
Elizabeth R. Pennock, PhD, LPC, LMHC, NCC, CCMHC, QS(FL)

Western Theological Seminary
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Curriculum Vitae

EDUCATION

Ph.D. in Education - Counselor Education CACREP accredited doctoral program University of Central Florida, Orlando, FL	Aug 2021
Master of Arts (M.A.) in Counseling Reformed Theological Seminary, Orlando, FL	May 2011
Bachelor of Arts (B.A.) in Political Science and French, <i>summa cum laude</i> Furman University, Greenville, SC	June 2002

CREDENTIALS

Licensed Professional Counselor, Michigan License 6401223631
Licensed Mental Health Counselor, Florida License MH12551
Qualified Supervisor MHC, Florida License MH12551
National Certified Counselor, 758275
Certified Clinical Mental Health Counselor, 758275

PROFESSIONAL EXPERIENCE

Academic

Program Director, MA in Clinical Mental Health Counseling Associate Professor of Counseling Western Theological Seminary, Holland, MI	2023 - present
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Director and developer of new MA in Clinical Mental Health Counseling degree program. The MA-CMHC at WTS is a relationally-oriented and trauma-informed program that offers the most contemporary, research-based training while remaining deeply rooted in a longstanding tradition of Christian soul care. Currently writing initial CACREP self-study.

MA in Counseling (MAC) Program Director Reformed Theological Seminary	2022 - 2023
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Director of the RTS MAC program (offered on two campuses: Jackson, MS and Orlando, FL). Among the various administrative duties associated with this role, the Program Director is responsible for faculty course assignment, program admissions, and accreditation submittals. This includes overseeing the on-going compliance of the RTS MAC program with the accreditation standards of the Council for the Accreditation of Counseling and Related Educational Programs (CACREP).

**Assistant Professor of Counseling
Practicum and Internship Coordinator**
Reformed Theological Seminary, Orlando, FL

2019 - 2023

Responsibilities include teaching graduate level mental health counseling courses; advising MAC students; clinical supervision for student practicum and internship students; participating in curriculum planning and development; and overseeing the practicum and internship placements of all MAC students.

Clinical Counseling

Private Mental Health Counseling Practice

Elizabeth Pennock Counseling (Oviedo, FL & Holland, MI)

2018 - present

Agape Counseling Center, Winter Park, FL

2014 - 2016

Living Water Counseling, Orlando, FL

2012 - 2014

Twelve Stones Counseling, Oviedo, FL

2011 - 2012

- Individual and group counseling with children, adolescents, adults, and families.

Mental Health Counselor & Staff Development Consultant

PIONEERS-USA, Orlando, FL

2009 - 2015

- Counseling and crisis care for 1000+ employees working in remote and impoverished areas around the globe;
- Assisting in psychological assessment of applicants to assess readiness for job placement in high-stress environments (includes MMPI-2, MCMI-III, MBTI, marital satisfaction inventory and psychosocial interview);
- Debriefing staff and their children after completion of international assignments (using the Cerny-Smith Assessment to evaluate stress levels and roadblocks to adaptation);
- Training staff members in the areas of cultural adjustment, conflict resolution, spiritual and emotional formation, personal and team development.

Other Clinical Experience

Hamilton Elementary School, Sanford, FL

2015

- Child and family counseling in after-school program;
- Doctoral-level advanced practicum site.

Oviedo Counseling Clinic, Oviedo, FL

2010 - 2011

- Individual and group counseling with adolescents, adults, and families;
- Masters level practicum and internship site.

HONORS & AWARDS

Journal for Specialists in Group Work - 2019 Outstanding Article Award, 2019

Association for Specialists in Group Work

Presented at the 2019 American Counseling Association Conference; Oh, S., Mitchell, M. D., McKinzie Bennett, C., Rendon Finnell, L., Saliba, Y., Heard, N. J., & Pennock, E. R. (2018). Journal sharing on group cohesion and goal attainment in experiential growth groups. *Journal for Specialists in Group Work*, 43:3, 206-229.

