



## ENDORSEMENTS FOR RELATIONAL WISDOM 360

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### GOVERNMENT

"RW360 worked with my congressional team and many others on Capitol Hill to enhance our emotional intelligence and conflict resolution skills. These skills improved the culture in my office and our success as a team. As we used these skills to get upstream of conflict, we were able to focus on building collaborative relationships with other teams on Capitol Hill and accomplish vital legislative tasks that benefit our nation." *Cathy McMorris Rodgers, Former Member of U.S. Congress (WA-05) and founder of Cathy McMorris Rodgers Leadership Institute*

"Every leader must know how to resolve conflict and maintain effective relational teams. It is a responsibility that comes with the mantle of leadership. RW360's training provides an excellent foundation for addressing this crucial skill." *Steve Russell, Former Member of U.S. Congress (OK-5), LTC US Army (Ret), CEO of Jungle Aviation & Relay Service (JAARS).*

### ATTORNEYS

"Some of the most heart-breaking cases I have dealt with involved divorce and custody battles and juvenile criminal matters. One common factor I saw in almost of these cases was a lack of emotional intelligence and conflict resolution skills, which led to ongoing cycles of conflict, many forms of abuse and in all too many cases, physical. As I completed the training provided by RW360. I kept thinking of cases I had handled as a judge that would have never landed in my courtroom if families had developed these skills. Therefore, I am strongly in favor of any program that could help families develop better relational skills." *Russ Fagg, Retired District Court Judge*

"It is crucial for lawyers to be proficient in emotional intelligence and relational wisdom. RW360's training is invaluable for attorneys because it builds skills that make them more proficient in resolving conflict, negotiating and avoiding ethical issues and burnout. Lawyers who wisely navigate these difficult waters will see success for their clients and their firms." *David Nammo, President, Christian Legal Society.*

"When practicing law, *artificial Intelligence* is no substitute for *emotional intelligence*, which is a vital skill that is needed more than ever in modern society. This is why RW360's Relational Wisdom (RW) training is so important. As a professional mediator and arbitrator, I use RW skills to create "passport" with disputants, diffuse relational

strain, expose interests and explore creative paths for resolving conflict and restoring relationships. Relational Wisdom training for CLE credit is a great investment. It sharpens Alternative Dispute Resolution skills and enhances the ability to help clients navigate their conflicts in constructive ways." *Mark Lassiter, Esq., Adjunct Professor of Arbitration Law at the Sandra Day O'Connor School of Law at Arizona State University, Fellow in the College of Commercial Arbitrators; and Member of the National Academy of Distinguished Neutrals*

"Relational Wisdom training has made me a better person, leader and attorney. As a young attorney, I desired to be a part of the solution rather than the problem. Biblical conflict resolution training helped me do this. As a church leader, father, husband and attorney, his training equipped me to do it better and differently than the world does. RW training provides practical ways to integrate your faith with your law practice. The materials are biblical, practical and will give you tools to more effectively do your job." **William A. Ratliff, Wallace, Jordan, Ratliff and Brandt, LLC**

'RW360 provides essential training in the critical skills lawyers need most to solve problems, understand and counsel clients and solve problems of Gordian complexity. The incidental benefit, of course, is that these same skills help attorneys work together with other attorneys, paralegals, and legal assistants. There is no better way for law firms to build a positive culture and bar associations to improve civility among lawyers (and the reputation of lawyers generally) than to offer training in relational wisdom. Red Auerbach was right that "you can't coach height," but you can definitely coach emotional intelligence" *Glenn Waddell, General Counsel and Chief Compliance Officer, EverSource Wealth Advisers*

"During my 40 years as a business lawyer and family wealth counselor, I have seen that the biggest obstacle to effective estate planning is unresolved personal conflict. Too often spouses, business partners and advisers have conflicting agendas, and when they lack the relational skills to resolve their differences, relationships deteriorate in many painful ways. RW360's materials can inspire and equip millions of business owners who need help building strong relationships and resolving unhealthy conflicts." *Tim Voorhees, Principal Partner, Family Office Law LLP*

