

## Mediation Services of Eastern Iowa (MSEI) Statement of Purpose

The vision of Mediation Services of Eastern Iowa is to be a leader in promoting public awareness and use of mediation for cooperative conflict resolution.

Mediation Services of Eastern Iowa (MSEI) is a 501(c)3 nonprofit organization. It was founded in 2002 by local attorneys, mediators, court staff, judges and community members to provide a legal structure for the existing administration of the court-connected mediation programs in the Sixth Judicial District: the Family Mediation Program and the Johnson County Small Claims Mediation Program.

MSEI provides public education through its website: [mediateiowa.org](http://mediateiowa.org); through contributing to language in relevant court orders and other materials; through providing professional education mediators, attorneys and others; through reporting on court-connected mediation; and through other activities. MSEI co-developed the training curriculum, videos and materials for the *Introduction to Mediation and Domestic Abuse* course with the Iowa Coalition Against Domestic Violence (required for all 6JD roster mediators). MSEI also produced the video, *Mediation: What Difference Does It Make?*, used for the Mediation Education Class, which is required for all parties in divorce and custody cases in the Sixth Judicial District. The goal of this class and the video is for parties ordered to mediation to better understand mediation, how it works and how to prepare, and for more of them to be successful in using mediation for making their own decisions where possible.

## MSEI's Areas of Responsibility

In 2002, the court appointed Mediation Services of Eastern Iowa (MSEI) to serve as administrator of two court-connected mediation programs: the Sixth Judicial District Family Mediation Program (6JDFMP), established in August 1996, and the Johnson County Small Claims Mediation Program (JCSCMP), established in December 1994.

The court also ordered MSEI to be responsible for compiling evaluations of two classes required for parties going through divorce and custody cases. The Divorcing and Separating Parents' (AKA Children in the Middle) Class is required statewide for parents of minor children who are going through divorce and custody cases. The Mediation Education Class (MEC) is required for all parties going through divorce and custody cases in the Sixth Judicial District, regardless of whether they have children.

In addition, MSEI is responsible for evaluating the content of all Mediation Education Class programs offered by approved providers of mediation education classes in this district. District Court Administrator Carroll Edmonson approves the providers of the Divorcing and Separating Parents Class and the Mediation Education Class.

In 2014, MSEI collaborated with representatives of the Johnson County Attorney's office, Juvenile Court Services, and Val Kemp of Adult Corrections to establish the Johnson County Restorative Justice Conferencing Program (RJC) for use in cases with referred juveniles. Restorative Justice recognizes that in any crime or harm committed, three entities are affected: the victim, the offender, and the community. RJC is a restorative practice that brings the person affected by a crime/action and the person who committed that action together to hear each other's stories/perspectives and to

explore ways to repair the harms. Before parties can meet together, trained RJC facilitators initially meet separately with a referred juvenile and his parent(s) to hear his/her perspective on what happened and its effect. The facilitators also meet separately with the person/people affected by the youth's actions to hear their perspective of what happened and its effect. If both/all parties are willing, the facilitators meet with all the parties to provide them with a chance to hear each others' perspectives, discuss what happened, and possibly reach an agreement about repairing any harm. In June 2014, MSEI sponsored training for volunteer RJC facilitators, with support from the Johnson County Bar Association. By the end of 2015, the program had processed 10 cases, all referred by the County Attorney's office or Juvenile Court Services. In July 2015, MSEI received a Johnson County JJYD grant (Juvenile Justice Youth Development). More information on the program is found later in this report.

### **Sixth Judicial District (6JD) Family Mediation Program**

The Family Mediation Program was established in August of 1996 by a committee of judges, court staff, attorneys and mediators, and chaired by Judge William L. Thomas. The 6JD Family Mediation Program was the first in Iowa and was originally funded by a grant from the Iowa Supreme Court Technology Fund. When that fund was no longer available in the fall of 2001, post September 11, the nonprofit Mediation Services of Eastern Iowa was founded to provide a formal legal structure for the existing program administration. In 2002, the Court appointed MSEI to administer the Sixth Judicial District Family Mediation Program.

The court orders all parties in divorce and custody cases and relevant contempt cases to mediate.

There are currently 37 mediators that meet the qualifications necessary to be listed on the Family Mediation Roster: 29 are practicing attorneys (78%), and the remainder are from other professions and backgrounds.

### **Total Divorce and Custody-Related Cases Filed in the 6JD**

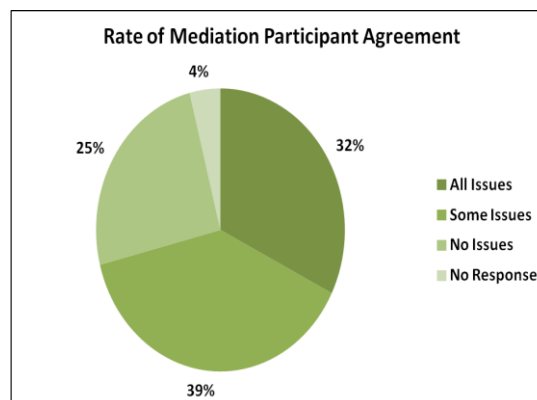
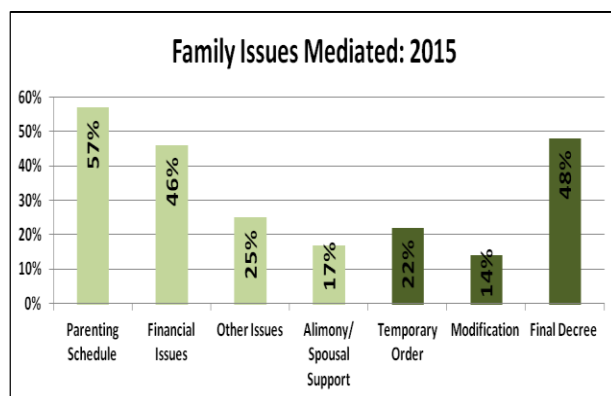
A total of 1895 cases were reported filed in 2015 according to the Domestic Relations Caseload Activity Report for the Sixth Judicial District. There was a trend of decreasing filings from 2011-2013. In 2015 there was a slight decrease in the number of dissolutions with children, and an increase in the number of dissolutions without children and modifications with children. These figures do not include the relevant contempt cases.

<b>6<sup>th</sup> Judicial District Cases</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>
Dissolution with Children	989	925	890	893	874
Dissolution without Children	776	723	701	764	775
Modification with Children	284	264	252	196	246
<b>TOTALS</b>	<b>2049</b>	<b>1912</b>	<b>1843</b>	<b>1853</b>	<b>1895</b>

Parties mediated in 428 cases, approximately 22.5% of the cases, based on statistics from the Linn County Clerk of Court. This is approximately the same percentage of family cases that mediated in 2014 (23%).

## Family Mediation Program: Mediator-Reported Data

Mediators filed Mediator Status Reports in 256 cases. The Mediator Status Reports indicated that the following issues were discussed by the parties (note that parties will often discuss more than one issue in mediation). They also indicated whether the parties reached agreement on all, some, or no issues.



**Above left:** Parties mediated various and multiple issues [parenting schedule, financial issues, alimony/spousal support, or other issues] related to the stage or type of case: temporary, modification or final decree.

**Above right:** In the reported 256 mediations, parties reached agreement on some or all issues in 71% of the cases in 2015, an increase of 4% from 2014. Approximately one fourth did not reach agreement. Mediator anecdotes indicate that parties can benefit from mediation even if they do not reach agreement on the issues before the court. For example, even when parties do not agree on the parenting schedule, they may discuss how to deal with a child's nightmares or poor grades, and *that* discussion may benefit the parents and children.

