



“12 Seeds for Successful Relationships”

Planting Seeds of Healing in Correctional Ministry

Presented by
Pastor Dwight Anderson, Prison Mission Association

GOD OUR
PROVIDER

Phil 4:19 And my God will meet all your needs according to his riches in glory in Christ Jesus.

CMCA 2026 SUMMIT | MAY 14 - 16, 2026 | WHEATON COLLEGE

Welcome!

**Can everyone introduce
themselves and share what
ministry they are serving with?**

(30 sec)

PRIS**T N MISSION**
ASSOCIATION



“Helping inmates reach inmates!”

Who Is Prison Mission Assn?

A Nonprofit Christian organization that provides Bible Correspondence courses at no cost to inmates in all 50 states with the goals of reaching prisoners for Christ, developing Godly leadership, and planting churches in prisons.



An Outreach of Prison Mission Association
Student Enrollment Form

Free Bible Correspondence Courses – Please complete this short sample lesson and send to the address on the back to enroll. Earn certificates of completion for each of 15 courses (1 to 8 lessons each), build spiritual strength, character, and upon completing **all** the self-paced **35** lessons, you will earn 6 credit hours at **Berean Bible Institute**, in Wisconsin (www.bereanbibleinstitute.org) to continue your studies.

An Introduction to New Life in Jesus – Sample Study – Enroll at Conclusion
Part 1 Who Is Jesus Christ?

Read each verse listed and answer the questions that follow.

(John 6:67-69) Who was Jesus according to Peter in verse 69? _____

(John 1:29) What was Jesus called? _____

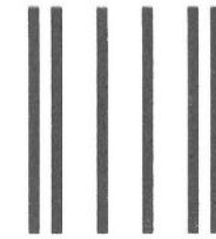
(John 14:6) What three things does Christ call himself? (1) _____

(2) _____ (3) _____

(John 10:33) Who did the people listening to Jesus say he claimed to be? _____

(John 15:13) Why did Jesus Christ lay down his life for us? _____

In 2025, PMA started to provide postage paid return envelopes!



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PO BOX 2300
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We also reach out with Children's Lessons for ages 4-18

**Sign up Your Children for
Bible Lessons for ages 4-18.**



Name: _____ Age: _____ Birth date: ____/____/____

Address: _____ Signup Code: PMAPOWA

City: _____ State: _____ ZIP _____

Parent/Guardian's Name: _____

(Applies to children 12 years and younger)

The Mailbox Club presents...

EXPLORERS 1
LESSON 1



What is **GOD** like? (Part 1)

Dear Friend,
Have you ever wondered
what God is like? God is
so great and so wonderful
that we can never know all
about Him. But God has
given us a wonderful book
that tells us about Him.

What book is this? It is the Bible, God's Word. The Bible tells us that God created all things. God made the sun and the moon. He made the millions of stars that twinkle at night in the sky above us. God made the earth. God made the birds, the fish, and the animals. Then God made the first man and woman.

Why did God create us? We were created to love God and to be loved by Him. God knows and loves each one of us.

It pleases God very much when we want to know Him and love Him. Knowing and loving God is the best thing we can ever do. It will make us really happy.

PMA lessons on Prison Edovo Digital Tablets

- Edovo Tablets – are in over 1,492 facilities across the USA and pending in another 220.
- In the last two years, we have had 173,865 PMA lessons completed!





“12 Seeds for Successful Relationships”

Planting Seeds of Healing in Correctional Ministry

CMCA Ministry Summit 2026

Pastor Dwight Anderson, Prison Mission Association

A photograph of a long, empty hallway with a bright doorway at the far end. Sunlight streams through the doorway, creating a strong lens flare effect that illuminates the hallway. The walls are lined with doors, and there are some plants visible on the right side. The overall atmosphere is warm and hopeful.

