



NORTHERN COMMUNITY MEDIATION 2025 ANNUAL REPORT

DECEMBER 2025

INCOME CATEGORY	MONTH	2025 YTD	2025 Budget	2025 Project	2024 YTD
CDRP Funds		82,864.18	82,864.18	82,864.18	62,023.13
Agency Funds					
A. Charlevoix County		40,000.00	40,000.00	40,000.00	40,000.00
B. Emmet County		40,000.00	40,000.00	40,000.00	36,000.00
C. VORP Charlevoix	625.00	7,500.00	7,500.00	7,500.00	8,749.97
D. VORP Emmet	625.00	7,500.00	7,500.00	7,500.00	8,125.00
E. CDP Charlevoix	700.00	1,400.00	8,400.00	1,400.00	8,000.00
E.Fees for Service	1,683.36	10,513.00	15,000.00	10,513.00	14,262.20
F. ACVS Fees		1,000.00	1,250.00	1,000.00	375.00
G. SPED Fees		700.00		700.00	
H. Donor Campaign	6,129.50	7,980.97	5,000.00	7,980.97	6,799.57
I. Theatre Party Petoskey		11,845.04	8,000.00	11,845.04	
J. Charlevoix Fundraiser			6,000.00		6,230.00
K. Mediaton Celebration					827.00
L. Reimbursement/Rebate		247.67		247.67	6,284.07
M. Interest	672.77	5,521.99	12,000.00	5,521.99	10,716.20
N. Training					
1. Parenting Time		275.00		275.00	
2. Roundtable					
3. Other					
O. Adjustment					75.00
Grants					
A. Charlevoix Foundation					1,500.00
B. Petoskey Foundation					5,780.00
C. BHMS	2,400.00	19,200.00	16,800.00	19,200.00	14,104.90
D.MAMP	1,250.00	5,200.00	5,000.00	5,200.00	5,200.00
TOTAL INCOME	14,085.63	241,747.85	255,314.18	241,747.85	235,052.04
US TREASURY INCOME					90,000.00
Unrealized Gains					
IN-KIND CATEGORY	MONTH	2025 YTD	2025 Budget	2025 Project	2024 YTD
A. Accounting Services		200.00	400.00	200.00	500.00
B. Volunteer Mediators	10,208.00	121,276.00	125,292.00	121,276.00	104,191.00
C. Volunteer Labor	50.00	395.00		395.00	800.00
D. Volunteer Training		1,272.00	848.00	1,272.00	
E. Mediation Locations					
G. Equipment					
H. Supplies			300.00		
I. Theatre Party Petoskey		5,432.00	300.00	5,432.00	
J. Theatre Party Charlevoix			300.00		
J. Wine Walk					
L. Mileage					
H. Cell Phone	219.34	2,307.76	2,100.00	2,307.76	1,974.63
M. GoToMyPC			348.00		348.00
N. Executive Director	577.60	4,339.35	5,000.00	4,339.35	4,790.06
IN KIND INCOME	11,054.94	135,222.11	134,888.00	135,222.11	112,603.69
TOTAL + IN KIND INCOME	25,140.57	376,969.96	390,202.18	376,969.96	347,655.73
CAPITAL CAMPAIGN	100.00	25,597.18	25,000.00	25,597.18	38,511.69
941-X Refund					24,280.68
941-X Refund					17,775.14
Total Capital Campaign					80,567.51

DECEMBER 2025

EXPENSE CATEGORY	MONTH	2025 YTD	2025 Budget	2025 Project	2024 YTD
1. Personnel					
A. Salaries	12,059.94	156,885.77	152,813.68	156,885.77	159,456.52
B. FICA	932.34	12,139.08	11,690.25	12,139.08	12,452.76
C. Worker's Compensation		660.00	505.00	660.00	537.00
D. Unemployment		48.22	165.30	48.22	68.84
E. Insurance/Education/IRA	541.12	8,378.82	8,717.53	8,378.82	9,444.60
2. Accounting		5,045.00	5,200.00	5,045.00	4,265.00
3. Capital Campaign		286.01		286.01	3,189.09
4.. Communications					
A. Telephone	171.69	2,060.55	2,300.00	2,060.55	2,277.36
B. Internet		1,438.14	1,300.00	1,438.14	1,309.80
5. Contractual	182.86	5,643.31	6,133.00	5,643.31	7,712.01
6. Equipment		999.00	3,939.00	999.00	3,804.00
7. Fund Raisinig					
A. Mediation Celebration					25.00
B. Theatre Party Petoskey	277.34	4,800.94	3,000.00	4,800.94	
C. Charlevoix Fundraiser			3,000.00		2,942.70
8. Insurance					
A. Directors, Officers, Emp.Prac.	1,327.00	1,327.00	1,327.00	1,327.00	2,654.00
B. Business Protection		1,347.00	1,240.00	1,347.00	1,240.00
C. Commercial Umbrella		575.00	500.00	575.00	500.00
9. Occupancy					
A. Mortgage Interest	489.85	5,848.25	5,796.00	5,848.25	11,458.69
B. Utilities	194.73	3,432.97	4,000.00	3,432.97	4,071.76
C. Assessment		1,558.75	935.25	1,558.75	2,616.89
D. Fees/Dues	1,539.77	7,698.85	6,159.00	7,698.85	4,619.31
E. Mortgage Principle			2,484.00		
10. Other					
A. Board	100.00	810.80	900.00	810.80	708.75
B. Executive Director		1,915.18	2,000.00	1,915.18	1,512.56
C. Hospitality		1,450.56	1,000.00	1,450.56	757.22
D. Licenses, Fees, Dues	380.00	3,475.00	3,600.00	3,475.00	3,510.65
E. Staff	361.29	1,999.27	2,000.00	1,999.27	2,247.03
F. Annual Meeting		92.42	100.00	92.42	61.27
G. Adjustment		140.00		140.00	
11. Outreach	64.00	2,956.73	2,900.00	2,956.73	2,651.77
12. Postage	206.83	2,288.96	3,000.00	2,288.96	2,950.51
13. Printing	1,525.00	2,569.87	2,300.00	2,569.87	2,326.91
14. Reimbursement		100.00		100.00	75.00
15. Supplies	112.92	1,020.61	2,000.00	1,020.61	1,774.44
16. Training					
A. Parenting Time		64.58	125.00	64.58	
B. Roundtable			125.00		
C. Other					
17. Transfer into Savings					100.00
18. Travel					
A. Lodging			260.00		
B. Meals			110.00		
C. Mileage	536.52	1,802.67	2,345.00	1,802.67	1,102.09
TOTAL EXPENSES	21,003.20	240,859.31	243,970.01	240,859.31	254,423.53
Income Minus Expenses	-6,917.57	888.54	11,344.17	888.54	-19,371.49
Comparison of Income & Expenses	14,085.63	241,747.85	255,314.18	241,747.85	235,052.04
US Treasury Expense					89,354.11
Mortgage Principle	196.29	2,385.43		2,385.43	84,774.15
Depreciation Expense	8,155.00	8,155.00		8,155.00	7,524.00

