



NORTHERN COMMUNITY MEDIATION 2024 ANNUAL REPORT

DECEMBER 2024

INCOME CATEGORY		2024 YTD	2024 Budget	2024 Project	2023 YTD
CDRP Funds		62,023.13	62,023.13	62,023.13	79,949.08
Agency Funds					
A. Charlevoix County		40,000.00	40,000.00	40,000.00	38,000.00
B. Emmet County		36,000.00	38,000.00	36,000.00	36,000.00
C. VORP Charlevoix	625.00	8,749.97	10,000.00	8,749.97	10,416.66
D. VORP Emmet	1,875.00	8,125.00	7,500.00	8,125.00	6,875.00
E. CDP Charlevoix		8,000.00	8,000.00	8,000.00	8,000.00
E.Fees for Service	1,090.09	14,262.20	17,000.00	14,262.20	17,737.86
F. ACVS Fees		375.00	3,000.00	375.00	1,750.00
G. SPED Fees					
H. Donations					526.84
I. Donor Campaign	4,187.55	6,799.57	8,000.00	6,799.57	12,372.51
K. Theatre Party Petoskey					
L. Theatre Party Charlevoix		6,230.00		6,230.00	
M. Mediaton Celebration		827.00	15,000.00	827.00	15,409.00
N. Reimbursement/Rebate		6,284.07		6,284.07	18,277.12
O. Relocation Expenses					8,476.83
P. Interest	100.10	10,716.20	6,000.00	10,716.20	6,501.05
Q. Training					
1. Court System					440.00
2. 40-Hour			2,100.00		
3. October Round Table					
R. Consultation					
S. Adjustment		75.00		75.00	750.00
Grants					
A. Charlevoix Foundation		1,500.00		1,500.00	11,000.00
B. Petoskey Foundation		5,780.00		5,780.00	4,500.00
C. BHMS	1,600.00	14,104.90	15,005.00	14,104.90	17,694.73
D.MAMP	1,250.00	5,200.00	5,000.00	5,200.00	400.00
E. Petoskey Rotary					2,000.00
Operational Income	10,727.74	235,052.04	236,628.13	235,052.04	297,076.68
941-X Refund	24,280.68	24,280.68	19,842.26	24,280.68	
941-X Refund	17,775.14	17,775.14	14,097.11	17,775.14	
Capital Campaign Donors	3,250.00	38,511.69	40,000.00	38,511.69	2,000.00
Total Capital Campaign	45,305.82	80,567.51	33,939.37	80,567.51	2,000.00
TOTAL INCOME	56,033.56	315,619.55	270,567.50	315,619.55	299,076.68
US Treasury Income		90,000.00		90,000.00	30,000.00
Unrealized Gains	6,347.69	6,347.69		6,347.69	
IN-KIND CATEGORY					
A. Accounting Services	100.00	500.00	400.00	500.00	211.00
B. Volunteer Mediators		104,191.00	111,750.00	104,191.00	117,373.00
C. Volunteer Labor		800.00		800.00	50.00
D. Volunteer Training			300.00		2,700.00
E. Mediation Locations			300.00		
F. Rent					5,200.00
G. Equipment					
H. Supplies			100.00		79.95
I. Theatre Party Petoskey					
J. Theatre Party Charlevoix					
J. Mediation Celebration			5,000.00		
L. Mileage			262.00		
H. Cell Phone	198.24	1,974.63	3,048.00	1,974.63	2,196.77
M. GoToMyPC		348.00	350.00	348.00	348.00
N. Executive Director	213.89	4,790.06	5,000.00	4,790.06	4,426.22
O. Relocation Expenses					7,854.97
IN KIND INCOME	512.13	112,603.69	126,510.00	112,603.69	140,439.91
TOTAL + IN KIND INCOME	56,545.69	428,223.24	397,077.50	428,223.24	439,516.59

DECEMBER 2024

EXPENSE CATEGORY	MONTH	2024 YTD	2024 Budget	2024 Project	2023 YTD
1. Personnel					
A. Salaries	11,846.24	159,456.52	155,275.63	159,456.52	156,090.96
B. FICA	910.86	12,452.76	11,878.59	12,452.76	12,321.21
C. Worker's Compensation		537.00	505.00	537.00	519.00
D. Unemployment		68.84	165.30	68.84	57.56
E. Insurance/Education/IRA	102.80	9,444.60	8,717.53	9,444.60	15,552.64
2. Accounting		4,265.00	5,200.00	4,265.00	4,965.00
3. Capital Campaign		3,189.09	5,000.00	3,189.09	
4.. Communications					
A. Telephone	171.75	2,277.36	2,147.00	2,277.36	1,859.06
B. Internet	104.99	1,309.80	876.00	1,309.80	1,223.74
5. Contractual	70.14	7,712.01	3,245.00	7,712.01	5,594.64
6. Equipment		3,804.00	1,150.00	3,804.00	
7. Fund Raising					
A. Mediation Celebration		25.00	5,875.00	25.00	13,552.27
B. Theatre Party Charlevoix	17.00	2,942.70		2,942.70	57.00
C. Theatre Party Petoskey					
8. Insurance					
A. Directors, Officers, Emp.Prac.	2,654.00	2,654.00	1,199.00	2,654.00	1,327.00
B. Business Protection		1,240.00	1,636.00	1,240.00	1,666.00
C. Commercial Umbrella		500.00	500.00	500.00	500.00
9. Occupancy					
A. Mortgage Interest	718.51	11,458.69	10,340.00	11,458.69	9,077.94
B. Utilities	309.55	4,071.76	3,961.00	4,071.76	2,916.17
C. Assessment		2,616.89	1,608.00	2,616.89	1,608.30
D. Fees/Dues		4,619.31	6,159.00	4,619.31	7,138.93
E. Mortgage Principal			5,521.00		
F. St. Francis Rent					1,950.00
10. Other					
A. Board		708.75	870.00	708.75	1,094.32
B. Executive Director	40.00	1,512.56	2,375.00	1,512.56	2,332.10
C. Hospitality		757.22	1,300.00	757.22	2,364.00
D. Licenses, Fees, Dues	10.00	3,510.65	3,355.00	3,510.65	3,260.00
E. Staff	87.76	2,247.03	350.00	2,247.03	104.48
F. Annual Meeting		61.27		61.27	
G. Miscellaneous					100.00
11. Outreach	15.00	2,651.77	1,445.00	2,651.77	1,506.43
12. Postage		2,950.51	1,975.00	2,950.51	2,417.00
13. Printing	65.00	2,326.91	2,795.00	2,326.91	2,583.88
14. Reimbursement/Refund		75.00		75.00	350.00
15. Supplies	236.67	1,774.44	2,000.00	1,774.44	2,025.73
16. Training					
A. March Round Table					
B. 40-Hour			500.00		250.00
17. Transfer into Savings		100.00		100.00	
18. Travel					
A. Lodging			260.00		
B. Meals			110.00		
C. Mileage		1,102.09	2,292.50	1,102.09	1,144.09
D. Other					26.80
19. Relocation (1st Year Only)					42,905.95
TOTAL EXPENSES	17,360.27	254,423.53	250,586.55	254,423.53	300,442.20
Operational Income Minus Expenses	-6,632.53	-19,371.49	19,980.95	-19,371.49	-3,365.52
Comparison of Income & Expenses	10,727.74	235,052.04	270,567.50	235,052.04	297,076.68
Depreciation Expense	7,524.00	7,524.00		7,524.00	
US Treasury Expense		89,354.11		89,354.11	39,876.57
Mortgage Principle	41,289.06	84,774.15		84,774.15	1,838.40

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Cash Basis

NORTHERN COMMUNITY MEDIATION
Profit & Loss
December 2024

	Dec 24
Ordinary Income/Expense	
Income	
Unrealized Gains	6,347.69
Donation	
Donor Campaign	
Anonymous	35.53
Board Member	148.51
Community	4,003.51
Total Donor Campaign	4,187.55
Total Donation	4,187.55
Fees	
DIK	125.00
DIV	197.52
Grandparenting Time	75.00
Breach of Contract	200.00
Post Judgement	123.51
Property	369.06
Total Fees	1,090.09
Grants	
MAMP	1,250.00
Behavioral Health	1,600.00
Total Grants	2,850.00
Interest	100.10
Refund	
941-X	42,055.82
Total Refund	42,055.82
VORP	
Charlevoix	625.00
Emmet	1,875.00
Total VORP	2,500.00
Total Income	59,131.25
Expense	
Outreach	15.00
Utilities	
Gas	196.06
Electricity	113.49
Total Utilities	309.55
Communications	
Internet	104.99
Telephone	171.75
Total Communications	276.74
Contractual	70.14
Depreciation Expense	7,524.00
Fringe Benefits	

