

Sowing Peace

2023 Annual Conference

HANDOUTS





RELATIONAL WISDOM 360: SOWING PEACE 2023

WORKSHOP HANDOUTS

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Thursday Opening Session



Keynote: Shrewd as Serpents and Innocent as Doves

KEN SANDE

Synopsis:

Notes:



Friday Morning Sessions



Keynote: How to Have Impossible Conversations

RANKIN WILBOURNE

Synopsis: It can be agonizing to feel locked in an impossible impasse. Entrenched in a conflict. Each side is convinced they are right and the only side who see things clearly, believing If only you knew what I knew! Further, each side believes it is on the side of righteousness, protecting God's concerns, serving the cause of justice. Our families, our churches and workplaces, and the public square are increasingly filled with these kinds of painful and seemingly intractable conflicts, leaving hurt feelings and broken relationships all around us. How can we move towards fruitful conversations around contentious issues?

Notes:



Handling Allegations in a Ministry: Responses and Investigations

THERESA SIDEBOTHAM

Synopsis: Receiving an allegation of some kind of misconduct is always a shock and may trigger a crisis situation. The end goal will be to bring peace and healing, but it may be a long journey. This talk will provide principles on how to respond initially, what plans to put in place, and how to evaluate if an investigation is needed. Then it walks through how to plan and execute a good investigation, addressing some practical and legal concerns. This may include “red flags,” who should conduct an investigation, and to what extent legal counsel and other experts may be needed. A correct approach will help avoid serious mistakes, minimize damage, and prepare the organization to provide healing to people harmed. An investigation is designed to uncover truth, but the goal should be for the truth to be used for repentance and healing.

Notes:

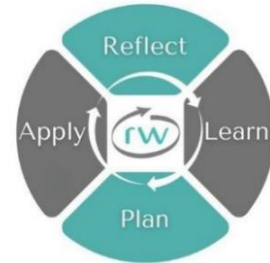


Relational Wisdom Coaching #1 – Conversational Coaching

PATTI DAMIANI & CHIP ZIMMER



4 Steps To Guide You Through A RW Life Coaching Conversation



Reflect

Step 1 - Build Awareness

1. What do you want to focus on?
2. What makes that important to you?
3. What's your desired outcome?

Learn

Step 2 - Deepen Awareness

1. What emotions, thoughts, or triggers might be driving your words and actions (Self-Aware)?
2. What do you know about the other person's concerns and preferences (Other-Aware)?
3. What Scriptures or biblical principles impact how you think about handling this situation (God-Aware)?

Plan

Step 3 - Design Engagement

1. What insights have you gained during our conversation?
2. How do those insights influence your thinking about what outcome you'd like to achieve?
3. What 2 or 3 action steps can you take to move you closer to your desired outcome?

Apply

Step 4 - Practice Engagement

1. How confident are you that you can accomplish these steps?
2. How will you know when you've accomplished these steps?
3. What do you want to remember from our conversation today?



Dwelling in Grace and Truth: A Biblical Model for Engaging Issues of Diversity and Justice

DAVID KING, DSW & JAMES LONG, THD

Synopsis: Issues of race, justice and diversity can be challenging for Christians to face in a context of increasing political polarization. Yet, the Bible offers hope and solutions individually and culturally to address the issues and needs of individuals. In this workshop, participants will learn important differences between a biblical and secular social justice perspective and how principles of Relational Wisdom can be used to effectively respond to individuals and issues in areas of race, justice, and diversity. Participants will also learn about a framework for responding to issues of race and justice based on Biblical principles.

1. What makes diversity issues difficult?

- Audience sharing
- Common challenges
- Experiences of Presenters
- Overview of Biblical Framework

2. Challenge 1 - Grace

- Grace for Understanding Pain and Experience
- Grace for Needs, Reasons and Hurts
- Grace and Responsibility
- Grace, Depravity and Process

3. Challenge 2 - Truth

- Truth and Worldview
- Examining Your Assumptions
- Seeking Truth when Engaging Diversity Issues
- Summary of Biblical Perspective on Diversity
- Different Lenses and Visions of Truth, Problems and Solutions
- Biblical View of Justice



4. Challenge 3 - Dwelling

- Relationships and Community Engagement
- Using Relational Wisdom
- DGT won't always be enough.

5. Q and A

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Relational Wisdom & Pastoral Ministry

RICK HALUSZKA

Synopsis: Beset with personal weakness, humbled by inadequacy at every turn, and entrenched in the daily spiritual war for the flourishing of God's people, pastoral ministry can often become overwhelming & discouraging. As a result, that which we value most suffers—our personal walk with Christ, our high calling to sacrificially love our wife and children, our faithfulness in shepherding, and our witness to those who need the gospel. In this session, I will share ways that RW has greatly impacted my life in the multi-faceted spheres of pastoral ministry and how it can impact yours.

Introduction

- Personal Introduction
- Seminar Introduction

1. RW in spheres of a shepherd's life

- Personal
- Marital
- Parental
- Ecclesiastical
- Missional

2. Questions and Answers



The Necessity of a Kingdom Orientation

ERIC BASYE

Synopsis: What difference does a Kingdom theology make in our relationships? In this workshop, we will discuss its importance as we anticipate the fullness of the Kingdom to come. As we wait for this fulfillment, Scripture informs believers how we are to engage the world to seek the shalom of all as an expression of the hope, love, and joy found in the gospel. It is an invitation to live boldly and confidently in the restoration of all things.

1. Understanding the Kingdom

- Defining the “Kingdom of God”
- Simplified, the Kingdom is the Restoration of Relationships
- The Tension of the Already/Not Yet

2. A Kingdom Orientation Demands a Radical Response

3. Engage with Confident Hope

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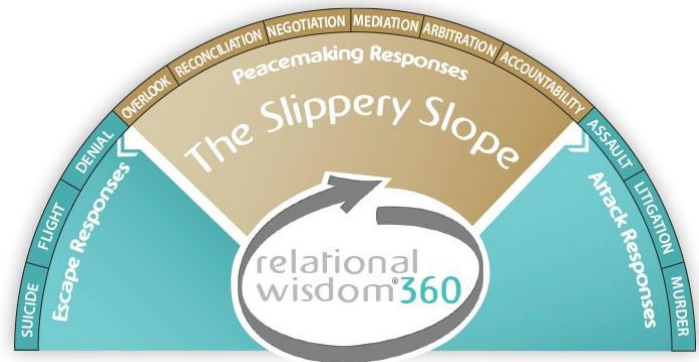
Introduction to Conflict Coaching and Mediation

KEN SANDE

Synopsis: In this workshop we will provide an introduction to the key principles of conflict coaching and mediation and show how they can be used by Peace Sower Teams to resolve conflict in churches, ministries, mission teams and Christian-owned businesses.

1. Where two or three come together in Jesus' name ... there will soon be conflict.
2. The Bible overflows peacemaking exhortations and instructions (Matt. 5:9; 18:12-20; Gal. 6:1; James 3:17-18; 1 Cor. 6:1-8).

- Personal peacemaking
- Assisted peacemaking
 - Conflict coaching
 - Mediation
 - Arbitration

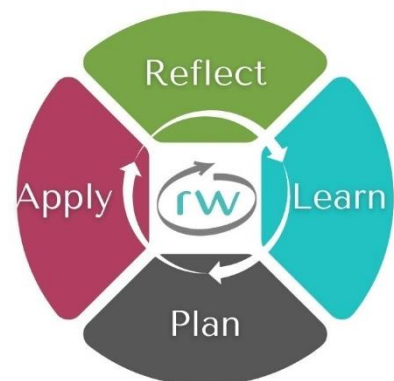


3. Peace Sower Teams enable churches, denominations, ministries and Christian-owned businesses to live out God's call to peacemaking.

- Presenters
- Coaches
- Conciliators

4. RW Coaching Skills - accelerating the development of relational skills

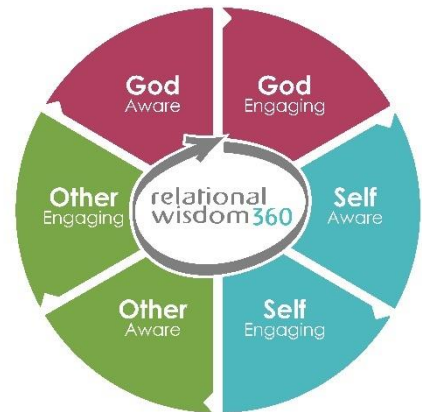
- Reflect
- Learn
- Plan
- Apply





5. Conflict Coaching - advising someone how to resolve a conflict one-on-one

- Typically addresses three areas:
 - What offenses do I need to confess?
 - What offenses would I like the other person to address?
 - How do we resolve substantive issues?
- Coaches apply a variety of concepts and tools:
 - The six skills of relational wisdom
 - 4 G's of peacemaking
 - Progression of an idol
 - Seven A's of Forgiveness
 - Gently restore / breathe grace
 - Four promises of forgiveness
 - PAUSE negotiation



6. Mediation - facilitating conversations and negotiations between two or more people in conflict. Process is summarized as GOSPEL¹

- **G**reeting and ground rules - Make introductions and agree on how you will work together.
- **O**pening statements - Ask each party to briefly explain what he or she would like to accomplish.
- **S**tory telling - Help the parties to clearly communicate all relevant information.
- **P**roblem identification and clarification - Clearly define central issues and interests.
- **E**xplore solutions - Brainstorm options; evaluate them reasonably and objectively.
- **L**ead to agreement - Encourage and document a final agreement.