Counselor Education & Supervision (CE&S) Editorial Fellow, 2017-2018
Association for Counselor Education and Supervision
CE&S is the peer-reviewed journal of the Association for Counselor Education and Supervision. Fellows are matched with an editorial board member, who serves as a mentor, and meet with *CE&S* editors quarterly.

SACES Emerging Leader Fellow, 2016
Southern Association for Counselor Education and Supervision
The Emerging Leaders program is designed to engage talented and dedicated counseling professionals to serve as future leaders in the field of Counselor Education and Supervision.

Trustee's Doctoral Fellowship, 2015-2018
University of Central Florida
The most distinguished fellowship offered to doctoral students at UCF, providing multi-year support to the most qualified applicants to the institution.

Chi Sigma Iota, International Honor Society in Counseling, 2016
University of Central Florida

PROFESSIONAL LEADERSHIP & SERVICE

Association for Counselor Education and Supervision
Ad Hoc Editorial Board Member, *Counselor Education & Supervision* 2025-2026
Editorial Fellow, *Counselor Education & Supervision* 2017-2018

American Mental Health Counselors Association
Member, Editorial Review Board, *Journal of Mental Health Counseling* 2017-2019
Ad Hoc Editorial Board Member, *Journal of Mental Health Counseling* 2016

Florida Counseling Association
Proposal Reviewer, FCA 2017 Traumatology Symposium 2017
Conference Planning Committee Member, 2017 Traumatology Symposium

RESEARCH & SCHOLARLY PRODUCTIVITY

Research Interest and Focus

- Trauma and Trauma-Informed Care
- Counselor Education and Supervision
- Spirituality & Counseling

Research and Publications

Dissertation

Pennock, E. R. (2021). *Trauma-Informed Clergy: An Investigation of Factors Predicting the Trauma-Related Attitudes and Beliefs of Christian Clergy in Florida*. Counselor Education, University of Central Florida.

Book Chapters

Hagedorn, W. B., **Pennock, E. R.**, & Rendon Finnell, L. (2018). Addressing spiritual and religious themes with play, creativity, and experiential interventions. In C. S. Gill & R. Freund (Eds.). *Spirituality and Religion in Counseling: Competency-Based Strategies for Ethical Practice* (pp. 189-206). New York, NY: Routledge.

Journal Articles (In Press)

Oh, S., Mitchell, M. D., McKinzie Bennett, C., Rendon Finnell, L., Saliba, Y., Heard, N. J., & **Pennock, E. R.** (2018). Journal sharing on group cohesion and goal attainment in experiential growth groups. *Journal for Specialists in Group Work*, 43:3, 206-229. doi: 10.1080/01933922.2018.1484541

INSTRUMENT DEVELOPMENT

Kelchner, V. P., **Pennock, E. R.**, & Lambie, G. W. (2016). Child's Counseling Session Experience Scale© (CCSES). Unpublished instrument.

The Child's Counseling Session Experience Scale© (CCSES) is designed to assess elementary school aged students' experiences with individual counseling sessions. The two primary areas examined by the CCSES are (a) the therapeutic relationship in counseling and (b) supporting the client change process in counseling. The CCSES is aligned with the theoretical tenets of Motivational Interviewing (Miller & Rollnick, 2012) with elementary school aged clients. (IRB#: 15-11547)

RESEARCH FUNDING / GRANTS

Funded

Kelchner, V. P., Principle Investigator; Barden, S., Co-Investigator; Shillingford-Butler, Co-Investigator; & **Pennock, E. R.**, Project Assistant. *Assessing the impact of school-based family counseling on improving student outcomes and family functioning*. University of Central Florida, Office of Research and Commercialization In-House Research Grants, 2016-2017. \$7,500.00

PROFESSIONAL PRESENTATIONS (refereed)

National & International

Pennock, E. R., & Hillerman, M. (2023, October). *Counselors & clergy: Training counselors to provide spiritually-sensitive care in partnership with religious & spiritual leaders*. Program presented at the national conference of the Association for Counselor Education and Supervision (ACES), Denver, CO.

