

Mediation Services of Eastern Iowa (MSEI) Statement of Purpose

Court-connected Mediation

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 two court-connected mediation programs in the Sixth Judicial District (6JD).

In 2002, the 6JD District Court judges appointed 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 the two classes required for parties going through divorce and custody cases. The Divorcing and Separating Parents' Class (AKA Children in the Middle) 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.

MSEI is also responsible for evaluating the content of all Mediation Education Class programs offered by approved providers of mediation education classes in this district. The District Court Judges approve the providers of the Divorcing and Separating Parents Class and the Mediation Education Class.

The vision of MSEI is to be a leader in promoting public awareness and use of mediation for cooperative conflict resolution. MSEI provides public education through its website: mediateiowa.org; through contributing to language in relevant court orders and other materials; through providing professional education for mediators, attorneys and others; through reporting on court-connected mediation; and through other activities. MSEI produced the video *Mediation: What Difference Does It Make?* 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 to provide parties ordered to mediation information that helps them better understand mediation, how it works and how to prepare, so more of them are successful in using mediation to make their own decisions, when possible. MSEI also co-developed the training curriculum, videos and materials for the *Introduction to Mediation and Domestic Abuse* course with the Iowa Coalition Against Domestic Violence. This course is required for all 6JD mediators on the family law roster.

Restorative Justice

In 2014, a representative of the Johnson County Attorney's office approached MSEI about starting a restorative justice program for juvenile offenders. 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 Program (JCRJ) for use in cases with referred juveniles. In June 2014, MSEI sponsored a training for volunteer RJ facilitators, with support from the Johnson County Bar Association, Val Kemp and attorney Bruce Kittle. By the end of 2015, the program had processed 10 cases, all referred by the County Attorney's office or Juvenile Court Services. From July 2015 through



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June 2018, MSEI received a Johnson County JJYD grant (Juvenile Justice Youth Development) for RJ activities. 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 District Court 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 funding was no longer available in the fall of 2001 after September 11, the 501(c)3 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.

In the 6JD, the court orders all parties in divorce and custody cases to mediate. In 2013, the 6JD began ordering relevant contempt cases to mediate.

There are currently 39 mediators that meet the requirements to be listed on the Family Mediation Roster: 32 are practicing attorneys (80%), and the remainder are from other professions and backgrounds.

Parties are encouraged to select their own mediators, and the court appoints 'default mediators' on a rotating basis from the roster. Roster mediators are also assigned on a rotating basis as 'reduced fee'/pro bono mediators and as mediators in contempt cases.

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

1891 cases were reported filed in 2017 according to the Domestic Relations Caseload Activity Report for the Sixth Judicial District. The chart on the next page shows the number of case filings from 2011-2017. There was a trend of decreasing filings from 2011-2013. All categories declined in 2016. In 2017, filings in all three categories went up. This chart does not include the relevant contempt cases, which are also ordered to mediation.

6 th Judicial District Cases	2011	2012	2013	2014	2015	2016	2017
Dissolution with Children	989	925	890	893	874	842	881
Dissolution without Children	776	723	701	764	775	731	784
Modification with Children	284	264	252	196	246	192	226
TOTAL CASES FILED	2049	1912	1843	1853	1895	1765	1891

Percentage of cases filed that mediated: In 2017, parties mediated in 731 cases, or approximately 39% of the dissolution and modification cases filed, based on numbers from the court. In 2016, parties mediated in 825 cases, approximately 47% of the cases filed. In 2015, parties mediated in 428 cases, approximately 22.5% of the cases filed.



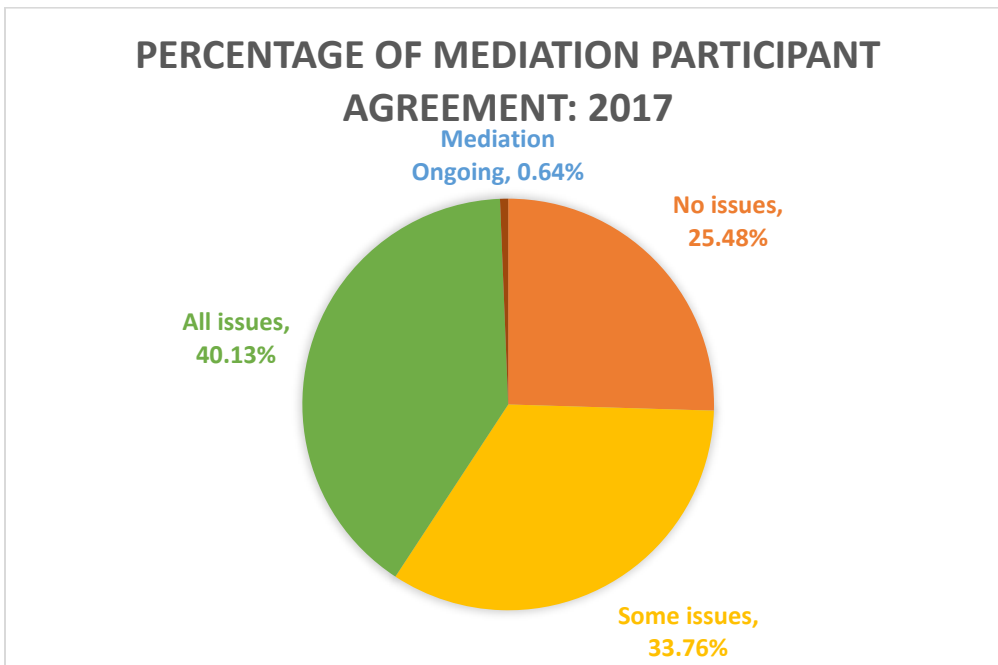
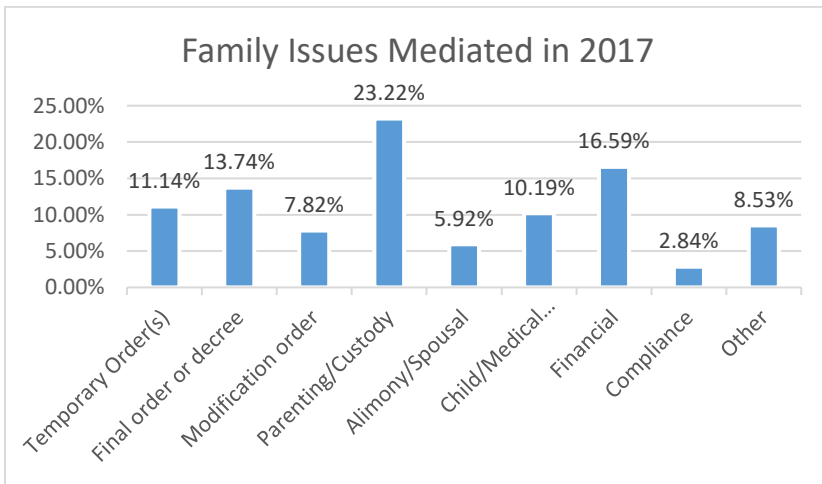
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Family Mediation Program: Mediator-Reported Data

Mediators filed Mediator Status Reports in 144 cases in 2017, about 20% of the cases mediated. In 2016, mediators reported on 217 cases, about 26% of the 825 cases mediated.