NORTHERN COMMUNITY MEDIATION
Profit & Loss
December 2024

	Dec 24
IRA	102.80
Total Fringe Benefits	102.80
Insurance	
Directors & Officers	2,654.00
Total Insurance	2,654.00
Occupancy	
Mortgage Interest	718.51
Total Occupancy	718.51
Other	
Staff	87.76
Executive Director	40.00
Licenses, Fees, Dues	10.00
Theatre Party Charlevoix	17.00
Total Other	154.76
Payroll Expenses	910.86
Printing	65.00
Salaries and Wages	11,846.24
Supplies	236.67
Total Expense	24,884.27
Net Ordinary Income	34,246.98
Other Income/Expense	
Other Income	
Donations - Capital Campaign	3,250.00
Total Other Income	3,250.00
Net Other Income	3,250.00
Net Income	37,496.98

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Cash Basis

NORTHERN COMMUNITY MEDIATION
Expenses by Vendor Summary
December 2024

	<u>Dec 24</u>
BSB Communications	171.75
Charlevoix Cinema	17.00
Charter Communications	104.99
City of Petoskey	113.49
Decka Digital	65.00
DTE	196.06
FNBO	376.93
Harbor Brenn Agency	2,654.00
Honor Bank	718.51
McCardel Water Conditioning	40.00
Online Payroll Service Fee	10.00
Payroll Distribution	12,859.90
Van's Business Machines	32.64
TOTAL	<u><u>17,360.27</u></u>

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Cash Basis

NORTHERN COMMUNITY MEDIATION
Profit & Loss
January through December 2024

	Jan - Dec 24
Ordinary Income/Expense	
Income	
Correction	75.00
Unrealized Gains	6,347.69
CDP	8,000.00
CDRP Funds	
1st Quarter	18,606.93
2nd Quarter	15,505.78
3rd Quarter	12,404.62
4th Quarter	15,505.80
Total CDRP Funds	62,023.13
County Funding	
Charlevoix	40,000.00
Emmet	36,000.00
Total County Funding	76,000.00
Donation	
Donor Campaign	
Anonymous	35.53
Board Member	610.53
Community	6,078.51
Mediator	75.00
Total Donor Campaign	6,799.57
Total Donation	6,799.57
Fees	
Defamation	73.02
DIK	2,662.19
DIV	3,452.40
Grandparenting Time	75.00
Estate	450.00
ACVS	375.00
Breach of Contract	1,437.12
Custody	97.02
Domestic	245.53
Landlord/Tenant	598.02
Ord, Statute, Reg.	371.04
Post Judgement	1,430.63
Probate	1,478.15
Property	1,667.08
Real Estate	225.00
Total Fees	14,637.20
Fund Raising	
Mediation Celebration	827.00
Theatre Party Charlevoix	
Other	880.00
Tickets	2,050.00
Supporter	350.00
Sponsor	2,950.00

NORTHERN COMMUNITY MEDIATION
Profit & Loss
January through December 2024

	Jan - Dec 24
Total Theatre Party Charlevoix	6,230.00
Total Fund Raising	7,057.00
Grants	
MAMP	5,200.00
Behavioral Health	14,104.90
Charlevoix Foundation	1,500.00
Petoskey Foundation	5,780.00
Total Grants	26,584.90
Interest	10,716.20
Refund	
941-X	42,055.82
State of Michigan	750.00
Telephone	179.21
Pay Check	4,609.37
Pitney Bowes	413.66
Refund - Other	331.83
Total Refund	48,339.89
VORP	
Charlevoix	8,749.97
Emmet	8,125.00
Total VORP	16,874.97
Total Income	283,455.55
Expense	
Transfer into Savings	100.00
Outreach	2,651.77
Utilities	
Gas	1,945.85
Electricity	2,125.91
Total Utilities	4,071.76
Transfer to US Treasury	89,354.11
Accounting	4,265.00
Communications	
Internet	1,309.80
Telephone	2,277.36
Total Communications	3,587.16
Contractual	7,712.01
Depreciation Expense	7,524.00
Fringe Benefits	
IRA	4,845.80
Vision Insurance	695.00
Supplemental Insurance	449.10
Dental Insurance	1,115.00
Health Insurance	2,339.70
Unemployment	68.84

NORTHERN COMMUNITY MEDIATION

Profit & Loss

January through December 2024

	Jan - Dec 24
Total Fringe Benefits	9,513.44
Insurance	
Business Protector	1,240.00
Commercial Umbrella	500.00
Directors & Officers	2,654.00
Worker's Compensation	537.00
Total Insurance	4,931.00
Occupancy	
Mortgage Interest	11,458.69
Assessment	2,616.89
Fees & Dues	4,619.31
Total Occupancy	18,694.89
Other	
Reimbursement/Refund	75.00
Staff	2,247.03
Capital Campaign	3,189.09
Mediation Celebration	25.00
Annual Meeting	61.27
Board	708.75
Executive Director	1,512.56
Hospitality	757.22
Licenses, Fees, Dues	3,510.65
Theatre Party Charlevoix	2,942.70
Total Other	15,029.27
Payroll Expenses	12,452.76
Postage	2,950.51
Printing	2,326.91
Salaries and Wages	159,456.52
Supplies	1,774.44
Travel	
Mileage	1,102.09
Total Travel	1,102.09
Void	0.00
Total Expense	347,497.64
Net Ordinary Income	-64,042.09
Other Income/Expense	
Other Income	
US Treasury Income	90,000.00
Donations - Capital Campaign	38,511.69
Total Other Income	128,511.69
Net Other Income	128,511.69
Net Income	64,469.60

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Cash Basis

NORTHERN COMMUNITY MEDIATION
Expenses by Vendor Summary
January through December 2024

	<u>Jan - Dec 24</u>
Abuzz Creative	2,940.00
American Fund	3,457.60
Bay Area Clean Care	168.50
Boyne Area Chamber of Commerce	190.00
BSB Communications	2,277.36
Charlevoix Chamber of Commerce	435.00
Charlevoix Cinema	833.00
Charlevoix County News	223.00
Charter Communications	1,076.76
Choice Publications	60.00
City of Petoskey	2,125.91
Culligan	33.00
Dan McGuire	6,826.00
Decka Digital	4,082.71
DocuSign	1,299.99
DTE	1,945.85
East Jordan Chamber of Commerce	180.00
Elise Borow	1,480.00
Emmet County Recycling	150.00
EPS	1,006.38
First Community Bank	29.39
FNBO	5,750.76
Frankenmuth Insurance	2,307.00
Gordon Food Service	29.97
Harbor Brenn Agency	2,654.00
Harbor Light	120.00
Harbor Springs Chamber of Commerce	330.00
Honor Bank	11,458.69
Jane Millar	2,782.04
Kammerman & Bascom	3,300.00
Kammermann & Bascom	965.00
Kerry Thompson	75.00
Kurt Grangood	68.74
Laura Buckingham	2,835.44
Magnum Hospitality	100.00
McCardel Water Conditioning	172.00
MCMA	2,000.00
Michigan Media, Inc.	60.00
Michigran Media	50.00
Mitchell Park Center Association	7,236.20
Online Payroll Service Fee	100.00
Payroll Distribution	173,297.48
Petoskey Chamber of Commerce	890.00
Pitney Bowes	2,940.98
Pro Image	125.00
Rotary	821.50
Rotary Club of Petoskey	330.50
Spectrum	233.04
Stafford's Hospitality	500.00
State of Michigan	25.00
Terrace Inn	100.00
The 501 Alliance	68.84
Trophy Case	250.00

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Cash Basis

NORTHERN COMMUNITY MEDIATION
Expenses by Vendor Summary
January through December 2024