### ***Other observations from Mediator Status Reports:***

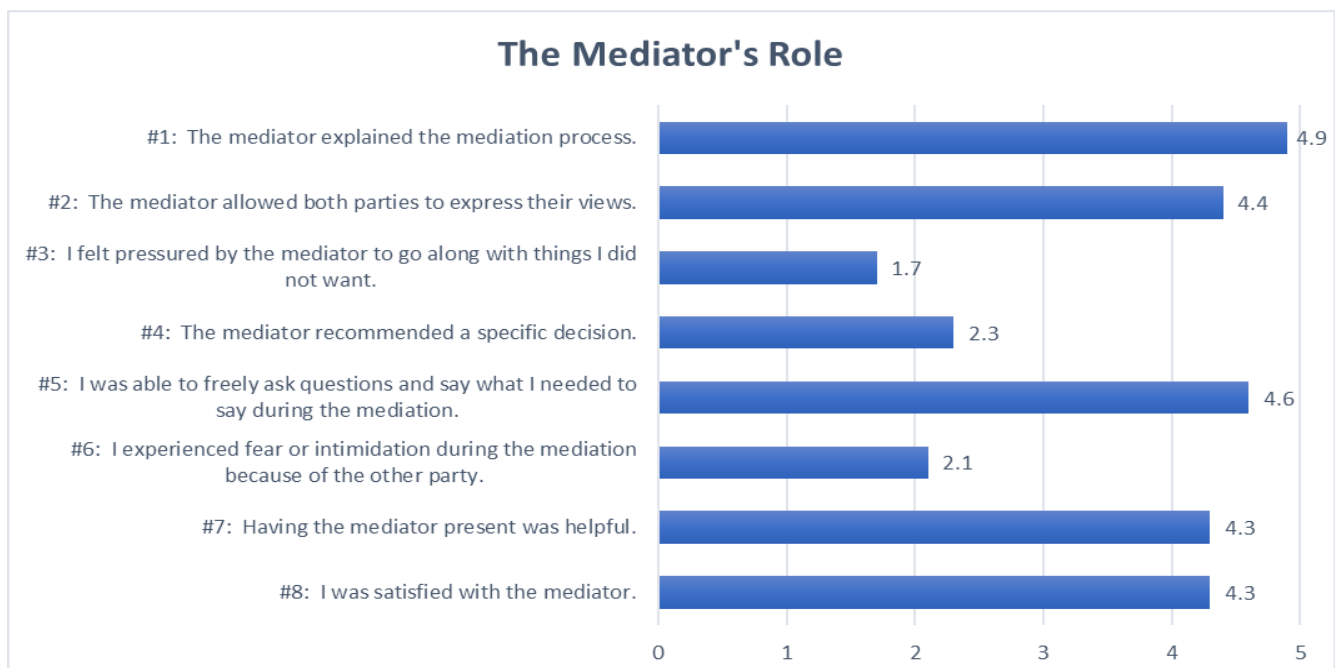
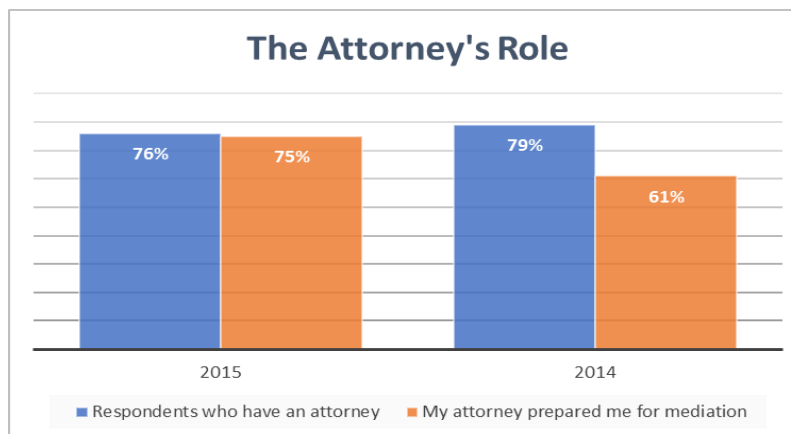
- 1) The amount of time parties spent in mediation increased in 2015. Parties can leave at any point once they are in court-ordered mediation: the length of time spent is voluntary.
  - a) Those spending 0-1 hour: 33%, down from 43% in 2014.
  - b) Those spending 1-3 hours: 60%, up from 48% in 2014.
- 2) The percent of cases where representing attorneys participated in mediation remained steady, 16%.
- 3) Mediators continued to screen participants for domestic violence in nearly all of the cases, 97%

## Family Mediation Program: Participant-Reported Data

At the end of mediation, mediators offer both participants the opportunity to provide feedback through a paper or online survey.

Of the 428 cases that mediated, 66 participants filed the survey (8% of the 856 mediation participants). 53 percent of the respondents were female and 44 percent were male. Others did not indicate.

The survey contains 18 questions. Some ask for yes/no answers. In others, participants are asked to provide a numbered response between 1 and 5, with 1 indicating "Not At All" and 5 indicating "Completely". The averages of these multiple choice answers were calculated based on the number indicated in the response and the number of answers received.