"So many disputes involving brothers and sisters in Christ are crying out for advocates with Relational Wisdom skills. While churches are supposed to offer peace, few believers are trained in the practicalities of resolving deep conflict. RW360's training has helped me guide clients toward real solutions, consistent with their faith, in moments of intense need. Relational Wisdom has given me an important set of tools in my practice." *Jonathan Whitehead, Whitehead Law, LLC*

## DENOMINATIONAL LEADERS

“I appreciate how RW360 material broadens the topic of emotional intelligence to include the presence and work of God in all interpersonal communication. My hope is that church leaders will increasingly be mindful of the principles taught in RW360 material. I am convinced the concepts help elders avoid conflict in debate and provide godly counsel to those under their care.” *Stephen Estock, Coordinator, Discipleship Ministries, Presbyterian Church in America*

“I am excited to hear of RW360’s plans to integrate relational wisdom and biblical peacemaking into a comprehensive system. Ken Sande’s persistent and consistent drive to increase the relational and emotional IQ of kingdom leaders has influenced an entire industry for God’s glory and the good of his people. As the leader development director for a large network of churches tasked with improving the health of churches and the health of church leaders, I strongly support this initiative.” *Jim Misloski, Leader Developing Missionary, Missouri Baptist Convention of Churches*

“I have found the teachings and resources written by Ken Sande to be the most comprehensive and intensive help in ministering to individuals and churches in peace threatening and conflict situations. The training I have received from Ken’s ministry has helped me prevent conflict and encourage people into peace in the name of Jesus for his glory. I commend the ministry of Peacemakers to you!” *Tim Owen, District Superintendent, Rocky Mountain District, Christian and Missionary Alliance*

“If understood and heeded, RW360 principles will build a foundation of relational health in a church, equipping the church to handle and process conflict in a manner that glorifies Christ, nurtures relationships, and contributes to the church’s testimony in the community. Every church would do well to incorporate RW360 into its instruction for pastors, lay leaders, and members. *Randall Bach, President, Open Bible Churches*

“Having been in pastoral and denominational leadership for 40 years, I believe RW360’s resources are essential for today’s world. Within the Church in particular, our relationships are the greatest witness of the love of Christ and in the current culture we must be reminded of this and given tools for effectiveness. I highly recommend RW360’s resources as an answer to this need.” *Tammy Dunahoo, Director of Leader Health & Development, Foursquare Church*

“Pastors are in desperate need of understanding and resolving conflict. Each week I hear about a church in conflict or receive a call to assist in mediation. Too often the pastor is contributing to the divisive environment. I deeply appreciate RW360’s training resources have given out hundreds of copies of their books, which are helping pastors as they seek to revolve conflict personally and corporately in the churches they serve.” *Ken Allen, Director, Office of LeaderCare, Alabama Baptist State Board of Missions*

“Relational wisdom equips believers to deal honestly, biblically, and lovingly with one another at work, home and in the church.” *Rhonda Dailey, Director for Human Resources, Christian and Missionary Alliance*

“The church of Jesus Christ is called to be an agent of reconciliation. RW360 provides a variety of training tools and resources to assist in incorporating these values into the life and ministry of our fellowship.” *Ron Hamilton, Conference Minister, Conservative Congregational Conference*

“A solid, Bible-based guide to process the local church through conflict. Absolutely one of the best books I know of to minimize personal and organizational conflict.” *Gary R. Allen, National Coordinator of Ministerial Enrichment, Assemblies of God*

### PASTORS

“Of people alive and writing today, I know of no more reliable guide for peacemaking in church and family than Ken Sande.” *John Piper, Bethlehem Baptist Church, Desiring God Ministries*