	<u>Jan - Dec 24</u>
US Treasury	89,354.11
Van's Business Machines	513.52
Wine Guys	1,109.90
Withdrawl	<u>100.00</u>
TOTAL	<u><u>343,875.16</u></u>

NORTHERN COMMUNITY MEDIATION
Balance Sheet Prev Year Comparison
As of December 31, 2024

	Dec 31, 24	Dec 31, 23	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
US Treasury 4	29,964.30	29,964.30	0.00	0.0%
US Treasury 3	29,914.13	29,914.13	0.00	0.0%
US Treasury 2	29,859.71	29,859.71	0.00	0.0%
US Treasury 1	29,620.83	29,620.83	0.00	0.0%
i Bond	10,156.00	10,156.00	0.00	0.0%
Savings First Comm	20,436.45	20,334.92	101.53	0.5%
Checking 1st Community Bank	29,859.55	52,166.42	-22,306.87	-42.8%
Petty Cash	100.00	100.00	0.00	0.0%
Transfer from Checking	-100.00	0.00	-100.00	-100.0%
Total Checking/Savings	179,810.97	202,116.31	-22,305.34	-11.0%
Total Current Assets	179,810.97	202,116.31	-22,305.34	-11.0%
Fixed Assets				
Office Building	223,079.95	223,079.95	0.00	0.0%
Accumulated Depreciation	-55,619.03	-48,095.03	-7,524.00	-15.6%
Equipment				
Equipment Repair	85.00	85.00	0.00	0.0%
Purchase	48,492.75	44,688.75	3,804.00	8.5%
Equipment - Other	-1,777.01	-1,777.01	0.00	0.0%
Total Equipment	46,800.74	42,996.74	3,804.00	8.9%
Total Fixed Assets	214,261.66	217,981.66	-3,720.00	-1.7%
Other Assets				
Investments - CCCF	23,533.82	18,622.33	4,911.49	26.4%
Investments - PHSACF	27,080.89	20,229.77	6,851.12	33.9%
Total Other Assets	50,614.71	38,852.10	11,762.61	30.3%
TOTAL ASSETS	444,687.34	458,950.07	-14,262.73	-3.1%

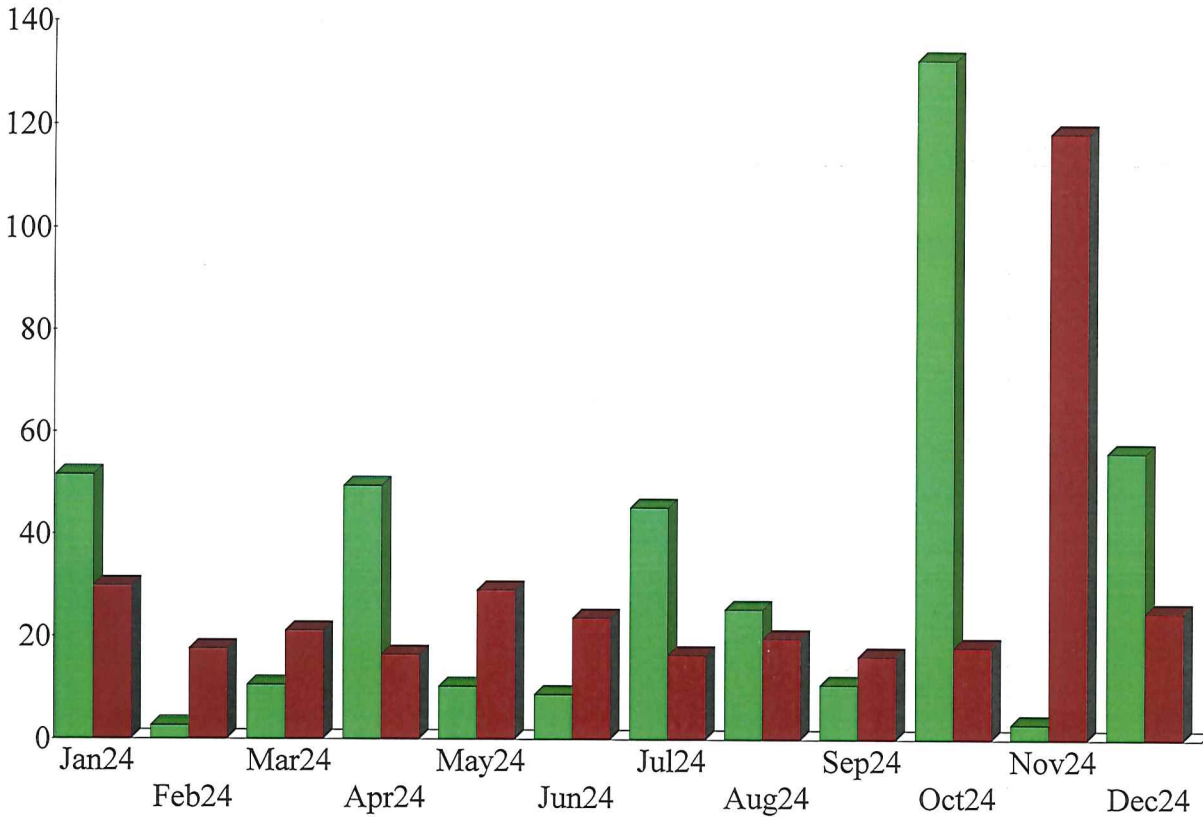
NORTHERN COMMUNITY MEDIATION
Balance Sheet Prev Year Comparison
As of December 31, 2024

	Dec 31, 24	Dec 31, 23	\$ Change	% Change
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
Simple IRA Withheld	16,955.58	11,315.98	5,639.60	49.8%
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	-322.41	-283.73	-38.68	-13.6%
Fica Tax Withheld	-3,904.61	-4,024.89	120.28	3.0%
Michigan Unemployment	2,692.44	2,469.42	223.02	9.0%
Payroll Tax Expense	-42.00	0.00	-42.00	-100.0%
State Income Tax Withheld	620.96	481.36	139.60	29.0%
Total Other Current Liabilities	23,054.52	17,012.70	6,041.82	35.5%
Total Current Liabilities	23,054.52	17,012.70	6,041.82	35.5%
Long Term Liabilities				
Mortgage - Building	87,086.09	171,860.24	-84,774.15	-49.3%
Total Long Term Liabilities	87,086.09	171,860.24	-84,774.15	-49.3%
Total Liabilities	110,140.61	188,872.94	-78,732.33	-41.7%
Equity				
*Retained Earnings	270,077.14	281,186.80	-11,109.66	-4.0%
Opening Bal Equity	-0.01	-0.01	0.00	0.0%
Net Income	64,469.60	-11,109.66	75,579.26	680.3%
Total Equity	334,546.73	270,077.13	64,469.60	23.9%
TOTAL LIABILITIES & EQUITY	444,687.34	458,950.07	-14,262.73	-3.1%

Income and Expense by Month January through December 2024

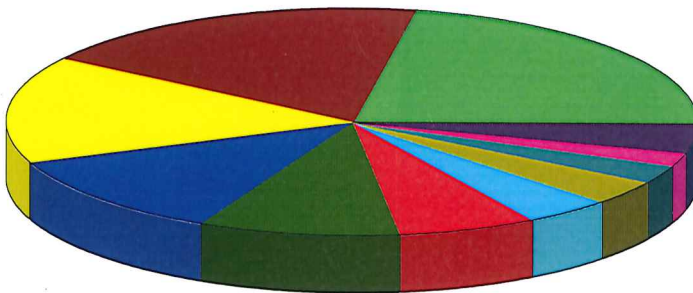
Income
Expense

\$ in 1,000's



Income Summary January through December 2024

US Treasury Income	%22.19
County Funding	18.74
CDRP Funds	15.29
Refund	11.92
Donations - Capital Campaign	9.49
Grants	6.55
VORP	4.16
Fees	3.61
Interest	2.64
CDP	1.97
Other	3.43
Total	\$405,619.55

