



PACE PROGRAM – FREQUENTLY ASKED QUESTIONS

PDF with live links at rw360.org/pace-faqs

For a 2-page summary of the PACE Program, see rw360.org/pace

WHERE CAN I SEE THE CUSTOMIZED PACE SEMINAR HANDOUTS?

RW360 has developed custom teaching handouts and lists of supporting articles for eight special audiences, which can be previewed through the following links:

1. [Workplace \(Articles\)](#)
2. [Public Servants \(Articles\)](#)
3. [Attorneys \(Articles\)](#)
4. [Nurses/Health Care \(Articles\)](#)
5. [Teachers \(Articles\)](#)
6. [Law Enforcement \(Articles\)](#)
7. [Military \(Articles\)](#)
8. [College \(Articles\)](#)

ARE THERE SUPPLEMENTAL MATERIALS FOR THE SEMINARS?

Yes. The teaching handouts contain links to dozens of supporting articles and two primary supplemental memoranda:

- [Relational Wisdom Strengthens Both Families and Businesses](#) describes how this type of training benefits both employers and employees.
- [EI and Conflict Resolution](#) describes the relationship between emotional intelligence, worldviews and our ability to resolve conflict. The attorney seminar uses a slightly different supplement, [FAQs about Faith-Based ADR](#).

IS THERE A FINANCIAL CHARGE FOR AN INTRODUCTORY SEMINAR?

No. These introductory seminars and the 8-hour follow-up online courses are offered without charge as a community service by RW360 and our network of PACE instructors.¹ Seminar hosts who find this training to be beneficial are free to make a discretionary “pay-it-forward” donation to RW360 to enable us to provide similar training to others. If an organization wishes to go beyond an introductory seminar and make this training available to all their employees and their family members, there is a financial charge ranging from \$24.50 to \$46.55 per family.²

WHERE CAN PACE SEMINARS BE TAUGHT?

The relational principles taught in a PACE seminar are relevant to all areas of life and can be of value to almost any secular audience, including:

- Businesses
- Professional offices (accounting, financial management, insurance, etc.)

¹ Individuals who complete RW360’s [Advanced RW Instructor training](#) may accept honorariums for presenting our longer seminars as follow-up training. Honorariums for two-to-three-hour seminars typically range from \$500 to \$1,200.

² See [Using RW for Organization-Wide Professional Development Training](#)

- Law firms, law schools and bar associations
- Banks and credit unions
- Hospitals, medical clinics and other medical offices
- Hotels, restaurants and other hospitality venues
- Government agencies (city, county, state and federal)
- Public schools
- Colleges and universities
- Law enforcement
- Military bases (active service, reserves, national guard, ROTC)
- Nonprofit organizations (food bank, YMCA, Tumbleweed, United Way, etc.)
- Underserved Communities
- Retirement and nursing homes

WHY DO PACE SEMINARS DISCUSS WORLDVIEWS AND FAITH?

Every PACE seminar begins with secular information about emotional intelligence. Instructors then point out that the skills of emotional intelligence can be misused in the same way that martial arts can be misused. This misuse is commonly referred to as “[the dark side of EI](#).” To guard against this tendency, RW360 has developed an enhanced form of emotional intelligence called “relational wisdom[®]” (aka, RW) that helps people to integrate the skills of emotional intelligence with their personal value system, which provides a moral compass for the use of these skills.

We then point out that our personal values arise from our personal worldviews, and we provide a chart that briefly describes the [six primary worldviews](#): theism, pantheism, polytheism, naturalism, humanism and post-modernism. This chart includes links to detailed articles on each of these worldviews, which we encourage students to read to clarify and strengthen the worldview and value system that will guide them through life.

We then explain that RW360 has developed two versions of relational wisdom that they can use to integrate their values systems with the skills of emotional intelligence. Our “[values-based](#)” version of relational wisdom is designed for secular audiences and is compatible with all major worldviews and faiths. Our “[faith-based](#)” version of relational wisdom is compatible with a Christian worldview.

Instructors then explain how our worldviews and emotional intelligence impact our ability to resolve conflict. As part of this discussion, we describe the concept of “alternative dispute resolution” (ADR) and explain how many disputes can be resolved through mediation or arbitration instead of litigation. We then show that the three largest faith groups in the U.S. (Islam, Judaism and Christianity) have developed their own faith-based ADR systems, which have been consistently supported by civil courts.

As they teach these principles, instructors are careful to never discredit a seminar host (such as a business owner) by pushing specific religious content on an audience. Instead, instructors establish a comfortable and neutral learning environment that treats all worldviews and faiths in balanced and respectful ways.