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Cash Basis

NORTHERN COMMUNITY MEDIATION
Profit & Loss
December 2025

	Dec 25
Ordinary Income/Expense	
Income	
CDP	700.00
Donation	
Donor Campaign	
Anonymous	34.31
Community	4,605.63
Mediator	1,489.56
Total Donor Campaign	6,129.50
Total Donation	6,129.50
Fees	
Employment	100.00
DIK	617.79
DIV	197.52
Breach of Contract	275.00
Custody	195.53
Guardianship	197.52
Probate	100.00
Total Fees	1,683.36
Grants	
MAMP	1,250.00
Behavioral Health	2,400.00
Total Grants	3,650.00
Interest	
US Treasury	418.59
Interest - Other	254.18
Total Interest	672.77
VORP	
Charlevoix	625.00
Emmet	625.00
Total VORP	1,250.00
Total Income	14,085.63
Expense	
Outreach	64.00
Utilities	
Gas	145.70
Electricity	49.03
Total Utilities	194.73
Mortgage	
Interest	489.85
Total Mortgage	489.85
Communications	
Telephone	171.69

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NORTHERN COMMUNITY MEDIATION
Profit & Loss
December 2025

	Dec 25
Total Communications	171.69
Contractual	182.86
Depreciation Expense	8,155.00
Fringe Benefits	
IRA	102.80
Life Insurance	438.32
Total Fringe Benefits	541.12
Insurance	
Directors & Officers	1,327.00
Total Insurance	1,327.00
Occupancy	
Fees & Dues	1,539.77
Total Occupancy	1,539.77
Other	
Staff	361.29
Board	100.00
Licenses, Fees, Dues	380.00
Theatre Party Petoskey	277.34
Total Other	1,118.63
Payroll Expenses	932.34
Postage	206.83
Printing	1,525.00
Salaries and Wages	12,059.94
Supplies	112.92
Travel	
Mileage	536.52
Total Travel	536.52
Total Expense	29,158.20
Net Ordinary Income	-15,072.57
Other Income/Expense	
Other Income	
Donations - Capital Campaign	100.00
Total Other Income	100.00
Net Other Income	100.00
Net Income	-14,972.57

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NORTHERN COMMUNITY MEDIATION
Expenses by Vendor Summary
December 2025

	<u>Dec 25</u>
Bill Cattin	277.34
BSB Communications	171.69
Charlevoix Chamber of Commerce	210.00
City of Petoskey	49.03
Dan McGuire	50.00
Decka Digital	1,525.00
DTE	145.70
East Jordan Chamber of Commerce	160.00
FNBO	350.49
Harbor Brenn Agency	1,327.00
Honor Bank	489.85
Jane Millar	786.02
Jennifer Mancini	464.54
McCardel Water Conditioning	12.00
Mitchell Park Center Association	1,539.77
Online Payroll Service Fee	10.00
Payroll Distribution	13,095.08
Pitney Bowes	206.83
Van's Business Machines	132.86
TOTAL	<u><u>21,003.20</u></u>

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NORTHERN COMMUNITY MEDIATION

Profit & Loss

January through December 2025

	Jan - Dec 25
Ordinary Income/Expense	
Income	
CDP	1,400.00
CDRP Funds	
1st Quarter	24,859.25
2nd Quarter	20,716.04
3rd Quarter	16,572.83
4th Quarter	20,716.06
Total CDRP Funds	82,864.18
County Funding	
Charlevoix	40,000.00
Emmet	40,000.00
Total County Funding	80,000.00
Donation	
Donor Campaign	
Anonymous	34.31
Board Member	150.00
Community	6,307.10
Mediator	1,489.56
Total Donor Campaign	7,980.97
Total Donation	7,980.97
Fees	
Negligence	75.00
Employment	247.52
DIK	2,976.82
DIV	2,272.72
Estate	150.00
ACVS	1,000.00
Breach of Contract	1,325.00
Custody	195.53
Domestic	294.04
General Civil	150.00
Guardianship	297.52
Landlord/Tenant	150.00
Neighbor	150.00
Post Judgement	875.15
Probate	885.14
Property	468.56
SPED	700.00
Total Fees	12,213.00
Fund Raising	
Theatre Party Petoskey	
Advance	1,800.00
Supporter	1,000.00
Donation	1,025.04
Raffle	520.00
Sponsor	4,500.00
Tickets	3,000.00

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NORTHERN COMMUNITY MEDIATION**Profit & Loss**

January through December 2025

	Jan - Dec 25
Total Theatre Party Petoskey	11,845.04
Total Fund Raising	11,845.04
Grants	
MAMP	5,200.00
Behavioral Health	19,200.00
Total Grants	24,400.00
Interest	
US Treasury	418.59
Interest - Other	5,103.40
Total Interest	5,521.99
Refund	
Petoskey Chamber	30.00
Pitney Bowes	206.83
Refund - Other	10.84
Total Refund	247.67
Training & Workshops	
Parenting Time	275.00
Total Training & Workshops	275.00
VORP	
Charlevoix	7,500.00
Emmet	7,500.00
Total VORP	15,000.00
Total Income	241,747.85
Expense	
Outreach	2,956.73
Utilities	
Gas	1,737.72
Electricity	1,695.25
Total Utilities	3,432.97
Mortgage	
Interest	5,848.25
Total Mortgage	5,848.25
Adjustment Expense	140.00
Accounting	5,045.00
Communications	
Internet	1,438.14
Telephone	2,060.55
Total Communications	3,498.69
Contractual	5,643.31
Depreciation Expense	8,155.00
Equipment Expense	
Purchase	999.00

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NORTHERN COMMUNITY MEDIATION
Profit & Loss
January through December 2025

	Jan - Dec 25
Total Equipment Expense	999.00
Fringe Benefits	
IRA	3,149.00
Vision Insurance	220.00
Life Insurance	876.64
Dental Insurance	2,280.00
Health Insurance	1,853.18
Unemployment	48.22
Workman's Comp	660.00
Total Fringe Benefits	9,087.04
Insurance	
Business Protector	1,347.00
Commercial Umbrella	575.00
Directors & Officers	1,327.00
Total Insurance	3,249.00
Occupancy	
Assessment	1,558.75
Fees & Dues	7,698.85
Total Occupancy	9,257.60
Other	
Staff	1,999.27
Capital Campaign	286.01
Annual Meeting	92.42
Board	810.80
Executive Director	1,915.18
Hospitality	1,450.56
Licenses, Fees, Dues	3,475.00
Theatre Party Petoskey	4,800.94
Total Other	14,830.18
Payroll Expenses	12,139.08
Postage	2,288.96
Printing	2,569.87
Refund Expense	100.00
Salaries and Wages	156,885.77
Supplies	1,020.61
Training	
Parenting Time	64.58
Total Training	64.58
Travel	
Mileage	1,802.67
Total Travel	1,802.67
Void	0.00
Total Expense	249,014.31
Net Ordinary Income	-7,266.46

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NORTHERN COMMUNITY MEDIATION
Profit & Loss
January through December 2025

	Jan - Dec 25
Other Income/Expense	
Other Income	
Donations - Capital Campaign	25,597.18
Total Other Income	25,597.18
Net Other Income	25,597.18
Net Income	18,330.72

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Cash Basis

NORTHERN COMMUNITY MEDIATION
Expenses by Vendor Summary
January 8 through December 31, 2025