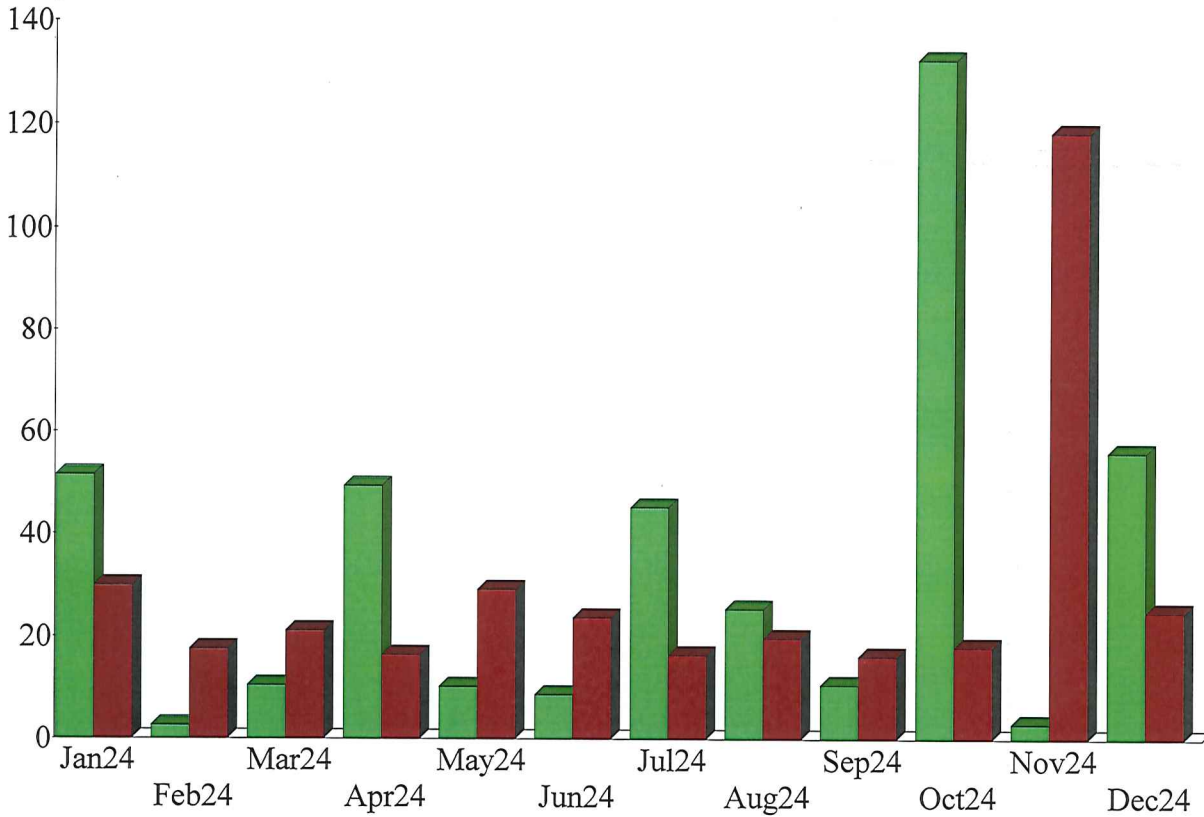


By Account

Income and Expense by Month January through December 2024

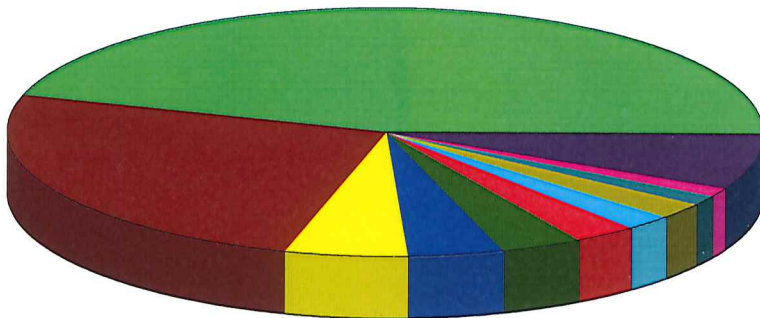
Income
Expense

\$ in 1,000's



Expense Summary January through December 2024

Salaries and Wages	%45.39
Transfer to US Treasury	25.44
Occupancy	5.32
Other	4.28
Payroll Expenses	3.54
Fringe Benefits	2.71
Contractual	2.20
Depreciation Expense	2.14
Insurance	1.40
Accounting	1.21
Other	6.37
Total	\$351,301.64