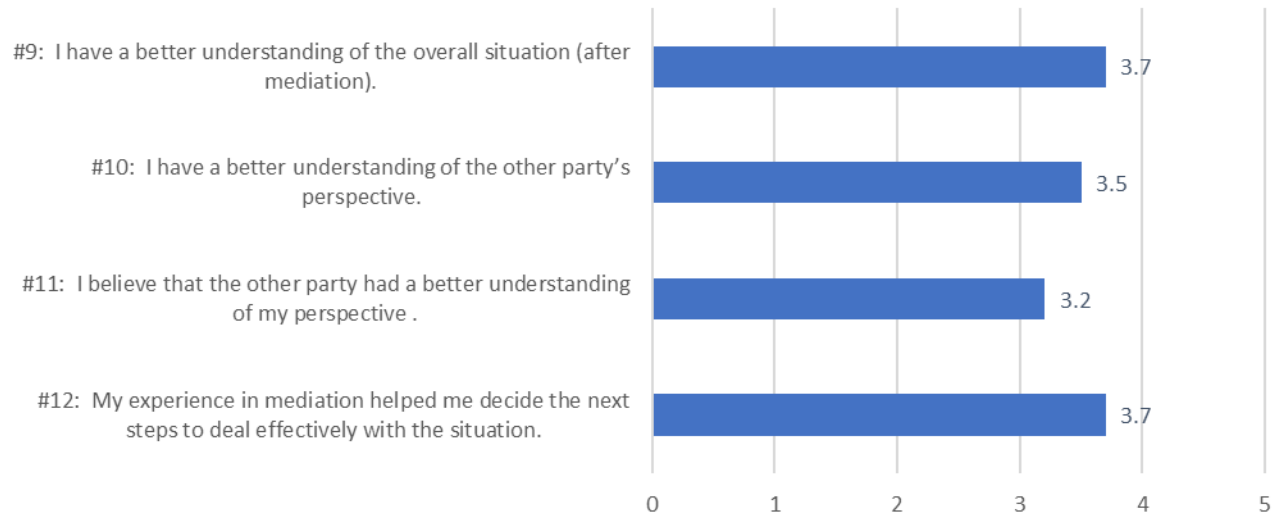




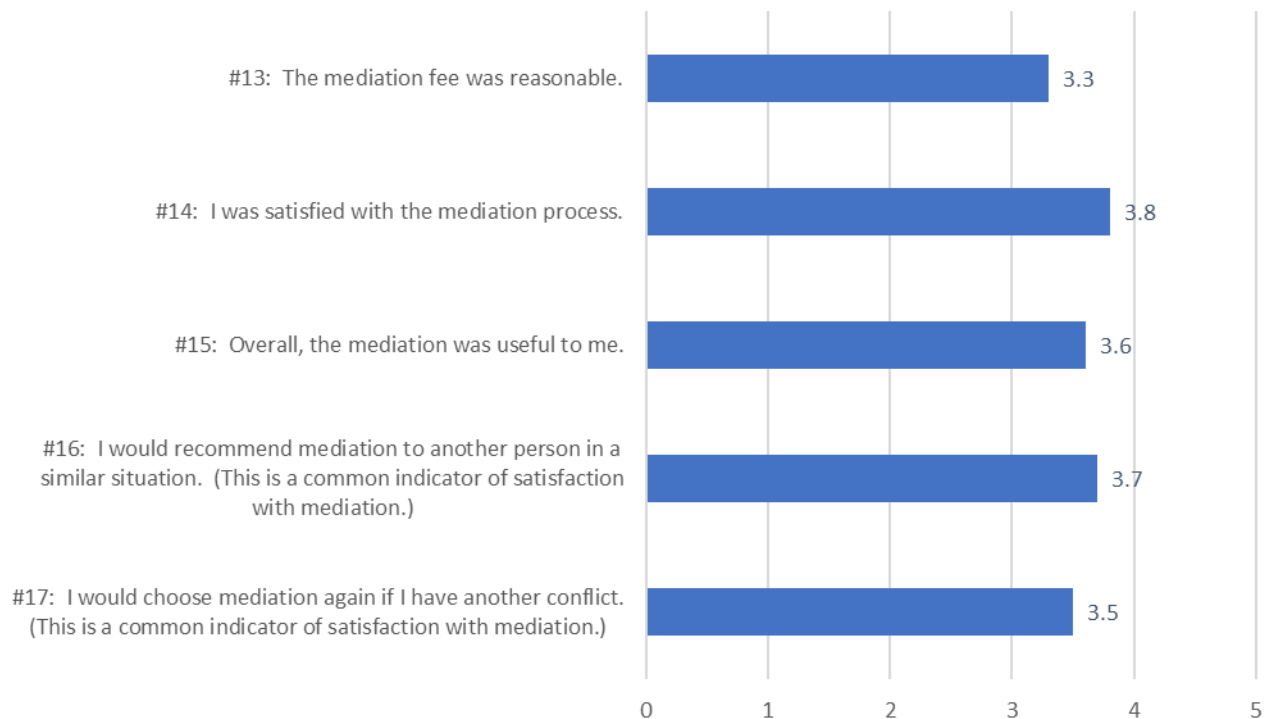
# Mediation Services

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## The Success of the Process



## The Value of the Process



## Observations

- 1) (#8): Satisfaction with the mediators remains high: 4.3
- 2) There is an increase in attorneys preparing their clients for mediation: 75%, up from 61% reported in 2014.
- 3) We ask two questions to 'get a read' on parties' perceptions of the role mediators are taking: #3 and #4.

#3: "I felt pressured by the mediator to go along with things I did not want": 1.7 (1: is 'Not at all') [Raw data indicates that in response to this question, two parties indicated a 5 "Completely", five parties indicated a 4, five indicated a 3, ten indicated a 2, and 42 parties indicated a 1 "Not at all". 7 parties, or 11%, indicated a 4 or 5. That is worth discussing with mediators at a CLE.]

#4: "The mediator recommended a specific decision": 2.3 [Raw data indicates that in response to this question, 29 parties indicated a 1 "Not at all", twelve parties indicated a 2, seven indicated a 3, eleven indicated a 4, and seven indicated a 5 "Completely". That is 18 parties, or 27%, who indicated a 4 or 5.]

- 4) #6: "I experienced fear or intimidation during the mediation because of the other party." The average response was 2.1. [The raw data/responses were: Five parties indicated 5 – "Completely"; ten parties indicated 4; seven parties indicated 3; seven parties indicated 2; and thirty-six parties indicated 1: "Not at all".] So 15 out of 65, or about a quarter of the responding parties, indicated that they experienced fear or intimidation during the mediation because of the other party at either a 5 "Completely" level or a 4.

**This is a concern.** This underscores the need for the current 6JD requirements that roster mediators screen parties before mediation and that mediators attend continuing education on domestic abuse and screening. Effective screening can detect a party's fear about being in mediation with the other and concern about being intimidated or being afraid to speak honestly or disagree. If a mediator hears these concerns from a party, it is possible to adapt the process by having additional support people (attorneys, etc.) present, putting the parties in separate rooms, mediate via conference call, or other options. The Court also provides the option of applying for a waiver if mediation is not appropriate. Mediators can inform parties of this procedural option. If a party has an attorney, the mediator can encourage a screened party to reveal what they have said to their attorneys. With the increasing number of unrepresented parties, having a mediator screen for safety and capacity concerns and inform parties of the procedural option of applying for a waiver is essential.

Domestic abuse can affect up to 39% of divorce and custody cases/relationships. This is over one in three cases in any mediator's practice. The time of separation for a couple with domestic violence is the time of greatest risk for serious violence. This is often the time when mediation is ordered in divorce and custody cases. It is not safe to bring both parties to the same location before determining whether there are safety risks and whether both parties have the capacity to use the process. It is essential that mediators be prepared to recognize a family situation involving domestic abuse, know how to speak with the victim, and take appropriate steps in preventing or shaping the mediation process. (*Mediation and Domestic Abuse: A Curriculum in Three Parts*, Kirsten Faisal and Annie Tucker.)

As family mediation continues to spread throughout Iowa, it is essential that roster mediators be required to get training in mediation and domestic abuse and be required to screen both parties for domestic abuse and power imbalances.

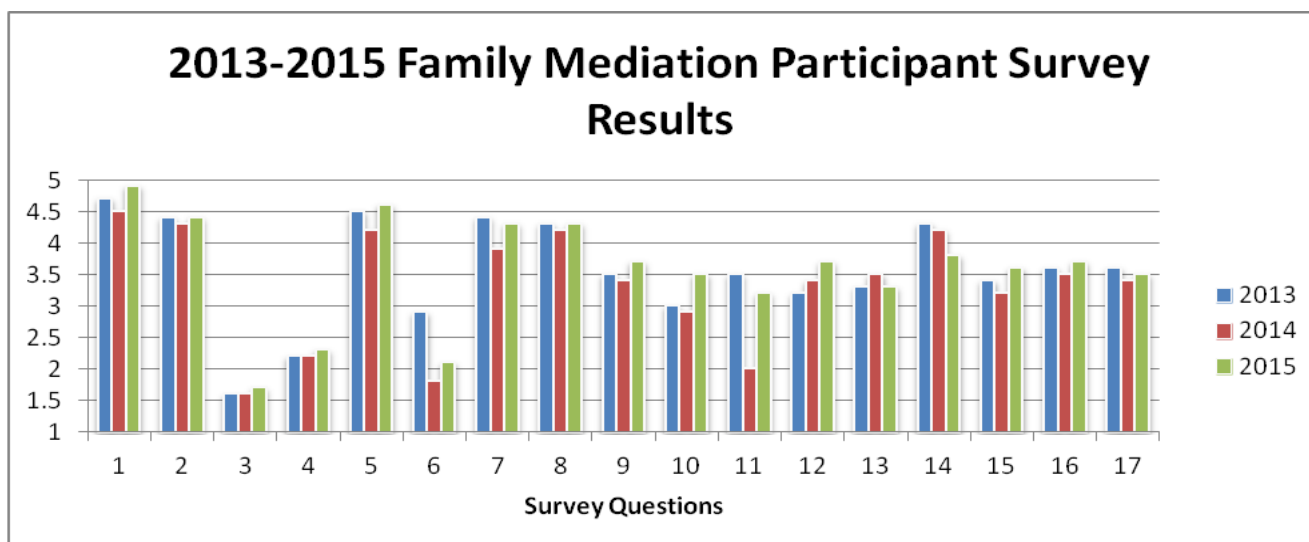
- 5) (#3) The mediator explained the mediation process: 4.9. This is the highest rating. Informing both parties about the mediation process, how it works, how to prepare, and answering their questions can contribute to balancing the parties' interaction.
- 6) (#5) I was able to freely ask questions and say what I needed to say during the mediation: 4.6 this is the second highest rating and is a goal of mediation.
- 7) (#13) The mediation fee was reasonable: 3.3. This is one of the lowest scores. Roster mediators are independent professionals who set their own fees and terms. While the Family Law Case Requirements Order(s) do assign a default (roster) mediator on a rotating basis, the order emphasizes that parties encouraged to choose their own mediator and provides the MSEI website [mediateiowa.org](http://mediateiowa.org) as a resource for information on all roster mediators. The website includes a page for each roster mediator which includes fees, training, experience, etc.

