



ROSE CASTLE
FOUNDATION

ROSE CASTLE FOUNDATION 2025 ANNUAL REPORT





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Impact at a glance

“The 12 Habits of Reconcilers will shape us as leaders to reflect with integrity, with impact, and with hospitality.”

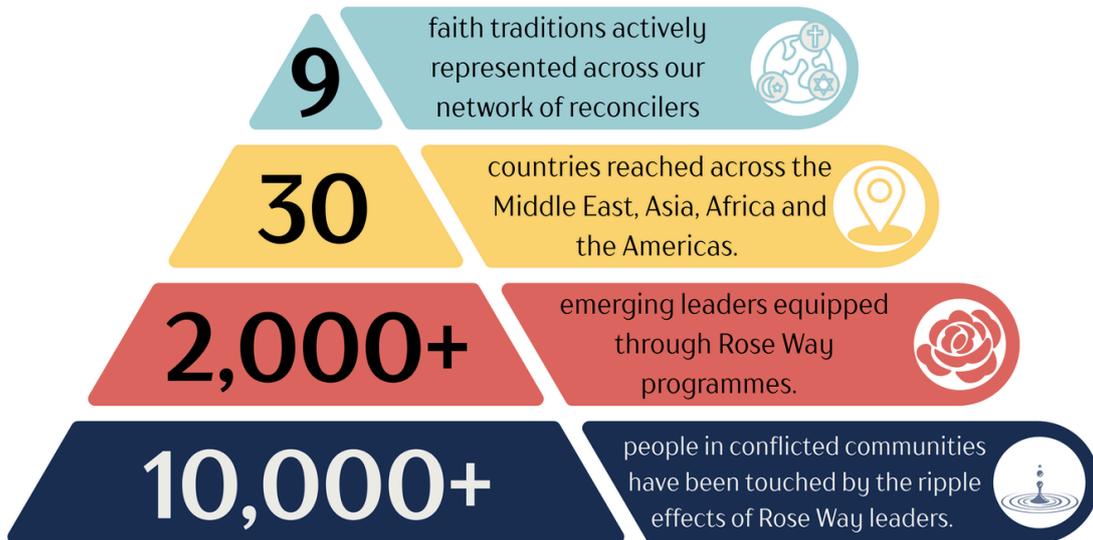
~ Community Leader, South Africa

“I’ve been surprised by the depth of connection I’ve made with my fellow attendees... I feel like I’m getting to know folks on a level that typically takes weeks and months and years – and we’ve only been here three days.”

~ Pastor, USA

“RCF has supported our students to be practitioners as well as scholars. They give their whole being to this transformational work. As a result of our partnership, there is already a student society on campus dedicated to crossing divides, with a busy annual programme.”

~ Rev Dr Alison Boden, Former Dean of Religious Life, Princeton University



Message from the Founder

Around the world, polarising actions and reactions are intensifying alarmingly. Trust is eroding, within and between nations, in our own communities and families. Difference is no longer seen as a source of creativity, but as a threat. Spaces for constructive disagreement are shrinking, replaced by suspicion, hostility and fear.

For over a decade, the Rose Castle Foundation has been addressing exactly this challenge. Far from fearing difference, we start where societal division is deepest, transforming difference into strength.



We believe our different faith and cultural traditions, despite the negative press they receive, are a powerful source of this transformation, offering the deepest motivation for healing what is broken, including, and especially, our relationships.

The Rose Way

At the heart of our work lies the Rose Way: a practical, time-tested framework for reversing the dynamics of polarisation, building trust, and inspiring collaboration across divides. One of our donors recently reminded us that the Rose Way is a remarkably robust and relevant offering for a world crying out for tools to address the fallout from unhealthy division. Or as one of our alumnae, a student at Virginia Theological Seminary, put it: "what you offer is what the world badly needs." We know this, and it underscores the urgency of our mission: to mobilise a generation of reconcilers, inspired by their faith to act across some of the world's most challenging divides.

Growth and Challenge

As we embark on our second decade, 2025 has been marked by questions of reach and scale – how best to support the growing needs of universities, seminaries, houses of worship and faith-based organisations and networks, without compromising on the quality and integrity of our offering. As we all know, the people matter as much as the process, and we have an exceptional Rose community of alumnae, faculty, partners and supporters to draw on. We are beyond grateful for the many ways in which they all contribute to our mission.

2025 has been a challenging year for the entire international field of peace-building. Part of the challenge is the overwhelming need – but the greater task for the Foundation is how best to enable the Rose Way to grow and sustain an active network of reconciling ambassadors capable of transforming conflict within their spheres of influence.

Four Sectors

Universities

We continue to work on university and school campuses, supporting staff and students in creating and holding spaces for those who disagree, to encounter one another face to face – channelling their differences into creative dialogue rather than heated debate. Students on some of these campuses have started their own Rose Castle Society in which to move their encounters towards active collaboration, whilst staff have picked up the baton and are taking up the Rose Way to address their own internal divisions (for example between administrative and teaching cohorts). This is our hope: that what starts as an RCF programme prompts sustainable transformation right across institutions, led by alumnae rather than onward reliance on the RCF staff team.