“*The Peacemaker* is a rich source of practical, biblical guidance for resolving every type of conflict.” *Tony Evans, Oakcliff Bible Church.*

“Here is wisdom both biblical and practical. You can tell it was written by a man who has lived out these principles as a lawyer in practice, and as a leader in his church. We are in his debt.” *Mark Dever, pastor, Capitol Hill Baptist Church*

“The RW seminar was enormously helpful to our church. The principles were clearly explained and applied to actual life situations. The real gospel, in action in real relationships, is a beautiful and powerful thing to behold.” *Tom Holliday, Alexandria Presbyterian Church, Alexandria, VA.*

"Emotional intelligence is foundational to resilience in ministry. Ken Sande's relational wisdom is biblically saturated and richly illustrated and provides an invaluable resource to everyone in the church who cares about healthier relationships." *Rankin Wilbourne, Pastor, City Church, author of Union with Christ and The Cross Before Me.*

"Most ministry challenges are related to broken relationships. Relational wisdom is an invaluable discipleship tool for healing and strengthening relationships. I encourage every church session and presbytery to take advantage of this very helpful ministry resource." *Paul Brown, Sr. Pastor, New Covenant Presbyterian Church, Dallas, TX, and Pastor At Large, North Texas Presbytery, Certified RW Instructor*

### SEMINARY AND COLLEGE

“Blessed are the peacemakers,’ said Jesus. With crystal clarity this manual lays before us the wisdom that leads humble souls into that blessing.” *J. I. Packer, Regent College, Author of Knowing God*

“Ken Sande has thought biblically and deeply about relationships, with a profound understanding of human nature. So, his work makes “triperspectival” theology far more insightful and practical. I urge everyone to take advantage of his seminars and materials.” *Dr. John Frame, Professor of Systematic Theology, Reformed Theological Seminary*

“Today’s litigious society represents a tremendous challenge for Christian faithfulness. This generation of believers is called to authentic Christian peacemaking and reconciliation. Ken Sande shows the way as he demonstrates the biblical roots, theological substance, and moral imperative of peacemaking. All pastors and Christian leaders should read this book and help the body of Christ affirm its principles.” *Albert Mohler Jr., President, Southern Baptist Theological Seminary*

"I have had the privilege of being a part of training pastors for the last two decades. RW360’s relational training is outstanding and much needed. Significant interpersonal training has long been ignored in seminary education. This course is invaluable and should be required as part of the equipping of young pastors." *Dr. James Coffield, Professor of Counseling and Clinical Director of the MAC Program*

"The insights of Relational Wisdom have been, by far, the most helpful resource I received while preparing for the Pastoral Counseling course at RTS Orlando. Growing in these skills is a must for everyone entering into pastoral ministry with a deep longing to build relationally healthy churches in the future." *Jonathan Huang, Seminarian, Houston Chinese Church, Houston, Texas*

“My Pastoral Counseling class in seminary uses RW360 and it has been incredibly helpful to my ministry to my teammates, and my family. The methods of interacting with God, others, and self are simple to remember and effective to use.” *Barrett Hendrickson, Worship Leader, Hebron Church, Penn Hills, PA*

“As president of a Bible college, like any CEO, I understand that people are our greatest asset. This is why RW360 has become a part of our educational curriculum to unite our board, faculty, staff, and students in impacting the world for Christ.” *Bill Blocker, President/CEO, College of Biblical Studies*

“Through the years I have read much . . . of the enormous body of literature dealing with conflict resolution and its allied problems. Ken Sande’s treatment is the most concrete and helpful I have yet to find.” *Vernon Grounds, Denver Conservative Baptist Seminary*

## PARACHURCH

“*The Peacemaker* is a practical and faithful primer for how obedience to God’s Word can change deadlock into restoration in families, churches, workplaces, neighborhoods, and even prisons.” *Charles W. Colson, Founder, Prison Fellowship*