1. Welcome & the Case for Healthy Relationships

“Why Healthy Relationships Matter in Corrections”

- 1. The Case for Healthy Relationships**
- 2. Understanding the 12 Seeds Framework**
- 3. Seeds in the Correctional Context**
— Deep Dive
- 4. Small Group Application & Practice**
- 5. Implementation Planning**
- 6. Commissioning Prayer & Close**

Workshop Description

- **Healthy relationships help work through conflict, division, and demonstrate the power of God's love. The 12 Seeds principles can be transformative for both prison staff and residents — equipping everyone in the facility with a shared language for building character and restoring relationships.**

Two outcomes

Most ministries focus on inmates only, we have developed this workshop that can be used to help correctional officers as well as inmates.

1. You'll discover how to demonstrate love in these 12 areas: Respect, Encouragement, Listening, Appreciation, Trust, Integrity, Order, Nurture, Synergy, Hope, Ideals and Pardon.

2. Understand how the 12 human needs that each of the 12 Seeds help fill: Significance, Courage to press on, Attention, To be valued, Security, Authenticity, Structure, To be loved, To work together, Motivation to go on, To focus on higher things and Forgiveness.



**POOR RELATIONSHIPS =
many costs, much pain**

A group of four business professionals (two men and two women) are seated around a table in a modern office with large windows. They are all smiling and looking towards a document held by one of the women. The scene is brightly lit, suggesting a positive and collaborative work environment.

**GOOD RELATIONSHIPS =
many benefits, much joy!**

Everyone can improve their relationships!

***“The good life is found only in
loving relationships and
community.”***

— Chuck Colson, *The Good Life*

What poor relationships cost:

- **Increased conflict and violence**
- **Staff burnout and turnover**
- **High recidivism rates**
- **Families separated, broken**
- **Communities damaged**

What healthy relationships produce:

- **Reduced conflict and safer facilities**
- **Staff with a sense of purpose**
- **Residents prepared for re-entry**
- **Families restored**
- **God's love made visible**



***What is the quality of relationships
in your facility right now?***



2. Understanding the 12 Seeds Framework

12 Biblical Principles that form the acrostic:

R – E – L – A – T – I – O – N – S – H – I – P

Each seed is a living principle — something to be planted, cultivated, and harvested.

Revised &
Expanded Edition!

12 Seeds for Successful Relationships

RESPECT
ENCOURAGEMENT
LISTENING
APPRECIATION
TRUST
INTEGRITY
ORDER
NURTURE
SYNERGY
HOPE
IDEALS
PARDON

a
12 Seeds™
book by
Norm Andersen

BIBLICALLY BASED PRINCIPLES FOR LIFE

12 *Semillas*
INTERNACIONAL

• Respeto • Animar • Escuchar • Appreciar • Confiar • Integridad

12 Semillas para Tener Relaciones Exitosas

• Orden • Cuidado • Sinergia • Esperanza • Ideales • Perdón



Principios basados en la Biblia para la vida.

Norm Andersen

12 Semillas para tener relaciones exitosas Norm Andersen

Pray for outreach at the Eau Claire County Jail in Wisconsin



**Pastor Jose
Rivera**

**Dwight
Anderson**

**Pastor Sergio
Moreno**

Pray for Pastor Jose Rivera and Pastor Sergio Moreno doing a new outreach there. Pastor Dwight provided 5 boxes of Bibles, 12 Seeds books, and PMA lessons for this outreach.