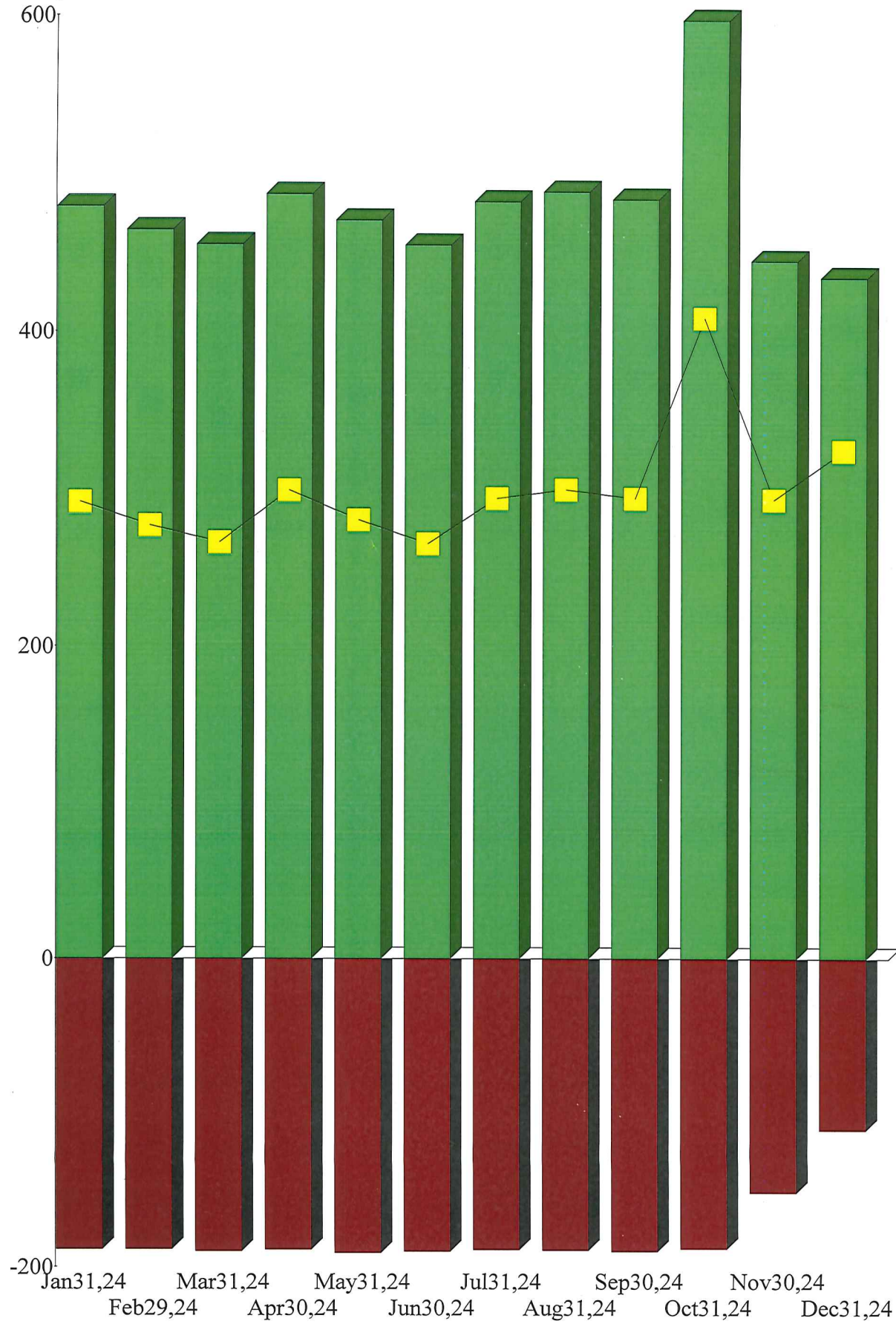


By Account

Net Worth by Month
As of December 31, 2024



\$ in 1,000's

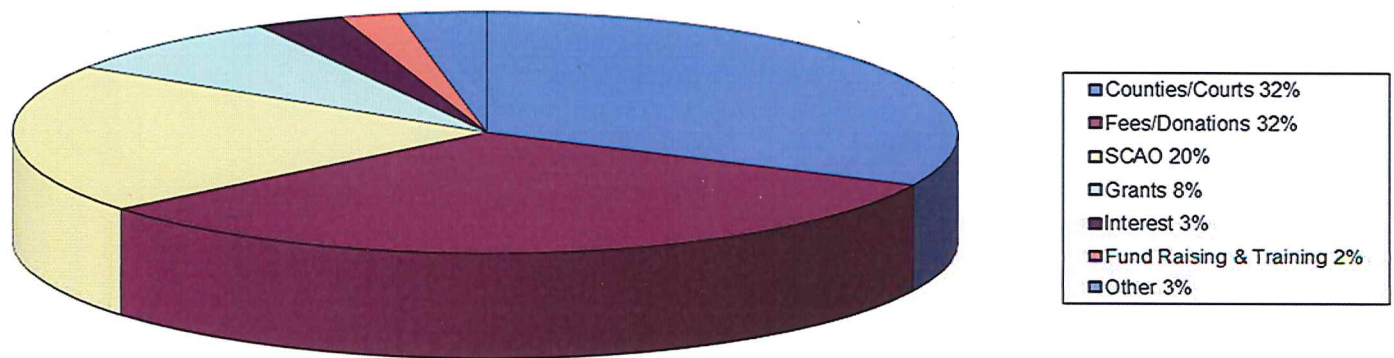


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TWENTY-FIVE YEAR COMPARISON REVENUE SOURCES

YEAR	SCAO	COUNTIES	AGENCY	TOTAL	IN KIND
2024	62,023.13	100,874.97	152,721.45	315,619.55	112,603.69
2023	79,949.08	99,291.66	147,835.94	327,076.68	140,439.91
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 2024



ANNUAL REPORT FOR 2024

Personnel

2024 was one of the most challenging year for the Northern Community Mediation (NCM) staff. Case Manager Kurt Grangood resigned from NCM mid-January after being with NCM for only five months to accept a position at Pellston Public School. In February 2024, NCM hired Elise Borow as the new Case Manager. Unfortunately, her tenure with NCM was short-lived due to the fact that she was unable to find adequate day care for her four children, and therefore, had to resign in September 2024. In October 2024, NCM hired Jennifer Mancini as the new case manager. Having worked for the Emmet County 90th District Court, Jennifer brings with her knowledge and experience relevant to NCM.

With the resignations of two employees in one year, it goes without saying that it has been a stressful year, particularly for Case Manager Laura Buckingham, who has had to cover the cases of two case managers, as well as train two new case managers.

NCM presently has 43 active mediators. All are qualified to mediate general civil cases. The majority of the volunteer mediators have also 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

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 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.

Mediations

NCM provides its mediation services in four methods. Of the 434 referrals for mediation that NCM received in 2024, 23 were conciliated over the telephone, and 227 were actually mediated. Of those cases that were mediated, the vast majority were via Zoom rather than in-person.

Trainings and Workshops

NCM offered two workshops in 2024 that related to the Little Traverse Bay Bands of Odawa (LTBB) in 2024. In May, Phil Harmon, who is a tribal member, as well as the Executive Director of Unit 1 for the tribe and a NCM board member, organized a workshop at tribal headquarters that focused on the culture, history, symbolic and sacred qualities, language, medicines, governmental structure, and the departments and programs. Additionally, there was a tour of the facility.

In November, Chief Judge JoAnne Cook facilitated a workshop that focused on the tribal court system. Included in the topics were the court mission, structure, jurisdiction, court personnel responsibilities, LTBB law enforcement, and relationship between the tribal court and the court system in general.

Both of these workshops were outstanding and lauded by everyone who participated in them. In fact, there have been requests for more of this type of training.

Meetings

On January 18, 2024 NCM conducted its annual meeting for 2023 at City Park Grill in Petoskey. Minutes of that meeting will be available on the NCM website (www.northernmediation.org) upon approval by the Board of Directors at the 2024 Annual Meeting, which is scheduled for Thursday, January 16, 2024.

The Board of Directors met in January following the Annual Meeting, as well as the second Thursday in March, May, July, September and November. A special meeting was called in December for the purpose of approving the budget for 2025. The Executive Committee met the second Thursday in February, April, June, August and October. Throughout the year, there were several, closed session, special Board and Executive Committee meetings due to staff turn-over.

The Board committees met as needed:

- The Capital Campaign Committee, chaired by Judy Zorn, will resume its campaign in March 2025 by drawing attention to the fact that NCM purchased its new facility for \$220,000. Within a-year-and-a-half, NCM has reduced its debt to \$87,000. The push in the campaign will be to pay off the mortgage. Credit for the success of this committee also goes to Mark Andresky, Bill Cattin, Lisa Hoyt and Nikki LaDeur.
- It has not been necessary for the Facilities Committee to meet. When needed, however, Mitch Brown (chairperson) and Mark Andresky are there in a heartbeat.
- The Funding Committee, chaired by Denise Drake, oversaw a hugely successful Charlevoix Theatre Party and is planning a Petoskey Theatre Party in April and another Charlevoix Theatre Party at JAX in October. Committee members include Jenny Brower, Bill Cattin, Cyndy Tonkavich and Judy Zorn.
- Although the Outreach Committee has not formally met, their expertise has been tapped into for the Capital Campaign and the theatre parties. This committee is chaired by Lisa Hoyt with members Phil Harmon, Hob Ingleson, Nikki LaDeur and Cyndy Tonkavich.
- The Personnel Committee, which is chaired by Phil Harmon, has been busy revamping the Personnel Policies to ensure that they are up-to-date and reflect

what is being implemented in practice. Also on the committee are Denise Drake and Jason Guthrie.

- The Legal Committee has been a resource, in particular in relationship to the new legislation relating to sick leave. A big thanks goes to chairperson Jody McLeod and Hob Ingleson.
- It would be remiss not to mention the huge success of the bi-annual newsletter *Community: It's Our Middle Name*. And, it would be remiss not to mention that the responsibility for this newsletter is purely on the shoulders of Bill Cattin.

On Thursday, May 30, NCM held its annual Appreciation Gala at Palette Bistro in Petoskey. Mediators, board members, donors, the bar association and NCM supporters in general were all recognized. The special awards were given to the following:

- Veteran Mediator of the Year – Bruce Herbert
- Rookie Mediator of the Year – Jeff Caine
- Leah Award – 2023 NCM Board of Directors
- Advocates of the Year – Bill Cattin

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: Human Services Coordinating Body (HSCB), Great Start Collaborative, Chamber Expos, Connecting Women in Business, Women Can/Women Do, Celebration of Champions, Chamber States of the Community, Career Day and Project Connect. Additionally, the staff continues to make at least five contacts per month promoting the Michigan Agricultural Mediation Program (MAMP) and the Behavioral Health Mediation Services Program (BHMS). Additionally, the Executive Director continues to be involved with both Leadership Charlevoix County and Leadership Little Traverse.

State-Wide Involvement

NCM's Executive Director continues to be active in the Michigan Community Mediation Association (MCMA), which is a professional organization made up of the executive directors of the 16 Citizen Dispute Resolution Program (CDRP) centers in the state of Michigan.

Board Retreat

The board held its annual Board Retreat at The Weathervane in Charlevoix on Wednesday, February 19. Following the welcome by President Mitch Brown, as an ice breaker, Bill Cattin led a discussion on "Why is Northern Community Mediation important and why is it successful" Brian Kasiborski then had each person write his/her own elevator speech. The focus of the meeting went to the Capital Campaign. Kirstyn Horan premiered the video, Mark Andresky remarked about having a successful capital campaign, Lisa Hoyt reported on the status of the Capital Campaign information on the NCM website, and Judy Zorn concluded tips for and expectations of board members in contributing towards the success of the Capital Campaign.

Jenny Brower presented an idea relating to no-fault insurance cases that might be a resource for NCM and then focused upon the fundraiser Mediation Celebration

Due to unforeseen circumstances, the Executive Director was unable to participate in the Board Retreat. She wants to express her appreciation for the dedication of everyone involved to ensure that the board retreat was both worthwhile and successful.