7. Earning passport is essential

- Can I trust you?
- Do you really care about me?
- Can you actually help me?

¹ For a detailed discuss of these six steps, see chapter 5 in *Guiding People through Conflict*.



8. Work diligently to provide the “Three P’s of Satisfaction”

- Process
- Personal
- Product

9. Conciliators can play many roles

When you have the opportunity to serve as a mediator, you may need to play several different roles before the conflict is resolved. These include:

- Intercessor
- Convener
- Facilitator of communication and understanding
- Model
- Referee and protector
- Trust builder
- Resource expander
- Generator of alternatives
- Reality tester
- Teacher and counselor
- Encourager and coach
- Confronter and exhorter
- Proclaimer of forgiveness
- Closer
- Witness

10. Resources for Enhancing Relational Wisdom and Conciliation Skills

- *Guiding People 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
- Advanced Training: RW Instructor, RW Coach, RW Conciliator
- Peace Sower Team resources and training



The Missing Discipline

PAUL CORNWELL

Synopsis: After years of assisting churches through conflict, I have seen a reoccurring pattern, I call it the missing discipline. Any guess that the missing discipline might be?

In this workshop, we will discuss the most missing discipline I have seen after working with hundreds of churches. It is both disturbing and problematic that those who know the gospel so poorly practice this Biblical discipline and do not recognize the difficulty it creates in their situation. Participants will learn a method to assist a church in regaining this essential discipline. They will discover just how limiting and at times prophetic the lack of this discipline is, explaining why they fail to resolve their issues.

In preparation for the workshop, participants are asked to read the letter of I John in its entirety and in one setting. Multiple readings will be beneficial.

1. 4 Opportunities not to miss:
2. The Core Principle to Apply
3. The 4 Always in Play
4. The Missing Discipline

Contact information: Paul Cornwell, Crossroads Resolution Group;
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The Missing Discipline

The Progression of a Pattern: A new way to think about abiding in Christ, with others.

Reality:

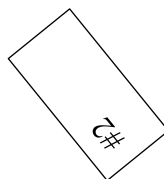
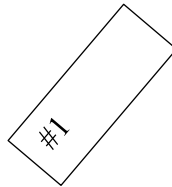
4 Opportunities

A:

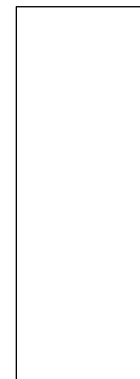
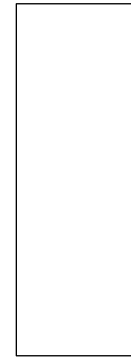
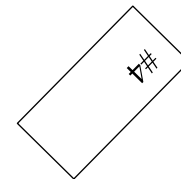
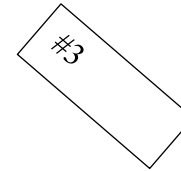
B:

C:

D:



The 4 Always in Play





Friday Afternoon Sessions



Keynote: Bearing with One Another in Love: Recapturing Our Shared Life in Christ

KELLYE FABIAN-STORY

Synopsis: As Christians, we are called to "bear with one another in love." So, why are we so divided, lonely, depressed, and increasingly unable to resolve our conflicts? Why, even as Christians, do we struggle to find common ground, stay when things get hard, settle for online small groups and church services, and so often fail to stand out and stand up? The answer to these questions is actually very simple: our culture has formed us exactly this way. Over time, we have been formed by several -isms that have disabled us from fulfilling this fundamental calling. Consumerism, expressive individualism, escapism, and virtualism have become so normal that we hardly recognize the impact they have on us. Given that this is the cultural water we're swimming in, how do we as Christians return to our calling? How do we recapture our shared life in Christ?

Notes:



Faith, Hope, & Love: The Core of Discipleship and Christian Leadership

COLIN SAUSKOJUS

Synopsis: In this workshop we will discuss the concepts of faith, hope, and love and take a look at how they serve as core practices of our walk with Christ and our practice of leadership within our families, churches, businesses, and communities.

"Paul, an apostle of Christ Jesus by the will of God, and Timothy our brother, to the saints and faithful brothers in Christ at Colossae:

Grace to you and peace from God our Father.

We always thank God, the Father of our Lord Jesus Christ, when we pray for you, since we heard of your faith in Christ Jesus and of the love that you have for all the saints, because of the hope laid up for you in heaven. Of this you have heard before in the word of the truth, the gospel, which has come to you, as indeed in the whole world it is bearing fruit and increasing – as it also does among you, since the day you heard it and understood the grace of God in truth, just as you learned it from Epaphras our beloved fellow servant. He is a faithful minister of Christ on your behalf and has made known to us your love in the Spirit." - Colossians 1:1-8

1. Faith – Rooted in the past; in the character and work of Christ

- Hebrews 11
- Abraham
- Faithfulness

2. Hope – Future oriented confidence; courageous action

- Philippians 3
- The great commission & the early Church
- Athletics

3. Love – self-sacrificial; seeks the best for the other

- 1 Corinthians 12:27-13
- *Entheos*
- The gospel – 1 John 4:9-10

4. Reflections and Practices – City on a Hill



Handling Conciliation Surprises and Pitfalls

CANDY MCCUNE, TED KOBER, & ALLISON PICKERING

Synopsis: You know how you have a new case, rather typical initial contacts, a great outline for the meetings, and wonderful plans for how you will guide each party right to a smooth reconciliation, even a list of scriptures and wisdom quotes ready to pull out as needed? But as the conciliation work gets rolling, suddenly up pops a totally unexpected and difficult situation that has the potential to stymie everything! This panel of seasoned conciliators will share insights and experience gained in the field on some of these “surprises and pitfalls” plus allow some time at the end to field questions.

“For he has said, ‘I will never leave you nor forsake you.’ So we can confidently say, ‘The Lord is my helper; I will not fear; what can man do to me?’” (Hebrews 13:5-6)

Introduction – Panel members and format

1. Unexpected - Surprises

➤ Physical

- Alcohol, drugs
- Health
- Medical situations
- Unexpected attendees
- Other

➤ Personality

- Different person shows up
- Changed dynamics
- Disruptive behaviors
- Body language
- Unexpected & outside guidelines
- Other- Phil. 2:4, 21; 1 Thess. 5:14-18

➤ Totally Unexpected

- Serious allegations/issues arise
- Spiritual issues appear (previously unknown and not fitting intake info)
- Other – Is. 55:9; Romans 8:28

2. Pitfalls



➤ Personal Preparation

- Physical
- Spiritual – Romans 12:9; Matt. 22:37-39
- Unprepared
- Location Issues
- Other

➤ Party Preparation

- Pre-mediation
- Preparation assignments
- Advisors
- Party expectations & advance work
- Other

➤ Process Preparation

- Initial
- Food
- Neglected Items
- Confession issues
- Agreements (in writing)
- Conclusion agreement
- Other

3. Insights & Overall Wisdom

- Preparing helps you be ready for unexpected
- Have professionals available
- When faced with tough situations
- Consider the needs of parties – requiring spiritual advisors
- Be willing to say “no”
- Never forget who is in charge
- Other

4. Q&A – please follow these guidelines



- Index cards will be available at your tables – as your question arises in your mind, jot down the question as clearly as possible. These will be collected at the end of the session and will be addressed by the panel. Being clear yet succinct in your wording will be helpful.



Relational Wisdom Coaching #2 – The Art of Active Listening

PATTI DAMIANI

Art of Active Listening

Asking vs. Advising

“The purpose in a man’s heart is like deep water, but a man of understanding will draw it out.” Proverbs 20:5



How does asking vs advising impact our conversations?

DIRECTIONS: In your breakout rooms, make a list of the *advantages of asking* and the *disadvantages of advising* by answering the two questions below.

1. How did **advising** hinder?
2. What would be the advantages of **asking**?



Listening Intentionally Looks Like

"...be quick to hear, slow to speak, slow to anger; 20 for the anger of man does not produce the righteousness of God." - James 1:19-20

"Courage is what it takes to stand up and speak; courage is also what it takes to sit down and listen."
- Winston Churchill

Listening Intentionally Looks Like:

Directions: In your breakout group, list as many ways to listen as you can. Consider things such as your mind, body, intuition etc. You will have 5 minutes.

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.



Clarifying Questions

Clarifying Questions

Definition: Clarifying questions are open-ended questions to deepen awareness, eliminate ambiguity, and narrow the topic.

Clarifying questions can take a conversation toward greater awareness for both the listener and the coachee. It can improve your listening as well as deepen the coachee's understanding, reveal meaning and in doing so, provide the needed awareness to move an issue forward. Here are some examples:

Clarifying Meaning

What do you mean by..... (a better relationship)?

Could you give an example of(a better relationship)?

What does having(a better relationship) mean to you?

Clarifying Desires

How would you go about having(a better relationship)?

What would it look like if you were(feeling connected)?

What would you do differently if you were(talking things through)?

Clarifying Motives

What makes that important to you?

How are your values reflected in what you'd like to see happen?

Clarifying Thinking

What makes you say that?

What leads you to that conclusion?

Clarifying Conclusions

What thoughts are emerging as you talk about this?

What conclusions are you reaching as you talk?