12  Seeds™

FOR CHARACTER • FOR RELATIONSHIPS • FOR LIFE

LIFE SKILLS FOR RECOVERY

Personal Journal-Workbook



A Combined Project Between
R3 Collaborative and 12 Seeds International

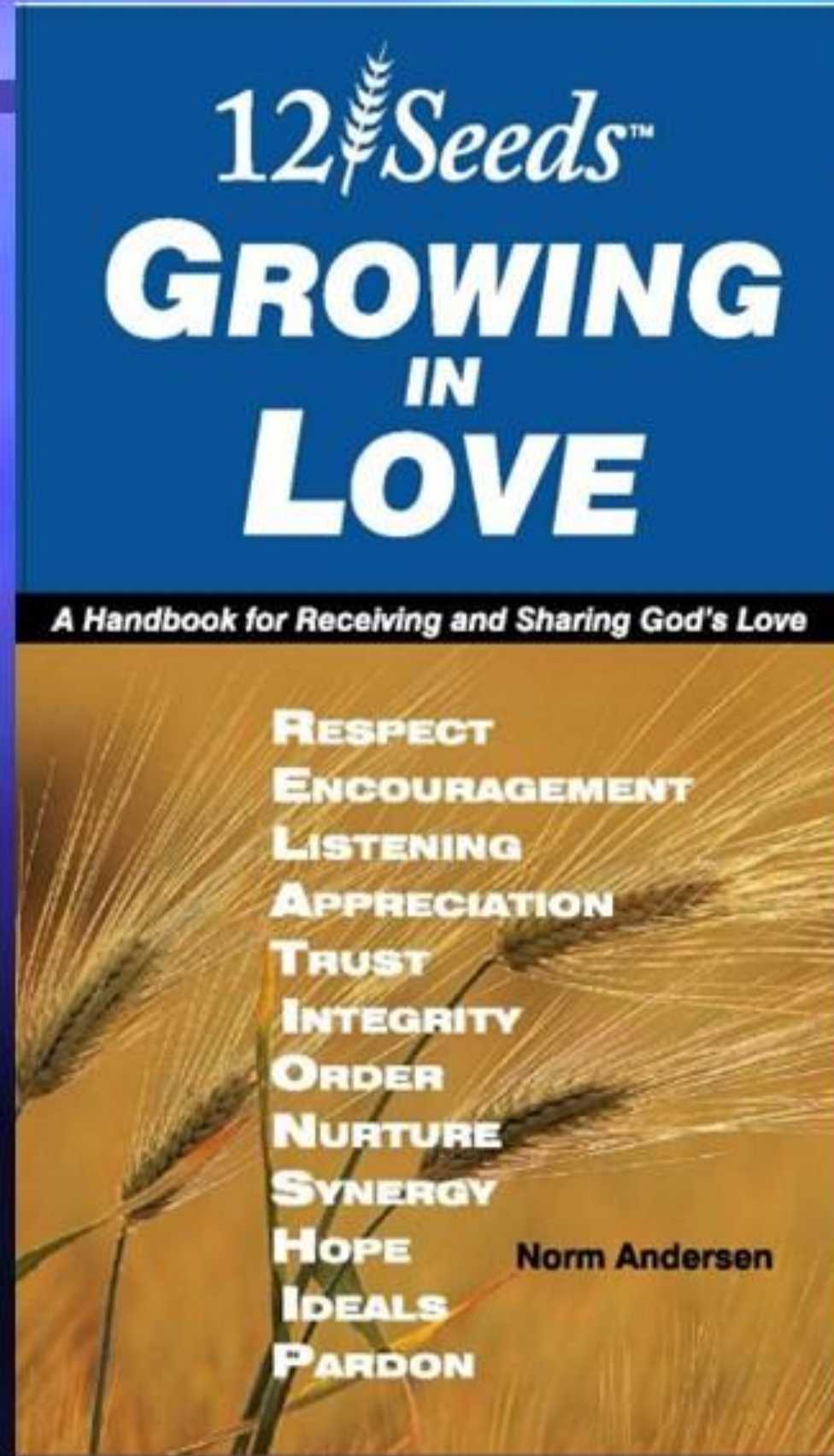
12 Seeds™ **GROWING IN LOVE**

A Handbook for Receiving and Sharing God's Love

**RESPECT
ENCOURAGEMENT
LISTENING
APPRECIATION
TRUST
INTEGRITY
ORDER
NURTURE
SYNERGY
HOPE
IDEALS
PARDON**

Norm Andersen

