

## ALLISON PICKERING

Crossroads Resolution Group, LLC

[www.crossroadresolution.com](http://www.crossroadresolution.com)



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### SUMMARY OF SERVICES

- Marriage & Family reconciliation
- Pastoral conflict assistance
- Church & Organizational conflict assistance
- Individual and Relationship assistance
- Alternative Dispute Resolution - conflict coaching and mediation

As a highly experienced conciliator, counselor, consultant, speaker and instructor of conflict resolution skills, I work with very complex marriage, family, church and organizational conflict cases. My experience and training provide valuable insight into and experience in identifying key places that can move conflict resolution forward and achieve reconciliation. I have a background of ministry experience which includes 18 years with an international campus ministry as well as serving in a key role on three church planting teams, which contributes to my ability to understand the perspective of individuals in conflict as well as the structures and priorities of organizations and churches, and the necessary processes to help individuals and organizations seek resolution and reconciliation.

*My conciliation work specializes in marital and family conflict, pastoral staff and leadership relationships, as well as church and organizational leadership conflict, and difficult individual relationships within the workplace and organizational settings. I teach conflict resolution and relationship skills, serving several different organizations over the past 20 years as a team member on conciliation cases as well as an instructor and workshop presenter for Peacemaker Ministries. I also focus on equipping others to assist in conflict resolution and practice relational wisdom.*

*I have a deep passion to see the Gospel applied to conflict, resulting in hearts and relationships being redeemed. I am committed to helping people learn to get to the heart of an issue and see where the truth of who God is, who they are, and experience God's good news of redemption in our lives. The result is God's healing and redemptive impact on individuals and the relationships surrounding them.*

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## EDUCATION

- 1999 Master of Counseling - Covenant Theological Seminary
- 1979 Bachelor of Literature - University of Arkansas

## CERTIFICATIONS

- 2002 Certified Christian Conciliator by Peacemaker Ministries ([www.peacemaker.net](http://www.peacemaker.net))
- 2013 Certified Relational Wisdom Instructor by Relational Wisdom – RW360 ([www.rw360.org](http://www.rw360.org))
- 2001 Licensed Professional Counselor - State of Missouri

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## RELATED SKILLS & EXPERIENCE

### *COUNSELING - MARRIAGE, FAMILY, PASTORAL STAFF & LEADERSHIP*

I served with CBC&E and Live at Peace Ministries as a counselor and conciliator, giving me the opportunity to gain experience in counseling people with a variety of issues as well as apply the process of conciliation to many different kinds of situations. Over the years, I was able to grow in developing and using processes to more effectively address crisis issues in marriages, families, the personal and professional lives of pastors, church leadership, and individual staff members, than the traditional weekly counseling format. I had the opportunity to work in church crisis interventions, conduct intensive marriage mediations and intensive counseling, including providing intensive conflict resolution services for pastors and their immediate families, and other individuals. The matters on which I assist include difficult matters including moral failure, sexual abuse, serious misunderstandings within relationships, and professional working relationships.

### *CHURCH PLANTING AND MINISTRY LEADERSHIP*

I served as a core member of three church planting teams (Austin 1994-96, St Louis 1998-2003, Chicago, 2003-08), providing experience and leadership skills in many aspects of church ministry. This experience includes worship planning; special event leadership, development of mission, vision and purpose; goal setting and strategic planning; leading and developing two women's ministries, retreat planning, curriculum and sermon series planning and integration, greeting and assimilation, leadership committee participation, lead and teach junior church, conflict resolution and more.

I also have had many opportunities to lead and teach Bible studies as well as speak at events and retreats. In the last two church plants I taught Biblical conflict resolution principles and skills as part of the leadership development and laying a foundation in Biblical Conflict Resolution for church members.

Campus Crusade - Team leading and development, retreat and conference planning, staff hiring, recruiting and development, outreach event planning, discipleship, overseas project leader, teaching, speaking, and fund raising.

### ***TEACHING & TRAINING***

Training completed

- Reconciling Church Conflict Training 2003, 2009
- Relational Wisdom Seminar and Instructor Training 2013

Teaching assignments

- Conflict Coaching and Mediation 1999 (Instructor for Peacemaker Ministries - 2004 to present)
- Reconciling Marriage Conflict (contributor and instructor for Peacemaker Ministries and Live at Peace Ministries - 2010 to present)

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### **PROFESSIONAL WORK EXPERIENCE**

Crossroads Resolution Group, LLC	2014 to present
Live At Peace Ministries Senior Staff Counselor	2008 to 2013
Independent Certified Christian Conciliator	2003 to 2008
Adjunct Conciliator and Instructor Peacemaker Ministries	2003 to present
Center for Biblical Counseling and Education	
Intern	1998 - 1999
Staff Counselor	1999 - 2002
Director of Education	2002 - 2003
Campus Crusade for Christ	1979 - 1996
Campus Staff Teams,	1979-92
HR assistance	1982-96
Regional Staff Team	1992-96