



# Welcome to WayFinder



**Gave us  
a shared  
language  
for conflict.**

WayFinder equips  
schools engage  
conflict faithfully.

**Helped us surface  
conflict earlier.**

**Taught us to engage  
conflict constructively  
rather than  
avoid or escalate it**

**Helped us handle hard  
conversations with  
empathy and conviction.**

# Palms Down, Palms Up





We believe *conflict* is an opportunity.

# WayFinder is a Christ-centered method that **changes conflict cultures.**



In 2025, we trained and supported 67 churches, schools, universities, and nonprofit organizations.



# Understanding Christian Conflict Transformation

To see and respond to conflict as an opportunity for **discipleship** and **witness**



## CONFLICT MANAGEMENT



## CHRISTIAN CONFLICT TRANSFORMATION



# Jesus Shows Us the Way



## **The Pharisees:**

Lord, what is the greatest commandment?

## **Jesus:**

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.





## North Star

Love of God,  
Love of Neighbor



## Test for Success

Increased Fruit Of The Spirit,  
Decreased Work of The Flesh



## WayFinder Goals



1

### **Vision: Transformation**

Cast a vision of conflict as an opportunity for discipleship and witness

2

### **Interpersonal Practices: Capacity Building**

Develop interpersonal practices for transforming conflict that are oriented toward love of God and neighbor

3

### **Leadership Practices: Organizational Change**

Develop leadership practices for transforming conflict that are oriented toward love of God and neighbor

# Applying WayFinder to Our Community



Take stock of what is



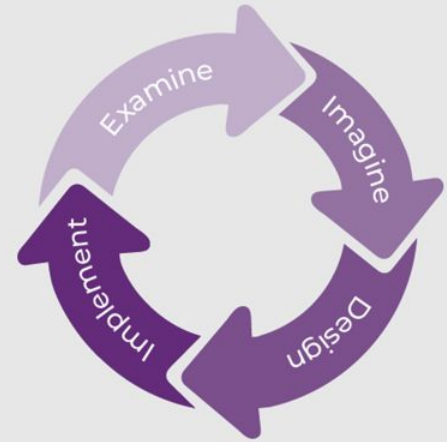
Consider what could be



Determine what should be



Create what will be



## WayFinder is **theologically rich**.

- + Based on the theology of reconciliation
- + Incorporates spiritual practices
- + Fosters Christian virtue formation
- + Scripture throughout the sessions

## WayFinder is **evidence-based**.

- + Program rooted in published research
- + Program has a demonstrated impact

## WayFinder is **practically informed**.

- + Learn to practice covenantal communication
- + Trainings are tailored to your needs
- + Application is integrated into the training

# Change is possible. We're seeing the evidence.

## Virtue Formation

One year after a WayFinder training, participants reported increased levels of five out of six key virtues over time — hope, humility, patience, generosity, and wisdom.

## Behavioral Change

- 46% average increase in confidence navigating conflict
- Sustained reduction in unhealthy conflict behaviors one year later

## Satisfaction

Net Promoter Score: 77

*(This score is considered world-class and reflects the high number of leaders who say they would recommend WayFinder to others.)*



# WayFinder Includes

**Organizational  
assessment**

**Leadership  
training**

**Professional  
development**

**Coaching**

# WayFinder Transformation Journey **Sample Timeline**

	<b>Spring 2026</b>	<b>Summer 2026</b>	<b>Fall 2026</b>	<b>Winter 2027</b>
<b>Leadership Level</b>	<b>Build Commitment</b> Virtual presentation to board	<b>2-Day Training</b> Small school (under 300 students) can have up to 10 participants. Large school (300+) can have up to 20.	<b>Team Coaching</b> Revisit and refine WayFinder Roadmap	<b>Team Coaching</b> Revisit and refine WayFinder Roadmap
<p><b>Ongoing Coaching</b> for key leaders and WayFinder Team as they implement WayFinder Roadmap</p> <p>You will have access to the <b>WayFinder Ecosystem</b>, an expansive collection of conflict transformation resources, to support implementation.</p>				
<b>Across Staff</b>	<b>Assess Conflict Culture</b> All staff complete Organizational Flourishing Survey (OFS)	<b>Share Results</b> Leadership sends overview of OFS results and next steps to all staff	<b>Half-Day Professional Development</b> Conflict as Formation: Loving God and neighbor in the midst of difference	<b>Half-Day Professional Development</b> Under Pressure: Moving from autopilot to agency

