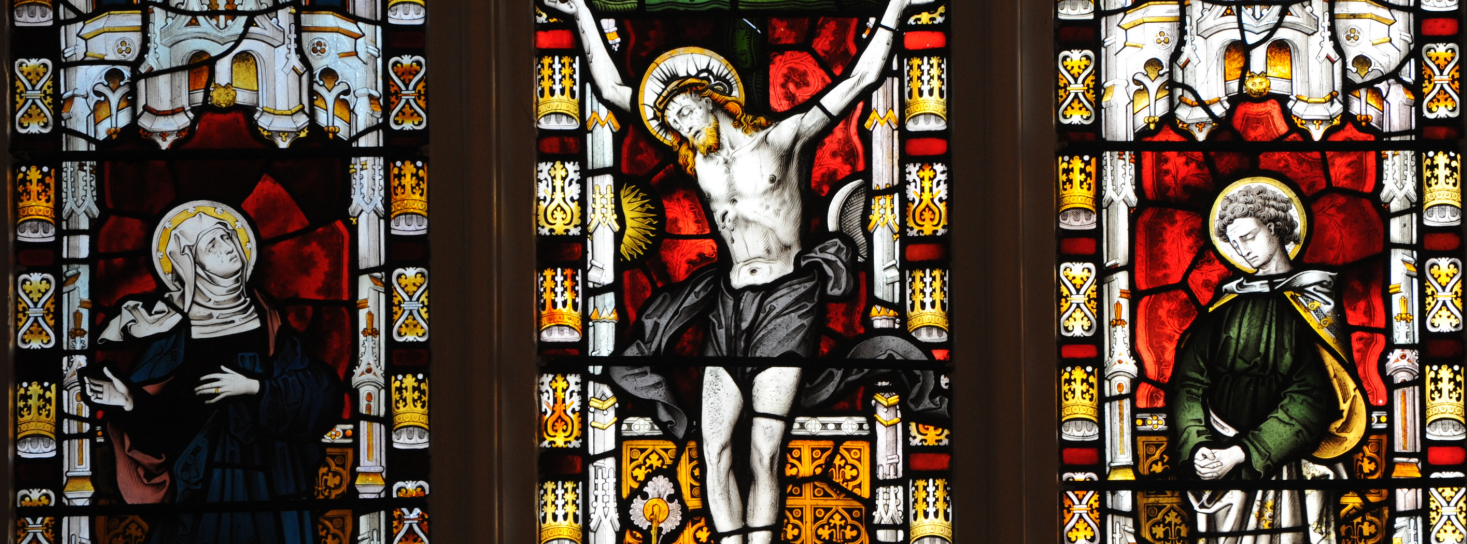
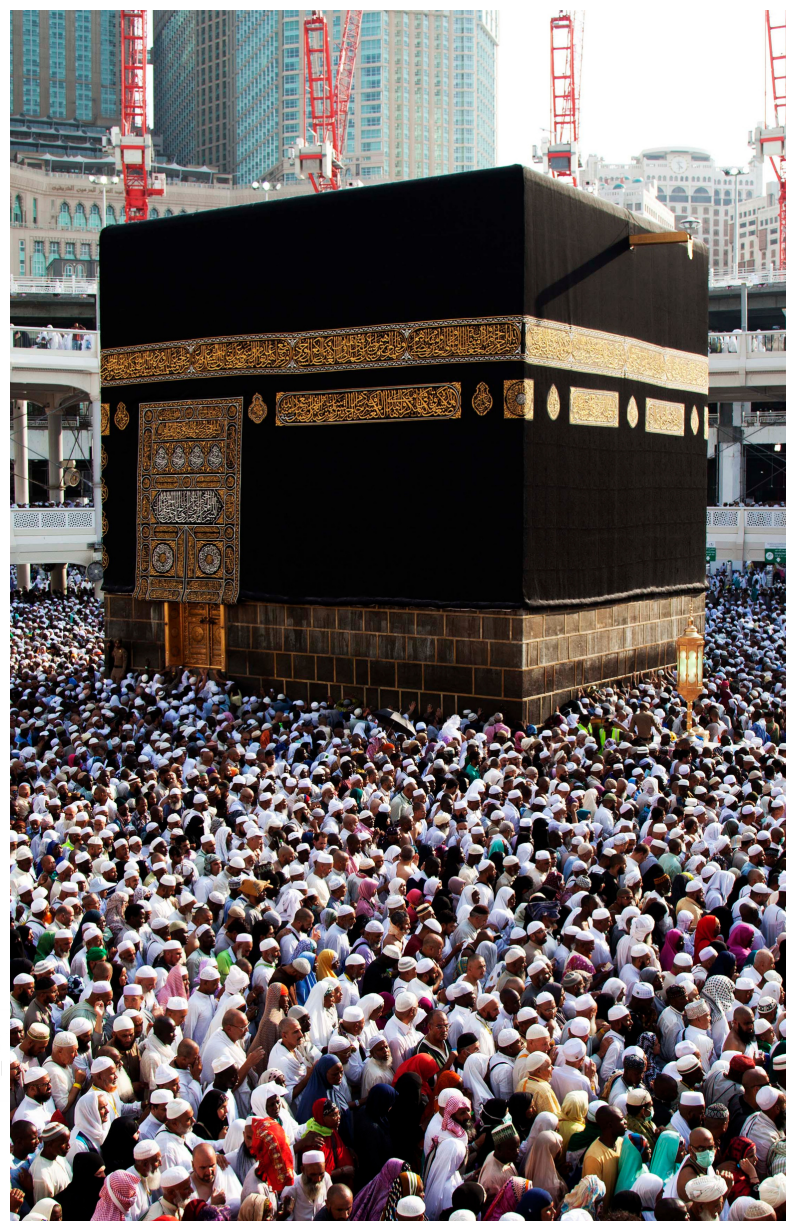