In addition, the order states that 'if you feel like you cannot afford a mediator' you can apply for a 'reduced fee mediator'. The application process and requirements were simplified in 2015 to include providing proof of FIP, WIC, Food Stamps, or Supplemental Security Income (SSI) from the Social Security Administration.

Further, parties can influence their mediator fees by terminating mediation, which they can do at any point. Mediation is confidential, so the court cannot be informed if a party leaves earlier than the other party would like.

MSEI will make sure the information on managing mediation costs is more easily accessible to parties.

For comparison purposes, the averages of the responses to each question for 2013 - 2015 are indicated on the graph below.



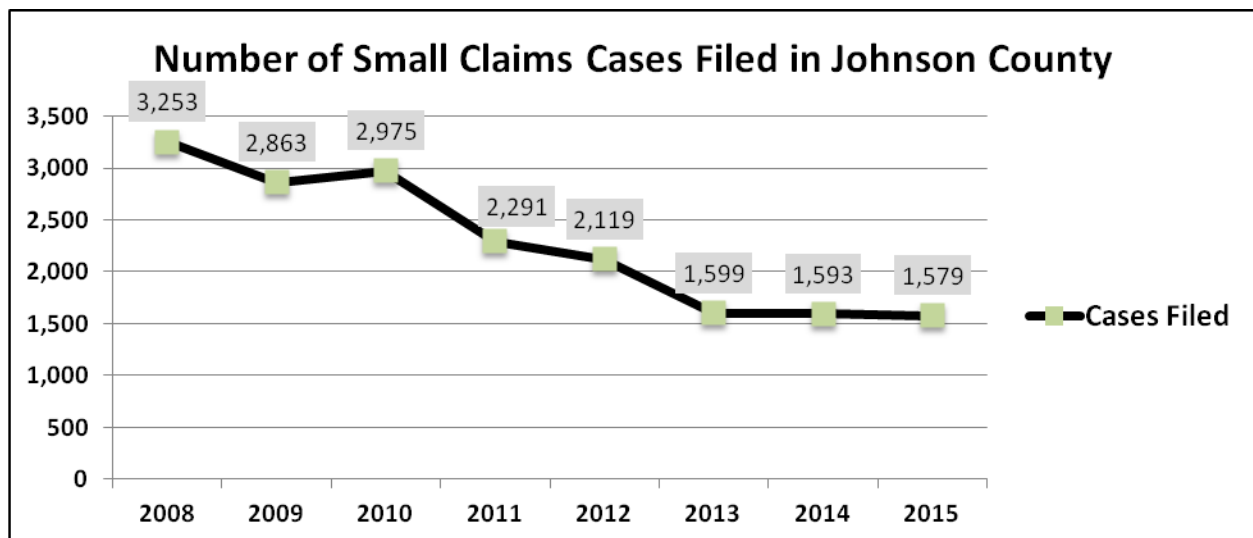
### **Actions**

- MSEI will sponsor a follow-up CLE on mediation and domestic abuse in 2017 to raise these issues raised by the responses to question #6.
- MSEI is having its website ([mediateiowa.org](http://mediateiowa.org)) reformatted so it is more accessible to smart phones/smaller screens. Our website and materials are mentioned in the Family Law Case Requirements and Orders as a resource for how mediation works, whether mediation is appropriate in your case, mediator fees, etc.

### **Johnson County Small Claims Mediation Program**

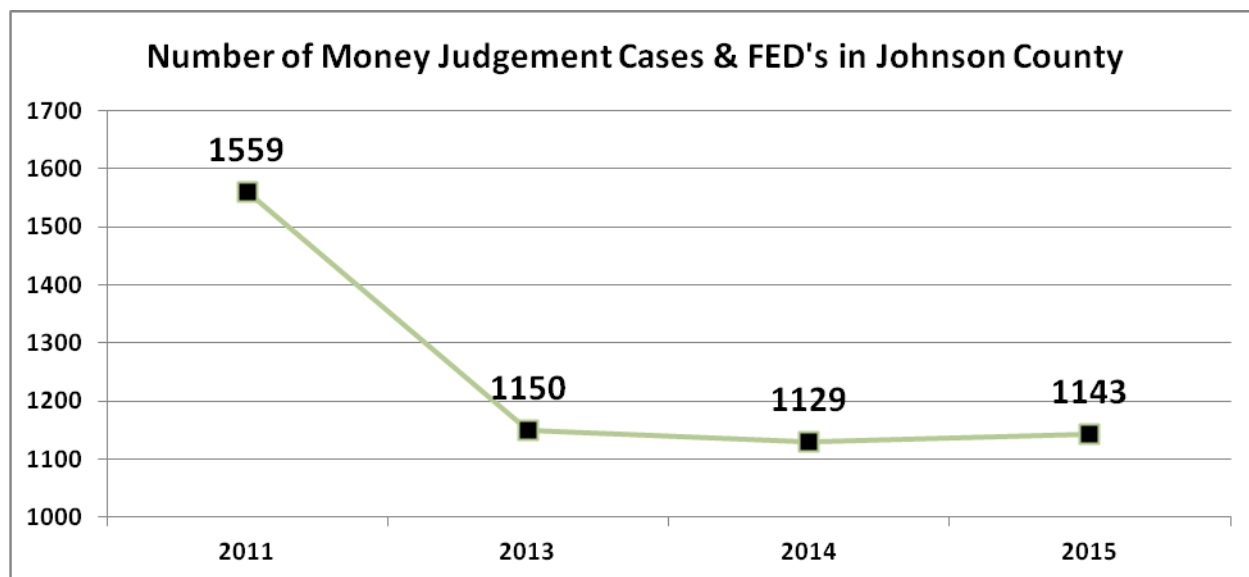
In the Sixth Judicial District, Linn, Johnson and Iowa Counties have small claims mediation programs with trained volunteer mediators. In Johnson County, mediation is voluntary, as it is in Iowa County. Small claims mediation is mandatory in Linn County.

In Johnson County there are 7 volunteer mediators and 2 new mediators who have been through our two-day training in January 2016 (or a comparable training) and are going through our practicum program. In the practicum, mediator trainees observe and then co-mediate with experienced mentor mediators before they can apply to mediate solo.



The number of small claims cases filed has declined by 51% since May 2009, when the filing fee for small claims cases increased from \$50 to \$85. See the above graph.





Johnson County magistrates encourage parties in money judgment cases to mediate and rarely encourage parties in FED's to mediate. The court tracks money judgment and FED cases together. The number of money judgment/FED cases (above) has dropped 27 percent from 2011 to 2015.

As the number of cases filed has declined, the number and percentage of cases actually mediated has declined dramatically. We mediated 118 cases in 2009, an average of four per week. In 2015, only 22 cases mediated: less than one case every 2 weeks. 22 cases constitute approximately 2% of the total money judgment/FED cases. Volunteer mediators sign up for days when money cases are scheduled. Where there used to be 3-4 money cases on the docket any given day, now there are usually only one or two. Unfortunately, sometimes only one party comes to court, therefore mediation can't occur even when the cases have been scheduled.