Seminaries & Houses of Worship

Likewise, seminarians preparing for priesthood or other faith leadership, are longing for practical tools to hold space for divided communities, particularly with the congregations they will go on to lead. Congregations, and their neighbours, are experiencing high levels of chaos, conflict and change and are crying out for wise, moral leadership, building on and modelling the wisdom of reconciliation. We continue to work in both these sectors – seminaries and houses of worship – to offer encouragement, practical support and ongoing formation of reconciling leaders and communities. In part, this has contributed to the increased number of retreats we are offering at Rose Castle and beyond, providing a space for reflection, restoration and re-imagination.

Faith-based Organisations

Finally, our work with faith-based organisations and networks continues to grow. A highlight this year was the move of the Women on the Frontline initiative from Lambeth to RCF, building on a long-time collaboration between Caroline Welby, Sarah Snyder, Jane Poggio and their team, under the leadership of the Archbishop of Canterbury. See page 13 for details of this exciting initiative to equip spouses (mostly women) of church leaders on the frontlines of violent conflict.



Fundraising

To ensure we realise the scale of the opportunity we are seeing, and remain resilient to the challenges facing the peace-building sector, we have engaged a leading fundraising organisation to assess our readiness for a sustained campaign, and are overwhelmingly grateful to those who made this possible. The feedback from their extensive stakeholder interviews could not have been more encouraging. Off the back of this feedback, we are delighted to embark on a fundraising campaign, **Peace Through Difference**, which shall mobilise an army of reconcilers (excuse the language!) across campuses, communities and congregations, each with their own spheres of influence. We are already on our way towards this, in part through the generosity of the Templeton Religion Trust and individual donors. Please consider adding your vital support and encouragement if you are able (see page 8).

Rose Academy

In recognition of RCF's straddling of thought leadership and practice, we are investing in a growing Rose Academy, partnering with leading academics, theologians and practitioners to strengthen and enrich the Rose Way. This has included an edited volume on the Christian Wisdom of Reconciliation, following a two-year project with the UK universities of Aberdeen, Cambridge, Durham and Oxford; and two university courses developed around the principles and case studies of the Rose Way.

We are also strengthening our regional hubs, working with key local partners to ensure contextual relevance and sustainability of the Rose Way. This includes a wonderful new collaboration with Heartlines, in South Africa (see page 23).

At the same time, we are working hard to develop methodologies to scale our impact across the sectors in which we work. This includes curriculum development and delivery for universities and seminaries; equipping faith based NGOs to offer their own reconciliation training; and convening leaders across disciplines to learn from best practice and inspire wider cultural and institutional change.

People: Rose Teams

Meanwhile, the RCF team remains small, nimble and highly relational. We collaborate closely with our partners and Faculty members, and need to be better at doing the same with our incredible network of alumnae and supporters. To this end, the team will grow slightly, as funds permit, to include programme facilitation, alumnae support, communications and fundraising. This year, we said a very sad farewell to Phoebe Dill as she began a long-awaited Masters in trauma healing. We welcomed two incredible new colleagues: Lara Buchanon as Facilitator and Content Design Manager, and Jane Poggo as Women on the Frontline Coordinator.





Place: Rose Castle & Community

Our home is Rose Castle – a separate not-for-profit international centre for peace and reconciliation near the border of England and Scotland. This year we jointly launched a long-awaited, live in Rose Community – joining our wider local community of experienced reconcilers modelling and living out the Rose Way on the Rose estate and in Cumbria. Together they are building daily rhythms of prayer and radical hospitality, and their commitment to modelling reconciliation in both small and large ways could not be more significant. Reconciling ministry is ultimately God's initiative in everyday interactions, with Him, with one another, and with all Creation. The Rose Community prioritises our relationships in all three of these spheres, and we are so grateful for their modelling and leadership underpinning our work locally, nationally and internationally.

Finally, we could not do any of this without you, our supporters, colleagues, alumnae and friends. Thank you for the many extraordinary ways you uphold and encourage us in this work. We look forward to joining you for another year of reconciling ministry!

~ Canon Sarah Snyder, Founder, November 2025

Fundraising

Peace Through Difference

Given that we are living through one of the most turbulent times the world has ever witnessed, amongst numerous wars, conflicts and violent clashes there has never been a more pertinent need for Rose Castle Foundation's work.

Over the past decade we have learned that true peace is not found through shallow consensus but through deep encounter and by enabling a better quality of disagreement. For over a decade we have equipped faith-formed leaders with the Rose Way – our unique approach backed by 30 years of practice and research. It enables deep, transformational relationship building that directly addresses society's greatest challenges.