Transforming Communities with Relational Wisdom and Redemptive Compassion

CLAUDE ALLEN

Synopsis: There is a growing recognition of the role that the Church and Christians can play in community transformation, particularly in low-income areas. Churches are uniquely positioned to mobilize resources, build relationships, and provide holistic support to individuals and families in need. However, effective community transformation requires more than just good intentions. It requires a deep understanding of the complex social and relational dynamics that shape communities, as well as a commitment to practicing Redemptive Compassion and Relational Wisdom.

In this workshop, we will explore the application of Redemptive Compassion© and Relational Wisdom© training for churches and Christians involved in community transformation in partnership with Love In the Name of Christ (Love INC) affiliates. We will begin by defining these terms and exploring their biblical roots. We will then discuss the challenges and opportunities associated with church-based community transformation, as well as the ways in which Love INC affiliates can support churches in this work. Finally, we will provide practical guidance for churches and Christians seeking to apply redemptive compassion and relational wisdom in their community transformation efforts.

This workshop is designed to equip community leaders, volunteers, and organizations with the tools and biblical mindset necessary to transform their communities for the better by developing empathy, effective communication and conflict resolution skills that build stronger relationships with neighbors.

The workshop will also focus on Redemptive Compassion, which is a way of showing developmental compassion and mercy to those in need while also encouraging responsibility and accountability. Participants will learn how to balance compassion and accountability in their work, and how to avoid enabling behaviors that can harm both the giver and the receiver of the help.

Overall, this workshop provides a comprehensive and practical approach to community transformation that integrates key principles of Relational Wisdom and Redemptive Compassion and is designed for anyone interested in making a positive lasting impact in their community.

Notes:



The Anatomy of an Unresolved Church Conflict

PAUL CORNWELL

Synopsis: Have you ever noticed that churches in unresolved conflict fail to resolve their conflicts or even find a resolutional-path due to something they are not doing? I have! While there are multiple examples of things missing in church conflict (See Workshop: The Missing Discipline), identifying what is missing and telling the church is ineffective. Even knowing the facts does not bring the needed resolution.

This workshop will present a description of how church leaders and congregations attempt to address their challenges. As the participant will quickly see, many churches give good and well-intended effort to understand their conflicts, yet they end their pursuit prematurely. This occurs for many reasons ranging from ignorance of what the next helpful step might be to moving away from the hope of the gospel.

When a church-conciliator understands the church's efforts, discovers why they stopped too soon and can describe and offer a path to more effectively address the issues, many churches will desire to follow that path. Participants will learn a 3-tiered pattern of addressing church issues. They will understand the common ways each pattern is defined, is helpful, and how stopping too soon results in many church conflicts staying unresolved.

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Assessment Tiers

An Overview

General description of the tiers:

Each tier is important. Some issues are resolved at a Tier 1 level, others require Tier 2 or 3. The longer issues go unresolved the need for the next tier is clear. Tier 3 is the most impactful and provides the most beneficial results.

Tier 1:

Common factors when someone determines what has happened, who was involved, and what should be done about it.

Tier 2:



Identifying causation is the essential first step if a resolution is going to be found. However, most do not realize the importance of this tier. Why a person takes any action is a matter of the heart.

- Matt 15:18 out of the abundance of the heart
- Prov 4:23 guard your heart with all diligence
- Prov 20:5

A plan in the heart of a person is like deep water, But a person of understanding draws it out.

Tier 3:

The complexities of the heart require intricate effort and focus that tension-filled issues do not match. Conflicts tend to move us to desires (James 4:1) and focusing on positions on the issues. Thus Tier 2 often does not fuel resolution. Even knowing some causative factors isn't an end all. It tends to appeal to more of the same, accusations, blame, and a failure to apply key Biblical exhortations.

The focuses of Tier 3 are needed and even required to resolve many unresolved issues. For example: the difference and identity of at least 3 things becomes essential.

- Heart Idolatry (James 4:1-5; I John 5:21; Colossians 3:5 – an example)
- Godly Interest (Philippians 2:4)
- Matters of Conscience (Romans 14)

Tier 1. Observable:	Decisional Solutions	Limited Results	I Corinthians 1-4
Presenting Issues (those involved describe and the assessor sees)	Fact Pattern Based	Unsatisfying	Discovery is needed
	Issue/Position Thinking	Fails to Resolve Deeper issues	Getting here brings No Peace

Note: When this tier is unsuccessful in bringing lasting resolution, Tier 2 is needed. Going deeper is necessary. Getting underneath the conflict is essential, being fact-based does not often reveal long-term solutions. When this occurs, move to Tier 2.



I Corinthians 1-4 was Paul's assessment of the church at Corinth. Following the pattern of these chapters reveals a move from positions on issues to the underlying cause of why the issues are divisive and how the issues would be resolved.

Central Principle: Understanding how our heart motivates our behavior and attitudes.

When the central principle of I Corinthians 1-4 is missing, the impact not only creates the limited results of Fact Pattern Based decisions but also inhibits the ability to gain lasting solutions. While decision makers have the right to make decisions, that does not equate to lasting solutions.

My conciliation experience is that when decisions are made based on issue-position-thinking, the results are dissatisfying to many.

When the central principle of I Corinthians 1-4 is discovered, there is a natural and growing impact on how issues are being addressed. The move to Tier 2 is in play.

Tier 2. Causation Factors	Results-Based Solutions	Opportunity is Recognized	James 4: 1 source
Are Seen by Those involved	Immediate Focus	Barriers Can be Discovered	The source Is in me
This is not Blame (James 4:11)	An example: Impact on others, Changes the approach	But discovery requires Biblical means	<i>God is up to Something in And through Our conflicts!</i>

When knowing why certain actions were taken doesn't lead to resolution, understanding the motivations of the heart is essential. The more complex the issues and/or an inability to resolve the issues by those involved indicates the need to move to Tier 3. Causation is important and it points to the deeper heart-motivations.

Tier 3. Motivational	His Wisdom And Ways	Transformative Responses	James 5 Outcome
Heart Focused Matthew 15:18	Jas 3:17-18	Forgiveness	Healing Nothing less will do



The deepest
Dive is necessary
Matthew 7:1-5

Faith is
Required
Prov 3:6

Confession
Repentance

Personal
Relational
Spiritual

God's solution to any conflict is found in your heart. How you are motivated in both Godly and ungodly ways are part of a solutional path. When we focus here rather than on blame or desired outcome, we learn how His ways are best applied to the situation. Instead of responding the best way we know how, we respond according to what He has provided to us in the Gospel. As we apply His wisdom and ways, we are certain of pleasing Him and experiencing His favor. (2 Cor 5:6-10)



Trauma-Informed Conciliation

DANIEL TEATER

Synopsis: As trauma awareness has increased over the last decade, so has the need to apply that knowledge in a thoughtful, systematic manner. As people have grown in their understanding of how the nervous system is affected by traumatic experiences, new approaches have been developed that address the dysregulation of the body with compassion. Using a combination of lecture, group discussions, short videos, and case studies, we will learn how these “trauma-informed” methods and techniques can be utilized in Christian conciliation. We will explore the nature of trauma, understand the effects on the nervous system, and develop an integrated approach to conciliation practices.

Notes:



Relational Wisdom & the Spiritual Discipline of Conversation

VINCE VITALE

Synopsis: When you think of the spiritual disciplines that you are actively cultivating in your life, does “conversation” make the list? Are you a better conversationalist than you were five years ago? Most people find these difficult questions to answer, but they are critical questions to be able to answer with a confident “Yes.” God finds his way into good conversations that eventually lead to the gospel. So, practically and concretely, what would it look like to take day-to-day conversation seriously as an essential aspect of Christian witnessing and discipleship, and to see those conversations consistently leading to others turning to Christ? That is the question I want to explore together in this workshop.

Colossians 4:5-6:

“Be wise in the way you act toward outsiders; make the most of every opportunity. Let your conversation be always full of grace, seasoned with salt, so that you may know how to answer everyone.”

1Peter 3:15:

“But in your hearts revere Christ as Lord. Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect...”

1. Be Multilingual
2. Be Goal Setters
3. Be Question Ready
 - Remember to ask connected questions!
4. Be Response Ready
5. Be Testimony Ready



6. Be Bridge Builders
 - Take a Genesis 1-Romans 1 Approach.
7. Be Prayer Ready
8. Be Good Stewards
9. Be Invitational

Recommended Resources

- Greg Koukl, *Tactics: A Game Plan for Discussing Your Christian Convictions*, 2009.
- Rebecca Pippert, *Stay Salt: The World Has Changed: Our Message Must Not*, 2020.
- Os Guinness, *Fool's Talk: Rediscovering the Art of Christian Persuasion*, 2015.

Questions That Count

What was the best part of your week? What was the worst part of your week?

What's been on your mind most recently?

When was the happiest time in your life? What made it so happy?

What are you good at?

What are your dreams for the future?

If money wasn't an issue and you could do anything you want, what would you do?

What were you like as a child? Do you think you're different now? In what ways?

What is your best childhood memory?

Who in your family are you most alike? Whom are you most different from? In what ways?

Whom are you closest to in your family? Are you close to your other family members?



Who's your best friend and what's the best thing about them?

How would your best friends describe you?

Who has had the most significant influence on your life? How so?

What would you change about yourself if you could change one thing?

In what ways do you find it hard to be the person you want to be?

Did you grow up in a religious home? Would you raise children the same way? Why or why not?