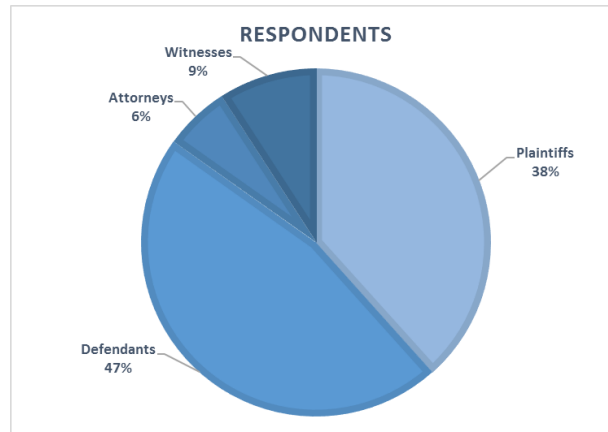
### Small Claims Mediation: Mediator Reported Data

We have mediator-reported data from 22 of the cases in 2015.

- **12 reached agreements (55 percent).**
- **Half of these cases were landlord/tenant or related to property.**
- **Most of these cases were filed for \$1000-1,999 or \$3000-5,000.**
- **Attorneys participated in about one third of the mediations.**

### Small Claims Mediation: Participant Reported Data

At the end of the mediation, participants are offered the opportunity to provide feedback on their experience by completing a survey. Of the 22 cases mediated, 52 participants responded to the survey.



The survey contains 13 questions with answer sets that range from Yes/No to a range of responses: “Very Satisfied”, “Satisfied”, “Neither Satisfied or Dissatisfied”, “Dissatisfied,” and “Very Dissatisfied”. The averages of these multiple choice answers were calculated based on the number of answers and the following valuations: Very satisfied = 5 points, Satisfied = 4 points, Neither Satisfied or Dissatisfied = 3 points, Dissatisfied = 2 points, Very Dissatisfied = 1 point.

The 13 questions can be broken down into the following categories:

- Advance notice of the mediation option (2 questions, not on charts)
- The mediator’s role in conducting the mediation (2 questions, #1 and #2)
- The success of the mediation process (4 questions, #3 through #6)
- The perceived value of the mediation process (5 questions, #7 through #11)

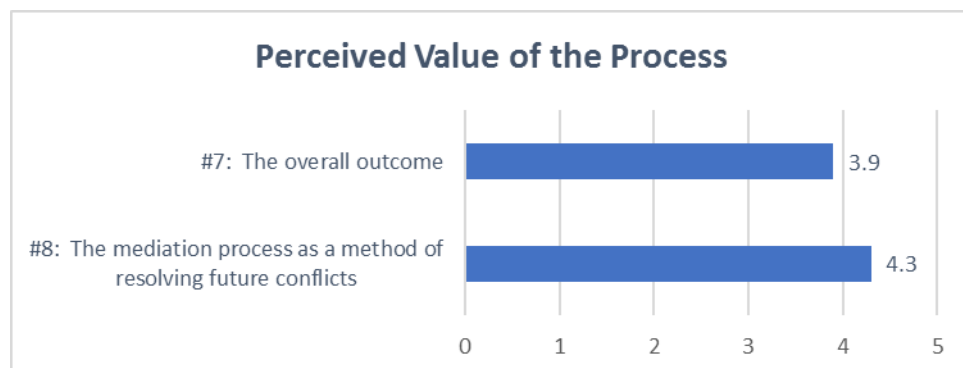
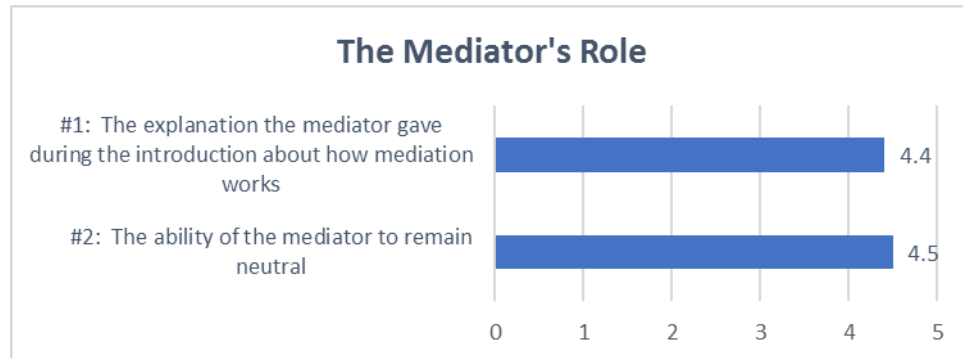
### ***RE: Advance Notice (not on charts)***

The Johnson County Clerk of Court includes information about the mediation program in the materials provided to the participants in small claims cases.

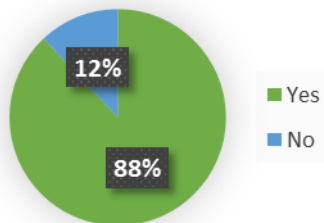
**50% of small claims parties indicated they had received written information about mediation with small claims materials from court.** In June 2015, we investigated and determined that when Johnson County went to electronic filing in 2014, the materials on small claims mediation were inadvertently ‘dropped’ from the materials sent to parties in small claims cases. As of June 2015, information on mediation in small claims cases was restored to the materials received by both parties for the last half of the year. This half year may explain that 50% of the parties received the material.

**63.5% YES to the question: “Did the information help to make you feel comfortable about trying the mediation process?”** 11% answered “No” and comments from them included: “I didn’t know how it would go. It’s something I had to experience first hand.” “Not completely.” 21 percent indicated “No Answer.”

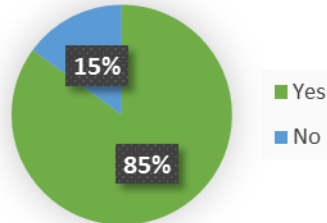
***Small Claims Mediation Participant Evaluation Responses***



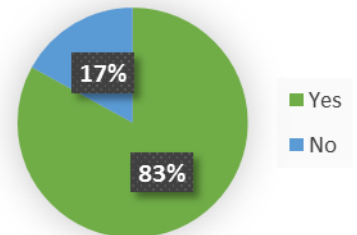
Would you recommend mediation to a friend or relative?



Did you find the process helpful?



Because of mediation, do you feel you have a better understanding of the situation, the other person, and/or yourself?



### Observations

1. 85% found the process helpful.
2. 88% would recommend mediation to a friend or relative. This question is considered a measure of participants' satisfaction with mediation by the mediation profession.
3. The lowest response is to the question "The overall outcome." This question is not focused, so we do not learn what aspect of the process was dissatisfying to more of the participants. This will be discussed with the small claims mediators at their monthly meeting.

### Trends

As indicated earlier in this section, the number of small claims cases filed has dropped by about 50% since 2009.

This creates a number of challenges for the small claims mediation program. Maintaining volunteer mediator morale and involvement when there are few cases to mediate is a challenge. Also, with fewer mediations, practicum mediators have fewer opportunities to observe and co-mediate so they can gain experience and become solo mediators for the program. The practicum takes more time.

Nonetheless, our mediators continue to be enthusiastic about mediating and attend our monthly 'brown bag' meetings to talk shop.

## Public Education for Parties in Divorce and Custody Cases

The court has ordered MSEI responsible for compiling evaluations of the two classes required for parties going through divorce and custody cases. The first is the *Divorcing and Separating Parents' Class*, required statewide for parents of minor children. The second is the *Mediation Education Class*, required for all parties going through divorce and custody cases in the Sixth Judicial District. Both of these classes are offered in one session, for the parties' convenience. Four agencies present twelve classes a month, in five of our six counties. The classes are no longer offered in Tama County.

MSEI is also responsible for evaluating the content of the mediation education programs offered by approved providers of mediation education classes in the District. In June 2013, all agencies began using *Mediation: What Difference Can It Make?*, a half-hour video produced by MSEI for the Mediation Education Class.