# We have a grant that covers 50% of the cost for TfT schools in year 4 or beyond.

## Standard Investment

Grant funding is available in 2026-2027 to support TfT schools in year 4+ who engage in the 12-month WayFinder Journey. Funds will be awarded on a first-come, first-served basis.

This cost includes a **12-month journey** consisting of leadership training, staff PD workshops, leadership coaching, organizational assessment, board presentation, and an ecosystem of resources to support culture change. Trainer travel costs are additional and depend on location.

### Optional Add-Ons

*TfT schools engaging in the 12-month journey in 2026-2027 pay half the cost listed below thanks to available grant funding.*

Additional coaching (four 1-hour sessions): \$1,000

Cost per additional participant in two-day training: \$50/person

Extend half-day professional development to full-day: \$1700

1-hour virtual parent workshop: \$500

Reassess conflict culture: \$1,500



### Schools with fewer than 300 students:

Normally \$10,000

TfT schools pay only \$5,000



### Schools with 300+ students:

Normally \$12,500

TfT schools pay only \$6,250



# We don't want cost to be a barrier.

Here are some additional ways to save:

Invite schools in your area to join you, and each institution saves.

Savings of \$1,000+ per institution

Use our materials to recruit donors within your community to sponsor WayFinder.

We will provide a letter and PDFs you can customize.

Apply for Title II funding to support administrator and staff professional development.

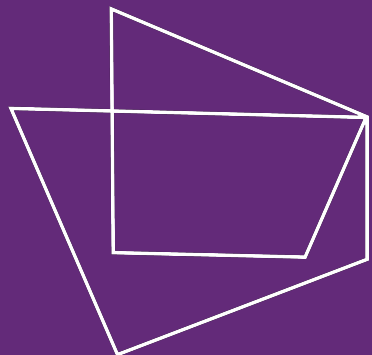
We will provide documentation to support you in this process.

# Invitation to Take a Next Step

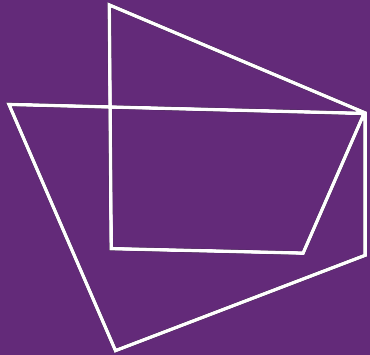
- Sign up for TCF's newsletter
- Request our free guide: Staying Grounded for Educators
- Schedule a conversation
- Kick off your school's WayFinder journey

[colossianforum.org/tft-schools](https://colossianforum.org/tft-schools)





Thank you.