	<u>Jan 8 - Dec 31, 25</u>
Abuzz Creative	200.00
American Funds	1,812.60
Ballard's	151.54
Bill Cattin	277.34
Boyne Area Chamber of Commerce	425.00
Boyne City Chamber of Commerce	35.00
BSB Communications	1,717.15
Charlevoix Chamber of Commerce	655.00
Charlevoix County News	110.00
Charter Communications	1,333.15
City of Petoskey	1,579.62
City Park Grill	92.42
Coveyou Computer Services	85.00
Culligan	44.00
Curtis Boehmer	179.40
Cyndy Tonkavich	35.98
Dan McGuire	2,559.00
Decka Digital	3,264.44
Denise Drake	25.00
DTE	1,737.72
East Jordan Chamber of Commerce	160.00
EPS	1,101.84
First Community Bank	30.51
FNBO	8,786.36
Frankenmuth Insurance	2,612.00
Harbor Brenn Agency	1,327.00
Harbor Springs Chamber of Commerce	240.00
Honor Bank	5,848.25
Jane Millar	3,044.74
Jennifer Mancini	3,119.24
Kammerman & Bascom	710.00
Kammermann & Bascom	4,335.00
Katie Allen	43.28
Laura Buckingham	2,729.60
Little Bay Gourmet	100.00
Lyric Theatre	216.00
McCardel Water Conditioning	170.00
McLaren Northern Michigan Foundation	25.00
Mitchell Park Center Association	7,717.83
Natasha Rosenthal	100.00
North Country Publishing Company	150.00
Odawa Casino	2,094.00
Online Payroll Service Fee	110.00
Palette Bistro	495.28
Payroll Distribution	170,361.25
Petoskey Chamber of Commerce	1,130.00
Petoskey Cinema	299.50
Pitney Bowes	2,140.98
Pro Image	286.01
Rotary	487.50
Rotary Club of Petoskey	666.00
ScanSource	343.40
Spectrum	104.99

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Cash Basis

NORTHERN COMMUNITY MEDIATION
Expenses by Vendor Summary
January 8 through December 31, 2025

	<u>Jan 8 - Dec 31, 25</u>
Stafford's Hospitality	851.80
The 501 Alliance	37.84
Trophy Case	69.00
Van's Business Machines	344.97
Women's Resource Center	150.00
TOTAL	<u><u>238,858.53</u></u>

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Cash Basis

NORTHERN COMMUNITY MEDIATION
Balance Sheet Prev Year Comparison
As of December 31, 2025

	Dec 31, 25	Dec 31, 24	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
US Treasury 4	30,012.13	29,964.30	47.83	0.2%
US Treasury 3	29,995.56	29,914.13	81.43	0.3%
US Treasury 2	30,000.29	29,859.71	140.58	0.5%
US Treasury 1	29,769.58	29,620.83	148.75	0.5%
i Bond	10,156.00	10,156.00	0.00	0.0%
Savings First Comm	20,439.01	20,436.45	2.56	0.0%
Checking 1st Community Bank	47,397.71	22,753.79	24,643.92	108.3%
Petty Cash	100.00	100.00	0.00	0.0%
Total Checking/Savings	197,870.28	172,805.21	25,065.07	14.5%
Total Current Assets	197,870.28	172,805.21	25,065.07	14.5%
Fixed Assets				
Building Improvements	27,689.08	27,689.08	0.00	0.0%
Land	22,000.00	22,000.00	0.00	0.0%
Office Building	201,079.95	201,079.95	0.00	0.0%
Accumulated Depreciation	-64,869.29	-56,714.29	-8,155.00	-14.4%
Equipment				
Purchase	51,031.54	51,031.54	0.00	0.0%
Total Equipment	51,031.54	51,031.54	0.00	0.0%
Total Fixed Assets	236,931.28	245,086.28	-8,155.00	-3.3%
Other Assets				
Investments - CCCF	20,826.36	20,826.36	0.00	0.0%
Investments - PHSACF	21,575.43	21,575.43	0.00	0.0%
Total Other Assets	42,401.79	42,401.79	0.00	0.0%
TOTAL ASSETS	477,203.35	460,293.28	16,910.07	3.7%