Staff Retreat

On Tuesday, November 14, NCM held its annual staff retreat. Case Managers Laura Buckingham and Kurt Grangood along with Executive Director Jane Millar spent a short time reviewing the accomplishments and challenges of 2023. They then focused on the agenda, which included the following: 2024 calendar; monitoring calendar; fees; mediator list & qualifications; setting dates for two, mediator roundtables, a 40-hour Mediator training, review of office procedures and personnel policies; updating of forms; inventory; job descriptions and setting cleaning days. The staff retreat for 2024 will be on Tuesday, November 19 and will again be held at NCM rather than at a separate room in a restaurant.

Presentations and Promotion

Whenever the opportunity arises to promote NCM and the services it offers, full advantage is taken of the offering. In 2024, most of the promotion was done through meetings with individuals or small groups rather than presentations to larger groups of people. In satisfying the requirements of the Behavioral Health Mediation Services and the Michigan Agricultural Mediation Program grants, 48 meetings, 7 vendor tables, 22 presentations, and 24 posts were made in 2024. These events also provided an opportunity to discuss NCM in general.

MI-Resolve

MI-Resolve continues to be a challenge. NCM still strives to entice involvement in the process. As was stated earlier, only 1% of the cases closed in 2023, which accounted for a total of two cases, used MI-Resolve.

Behavioral Health Mediation Services Program (BHMSPP)

NCM continues to be involved with the BHMSPP through the Michigan Community Mediation Association (MCMA). As a partner in this initiative, NCM receives a minimum of \$1,250.49 per month from the grant. To receive this funding, NCM must include at least two social media posts per month and make at least five presentations or meetings relating to the program 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. For each mediation involving farming issues, NCM receives \$200. In 2024, NCM conducted one such mediations for a total of \$400. As in

the BHMSp grant, NCM and all of the other CDRP centers have minimum requirements to meet.

Caseload

The number of cases opened in 2024 as compared with 2023 was up by 74 cases: 434 vs. 360. The number of cases closed in 2024 as compared to 2022 was up by 72 cases: 434 vs. 362.

Accounting for 47.24% of the cases, breach of contract mediations were the most prevalent types of cases in 2024. This was followed by divorce cases at 9.91%, parenting time at 8.29%, public policy at 7.60%, property at 5.76%, victim-offender at 4.61%, child protection and landlord/tenant both at 3.46%, school attendance at 2.76%, domestic matters at 2.53%, probate matters at 2.30%, personal protection non-domestic .46%, employment and real estate both at .23%, guardianship, neighborhood and real estate making up the remaining 1.37%. The remaining 1.15% relate to other types of disputes.

The case breakdown by programs is as follows:

	2024		2023	
PROGRAM	# ACCEPTED	# CLOSED	# ACCEPTED	# CLOSED
Child Protection	14	15	13	13
Victim Offender	16	19	13	7
Parenting Time	36	36	32	47
School Attendance	12	12	13	34

The case breakdown by counties is as follows:

	2024		2023	
COUNTY	# ACCEPTED	# CLOSED	# ACCEPTED	# CLOSED
Charlevoix	134	136	144	147
Emmet	267	265	199	199
Other	33	33	19	16

The case breakdown relating to the courts is as follows:

	2024		2023	
COURT	# ACCEPTED	# CLOSED	# ACCEPTED	# CLOSED
33 rd Circuit	23	24	17	17
57 th Circuit	18	18	22	22
90 th District	40	39	14	13
7 th Probate	35	38	39	42
FOC	22	22	22	22
Small Claims	197	196	156	155

The case breakdown by dispute type is as follows:

	2024		2023	
DISPUTE TYPE	#ACCEPTED	# CLOSED	# ACCEPTED	# CLOSED
Breach of Contract	205	205	136	134
Schools	14	12	11	13
Victim Offender	18	20	8	14
Domestic Matters	11	11	21	21
Child Protection	15	15	13	12
Post Judgment	36	36	30	30
Divorce	43	43	53	53
Landlord/Tenant	15	15	30	29
Property	25	25	21	21
Probate Matters	10	10	16	16
Real Estate	1	1	6	6
Public Policy	33	33		
Other	8	8	15	13

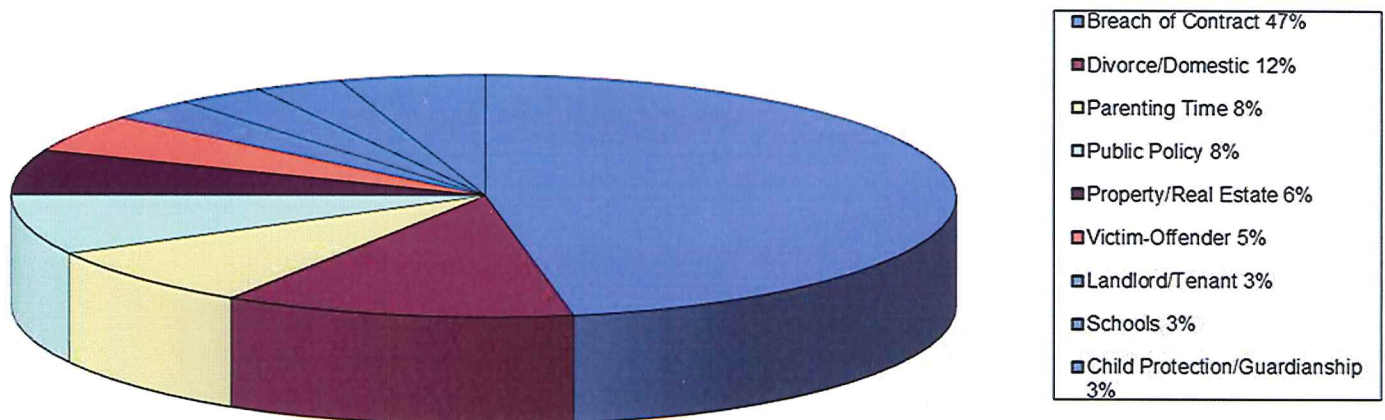
A comparison of the caseload is as follows:

CATEGORY	2024	2023	2022	2021	2020
# Opened	434	360	407	392	664
# Closed	434	362	417	404	667
Agreement Rate	48.4%	55%	65%	73%	87%
# Court Referred	340	272	292	314	319
# Self Referred	41	54	76	40	50

**TWENTY-FIVE 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	Public Policy	Other	Total
2024	15	205	1	0	15	0	54	36	26	12	20	33	17	434
2023	13	134	3	2	29	1	74	32	27	13	13	0	21	362
2022	13	141	5	4	9	1	117	47	28	34	7	0	12	418
2021	16	158	4	6	13	3	80	54	17	30	8	0	15	404
2020	10	178	0	11	13	2	77	55	29	284	1	0	7	667
2019	16	348	4	5	8	1	91	39	12	295	4	0	20	843
2018	15	481	0	9	5	0	96	23	4	181	17	0	16	847
2017	18	620	1	6	3	2	109	21	4	240	25	0	12	1,061
2016	15	509	4	4	2	1	95	23	14	48	19	0	4	738
2015	17	512	3	4	25	1	92	30	8	62	39	0	7	800
2014	35	366	2	6	56	0	88	38	22	27	55	0	7	702
2013	32	162	1	2	24	1	104	58	15	37	54	0	11	501
2012	30	127	2	4	14	1	92	41	12	2	55	0	11	391
2011	43	131	4	6	16	1	105	61	13	1	57	0	8	446
2010	22	160	4	5	12	2	104	44	6	3	60	0	13	435
2009	33	180	3	5	20	6	100	40	2	3	51	0	12	455
2008	26	186	2	1	16	1	95	29	8	4	81	0	10	459
2007	49	192	2	1	14	0	92	38	7	0	127	0	6	528
2006	59	187	5	3	16	7	76	23	8	2	89	0	13	488
2005	60	165	17	2	6	4	50	29	4	2	83	0	5	427
2004		179			30	7	67		11		13	0	80	387
2003		148			11	9	50		14		11	0	78	321
2002		150			19	5	71		18		6	0	64	333
2001		165			20	6	50		13		4	0	54	312
2000		106			16	7	24		14		5	0	55	227

Dispute Types for 2024



Agreement Rates

The agreement rate percentages for 2024 are depicted in the pie chart entitled Agreement Rates. The table below shows the comparison of agreement rates for the past five years.