The Rose Way

An approach to building a more sustainable peace in some of the world's most divided societies



Our Vision

We live in a fractured world defined more by conflict than shared responsibilities.

Our vision is to build a **more sustainable peace in some of the world's most divided societies**. We specialise in opening spaces where people can be heard, as well as listen, build trust instead of fear, and re-imagine a future where both sides can flourish.

We are passionate about reconciliation, which means healing what is broken or divided. We have developed an **innovative approach** – the Rose Way – which draws on many years' experience working in conflicted communities. It builds on current approaches to conflict transformation and integrates a particular focus on the positive roles faith and difference can play.

Faith and difference are often seen or experienced as the problem, not the solution. Yet together they can hold the key to transforming conflict and building a deeper, more resilient peace. This potential is rarely nurtured and bringing it to life lies at the heart of the Rose Way.

Rose Castle Foundation is a **peacebuilding organisation which specialises in the Abrahamic faith traditions** and works with people of all faiths and none. With over 30 years' experience in some of the world's most fragile and divided contexts, we are now applying our methodologies to equip tomorrow's leaders across challenging divides.

75

countries have experienced a deterioration in peacefulness since 2008.*

84%

of the world's population describe themselves as religious.**

*Global Peace Index 2021: <https://www.visionofhumanity.org/maps/#/>

**<https://assets.pewresearch.org/wp-content/uploads/sites/11/2017/04/07092755/FULL-REPORT-WITH-APPENDIXES-A-AND-B-APRIL-3.pdf>