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Cash Basis

NORTHERN COMMUNITY MEDIATION

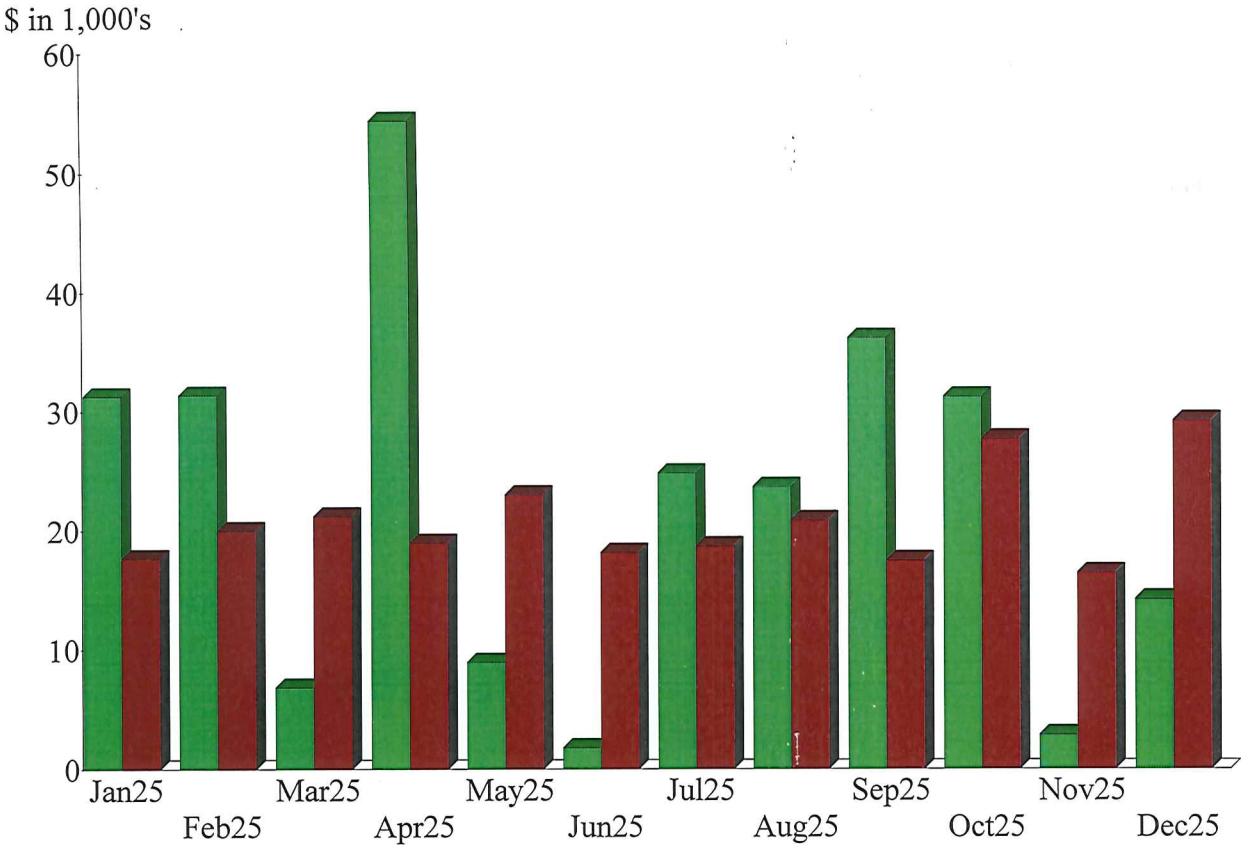
Balance Sheet Prev Year Comparison

As of December 31, 2025

	Dec 31, 25	Dec 31, 24	\$ Change	% Change
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
Simple IRA Withheld	6,847.60	1,611.20	5,236.40	325.0%
Federal Income Tax Withheld	-64.00	890.00	-954.00	-107.2%
Fica Tax Withheld	-8.22	1,705.34	-1,713.56	-100.5%
Michigan Unemployment	147.76	10.38	137.38	1,323.5%
Payroll Liabilities	-1,350.00	0.00	-1,350.00	-100.0%
Payroll Tax Expense	-462.60	0.00	-462.60	-100.0%
State Income Tax Withheld	1,657.23	1,586.07	71.16	4.5%
Total Other Current Liabilities	6,767.77	5,802.99	964.78	16.6%
Total Current Liabilities	6,767.77	5,802.99	964.78	16.6%
Long Term Liabilities				
Mortgage - Building	84,700.66	87,086.09	-2,385.43	-2.7%
Total Long Term Liabilities	84,700.66	87,086.09	-2,385.43	-2.7%
Total Liabilities	91,468.43	92,889.08	-1,420.65	-1.5%
Equity				
*Retained Earnings	367,404.21	295,391.28	72,012.93	24.4%
Opening Bal Equity	-0.01	-0.01	0.00	0.0%
Net Income	18,330.72	72,012.93	-53,682.21	-74.6%
Total Equity	385,734.92	367,404.20	18,330.72	5.0%
TOTAL LIABILITIES & EQUITY	477,203.35	460,293.28	16,910.07	3.7%

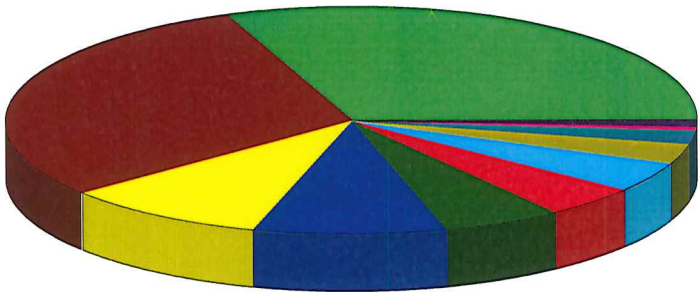
Income and Expense by Month January through December 2025

Income
Expense



Income Summary January through December 2025

CDRP Funds	%31.00
County Funding	29.92
Donations - Capital Campaign	9.57
Grants	9.13
VORP	5.61
Fees	4.57
Fund Raising	4.43
Donation	2.99
Interest	2.07
CDP	0.52
Other	0.20
Total	\$267,345.03

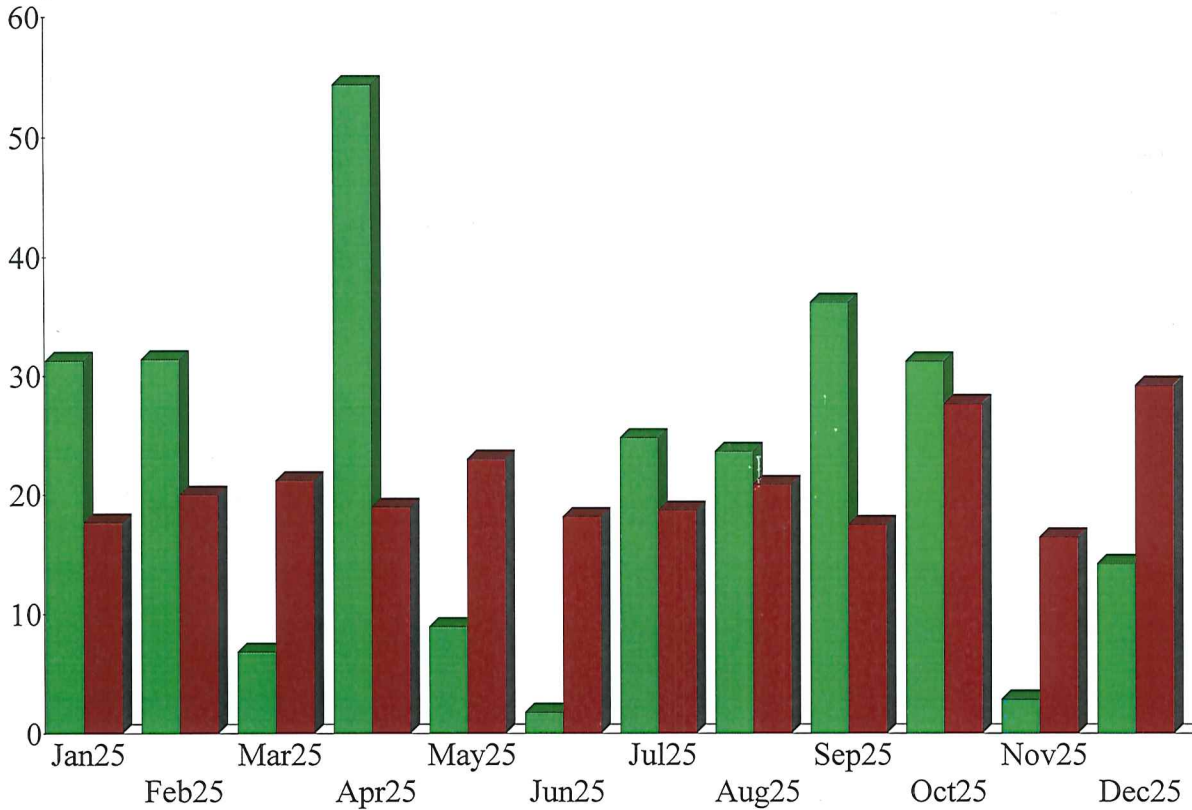


By Account

Income and Expense by Month January through December 2025

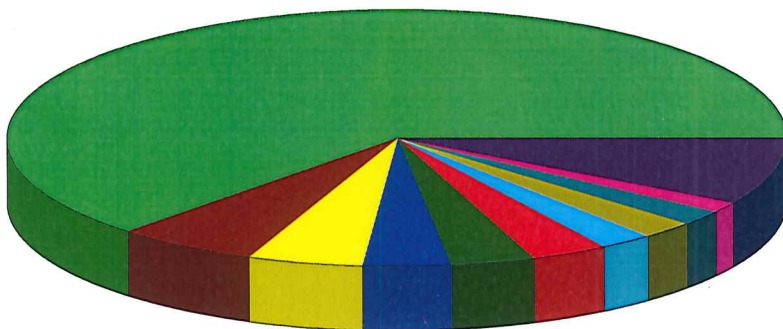
Income
Expense

\$ in 1,000's



Expense Summary January through December 2025

Salaries and Wages	%63.00
Other	5.96
Payroll Expenses	4.87
Occupancy	3.72
Fringe Benefits	3.65
Depreciation Expense	3.27
Mortgage	2.35
Contractual	2.27
Accounting	2.03
Communications	1.41
Other	7.48
Total	\$249,014.31