What is the most frustrating thing about religion to you?

If you could make one law, what would it be? If you could break one law, what would it be?

What would you do tomorrow if you knew you could not fail?

What do you wish someone could do for you that you can't do for yourself?

What causes 80% of your stress?

What's missing from your life?

What do you live for?

Where do you find the most peace in life?

What's your greatest fear?

If you could have the answer to one question, what would it be?

Have you ever had an experience that made you think there might be a God?

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Saturday Morning Sessions



Keynote: A Genesis 1 – Romans 1 Approach to Disagreement

VINCE VITALE

Synopsis: It is easy to feel overwhelmed when people confront us with their objections to the Christian faith, especially nowadays when the objections are so closely tied to how people understand their identity and when disagreement itself is considered offensive and hateful. How can we bridge the seemingly insurmountable gap between the convictions of contemporary culture and the invitation of Christ? How did Jesus do this? How did Paul do this? This session will offer a biblical, practical framework for learning to communicate Christ not merely despite today's cultural challenges but through them. By working through culturally relevant examples, we will learn how even the most daunting disagreements can become welcome Gospel opportunities.

Notes:



Guarding Pastoral Ministry from Legal Liability Through Informed Consent and Relational Commitments

KEN SANDE

Synopsis: This workshop will describe ways that churches can use RW360's risk management resources to promote loving pastoral care, build safeguards against the misuse of power, and reduce their exposure to legal liability by obtaining "informed consent" to pastoral policies and practices on conflict resolution, divorce and remarriage, protecting children from abuse, counseling and confidentiality and church discipline.

A. INTRODUCTION

1. As American culture becomes increasingly hostile to biblical values, churches exercising traditional pastoral ministry have become far more vulnerable to lawsuits alleging defamation, invasion of privacy and intentional infliction of emotional distress (see, e.g., *Guinn v. Collinsville Church of Christ*, 1984, which resulted in a \$390,000 judgment against a church *and its leaders*).
2. Many judgments against churches occur because they have failed to clearly establish and communicate how they will exercise pastoral care over members who persist in conflict and sin. As a result, unrepentant members persuaded juries that the church's actions were unreasonable and offensive, which is not difficult to do in a culture that prizes autonomy and despises accountability.
3. Even when a church wins in court, it usually pays an enormous price in terms of legal fees, lost time and energy, damaged witness, distraction from ministry and congregational confusion and dissension. Therefore, in today's legal climate, it is not good enough for a church to behave so well that it will prevail in a lawsuit. Instead, churches must act with such wisdom and integrity that they will prevent lawsuits from being filed in the first place.
4. The most important step in avoiding legal liability is to obey Jesus' timeless command to treat others the same way you would like to be treated yourself (Matt. 7:12). For church leaders, this means, among other things, being authentically approachable and accountable, building safeguards against the misuse of power in the church, exercising discipline in a gentle and redemptive manner, and making every reasonable effort to protect members from foreseeable harm (see [The Relationally Wise Leader](#)). The consistent practice of these principles will help leaders avoid many of the relational missteps that cause offense and lead to legal threats.
5. But even when you treat others in a way that is loving, redemptive and biblically appropriate, some people may still take offense, especially if they are angry that their sins of dishonesty, pride, lust or adultery are being addressed in an attempt to



restore them to a right relationship with God and others, as Jesus commands in Matthew 18:15-20.

6. In these situations, one of the most effective ways to prevent a lawsuit is to have *previously adopted explicit biblical policies* that clearly and comprehensively describe how your church will shepherd its members, especially when carrying out pastoral ministry intended to restore a member who is caught in sin (Gal. 6:1; Luke 15:1-7; Matt. 18:12-20). These policies will provide your church with one of the most effective defenses against any lawsuit: ***informed consent***. To secure this defense, a church needs to be able to prove that the person complaining of a wrong was in fact fully informed of the church's pastoral policies and procedures and knowingly consented to be bound by them.
7. Although many churches have provisions in their bylaws about "exercising discipline pursuant to Matthew 18," this kind of general statement is completely insufficient for today's individualistic and anti-church legal climate. Therefore, it is essential that churches update their governing documents by adding more detailed language that preserves the church's right to shepherd its flock and rescue wayward members from sin.
8. This added language should address specific challenges that may arise, such as disclosing or withholding confidential information, continuing discipline after a member attempts to leave the church or informing your members of your disciplinary actions in order to protect others from harm.
9. Based on our experience in mediating and arbitrating hundreds of lawsuits against churches, RW360 has developed model "***Relational Commitments***" that churches can use to define and communicate their policies on conflict resolution, divorce and remarriage, counseling methodology and limitations (including the "clergy-penitent privilege"), confidentiality and church discipline. Churches may adapt these model commitments according to their ecclesiastical beliefs and practices, and then make this document available to their members to clearly establish the pastoral and relational practices that will be followed in their church.
10. By adopting this type of governing document, churches can strengthen their ability to live out the gospel and obey God's command to restore straying sheep, while simultaneously reducing their exposure to legal threats.

B. ADOPTION AND MODIFICATION OF MODEL COMMITMENTS

1. Have leadership team review model Commitments to confirm initial approval.
2. Use RW360 training resources to build consensus among church leaders and congregation (e.g., The Relationally Wise Leader, RW Shepherd, group studies).



3. Change terminology to match your ecclesiology and theology.
4. Review and articulate your theology on divorce and remarriage.
5. Pursue formal adoption by leaders and/or congregation.

C. SPECIFIC COMMITMENTS

1. Commitment to Peacemaking and Reconciliation
2. Commitment to Preserving Marriages
3. Commitment to Protecting Our Children
4. Commitment to Biblical Counseling
5. Commitment to Confidentiality
[Clergy Penitent Privilege](#)
6. Commitment to Accountability and Church Discipline

D. CHURCH COVENANTS



Everyday Negotiation Skills

CHIP ZIMMER

Synopsis: If you've read *The Peacemaker*, or taken part in a peacemaking seminar, you've encountered the PAUSE Principle of negotiation. Many of us think the PAUSE Principle only applies to conflicted relationships. But PAUSE can also be used in everyday conversations as well as pastoral ministry to strengthen relationships and develop mutually supported solutions. In this Workshop, we'll explore how godly heart attitudes support the creation of compelling joint-problem statements, the key to negotiating cooperatively. In preparation, please read Chapter 11 of *The Peacemaker*.

Slide 1: Welcome to Everyday Negotiation

Welcome and introduction. We're going to look at negotiation as a tool for building relationships in daily life. To do so, we'll focus on a couple of aspects of negotiation that are often not well understood or put into practice. We'll have the opportunity, by working through a case study together, to get a better feeling for what this looks like in real life. I hope that by the time we're done you will have a better sense of how this peacemaking tool is also useful in strengthening everyday relationships and is a vital part of the RW toolkit.

Open with prayer.

Slide 2: Three Scenarios

Turn to a neighbor and answer this question: What do these three scenarios have in common?

1. A discussion between an employer and an employee concerning the employee's request for a raise.
2. A meeting between the leader of a rebel group and a representative of that country's government to hammer out the terms of a ceasefire.
3. A conversation between parents and their 14-year-old daughter regarding whether their teenager should have her own cell phone.

Your Answer:

Slide 3: Negotiation Definition – Negotiations have a common structure:

- a. There is a question or problem to be solved;
- b. Often (but not always), each participant has a preferred outcome;
- c. These preferences reflect underlying desires, called "interests;"
- d. The conversation that ensues has "the goal of reaching agreement" – our baseline definition of a negotiation.

Slide 4: Review Our Case Study



Is this Case Study a negotiation? Let's ask...

- Is there a question that they would like to resolve?
- Do they have preferred solutions?
- Do underlying desires motivate those preferences? (For now, assume that the answer is "yes").
- Would they like to reach agreement?

Your Answer:

Slide 5: The PAUSE Principle in Action (Chapter 11 of *The Peacemaker*):

Many of us will recognize the story posed by our Case Study. We've probably had similar conversations ourselves. At the heart of such discussions is often an unspoken assumption that the way forward is for one person to "give in," often to someone who insists that they do things "my way."

There are times when giving in is the wise thing to do. But, giving in can also become a habit, one that can lead to resentment and frustration. What's more, sometimes what the other person wants is wrong, or harmful. Giving-in would not be the right option.

The flip side of giving-in is "winner-takes-all," or at least gets more of what he or she wants. There are times when standing firm is important. But, too often, the relationship becomes a tool that is used to manipulate or threaten the other person into "agreeing" with what I want.

Giving-in, or demanding "my way," are two ends of a continuum in which people go back and forth searching for a solution. The PAUSE Principle (Chapter 11 of *The Peacemaker*) encourages us to move away from this mindset altogether and adopt a more cooperative approach to negotiation. As students of Relational Wisdom, we understand that godly negotiation includes concern for God and others, as well as ourselves. When we do so, the PAUSE principle can become a tool for building Relational Wisdom.

PAUSE is an acronym that provides a framework for negotiating cooperatively. Here are the basics:

P is for Prepare. To negotiate well requires us to pay attention to two elements – the "transactional" discussion and the relationship in which that discussion takes place. PAUSE can be viewed as a tool for resolving transactional differences while also building up relationships. Wise preparation requires prayer and trust in God's provision.

