



Conflict Coaching Proposal and Agreement

Thank you for your interest in Conflict Coaching. You have requested that _____, with Crossroads Resolution Group, LLC, provide you with conflict coaching. Conflict coaching and Biblical Counsel are a part of a Conciliation process. Our goal is to help people resolve conflicts in a cooperative rather than an adversarial manner. You may seek only Conflict Coaching (service described below) as a subset of conciliation processes offered. This agreement is for conflict coaching services only. The conciliation process is based on biblical principles that promote understanding, personal responsibility, justice, and reconciliation. We are happy to serve anyone, regardless of their religious convictions, provided they are willing to respect the Christian principles underlying the conciliation process.

Description of Services— We offer a variety of assistance to organizations and individuals in conflict. We provide conflict coaching, mediation, consulting, and written resources to help individuals as well as organizations and their leaders to explore ways to resolve disputes personally and privately.

Conflict coaching and biblical counsel (which is the subject of this proposal) is provided to individuals and is not licensed or professional counseling. The immediate goal of conflict coaching and biblical counseling is to help people gain insight into their situation and life in light of God's Word and His purposes. In order to address root problems, we help individuals identify and attend to their heart issues in a safe and supportive environment. Redemptive counsel may include both words of compassion and loving confrontation in an atmosphere of trust, encouragement and respect. The ultimate goal of biblical counseling is to help others grow in faith, knowledge, and love for Jesus Christ as He increasingly transforms them into His likeness.

Biblical Basis— We believe that the Bible provides thorough guidance and instruction for faith and life. Therefore, we base our services on scriptural principles.

Not Legal Representation or professional counseling— Conflict coaches and conciliators do not represent one person against another. We work with and for

all the people conflicted or in a conflict with one another. We do not provide the kind of legal advice and advocacy you would obtain if they hired a personal attorney. Although we provide biblical counsel, we are not serving as licensed professional counselors, even though one or more may have a counseling background or experience.

Our Commitment to Confidentiality – Confidentiality is an important aspect of conflict coaching. We will carefully guard the information you entrust to us. However, there are times when we are legally required and/or biblically obligated to share information with others. Such exceptions to confidentiality include, but are not limited to, situations where:

- We are informed of alleged or suspected child or elder abuse or neglect committed by or experienced by the client or by a specifically identified individual;
- The client is a perceived threat to themselves or others;
- The conciliator is subpoenaed and ordered by a judge to testify or release client information;
- A parent or legal guardian of an individual under the age of 18 requests information about the child; and/or
- We discern the need to discuss a client's situation with their denominational and/or churches' governing elders/pastors for the purposes of providing pastoral assistance.

In these situations, we make our best effort to help our clients act according to what we understand to be in their best interests. Where possible, we attempt to discuss the situation with our clients and obtain informed consent to release information before any action is taken. We may also confidentially consult with appropriate professional colleagues to seek greater wisdom in order to provide our clients with the best possible counsel.

If any of the above communications are necessary, we will advise you in advance.

Compensation - We agree to compensate the conciliator by paying an initial administrative fee of \$_____ which is paid upon signing this agreement and shall not be refundable. We agree to pay the conciliator for his/her services as the rate of \$_____ per _____. The conciliator will meet with us, in person or by phone, for individual conflict coaching.

We have agreed to an estimated amount of time for conflict coaching of _____ hours. We agree to pay a retainer equal to \$_____ for the _____ hours conflict coaching to be paid not less than _____ days prior to the first scheduled coaching session. Any unused fees will be refunded to the parties. Any additional time

will be paid by agreement, at the rate set forth above.

Conflict Resolution – The parties to this agreement are Christians who believe that the Bible commands them to make every effort to live at peace and to resolve disputes with each other in private or within the Christian Church (see Matthew 18:15-20; 1 Corinthians 6:1-8). Therefore, the parties agree that any claim or dispute arising from or related to this agreement shall be settled by biblically based mediation and, if necessary, legally binding arbitration in accordance with the Rules of Procedure for Christian Conciliation of the Institute for Christian Conciliation, a division of Peacemaker Ministries.

If you have any questions about these terms, please call David Schlachter at (503) 764-9254. Forward the signed agreement and retainer check, payable to Crossroads Resolution Group, LLC to 2030 NE Holman St., Portland, Oregon 97211. Copies can be emailed to david@crossroadsresolution.com. If these terms are acceptable to you, please sign below.

Signed _____

Date _____

Print Name _____

Phone _____

Organization Name

Position _____