The reports filed 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. In 2017, parties reached agreement on all or some issues in 74% of the cases reported.



Blue graph: 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.



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Circle graph: In the reported 144 mediations, parties reached agreement on some or all issues in 74% (73.89%) of the cases, up from 65% of the cases in 2016. Approximately one fourth did not reach agreement, down from one third in 2016.

Other observations from Mediator Status Reports:

1) **The average time parties spent in mediation** in 2017 was 1.85 hours. Parties can leave at any point once they are in court-ordered mediation: the length of time spent is voluntary. The increase in amount of time parties mediated correlates with an increase in percentage of parties who reached agreement on some or all issues. Many mediators have a one- or two-hour minimum. Do people stay longer because of those minimums or because they are making progress? Those two factors could be related.

a) Those spending 0-1 hour: 25% in 2017, continuing a decline (2016: 30%, 2015:33%; 2014: 43%.)

b) Those spending 1-3 hours: 71% in 2017, continuing an incline (up from 62% in 2016; 60% in 2015; 48% in 2014).

c) Those spending more than 3 hours: 4% in 2017, a drop from roughly steady for the previous three years (8% in 2016, 7% in 2015, 9% in 2014).

2) **Representing attorneys** participated in 33% of the mediations, an increase from 22.6% in 2016 and from 16% in 2015. Did this factor affect the increase in parties reaching agreement on some or all issues? We do not have a way to correlate those two factors.

3) **Screening for domestic violence** decreased again in 2017: 80.5% of the reporting mediators reported screening for domestic violence in 2017. (Down from 92% in 2016 and 97% in 2015). **Concern:** National statistics indicate that one in three or four divorce cases involve some kind of domestic abuse. Roster mediators are required to screen both parties for abuse in every case. Screening for domestic abuse aids the mediator and vulnerable parties in determining whether mediation is appropriate, including whether it is safe to bring the parties together. When there is a question about safety, mediators encourage that party to tell their attorney or they inform an unrepresented party about the options of applying for a waiver or adapting the process (including having a conference call or skype mediation, having an attorney or other party present, mediating in a courthouse with a metal detector, etc.) **Remedy:** MSEI will provide a CLE that includes instructions on how to screen for domestic abuse.

Family Mediation Program: Participant-Reported Data

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

In 2017 in the 6JD, 1891 family cases filed were ordered to mediation. This number includes the dissolution cases with and without children and modifications with children, but not the contempt cases. Of those, 731 mediated. Of the 1461 possible Participant Evaluation Forms that could have been filed, only 31 were filed: about 4%. In 2016, 32 Participant Evaluation Forms were filed, about 1.3%. This is still not a statistically significant return.

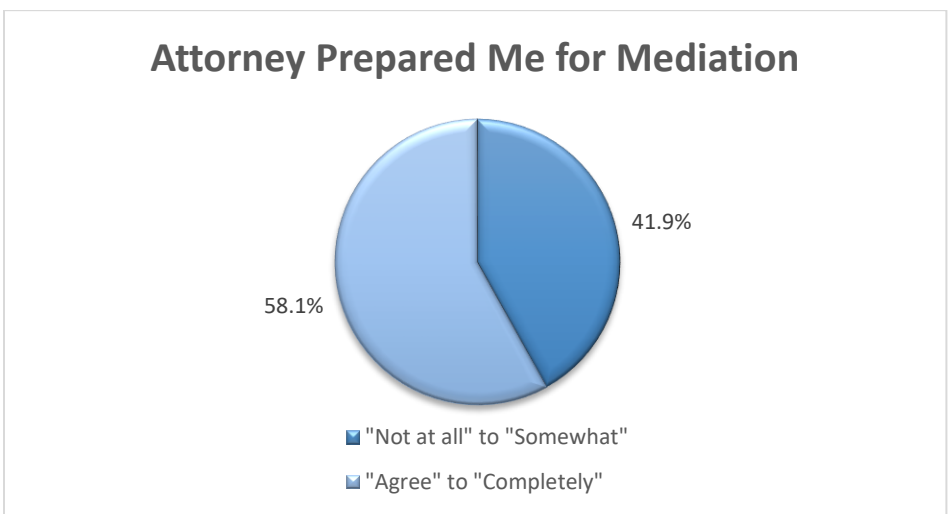
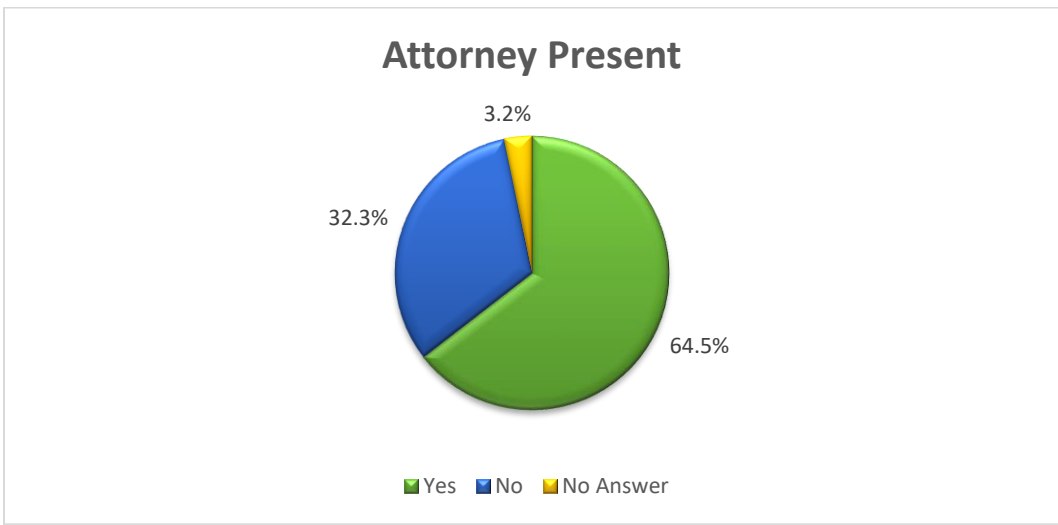