"The Peacemaker provides clear, biblical steps to resolving conflict in personal and professional relationships and for allowing "the peace of God [to] rule in your hearts." Ken's book is a valuable resource for individuals, couples, families, businesses, and churches." *Franklin Graham, President and CEO, Billy Graham Evangelistic Association and Samaritan's Purse*

"Relational wisdom is the most impactful presentation in emotional intelligence development and learning that I have experienced. In my 45 years of marriage, 27 years of military leadership, and 18 years as executive director, consultant and executive coach, I've participated in and conducted a great number relationship building workshops and leader training; nothing is more engaging and effective as RW360. This training is the best possible resource designed to maximize relationships and significantly enhance organizational effectiveness." *Bobby Little, Executive Director, Christian Embassy (Cru)*

"The ripple effect of RW360's relational wisdom training, fueled by the Spirit, will be experienced by our ministry on a global scale for the gladness and glory of God." *Susie Rowan, Executive Director, Bible Study Fellowship*

"Ken Sande weaves the theology of conflict resolution into a tapestry portraying Jesus Christ and his gospel as the only true foundation for peacemaking. I highly recommend this 'new and improved' version." *Dennis Rainey, President of FamilyLife*

"RW360 provides scriptural wisdom for my relationships with my wife, children, neighbors, teammates and ministry community. I encourage others to make this teaching a part of their lives and see how God will use it for His glory." *Robert B. Hayward, Jr. President and CEO Quarryville Presbyterian Retirement Community*

"Who would have thought that Ken Sande's landmark book *The Peacemaker* could be better? This updated version is! Let your heart be shaped by this book and go out and do what the Prince of Peace called all of his children to do: make peace." *Paul David Tripp, Director, Changing Lives Ministries*

"The most thorough and comprehensive guide to resolving conflict I have ever read." *Josh McDowell, International Speaker and Author*

"Ken Sande challenges us to act redemptively in a culture of enmity and shows us how to do this in our relationships with one another." *Timothy George, Executive Editor, Christianity Today*

## MEDICAL

"Relational Wisdom training provides a roadmap for improving a person's emotional intelligence by strengthening the neural circuitry of the brain. Through the development and refinement of key skills, individuals become better equipped to perceive, communicate, and regulate their attitudes and emotions effectively. By practicing these

skills, individuals can enhance their ability to manage emotional challenges and improve their interactions with others." *Dr. Kris French, Neurologist*

"Most of my clients deal with stress and anxiety on a regular basis, and feel shame, guilt when 'triggered.' RW360's teaching on amygdala has helped my clients' understand the physiology of their nervous system/emotional reactions and learn to intercept this process and make a different value-based decision. These concepts have 'normalized' for them what they felt shame about and give them hope they can make different choices. Thank you for making your resources so easy to share!" *Mariana Glass, Licensed Clinical Mental Health Counselor*

"Relational wisdom resources help individuals to be more aware of self, others and their personal values. Training in emotional intelligence and conflict resolution is extremely important for young people and adults. Many of the adults I serve struggle with difficult issues that affect all of life, including personal health. I believe that the mental health crisis facing our country could be greatly reduced if we could equip more people to practice the skills taught through RW360's resources." *Wendy Donaugh, Nurse Practitioner*

## WORKPLACE AND PROFESSIONAL

"Business is about relationships; Life is about relationships. As in life, workplace relationships can be the biggest blessing and the biggest challenge. The biblical principles found in RW360 material combine with emotional intelligence to form the most potent ointment known for preventing and healing conflict wounds and has helped our organization and our team develop both professionally and personally." *Wallace Johnson, President/CEO Southeast Culvert, Inc.*

"As a professional chemical engineer, I am aware of the struggles many engineers have with communicating and relating with others. We tend to be technically strong but often experience frustration when faced with relational tensions. The training offered by RW360 has been quite helpful in improving my ability to understand and manage my emotions, and to understand emotions in the people around me. Young people who are gifted in science, technology, engineering and math will be even more successful if they also learn relational skills taught by RW360." *Mike Botz, Professional Chemical Engineer*