Although instructors avoid teaching specific religious content, they do encourage students to read the supplemental information linked in the seminar handout, most of which is entirely secular. Students who download the "[EI and Conflict Resolution](#)" supplement will learn conflict resolution skills that can be used in their homes and places of work. Students can also read a variety of articles on the six primary worldviews.

Students who wish to dig more deeply into the material related to a [Christian worldview](#), can choose to read true stories that describe how the Christian gospel has helped people to major life crises (e.g., [How Can You Forgive Me? I Killed Your Baby, A Stolen Baby, a \\$200M Lawsuit and an Astonishing Reconciliation](#) and [Cancer Is All About Relationship](#)).

No worldview or faith is denigrated in any way during a seminar, and there is no pressure for attendees to explore any particular content. Each attendee is free to choose for himself or herself what material to read and ultimately what worldview to embrace and integrate with the skills of emotional intelligence.

WHY DO CHRISTIAN BUSINESS OWNERS VALUE THIS TRAINING?

During a seminar in California, Ken Sande was approached by a man named Ross who told Ken he was "successfully failing" in his business. When Ken asked him what he meant by that, Ross told him that he employed over a hundred people. His company was thriving, which enabled him to provide his employees with excellent wages, benefits and opportunities for career advancement. Even so, Ross felt like he was failing the people who worked for him. Worse yet, he felt like he was failing the Lord. Why?

Because he knew that many of his employees did not yet know Jesus as their Savior, and he had not found an appropriate way to introduce them to the gospel. As he confided to Ken, "One of my greatest fears is that I'll stand before the Lord someday, and he'll ask, 'I placed a hundred people under your care; why did you not share with them the good news of eternal life through Jesus and the gospel?'"

PACE seminars provide employers like Ross with a "win-win" solution to this dilemma. This training can help employees develop skills that strengthen relationships at home and at work. Happy home lives contribute to productive work lives, leading to improved job performance and career advancement, higher employee retention and improved profitability.³ This is win #1.

³ [Corporate studies](#) have shown that the cost of replacing an employee can range from tens of thousands of dollars to two times an employee's annual salary. [Similar studies](#) show that the average cost to an organization for divorcing employees is \$8,317 per employee per year. Therefore, investing in training that increases employee retention and strengthens employees' families is one of the best financial investments a company can make.

This training can also create opportunities for employees to voluntarily encounter the gospel of Christ, which would transform their lives in this world and give them eternal salvation in the life to come. This is win #2.

CAN BUSINESSES USE RW360 TRAINING FOR THEIR ENTIRE WORKFORCE?

Yes. Everyone who attends an introductory PACE seminar automatically receives a full scholarship to either of RW360's full 8-hour online courses in relational wisdom. If an organization wishes to go beyond an introductory seminar and make this training available to all their employees and their family members, there is a financial charge ranging from \$24.50 to \$46.55 per family.⁴

DOES THIS TRAINING COMPLY WITH RELEVANT EMPLOYMENT LAWS?

This training treats all worldviews and faiths with equal respect and fully complies with U.S. Equal Employment Opportunity Commission (EEOC) [Guidelines on Religious Discrimination](#).

DO PACE SEMINARS TEACH CONFLICT RESOLUTION SKILLS?

Yes. Although emotional intelligence is the primary topic during these live 1-hour seminars, we also provide students with a detailed six-page supplemental handout ([EI and Conflict Resolution](#)) they can study after the seminar to learn how integrating their personal values with emotional intelligence and conflict resolution skills can make them highly effective peacemakers (see [Reconciling Two Stubborn Scientists](#)).

HOW CAN THE PACE PROGRAM BENEFIT A LOCAL CHURCH?

Churches that participate in this program can experience multiple benefits, including:

- An active PACE program can help to reduce internal conflict in a church. After conciliating hundreds of church conflicts, RW360 has observed that inwardly focused churches are more likely to experience congregational squabbling over minor issues that eventually grow into major divisions. Conversely, churches that have a strong community service, evangelistic and kingdom-expanding focus tend to be the healthiest and most conflict-free. One way to help a church strengthen this kind of outward focus is to implement an energetic PACE ministry, combined with congregation-wide training on [Using Relational Wisdom for Witnessing](#).
- The most effective way to carry out a PACE ministry is through a [Peace Sower Team](#). By establishing one of these teams, your church will have the benefit of its own in-house training, coaching and conciliation services, which will strengthen your body and reduce the pastoral counseling load on your leaders.
- You will experience the joy of seeing the gospel spread more widely in your community, bringing many people into a life-changing relationship with Christ.
- You may see new individuals and families walking through your doors. As one pastor reported, "RW is one of the best church growth strategies I've ever seen."