Pennock, E. R., Kelchner, V. P., & Coupland, S. (2023, June). *Trauma-informed clergy: Factors predicting the trauma-related attitudes of Christian clergy and applications for counselors*. Poster to be presented at the national conference of the Association for Spiritual, Ethical, and Religious Values in Counseling (ASERVIC), DeLand, FL.

- Heard, N. J., McKinzie Bennett, C., Mitchell, M. D., Oh, S., **Pennock, E. R.**, Rendon Finnell, L., & Saliba, Y. (2021, October). *Outside looking within: Creating an anti-racist culture on the journey from student to faculty*. Program presented at the national conference of the Association for Counselor Education and Supervision (ACES), Atlanta, GA.
- Pennock, E. R.**, & Kelchner, V. P. (2017, October). *Supervisor perspectives on novice counselors' trauma competency: A phenomenological inquiry*. Program presented at the national conference of the Association for Counselor Education and Supervision (ACES), Chicago, IL.
- Hagedorn, W. B., Rendon Finnell, L., & **Pennock, E. R.** (2017, October). *I'm not sure I can do that: Preparing students to facilitate forgiveness*. Program presented at the national conference of the Association for Counselor Education and Supervision (ACES), Chicago, IL.
- Pennock, E. R.**, & Kelchner, V. P. (2017, March). *Trauma-informed counselors: Supervisor perspectives on counselor preparation*. Poster presented at the national conference of the American Counseling Association (ACA), San Francisco, CA.
- Pennock, E. R.**, Oh, S., & McKinzie Bennett, C. (2017, March). *Trauma-informed advocacy: Giving a voice to trauma survivors through community engagement*. Poster presented at the national conference of the American Counseling Association (ACA), San Francisco, CA.
- Oh, S., McKinzie Bennett, C., & **Pennock, E. R.** (2017, March). *Global perspective on professional counselor identity: History, current identity, and future paradigm*. Poster presented at the national conference of the American Counseling Association (ACA), San Francisco, CA.
- Pennock, E. R.**, Saliba, Y., & Oh, S. (2016, September). *The art of story: Experiential classroom activities for developing curiosity, empathy, and insight*. Program presented at the national conference of the Association for Creativity in Counseling (ACC), Savannah, GA.
- Oh, S., **Pennock, E. R.**, & Saliba, Y. (2016, September). *Using drawing in assessment and therapy: The cross-cultural utility of the Person Picking an Apple from a Tree Assessment*. Program presented at the national conference of the Association for Creativity in Counseling (ACC), Savannah, GA.
- Kelchner, V. P., & **Pennock, E. R.** (2016, September) *Engaging at-risk youth through community service: A qualitative study*. Program presented at the national conference of the Association for Assessment and Research in Counseling (AARC), Ft. Lauderdale, FL.
- Kelchner, V. P., **Pennock, E. R.**, Evans, K. & Heard, N. J. (2016, April). *Meeting the needs of transitioning youth from a multi-systemic perspective*. Program presented at the international conference of the American Counseling Association (ACA), Montreal, QC, Canada.
- Hagedorn, W. B., Cashwell, C. S., Lenes, E., Foster, K. J., Brennan, C., Tresemer, D., Vossenkemper, T., Kondili, E., Heard, N. J., & **Pennock, E. R.** (2016, April). *On common ground: Counselors of varied spiritual and religious backgrounds engage in case discussion*. Program presented at the international conference of the American Counseling Association (ACA), Montreal, QC, Canada.

Mallicoat, W., Kelchner, V. P., & **Pennock, E. R.** (2015, October). *Let's talk about sex: Integrating sexuality training throughout counselor education programs*. Program presented at the national conference of the Association for Counselor Education and Supervision (ACES), Philadelphia, PA.

Dye, J., Evans, K., Kelchner, V. P. & **Pennock, E. R.** (2015, October). *Supervisor LGBTQI ally status and supervisees experiencing moral conflicts in counseling LGBTQI clients*. Program presented at the national conference of the Association for Counselor Education and Supervision (ACES), Philadelphia, PA.