### ***Divorcing and Separating Parents' Classes (often using the Children in the Middle curriculum)***

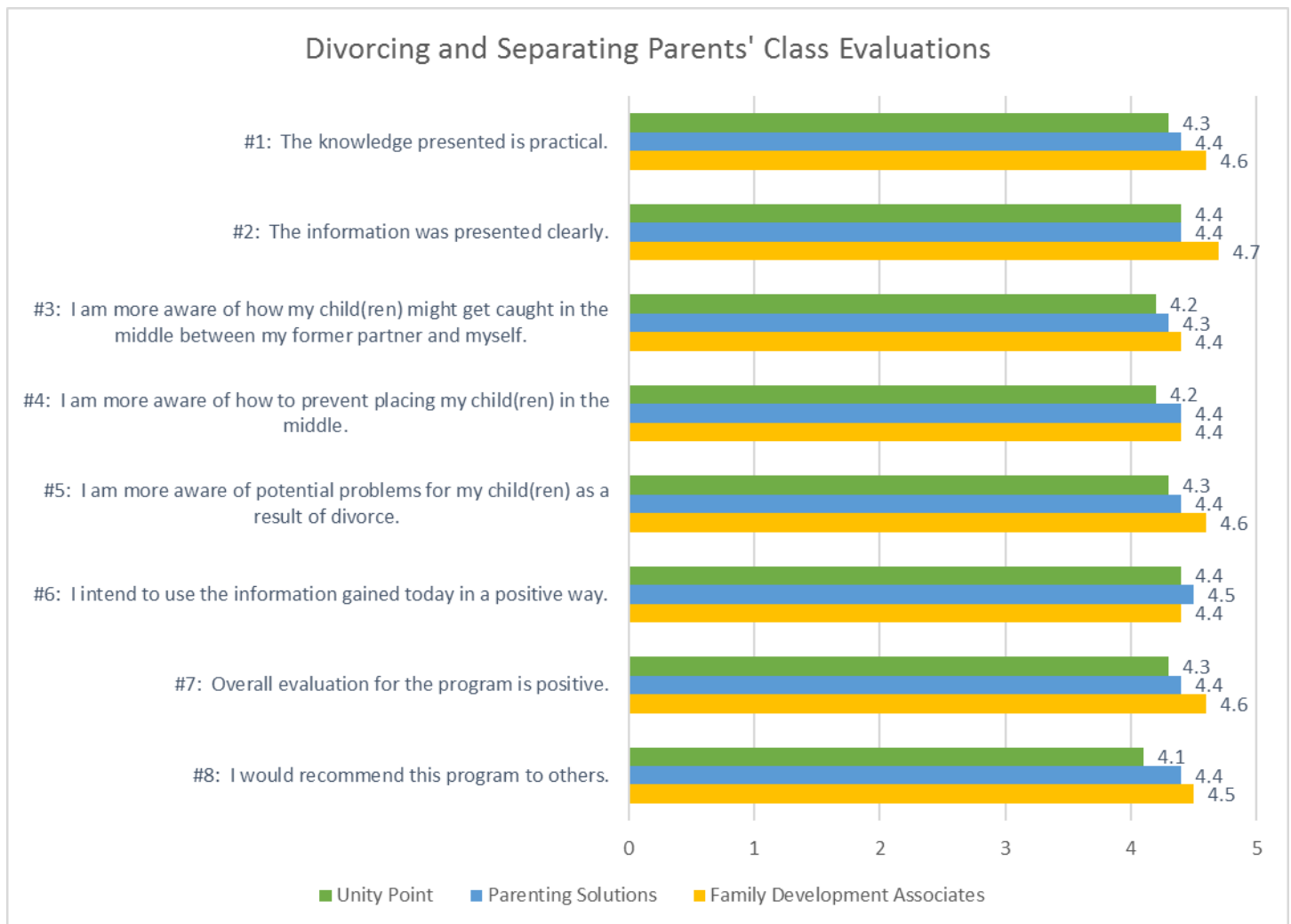
The Divorcing and Separating Parents' class is presented by four independent agencies: (1) St. Luke's Hospital/Unity Point, (2) Parenting Solutions, (3) Family Development Associates (FDA), and (4) Life Connections. The courses are now offered in Cedar Rapids, Iowa City, Vinton, Anamosa, Williamsburg, North Liberty, and Marion.

## Exit Surveys

In 2015, parties in all dissolutions with minor children and modifications with minor children (1120 cases) were ordered to attend the Divorcing and Separating Parents' Class, or 2240 people. 759 people attended the class, based on the number of exit surveys we received from three agencies. That means approximately 34% of those ordered did attend the classes.

Method of calculation: The exit survey contains 8 questions with answer sets of a range of responses: "Strongly Agree", "Agree", "Mixed/Neutral", "Disagree," and "Strongly Disagree". The averages of these multiple choice answers were calculated based on the number of answers and the following valuations: Strongly Agree = 5 points, Agree = 4 points, Mixed/Neutral = 3 points, Disagree = 2 points, Strongly Disagree = 1 point.

What follows on the next page are the average of the responses to the eight questions on the exit survey for three presenting agencies:



### Observations

The average responses are all in the “4+” “Agree” range. We will provide this information to the presenting agencies.

### Mediation Education Class

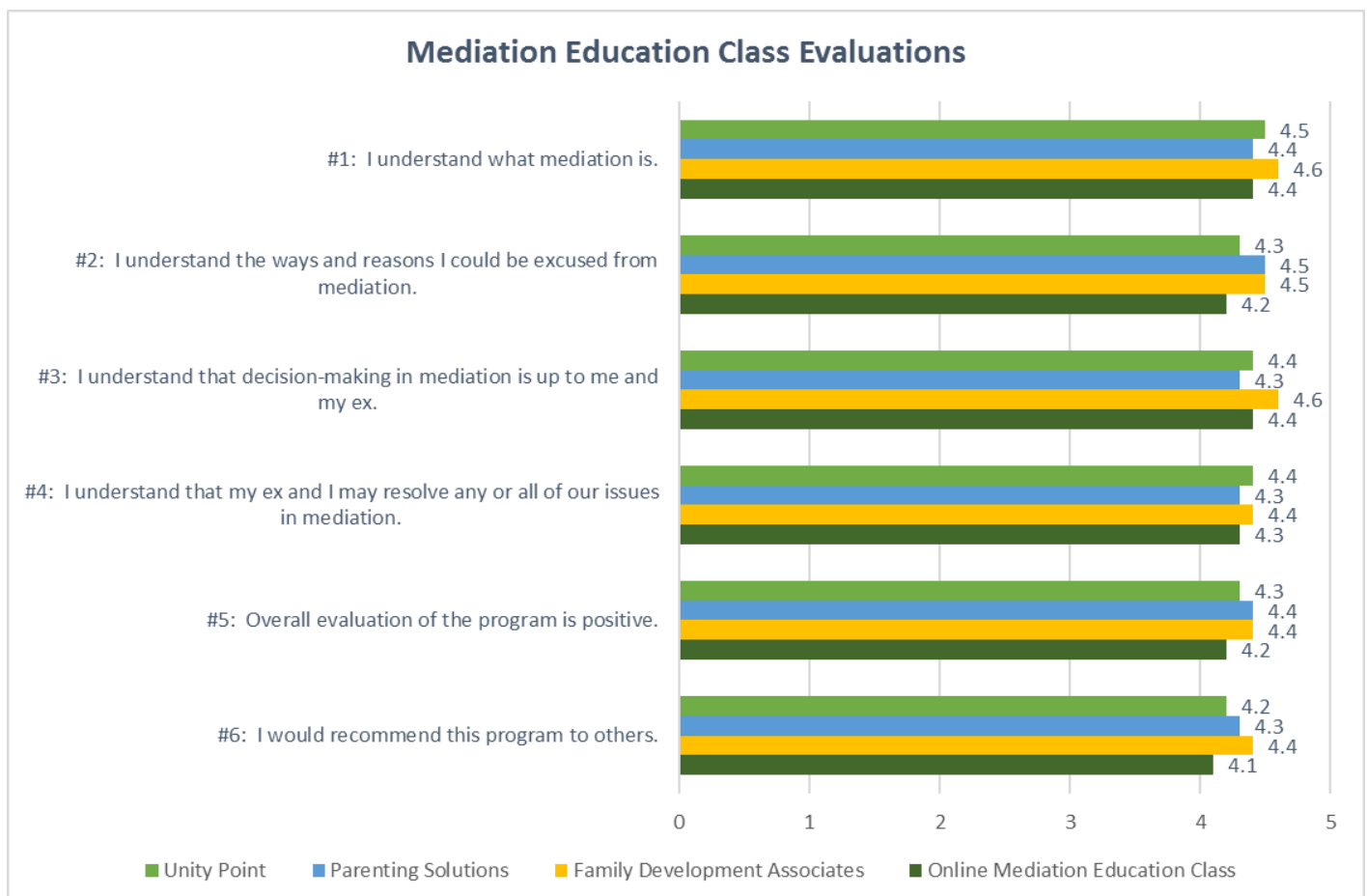
The *Mediation Education Class* (MEC) is a half hour class presented by the four independent agencies in the same locations just before the Divorcing and Separating Parents’ Classes, for the parties’ and presenters’ convenience. Concerns had been raised for years by parties and attorneys about the inconsistency between the courses offered by the different agencies. To address this concern, as of June 2013, the agencies started conducting the course by presenting the 30-minute video produced by MSEI: *Mediation: What Difference Does It Make?* The video includes interviews with 12 people who have gone through mediation in the 6JD, two judges, two domestic violence advocates, and a mediator (not on the roster). It also includes information on how to prepare for mediation. Charity Nebbe of IPR did the voice-