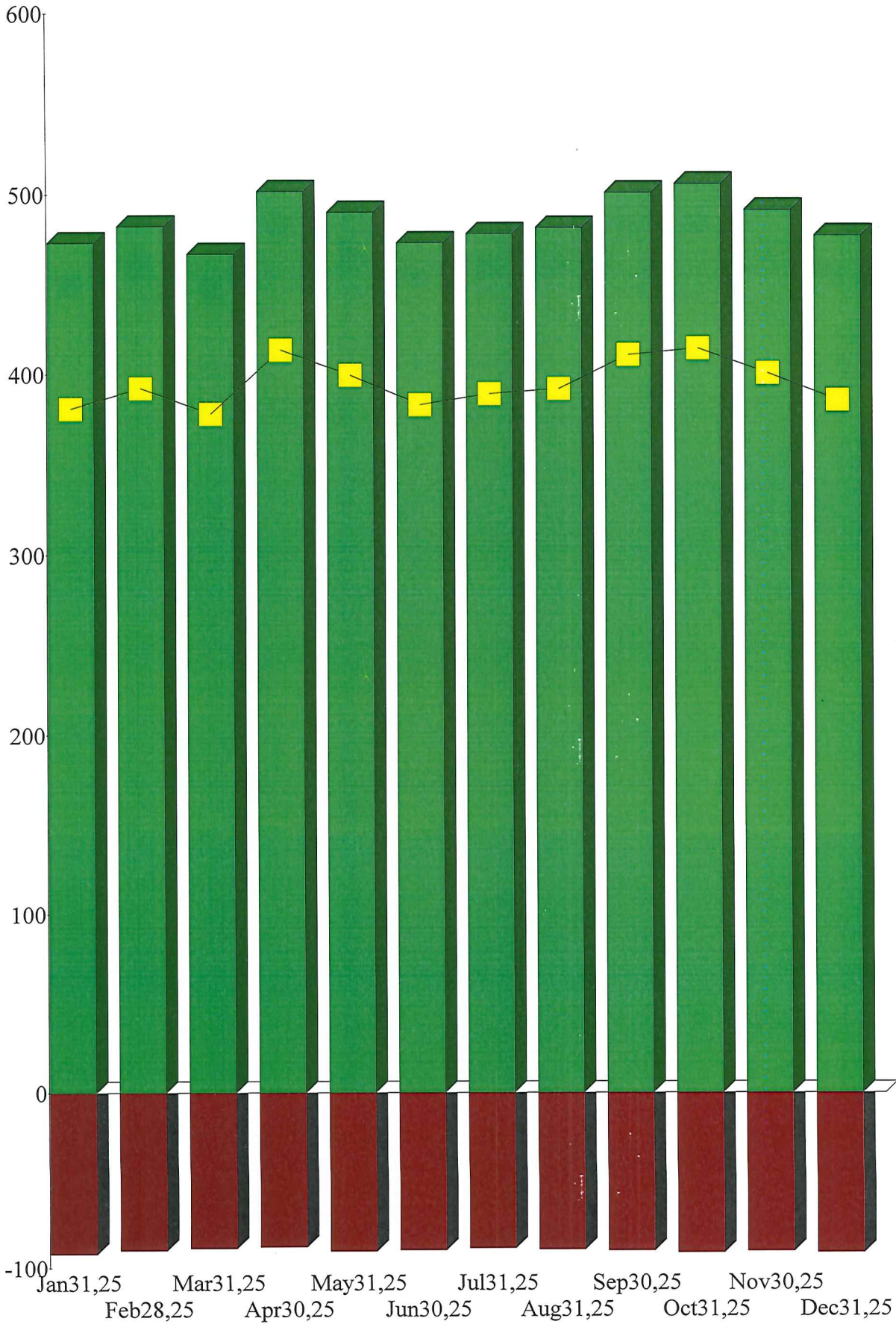


By Account

Net Worth by Month
As of December 31, 2025



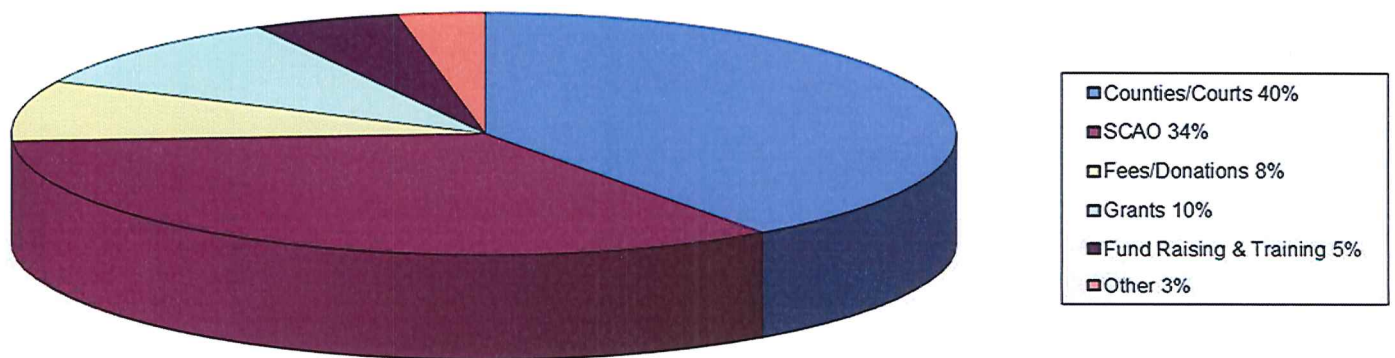
\$ in 1,000's
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TWENTY-SIX YEAR COMPARISON REVENUE SOURCES

YEAR	SCAO	COUNTIES	AGENCY	TOTAL	IN KIND
2025	82,864.18	96,400.00	62,483.67	241,747.85	135,222.11
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 2025



ANNUAL REPORT FOR 2025

Personnel

Northern Community Mediation (NCM) has three-full-time employees. Both case managers for Northern Community Mediation (NCM) are competent, responsible employees who value the vision and mission of NCM. Laura Buckingham has been with NCM for six-and-a-half years. She is responsible for cases involving Domestic Relations, Access & Visitation, Post Judgement, Divorce with Children, Divorce without Children, Guardianship, Estates, and Other Probate Matters. Jennifer Mancini has been with NCM for just over a year. She handles cases involving small claims, general civil, Victim-Offender & First-Time Offender Reconciliation Programs, School Attendance, Child Protection, Employment, Landlord/Tenant, Neighbor, Public Policy, Property, Real Estate and Criminal. Each year the caseload is evaluated to ensure that the work load is evenly distributed between the two case managers.

Dr. Jane Millar has been NCM's executive director for the past 22 ½ years. She is responsible for the overall management of the agency to ensure that the policies and procedures are maintained and followed, that the programs are run according to grant guidelines in a legal, caring, efficient manner, and that fiscal responsibility is maintained.

NCM presently has 40 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 three methods: conciliated over the phone, mediated via Zoom, or mediated in person. Of those cases that were mediated, the vast majority were via Zoom rather than in-person.

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Trainings and Workshops

NCM offered one workshop in 2025. Amanda Guarisco, Friend of the Court in Emmet County, facilitated a training that related to the intricacies of parenting time, including the ingredients for a successful mediation session, an overview of Friend of the Court, and the necessary components of a mediation agreement. The most surprising piece of information that the participants learned is that the state of Michigan is the only state that has a Friend of the Court.