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Exit Survey Description: The survey contains 18 questions. Some ask for yes/no answers. In others, participants are asked to provide a numbered response between 1 and 5, with 1 indicating “Not At All” and 5 indicating “Completely”. In the charts below,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

Findings: The following charts show that almost 64.5% of the respondents indicated their attorney was present for mediation (down from 72% in 2016) and of those, 58% felt their attorney prepared them for mediation (down from 64% in 2016 and 75% in 2015.) Although we do not have hard numbers, there is an understanding that the number of self-represented parties is increasing throughout the state. **Remedy:** Since the inception of the program, MSEI has sought ways of informing parties about mediation directly and helping them prepare for mediation through: the required Mediation Education Class, the informative nature of the court orders, MSEI’s website: mediateiowa.org, and phone calls to the MSEI office.

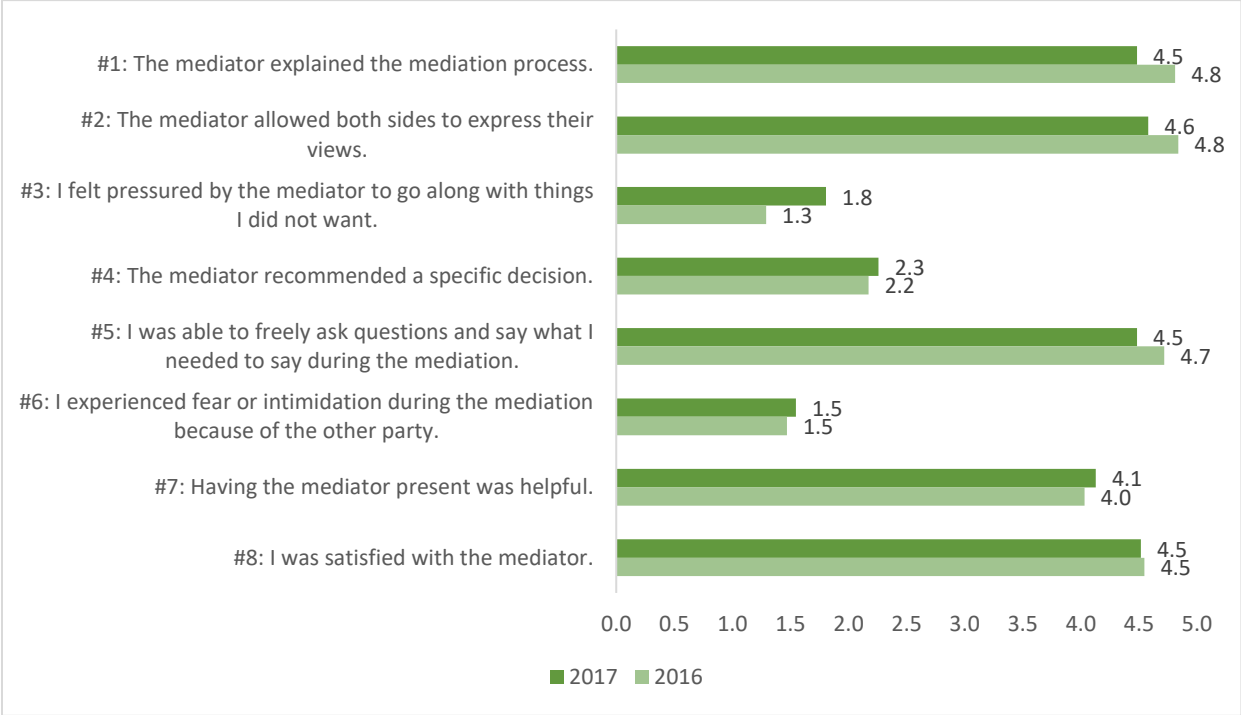




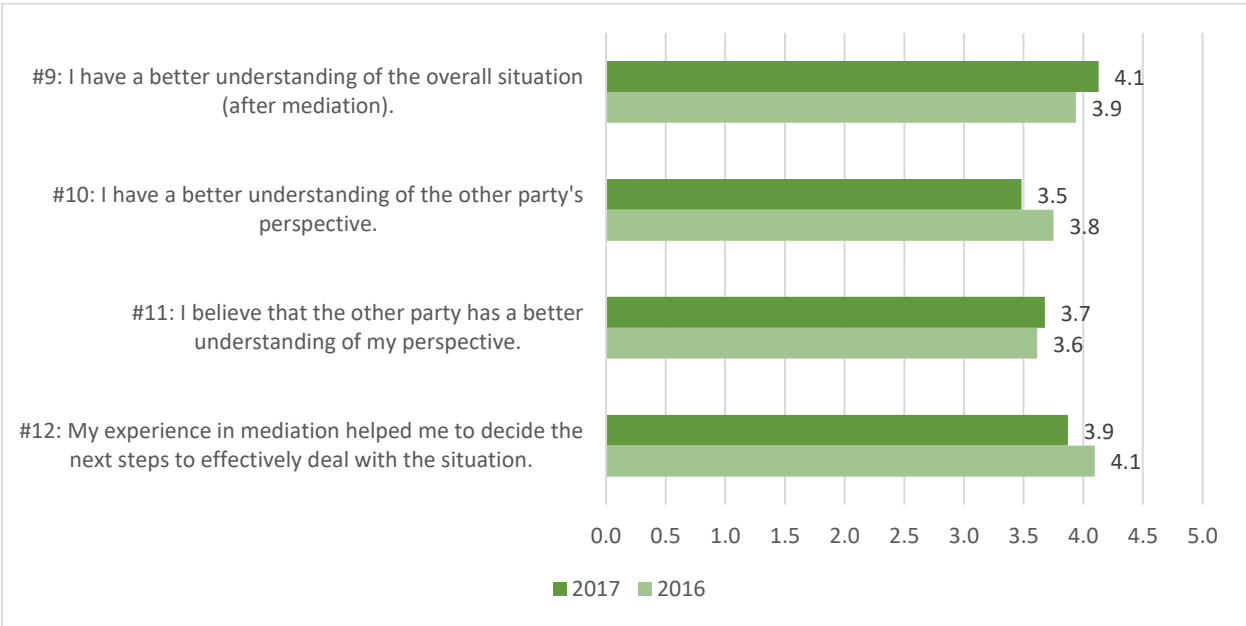
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The Mediator's Role



The Success of the Process



The Value of the Process



Observation: Mediation participant evaluation forms were received from 4% of the mediation participants: far from being statistically significant. Therefore, differences of a few tenths of a percent are not significant.