YEAR	AGREEMENT	NO AGREEMENT	CONCILIATED	FACILITATED /ARBITRATED	PARTIAL
2024	35%	52%	9%	0%	4%
2023	37%	46%	15%	0%	2%
2022	43%	35%	18%	0%	4%
2021	44%	27%	25%	0%	4%
2020	67%	13%	18%	1%	1%

Referral Sources

The number of court referred / ordered cases dropped from 293 in 2022 to 272 in 2023. This was due primarily to the fact that court filings in general were down. Court filings in 2024 were definitely up, which accounts for the significant increase in court-referred cases.

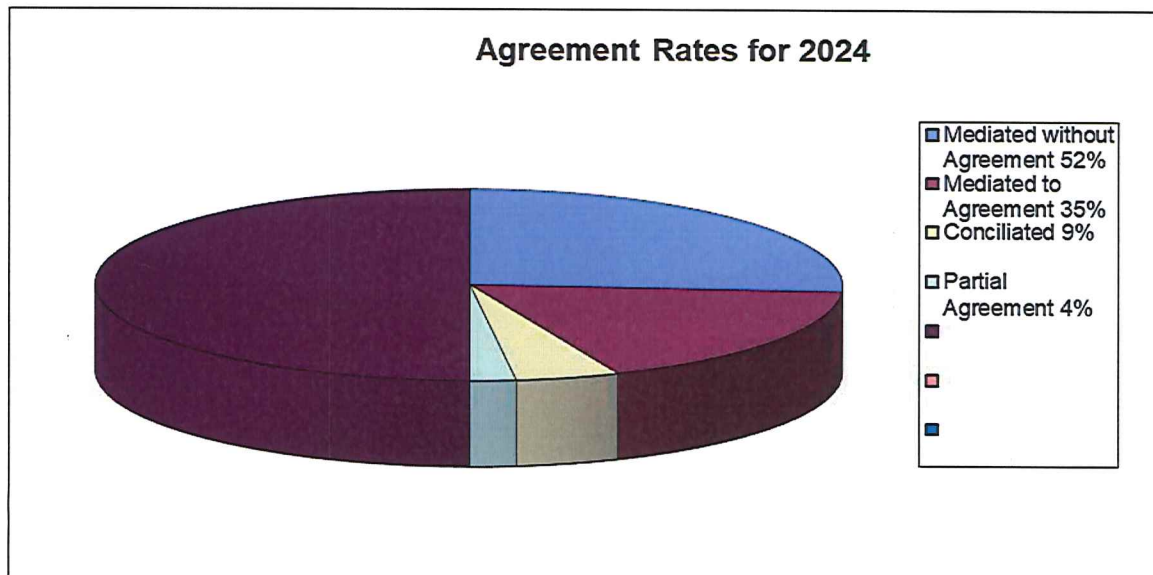
In that the state legislators have continued to approve additional funding for the schools for counselors and psychologists to work with students, Northern Community Mediation's services are not needed as they were pre-COVID.

The referral source percentages for 2024 are shown in the pie chart entitled Referral Sources. The case breakdown by referral source is as follows:

REFERRAL SOURCE	# IN 2024	# IN 2023	# IN 2022
Courts	340	272	293
Self	41	54	76
Educational Institutions	12	11	33
Legal Organizations	14	25	12
Prosecutor	0	0	0
Other	27	0	4

TWENTY-FIVE YEAR COMPARISON AGREEMENT RATES

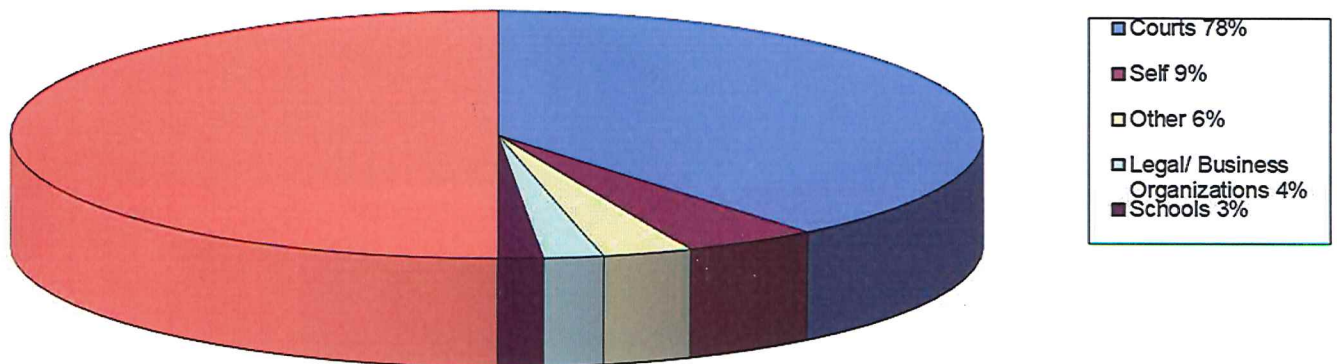
Year	Total Cases	Core Cases	Agreement	Partial Agreement	Conciliated	Facilitated	Arbitrated	No Agreement
2024	434	250	87	11	23	0	0	129
2023	362	251	92	4	39	0	0	116
2022	418	268	114	11	48	0	0	95
2021	404	256	112	11	64	0	0	69
2020	667	452	303	6	83	1	0	59
2019	843	558	411	9	44	3	0	91
2018	847	464	280	10	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-FIVE 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
2024	340	0	15	41	12	26	434
2023	272	0	25	54	11	0	362
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 2024



Fund Raising

Although the fundraiser Mediation Celebration, which was held in 2023, was highly successful, it was determined by the Funding Committee and the Board of Directors that from a revenue generating perspective, the event did not warrant the amount of work, energy and expense that was required to make the event successful. Therefore, it was decided that Northern Community Mediation (NCM) would bring back the concept of the Theatre Party.

Therefore, on Monday, October 21, NCM held its eighth, annual Charlevoix Theatre Party. From 5:15pm to 6:45pm, guests gathered at JAX in Charlevoix for heavy appetizers, drinks, door prizes and a 50/50 raffle. They then had the option of using their theatre ticket to the Charlevoix Cinema that evening or at a future date of their choosing.

Based upon the success of the Charlevoix Theatre Party, the Funding Committee is working on details to use a similar format for the Petoskey Theatre Party, which will be held in the early spring of 2025.

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 come from federal funds, and Michigan Agricultural Mediation Program (MAMP) fees come from the United States Department of Agriculture. 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 are minimal at best.

Fee Source	2024	2023	2022
NCM Fees	\$14,262.20	\$17,737.86	\$14,467.35
Access & Visitation	\$375.00	\$1,750.00	\$2,750.00
Special Education	0	0	\$2,100.00
MAMP	\$200.00	\$400.00	
Total	\$14,837.20	\$19,887.86	\$19,317.35

Excluding ACVS and Special Education, the table below compares the waived and non-waived fees for 2024.

NCM Fees	\$21,400.00
Waived Fees	\$11,500.00
Non-Waived Fees	\$9,900.00
Payments of Non-Waived Fees	\$9,900.00
Balance Due of Non-Waived Fees	\$0.00

The table below depicts the breakdown of the waived fees. PayPal fees for 2024 totaled 122.36.

Write-Off	\$350.00
Settled Prior to Mediation	\$900.00
Case Withdrawn	\$3,300.00
American Veteran	\$525.00
Refused to Mediate	\$300.00
Unamenable for Mediation	\$0.00
Unable to Contact	\$250.00
Respondent Failed to Show	\$0.00
Case Manager's Discretion	\$5,875.00
Total	\$11,500.00

Collection of Fees

NCM sent out reminder notices for overdue payments to 26 individuals. 46% of those individuals paid their bills, whereas 54% did not respond. The 54% of those who did not respond accounted for 14 individuals who were sent third notices. Of the 14, 2 did not pay. 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 2024, the amount of money in agreements totaled \$1,131,455.47.

Capital Campaign

On February 9, 2023 Northern Community Mediation (NCM) purchased office condominium Units 3 and 4 at 2202 Mitchell Park Drive in Petoskey, Michigan for a purchase price of \$220,000 with a down payment of \$44,000, thus reducing the debt to \$176,000. Since that time, NCM has reduced that debt to \$87,000 through its monthly payments and two additional payments from the Capital Campaign of \$40,000 and \$41,000.