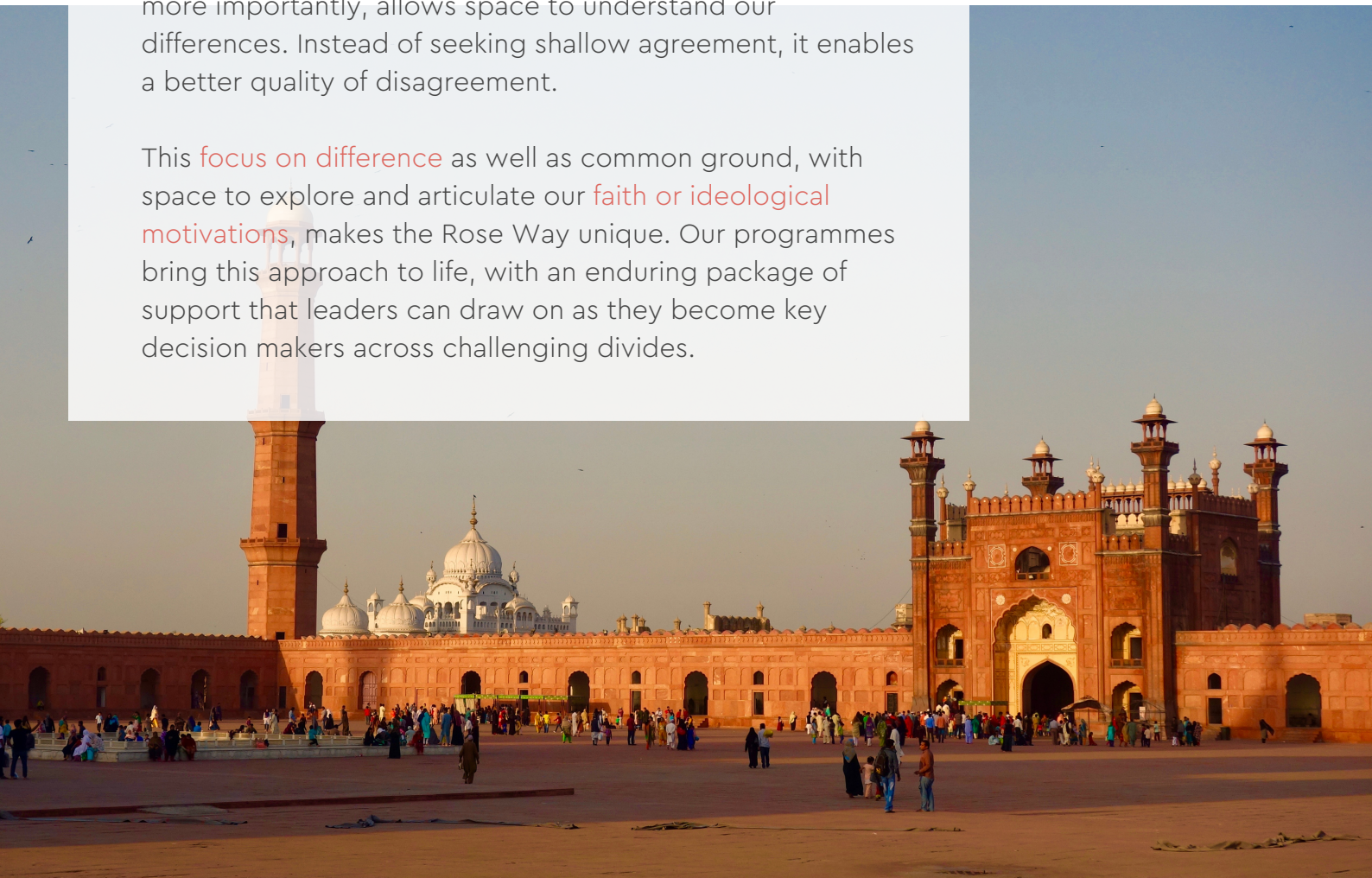
The Rose Way

We work with emerging leaders who are motivated by their faith and moving into positions of influence across societal divides.

We equip them to lead through change, chaos and conflict, not just today but for the long term. They **learn with those on the other side** of their divides, re-humanising those they no longer see or hear, and working towards a more peaceful future where both sides flourish – one in which their differences still matter.

This is something we call '**deep-to-deep**' encounter. In a carefully facilitated space, in which nobody is asked to leave their faith or ideology at the door, searching questions can be explored because it feels natural and safe to do so. This depth of interaction draws out vital common ground, but, more importantly, allows space to understand our differences. Instead of seeking shallow agreement, it enables a better quality of disagreement.

This **focus on difference** as well as common ground, with space to explore and articulate our **faith or ideological motivations**, makes the Rose Way unique. Our programmes bring this approach to life, with an enduring package of support that leaders can draw on as they become key decision makers across challenging divides.



How we work

We are a team of peacebuilding practitioners, facilitators, and theologians. We partner with universities, senior faith leaders, faith-based organisations, governments, and the UN.

We work closely with respected Muslim, Jewish and Christian scholars who help us to ensure our approach is grounded in Abrahamic sacred texts and traditions.

