



MINISTRY OVERVIEW

ORIGINS

Relational Wisdom 360 (aka, “RW360”) traces its roots to the Christian Legal Society, which conceived the idea of “Christian conciliation” (biblical mediation and arbitration of legal disputes between Christians) in 1980. Inspired by this concept, Ken Sande founded a conciliation ministry in Montana in 1982, which grew into a global organization called “Peacemaker Ministries” (“PM”).

Ken led PM for 30 years and had the privilege of seeing God enable Christians to use the principles of biblical peacemaking to resolve hundreds of seemingly intractable conflicts. After three decades of “*putting out the fires of conflict*,” however, Ken felt God leading him to develop resources that would help Christians to actually “*prevent the fires of conflict*.” He also wanted to develop a way to take these resources – and the gospel itself – into secular venues. The PM Board did not feel that God was leading the ministry in that direction, so in 2012 Ken stepped down and launched RW360 to develop a God-centered, biblically grounded, gospel-driven form of emotional intelligence, which we call “relational wisdom” or simply “RW.”

RW360 stayed away from peacemaking and conciliation for several years so as not to compete with Peacemaker Ministries. But in 2020, we decided we could serve the body of Christ more effectively through an integrated “CPR” (Conflict **P**revention and **R**esolution) program. Therefore, we are now developing a new generation of training resources that integrate relational wisdom, biblical peacemaking, life coaching and Christian conciliation. (For more details, see [History of Christian Conciliation](#).)

OUR VISION

RW360’s vision is that Christians around the world would draw others to Christ by developing relationships that are amazingly loving, peaceful, fruitful and lasting.

OUR MISSION

RW360’s mission is to equip Christians with relational and peacemaking skills that strengthen relationships, reveal the transforming power of the gospel and draw people to Christ (see, e.g., [Transformed](#) and [Reconciling Two Stubborn Scientists](#)).

OUR TEAM

RW360 maintains a small agile staff that magnifies our ministry’s impact through a network of dedicated and gifted friends, partners and allies. Our overall team includes:

- An eight-person [Board of Directors](#), most of whom are regularly engaged in carrying out teaching, training and conciliation activities;
- A [paid staff](#) that includes three full-time and six part-time employees;

- Six [Senior Ministry Consultants](#) who support and advise our Board and staff and actively advance our strategic objectives through their own professional work; and
- A network of [over fifty RW Instructors, Coaches and Conciliators](#) who serve our ministry and the body of Christ as volunteers and independent contractors.
- Our ministry impact is further magnified through a network of hundreds of [churches, ministries, schools and businesses that use our resources](#) to teach and assist others to practice the principles of relational wisdom and peacemaking in their daily lives.

A DISTINCTIVE GLOBAL BRAND

Since 1980, God has graciously raised up several respected conciliation ministries that are currently serving the body of Christ, each of which has its own particular distinctives (see [History of Christian Conciliation](#)). RW360's distinctives include:

- All of our training is based on the **proven theological paradigm** set forth in [The Peacemaker: A Biblical Guide to Resolving Personal Conflict](#), which has sold over 500,000 copies in twenty languages and is being used by churches, denominations and seminaries around the world to equip Christians for ministry.
- We have developed a **faith-based form of emotional intelligence** called "[relational wisdom](#)" or "RW," which helps people develop skills that strengthen relationships and prevent conflict. We are integrating RW with our other resources to produce enhanced forms of training in biblical peacemaking, coaching and conciliation/mediation.
- We have also developed a "[values-based](#)" (**secular**) **version of relational wisdom** that has opened the door for us to provide training in hospitals, businesses, schools, military bases, government offices and other secular venues (see [RW and Evangelism](#)). Although this course includes no biblical language, it provides multiple opportunities for students to follow links to faith-based versions of key concepts and encounter the gospel of Jesus Christ. A values-based version of our peacemaking course is in process.
- Our combination of faith-based and values-based resources has made it possible for RW360 training to be [accredited for continuing education](#) for pastors, attorneys, nurses, Christian and public-school teachers, counselors and other professionals.

God has graciously used these distinctives to enable RW360 to build a global brand that is recognized across a wide spectrum of denominations, parachurch ministries, schools, colleges and seminaries, Christian-owned businesses, military branches and government offices (see [Training Clients](#)). Praise be to his name!

SERVICES, RESOURCES AND TRAINING PROGRAMS

RW360 provides a wide variety of services, resources and training programs for the body of Christ, including:

- **A Blog and Free Downloads:** We provide a [blog](#) and a variety of ebooklets that people can download for free to learn how to apply the principles of peacemaking, relational wisdom, coaching and conciliation in their marriages, with their children, in the workplace and in pastoral ministry (see [Free Downloads](#)).