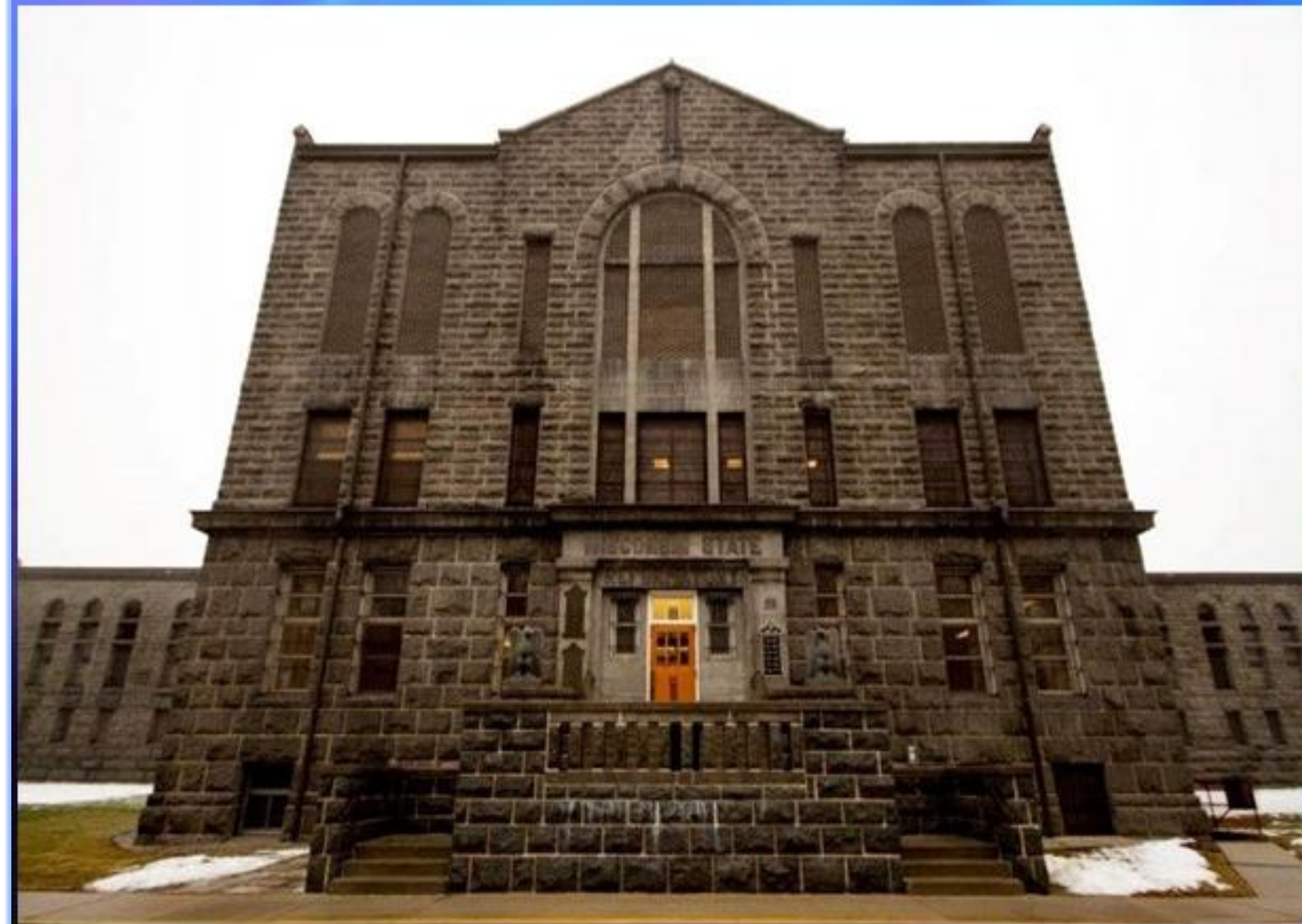
12 Seeds Correspondence Course!



Pat Malloy

One of our 12 seeds volunteers, Pat Malloy, has completed a 10-unit series of lessons based on our 12 Seeds Growing in Love Book. You can download them now from our website!

Pray for outreach at the Green Bay Correctional Institution, Wisc.



Pray for Jean Roskams as she is teaching a weekly Bible Study with our new PMA lessons based on the 12 Seeds Growing in Love book.