A is for Affirm relationships. Relational Wisdom teaches us that we are in relationship with God, ourselves and others when we negotiate. Wise negotiators consider all three when they focus on transactional discussions.

U is for Understand interests. Interests are what motivate us. They are expressed as underlying desires, attitudes of the heart and, in their most troublesome form, idols that



lead us astray. Understanding interests, separating the ungodly from the godly, then using them to build Joint Problem Statements is the key to negotiating cooperatively.

Example: Two children divide an orange. The mother focused on being “fair.” The children focused on “satisfying their desires.” Which solution do you prefer?

S is for Search for creative solutions. Most negotiations present opportunities for creative thinking. The more that options reflect the interests of everyone involved, the more likely the negotiators are to work cooperatively and find wise outcomes.

E is for Evaluate options objectively and reasonably. Some helpful questions include: How well do various options fulfill the interests of all participants? Which options are “do-able?” How have similar problems been resolved by others? What do we do if none of the options proves workable?

Note: The better negotiators get along, the easier it is to practice the PAUSE Principle. If conflicted or broken relationships block progress on negotiating, it is normally best to work through relational issues first.

The success of a Cooperative approach turns on the “U” element – Understand interests. This is where we’ll focus for the remainder of our time.

Slide 6: Understanding the “Heart” of Interests

- “Interests” are the desires that motivate us. In biblical terms, they proceed from our hearts and are powerful drivers of our thoughts and actions.
- They are usually expressed as preferred solutions, called “positions.”
- We often get stuck negotiating competitively over preferred positions (my way or your way?).
- Identifying underlying Interests opens up creative possibilities, because interests – those desires that underlie positions – can usually be satisfied in multiple ways, increasing possibilities for additional solutions. Identifying and building on godly interests is the key to negotiating “cooperatively.”

Slide 7: Small Group Exercise

Let’s consider our Case Study further. Please turn to a neighbor and answer the questions below:

- (1) What might be motivating Person X, i.e., what are her “interests?”
- (2) What might be motivating Person Y, i.e., what are his “interests?”

Debrief:

- Which interests honor their faith?
- Which do not?
- Are there interests that are implied by their context, but might escape notice?



Interests flow from our hearts and are expressed in words, actions and attitudes that impact relationships. *"For out of the overflow of his heart his mouth speaks"* (Luke 6:45). It is often hard to examine our interests in the rush of everyday conversations. But, we can and should conduct post-game analyses, especially when the discussion did not go well as we had hoped.

Slide 8: The Progression of an "Idol"

Idols are desires – "interests" – run amok and their development usually follows a predictable pattern: I Desire; I Demand; I Judge; I Punish.

An "idol" is anything we worship other than God. An idol drives our thoughts, words and behavior, dominating and often driving out love and service God and others. The Progression of an Idol is a useful concept for identifying and dethroning desires, or "interests," that have taken control of our hearts. There are 4 stages to consider:

I Desire something, often a good thing. How many times have you heard someone say, "All I want is (this good thing)...?"

I Demand that you give it to me because it is good. When Desires, even good ones, become non-negotiable Demands, they have already taken up residence in our hearts and are exerting control over our thoughts and actions. Our emotions tend to fall in line in support of whatever it is we want and are a hyperlink to what lies beneath.

I Judge you as wrong, or worse, for not giving that good thing to me. Too often, we view people who stand in our way as wrongdoers who merit condemnation.

I Punish you for your failure to give me the good thing I desire and deserve. You've earned it! Punishment usually takes the form of words and tone of voice, but also actions. We both say and do things we may later regret. The impact on relationships can be devastating.

As James sums up in James 4:1-3:

What causes fights and quarrels among you? Don't they come from your desires that battle within you? ² You desire but do not have, so you kill. You covet but you cannot get what you want, so you quarrel and fight. You do not have because you do not ask God. ³ When you ask, you do not receive, because you ask with wrong motives, that you may spend what you get on your pleasures.

Slide 9: The Cure for Idol Worship

The cure for idol worship is heart-level repentance that replaces idol worship with worship of God.

We are to pursue godly desires in godly ways. This is how the PAUSE Principle is meant to work. For more on this, please read *The Peacemaker*, chapter 5, or visit RW online and read Ken's article, *Getting to the Heart of Conflict*.

Question: Might X or Y be struggling with a good Desire that has become a non-negotiable Demand, i.e., an "idol?" What are your clues that this might be so?



Slide 10: Creating “Joint Problem Statements”

A Joint Problem Statement is one that incorporates the honorable (well-vetted) interests of all involved. It changes the conversation from a competitive question (who wins?) into a cooperative question that follows this template:

“How can we provide for the interests of Person X and the interests of Person Y?”

Slide 11: Building a “Philippians 2” Negotiation

A “Philippians 2 Negotiation” calls for us to pursue the interests of everyone involved in the matter. Philippians 2:3-4 says:

Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. Each of you should look not only to your own interests, but also to the interests of others.

Paul does not stop there. Verses 3 and 4 are possible only because of what he tells us to do in Philippians 2:5-8:

Your attitude should be the same as that of Christ Jesus: Who, being in very nature God, did not consider equality with God something to be grasped, but made himself nothing, taking the very nature of a servant being made in human likeness. And being found in appearance as a man, he humbled himself and became obedient to death – even death on a cross!

A full, Philippians 2 negotiation places us in service of God and others. Our own interests matter, but so do the interests of others, motivated by the same attitude as Christ himself.

Slide 12: Small Group Exercise.

Turn to your neighbor and create a Joint Problem Statement for Person X and Person Y in our case study, using this template: “How can we provide for the interests of X while also providing for the interests of Y?” Participants supply what they consider to be the interests.

Debrief: Participants share their Joint Problem Statement, showing how it captures the interests of both X and Y.

Slide 13: Plenary Exercise (time permitting)

We select one Joint Problem Statement from the Small Group Exercise above and develop multiple possible solutions from which to choose. This is the “S” dimension of the PAUSE Principle.

A Note on Creating Alternatives and “Brainstorming:” Brainstorming can be very helpful, especially when people are struggling to think of alternative solutions. However, it is often more effective to start from interests and thoughtfully craft solutions that fulfill those interests than it is to brainstorm many options and then check to see whether any of them align well with the interests identified.

Slide 14: Conclusion and Q&A



A Philippians 2 framework helps build relationships by shifting our focus from serving ourselves to also serving others with Christ-like humility. This is a full-on Relational Wisdom approach, concerned for God, Self and Others. A check on heart motives reinforces godly interests and eliminates those that don't bring honor to God. For PAUSE negotiators, relationship-building is as much a priority as the transactional conversation, perhaps even more. Great negotiators build relationships *and* reach wise agreements.

With practice, negotiating cooperatively can become routine. Opportunities abound in everyday conversations to practice the PAUSE Principle. The more faithful we are in small, everyday matters, the more God can use us to tackle larger concerns.

Your Assignment: Within the next week, identify a problem that you'd like to negotiate. Keep it simple. Take some time to plan how you'll implement the PAUSE Principle, especially the all-important "U" component. Then, give it a try. Debrief by analyzing what worked and what didn't, make notes of your experience and plan to try it again.

Questions and Answers

Final Question: What is one thing you'd like to remember from this Workshop?

Closing Prayer



Our Minds Don't Work the Way We Think They Do

RANKIN WILBOURNE

Synopsis: We need to think again about how we think. We are living during the heyday of brain science. We've learned more about how the brain works in the last 25 years than in the previous 5,000! These truly are the days of Copernicus and Galileo when it comes to our understanding of how we come to think what we think and believe what we believe. If we want to be truly rational actors, then we might begin by learning that we are not nearly as rational as we think we are. We are routinely self-deceived by a whole host of biases. This turns out to be not only good science but a confirmation of ancient Biblical wisdom and evidence to support what our best theologians have long tried to tell us.

Notes:



Relational Wisdom & Restorative Justice

KELLYE FABIAN-STORY

Synopsis: What if Christians and Christian lawyers used restorative justice processes and tools to help individuals, organizations, and even communities achieve holistic and satisfying results after a conflict, painful communal experience (like the controversial loss of a pastor or leader), or community tragedy? Such an approach just might be best when we experience pain, anger, and betrayal because restorative justice focuses on the needs of those who have been hurt, the agent of harm, and the communities from which they both come. Restorative justice can bring about lasting reconciliation, healing, and hope.

Notes:



When the Necessity of Two or Three Witnesses Becomes Controversial

ALLISON PICKERING & PATRICK DRURY

Synopsis: Christians in the midst of a difficult conflict often struggle to understand and apply the biblical passages that refer to taking two or three witnesses along. In fact, the interpretation and application of these passages often add to the controversy and delay helpful progress on a solution. For example, some of the most heinous sins are often done in secret and have no witness. Does it mean that we cannot seek to discern and address sin and foster accountability and Gospel healing? Surely not. But how do we proceed in these complex situations? In this workshop we will consider several scenarios where these kinds of questions must be answered to faithfully care well for all involved, protect the weak, bring sin into the light and promote justice and reconciliation in a Gospel centered manner.

Notes:



Enhancing Empathy and Understanding Through “Story Exchange”

KRISTIN LAWRENCE

Synopsis: Explore how to develop a deeper understanding and emotional connection with others through a Story Exchange! This workshop will help build the skills needed to understand different perspectives and open up conversations with compassion. Together, we will experience how exchanging our stories can help build empathy and support others as they seek to reconcile differences in their relationships.