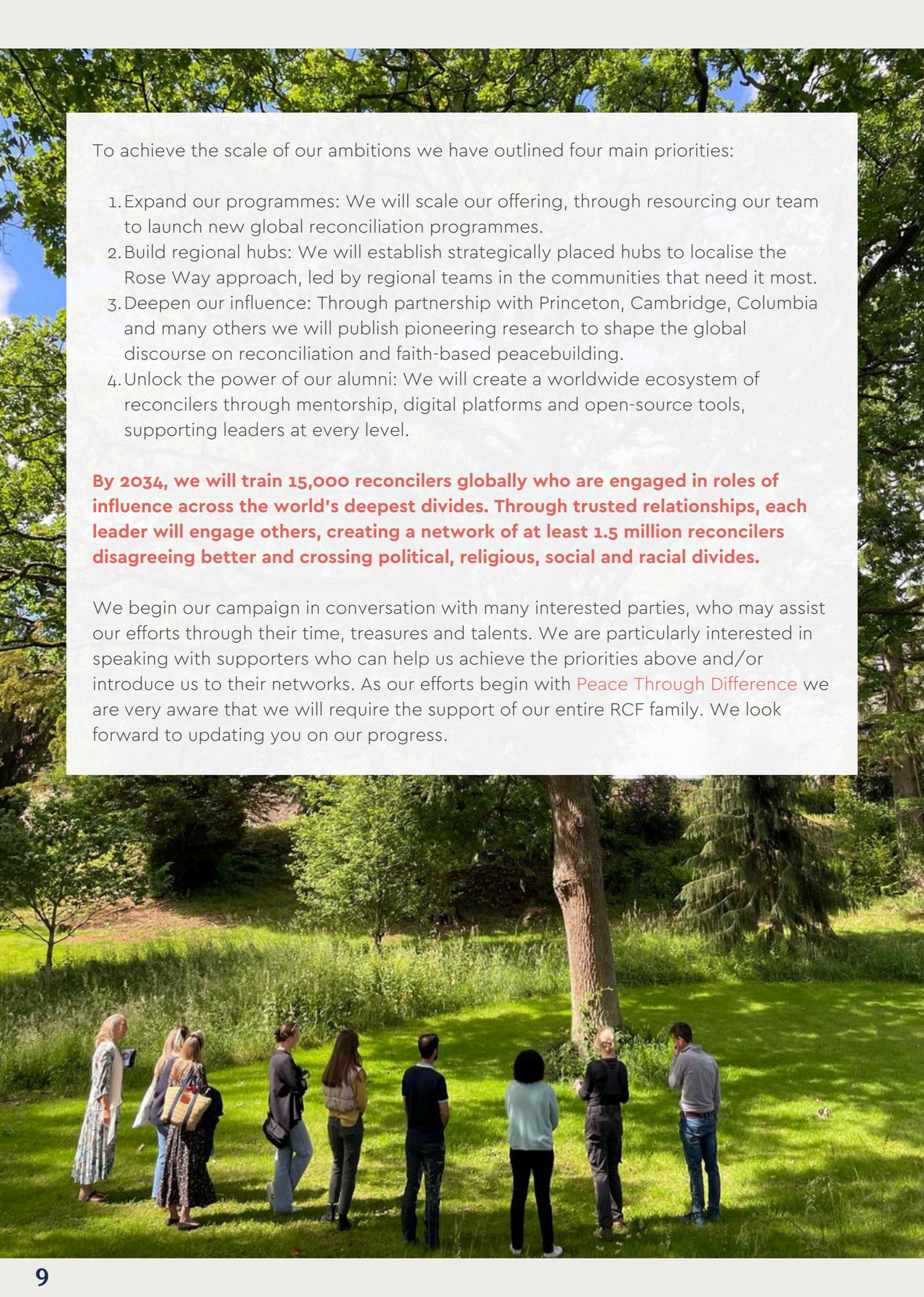
From houses of worship to universities, seminaries and NGOs, we have proven our concept and are in conversation with supporters ready to help us scale.

Beginning in January 2025, we set about a period of consideration and consultation to ascertain the resourcing required to scale our work. We would like to extend our gratitude to all those who assisted in our planning and information gathering during this phase.

We are now glad to introduce **Peace Through Difference**, a campaign to capitalise on this momentum. Through four priorities, we will exponentially grow our impact and contribute to a more sustainable peace for millions worldwide. For every group we bring to Rose Castle and for every community we visit and measure the impact of our work there are many innumerable others who have not yet felt the tremendous impact of our programming.

We are blessed to be in conversation with multiple parties who are expressing a desire to join the Rose Castle movement and affect widespread change.



A group of approximately ten people, including men and women of various ages, are standing in a line in a lush, green field. They are looking towards the right side of the frame. The background is filled with tall grass and several large, mature trees with dense green foliage. The scene is brightly lit, suggesting a sunny day. The overall atmosphere is peaceful and natural.

To achieve the scale of our ambitions we have outlined four main priorities:

1. Expand our programmes: We will scale our offering, through resourcing our team to launch new global reconciliation programmes.
2. Build regional hubs: We will establish strategically placed hubs to localise the Rose Way approach, led by regional teams in the communities that need it most.
3. Deepen our influence: Through partnership with Princeton, Cambridge, Columbia and many others we will publish pioneering research to shape the global discourse on reconciliation and faith-based peacebuilding.
4. Unlock the power of our alumni: We will create a worldwide ecosystem of reconcilers through mentorship, digital platforms and open-source tools, supporting leaders at every level.

By 2034, we will train 15,000 reconcilers globally who are engaged in roles of influence across the world's deepest divides. Through trusted relationships, each leader will engage others, creating a network of at least 1.5 million reconcilers disagreeing better and crossing political, religious, social and racial divides.