NCM was able to pay down the mortgage debt significantly because of two factors. First, the community was generous in its contributions towards the Capital Campaign in the amount of \$38,511.69. Second, NCM received \$41,395.82 from the US Treasury for 941-X reimbursement.

In the spring of 2024, NCM plans to launch a second-wave of its Capital Campaign to continue raising funds to pay off the mortgage.

US Treasury

The present plan for Northern Community Mediation's (NCM) US Treasury notes and iBond is to continue to re-invest as the notes mature. NCM will continue to monitor the investments in coordination with the economy as a whole and recommend appropriate action.

Donations

Again, NCM received significant donations in 2024. Although the donor campaign was slightly below budget (\$1,200.43), that difference was more than made up for by donations towards the Capital Campaign. Of the \$80,567.51, \$38,511.69 were donations from local individuals, whereas \$42,055.82 was attributable to the 941-S funds from the US Treasury. Individuals from the community, both community foundations and the Emmet-Charlevoix Bar Association were all very financially supportive of NCM in 2024.

Donations	2024	2023	2022
Relocation Donations	\$0.00	\$8,476.83	
Donor Campaign	\$6,799.57	\$12,372.51	\$17,240.32
Designated Gifts	\$0.00	\$526.84	
Capital Campaign	\$80,567.51	\$2,000.00	
Total		\$23,376.18	\$17,240.32

Grants

In 2024, NCM received a total of \$26,584.90 in grants.

Charlevoix County Community Foundation	\$1,500.00
Petoskey-Harbor Springs Area Community Foundation	\$5,780.00
Behavioral Health Mediation Services P	\$14,104.90
Michigan Agricultural Mediation Program	\$5,200.00
Total	\$26,584.90

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 in-kind contributions in 2024 totaled 112,603.69. The top three areas of contributions in 2024 related to the following:

- Mediation Hours Based upon \$150 per Hour \$ 104,191.00
- Executive Director \$ 4,790.06
- Volunteer Labor \$ 800.00

The total amount of in kind contributions for 2023 was \$137,399.96, which is greater than the in kind attributable to 2024. This difference is due primarily to the in kind relocation expenses in 2023.

The in kind donations for 2024 constituted 26% of the total budget. The total in kind contributions attributable to the mediators themselves represented 93% of the in kind contributions.

The table below shows the breakdown of in kind contributions between 2024 and 2023.

In Kind	2024	2023
Mediator Hours	\$104191.00	\$117,373.00
Rent		\$5,200.00
Equipment/Supplies		\$79.95
Mediation Locations		0
Theatre Parties		0
Volunteer Labor	\$800.00	\$50.00
Cell Phone	\$1,974.63	\$2,196.77
Executive Director	\$4,790.06	\$4,426.22
Accounting	\$500.00	\$211.00
Mileage		0
GoToMyPC	\$348.00	\$348.00
Volunteer Training		\$2,700.00
Training Locations		0
Relocation Expenses		\$7,854.97
Total	\$112,603.69	\$140,439.91
Percentage of Budget	26%	32%
Mediator Percentage of In Kind	93%	83%

Financial Analysis

In preparing the budget, the goal was to end the year in the black or at the very least break even. It was with that lens that the budget was prepared. There was also the reality that NCM for the first time in the past 21 years could end the year in the red. Since this would be due to the additional expenses of owning the office condominium, the decision was made to accept that fact because in the long run, NCM's assets would offset a one-year loss.

The decrease in the net assets/liabilities from 2003 to 2024 of \$13,811.74 is within the balance sheet depicting a loss \$19,371.49, a difference of \$5,559.75. NCM anticipates that this is a one-year situation and the 2025 will once again end the year in the black.

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

YEAR	AMOUNT
2024	\$444,687.34
2023	\$458,499.08
2022	\$294,999.00
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

Although 2024 was a challenging one for Northern Community Mediation (NCM), it was also exhilarating and exciting. The biggest challenge that NCM faced related to the turn-over of two case managers. In the long run, however, NCM gained a new case manager who is ideal for the position.

In addition to having a great staff, NCM has every right to boast that it has an outstanding Board of Directors that is second to none. Words cannot thank them sufficiently for their dedication, hard work and tenacity. Both Mark Andresky and Jenny Brower have contributed above and beyond to NCM and will be missed. At the same time, NCM is gaining three new board members who will be making significant contributions to NCM: Kristen Hasse and welcome back Kirstyn Horan and Bill Meengs.

On a personal note, I feel privileged and honored to be given the opportunity to serve as the Executive Director of NCM.

Community Dispute Resolution Program
Northern Community Mediation - CHARLEVOIX

Annual Case Profile CDRP03QT
From: 1/1/2024 To: 12/31/2024

Report Date: 1/11/2025

Filtered By: None

<u>CASE DISPOSITION TOTALS</u>	<u>Count</u>		<u>NO MEDIATION HELD</u>	<u>Count</u>	
Conciliated to Agreement	23	9.20%	Settled Prior to Mediation	11	5.98%
Mediated to Agreement	87	34.80%	Respondent Refused to Mediate	8	4.35%
Mediated to Partial Agreement	11	4.40%		0	0.00%
Mediated without Agreement	129	51.60%	Respondent Failed to Show	31	16.85%
Facilitated	0	0.00%	Both Failed to Show	1	0.54%
Arbitrated	0	0.00%	Initiator Failed to Show	20	10.87%
TOTAL	250		Unable to Contact	105	57.07%
			Unamenable for Mediation	8	4.35%
			TOTAL	184	

Arbitration Sessions: 25 Mediated w/ Agreement Sessions: 87 Avg Mediation Duration (mins): 88.98
Facilitated Sessions: 0 Mediated Part Agreement Sessions: 9 Total Fees Received: \$15,272.96
Mediated w/o Agreement Sessions: 83 **(Excludes Waived Payments)**
Total Money Distributed due to Agreement: \$1,131,455.47 Total Cases where Money was Distributed: 56

ADDITIONAL CASE INFORMATION:

Number of Accepted Cases: 434 Number of Disposed Cases: 434
Returnee to Mediation: Avg Days from Intake to Disposition: 17
New Matter: 0 Number of Court Ordered Cases: 144
Remediation of New Matter: 0 Number of Individuals Served: 1,143
Non-compliance of Old Matter: 0 Number of Children Involved: 156
Number of Cases Referred Elsewhere: 1

<u>REFERRAL SOURCE</u>	<u>Count</u>		<u>DISPUTE TYPE</u>	<u>Count</u>	
BUS: Business, Corporation	1	0.23%	CDP: Child Protection	15	3.46%
CSR: Domestic Violence	0	0.00%	CML: Criminal	0	0.00%
CTS: Courts	340	78.34%	CON: Breach of Contract	205	47.24%
FFC: Friend, Family, Colleague	0	0.00%	EMP: Employment	1	0.23%
GOV: Government	0	0.00%	GDA: Guardianship-Adult	0	0.00%
LEG: Legal Organization	14	3.23%	GDC: Guardianship-Child	0	0.00%
MAR: Marketing, Advertising, Outreach	0	0.00%	LAN: Landlord/Tenant	15	3.46%
POL: Police, Sheriff, State Police	0	0.00%	NGH: Neighborhood	0	0.00%
PRS: Prosecutor	0	0.00%	ODM: Domestic Matters	11	2.53%
SCH: Educational Institution	12	2.76%	OPM: Other Probate Matters	10	2.30%
SEL: Self Referral	41	9.45%	ORD: Ordinance/Statute/Regulation	0	0.00%
OTH: Other	26	5.99%	PBP: Public Policy	33	7.60%
TOTAL	434		PJC: Post Judgment Domestic	36	8.29%
			PPO: PPO-Not Domestic	2	0.46%
			PPP: PPO-Domestic	0	0.00%
			PRP: Property	25	5.76%
			RST: Real Estate	1	0.23%
			SCH: Schools	12	2.76%
			VRA: Adult Victim Offender	0	0.00%
			VRJ: Juvenile Victim Offender	20	4.61%
			OTH: Other	5	1.15%
			DIV: Divorced no Children	19	4.38%
			DIK: Divorced with Children	24	5.53%
			TOTAL	434	