Notes:



Wrestling Not with Flesh and Blood: Understanding & Responding to Sexuality Issues Impacting Family, Friends, or Work

DAVID KING, DSW

Synopsis: Christians holding to traditional and Biblical views of marriage and sexual behavior and expression face increasing challenges and moral conflicts when interacting with friends, family or coworkers ascribing to current secular constructs of sexuality and identity. Understanding the underlying beliefs and assumptions of these constructs and effective strategies for engaging others is vital for navigating relationships. This workshop will explore key worldview differences between current secular views and perspectives on sexuality and identity and historically Biblical views and offer strategies to effectively interact with others without compromising personal beliefs.

1. Foundations: Theological and Personal Perspectives on Sexuality
 - Biblical Vision
 - Theological Assumptions
 - Exploring Personal Assumptions and Experience
 - General Considerations and Biblical Goal
2. Sex, gender, attraction, and sexual identity– Biblical and Modern Definitions
 - Understanding Definitions
 - Examining Assumptions and Differences
 - Underlying Cultural Assumptions
 - Data, Contradictions and Concerns regarding homosexuality and transgenderism.
 - Christian perspectives for the conversation
 - Grace, Depravity and Process
3. General Strategies for Engaging Others
 - Review of Strategies
 - Personal and Spiritual Context
 - Biblical Context, Diagnosis and Solutions
 - Spectrum of Christian Responses and Discussion



4. Q and A

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Saturday Afternoon Sessions



Keynote: Plenary Panel with Keynote Speakers

KELLYE FABIAN -STORY, RANKIN WILBOURNE, KEN SANDE & VINCE VITALE

Notes:



Establishing a Peace Sower Team: From Vision to Reality

STEVEN SCHNEIDER & STEPHEN GARNER

Synopsis: God has given you a vision to start a Peace Sower Team at your church or organization. So, what's next? In this workshop, we will share the journey of one church as they moved from vision to reality with a Peace Sower Team utilizing the resources provided by RW360. Topics to be addressed include Getting leadership buy-in, Recruiting members, Training – best practices, Roles and Responsibilities, Office space and operations, Marketing the ministry, and Growing while sowing.

Behold, how good and pleasant it is for brethren to dwell together in unity!" (Psalm 133:1)

Getting Leadership Buy-In.

Educate your leadership on the *need*. Invite them to a conference. Buy them a copy of *The Peacemaker*. Share a blog, a presentation from the conference, or a video from online. Share personal testimonies. Volunteer to help with a conflict to demonstrate how it works. Teach classes at the church.

Show alignment with the church mission and values.

To get buy-in you need to influence the influencers: Pastors, counselors, Deacons, Elders, Department Heads, Life-Group/Sunday School leaders.

Get it in the budget. Your budget reveals priorities.

Recruiting the Team.

Pray about it. God will help direct you to the like-minded individuals who should be on your team. Keep your eyes open for divine appointments and Holy Spirit promptings.

One of the things that makes for a great team is starting with great talent. To have great talent, you've got to recruit great talent. It has been said that "recruiting is the lifeblood of college football." The same could be said of your Peace Sowers' Team. Recruit great people. Coach them up. Get them excited about being on the team. Then, turn them into your "assistant coaches" and fellow-recruiters to get more great team members on-board.

Identify the talent. Gifts, talents, backgrounds. Get input from your leadership.

Traits: spiritual maturity, emotional intelligence, wisdom, patience, kindness, good communication skills, positive people, humble, transparent (can establish rapport), can keep confidences (not given to gossip), good listeners, peaceful (not frequently involved in conflicts) and respected in your congregation/organization.

Counselors, lawyers, mediators, HR, people who deal with the public, people in supervisory positions, people who have been in conflict.

Find the folks with an interest, a passion, and a vision. You want people who say, "I was made for this."



Newsletter, lead courses such as Relational Peacemaking, offer training to deacons, elders, Sunday School Teachers, and Life Group/Sunday School Leaders.

Let the team reflect your congregation/organization: recruit all sexes, races, nationalities, socioeconomic backgrounds, and *ages*.

Don't let your team just consist of just a lot of gray-haired folks! "I wish I had known this 20 or 30 years ago." This is a common phrase we hear when I help teach someone about relational wisdom and relational peacemaking. What if we could change that statement to, "I'm glad I learned about this while I am in my 30's or 40's." How might that impact the world? We are both convinced and convicted that we must reach and teach spiritually mature Christians in their 30's and 40's these truths. We must find, engage, and encourage the Timothies among us. Mentor mature Generation Xers and Millennials. Pass it on before you pass on. Don't let the wisdom of the ages die with the aged.

Remember, this is an on-going process. Success is always found in *Succession*.

Training

There are four training tracks. (This information comes directly from the RW360 Training and Certification Program Academic Catalog)

- 1) **Foundational Training** – Designed to equip individuals to personally apply the principles of relational wisdom and peacemaking in their own families, churches and workplace.

Discovering RW 3.0 Study Group

Relational Peacemaking Study Group

- 2) **Basic Assisting** – Designed to equip individuals to assist others. It is specifically designed for those who wish to serve on a church-based Peace Sower Team.

RW Shepherd – Involves the application of RW, peacemaking, coaching, and conciliation skills by church or ministry leaders. This is relevant to pastors, elders, deacons, and anyone else in ministry leadership.

RW Instructor – Designed for those whose primary interest is to teach relational wisdom and peacemaking.

Introduction to Coaching – Introduction to Coaching training equips you to have an informal personal conversation with a friend, coworker or relative, perhaps over coffee or a meal, in which you assist him or her in discerning and planning ways that he or she can strengthen specific relational skills or resolve a conflict and restore a strained relationship by applying relevant principles of relational wisdom or biblical peacemaking.

Coaching Skills - Coaching Skills training is designed to introduce you to basic coaching skills by providing opportunities to learn and practice three core



coaching skills: active listening, asking powerful questions and creating action steps.

Conflict Coaching - Conflict Coaching training will equip you assist others in applying the principles of relational wisdom and peacemaking to *resolve specific existing conflicts*.

RW Life Coaching - Life Coaching training is a relationally focused form of life coaching that will equip you to assist others in accelerating their practice of relational wisdom, enabling them to build stronger relationships. *This is not designed to help resolve specific existing conflicts, but is to help people "get upstream of conflicts" and prevent them from occurring.*

RW Conciliator - Helps resolve disputes between Christians in a biblically faith manner. This can involve conflict coaching, mediation, or arbitration.

- 3) **Peace Sower Team** - Volunteer instructors, coaches, and conciliators who serve in their church or ministry by equipping and assisting others to practice relational wisdom and peacemaking in their daily lives. The intent is to "get upstream" of conflicts before pastoral counseling or intervention become necessary.
- 4) **Advanced Assisting** - Designed to equip pastors, church, ministry and non-profit leaders and workplace managers with enhanced skills that improve their job performance and enable them to lead and serve more effectively.

Advanced RW Shepherd

Advanced RW Instructor

Advanced RW Coach

Advanced RW Conciliator

Certification Training is also available to provide ongoing training and accountability for individuals who are serving as coaches or conciliators at a professional level.

Establish Roles

What position do your team members play? Not everyone is a quarterback. Not everyone will be a mediator/Christian conciliator. Some will be conflict coaches or life coaches, some will be instructors, some will be promoters of the ministry, some will have more administrative roles, and some may be multi-tasker, Swiss-Army Knife do-it-all kind of people. But this will work best in a team setting with defined roles. But remember, all team members, just like all parts of the body are important: Head, arms, feet, etc.



"Now as we have many parts in one body, and all the parts do not have the same function, in the same way we who are many are one body in Christ and in individually members of one another. According to the grace given to us, we have different gifts: If prophecy, use it according to the standard of one's faith; if service, in service; if teaching, in teaching; if exhorting, in exhortation; giving, with generosity; leading, with diligence; showing mercy, with cheerfulness." (Romans 12:4-8) (HCSB)

"Now there are different gifts, but the same Spirit. There are different ministries, but the same Lord. And there are different activities, but the same God activates each gift in each person. A demonstration of the Spirit is given to each person to produce what is beneficial: to one is given a message of wisdom through the Spirit, to another, a message of knowledge by the same Spirit, to another, faith by the same Spirit, to another, gifts of healing by the one Spirit, to another, the performing of miracles, to another, prophecy, to another, distinguishing between spirits, to another, different kinds of languages, to another, interpretation of languages. But one and the same Spirit is active in all these, distributing to each person as He wills. For as the body is one and has many parts, and all the parts of that body, though many, are one body – so also is Christ. For we were all baptized by(c) one Spirit into one body – whether Jews or Greeks, whether slaves or free – and we were all made to drink of one Spirit. So the body is not one part but many. If the foot should say, "Because I'm not a hand, I don't belong to the body," in spite of this it still belongs to the body. And if the ear should say, "Because I'm not an eye, I don't belong to the body," in spite of this it still belongs to the body. If the whole body were an eye, where would the hearing be? If the whole body were an ear, where would the sense of smell be? But now God has placed each one of the parts in one body just as He wanted. And if they were all the same part, where would the body be? Now there are many parts, yet one body." (1 Corinthians 12:4-20)

The three primary categories (as described in the RW360 web site) are:

RW Instructors - Provide in-house training in relational wisdom and peacemaking through Sunday school classes, seminars and small group studies. They are also equipped to spread the gospel in their communities by using RW360's "[values-based](#)" resources to make introductory presentations in businesses, nonprofits, schools and other secular settings (see [Using RW for Witnessing and Evangelism](#)).