We begin our campaign in conversation with many interested parties, who may assist our efforts through their time, treasures and talents. We are particularly interested in speaking with supporters who can help us achieve the priorities above and/or introduce us to their networks. As our efforts begin with [Peace Through Difference](#) we are very aware that we will require the support of our entire RCF family. We look forward to updating you on our progress.

The Rose Way

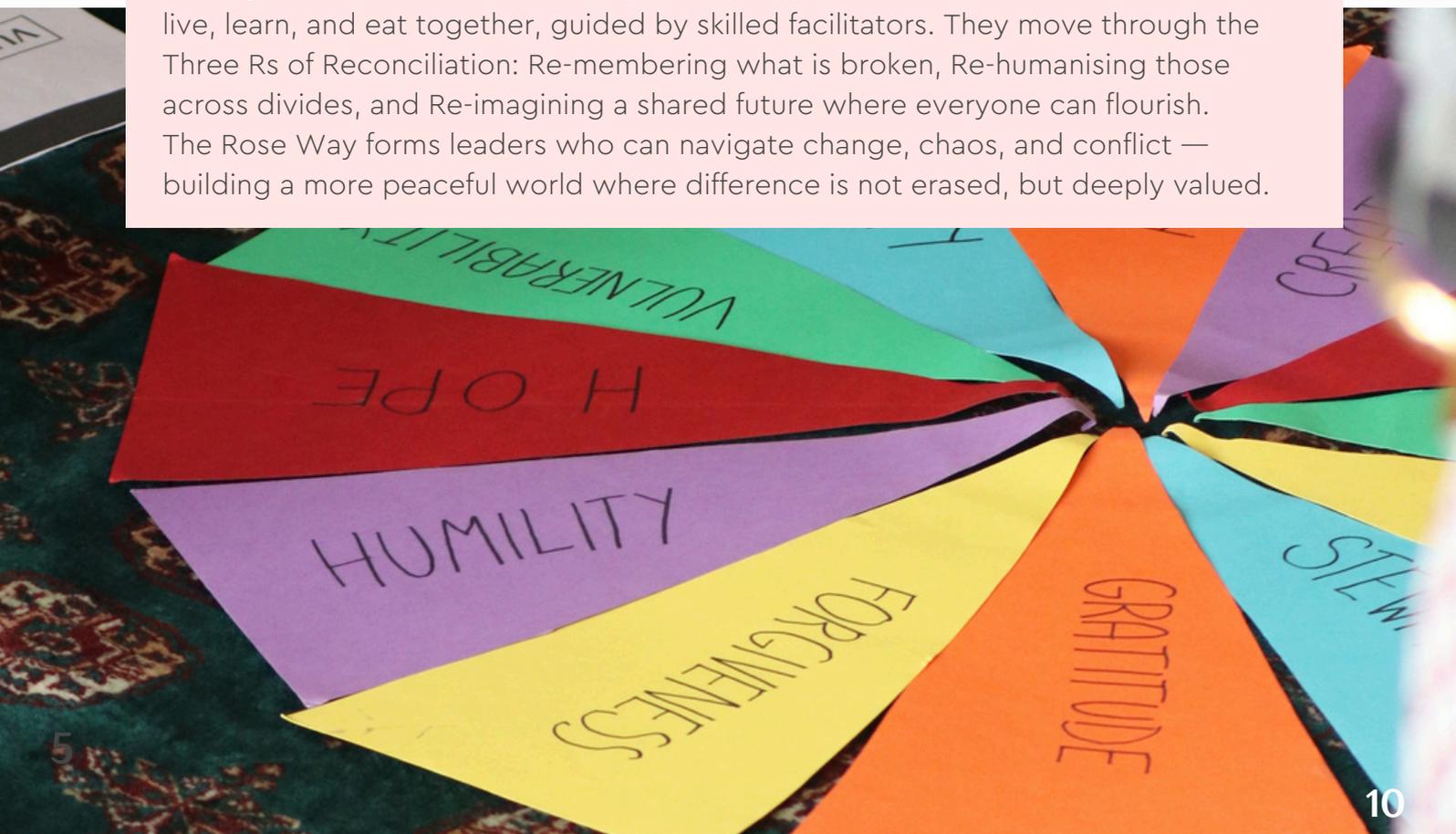
In a world fractured by deep divides, the Rose Way offers a journey from conflict to reconciliation — from fear to trust, from division to mutual flourishing.

Rooted in wisdom of faith, the Rose Way recognises that our differences are not the problem but part of the solution. We equip emerging, faith-formed leaders with the skills, tools, and habits to cross divides, re-humanise one another, and model a better quality of disagreement — one where difference is respected and relationships are restored.

At its heart are three pillars:

- Conflict Transformation Skills – practical tools for moving from conflict to collaboration.
- Scriptural Reasoning – a conversation between people (often very different) who are shaped and formed by their scriptural traditions, in which together they address contemporary challenges being faced by wider community.
- The 12 Habits of Reconcilers – qualities of a peace-builder observed in those who regularly cross some of the world's most challenging societal divides.

Through immersive encounter programmes in the UK and worldwide, participants live, learn, and eat together, guided by skilled facilitators. They move through the Three Rs of Reconciliation: Re-remembering what is broken, Re-humanising those across divides, and Re-imagining a shared future where everyone can flourish. The Rose Way forms leaders who can navigate change, chaos, and conflict — building a more peaceful world where difference is not erased, but deeply valued.