Action: The procedure for the participant evaluation forms was significantly streamlined in 2017, for the mediator and for the parties, to increase response rates: There was no longer an individualized pass code needed for each participant. Mediators were also encouraged to make strong requests to the parties to complete their evaluation forms.

Biggest change in responses from 2016 to 2017:.

#3: Increased .5 points/percent: **I felt pressured by the mediator to go along with things I did not want.**

Once in mediation, everything is voluntary. Where evaluative mediators may give advice, it is not a mediator’s role to pressure parties. We are especially concerned if any of the parties reporting this are pro se and do not have an attorney to advise them on any such pressure.

#17: Increased .4: **I would choose mediation again if I have another conflict.**

This is a standard question for measuring satisfaction with the mediation process. Satisfaction with mediation has increased.

#15: Declined .4: **Overall mediation was useful to me.**

We do not have a way to compare how any given respondent answered both #15 and #17, to better understand these answers.



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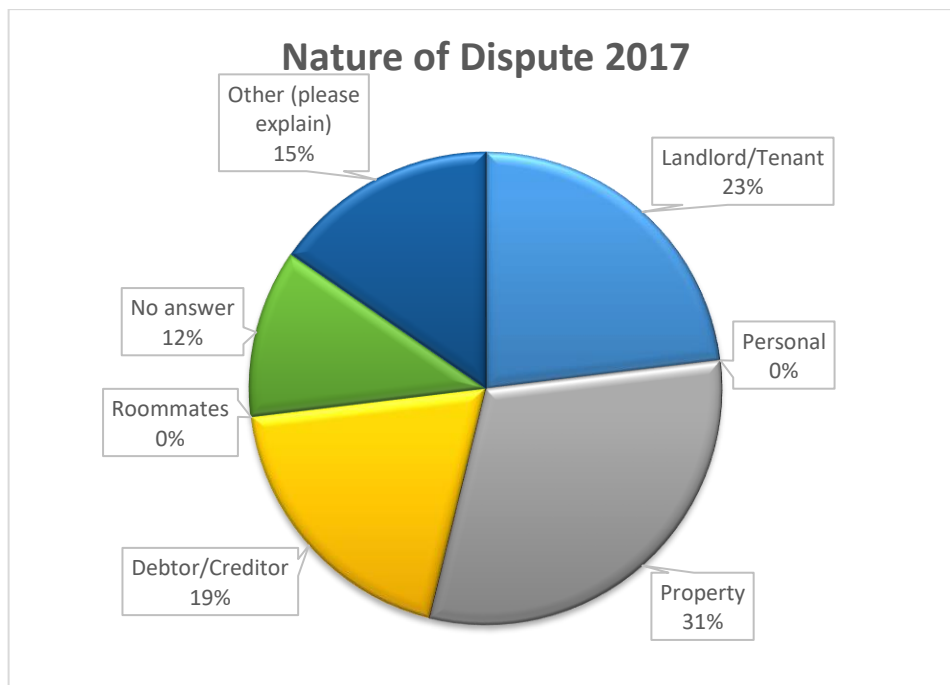
Johnson County Small Claims Mediation Program

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.

Small Claims Mediation: Mediator Reported Data

We have mediator-reported data from 26 of the cases in 2017. There is not a clear number for cases that could have been mediated since in Johnson County, the number of money judgment cases and FED's filed are calculated together. Money judgment cases can be mediated, FED's generally are not. Even though we have no firm number for the money cases, usually 2-3 cases minimum mediate per week, which would be 100-150 cases per year.

The types of presenting issues reported are indicated below in the Nature of Dispute pie chart. As a comparison, in 2016 Landlord/Tenant cases were 33% of those reported, Property cases were 7%, Debtor/Creditor were 20%.



Agreement was reached in 15 of the reported cases (58%), no agreement was reached in 7 (27%) and in 4 cases the outcome was not indicated (15%).

Attorneys were present in 11 cases (42%) (down from about half in 2016).

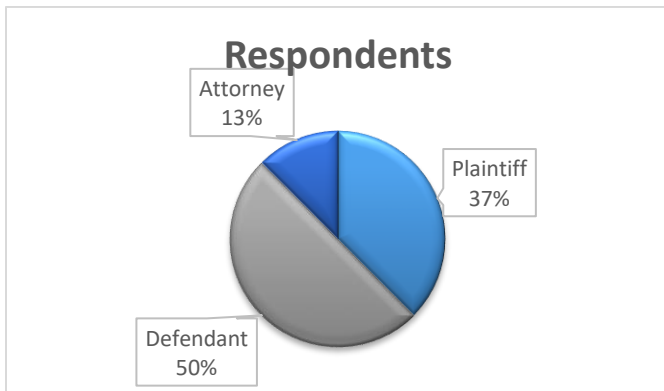


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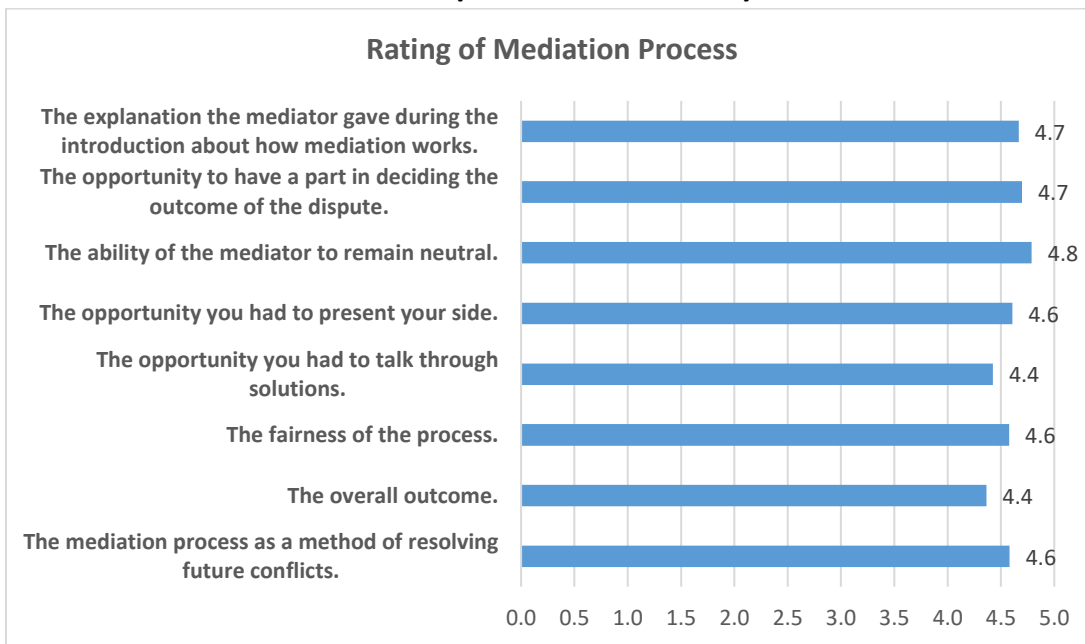
Small Claims Mediation: Participant Reported Data