Regional & State

Mitchell, M. D., Saliba, Y., Heard, N. J., Rendon Finnell, L., Oh, S., McKinzie Bennett, C., & **Pennock, E.** (2018, January). *#CohortLove: How to Utilize Graduate School as a Cultural Immersive Experience*. Program presented at the University of Central Florida Counseling Conference, Orlando, FL.

Saliba, Y., & **Pennock, E. R.** (2017, January). *Now what? Using the art of story to foster resilience after loss*. Program presented at the University of Central Florida Counseling Conference, Orlando, FL.

Kelchner, V. P., **Pennock, E. R.**, & Rendon Finnell, L. (2016, October). *Community connections: Engaging at-risk youth*. Program presented at the annual conference of the Florida Counseling Association (FCA), Orlando, FL.

Pennock, E. R., Hagedorn, W. B., Kelchner, V. P., & Rendon Finnell, L. (2016, October). *Trauma is everywhere: The case for a trauma-informed curriculum*. Program presented at the regional conference of the Southern Association for Counselor Education and Supervision (SACES), New Orleans, LA.

Rendon Finnell, L., Kelchner, V. P., & **Pennock, E. R.** (2016, October). *Bridge the gap: Preparing counselors to work collaboratively to reach student mental health needs*. Program presented at the regional conference of the Southern Association for Counselor Education and Supervision (SACES), New Orleans, LA.

Pennock, E. R. (2016, February). *Returning to a secure base: Using attachment theory to work with adult clients*. Program presented at the University of Central Florida Counseling Conference, Orlando, FL.

Pennock, E. R. (2016, February). *Trauma-informed counseling practice: What all counselors need to know about trauma*. Program presented at the University of Central Florida Counseling Conference, Orlando, FL.

PROFESSIONAL PRESENTATIONS & PROGRAMS (non-refereed)

Invited Presentations

Pennock, E. R., Browne-James, L., Kincaide, L., Prikhidko, A., & Knight, K. (2017, April). *Trauma, triumph and the helpers that soar: A panel discussion about trauma treatment and counselor self-care*. Invited panelist at the 2017 Florida Counseling Association Trauma Symposium in Orlando, FL.

Guest Lectures (selected)

Pennock, E. R. (2017, September). *Considering trauma in addiction treatment*. Guest lecture presented at University of Central Florida, Orlando, FL.

Pennock, E. R. (2016, October). *Counselor self-care practices*. Guest lecture presented at University of Central Florida, Orlando, FL.

Pennock, E. R. (2016, March). *EMDR as an integrative therapy*. Guest lecture presented at University of Central Florida, Orlando, FL.

Pennock, E. R. (2016, February). *Person-centered therapeutic approaches with children and adolescents*. Guest lecture presented at University of Central Florida, Orlando, FL.

Pennock, E. R. (2016, February). *The process of counselor development*. Guest lecture presented at University of Central Florida, Orlando, FL.

Training Workshops (selected)

Pennock, E. R. (2025-2026). *Trauma-informed pastoring*. Workshop provided for pastors and other Christian leaders in western Michigan. Holland, MI.

Pennock, E. R. (2021, August). *Introduction to trauma-informed care for primary care medical providers*. Training workshop presented for the administrative and medical staff at Grace Medical Home, Orlando, FL.

Pennock, E. R. (2014, August). *Working with attachment styles in the counseling room*. Training workshop presented at the Oviedo Counseling Clinic, Oviedo, FL.

Pennock, E. R. (2012-2015). *Walking the road between: Connecting with God in grief and loss*. Training workshop presented twice per year at Pioneers-USA, Orlando, FL.

Pennock, E. R. (2012-2015). *Practicing the presence of people: Emotionally healthy spirituality*. Training workshop presented twice per year at Pioneers-USA, Orlando, FL.

Pennock, E. R. (2008-2015). *Using the MBTI for personal and team development*. Training workshop presented several times per year at Pioneers-USA, Orlando, FL.

Pennock, E. R. (2008-2011). *FIRO-B: A tool for understanding relationship needs on teams*. Training workshop presented several times per year at Pioneers-USA, Orlando, FL.