"I work in an industry that requires the mastery of complex technical skills, but invariably what enables people to excel (or causes them to fail) is the quality of their relational skills. Therefore, I strongly support RW360's relational wisdom resources. In addition to improving business profitability and improved career advancement, these skills can also help to build more stable marriages and families." *Dave Dias, Global Insurance Executive, Insurance Thought Leadership*

“The greatest challenge our company faces is navigating relationships. Relationships with each of our 75 co-workers, our community and our customers. Relationships can make or break any organization. That is why RW360 and its teaching are so important. That is why I support RW360. I personally need it, my family needs it, my co-workers need it, everyone needs it.” *Robert Bennington, Owner and CEO, Bennington Properties*

“I enthusiastically commend the principles taught at RW360. These principles effectively address the growing gap between competency and character. I have seen first-hand how equally effective these principles have been to staff regardless of cultural, educational, economic or religious background.” *Steve Nelson, President and CEO of Plant Sciences, Inc.*

“My wife and I have experienced the practical benefits of applying RW360’ principles in our personal and professional lives and helping others to do the same. The more that Christians develop and demonstrate a strong work ethic, high integrity and solid relational skills, the better they will serve their employers and advance their own careers, while also giving a more compelling witness for Christ.” *Steve Woodford, President & CEO, WCM Industries Inc.*

“As the retired CEO of an NYSE public company, I strongly endorse RW360’s training. These resources are important for both the workplace and the public square. Training people how to avoid conflict is even more attractive than training them how to resolve conflict after it has started.” *Larry Bickle, Retired CEO*

“I work with wealthy clients in one of our nation’s largest banks and have been utilizing RW360’s resources for seven years. Technical competency is important in my profession but without the relational skills to listen and interact with my clients and colleagues effectively, there is little hope of making my advice and competence actionable in their lives. RW360’s values-based resources help me to better serve influencers in business and their families.” *Nelson Cooney, Senior Vice President, US Trust Bank of America Private Wealth Management*

“I have witnessed the negative impact of individual selfishness, bitterness and pride that has hindered or damaged relationships, teams and entire businesses. I have also seen the power of RW360’s peacemaking and relational skills training in all these settings. I strongly endorse RW360 efforts to bring these principles to the workplace. Businesses will be changed, and families will be changed.” *David Cox, Sales Executive, Jack Henry & Associates*

## MILITARY

“I strongly endorse relational wisdom Resources. This material is inspiring for a new generation of military leaders and will be a blessing to the Army and the Department of

Defense and the Chaplaincy.” *Dr. James Carter, Endorser and Executive Director, Presbyterian and Reformed Commission on Chaplains and Military Personnel*

“The RW360 materials provide an effective way to deal personal and military stresses and provides the tools needed to navigate relational situations for a positive outcome. Providing these resources would be a substantial value-add to our service members, and I highly recommend the adoption of these materials as part of the Building Strong and Ready Program. *Andrew Metroka, LT (Ret.), U.S. Navy*

“RW360’s resources are well positioned to have a significant impact in the military community. The content is well designed, integrated and memorable, making it teachable in a variety of formats and environments, and highly transferable. I wish that I had access to relational wisdom 360 early in my career as an Army chaplain.” *Dr. Kenneth W. Bush, Chaplain (Colonel), US Army, Retired, Director of Training, NCMF*

“I am retired from 30-years of military service in both the Navy and Coast Guard. Since retiring, I have taught RW360 resources to both Army and Air Force personnel in my church. They have consistently given me strong feedback concerning the need for these materials to receive wider exposure within their commands. RW 360 materials are practical and immediately relevant within a wide range of issues...marriage troubles, work-related relational difficulty, family tensions, individual identity issues, etc. I recommend them without reservation.” *CPT (Ret.) David V. Edling, USCG, JD*

