



MINISTRY OVERVIEW

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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 and built a national network of over fifty local conciliation ministries. Inspired by this concept, Ken Sande founded the “Christian Conciliation Service of Montana” in 1982, which was renamed the “Institute for Christian Conciliation” (ICC) in 1993. The entire network merged into the ICC in 1993 and was renamed “Peacemaker Ministries” (“PM”), which grew into a global ministry.

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 saw a need to develop resources that would help people “*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 to not compete with Peacemaker Ministries. But in 2020, we decided we could serve the body of Christ more effectively through an integrated “CPR” (Conflict Prevention and Resolution) program. Therefore, we are developing a new generation of training resources that integrate relational wisdom, biblical peacemaking, life coaching and Christian conciliation. As illustrated by these [endorsements](#), these resources have been embraced not only by church and ministry leaders but also by many business and professional leaders. (For more details, see [Getting Upstream of Conflict](#) and [History of Christian Conciliation](#).)

IN A NUTSHELL

RW360’s Motto is “Be peacemaker. Transform your relationships.”

RW360’s Vision is to be a leading global provider of training that equips people to build relationships and reduce conflict in ways that reflect the wisdom, love, justice and peace that is offered to us through Jesus Christ (John 14:27; Eph. 2:14; Phil. 4:6-7; 2 Thess. 3:16).

RW360’s Mission is to develop and deliver innovative, affordable training in relational wisdom, peacemaking and conciliation that equips people around the world with skills that strengthen relationships, prevent and resolve conflict and promote justice and peace in ways that reveal the transforming power of Jesus Christ. (see, e.g., [Reconciling Two Stub-born Scientists](#), [A Stolen Baby](#), [\\$200M Lawsuit and an Astonishing Reconciliation](#), [How Can You Forgive Me? I Killed Your Baby](#) and [A Wave of Confessions Saves a Church](#).)

SERVING BOTH CHRISTIANS AND NON-CHRISTIANS

RW360 has developed two lines of resources, both of which promote traditional biblical values such as love, peace, respect, justice, forgiveness and reconciliation. Our “faith-based” resources are designed for Christian audiences that embrace a biblical worldview (see, e.g., [Discovering Relational Wisdom](#)). Our “values-based” materials are designed for secular audiences and are compatible with a [variety of worldviews](#). These values-based resources have been approved for [continuing education credit](#) for secular professionals, such as attorneys, nurses and teachers, and are being used for training in a wide variety of secular settings, including businesses, law firms, public schools, hospitals, military bases, colleges and law schools, as well as with state legislators and with U.S. Congressional members and staff (see, e.g., [PACE Program Overview](#) and [Exploring Relational Wisdom](#)). These resources treat all faiths with equal respect and fully comply with the U.S. Equal Employment Opportunity Commission (EEOC) [Guidelines on Religious Discrimination](#).

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 nine employees;
- Eleven [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 1981, God has graciously raised up several respected Christian conflict resolution ministries that are serving the body of Christ, most of which focus primarily on resolving existing conflicts among Christians through coaching, mediation and arbitration (see [AI Overview](#) and [History of Christian Conciliation](#)). RW360 goes beyond this by providing training that helps people both inside and outside the church proactively build relational skills that prevent conflict in the first place. More specifically, RW360’s distinctives include:

- A “CPR” (Conflict Prevention and Resolution) strategy designed to equip people to “**get upstream of conflict**” by preventing conflict whenever possible and resolving unavoidable conflict in ways that promote genuine peace, justice and reconciliation. To paraphrase an old saying, “An ounce of conflict prevention is worth many hours and thousands of dollars of conflict resolution.”

- 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 life and 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** and a Professional and Community Engagement ([PACE](#)) Program that enables us to provide training in hospitals, businesses, schools, military bases, government offices and other secular venues (see [Using RW for Outreach](#)). Although this material includes no biblical language, it gives students the opportunity to explore the [six major worldviews](#), including information about a biblical worldview and the transforming power of Jesus and the gospel.
- 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, social workers and other professionals.
- We provide churches with risk management resources that churches can use to reduce their exposure to legal liability while carrying out pastoral ministry (see details below).

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, businesses, military branches and government offices (see [Training Clients](#)).

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 to apply RW and peacemaking as a ministry leader)
 - **RW Instructor** (how to teach RW and peacemaking to others)
 - **RW Life 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).
- **Live Conferences:** Our live [Relational Wisdom Summits](#) provide opportunities for fellowship, advanced training and building supportive relationships.
- **PACE Program:** Through our [Professional and Community Engagement Program](#), we are equipping individuals to use our values-based resources to teach basic emotional intelligence and conflict resolution skills in secular venues throughout their communities (see [Using RW for Outreach, Evangelism and Church Growth](#)).
- **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. Businesses can reduce legal risk by using [conciliation clauses in their contracts](#).

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, law schools 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](#)).
- **Public Schools:** In 2025, a large public school system in Montana initiated a pilot training program to explore ways to use RW360's values-based resources to teach relational wisdom and peacemaking to its employees, students and students' families. Initial training has received uniformly positive feedback, and we hope to extend this training to many other public-school systems in the years ahead.
- **Colleges, Universities 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. We have also used our PACE resources to introduce students in public universities to the principles of relational wisdom and peacemaking (see [EI for College and Beyond](#) and [Supporting Studies](#)).
- **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 and Community Engagement](#)). 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, which can be offered through programs like the [U.S. Army's Building Strong and Ready Teams Program](#) and the [U.S. Air Force's Strong Bonds Program](#). As a result, our resources are being used by chaplains in all branches of the military 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 strengthen the relational and conflict resolution skills of public service leaders and employees, 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](#) (see [EI for Public Servants](#) and [Supporting Studies](#)).
- **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, including [Advocates International](#), [European Leadership Forum](#), [Food for the Hungry](#), the [Lausanne Movement](#) and [Wycliff Bible Translators](#).
- **Missionary Networks:** Since interpersonal conflict between missionary team members is the number one reason for missionaries to leave their overseas assignments, RW360 is working with missionary networks like the [International Association of Mission Aviators](#), [Mission Aviation Fellowship](#) and [Avant Ministries](#) to equip their members with relational and peacemaking skills that enable them to remain in the field and model the reconciling power of the gospel.

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.

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