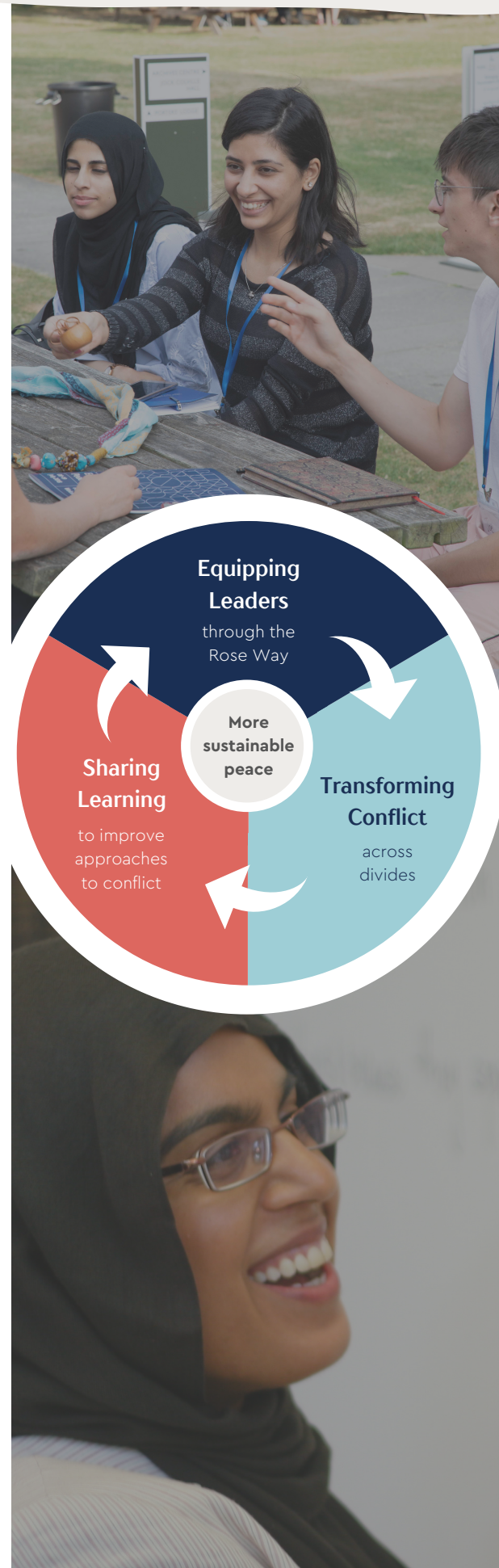
We have **strong networks** in the countries where we work, enabling us to identify, convene and journey alongside the next generation of leaders across both sides of a divide. We stay with them as they become key decision-makers and a reconciling presence in the context in which they live.

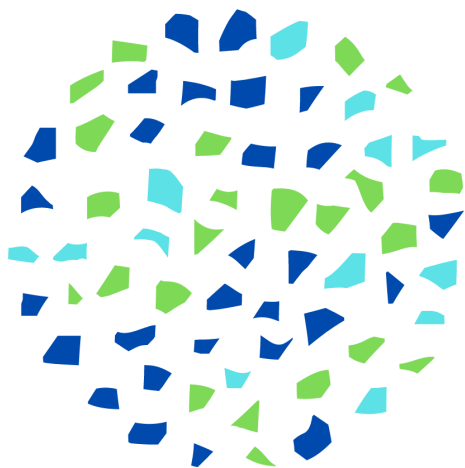
Sharing Learning

How the world engages with faith and difference to transform conflict is one of the biggest opportunities emerging leaders face. We will contribute by equipping them and demonstrating the value of the Rose Way in the countries where we work.

We place a strong emphasis on **capturing what we learn** – both to constantly refine and invest in the Rose Way and to **share its wider implications with others**. We work with policy makers, religious leaders and other peacebuilding organisations who have a shared interest in strengthening approaches to reduce and prevent conflict.

Only by **collaborating together** can we provide the support emerging leaders need to build a lasting peace where everyone benefits.





A fractured world

A divided world with rising conflict

Three Pillars

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Equip leaders to disagree well



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Live and together

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Reasoning

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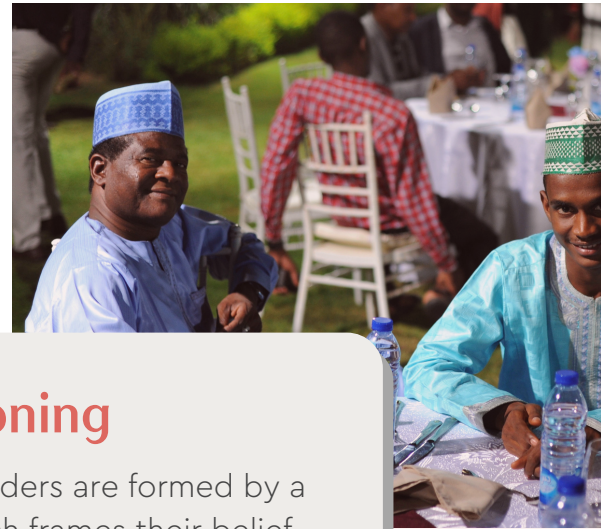
More peaceful world

Works towards a
future which respects
difference and where
all can flourish

The Three Pillars

Conflict Transformation Skills

We train leaders to ask questions and explore answers from the depths of their own faith and cultural context. They learn practical skills in conflict transformation including – facilitation, mediation, negotiation and other forms of non-violent communication. In doing so, they learn to navigate difference, better understand themselves as well as others, and grow the kind of trust that underpins a more sustainable peace.



