

David D Schlachter

Crossroads Resolution Group LLC

SUMMARY OF SERVICES

- Alternative Dispute Resolution – mediation and arbitration
- Consulting in dispute resolution
- Workplace training in conflict resolution

As an experienced attorney, mediator, arbitrator, and instructor, I help individuals and their organizations with complex business disputes as well as organizational and leadership conflicts, using a transformative, value based model. My extensive background in serving businesses as an attorney for 30 years, and my full time work providing mediation and arbitration services, provides me with the understanding to help in challenging situations. My background and experience allows me to help clients address the issues which are threatening their ability to lead their organizations and businesses, while also helping individuals repair and restore relationships necessary to reach a lasting resolution.

Simply finding a solution is not complete, if doing so occurs outside of the influence of your personal convictions and faith, or ignores the personal relationship connected to the challenge. I provide consulting services which help businesses and organizations evaluate their existing culture of addressing changes and disagreements and resolve the presenting issues. I also help them develop long term plans to change their conflict resolution culture to one that allows individuals to transform damaged relationships into ones which use collaborative work to resolve their disputes and proactively improve their effectiveness. This service includes providing interactive training for leadership and managers to effectively help and guide their teams to apply resolution principles and skills that allow them to transform workplace conflicts into healthy relationships and productive teams.

EDUCATION & CERTIFICATION

- 1979, J.D., University of Denver College of Law, Denver, Colorado
- 1976, B.S., Valparaiso University, Valparaiso, Indiana

Certification & Bar Admissions

- Certified Christian Conciliator™ - 1999
- 1979, State of Colorado Bar, Registration #9947
- U.S. District Court, District of Colorado
- U.S. Court of Appeals, Tenth Circuit
- 2012, Oregon State Bar, Registration #122554
- Admitted *pro hac vice* in Kansas, Montana, Ohio, Oklahoma, West Virginia, and Wyoming

RELATED SKILLS & EXPERIENCE

○ *ALTERNATIVE DISPUTE RESOLUTION*

I have served as a mediator and arbitrator since my certification in 1999 as a Certified Christian Conciliator™, serving as a Vice President for Peacemaker Ministries, directing The Institute for Christian Conciliation, from 2005 – 2012. In this role, I oversaw the delivery of mediation and arbitration services for Peacemaker Ministries handling several hundred cases. I have served as a mediator and arbitrator on many of these cases, involving a variety of complex business and organizational matters, ranging from family business disputes, intellectual property, real estate, construction, personal injury, contract, and partnership disputes.

I oversaw, and served as a team lead on conciliation teams serving churches and organizations experiencing leadership and operational disputes, handling mediation/conciliation sessions in churches, schools, not-for-profit and for-profit organizations.

I am a Conciliation Panel member for the Institute for Christian Conciliation, serving as a mediator and arbitrator. (www.Peacemaker.net/ICC). I continue to offer consulting in conflict resolution to businesses and organizations, as well as provide workplace training in conflict resolution through Crossroads Resolution Group LLC, an authorized service provider for Peacemaker Ministries.

Crossroads Resolution Group provides assistance to churches and para-church

organizations in conflict resolution. These services are provided using a faith based model, utilizing the [Rules of Procedure - The Institute for Christian Conciliation](#)).

○ *CONSULTING AND TRAINING IN CONFLICT RESOLUTION*

I serve as a consultant working with businesses and organizations, addressing leadership and conflict challenges. My services assist businesses, organizations and churches which are threatened with division and loss of mission due to conflicts within the leadership of the organization or within the organizational membership.

I provide an interactive, skill based training for leaders and managers focused on transforming workplace conflict from a destructive pattern to one which strengthens relationships and increases effectiveness. This training was developed as part of a conflict resolution training program for employees and managers for Hobby Lobby of Oklahoma City, OK.

I also helped develop and serve as an instructor for Peacemaker Ministries' Foundational Skill Training and Advanced Training, including the Certification Program, which equips individuals to serve as conflict coaches, mediators, and arbitrators. I am a regular presenter in training courses within the legal, church, and business community.

○ *LEGAL*

I am licensed to practice law in the states of Colorado and Oregon. I practiced law in Denver Colorado with the firm of Tilly & Graves, P.C. from 1979 to 2001, which served insurance clients, national manufacturers, regional and local businesses, and individuals. As a partner, I served as the managing shareholder from 1995 to 2000.

In 2001 I joined the law firm of Peterson Dymond Reagor, LLP (k/n/a Dymond Reagor Colville LLP) , as a partner and Of Counsel through 2010, continuing representation of businesses, organizations, and individuals in the areas of commercial and business law, construction litigation, employment, real estate law, environmental law, complex products liability, and fidelity and surety law.