over. As of March 2014, the Mediation Education Class has also been offered online. This was District Court Administrator Carroll Edmondson's suggestion.

### Exit Surveys

Parties in all dissolution cases with and without children and in modifications with children are ordered to the MEC. In 2015, that meant 3790 people in 1895 cases. 725 of those 3790 parties, or 19%, attended the face-to-face Mediation Education Class, based on number of exit surveys. 569 took the online class, or 15%. Total: 34% of those ordered took the class.

At the end of the face to face and online classes, the attendees are asked to complete an evaluation. The exit survey contains 6 questions with answer sets of a range of responses: "Strongly Agree", "Agree", "Mixed/Neutral", "Disagree," and "Strongly Disagree". The averages of these multiple choice answers were calculated based on the number of answers and the following valuations: Strongly Agree = 5 points, Agree = 4 points, Mixed/Neutral = 3 points, Disagree = 2 points, Strongly Disagree = 1 point.



***Observations:***

All the averages represented are between Agree (4) and Strongly Agree (5).

The face-to-face classes all have a slightly higher score than the online class.

***Actions:***

1. MSEI will share these results on both of the classes with the agency presenters for their feedback, individually and at a meeting of all of them.
2. MSEI will review the participant comments for specific concerns and response patterns about the video. Comments include that a LGBTQ couple should be represented, that it is inappropriate to have a Moslem woman represent a woman who has been abused (we can look for someone else), that a role play of a mediation should be included, etc.
3. In the online class, the average was 4.2 for #2. "I understand the ways and reasons I could be excused from mediation." Waivers from mediation are primarily granted if a party is afraid to be with the other party or afraid to disagree with the other party in mediation, common when there is a power imbalance or abuse of some kind. This is addressed in the video (and on our website and in the court orders). Nevertheless, it is essential that vulnerable parties in these situations know their options. MSEI will work on a solution to this. Mediation can also be waived if parties without minor children file an agreement reached without mediation.
4. If the review of these comments leads to proposals for changes in the video, MSEI will submit a grant to our original funder, the Greater Cedar Rapids Community Foundation, for funds to edit the video and to post the new version online.

**Johnson County Restorative Justice Conferencing Program**

As mentioned earlier, restorative justice conferencing is a process where trained facilitators meet with a referred juvenile and the person/people affected by his/her actions, and provide them a chance to discuss what happened and possibly come to an agreement about repairing any harm.

In June 2014 MSEI provided training for a diverse group of volunteer facilitators, co-presented by Bruce Kittle, a Cedar Rapids attorney experienced in RJC and other restorative justice processes. Having diverse facilitators is essential so we represent our diverse community. It is also essential given the disproportionate charges for youth of color in Johnson County. By the end of 2015, we had processed ten cases referred by both Juvenile Court Services and the Johnson County Attorney's office.

To expand our referral base, we met with representatives of the Iowa City, North Liberty and Coralville Police Departments, public libraries, and rec centers. We also met with the Equity Director of the Iowa City Community School District and the principal of Northwest Junior High. We met with the director and security director of Coral Ridge Mall.



To prevent conflicts and get the word out about RJC, we also offered and provided a free 2.5 hour trainings to the staff of all three Rec Centers and libraries in December 2015: 24 staff participated. We provided 4 'pop-up' one hour sessions to the teachers at Northwest Junior High School, also in December. We provided two trainings to the Coralville Public Library staff and three trainings to the Iowa City Rec Center staff in the winter/spring 2016. LaTasha DeLoach co-facilitated those trainings and presented on cultural competency.

We received a JJYD grant in July 2015 to fund an additional training to further diversify and expand our volunteer pool, to fund mentoring of new volunteers, and to provide training on cultural competency and racial and ethnic bias to all of our facilitators.

The program recidivism rate (reoffending at a similar or more serious crime within 6 months) is zero.

We are still plagued by low referrals and continue our outreach.

Annie Tucker and the Northwest Junior High School principal Laura Cottrell participated in a 4-day training on restorative circles in Chicago in November 2016 and held one circle within the month following. The RJC program will begin offering circles, which allow more people to be involved than the conferencing process does.

## **MSEI Financial Information**

### **2015 Financial Summary**

The court requires that MSEI account to the District for all funds it receives from fees collected by approved providers of Mediation Education Classes in the District. That information is summarized here and in a 2015 income/expense statement is attached to this report.

#### ***Income***

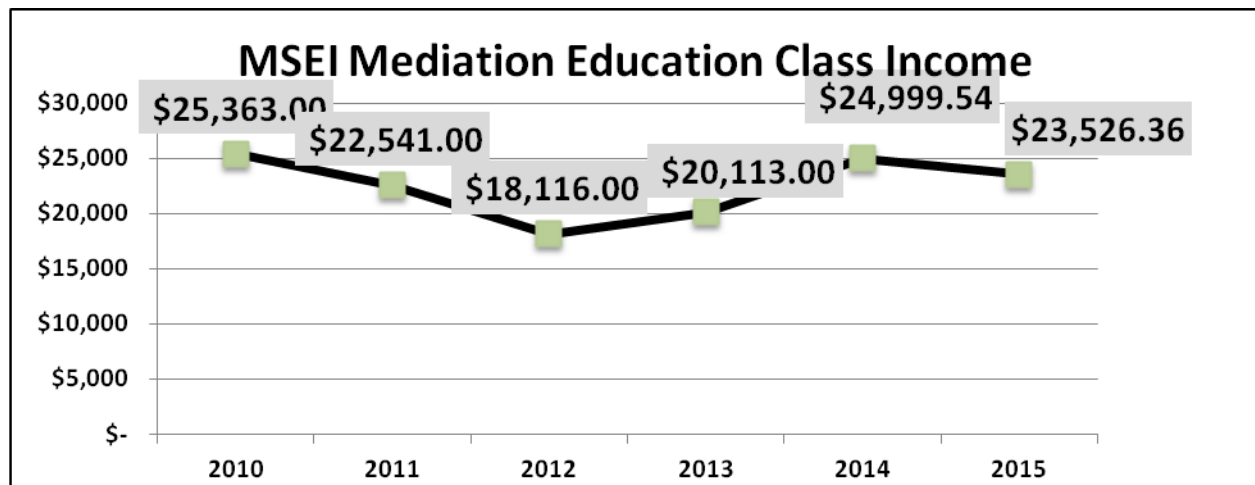
MSEI's two primary income sources are the registration fees for the Mediation Education Classes (MEC) and MSEI-sponsored Continuing Legal Education courses (CLE's).