Scriptural Reasoning

Many of our emerging leaders are formed by a sacred text tradition which frames their belief and action today. We do not ask them to leave this at the door – rather to engage it in their dialogue and action with others.



12 Habits of a Reconciler

These are characteristics we have consistently observed in outstanding reconcilers in the midst of conflict. We are partnering with respected Muslim, Christian and Jewish theologians and scholars to draw from the Habits' roots within each tradition. The Habits underpin all our work and support the formation of leaders in their personal journey as reconcilers and equip them to act across divides in the contexts where they live and work.

What could this look like for your organisation?

A group of emerging leaders from both sides of a divide will be equipped as reconciling leaders, and supported in their efforts to transform the contexts in which they live and work. The journey includes the following elements:

Prepare

Equip leaders to disagree well

Encounter

Live and learn together

Act

Lifelong support to emerging leaders

1 Prepare

Equip leaders to disagree well

We prepare leaders for a deeper face-to-face encounter across divides. By the end of this stage, they will understand:

- How to create hospitable spaces and welcome others who are different or difficult to engage.
- The need to respect difference, not just common ground.
- Ways in which they and others are shaped by our faith and cultural identities, and
- How this strengthens our capacity to disagree well.

This is a bespoke package of support tailored to the needs of participants and their particular contexts. For many who have faced hurt and trauma this includes structured space for lament and restoration.

2 Encounter

Live and learn together

This is typically a **7-10 day residential experience** living out the reality of disagreeing well - discovering that it is indeed possible to live honestly and openly with people who are very different to ourselves.

The 'Encounter' experience is a **pivotal moment in the lives of emerging leaders**. Each 'Encounter' is a carefully facilitated journey through the following stages:

1. **My Story**: An opportunity to reflect on our own experience, including the lenses through which we see disagreement and conflict.
2. **Your Story**: Listening to the very different experience of others; re-humanising those we misunderstand or rarely meet; and developing practical tools to enable a better quality of disagreement.
3. **Letting Go**: Breaking the endless cycle of revenge by choosing not to retaliate but rather journey towards restorative justice and consider the role of truth-telling and forgiveness.
4. **Our Story**: Re-imagining what a future might look like where everyone can flourish, and how to enact it.

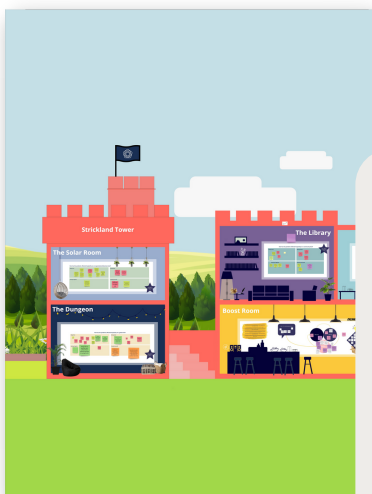
What makes an 'Encounter' unique?

The time together is characterised by a **culture of pastoral care** that welcomes people to bring their whole selves into a shared community. It includes:

- Generous hospitality, eating and living life together.
- Rhythms of prayer and time spent in scripture.
- Reflection in peaceful natural surroundings.
- Fireside chats, learning from peacebuilding Elders/experts and one another.
- Visits to significant historic sites, places of natural beauty, or religious communities in the local area.

This combination of support **builds trust, long-lasting relationships and changes in behaviour** that underpin each leader's long-term formation.





Connect

For those who are not able to join an in-person Encounter, we run a highly effective, interactive digital programme which covers similar material and builds connection and resilient relationships across divides. This can prepare participants for, or stand-alone from, the Encounter programme.

3 Act

Lifelong support to emerging leaders

Reconciliation is an ongoing process and our formation as reconcilers is a lifelong journey. We offer tailored support to emerging leaders as they return to their home and work contexts and rise to positions of growing influence across divides. This includes:

- Further training across the three pillars with opportunities for certification.
- Support from Elders and mentors with leading across specific divides.
- An interactive and innovative digital platform – 'Rose Reconcilers' - that connects our global network of leaders, enabling them to share best practice, continue training, and learn from the latest research and evidence.
- Opportunities to apply for seed funding for new reconciliation initiatives.





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