My legal experience in commercial and business matters involved the many issues facing businesses of all sizes, including the preparation of organizational

and operating documents and key personnel agreements, business planning and succession issues, as well as negotiating and litigating commercial and business disputes. I have extensive experience with real estate matters, construction law, employment and labor matters such as employee contracts, human resource counseling, licensing, and intellectual property issues, and agricultural matters, representing farming enterprises in real estate matters, estate, eminent domain, partnership matters, and product liability claims.

I also served as national litigation counsel for a major manufacturer handling national products liability litigation. This involved the management of multiple, complex and interrelated legal issues, project management, implementing of cost controls, managing fees, and litigation valuation and prevention.

I frequently provided guidance to non-profit entities and their governing boards, and have served on the boards of several non-profit entities.

○ *TEACHING & TRAINING*

Academic courses

- Foundation Skills in Mediation - International Graduate School of Leadership, Manila Philippines (<http://igsl.asia/>) - course in Joint Master in Theology/Doctorate in Ministry/doctorate in Philosophy in Peace Studies.
- Foundational Skills in Mediation - Yellowstone Bible College, Billings, Montana, BA level course.

Continuing Legal Education - authored and presentations

- The Core Principles of Peacemaking: How They Are Relevant in Every Christian Lawyer's Daily Practice (Christian Legal Society)
- When Conflict Strikes Your Business & Organization Clients: Leading Them through It Successfully (Christian Legal Society)
- Why "Professional Courtesy" Is Not Enough For the Christian Lawyer (Christian Legal Society)
- Mediation and Arbitration: Sharing God's Principles of Conflict Resolution in a Way that is Relevant to Your Clients and Their Conflict (Christian Legal Society)
- The Lawyer as Coach in the Daily Conflicts of a Law Practice (Christian Legal Society)

- Public Works Bonds in Construction (Colorado Society of CPAs 2003 Real Estate Conference.)
- Principle Entity Types (Colorado Society of CPAs 2003 Real Estate Conference.)
- Giving Hope in Addressing Workplace Conflict (Peacemaker Ministries Annual Conference)
- Conflict Coaching in the Workplace (Peacemaker Ministries Annual Conference)

Training Courses -

- Foundational Skills – Conflict Coaching & Mediation – 3 day course (Lead Instructor and author for Peacemaker Ministries curriculum)
- Certification Training – Advanced Mediation and Church based Arbitration - 3 day course (Lead Instructor and author for Peacemaker Ministries curriculum)
- Advanced Mediation and Arbitration – 5 day course (Lead Instructor and author for Peacemaker Ministries curriculum)
- Advanced Mediation and Arbitration – 5 day course for the Ethiopian Christian Lawyers Fellowship, Addis Ababa, Ethiopia
- Case Administration for ADR Centers – 2 day training for Ethiopian Christian Lawyers Fellowship, Addis Ababa, Ethiopia
- Transforming Conflict in the Workplace – 1 day leadership and manager training
- Seminar presentations on Conflict Resolution to Pastor and Lay Leaders in Tanzania and Cambodia;

PROFESSIONAL PUBLICATIONS

- Schlachter, David D. “Is Resolving Conflict Enough?” The Christian Lawyer, Vol. 7, No. 3, Winter 2011, pages 3 - 6.
<http://www.clsnet.org/page.aspx?pid=441>
- Schlachter, David D. “A Case for Reconciliation” Peacemaker Magazine, Summer 2006

- Schlachter, David D. "God, Conflict, and Zealous Advocacy" *The Christian Lawyer*, Spring 2006.
<https://www.clsnet.org/sslpage.aspx?pid=692>

PROFESSIONAL WORK EXPERIENCE

- *Tilly & Graves P.C.* June 1979 – January 2001
Partner, Managing Shareholder Denver, Colorado
- *Peterson Dymond Reagor LLP* February 2001 – December 2010
Partner, Of Counsel Denver, Colorado
- *Peacemaker Ministries* February 2005 – January 2012
Vice President Billings, Montana
- *Crossroads Resolution Group LLC* January 2012 – current
Principle Portland, Oregon
- *Organizational Intervention* January 2012 – current
Portland Oregon

COMMUNITY & PROFESSIONAL SERVICE

Board Memberships

- Coloradans Who Care – Denver, Colorado
- Accountability Ministries – Denver, Colorado
- Cherry Hills of Piney Creek Homeowner’s Association – Centennial, Colorado
- Peace With Christ Lutheran Church – Aurora, Colorado
- Colorado Lutheran High School Association – Denver, Colorado 2000- 2004
- Global Connection International – Greenwood Village, Colorado 2000- current
- Ambassadors of Reconciliation – Billings, Montana 2009 – 2012

Community Service

- Bi-vocational associate and country director for Global Connection International (Led numerous mission teams for short term mission trips to Cambodia and Tanzania, and oversee long term mission relationships)

PROFESSIONAL MEMBERSHIPS

American Bar Association
Colorado Bar Association
Denver Bar Association
Oregon Bar Association
Christian Legal Society