# Case Studies



Story of impact

# Augustine Prep

Milwaukee, WI

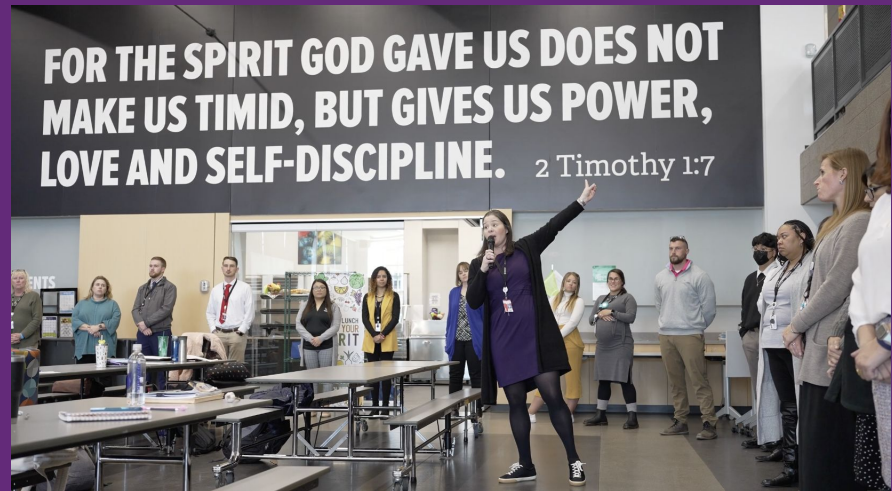
“The end result [of WayFinder] is a stronger relationship, a stronger relationship with God, a stronger relationship with each other and that starts really with one interaction, one meeting, one conversation at a time..”

- Aug Prep Middle School Principal Jim Kalupa

“What I love most about WayFinder is the incredible opportunity for us to grow as our school, in our practice, as individuals within this school in how we relate to each other and then how we relate to the world around us in a way that shines the light of Jesus to everybody that we encounter.”

- Aug Prep CEO Abby Andrietsch

[Watch Video](#)





“When you are in the thick of conflict, struggling, and in crisis, that’s the worse time to start learning and implementing a different language and mindset. To me, when you are in a healthy place, learn the tools and weave them into your culture so you remain healthy. Then, when something comes up, it’s very natural.”  
– Principal Angie Bonvanie

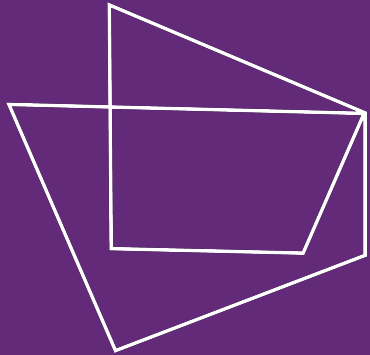
[Read the Case Study](#)

Story of impact

## Halton Hills Christian School

Halton Hills, ON

- + **The challenge** HHCS had a healthy organizational culture prior to WayFinder training. Staff members were more likely than average to report that they had a safe culture where people were good at disagreeing. But the leadership anticipated some tough decisions on the horizon and wanted to implement some new mindsets and language.
- + **The change process** Two board members, the principal, and the vice principal initially attended two days of training. They have since integrated WayFinder training in their regular rhythms.
- + **The impact** Now, school members are regularly looking to WayFinder practices, such as pausing to pray when the heat of conflict rises.



# Cost of Conflict

Research shows that institutional conflict results in significant cost to both **individuals and organizations**. But conflict doesn't have to undermine your mission.

Read the [Cost of Conflict Report](#).

Read the [Benefits of Constructive Conflict Report](#).

REALITY OF CONFLICT

Personal growth  
Better thinking  
Increased job satisfaction  
Increased flexibility  
Increase in trust  
Better decision quality

**OPPORTUNITY**

**COST**

Demotivation  
Depression  
Low trust  
Low productivity  
Dysfunction  
Turnover

# Total estimated annual cost

Absenteeism due  
to conflict

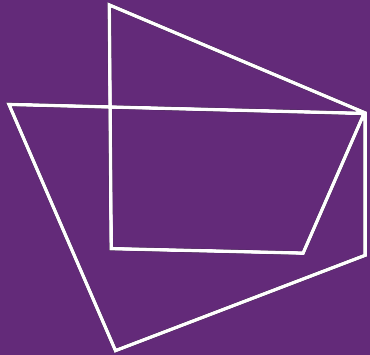
Employee  
turnover

**\$565,190**

Loss of productivity

Legal fees

for a school with 50 staff and 400 students



FAQ's

# 1. What kinds of conflict is this designed to address? And what is outside its scope?

WayFinder focuses on the kinds of conflict that commonly arise in school communities, including tensions between colleagues, challenges within teams or leadership, and conflicts involving parents and families. This includes situations where expectations differ, communication breaks down, or concerns escalate over time.