Meetings

On January 16, 2025 NCM conducted its annual meeting for 2024 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 2025 Annual Meeting, which is scheduled for Thursday, January 15, 2026.

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 2026. The Executive Committee met the second Thursday in February, April, June, August and October.

The Board committees met as needed:

- The Capital Campaign Committee, chaired by Judy Zorn, launched the second phase of NCM's Capital Campaign. The budgeted goal for 2025 was \$25,000. NCM raised just over that goal: \$25,597.18. The ultimate hope was that the second phase would bring in \$40,000. The Board of Directors will have to decide whether to reduce the mortgage by \$26,000 or \$40,000. Committee members include 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.
- In April, the Funding Committee, chaired by Denise Drake, oversaw a hugely successful Theatre Party at the Odawa Casino. In the future, there will be one Theatre party called An Oscars After Party to be held the Monday following the Oscars Awards themselves. Committee members include Jenny Brower, Bill Cattin, Kristin Hasse, Cyndy Tonkavich and Judy Zorn.
- 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, Jason Guthrie, and Kirstyn Horan.
- 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, Hob Ingleson, and Bill Meengs.
- 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.
- The Tech Committee was created in November with three purposes in mind: 1) to evaluate the technical equipment that NCM has and may need, 2) to provide expertise for the staff in relationship to using software programs and the like, and 3) to help in the transition from NCM's present technical consultant to another provider. This committee is chaired by Nikki LaDeur. Also on the committee are Lisa Hoyt, Bill Cattin and Kirstyn Horan.

On Thursday, June 12, 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 – Steve Hall
- Rookie Mediator of the Year – Linda Rosalik
- Advocates of the Year – Cyndy Tonkavich

A special recognition went to The Honorable Fred Mulhauser for his 20 years of service to NCM.

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 in the Resort Room at the Perry Hotel in Petoskey on Tuesday, March 11. Following the welcome by President Mitch Brown, he suggested that we play a game of Twister. After a pause, he admitted that he was just kidding, which was followed by the ice breaker "Two Truths and a Lie." Brief committee reports were made, and while we ate dinner, the Five Pillar Exercise (faith, family, fitness, fulfillment, fun) was discussed in relationship to how the pillars impacted NCM.

Staff Retreat

On Wednesday, November 12, NCM held its annual staff retreat. Case Managers Laura Buckingham and Jennifer Mancini along with Executive Director Jane Millar spent a short time reviewing the accomplishments and challenges of 2024. They then focused on the agenda, which included the following: 2025 calendar; monitoring calendar; fees; mediator list & qualifications, review of office procedures and personnel policies; updating of forms; inventory; job descriptions and setting cleaning days. A date for the 2026 staff retreat has not been established, but it will be held at NCM.

Presentations and Promotion

Whenever the opportunity arises to promote NCM and the services it offers, full advantage is taken of the offering. In 2025, 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, a state of the Michigan initiative, continues to be a challenge. Although NCM still strives to entice involvement in the process of parties communicating via the internet in writing to resolve their dispute, potential participants are reluctant to make use of the technology. Of the 406 closed cases in 2025, only three took advantage of 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 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 2025, NCM conducted one such mediations for a total of \$200. As in the BHMSPP grant, NCM and all of the other CDRP centers have minimum requirements to meet.

Caseload

The number of cases opened in 2025 as compared with 2024 was down by 27 cases: 406 vs. 435. The number of cases closed in 2025 as compared to 2024 was down by 7228 cases: 406 vs. 434. Accounting for 51.48% of the cases, breach of contract mediations were the most prevalent types of cases in 2025. This was followed by parenting time at 10.34%, divorce cases at 10.1%, schools at 9.36%, landlord/tenant at 4.19%, property at 2.71%, victim offender at 2.47%, child protection at 1.97%, probate matters and domestic matters tied at 1.72%, employment at 1.48%, neighborhood at .74%, guardianship at .73%, and other at .99%.

The case breakdown by programs is as follows:

	2025		2024	
PROGRAM	# ACCEPTED	# CLOSED	# ACCEPTED	# CLOSED
Child Protection	8	8	14	15
Victim Offender	11	10	16	19
Parenting Time	42	42	36	36
School Attendance	38	37	12	12

The case breakdown by counties is as follows:

	2025		2024	
COUNTY	# ACCEPTED	# CLOSED	# ACCEPTED	# CLOSED
Charlevoix	142	144	134	136
Emmet	244	242	267	265
Other	22	20	33	33

The case breakdown relating to the courts is as follows:

	2025		2024	
COURT	# ACCEPTED	# CLOSED	# ACCEPTED	# CLOSED
33 rd Circuit	29	28	23	24
57 th Circuit	27	21	18	18
90 th District	16	17	40	39
7 th Probate	8	8	35	38
FOC	25	25	22	22
Small Claims	216	215	197	196

The case breakdown by dispute type is as follows:

	2025		2024	
DISPUTE TYPE	#ACCEPTED	# CLOSED	# ACCEPTED	# CLOSED
Breach of Contract	211	209	205	205
Schools	37	38	14	12
Victim Offender	11	10	18	20
Domestic Matters	7	7	11	11
Child Protection	8	8	15	15
Post Judgment	42	42	36	36
Divorce	42	41	43	43
Landlord/Tenant	16	17	15	15
Property	11	11	25	25
Probate Matters	7	7	10	10
Real Estate	0	0	1	1
Public Policy	0	0	33	33
Other	16	16	8	8

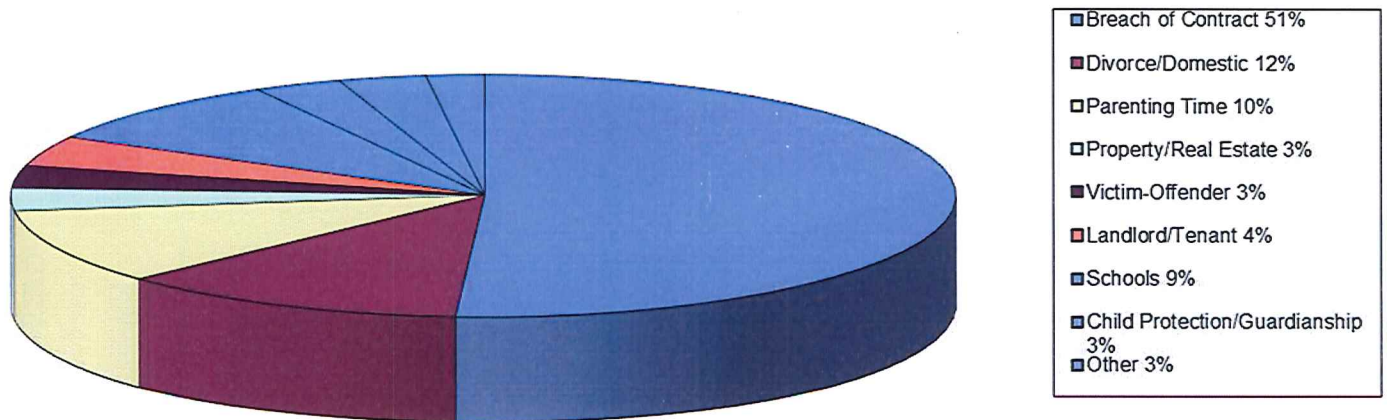
A comparison of the caseload is as follows:

CATEGORY	2025	2024	2023	2022	2021
# Opened	408	434	360	407	392
# Closed	406	434	362	417	404
Agreement Rate	52.08	48.4%	55%	65%	73%
# Court Referred	319	340	272	292	314
# Self Referred	26	41	54	76	40

TWENTY-SIX 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
2025	8	209	6	3	17	3	48	42	11	38	10	0	11	406
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 2025



Agreement Rates

The agreement rate percentages for 2025 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
2025	37.33%	47.93%	11.52%	0%	3.23%
2024	35%	52%	9%	0%	4%
2023	37%	46%	15%	0%	2%
2022	43%	35%	18%	0%	4%
2021	44%	27%	25%	0%	4%

Referral Sources

The number of court referred / ordered cases dropped from 340 in 2024 to 319 in 2025. This was due primarily to the fact that court filings in general were down. The drop in referrals from the courts is proportionate to the drop in cases in general, as is evidenced by the fact that 78.34% of the cases in 2024 were ordered by the court, whereas 78.57% of the cases in 2025 were referred by the courts.