At the end of the mediation, participants are offered the opportunity to provide feedback on their experience by completing a survey. Of the 26 cases reported mediated, 32 participants responded to the survey. 50% were Defendants, 37% Plaintiffs, and 13% Attorneys.



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

Small Claims Mediation Participant Evaluation Responses

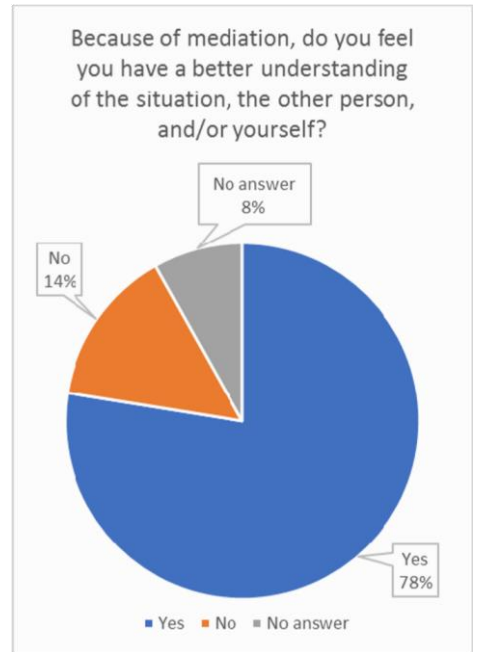
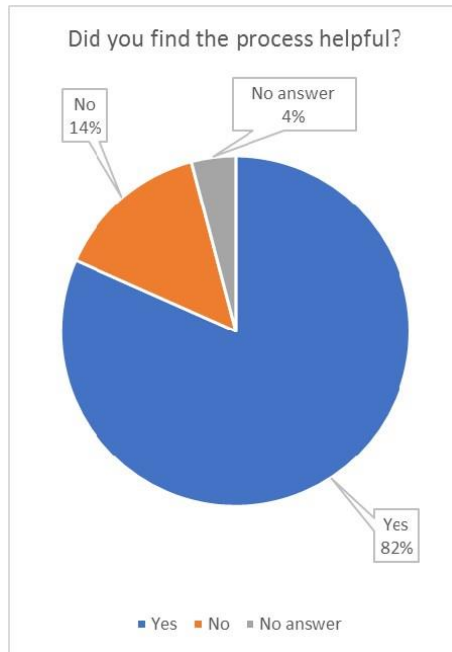
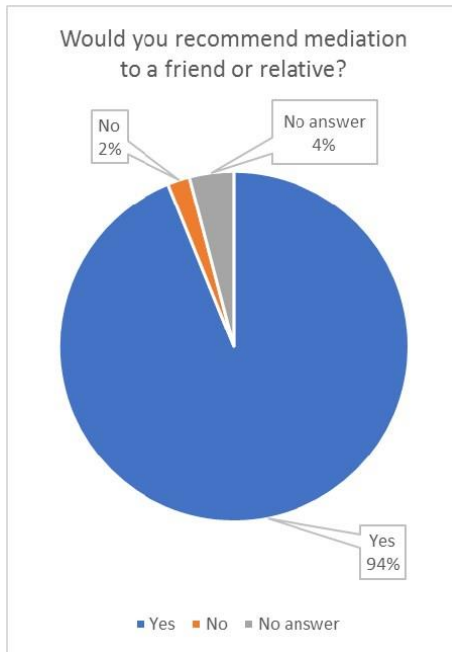


All of the above ratings went up in 2017, except “The opportunity you had to talk through solutions” remained the same.



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Observations: Due to the low response rate, these results are not statistically significant.

Satisfaction: The questions about recommending mediation to a friend and using mediation in future conflicts indicate a level of satisfaction with the process.

Trends: The number of small claims money cases that are mediated continues to decline. Mediation is voluntary in Johnson County and the number of 'no shows' by plaintiffs and defendants is surprising! There can be no mediation unless both parties are there. In practical terms, this means that there are fewer opportunities to mediate for our trained volunteer mediators. It can be a challenge to give new mediators enough opportunities to mediate so they gain confidence and skills, and it's a challenge to provide enough opportunities to mediate to retain our experienced trained volunteer mediators. We are blessed to have a strong, committed group of mediators. Nonetheless, low filings affect our mediation program in a number of ways.



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Restorative Justice

Restorative Justice (RJ) recognizes that in any crime or harm committed, three entities are affected: the victim, the offender, and the community. Johnson County Restorative Justice (JCRJ) uses restorative practices that bring the person affected by a crime/action and the youth who committed that action together to hear each other's experience/perspectives and to explore ways to repair the harms, often with (a) community member(s) present. Before parties can meet together, trained RJ facilitators initially meet separately with a referred juvenile and his parent(s) to hear his/her perspective on what happened and its effect and also explain the RJ process. 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 and to explain the RJ process. 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.

We have a diverse group of trained RJ facilitators that begins to reflect the diversity of our community. Our goal is to have a diverse team of facilitators mediate in every case. The program recidivism rate (reoffending at a similar or more serious crime within 6 months) is zero.

In 2017, MSEI had its RJ facilitators provide 14 solo meetings of youths and the people affected by their actions and 2 restorative justice conferences.

MSEI also co-facilitated two separate restorative justice circles for two junior high students who jokingly threatened violence in their schools. Those threats were taken very seriously by those with authority. The school district authorized the use of circles in one of those cases and it was also provided in the other. There has been no recidivism of any kind with those two young men.