RW Coaches - Provide two kinds of service. **RW coaching skills** helps others to accelerate the development of relational wisdom and peacemaking, which strengthens their relationships and improves their ability to "get upstream of conflict." **Conflict coaching** assists others to resolve existing conflicts personally and privately by applying the principles of relational wisdom and peacemaking.

RW Conciliators - Are available to conciliate conflicts between people who are unable to resolve a conflict on their own. The conciliation process may involve **conflict coaching** (advising individuals how to resolve a dispute privately), **mediation** (meeting



with both parties to promote reconciliation) or **arbitration** (resolving a conflict by rendering a binding decision). Details at [Guiding People through Conflict](#).

Find a Guide

Find someone who has been where you want to go. Talk to someone with experience. Talk to Dave Mikulsky, davemikulsky@gmail.com, who will be overseeing the Peace Sower Program for RW360. In talking with Dave, he emphasizes that the Peace Sower Teams will not be a “one-size-fits-all.” Every church/ministry/organization is unique. They differ in size, the “talent pool,” culture, and level of interest. Some teams will be large, and others will be smaller, but the key is to begin to create a culture of peace and customize it to your group and the resources available.

Find a Space

Where will this ministry take place? Find a place where the services can be provided: classrooms/homes for instruction, counseling rooms for coaching, and appropriate spaces for joint sessions and caucuses with the parties for mediation/arbitration.

Marketing the Ministry

- a) Make sure your congregation knows about this service

- Sermons

- Classes

- Sharing with small groups, Life Groups/Sunday School, and other groups

- Spotlight a testimony

- Spotlight your team in a ministry newsletter, blog, or social media

- b) Make sure the community knows about this service

- Go into receptive businesses with the “values based” Exploring Relational Wisdom.

- Do a seminar/conference.

Growing While Sowing. Do the work you are called to do. At Midway, we have adopted the theme “the peace we’ve received we must sow!” But while you are sowing, continue growing. Pursue additional training. Read books and blogs. Watch videos. And don’t forget to add to your numbers, with an eye toward mentoring the next generation – because they are the future of your church/ministry/organization.

Closing Thoughts: Be Patient

Patience Prayer

Lord, help me to take things more seriously, especially laughter, parties, and dancing.

Lord, give me patience, and I mean right NOW!



Lord, help me not be a perfectionist. (Did I spell that correctly?)

Lord, help me to finish everything I start

Lord, help me to keep my mind on one thing -- Look, a bird -- flying at a time.

Lord, help me to do only what I can, and trust you for the rest. And would you mind putting that in writing?

Lord, keep me open to others' ideas, WRONG though they may be.

Lord, help me be less independent, but let me do it my way.

Lord, help me follow established procedures today. On second thought, I'll settle for a few minutes.

Lord, help me slow down and not rush through what I do.

- Author Unknown

"Above all, trust in the slow work of God." — Pierre Teilhard de Chardin

Recommended Resources

The Peacemaker, Ken Sande

Resolving Everyday Conflict, Ken Sande & Kevin Johnson

RARE Leadership, 4 Uncommon Habits for Increasing Trust, Joy, and Engagement in the People you Lead, Marcus Warner & Jim Wilder

Unoffendable, How Just One Change Can Make All of Life Better, Brant Hansen

The Righteous Mind, Why Good People Are Divided by Politics and Religion, Jonathan Haidt

The Freedom Factor, Finding Peace by Forgiving Others...and Yourself, Dr. Bruce Wilkinson & Mark E. Strong

Please Sorry Thanks, The Three Words That Change Everything, Mark Batterson

A New Kind of Diversity, Making the Different Generations on Your Team a Competitive Advantage, Tim Elmore

Canoeing the Mountains, Christian Leadership in Uncharted Territory, Tod Bolsinger

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Stephen and Steve lead the Peace Sowing Team at Midway Church in Villa Rica, Georgia and are mediators and Christian conciliators at Peace Like a River Mediation Services, LLC www.peacelikeariver.com



Relational Wisdom and Marriage Counseling

RICK HALUSZKA

Synopsis: Providing biblical care and counseling for hurting couples is a tremendous privilege. Yet, as anyone who has come alongside a struggling marriage knows, this ministry is not for the faint of heart. In this seminar we will focus on some primary ways RW360 can aid and improve our efforts in counseling couples. Specifically, we will learn how applying the S.O.G. plan to each session can enhance and enrich everyone's experience in the counseling process. In this way pivotal conversations can be redeemed and hopeless situations can become opportunities for God to be worshiped as His power, love, and grace is experienced and enjoyed.

Introduction

- Personal Introduction
 - Seminar Introduction
1. Accept: What makes marriage counseling challenging?
 - The one-flesh union
 - Problems
 - Possibilities
 2. Approach: How does RW do marriage counseling?
 - The constancy of counseling
 - The authority of scripture
 - The glory of God
 - The centrality of Christ
 - The presence of the Spirit
 - The power of the gospel
 - The primacy of the heart
 - The impact of the body
 - The importance of the Church
 - The beauty of transformation



3. Advice: How can the S.O.G. Plan help counselors?

- S – Self-aware & self-engaging
 - Pride
 - Partiality
 - Priorities
- O – Others-aware & others-engaging
 - Listen actively
 - Describe accurately
 - Speak helpfully
 - Guide patiently
 - Serve practically
- G – God-aware & God-engaging
 - How is He rescuing these sinners?
 - How is He renewing these individuals?
 - How is He reconciling these Christians?
 - How is He restoring this marriage?

4. Action: What should I do after this seminar?

- Start small, start simple, start today
- Take comfort in the ordinary means of grace over time
- Recruit and disciple couples with healthy marriages to be mentors
- Encourage a robust pre-marital counseling ministry in your church
- Gain wisdom from other marriage & gospel-rich resources

5. Ask: What questions can we think about together?



Biblical Sexuality: Law or Love?

VINCE VITALE

Synopsis: Why does it so often feel like when it comes to sexuality, we are faced with an impossible dilemma between compromising on truth or compromising on love? This workshop is for those who don't like this ultimatum, seeking instead to understand and communicate what the Bible says about sexuality in a way that reflects Jesus — the One who was full of both grace and truth.

- **All of God's laws are a result of God's love.**

Matthew 22:37-40: “‘Love the Lord your God with all your heart and with all your soul and with all your mind.’ This is the first and greatest commandment. And the second is like it: ‘Love your neighbor as yourself.’
All the Law and the Prophets hang on these two commandments.”

- **You are not loved because you follow the laws;
there are laws for you to follow because you are loved.**

Mark 2:27: “The Sabbath was made for man, not man for the Sabbath.”

Mark 10:29-30: “Truly I tell you,” Jesus replied, “no one who has left home or brothers or sisters or mother or father or children or fields for me and the gospel will fail to receive a hundred times as much in this present age: homes, brothers, sisters, mothers, children and fields—along with persecutions—and in the age to come eternal life.”

- **The Ethiopian Eunuch**
Acts 8:26-39, Matthew 19:12, Isaiah 56:3-5
- **Criticism without alternative is empty.**

Richard Dawkins: “We are machines for propagating DNA...It is every living object's sole reason for living.”

*“I have given my life to be your father,
and nothing you could ever do could change my love for you.”*

Recommended Readings:

Sam Allberry, *Is God Anti-Gay?*

Rachel Gilson, *Born Again This Way*

Rebecca McLaughlin, *The Secular Creed*

Sam Allberry, *What God Has To Say About Our Bodies.*

Sam Allberry, *7 Myths About Singleness*

Sam Allberry, *Why Does God Care Who I Sleep With?*

For Children: Sam Allberry, *God's Signpost: How Marriage Points Us To God's Love.*



Mediation “On-Ramps” and “Off-Ramps” in Abuse Cases

DEBBY MYLAR & FRANK MYLAR

Synopsis: This is a practical workshop for mediators who work with individuals who want to reconcile a marriage or relationship where oppression or abuse has been a relational dynamic. What will you look for during pre-mediation coaching to determine whether conciliation is appropriate? What will the mediation process look like? When would you take the “on-ramp” to begin mediation? When would you take the “off-ramp” to stop the mediation? Then, what do you do? In addition, we will address how to show respect for and work closely with church leaders in these situations.

Notes:



Relational Wisdom & Grief Care

LESLIE PAIR & STEVEN SCHNEIDER

Synopsis: Grief has always been a difficult journey. Our society is much better at celebrating new beginnings than we are at dealing with endings in a healthy way...especially death. The Covid-19 pandemic resulted in more than 1 million American deaths, and we've heard the heartbreaking stories of loved ones dying alone because hospitals were locked down. Sadly, an additional 6+ million Americans died of various causes during 2020 and 2021, most of them without a single visitor or family member present. Today millions of family members and friends have unresolved grief; tremendous guilt; and relational trauma that could haunt them the rest of their lives. Many are distant from God, abandoning faith in their grief and anger. Relationships have fractured.

This workshop will explore ways that the principles of relational wisdom can be applied in the midst of deep grief to open the door for God's eternal truth and light bring hope and healing!