“RW360 addresses a critical need in the evermore contentious and divisive world in which we all live today. While the military historically deals externally with armed conflict and geopolitical challenges, each organization (whether Army, Navy, Air Force, Marine Corps or Coast Guard) has an increasingly critical need within the various command structures for our personnel to be trained in the tools for peaceful conflict resolution. RW360 effectively and efficiently serves that need.” *CPT (Ret.) James C. Helfrich, USCG, JD*

“RW360 material would benefit military personnel in many ways. Combat readiness would be improved through greater unit cohesion as men and women understand the dynamics of emotional health and interactions. Marriages would be strengthened as relational skills are taught and practiced. The impact of better relationships at home is a more ready and deployable service member whose attention will be on mission requirements and not on conflict at home or at work.” *LTC (Ret.) Michael W. Simpson, US Army, Attorney at Law*

## CHRISTIAN SCHOOLS

“Ken Sande’s teaching on relational wisdom created the perfect presentation for our regional school leaders’ conference. Program directors, senior leaders and board members all left the event with meaningful, biblical and relational tools to lead stronger

and communicate better. It was one of the finest presentations we have ever hosted.”  
*Jerome Bowen, Senior Director, ASCI Rocky Mountain/Western Region*

“No training program has driven home the message of loving God and loving others more than taking our faculty through Relational Wisdom. Putting these principles into practice has made a difference and our culture is noticeably more Christ-like as a result.” *John Davis, President, Heritage Christian Schools*

““I have always sought to be the kind of teacher I want my own children to have. This course has given me tools to make my students feel safe, seen and supported. It has also helped me find a beautiful balance in my work, family and personal life.” *Ysenia Garcia, Second Grade Teacher*

“I recently completed the RW360 online training course and found it to be inspirational and challenging. I appreciated the logical sequence of the material and the great selection of video clips used to demonstrate relational wisdom in action. I look forward to putting the RW360 principles into practice and believe it will benefit me personally and professionally. This program is definitely worth your time!” *Rose Dunlap, Elementary Principal, St. Joseph Christian School*

## PRISON AND JAIL

“I have used RW360 resources in my prison ministry for many years. Most conflicts in prison are resolved by implementing the more extreme ends of the slippery slope – violence or escape mechanisms. Many inmates who come to our classes realize they have made serious mistakes and have harmed dear relationships. They are hungry for tools so that they can reconnect and make amends. RW360 resources provide practical tools for a more peaceable and satisfying result.” *Ken Anema, Instructor for Divine Hope Reformed Bible Seminary*

“I co-led three classes of men in our county jail using RW360 resources. We’ve received very positive feedback from the jail administration and class participants. The inmates consistently resonate with several aspects of the material, including how the concepts are illustrated in the Bible, the helpful teaching on emotions and of amygdala hijacking, the RW acrostics, and the movie clips the help them remember the principles. My wife has just received permission to teach this material to the women in the jail.” *Keith Woodruff, Church Elder and Business Owner*

“Incarcerated women have difficult, complicated relationships, both with fellow inmates and family and friends outside prison. RW360 materials get to the heart of why they are incarcerated and can help them change destructive patterns.” *Ann Clardy, Prison Ministry*

“RW360 material has been an exceptional foundation for biblically based moral decision making on how to handle conflict in a prison. Your slippery slope diagram gives my

incarcerated students a simple way to understand their options for responding to a conflict, which happens a lot in prison when guys are living in groups of 70 men 2 feet apart!" *Gene Presley, Chaplain, Peacemaking in Prison*

## MISSIONS

"Relational wisdom is a vital skill for international ministry, especially when it comes to discerning and navigating cultural differences. In addition to enhancing God/self/other-awareness, RW360's discipleship paradigm improves leadership skills and serves as a powerful diagnostic tool for cultural complexities and challenging ministry efforts." *Jay Eastman, Mission to the World Europe, Area Leader for Member Development*

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