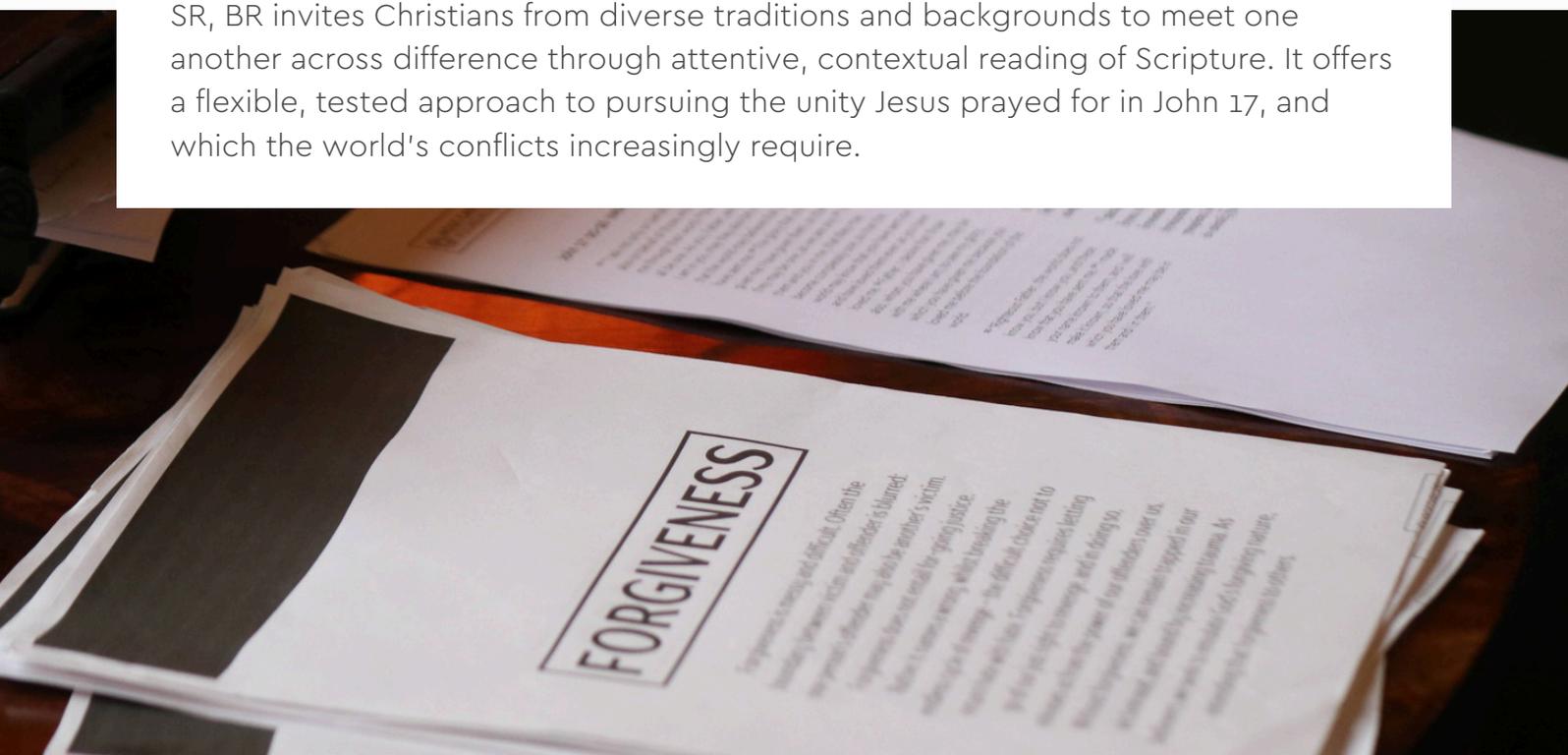
Scriptural Reasoning and Biblical Reasoning

Reconciling Practices Shaping the Rose Way

At the heart of Rose Castle Foundation's work is a simple but transformative conviction: the way we read, reason, and relate around our deepest sources of wisdom shapes the way we live and act together in a divided world. For more than twenty years, Scriptural Reasoning (SR) has been one of the most powerful practices for forming reconcilers.

In small groups, Jews, Christians, Muslims and those of other traditions read passages from their own Scriptures together—not to agree, persuade, or compare traditions, but to listen deeply and encounter one another with humility and curiosity. SR is one of the most effective ways to sustain long-term, meaningful engagement across religious differences. This "hearth-to-hearth" approach takes us deeper into our own traditions and identities through the fresh perspective of others; deeper into the lived faith of others as guests at their traditions; and deeper into a shared commitment to the common good by building trust, cooperation, friendships and even new habits of reconcilers.

But RCF recognises that there are deep and bitter conflicts among the world's two billion Christians, and they seem to be getting worse. Reconciliation is urgently needed within Christianity. Yet so far there has been no widely accessible practice to help Christians read the Bible together across theological, cultural, and political divides. Biblical Reasoning (BR) is RCF's response. Rooted in the insights of inter-faith SR, BR invites Christians from diverse traditions and backgrounds to meet one another across difference through attentive, contextual reading of Scripture. It offers a flexible, tested approach to pursuing the unity Jesus prayed for in John 17, and which the world's conflicts increasingly require.