BAD SEEDS

vs.

GOOD SEEDS

negative, destructive

POSITIVE, CONSTRUCTIVE

THE HARVEST

A thorny weedpatch

vs.

A BEAUTIFUL GARDEN



BAD SEEDS

negative, destructive

vs.

GOOD SEEDS

POSITIVE, CONSTRUCTIVE

disrespect
rudeness

discouragement
negativity

inattentiveness
insensitivity

ingratitude
unappreciativeness

RESPECT

REGARD, ESTEEM, HONOR

ENCOURAGEMENT

INSPIRING WITH COURAGE

LISTENING

STRIVING TO HEAR; HEEDING

APPRECIATION

GRATEFUL RECOGNITION OF VALUE

The 12 Seeds for Successful Relationships (1–4)

| # | Seed | Definition | Human Need Filled |
|---|----------------------|-------------------------------|---------------------|
| 1 | Respect | Regard, consideration, honor | Significance |
| 2 | Encouragement | Inspiring with courage | Courage to press on |
| 3 | Listening | Seeking to hear, heeding | Attention |
| 4 | Appreciation | Grateful recognition of value | To be valued |

BAD SEEDS

negative, destructive

vs.

GOOD SEEDS

POSITIVE, CONSTRUCTIVE

distrust
suspicion

dishonesty
infidelity

disorder
confusion

self-centeredness
uncaring spirit

TRUST

CONFIDENCE IN ANOTHER

INTEGRITY

MORAL STRENGTH & WHOLENESS

ORDER

STRUCTURE, PRIORITIES, GUIDELINES

NURTURE

CARE & FEEDING, LOVING SUPPORT

The 12 Seeds for Successful Relationships (5–8)

| # | Seed | Definition | Human Need Filled |
|---|-----------|-----------------------------------|-------------------|
| 5 | Trust | Confidence in another | Security |
| 6 | Integrity | Moral strength & wholeness | Authenticity |
| 7 | Order | Structure, priorities, guidelines | Structure |
| 8 | Nurture | Care & feeding, loving support | Love |

BAD SEEDS

negative, destructive

vs.

GOOD SEEDS

POSITIVE, CONSTRUCTIVE

uncooperativeness

discord

hopelessness

pessimism

baseness

profanity

unforgiveness

resentment

SYNERGY

COOPERATION, TEAMWORK

HOPE

POSITIVE EXPECTATIONS

IDEALS

VALUES AND MODELS OF EXCELLENCE

PARDON

FORGIVENESS AND RELEASE

The 12 Seeds for Successful Relationships (9–12)

| # | Seed | Definition | Human Need Filled |
|----|----------------|---------------------------------|---------------------|
| 9 | Synergy | Cooperation, teamwork | To work together |
| 10 | Hope | Positive expectations | Motivation to go on |
| 11 | Ideals | Values and models of excellence | A higher focus |
| 12 | Pardon | Forgiveness and release | Forgiveness |

BAD SEEDS

vs.

GOOD SEEDS

negative, destructive

POSITIVE, CONSTRUCTIVE

THE HARVEST

A thorny weedpatch

vs.

A BEAUTIFUL GARDEN



“Do not be deceived: God is not mocked, for whatever one sows, that will he also reap. 8 For the one who sows to his own flesh will from the flesh reap corruption, but the one who sows to the Spirit will from the Spirit reap eternal life. 9 And let us not grow weary of doing good, for in due season we will reap, if we do not give up.

— Galatians 6:7-9

The Law of Sowing and Reaping from Gal.6:7-9

***The 12 Seeds framework identifies
three key principles:***

- Principle 1: You reap MORE than you sow.***
- Principle 2: You reap LATER than you sow.***
- Principle 3: You reap the SAME KIND as you
SOW.***



3. SEEDS in the **CORRECTIONAL CONTEXT:**

“What the Seeds Look, When Missing
vs. When They Grow.”

SEED1:- RESPECT

RESPECT
RESTORES
DIGNITY

“Love one another with brotherly affection. Outdo one another in showing honor.”