Community-Building Circles: From December 2016 to October, 2017, Director Annie Tucker and Northwest Junior High Principal Laura Cottrell provided 6 community circles open to anybody in the community. Attendance was always diverse and ranged from 6 to 12 participants. Annie also provided a circle about circles in the schools at Alexander Elementary Schools for staff at Alexander, Grant Wood, and Twain Elementary Schools in November 2016.

MSEI worked with JustConnect, a group of trained circle keepers, to provide community-building circles for teachers and staff at a number of Iowa City Schools, including Kirkwood Elementary, Tate, and others, to introduce them to the use of circles.

MSEI used grant funding to offer two restorative justice circle trainings in November 2017. Kay Pranis, internationally known trainer from Minnesota provided the trainings. Targeted attendees were public employees (schools, libraries, rec centers, etc.) and employees of nonprofits that work with youth and/or families. 35 attended. Follow-up meetings and circles were provided to the participants.

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



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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 convenience of parties with minor children.

MSEI is also responsible for evaluating the content of the mediation education programs offered by approved providers of the 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 three independent agencies: (1) Family Development Associates (FDA), (2) Parenting Solutions, and (3) St. Luke's Hospital/Unity Point. Twelve courses a month are now offered in five of the six 6JD counties: all but Tama County. They are offered in Cedar Rapids (4 per month), Iowa City (2), Vinton (1), Anamosa (1), Williamsburg (1), North Liberty (2), and Marion (1).

Exit Surveys

In 2017, parties in all dissolutions with minor children and modifications with minor children (1107 total cases, 2214 people) were ordered to attend the Divorcing and Separating Parents' Class in the 6JD. 1551 people attended the class, based on the number of exit surveys we received from the three agencies. That means approximately 75% of those ordered did attend the classes.

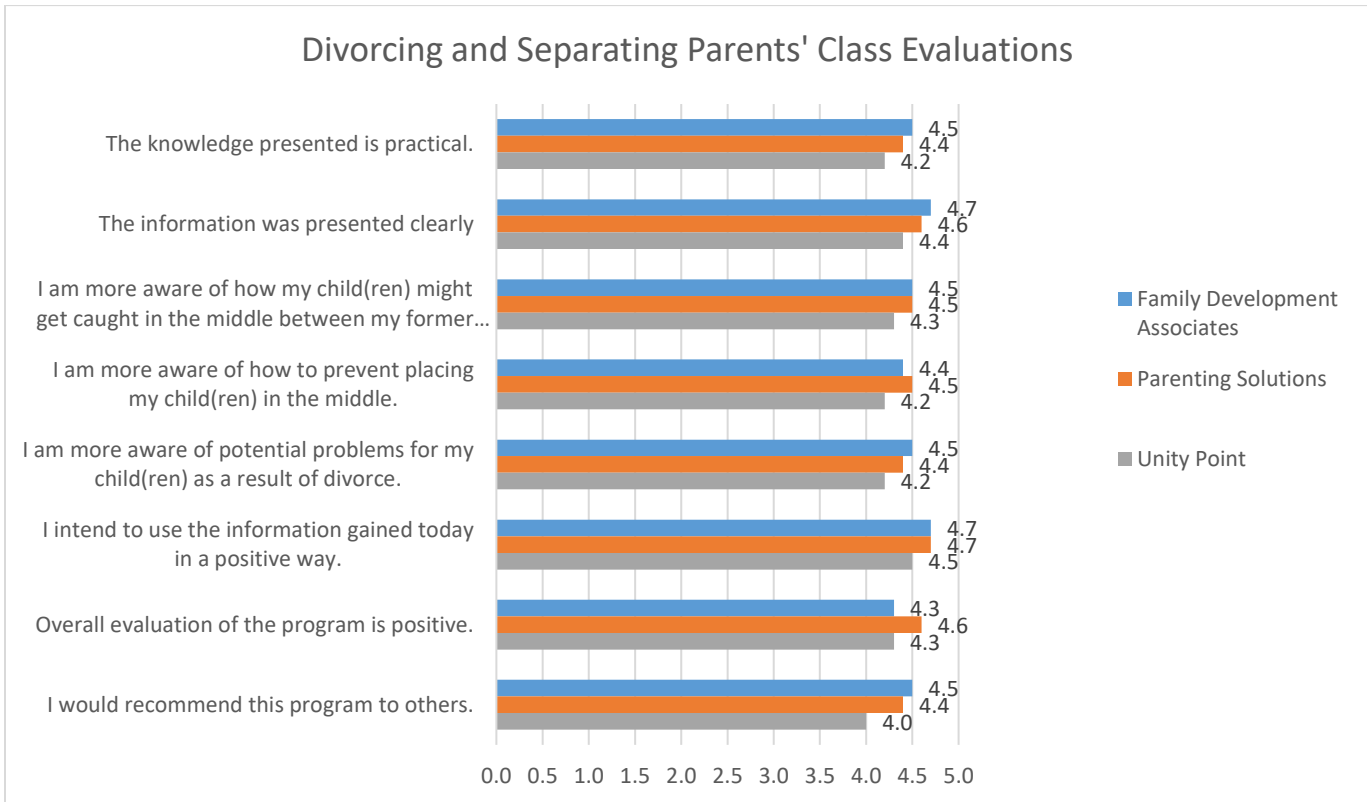
Method of calculation: The exit survey contains 8 questions with answer sets of a range of responses: "Strongly Agree", "Agree", "Mixed/Neutral", "Disagree," and "Strongly Disagree". The averages of these multiple choice answers were calculated based on the total number of answers and the number indicated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

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



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Observations

The average responses are all in the 4.0 or above, in the “Agree” range, or 80% or above out of 100%. We will provide this information to the presenting agencies.

Mediation Education Class

The *Mediation Education Class* (MEC) is a half hour class required of all 6JD parties going through divorce or custody cases. It is presented by the three independent agencies just before the Divorcing and Separating Parents’ Classes, for the parties’ and presenters’ convenience. It is also available online for people who do not have minor children.

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 family mediator (not on the roster). It also includes information on how to prepare for mediation. Charity Nebbe of IPR did the voiceover. As of March 2014, the Mediation Education Class has also been offered online. This was District Court Administrator Carroll Edmondson’s suggestion.