Research Projects & Thought Leadership

Templeton Religion Trust – Evaluating the Rose Way

We are grateful to Templeton Religion Trust (TRT) for the generous grant awarded to RCF to undertake extensive planning for a three-year applied research project, which will evaluate the impact of the Rose Way in a range of contexts and sectors. Throughout 2025 we have worked closely with leading practitioners and researchers in the fields of peacebuilding, sociology, psychology and monitoring and evaluation. Together we have mapped a range of theoretical and methodological frameworks that align the Rose Way with evidence of best practice from the field and highlight areas for future development.

In June, RCF hosted a learning symposium at Rose Castle gathering partners from Givat Haviva (Israel), Heartlines (South Africa), Peace Direct (UK), as well as the Universities of Keele, Birmingham, Oxford, Lahore University of Management Sciences (Pakistan) and the London School of Economics. The learning generated a detailed theory of change for the Rose Way, which provides a robust platform for ongoing applied research. The longer-term project will position RCF to better understand its distinctive contribution to peacebuilding, identify pathways to scale and cascade our impact in some of the world's most divided societies.



Hamline University conference on Reparative Scriptural Reasoning

Scriptural Reasoning (SR) is a practice for inter-faith dialogue that places scripture and the dignity of difference at the heart of the conversation. In April, Robbie represented RCF at Hamline University's Mahle lecture series on 'Interreligious Peacebuilding Through Study'. As well as giving a short talk on RCF's experience of 'Reparative Scriptural Reasoning and the Formation of Reconcilers', there was an opportunity for leading practitioners and theorists of SR from around the world to exchange experiences and best practice, and identify opportunities for the ongoing global promotion of SR.



HAMLIN
UNIVERSITY

A Christian Wisdom of Reconciliation

Rose Castle Foundation's Biblical Research Project on the 12 Habits of Reconcilers.

We are delighted to announce that we have signed a book contract with Canterbury Press to publish *Twelve Habits for Peacemakers: Christian Wisdom on Reconciliation* in 2026. The book represents the culmination of a two-year theological research project, generously sponsored by the McDonald Agape Foundation, undertaken in conversation with leading theologians from the universities of Durham, Cambridge, Aberdeen and Oxford. This project has allowed the team to think at depth about the Christian call to wise formation in contexts of deep wounding and division, and we are now actively developing resources and materials to train lay and ordained Christian leaders in conflict transformation and peacebuilding. We have trialled Biblical Reasoning – a companion practice to SR – in communities, congregations and seminaries in South Africa, the UK and the United States and have found it an effective way of promoting ecumenical dialogue in settings of division within the church. We have also secured a special edition of the prestigious journal *Modern Theology* to examine 'The Promise of Biblical Reasoning.'



UNIVERSITY OF ABERDEEN



Women on the Frontline (WFL)

Rose Castle Foundation is delighted to be the new home of Women on the Frontline (WFL), a programme that began at Lambeth Palace and has been shared across the globe. We have welcomed Jane Poggo from Lambeth to the RCF staff team as our WFL Co-ordinator, and continue to work closely with the core WFL team, including Caroline Welby, Sarah Snyder and Kay Hunter-Johnston. This brings strong continuity in the ethos, ongoing development, and delivery of this vital initiative.

WFL supports Bishops' spouses, clergy spouses and women leaders within the Anglican Communion and other Christian denominations, particularly in parts of the world experiencing division and conflict. Through an in-country residential retreat and training format, participants learn how to be ministers of reconciliation within their spheres of influence.

WFL recognizes that in these contexts, women are often the first to notice rising tension, whether it is within individuals, family, church, community or wider society. They are often first responders, supporting those in need, seeking peace and driving forward community-based reconciliation, and yet they receive little or no training to equip them for these massive responsibilities. WFL values the importance of equipping and training women as key actors in reconciliation and any other peace process.

The WFL programme content has been distilled and published as an accessible toolkit, currently in French and English, encouraging participants and alumnae to take the WFL ministry into their own communities. It offers guidance on facilitation as well as session plans and activities.

“I find this toolkit powerful and well-rooted in spirituality. It is clear in its vision, deeply biblical, highly relevant for clergy spouses and women leaders. It strikes me as both practical and spiritual, equipping women to live out their calling with humility and confidence.”

Spouse from Madagascar

WOMEN on the FRONTLINE



Universities

UK & USA
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As places of formation, universities bring together people from all walks of life for the cultivation of ideas, public discourse and civic engagement. Precisely because of this, however, universities and their students are particularly vulnerable to drivers of social division. Heightened tensions caused by conflicts in Ukraine-Russia and Israel-Palestine; political polarisation; so-called culture wars and identity politics; hostile technologies designed to push us into siloes, and other sources of fragmentation have had deep ramifications for university campuses around the world.

In light of these complex conditions, many university leaders, donors, faculty and students are actively seeking fresh ways to promote a better quality of discourse and disagreement; to encounter one another authentically across differences of faith, politics, culture and identity; and to embrace difference as an essential factor for collaborative action and healthy community, rather than using it to shut down conversation and stoke fears.

