Behavioral Health Mediation Services Program grant. This grant was awarded to the Michigan Community Mediation Association by the Michigan Department of Health & Human Services. The purpose of the grant is to provide mediation services to clients of Community Mental Health who have concerns about their treatment plans.

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 four areas of contributions in 2022 related to the following:

- Mediation Hours Based upon \$150 per Hour \$ 107,252.50
- Rent \$ 13,800.00
- Executive Director \$ 2,298.15
- Cell Phone \$ 2,028.59

The total amount of in kind contributions for 2022 was \$127,014.24, which is equivalent to that of 2020, which totaled \$127,079.08. The in kind donations for 2021 constituted 55% of the total budget. The total in kind contributions attributable to the mediators themselves represented 82% of the in kind contributions. It should be noted that NCM paid no rent for the Charlevoix office space in 2021 because of COVID-19.

The table below shows the breakdown of in kind contributions between 2020 and 2019.

In Kind	2022	2021
Mediator Hours	\$107,252.50	\$103,730.00
Rent	\$13,800.00	17,000.00
Equipment/Supplies	0	\$50.00
Mediation Locations	\$200.00	0
Theatre Parties	0	0
Volunteer Labor	\$540.00	\$309.00

Cell Phone	\$2,028.59	\$2,072.55
Executive Director	\$2,298.15	\$136.47
Accounting	895.00	\$345.00
Mileage	0	0
GoToMyPC		\$348.00
Volunteer Training	0	\$1,760.00
Training Locations	0	0
Total	\$127,014.24	\$125,751.02
Percentage of Budget	36%	55%
Mediator Percentage of In Kind	84%	82%

Financial Analysis

In preparing the budget for 2022, it was anticipated that there would have to be a \$24,217.42 from the previous years of COVID relief funds. As it turns out, only \$10,597.69 had to be carried over in order to have a balanced budget.

Although the balance sheet previous year comparison from 2021 to 2022 shows a decline in assets, in all probability this is a temporary situation. This loss is primarily due to the unrealized losses from the investments in the two community foundations. In general, the bottom line is that NCM overall is in a strong financial position

The table below shows the bottom line of the balance sheet from year to year.

YEAR	AMOUNT
2022	\$284,399.64
2021	\$299,539.47
2020	\$270,346.22
2019	\$195,539.19
2018	\$182,766.80
2017	\$185,833.35
2016	\$173,214.22
2015	\$161,484.46
2014	\$135,866.57
2013	\$138,071.41
2012	\$135,519.46
2011	\$132,848.44
2010	\$131,186.42
2009	\$128,159.31
2008	\$123,220.08
2007	\$103,836.47
2006	\$72,669.76
2005	\$55,634.62
2004	\$34,525.63
2003	\$28,129.13
2002	\$42,877.85

Summary

The year 2022 was even more challenging than 2021. Yet, there were many positives.

- With all of the challenges facing the staff, they have more than risen to the occasion.
- The mediators also have continued to adapt. In fact, many of the mediators who were reluctant to mediate via Zoom are now willing to make use of the technology.
- The Board has been second to none. Each member brings a knowledge base that is needed in order to ensure diversity in professional perspective.
- The Board continues to recognize the value of the NCM staff and unanimously supported not only a year-end bonus but also a significant increase in staff salaries.
- The use of technology such as Zoom for meetings, mediations and retreats has advantages, such as convenience and the ability to screen share. The end result is that the future will often consist of hybrid mediations (combining in-person with Zoom).
- The Michigan Community Mediation Association (MCMA), of which NCM is a member, is recognized as a leading force in the state of Michigan, as is exemplified by its having been awarded the Behavioral Health Mediation Services (BHMS) and the Michigan Agricultural Mediation Program (MAMP) grants.

All indications are that 2023 will be an exciting year of growth for Northern Community Mediation. The staff, the board and the mediators all play a critical role in that future. NCM is fortunate to have such dedicated individuals on its team.

Community Dispute Resolution Program
Northern Community Mediation - CHARLEVOIX

Annual Case Profile CDRP03QT

From: 1/1/2022 To: 12/31/2022

Report Date: 1/4/2023

Filtered By: None

<u>CASE DISPOSITION TOTALS</u>	Count	<u>NO MEDIATION HELD</u>	Count
Conciliated to Agreement	48 17.91%	Settled Prior to Mediation	23 15.33%
Mediated to Agreement	114 42.54%	Respondent Refused to Mediate	18 12.00%
Mediated to Partial Agreement	11 4.10%		0 0.00%
Mediated without Agreement	95 35.45%	Respondent Failed to Show	19 12.67%
Facilitated	0 0.00%	Both Failed to Show	1 0.67%
Arbitrated	0 0.00%	Initiator Failed to Show	12 8.00%
TOTAL	268	Unable to Contact	67 44.67%
		Unamenable for Mediation	10 6.67%
		TOTAL	150

Arbitration Sessions: 50 Mediated w/ Agreement Sessions: 114 Avg Mediation Duration (mins): 98.91
Facilitated Sessions: 0 Mediated Part Agreement Sessions: 9 Total Fees Received: \$15,213.70
Mediated w/o Agreement Sessions: 72 (Excludes Waived Payments)
Total Money Distributed due to Agreement: \$10,737,993.07 Total Cases where Money was Distributed: 93

ADDITIONAL CASE INFORMATION:

Number of Accepted Cases: 408 Number of Disposed Cases: 418
Returnee to Mediation: Avg Days from Intake to Disposition: 21
New Matter: 3 Number of Court Ordered Cases: 148
Remediation of New Matter: 5 Number of Individuals Served: 1,224
Non-compliance of Old Matter: 0 Number of Children Involved: 270
Number of Cases Referred Elsewhere: 1

<u>REFERRAL SOURCE</u>	Count	<u>DISPUTE TYPE</u>	Count
BUS: Business, Corporation	1 0.24%	CDP: Child Protection	13 3.11%
CSR: Domestic Violence	0 0.00%	CML: Criminal	2 0.48%
CTS: Courts	293 70.10%	CON: Breach of Contract	141 33.73%
FFC: Friend, Family, Colleague	0 0.00%	EMP: Employment	5 1.20%
GOV: Government	0 0.00%	GDA: Guardianship-Adult	3 0.72%
LEG: Legal Organization	12 2.87%	GDC: Guardianship-Child	1 0.24%
MAR: Marketing, Advertising, Outreach	0 0.00%	LAN: Landlord/Tenant	9 2.15%
POL: Police, Sheriff, State Police	0 0.00%	NGH: Neighborhood	1 0.24%
PRS: Prosecutor	0 0.00%	ODM: Domestic Matters	32 7.66%
SCH: Educational Institution	33 7.89%	OPM: Other Probate Matters	3 0.72%
SEL: Self Referral	76 18.18%	ORD: Ordinance/Statute/Regulation	2 0.48%
OTH: Other	3 0.72%	PBP: Public Policy	2 0.48%
TOTAL	418	PJC: Post Judgment Domestic	47 11.24%
		PPO: PPO-Not Domestic	1 0.24%
		PPP: PPO-Domestic	0 0.00%
		PRP: Property	28 6.70%
		RST: Real Estate	0 0.00%
		SCH: Schools	34 8.13%
		VRA: Adult Victim Offender	0 0.00%
		VRJ: Juvenile Victim Offender	7 1.67%
		OTH: Other	2 0.48%
		DIV: Divorced no Children	41 9.81%
		DIK: Divorced with Children	44 10.53%
		TOTAL	418