— Romans 12:10



RESPECT

“They saw somebody different — not just my crimes. For the first time, I felt respected as a man made in God’s image.”

Danny, former gang leader, now a pastor



SEED 2 —

ENCOURAGEMENT

Gives Courage

HUMAN NEED: COURAGE TO PRESS ON ► PSALM 10:17

“O LORD, you hear the desire of the afflicted; you will strengthen their heart...”

— Psalm 10:17



“I was hopeless in isolation until the chaplain kept encouraging me. Today I volunteer in the same prison, telling others there is hope.”

— George

SEED 3
LISTENING

Listening
—SAYS:—
You Matter



***“Let every person be quick to hear,
slow to speak...”***

— James 1:19



“No one had ever really listened to me without judging. That weekend changed everything — I met Jesus because someone finally heard me.”

A photograph of two men shaking hands in a professional setting. The man on the left is a Black man with a beard and glasses, wearing a dark blue button-down shirt. The man on the right is a white man wearing a brown button-down shirt. They are standing outdoors with trees and a building in the background, and the scene is lit with warm, golden light, suggesting a sunset or sunrise. A semi-transparent dark grey rectangular box is overlaid on the center of the image, containing the text.

SEED 4 -

APPRECIATION

BUILDS VALUE

***“Give thanks in all circumstances,
for this is God’s will for you
in Christ Jesus.”***

— 1 Thessalonians 5:18



“Volunteers I’d never met bought gifts for my children and delivered my message. It broke me in the best way.”

— Danny

Seed 5

TRUST

TAKES TIME

***“Trust in the LORD with all
your heart and lean not on your own
understanding.”***

— Proverbs 3:5

— Seed 5 – Real Story



“God helped me forgive the man who betrayed me. We sat at the same table and trust was rebuilt.”

— Randy & Dan

A close-up shot of a woman with dark hair and blue eyes looking intently at a man whose profile is visible on the left. The scene is set in a hospital, with a stethoscope visible on the man's chest. The lighting is soft and natural, creating a serious and focused atmosphere.

INTEGRITY

IS WHO
YOU ARE
WHEN
NO NO ONE
IS WATCHING

***“The integrity of the upright
guides them...”***

— Proverbs 11:3



“In prison, everybody watches you. They see if you’re real. My consistent walk with Christ earned their respect.”

— Danny

SEED 7 -- ORDER



ORDER BRINGS STABILITY

***“But all things should be done
decently and in order.”***

— 1 Corinthians 14:40

“SEED 7 — ORDER ▶ REAL STORY



“The Academy gave me structure for the first time. I quit selling drugs inside and prepared for real life.”

— Darryl

A close-up photograph of a hand watering a small green seedling in dark soil. The hand is positioned at the top left, with water droplets falling onto the plant. The background is a bright, hazy sun, creating a warm, golden glow. The soil is dark and textured, and the seedling has several vibrant green leaves.

SEED 8 -

NURTURE
IS LOVE IN ACTION

***“Love is patient and kind...
Love never ends.”***

— 1 Corinthians 13:4,8



The Kairos women showed me real love. I've been clean and sober for 10 years because of their support.”

— Kairos Woman



**SEED 9 – SYNERGY
TOGETHER IS STRONGER**

“Two are better than one, because they have a good reward for their toil. For if they fall, one will lift up his fellow. But woe to him who is alone when he falls and has not another to lift him up!

— Ecclesiastes 4:9-10



**“After Kairos, the who
prison felt different –
fewer fights, better
attitudes.”**

— Prison Official

SEED 10 – HOPE



HOPE CHANGES EVERYTHING


***“May the God of hope fill you with
all joy and peace as you trust in Him.”***

— Romans 15:13



**“I asked, “Is there any hope for me?”
God answered. Now I’m free and helping others.”**

— George

A woman with long dark hair is looking upwards, her face partially in shadow. She is wearing a dark top and a necklace. The background is a bright, golden sunset sky with scattered clouds. A large, glowing white cross is centered in the upper half of the image. The text 'SEED 11 — IDEALS' is written in a bold, sans-serif font across the horizontal bar of the cross. Below the cross, the words 'AIM HIGHER' are written in a larger, bold, sans-serif font, centered horizontally.