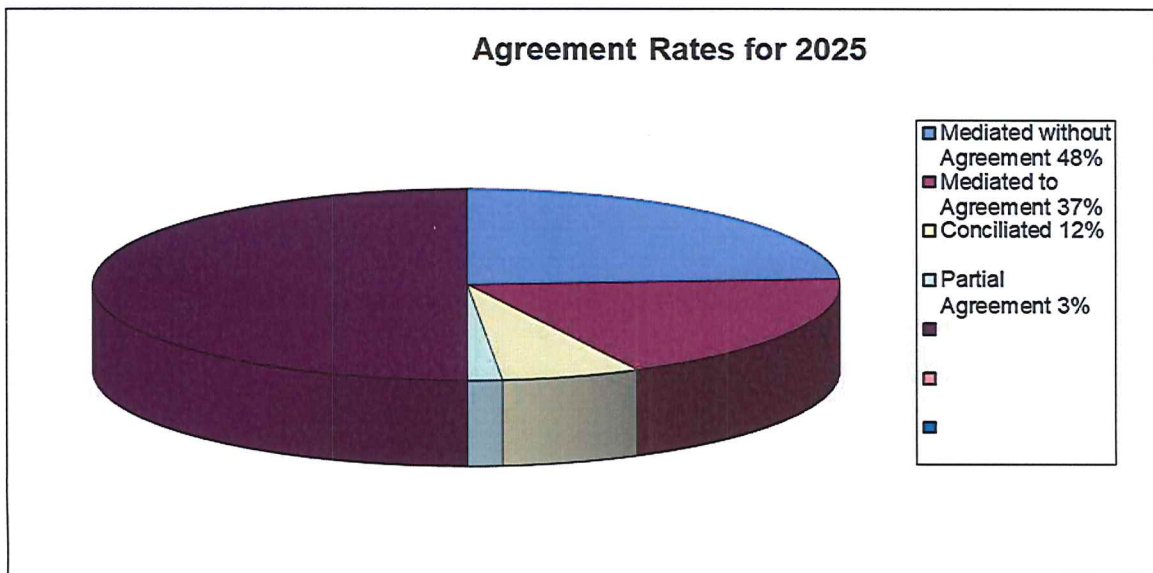
During the fourth quarter of 2025, referrals from the schools increased significantly. In 2024 there were only 12 school attendance mediations, accounting for only 2.76% of the caseload, whereas in 2025, there were 39 school related cases, accounting for 9.61% of the caseload.

The referral source percentages for 2025 are shown in the pie chart entitled Referral Sources. The case breakdown by referral source is as follows:

REFERRAL SOURCE	# IN 2025	# IN 2024	# IN 2023
Courts	319	340	272
Self	26	41	54
Educational Institutions	39	12	11
Legal Organizations	10	14	25
Business/Corporation	1	1	0
Other	11	27	0

TWENTY-FIVE YEAR COMPARISON AGREEMENT RATES

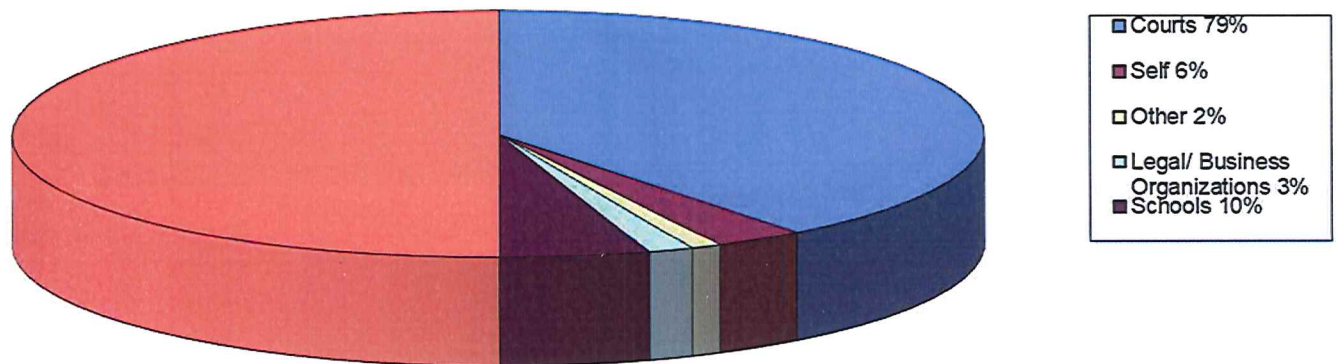
Year	Total Cases	Core Cases	Agreement	Partial Agreement	Conciliated	Facilitated	Arbitrated	No Agreement
2024	434	250	87	11	23	0	0	129
2023	362	251	92	4	39	0	0	116
2022	418	268	114	11	48	0	0	95
2021	404	256	112	11	64	0	0	69
2020	667	452	303	6	83	1	0	59
2019	843	558	411	9	44	3	0	91
2018	847	464	280	10	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-SIX 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
2025	319	0	11	26	39	11	406
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 2025



Fund Raising

With the recommendation of the FUNding Committee, the Board of Directors agreed that NCM would focus upon one fund raiser in 2026. This recommendation arose because of the huge success of the revamped theatre party that was held at the Odawa Casino on April 7, 2025. The event is being booked as “An Oscars After Party” and will take place on the Monday following the Academy Awards, which will be on March 16 in 2026.

Fees

Northern Community Mediation (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	2025	2024	2023
NCM Fees	\$10,513.00	\$14,262.20	\$17,737.86
Access & Visitation	\$1,000.00	\$375.00	\$1,750.00
Special Education	\$700.00	0	0
MAMP	\$200.00	\$200.00	\$400.00
Total	\$12,413.00	\$14,837.20	\$19,887.86

Excluding ACVS and Special Education, the table below compares the waived and non-waived fees for 2025.

NCM Fees	\$16,675.00
Waived Fees	\$5,375.00
Non-Waived Fees	\$11,300.00
Payments of Non-Waived Fees	\$10,450.00
Balance Due of Non-Waived Fees	\$850.00

The table below depicts the breakdown of the waived fees. PayPal fees for 2025 totaled \$117.99. PayPal fees in 2024 were \$122.36.