This year, we continued collaborating with university partners in the UK, US and beyond as part of our deep commitment to supporting their staff and students to open and hold spaces for disagreeing well, and for the longer term formation of students as reconciling leaders.

In 2025, despite unexpected shifts in US politics impacting the budget and programmatic plans for some university partners, we supported the following programmatic activity:



Princeton University

Our long-term partnership with Princeton University continues to grow and evolve. This work began, and continues, with students, who gather weekly through the student-led Rose Castle Society on campus. Each year, new cohorts of undergraduates and graduates are introduced to the Rose Way through a residential encounter programme.

In 2025, we also ran multiple trainings for staff and faculty on campus and online, providing a taster into the Rose Way toolkit. We collaborated with the Office of Religious Life and the Office of Human Resources to expand our reach to administrative and teaching staff, as well as those overseeing student welfare, sports, music, etc. We want all members of the university to have the skills, tools and habits to see and hear each other more authentically – without having to leave their deepest values and commitments at the door – and to foster a wider cultural shift on campus towards being a space for disagreeing well.

14/16 agreed that “after the training, I am more confident at creating spaces that allow people to engage across divides”

Beyond the university, we are also pleased to be in conversation with the Centre for Theological Inquiry (CTI) at Princeton, and to explore collaboration with Princeton schools and the Seminary. This is an example of the longer-term benefits of engagement with a university whose relationships with the wider community open new doors to reconciling activity.



“The session helped dispel my misconception that reconciliation was about finding the ‘right answer’ to a problem. In reality, it’s a much more complex, relationship-centered practice, which I feel more confident approaching.”

Participant | Princeton University Student



Northeastern University

Building on our partnership with the London campus of Northeastern University, our team were invited to visit the Boston campus in January and November to deliver workshops with the wider chaplaincy team, and with students at the Centre for Spirituality, Dialogue and Service. We continued to host programmes for London campus students, drawing in student ambassadors, including an alumnus from our Emerging Peacemakers Programme! In the coming years we hope to welcome students to Rose Castle for a full Encounter programme.

University of Notre Dame

The McGrath Institute for Church Life partners with Catholic dioceses, parishes, and schools to address pastoral challenges with theological depth and rigor. In April this year, RCF enjoyed fruitful conversation with the Institute's programme directors to explore the connection between the habits of reconcilers, vocation and the formation of wise leaders and institutions. We look forward to on-going collaboration around a Christian wisdom of reconciliation for the McGrath Institute's diverse network of stakeholders.

Yale University

We were delighted to welcome the senior team from the International Leadership Center at Yale University to Rose Castle in July, after which Sarah was invited to teach the Yale World Fellows, including Scriptural Reasoning on the theme of 'For what/whom would I sacrifice?'

Tufts University

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Yale University



Columbia University

The Earl Hall Center for Religious Life continues to be a strong partner of RCF, and we look forward to welcoming a cohort of their students in 2026 to encounter one another across the challenging divides they have experienced on campus. We also held a training day with the leaders of different faith communities on campus, introducing them to core elements of the Rose Way toolkit. Earlier in the year, we met with staff at the School of International and Public Affairs (SIPA), as part of a wider exploration of campus spaces in which a better quality of disagreement is encouraged.

Columbia's Office of Religious Life convened their Religious Life Advisors for a session on the 12 Habits of a Reconciler and an introduction to reconciliation. The advisors included the Jewish and Orthodox Christian chaplains, who are both planning to share the 12 Habits with the students they are working with. Some of the chaplains are also involved in running Scriptural Reasoning for students on campus.

Bar Ilan University

In February, we joined the interfaith sustainability conference at Bar Ilan University in Israel, convened by the Weisfeld-Ma'ayan Center for Jewish Philosophy and Sustainability, and the Ohr Torah Interfaith Center. The aim was to encourage genuine inter-religious collaboration towards environmental and sustainability challenges impacting us all, while still respecting important cultural and religious differences in worldview and action. The longterm aim is to foster an academically robust community committed to preserving the planet for future generations.

Durham University

This academic year, Sarah is co teaching Durham's popular 'Religion, Violence and Peacebuilding' course to undergraduates. The 20-week accredited module teaches tools of the Rose Way through case studies of international conflicts, including Rwanda, South Sudan, Israel-Palestine, South Africa, Colombia, and Northern Ireland.

Sarah also delivered the public Cundy Lecture on Christian Unity, in memory of the Right Rev Ian Cundy. She addressed the theme of 'The Wisdom of Reconciliation – Living, Learning, and Walking Together'.



University of St Andrews

The James Gregory public lecture is held annually at St Andrews University and in Edinburgh and attracts around 70-100 participants. This year's theme, by Canon Sarah Snyder, was on 'Bringing Peace to our World', and focused on the role of faith communities in opening and holding spaces of radical hospitality, amidst growing societal polarisation. Sarah's presentation can be watched here: <https://jamesgregory.org.uk/series-3/bringing-peace-to-our-world/>



University of
St Andrews



Association for Chaplaincy and Spiritual Life in Higher Education (ACSLHE)

We hosted a very well-attended workshop for 50 chaplains and staff from across the US, at the ACSLHE annual conference in Washington DC. Chaplains resonated well with the Rose Way pedagogy, and called for further training, tools and confidence in creating spaces in which students and staff can collaborate across their many lines of division. In 2026, with fresh investment, we will pursue plans for a multi-institution offering, equipping chaplains to introduce and model the Rose Way across their own campuses.