SEED 11 — IDEALS

AIM HIGHER

“Whatever is true... whatever is excellent... think about these things.”

— Philipppians 4:8



“I saw married couples and honest men living differently. That became my new ideal.”

— Darryl

SEED 12 – PARDON

FORGIVENESS
SETS YOU FREE



"Forgive as the Lord forgave you."

— Colossians 3:13



**“God doesn’t hate
me — He forgave
me. I publicly
forgave the man
who put me here.”**

— Randy

David Kepner, New Creations

SUBSCRIBE TO OUR
You Tube
CHANNEL



www.tinyurl.com/PMAtestimonies



4. Small Group

Application & Practice

Reflection, Discussion & Sharing

Break into groups of 4–5.

Discuss two or three of the following questions.

Reflection Question 1

Which of the 12 Seeds do you find most lacking in your facility right now?

What does that cost — in relationships, in safety, in spiritual openness?

A warm, golden sunset scene with a building and plants in the foreground. The sun is low on the horizon, casting a soft glow over the scene. The building in the background is slightly out of focus, and the plants in the foreground are in sharp focus, showing their green leaves and stems.

Reflection Question 2

Think of a resident (or staff member) whose life changed.

Which seed or seeds were most clearly at work in that story?

Reflection Question 3

Which seed do you personally find most difficult to practice — with residents?

With colleagues? With facility leadership?

Reflection Question 4

What 'bad seeds' are most commonly sown in your environment?

How might you and your team intentionally counter them with the corresponding good seed?

Reflection Question 5

How does the concept of ‘you reap what you sow’ speak directly to the message of the Gospel you bring to residents and correctional officers?



5. IMPLEMENTATION PLANNING

Implementation Planning – With Residents

- Use as a small group curriculum
 - one seed per session
- Pair with Bible study or discipleship groups
- Use the ‘Bad Seeds vs. Good Seeds’ exercise
 - Teach the Law of Sowing and Reaping



Implementation Planning – With Staff & Volunteers

- **Introduce the framework at volunteer orientation**
- **Use as a framework for staff devotionals or team meetings**
- **Reference specific seeds when addressing team conflict**
 - **Recognize when a colleague is planting a good seed**

Implementation Planning – For Re-Entry Preparation

- Help residents identify which seeds are weakest in their family relationships**
- Connect the seeds to employment: trust, integrity, synergy, order, and listening**
- Encourage residents to share what they've learned with their families**

**Any Questions
or Comments
for Discussion?**

My Implementation Plan — Personal Commitment



- **The seed I most want to cultivate personally:**
- **One specific way I will use the 12 Seeds with residents in the next 30 days:**
- **One colleague or volunteer I will share this framework with:**
 - **The bad seed most common in my context, and the good seed I will intentionally plant in response:**



6. COMMISSIONING

PRAYER & CLOSE

KEEP PLANTING.



**Outside
Prison**

**Inside
Prison**

Subscribe to our

You **Tube** Channel

[Youtube.com/prisonmission](https://www.youtube.com/prisonmission)



*The
Greenhouse
Effect*

Commissioning Prayer

The Prayer of a Relationship-Builder

Dear Lord, please help me to treat others with dignity and respect.

Help me to encourage, listen, appreciate, and trust.

Help me to live with the integrity and order that is a blessing to others.

**Prompt me to nurture as needed, and give me a cooperative spirit
that allows synergy to flourish.**

Grant me the well-spring of hope and the treasure of ideals.

**And remind me, when others fail to exhibit the above qualities,
to pardon them as You have pardoned me.**

**Thank you, Lord, for relationships. May the way I relate to others be a
refreshing witness of the life-changing relationship I have with You.**

In Jesus Name, Amen

Thank you for coming today!

Please contact me for more info:

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www.prisonmission.org