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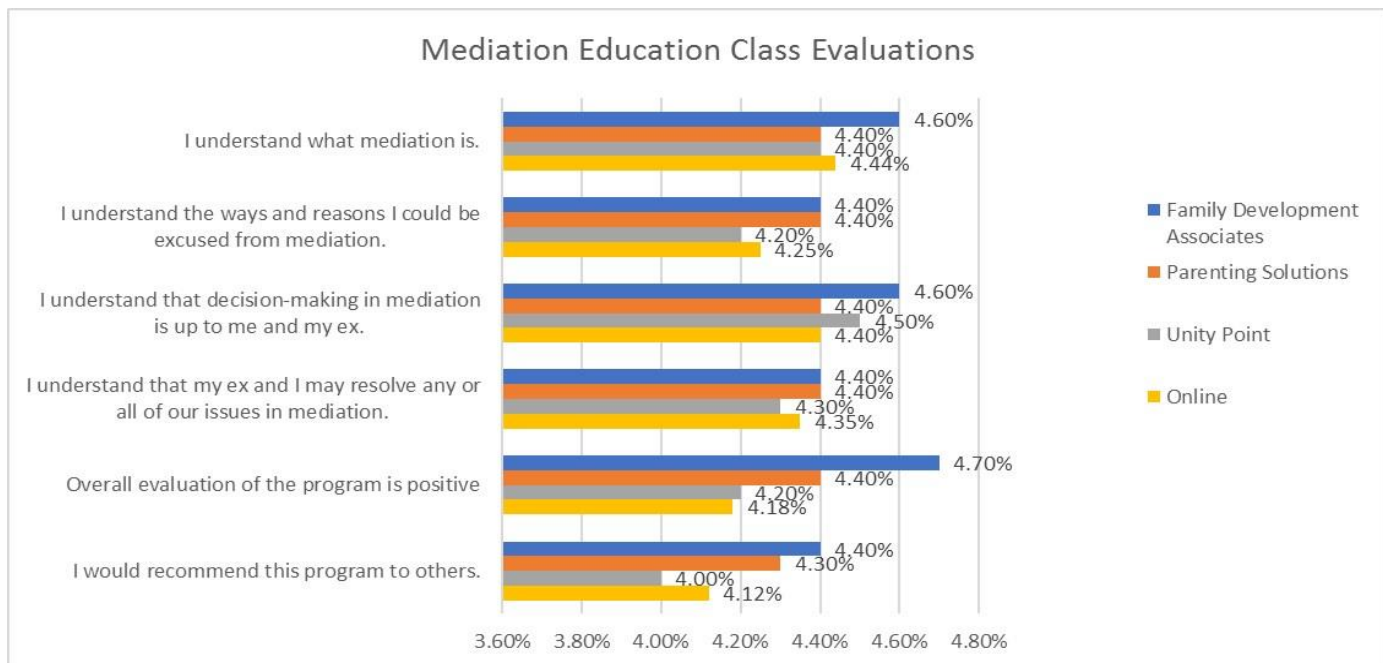
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Mediation Education Class Exit Surveys

Parties in all divorce and custody cases and modifications, which includes parties with and without children, are ordered to take the MEC. In 2017, that meant 3782 people in the 1891 cases filed.

498 of those 3782 parties, or 13% (down from 17.7% in 2016) took the face-to-face classes, based on the number of exit surveys MSEI received from those classes. However, one agency only provided 7 months of exit surveys, and that certainly affected the total. 530 took the online class, or 14%. Total: 27% of the parties ordered to the Mediation Education Class attended it, about one fourth, compared with 33.3% compliance rate last year. Again, five months of exit surveys from one agency were missing, so the actual number and percentage who took the class is higher but unknown. In addition, parties who reach agreement on all issues can ask the court to waive the requirement to attend the Mediation Education Class. So there could be a number of parties who were actually excused from 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. The results of the exit surveys for the Mediation Education Classes follow:



Observations: The average of all of the responses is at 4.00 or above, or, at 80% out of 100. It is an average, so that means there were lower and higher responses. Family Development Associates consistently has the highest ratings. The online class consistently has a comparable or slightly lower rating than the others. The face to face classes and the online class both consist of the video MSEI produced. In the online class, there are six questions sprinkled throughout: the video stops and will not move on to completion and a certificate without the questions being answered. In the face



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to face class, the parties watch the Mediation Education Class video first, then those with minor children together stay for the Parenting Class and presumably answer the exit survey questions when both classes are done.

Actions: This information will be sent to the three presenting agencies.

MSEI Financial Information

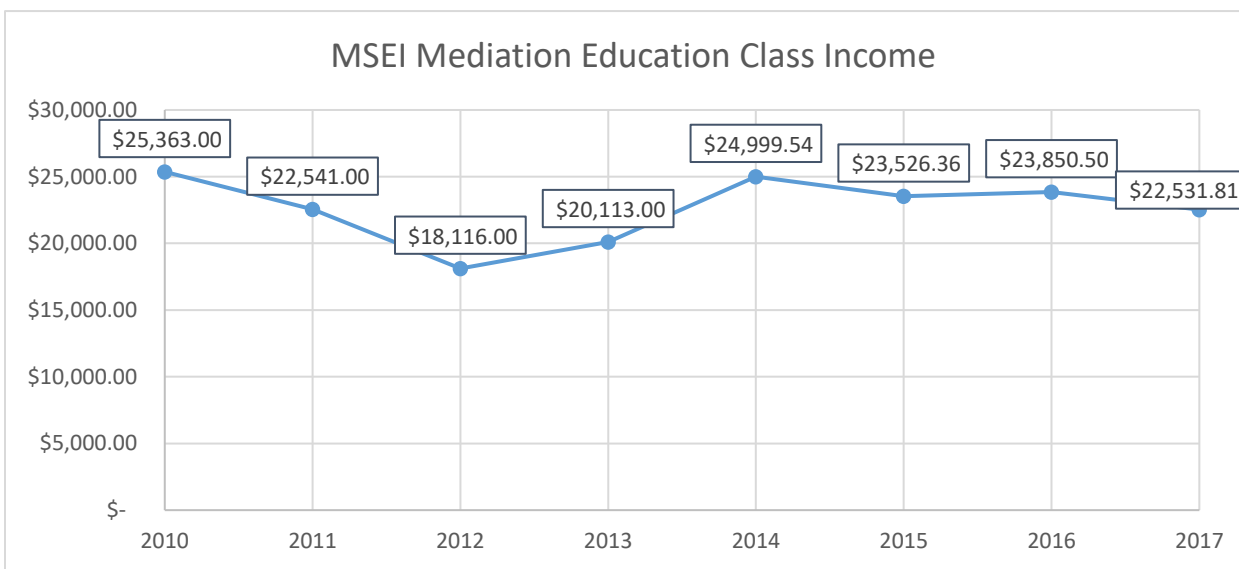
2017 Financial Summary

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 2017 income/expense statement is attached to this report.