Notes:



The Implications of Imago Dei

ERIC BASYE

Synopsis: In this workshop, we will discuss the implications of Genesis 1:27-28, “Let Us make man in Our image, according to Our likeness.” Building upon this framework, humanity was created with Imago Dei, this is, in His image and likeness. Made distinct from all other creation, God’s intention for humanity is that we may know, love, delight in, and worship Him. However, now living in a fallen world, everything that was once perfect has been marred and tainted by the rebellion of Adam and Eve. Thankfully, God is a god of mercy, grace, and restoration. As Christ-followers, redeemed by the blood of Jesus, we are to engage the broken and disoriented world to view all people through the lens of Imago Dei, believing they too have been created by God, for God, and with a capacity to be restored and live out their true identity in Him through the gospel of Jesus.

1. In His Image
2. The Ramifications of the Fall
3. Hopeful and Confident in His Restoration
4. Recommended Resources
 - *Life of the Beloved* by Henri Nouwen
 - TBD

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Relational Wisdom Coaching #3 – Asking Powerful Questions

PATTI DAMIANI



Asking Powerful Questions

Turning Ordinary Questions Into Powerful Questions

Introduction

A “powerful” question provokes thinking. Note the progression going from an “ordinary” question to a more powerful question:

- **Are you happy with your relationship?**
 - Happy is my interpretation and is very limiting.
- **How do you feel about your relationship?**
 - Answers are still likely to be one word: “good, fine, disappointed.”
- **What about your relationship do you find most satisfying?**
 - *This sentence needs a sentence or two to respond.*
- **How does your relationship connect with your values?**
 - *This question causes the coachee to stop and reflect more deeply.*

Instructions

Change the following ordinary questions into questions that deepen greater awareness. We’ve done the first one for you.

1. How can you **set up** a time to talk with your dad?

What **factors** are important in setting up time with your dad?

2. How could you **respond** to your Dad?
3. How do you **feel** about your role at work?
4. What do you **want to do** about your complaints?
5. Have you thought of **changing** jobs?
6. How could **talking to your employee** lower your frustration?



Turning Closed Questions into Open Ones

Introduction

A “closed” question is one that limits available answers, often by encouraging a “yes” or “no” response.

An “open” question is one in which many answers are possible.

- **Closed:** “Do you want to resolve this?”
- **Open:** “What would resolving this do for you?”
- **Closed:** “Do you prefer pepperoni pizza or sausage pizza?”
- **Open:** “What toppings do you like on your pizza?”

Tip: Using the words “What, When, How, Where, Who” to begin your questions helps broaden the question to be open.

Instructions

Change the closed questions below to open ones.

1. Are you angry when your dad starts giving advice?
2. Are you more likely to avoid conflict or go right to attacking?
3. Could you act out of your values when you feel threatened by your co-worker?
4. Do you want to journal your emotions after you meet with them?
5. Do you have a good solution for the way your friend took over the conversation?
6. Would ignoring your dad’s remarks be better than responding to him?
7. Are you feeling relieved the meeting is over?
8. Are you going to stop complaining?
9. When will you email your boss about your complaint?
10. Do you enjoy changing closed-ended questions to open-ended ones?



Turning Biased Questions into Neutral Ones

Introduction

To encourage reflection, “Powerful Questions” are framed as neutrally as possible, rather than in ways that suggest particular answers.

- **Biased:** “Don’t you find mom’s attitude domineering?”
- **Neutral:** “How would you characterize mom’s attitude?”

Instructions

Change each of the questions below into one that is more neutral. The phrase in **bolded font** is “biased.”

*Tip: Using the words “**What, When, How, Where, Who**” to begin your questions helps broaden the question to be open and neutral.*

1. Did you **set up a time** to talk with your dad?
2. Are you going **to call** your dad?
3. Is **apologizing** to your dad the first step?
4. What if you tried using **more empathy** when you talk to your dad?
5. Why do you suppose dad is so **judgmental** of you?
6. You really **hate** your situation, don’t you?
7. When will you stop **trying to punish** your dad with your silence?
8. When will you **be ready** to sign our contract?
9. Could you **start meeting** with him weekly?
10. Can you **count to 10** next time you feel triggered by your dad?



Angle Questions

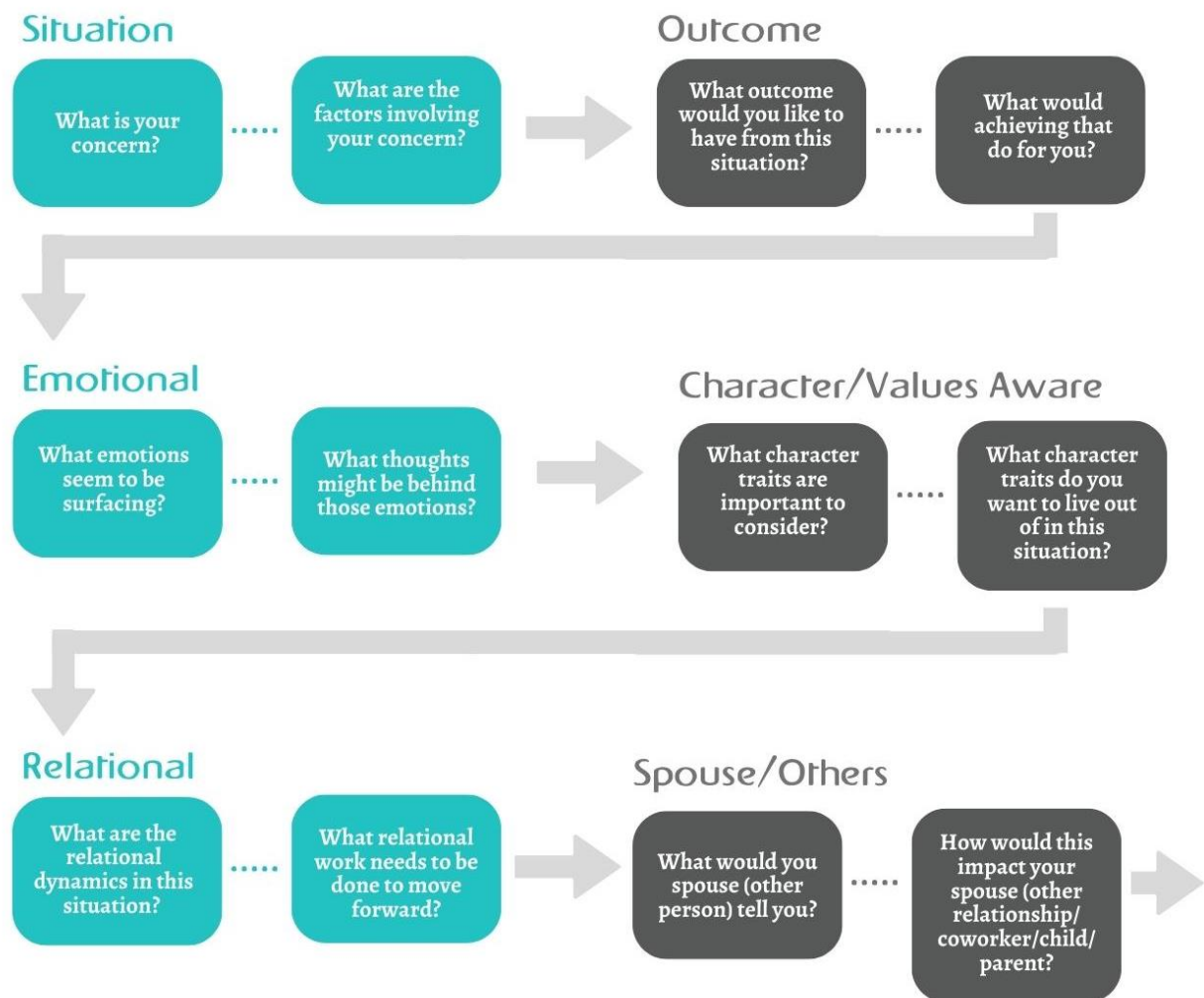
Introduction

Asking questions from many different angles can help broaden perspective and increase insights.

Instructions

Each person will choose the topic “An area of concern.” Make it a real situation. In your breakout rooms the coach will ask the angle question, listen, summarize what was said, then follow by asking a question from a new angle. You will then switch roles.

You will end with asking: **“What are 1 or 2 steps you could take to move this situation forward?”**

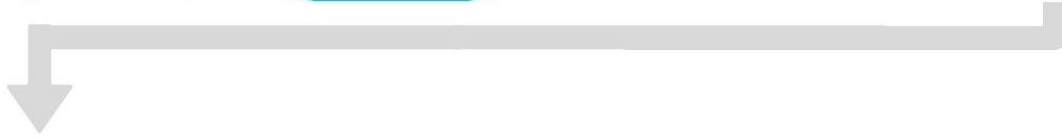
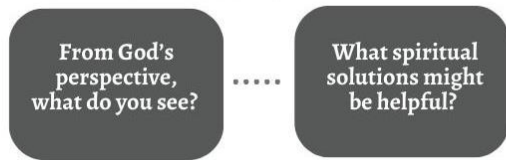




Self Awareness



God-Awareness



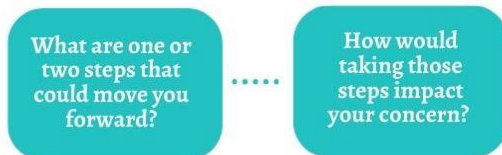
Culture



Other Factors



Action





NOTES