COUNSELOR EDUCATION (TEACHING & SUPERVISION)

Teaching (Counselor Education, *graduate-level*)

CC 300 Foundations for Counseling

- This course introduces 1) historical and theological views of Soul Care in the Christian tradition and 2) the modern practice of Clinical Mental Health Counseling from a relationally-oriented and trauma-informed perspective.
- Western Theological Seminary, Holland, Michigan

CC 320 Counseling Theories and Practice

- Presents the core theoretical and applied aspects of clinical mental health counseling in contemporary practice.
- Western Theological Seminary, Holland, Michigan

CC 335 Group Dynamics & Counseling

- A theoretical and experiential course that introduces students to group counseling theories, techniques, and models.
- Western Theological Seminary, Holland, Michigan

CC 350 Helping Relationships: Skills & Practice

- Focuses on the development of core counseling skills and techniques, along with a theoretical framework for the relational factors that facilitate therapeutic change.
- Western Theological Seminary, Holland, Michigan

CC 520 Trauma-Informed Care in Ministry

- Explores the broad impact of psychological trauma on individuals, society, & the church, as well as theological topics related to trauma and suffering and models for trauma-informed ministry.
- Western Theological Seminary, Holland, Michigan

PSY 5210 Theory & Practice of Counseling

- This course examines major theories and models of counseling and their application in the practice of clinical mental health counseling.
- Reformed Theological Seminary, Orlando

PSY 5120 Social and Cultural Issues in Counseling

- This course exposes students to the psychosocial similarities, differences, and adversities that exist among people groups and to encourage the development of a multidimensional contextual framework for understanding people and providing counseling services.
- Reformed Theological Seminary, Orlando

PSY 5130 Human Growth & Development

- This course centers on human growth and development and will provide an overview of the major theories, concepts, and issues of life span development.
- Reformed Theological Seminary, Orlando

PSY 5220 Group Theories and Practice

- This course provides an understanding of group development, group dynamics, and group counseling theories.
- Reformed Theological Seminary, Orlando

PSY 5270 Application of Counseling and Theology

- This course is designed to help students demonstrate their ability to integrate and consolidate their thinking and positions on a variety of issues related to counseling and theology.
- Reformed Theological Seminary, Orlando

PSY 5250 Counseling in Community Settings

- The purpose of this course is to examine: 1) the study of current trends and topics in community counseling, 2) the practice of specific techniques and interventions, and 3) the application of the techniques in community settings.
- Reformed Theological Seminary, Orlando

MHS 6938 Foundations of Trauma & Crisis Counseling

- Overview of the effects of crisis, disasters, and trauma on diverse individuals across the lifespan and how this influences the counseling process. Basic crisis intervention and trauma-informed treatment strategies within counseling are discussed.
- University of Central Florida

MHS 6500 Group Procedures & Theories in Counseling

- This course is designed to give the student an understanding of the role of theories in group counseling as well as the many process applications of groups.
- University of Central Florida

MHS 6401 Techniques of Counseling

- The nature of counseling and its relationships to theoretical concepts.
- University of Central Florida

Supervision**Qualified Supervisor for Mental Health Counseling Interns**

2017-2023

- State of Florida
- Provide clinical supervision for licensure for registered mental health counselor interns

PSY 5290 Clinical Internship

2018-2023

- Internship is part of the MAC clinical sequence whereby students, under supervision, meet with clients in various settings and apply helping skills, bio-psycho-social-spiritual assessment, theoretical case conceptualization, counseling interventions and ethical principles to helping interactions with persons enrolled in counseling. These experiences provide opportunities for students to counsel clients who represent the ethnic and demographic diversity of their community.
- Reformed Theological Seminary, Orlando

PSY 5280 Practicum

2018-2023

- The first professional practice course for MAC students. Student learn to apply helping skills, bio-psycho-social-spiritual assessment, theoretical case conceptualization, counseling interventions, and ethical principles.
- Reformed Theological Seminary, Orlando

- MHS 6403 Practicum in Counselor Education 2016-2017
- Provided group, triadic, and live supervision to MA students completing their practicum through UCF partnership with the Seminole County School District to provide child and family counseling on the campuses of Title 1 schools, Midway Elementary School, Sanford, FL (Fall 2016); as well as at the Community Counseling and Research Clinic at the University of Central Florida (Spring 2017)