Write-Off	\$350.00
Settled Prior to Mediation	\$1,375.00
Case Withdrawn	\$1,450.00
American Veteran	\$75.00
Refused to Mediate	\$200.00
Unamenable for Mediation	\$1,000.00

Unable to Contact	\$150.00
Respondent Failed to Show	\$0.00
Case Manager's Discretion	\$775.00
Total	\$5,375.00

Collection of Fees

NCM sent out reminder notices for overdue payments to 11 individuals. Five (45%) of those individuals paid their bills, whereas six (55%) did not respond. Those individuals were sent third notices. Of the six individuals, four (66%) 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 2025, the amount of money in agreements totaled \$1,121,984.20.

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 2025. The donor campaign was above budget by \$2,980.97. The Capital Campaign brought in \$597.18 above the budgeted amount. At the same time, however, it was the hope of the Capital Campaign Committee to raise \$40,000.

Donations	2025	2024	2023
Relocation Donations	\$0.00	\$0.00	\$8,476.83
Donor Campaign	\$7,980.97	\$6,799.57	\$12,372.51
Designated Gifts	\$0.00	\$0.00	\$526.84
Capital Campaign	\$25,597.18	\$80,567.51	\$2,000.00
Total	\$33,578.15	\$87,367.08	\$23,376.18

Grants

In 2025, NCM received a total of \$24,400.00 in grants.

Behavioral Health Mediation Services Program	\$19,200.00
Michigan Agricultural Mediation Program	\$5,200.00
Total	\$24,400.00

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 2025 totaled 135,222.11. The top three areas of contributions in 2025 related to the following:

- Mediation Hours Based upon \$212.00 per Hour \$ 121,276.00
- Theatre Party Donations \$ 5,432.00
- Executive Director \$ 4,339.35

The total amount of in kind contributions for 2025 was \$135,222.11, compared to \$112,603.69 in 2024. The in kind donations for 2025 constituted 56% of the total budget. The total in kind contributions attributable to the mediators themselves represented 90% of the in kind contributions.

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

In Kind	2025	2024
Mediator Hours	\$121,276.00	\$104,191.00
Theatre Parties	\$5,432.00	
Volunteer Labor	\$395.00	\$800.00
Cell Phone	\$2,307.76	\$1,974.63
Executive Director	\$4,339.35	\$4,790.06
Accounting	\$200.00	\$500.00
GoToMyPC		\$348.00
Volunteer Training	\$1,272.00	
Total	\$135,222.11	\$112,603.69
Percentage of Budget	56%	26%
Mediator Percentage of In Kind	90%	93%

Financial Analysis

NCM continues to be financially strong. The Balance Sheet Previous Year Comparison substantiates the stability over the years, noting that the 2005 assets have increased by almost \$17,000 over the 2024 assets. At the very least, the \$25,597.18 raised in the second phase of the Capital Campaign will be rounded up to \$26,000 to pay down the mortgage, which would leave \$59,000 remaining on the loan.

Summary

Although 2025 was a challenging one for Northern Community Mediation (NCM), it was also exhilarating and exciting. The three greatest assets that NCM has are its staff, its mediators and its Board of Directors.

As president of the Board, Mitch Brown has been an outstanding leader. His composure in handling some sensitive personnel issues has been exemplary. Additionally, each one of NCM's Board members contributes significantly with their time, money, knowledge, expertise and willingness to do whatever needs to be done to get the job done. Proof of this claim lies in the fact that two other non-profit organizations have contacted NCM's executive director seeking advice on how to put together a board that is as productive and strong as NCM's board.

In the greater scheme of things, NCM is a small non-profit that accomplishes great success, and on a personal note, I feel privileged and honored to be given the opportunity to serve as the Executive Director of NCM.

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

YEAR	AMOUNT
2025	\$477,203.35
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

Community Dispute Resolution Program
Northern Community Mediation - CHARLEVOIX

Annual Case Profile CDRP03QT
From: 1/1/2025 To: 12/31/2025

Report Date: 1/10/2026

Filtered By: None

<u>CASE DISPOSITION TOTALS</u>	Count	<u>NO MEDIATION HELD</u>	Count
Conciliated to Agreement	25 11.52%	Settled Prior to Mediation	8 4.23%
Mediated to Agreement	81 37.33%	Respondent Refused to Mediate	14 7.41%
Mediated to Partial Agreement	7 3.23%		0 0.00%
Mediated without Agreement	104 47.93%	Respondent Failed to Show	42 22.22%
Facilitated	0 0.00%	Both Failed to Show	6 3.17%
Arbitrated	0 0.00%	Initiator Failed to Show	43 22.75%
TOTAL	217	Unable to Contact	64 33.86%
		Unamenable for Mediation	12 6.35%
		TOTAL	189

Arbitration Sessions: 0 Mediated w/ Agreement Sessions: 95 Avg Mediation Duration (mins): 109.50
Facilitated Sessions: 0 Mediated Part Agreement Sessions: 7 Total Fees Received: \$10,445.40
Mediated w/o Agreement Sessions: 81 **(Excludes Waived Payments)**

Total Money Distributed due to Agreement: \$1,121,984.20 Total Cases where Money was Distributed: 49

ADDITIONAL CASE INFORMATION:

Number of Accepted Cases: 408 Number of Disposed Cases: 406
Returnee to Mediation: Avg Days from Intake to Disposition: 20
New Matter: 2 Number of Court Ordered Cases: 103
Remediation of New Matter: 4 Number of Individuals Served: 1,116
Non-compliance of Old Matter: 1 Number of Children Involved: 108
Number of Cases Referred Elsewhere: 0

<u>REFERRAL SOURCE</u>	Count	<u>DISPUTE TYPE</u>	Count
BUS: Business, Corporation	1 0.25%	CDP: Child Protection	8 1.97%
CSR: Domestic Violence	0 0.00%	CML: Criminal	0 0.00%
CTS: Courts	319 78.57%	CON: Breach of Contract	209 51.48%
FFC: Friend, Family, Colleague	0 0.00%	EMP: Employment	6 1.48%
GOV: Government	0 0.00%	GDA: Guardianship-Adult	1 0.25%
LEG: Legal Organization	10 2.46%	GDC: Guardianship-Child	2 0.49%
MAR: Marketing, Advertising, Outreach	0 0.00%	LAN: Landlord/Tenant	17 4.19%
POL: Police, Sheriff, State Police	0 0.00%	NGH: Neighborhood	3 0.74%
PRS: Prosecutor	0 0.00%	ODM: Domestic Matters	7 1.72%
SCH: Educational Institution	39 9.61%	OPM: Other Probate Matters	7 1.72%
SEL: Self Referral	26 6.40%	ORD: Ordinance/Statute/Regulation	0 0.00%
OTH: Other	11 2.71%	PBP: Public Policy	0 0.00%
TOTAL	406	PJC: Post Judgment Domestic	42 10.34%
		PPO: PPO-Not Domestic	0 0.00%
		PPP: PPO-Domestic	0 0.00%
		PRP: Property	11 2.71%
		RST: Real Estate	0 0.00%
		SCH: Schools	38 9.36%
		VRA: Adult Victim Offender	1 0.25%
		VRJ: Juvenile Victim Offender	9 2.22%
		OTH: Other	4 0.99%
		DIV: Divorced no Children	20 4.93%
		DIK: Divorced with Children	21 5.17%
		TOTAL	406