⁴See [Using RW for Organization-Wide Professional Development Training](#)

Almost every time I do a seminar in our community, I see some of those people walk into my church the following Sunday” (see [Using RW for Outreach, Evangelism and Church Growth](#)).

- You can help your entire community develop skills that build healthy relationships, reduce conflict, encourage civil dialogue, promote business productivity and improve people’s ability to find common ground on controversial issues.

In short, when your church actively spreads biblical wisdom and the gospel itself in your community, you can experience the blessing promised in Jeremiah 29:7: *“Seek the welfare of the city where I have sent you and pray to the LORD on its behalf, for in its welfare you will find your welfare.”*

CAN PEOPLE OBTAIN CONTINUING EDUCATION CREDIT FOR THIS TRAINING?

Yes. One of the attractive feature of this training is that it can qualify for continuing education credit for many professions, such as nurses, teachers and attorneys (see existing approvals for our full length online courses [here](#)). Ideally, these types of seminars will be taught by instructors who have training and experience related to one of these professions. For example, Christians working in public schools could become PACE instructors and teach this material regularly throughout their schools.

WHAT FOLLOW UP TRAINING IS AVAILABLE TO STUDENTS?

The initial mode of community training will be free one-hour introductory seminars for specific professions or audiences. After the introductory seminar, students will be given the opportunity to pursue more extensive training through our 8-hour online courses at the RW Academy or by attending live full-day seminars or multi-session small group studies hosted by seminar sponsors or local churches. As people dive deeper into this training, many of them may find ways to share these concepts with others (see., e.g., [Six Ways to Use the Transformed Pamphlet](#)).

WHAT ARE THE QUALIFICATIONS FOR TEACHING A PACE SEMINAR?

To teach one of RW360’s PACE seminars, individuals will need to complete the training requirements for our *PACE Instructor Certificate* (see our [Academic Catalog](#) and the [RW Academy](#)). RW Coaches and Conciliators who complete this training can teach PACE seminars to serve their communities more widely, which can also raise their visibility and attract more coaching and conciliation clients.

DO PACE INSTRUCTORS SERVE AS AGENTS OF RW360?

No. PACE Instructors act as “independent contractors” who are licensed to use RW360 PowerPoint presentations and other written materials to market and present PACE seminars wherever they wish, within the guidelines of the license agreement.

MAY INSTRUCTORS PROMOTE THEIR OWN CHURCHES OR ORGANIZATIONS?

Yes. Although Instructors should not use PACE seminars to aggressively market their own businesses or overshadow the relational theme of a seminar, they are free to briefly mention the church, business or organization they normally serve and to offer a business card or pamphlet to let people know about their other ministry or professional services. Instructors may wear shirts with the RW360 logo, but they may also wear clothing with the logo of their own church, business or organization. RW360 is happy to see students develop ongoing relationships with instructors' churches, businesses and organizations.

ARE PACE SEMINARS ONE-TIME EVENTS?

In some cases, a single seminar can plant the seeds of relational wisdom, and the host organization can take responsibility for spreading the training to the rest of its staff (see [Using RW for Organization Wide Professional Development Training](#)). But when teaching seminars that are open to the public and not hosted by a particular organization, it is often productive to repeat the training a few months later, when attendance may increase as the initial students tell others about the benefits of the training.

ARE MARKETING AND PROMOTIONAL MATERIALS AVAILABLE?

Yes. RW360 has developed marketing and promotional resources that Instructors can use to promote this training in their communities. Instructors will typically follow an "Acts 1:8 expansion strategy" ("be my witnesses in Jerusalem and in all Judea and Samaria, and to the end of the earth"). They will begin by teaching people in their own church and then offer to serve businesses and organizations that are led by fellow church members. As God blesses these efforts, they can repeat this pattern in neighboring churches and build an expanding network of connections, referrals and audiences in their wider communities. The PACE Instructor course provides detailed guidance, strategies and resources for marketing and promoting these seminars to an expanding circle of audiences.

HOW IS RW360 EXPANDING THIS TRAINING?

RW360 is building strategic partnerships with organizations that support the goals of this program and wish to promote this type of training in their own networks. We would welcome any recommendations that might lead to new connections and strategic partnerships that expand the use of these materials.

To learn more about RW360 itself, download our [Ministry Overview](#).