Graduate Assistantship

- Graduate Teaching and Research Assistant** 2015 - 2017
Department of Child, Family, and Community Sciences
Counselor Education Program
University of Central Florida, Orlando, FL
- Assisted on multiple qualitative and quantitative research projects, as well as manuscript preparation and revision.
 - Helped with grant-writing and data analysis for the School-Based Counseling and Research Partnership between the University of Central Florida and the Seminole County Public School district.
 - Grading and classroom support for:
MHS 6220 Individual Psychoeducational Testing I
MHS 6430 Family Counseling I
MHS 6431 Family Counseling II
MHS 6440 Couples Counseling

UNIVERSITY/INSTITUTIONAL LEADERSHIP & SERVICE

Administrative Positions

- Program Director, MA in Clinical Mental Health Counseling Program** 2023-present
Western Theological Seminary (Holland, MI)
- Program Director, MA in Counseling Program** 2022-2023
Reformed Theological Seminary (Jackson & Orlando)
- Practicum & Internship Coordinator, MA in Counseling Program** 2019-2023
Reformed Theological Seminary (Orlando)

Institutional Service

- Faculty Search Committee Chair** 2023, 2024, 2025
Western Theological Seminary (Holland, MI)
- Faculty Program Cabinet, representative for CMHC Program** 2023-present
Western Theological Seminary (Holland, MI)
- Th.M. Thesis Advisor** 2024, 2026
Western Theological Seminary (Holland, MI)
- Admissions Special Cases Committee** 2022-2023
Reformed Theological Seminary

SPECIALIZED CLINICAL TRAINING

- EMDR, Basic Training, Levels 1 & 2
- Advanced Counseling Certificate in Narrative Trauma Therapy
(from the *Seattle School of Theology and Psychology*)
- Trauma-Focused Cognitive-Behavioral Therapy for Children
- Intensive Training Workshop on Adlerian Play Therapy
- Dialectical Behavioral Therapy, Level 1 Training

PROFESSIONAL MEMBERSHIPS

National and International

American Counseling Association
Association for Counselor Education and Supervision
Association for Spiritual, Ethical, and Religious Values in Counseling
Christian Association for Psychological Studies

Regional, State, and Local

North Central Association for Counselor Education and Supervision
Michigan Mental Health Counselors Association

PROFESSIONAL CONFERENCES ATTENDANCE

National and International

- Association for Counselor Education and Supervision (ACES) National Conference, Philadelphia, PA (2025, October)
- Association for Counselor Education and Supervision (ACES) National Conference, Denver, CO (2023, October)
- Association for Spiritual, Ethical, and Religious Values in Counseling (ASERVIC) National Conference, DeLand, FL (2023, June)
- Association for Counselor Education and Supervision (ACES) National Conference, Atlanta, GA (2021, October)
- Association for Counselor Education and Supervision (ACES) National Conference, Chicago, IL (2017, October)
- American Counseling Association (ACA) National Conference, San Francisco, CA (2017, March)
- Association for Assessment and Research in Counseling (AARC) National Conference, Ft. Lauderdale, FL (2016, September)
- Association for Creativity in Counseling (ACC) National Conference, Savannah, GA (2016, September)
- American Counseling Association (ACA) International Conference, Montreal, Quebec, Canada (2016, April)
- Association for Counselor Education and Supervision (ACES) National Conference, Philadelphia, PA (2015, October)

Regional and State

- North Central Association for Counselor Education and Supervision (NCACES) Regional Conference, Chicago, IL (2024, October)
- Florida Counseling Association (FCA) 2nd Annual Traumatology Symposium, Orlando, FL (2017, April)
- University of Central Florida (UCF) Annual Counseling Conference, Orlando, FL (2017, January)
- Southern Association for Counselor Education and Supervision (SACES) Regional Conference, New Orleans, LA (2016, October)
- Florida Counseling Association (FCA) Annual Conference, Orlando, FL (2016, October)
- University of Central Florida (UCF) Annual Counseling Conference, Orlando, FL (2016, February)