Income

MSEI's three primary income sources are the registration fees for the Mediation Education Classes (MEC), MSEI-sponsored Continuing Legal Education courses (CLE's) or other courses, and annual fees paid by the Roster Mediators on the 6JD Family Law Mediator Roster.

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 MEC's. 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. When parties in f2f classes qualify for reduced registration fee, the fee is \$5 and MSEI does not receive anything.





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The Mediation Education Class registration fees represent a primary, though fluctuating, income source for MSEI. In 2017, the income from agency registration fees was \$14,527.45 and from the online class was \$8004.36. In 2016, the income from agency Mediation Education Class registration fees was \$15,750.00 and from the online class was \$8,100.50. In 2015, the income from the agency Mediation Education Class registration fees was \$15,617.75 and from the online class was \$7908.61. In 2017, the income from the agency classes dropped by about \$1000 and stayed relatively constant for the online class.

Sponsoring Continuing Legal Education Courses (CLE's): MSEI earned \$5844.46 (gross, not net) in 2017 by sponsoring CLE's for mediators, attorneys, other professionals, and community members.

2017 Continuing Legal Education Programs

The court holds MSEI responsible for offering CLE programs to mediators and attorneys. In 2017 MSEI conducted the following CLE-accredited and other programs:

June 28: *Implicit Bias and Systemic Inequity*, presented by Dr. Amber Robinson, the District Director of Special Programming for ICCSD. Offered free to the public. Public employees, employees of local nonprofits, local mediators and attorneys and our email list were notified. 20 attended, free of charge.

November 10: *Second Annual Women's Leadership Conference*. CLE accredited. 33 attendees.

November 14-16 and 17-19: *Restorative Justice Circle Keeping: Two three-day trainings in, by Kay Pranis, internationally-known trainer*. 35 people from local nonprofits and government institutions (school district, libraries, police departments, etc.) attended at a nominal cost, primarily covered by our JJYD grant.

November 30-December 1. *Introduction to Mediation and Domestic Abuse training*, attended by 10 newly trained family mediators.

More on the *Introduction to Mediation and Domestic Abuse*

This training 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 and safe.

This two-day training provides 15 hours of CLE credit, including 1 hour of Ethics. MSEI Director Annie Tucker co-facilitates with Kirsten Faisal, the State Trainer for the Iowa Coalition Against Domestic Violence (ICCADV). They developed a curriculum that is used and MSEI produced a video that is used that has Steve Sovern as mediator, and Frank Nidey and Jan Rutledge as divorcing parties. Steve is shown screening both parties for domestic abuse, mediating, caucusing with both parties, resuming mediation and then terminating the session.



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Annual Roster Mediator fee: In 2017, MSEI earned \$5832.74 from the annual fee of \$120 for roster mediators (\$10 per month) instituted in 2014. In 2016, the fee generated \$4086.78, and in 2015 the fee generated \$3736.48. (The odd numbers are 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 part-time work, payroll taxes, a work study student at 10 hours per week, office expenses, expenses related to the CLE courses and other events, and hosting our website and online database.

In 2017, we contracted with our website design/hosting provider to redesign our website to make it mobile-friendly (i.e. responsive on multiple devices). In 2017, 36.13% of all users to our website were using mobile devices. The web development process, and other related work, came to approximately \$3,800. Our budget shortfall in 2017 was \$3076.06. We were able to cover it with money we had earned a few years ago when we brought a nationally-known speaker for a CLE.

Financial challenges

A goal is to have a stable income and to increase paid staff hours. Nonprofits are essentially entrepreneurial. MSEI will work on increasing income from sponsored continuing legal education courses (CLE’s).

Focus

We intend to continue providing public education on mediation in family cases and small claims cases. We will continue to provide educational experiences for professional and volunteer mediators, attorneys, other professionals and community members. We will continue to provide restorative justice processes and expand our referral base. We will work on bring circles to the Corridor area, including schools and community-building circles.

**Mediation Services of Eastern Iowa
Profit & Loss January – December 2017**

INCOME

4 · Contributed support

4010 · Contributions (indiv/biz) 527.50
4230 · Grant income
 4231 · Circle Training Income 2,765.00
 4230 · Grant income - Other 4,064.93
Total 4230 · Grant income 6,829.93
Total 4 · Contributed support 7,357.43

5 · Earned revenue/income

5180 · Continuing Ed. Program Income 5,844.46
5190 · Contracted Training Services 470.06
5220 · Mediation Ed Class-Income 14,527.45
5235 · On-Line Video Revenues 8,004.36
5310 · Earned Interest/Short Term Inv. 192.03
5420 · Roster Mediator Fees 5,832.74
5499 · Extra-ordinary Revenues 2,558.02
Total 5 · Earned revenue/income 37,429.12

Total Income: 44,786.55

EXPENSES

7000 · Grant & contract expense

7015 · Restorative Justice Grant - Exp
7016 · Circle Training - Expense 834.09
7015 · Restorative Justice Grant - Exp - Other 4,459.43
Total 7015 · Restorative Justice Grant - Exp 5,293.52
Total 7000 · Grant & contract expense 5,293.52

7500 · Personnel expenses

7540 · Director's Salary (after taxes) 18,177.84
7541 · Employer's Payroll Taxes 7,580.74
7543 · Worker's Comp Insurance 301.00
7544 · Payroll Service 695.00
7550 · Work Study & Temporary Help 2,303.62
Total 7500 · Personnel expenses 29,058.20

8100 · Non-personnel expenses

8110 · Supplies – Office 907.90
8115 · CLE Expenses 367.57
8116 · CLE Facility Rental/Catering 2,355.44
8130 · Telephone 664.58
8140 · Postage, Shipping, Delivery 13.41
8161 · D & O Liability Insurance 450.00
Total 8100 · Non-personnel expenses 4,758.90

8500 · Misc. Expenses

8530 · Membership dues - organization 40.00
8560 · Outside computer services 6,153.97
8599 · Extra-ordinary Expense Items 2,558.92
Total 8500 · Misc. Expenses 8,752.89

Total Expense: 47,863.51

Net Income: -3,076.96