- **Conciliation Hotline:** When church and ministry leaders need guidance on how to help others resolve conflicts, they can go to our [Conciliation Hotline](#) to request free advice from a volunteer coach or conciliator who will help them to apply the principles set forth in our [Guiding People Through Conflict ebooklet](#).
- **Christian Conciliation Service:** When a conflict cannot be resolved through conflict coaching or informal mediation efforts by church leaders, our [conciliation division](#) can nominate a trained conciliator to mediate or arbitrate the dispute.
- **Referral Directory:** Our [Referral Directory](#) provides contact information for over fifty RW Instructors, Coaches and Conciliators located around the U.S. who are available to serve the body of Christ.
- **Books and Group Study Sets:** Our [Bookstore](#) offers a wide variety of books, pamphlets and group study sets for teaching biblical peacemaking and relational wisdom.
- **Live Seminars and Webinars:** Our staff and Advanced RW Instructors are available to provide [live training via the internet or on-site](#) (see [Events Calendar](#)).
- **Online Training and Certification:** Every year, thousands of people go through our online [Training Programs](#) to pursue web-based training in the following areas:
 - **Relational Wisdom** (how to develop biblical emotional intelligence and “get upstream of conflict”)
 - **Relational Peacemaking** (how to resolve conflicts personally and privately)
 - **RW Shepherd** (how apply RW and peacemaking as a ministry leader)
 - **RW Instructor** (how to teach RW and peacemaking to others)
 - **RW Coach** (how to help others resolve conflicts personally and accelerate the improvement of their relational skills)
 - **RW Conciliator** (mediating disputes between two or more people)
- **Peace Sower Teams:** We provide guidance and resources to help churches establish [Peace Sower Teams](#) of volunteer RW instructors, coaches and conciliators to serve their congregations by strengthening relational skills, resolving conflict and reducing the counseling load on pastors (see Exod. 18:21-23).
- **Legal Risk Management:** Drawing on its experience in resolving hundreds of lawsuits against churches, RW360 has developed [risk management resources](#) that churches can use to reduce their exposure to legal liability by obtaining “informed consent” to pastoral policies and practices, including conflict resolution, divorce and remarriage, protecting children from abuse, counseling and confidentiality and church discipline.
- **Live Conferences:** Our live regional and annual Sowing Peace Conferences provide opportunities for fellowship, advanced training and building supportive relationships.

STRATEGIC PARTNERS AND NETWORKS

By God’s grace, RW360 has built a wide spectrum of strategic partnerships, including:

- **Denominations:** RW360 staff and instructors provide regular teaching within many denominations, including the Assemblies of God, Christian and Missionary Alliance, Evangelical Free Church, Evangelical Presbyterian Church, Foursquare Church, Presbyterian Church in America and Southern Baptist Convention, among others.
- **Parachurch ministries:** We have provided training and resources to a variety of parachurch ministries, including Acts 29, Bible Study Fellowship, Child Evangelism Fellowship, Christian Counseling and Educational Foundation, Christian Embassy, Classical Conversations, Compassion International, Family Life, Focus on the Family, Food for the Hungry, Foundations of Freedom, Kingdom Advisors, Love INC, The Navigators and XPastor, among others.
- **Christian Legal Society / Christian Law Firms:** RW360 regularly presents [continuing legal education training](#) for the Christian Legal Society's annual conference, for local CLS chapters and for law firms and bar associations.
- **Insurance Companies:** Brotherhood Mutual, which insures 65,000 churches, schools, colleges, camps, and mission organizations, actively promotes RW360 [risk management training and resources](#).
- **Crisis Pregnancy Centers:** RW360 has produced [three custom training videos](#) that are being promoted throughout Care Net's 1,200 pregnancy care centers.
- **Christian Schools:** The Association of Christian Schools International (ACSI) has approved our training for [10 hours of continuing education](#) for teachers and administrators who serve in hundreds of Christian schools around the world (see [Enhancing Relational Skills and Reducing Conflict in Christian Schools](#)).
- **Colleges and Seminaries:** RW360 resources are being used in Christian colleges, universities and seminaries around the world to help future ministry leaders develop effective relational and peacemaking skills.
- **Christian-Owned Businesses:** A growing number of Christian CEO networks and Christian-owned businesses are utilizing our resources to strengthen the relational and peacemaking skills of their employees and introduce them to the gospel (see [RW Training Strengthens Both Businesses and Families](#) and [Professional Development Training Program](#)). We see this as one of our most promising ways to bring the gospel to people who have yet to darken the doors of a church (see [RW and Evangelism](#)).
- **Military:** RW360 has been partnering with [military chaplains](#) to provide training on U.S. military bases for several years. As a result, our resources have been approved for use in the U.S. Army's [Building Strong and Ready Teams Program](#) and the U.S. Air Force's [Strong Bonds Program](#), which will allow over 3,000 military chaplains to use our resources for training and counseling thousands of military personnel and dependents whose relationships are strained through their service to our country.
- **State and Federal Government:** Wanting to raise up modern day Daniels, Esthers and Josephs, RW360 has developed and delivered custom training for people who serve in government offices, including city and county officials, [state legislators](#) and [U.S. Congressional staff](#).

- **Jails and Prisons:** RW360 resources are being used in a growing number of local [jails and state prison systems](#) around the U.S. The Spanish translation of our [Young Peacemaker](#) children's curriculum is being used in high security prisons throughout Latin American and Africa to bring the gospel to former terrorists and drug lords.
- **Social Services, Rescue Missions and Women's Shelters:** Our resources have been used in rescue missions and women's shelters for several years. We have developed [custom training](#) to strengthen these types of ministries as they seek to engage the growing number of homeless people in communities around the country.
- **International Networks:** RW360 resources are currently being downloaded in over 60 countries. We have also been privileged to partner with outstanding global networks like the [Advocates International](#), [European Leadership Forum](#), [Food for the Hungry](#), the [Lausanne Movement](#) and [Wycliff Bible Translators](#).

Our ministry is a living example of an old Gaelic saying, "God strikes straight blows with crooked sticks." Even though our ministry is only a small, crooked stick, God has graciously blessed and used us in countless ways.

We have only scratched the surface of the great needs within the body of Christ, however, and the fields are "white unto harvest" (John 4:35). Therefore, we would welcome your continued prayers, financial support and active involvement in making our resources and training available to more and more churches, ministries and Christians around the world.

Ken Sande
President
mail@rw360.org

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