



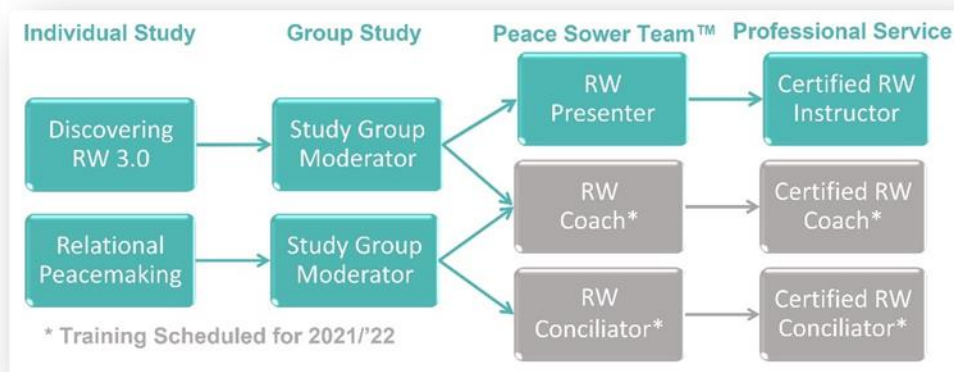
PEACE SOWER TEAMS™

RECRUITING, TRAINING AND MANAGING

Synopsis: In this workshop we will discuss the resources and procedures RW360 has developed to enable churches, ministries, mission teams and Christian owned businesses to recruit, training and manage their own in-house Peace Sower Teams.

1. What is a Peace Sower Team?

A Peace Sower Team (PST) is a group of people who have been trained to serve as **presenters, coaches and conciliators** who equip and assist others to live out the gospel by applying relational wisdom and biblical peacemaking in their daily lives.



2. What organizations can benefit from a Peace Sower Team?

3. Biblical basis (Ex. 18:13-37; Matt. 5:9; Gal. 6:1; Matt. 18:12-20; 1 Cor. 6:1-8).

4. Sowing precedes reaping (James 3:18)

5. Reactive and proactive roles

- RW Presenters
- RW Coaches
- RW Conciliators

6. What kinds of conflicts will you see?

7. A proven track record

- This team concept has been piloted by over **200 churches**. These teams typically included **five members** and averaged **23 training events, 28 coached individuals** and **6 mediations** every year.
- This discipleship activity usually involved **180-240 hours of volunteer ministry** per year and produced a harvest of benefits, including:
 - Thriving relationships = less conflict
 - Marital tensions resolved before they grew into a crisis
 - Improve witness, evangelism and church growth
 - Financial
 - Fewer families leaving the church
 - Volunteer ministry saves 180-240 hours of pastoral ministry
 - Reduces the likelihood of pastoral burnout or forced exit

8. Cost to training a PST

- RW Presenters (1 x \$450)
- RW Coaches (3 x \$1,050)
- RW Conciliators (1 x \$1,900)
- Total one-time cost for five person team: \$5,500 (RW360 recommends 50/50 split)

9. Gaining leadership support

- Sowing and reaping takes time - be patient!
- Set a compelling personal example
- Approach leaders who are likely to be receptive and supportive
- Request a trial run in Sunday school and growth groups
- Get three leaders to RW360's 2022 annual conference!

10. What kind of people do you want on your PST?

- One or more respected leaders
- Respected, gifted and spiritually mature members
- Gender, racial and vocational diversity

11. Working with leadership

12. Show consistent respect for the shepherds/managers

13. Know when to ask for help or make referrals

14. Promoting your PST

15. Resources for Enhancing Relational Wisdom and Conciliation Skills

- *Guiding Christians through Conflict*
- *Handbook for Christian Conciliation*
- *Discovering Relational Wisdom 3.0 Online Course*
- *The Peacemaker: A Biblical Guide to Resolving Personal Conflict* by Ken Sande
- RW-Based Conflict Coaching and Mediation Training (scheduled release in 2022)
- Special Peace Sower Team resources and training (scheduled release in 2022)