It is not designed as a quick solution, a mechanism to enforce policy, or a mediation service. While those approaches may address specific situations, WayFinder focuses on developing the habits, dispositions, and shared practices that shape how a community engages conflict over time.

While restorative practices provides a structure for addressing situations involving harm, WayFinder emphasizes formation. It aims to build a proactive conflict culture where staff can engage tension reflectively and relationally in everyday interactions, rather than relying only on formal or facilitated processes.

## **2. How does this year-long process connect to TfT's fall 2026 coaching intensive? Should we participate in both?**

The TfT coaching intensive and the WayFinder journey are intentionally aligned, but they serve different purposes.

The Level 400 TFT Instructional Coaching Intensive will provide a concentrated leadership experience focused on how individual leaders engage conflict. It emphasizes personal formation, helping leaders examine their own reactivity, develop a non-anxious presence, and understand their school's conflict culture through a systems lens. It is designed to build clarity, courage, and self-awareness in a short, immersive format.

The WayFinder journey extends that work over time and at a broader scale. It focuses on how those same principles are practiced and embedded across a school's staff culture. Through training, coaching, and staff engagement, it supports leaders in moving from personal insight to developing the shared language and practices that enable cultural change.

For schools that are ready, participating in both can be advantageous. The intensive can deepen a leader's posture and insight, while WayFinder provides the structure and support to apply that learning across the community over the course of a year.

### **3. How flexible is the structure and timeline? Can it be adapted to fit our school calendar or context?**

The sample timeline included in this slide deck is a general framework and can be adapted to fit your school's calendar, rhythms, and priorities. We work with each school to sequence key elements in a way that is realistic and sustainable.

Most of the work is designed to take place during the 2026–2027 school year. The two-day training is a central component and should be scheduled no later than March 2027 to qualify for grant support. Within those parameters, there is flexibility in timing, pacing, and how sessions are integrated into existing structures.

## 4. What outcomes should we expect by the end of the year? How is impact measured?

By the end of the year, schools should expect to see increased confidence among leaders and staff in engaging conflict directly and constructively. There is typically a shift in how conflict is approached—from avoidance or defensiveness toward greater reflection, collaboration, and accountability. Schools will also likely notice growth in dispositions such as humility, generosity, forbearance, and practical wisdom in navigating tension. (The next slide features how we measure virtue formation.)

Impact is assessed through a combination of qualitative and quantitative measures. The Organizational Flourishing Survey (OFS) provides baseline and follow-up data on staff experience and culture. In addition, we gather feedback through pre- and post-training surveys and coaching conversations to understand how change is occurring over time. Together these evaluative mechanisms offer a picture of both cultural shifts and areas for continued growth.

## 5. What options are available to help reduce the cost of the training?

There are several ways to make WayFinder more affordable for your school or organization. For Teaching for Transformation (TfT) schools in year 4 or beyond, we offer a 50% grant (first-come, first-served for 2026–2027), reducing the cost to \$5,000 for schools under 300 students and \$6,250 for schools with 300+ students. This investment includes a 12-month journey with leadership training, staff professional development, coaching, organizational assessment, a board presentation, and resources to support culture change. These prices do not include trainer travel costs.

Schools can also reduce costs by partnering with other schools in their region. When multiple institutions join together for their two-day training or professional development workshops, each school gets a price reduction — making collaboration a practical way to lower costs while building shared momentum. Virtual professional development sessions are also available, which eliminates the extra cost for trainer travel.

Many schools choose to involve their broader community in supporting this work. We provide customizable letters and PDFs to help you invite donors to sponsor your participation, making it easier to share the vision and impact of WayFinder. We also support schools that are applying for Title II funds to pay for WayFinder.