**Mediation Education Classes:** All parties in divorce and custody cases in the Sixth Judicial District (6JD) are ordered to attend the Mediation Education Class (MEC). In 2002, the court authorized MSEI to be the recipient of 85% of the registration fees from the Mediation Education Classes. The class fee is \$20 per attendee of which MSEI receives \$17. The class is also offered online, and MSEI receives between \$14-15 per online registration, with the online host business netting the balance.



## Mediation Services

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The Mediation Education Class registration fees represent a primary, though fluctuating, source of income for MSEI. In 2015, the income from the agency Mediation Education Class registration fees was \$15,617.75 and from the online class was 7908.61, a total of \$23,526.36.

**Sponsoring Continuing Legal Education Courses (CLE's):** MSEI earned \$6915.00 (gross, not net) in 2015 by sponsoring CLE's for mediators, attorneys and others.

### 2015 Continuing Legal Education Programs

The court holds MSEI responsible for offering CLE programs to mediators and attorneys. In 2015 MSEI conducted the following CLE-accredited and other programs:

September 25 – *Managing Conflict in the Workplace* – Dana Hinojosa, Coralville

October 1 & 2 - *Introduction to Mediation and Domestic Abuse* – Kirsten Faisal & Annie Tucker, Coralville

November 6 – *How to Deal with High Conflict Personalities* – Bill Eddy, Cedar Rapids.

Four 1-hour free-to-public trainings on *Resolving Conflict* – Annie Tucker, Iowa City & Cedar Rapids

The *Introduction to Mediation and Domestic Abuse* class is required for mediators on the roster of the 6JD Family Mediation Program. It includes training on screening for domestic abuse, determining whether mediation is appropriate and dealing with power imbalances in mediation. A minimum of 25% of divorcing and separating parties have some level of abuse or power imbalance. The risk of serious harm in an abusive relationship is greatest at the time of separation. This is when people are ordered to mediate, so it is essential that mediators screen both parties before scheduling mediation to make sure that mediation is appropriate.

Bill Eddy is always a hit with people, although we found the Eastern Iowa market is becoming saturated. We did a good job of reaching out to government and nonprofit employees and offering them a reduced registration fee.



# Mediation Services

OF EASTERN IOWA

**Annual Roster Mediator fee:** MSEI earned \$3736.48 from the annual fee of \$120 for roster mediators (\$10 per month) instituted in 2013. In 2013 the fee generated \$5910.32. (The odd number is due to fees taken out when paid by Paypal.) The number of roster mediators has dropped each year since instituting the fee. The most commonly cited reason for leaving the roster is 'not generating enough income from mediation.'

### ***Expenses***

MSEI's primary expenses are the Director's salary for 15 hours per week, payroll taxes, a work study student at 10 hours per week, office expenses, expenses related to the CLE courses, and hosting our website and online database.

### ***Financial challenges***

MSEI will work on increasing income from sponsored continuing legal education courses (CLE's). A goal is to have a stable income and to increase paid staff hours from 15 hours a week.

### ***Focus***

We intend to expand our outreach about resolving conflict more broadly throughout the Corridor. We want to increase referrals to the Restorative Justice Program. We intend to bring the circle process to schools and the community.

10:36 PM  
01/11/16  
Accrual Basis

**Mediation Services of Eastern Iowa  
Profit & Loss Budget vs. Actual  
January through December 2015**

	Jan - Dec 15	Budget	\$ Over Budget	% of Budget
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
4 - Contributed support				
4010 - Contributions (indiv/biz)	350.00	500.00	-150.00	70.0%
4230 - Grant income	751.64			
<b>Total 4 - Contributed support</b>	<b>1,101.64</b>	<b>500.00</b>	<b>601.64</b>	<b>220.3%</b>
5 - Earned revenue/income				
5180 - Continuing Ed. Program Income	6,915.00	7,600.00	-685.00	91.0%
5220 - Mediation Ed Class-Income	15,617.75	20,000.00	-4,382.25	78.1%
5230 - Video Income	0.00	0.00	0.00	0.0%
5235 - On-Line Video Revenues	7,908.61	5,400.00	2,508.61	146.5%
5310 - Earned Interest/Short Term Inv.	0.00	20.00	-20.00	0.0%
5420 - Roster Mediator Fees	3,736.48	5,000.00	-1,263.52	74.7%
5499 - Extra-ordinary Revenues	2,517.52			
<b>Total 5 - Earned revenue/income</b>	<b>36,695.36</b>	<b>38,020.00</b>	<b>-1,324.64</b>	<b>96.5%</b>
<b>Total Income</b>	<b>37,797.00</b>	<b>38,520.00</b>	<b>-723.00</b>	<b>98.1%</b>
<b>Expense</b>				
7500 - Personnel expenses				
7540 - Director's Salary (after taxes)	18,176.64	18,176.64	0.00	100.0%
7541 - Employer's Payroll Taxes	6,369.50	6,546.24	-176.74	97.3%
7542 - Director's Payroll Taxes	0.00	0.00	0.00	0.0%
7543 - Worker's Comp Insurance	326.00			
7544 - Payroll Service	50.00	1,190.00	-1,140.00	4.2%
7545 - CLE Speakers	100.00	1,000.00	-900.00	10.0%
7550 - Work Study & Temporary Help	1,629.23	1,200.00	429.23	135.8%
<b>Total 7500 - Personnel expenses</b>	<b>26,651.37</b>	<b>28,112.88</b>	<b>-1,461.51</b>	<b>94.8%</b>
8100 - Non-personnel expenses				
8110 - Supplies - Office	621.64	1,200.00	-578.36	51.8%
8115 - CLE Expenses	1,738.18	1,000.00	738.18	173.8%
8116 - CLE Facility Rental/Catering	3,980.33	1,600.00	2,380.33	248.8%
8117 - Refunds - CLE Registrations	165.00			
8130 - Telephone	550.09	800.00	-249.91	68.8%
8140 - Postage, Shipping, Delivery	0.00	50.00	-50.00	0.0%
<b>Total 8100 - Non-personnel expenses</b>	<b>7,055.24</b>	<b>4,650.00</b>	<b>2,405.24</b>	<b>151.7%</b>
8300 - Travel & meetings expenses				
8310 - Travel	0.00	500.00	-500.00	0.0%
8320 - Conference, Convention, Meeti	216.68	500.00	-283.32	43.3%
<b>Total 8300 - Travel &amp; meetings expenses</b>	<b>216.68</b>	<b>1,000.00</b>	<b>-783.32</b>	<b>21.7%</b>
8500 - Misc. Expenses				
8530 - Membership dues - organization	160.00	530.00	-370.00	30.2%
8560 - Outside computer services	0.00	1,200.00	-1,200.00	0.0%
8565 - Online Video Expenses	228.00	600.00	-372.00	38.0%
8590 - Other expenses	35.00			
8595 - Video	0.00	120.00	-120.00	0.0%
8597 - Victim Offender Conference	0.00	2,000.00	-2,000.00	0.0%
8599 - Extra-ordinary Expense Items	1,747.62			
<b>Total 8500 - Misc. Expenses</b>	<b>2,170.62</b>	<b>4,450.00</b>	<b>-2,279.38</b>	<b>48.8%</b>
<b>Total Expense</b>	<b>36,093.91</b>	<b>38,212.88</b>	<b>-2,118.97</b>	<b>94.5%</b>
<b>Net Ordinary Income</b>	<b>1,703.09</b>	<b>307.12</b>	<b>1,395.97</b>	<b>554.5%</b>
<b>Net Income</b>	<b>1,703.09</b>	<b>307.12</b>	<b>1,395.97</b>	<b>554.5%</b>