ACSLHE

Association for Chaplaincy and
Spiritual Life in Higher Education



NetVUE Gathering

We are delighted to be collaborating with the Network for Vocation in Undergraduate Education (NetVUE), another US-wide network of 350 independent colleges and universities formed to support and enrich vocational exploration and discernment among undergraduate students. NetVUE is investing in the delivery of Scriptural Reasoning through regional hubs, which it sees as an ideal way to foster deep listening, face-to-face encounter, and the formation of wise relationships rooted in textual study. Together with Professor Nick Adams, we are introducing the wider toolkit of the Rose Way to these institutions.



Virginia Theological Seminary



This year saw another meaningful collaboration between Rose Castle Foundation and Virginia Theological Seminary, CACS (Centre for Anglican Communion Studies). In addition to hosting sessions on Scriptural Reasoning and Christian Biblical Reasoning, we facilitated training to equip seminarians to open and hold their own spaces for conversations and collaboration across societal divides. These tools not only support campus culture, but the longer term formation of church leaders, whose communities and congregations will inevitably include those who disagree, often profoundly.

One session included a deep dive into the practice of Lament; one of the Rose habits that encourages us to name what is wrong, and articulate the consequences on ourselves and others. It opens a profoundly moving space in which participants can engage authentically with the depth of the hurts, wrongs and injustices they see and encounter. Students wrote Psalms and poems and shared their diverse experiences of suffering, whether through crises of politics or personal loss and conflict.

100% of the students' feedback said they would value further training in reconciliation from RCF and 94% of the students said that, as a result of their training, they would like to see reconciliation as part of their ongoing formation for ministry.

“This workshop was notably substantive. We did personal prayer work that linked directly to technical skills. Robbie and Lara taught from places of obvious expertise, but more than that, they used those best practices in facilitating the group. Knowing the personalities and dynamics of attendees, this was impressive facilitation.”

VTS Student



“I was surprised by the depth of the conversations that I got to have with classmates who I hadn't had the chance to get to know before. It was a true gift.”

VTS Student

Cambridge Theological Federation

Following the success of our research partnership with theologians from Cambridge University developing 'A Christian Wisdom of Reconciliation', we were delighted to learn that the Cambridge Theological Federation have been engaging with the ecumenical practice of Biblical Reasoning with staff and ordinands. Dr Alison Gray (Tutor in Old Testament Language, Literature & Theology at Westminster College) said "Biblical Reasoning was a wonderfully open way to engage with Scripture together across traditions and theological differences." The Federation has decided to continue using the practice throughout their forthcoming Staff Development sessions this academic year, and plans to introduce Biblical Reasoning on the 12 Habits of a Reconciler to all Federation students to model ecumenical engagement to those who are going out into ministry.



Non-Governmental and Faith-Based Organisations

 Global

 86

Our work with other Faith-based Organisations (FBOs) and Non-governmental Organisations (NGOs) continues to be a significant piece of our programmatic delivery.

Colombia's Special Jurisdiction for Peace (JEP) Restore Retreat

In February we welcomed Chief Magistrates and leaders from the Special Jurisdiction for Peace (JEP) to Rose Castle for a deeply restorative 5-day retreat. The JEP is the Colombian transitional justice court established as part of the 2016 Peace Agreement which holds responsibility for forming the bedrock of sustainable peace in Colombia, by delivering justice for victims of some of the most acute human rights violations of the 50-year conflict. The retreat was designed through a highly collaborative partnership with the United States Institute for Peace (USIP), the Kroc Institute for International Peace Studies, and was generously funded by Humanity United.

Held in the deeply peaceful setting and restful rhythms of Rose Castle, participants explored a wide variety of restorative practices, individually and collectively. They uncovered the Rose Habits of Reconcilers, and connected with the natural world, through sessions on the Rose Estate and in the Lake District around stewardship, hope, and resilience. Leading global experts delivered lectures on restorative justice, and workshops explored support for secondary trauma. Creative evenings led by the Rose Community were combined with fireside conversations, opening space to strengthen and renew working relationships.

The retreat enabled a collective re-imagining of the internal culture of the JEP and future strategies relating to some of its most contentious areas of work. Participants returned re-energised, with a renewed energy and focus for this critical frontline peacebuilding work.



KROC INSTITUTE
FOR INTERNATIONAL
PEACE STUDIES



“We got further in one afternoon than we did in the last seven years!” *One Chief Magistrate following the first session on the 12 Habits of Reconcilers*

Zayed Award for Human Fraternity

In February, Sarah Snyder was asked to chair a panel at the Zayed Award for Human Fraternity, which took place at the Abrahamic Family House in Abu Dhabi. This annual event is always a wonderful opportunity to reconnect with a variety of faith partners in the Gulf region.



بيت العائلة الإبراهيمية
ABRAHAMIC FAMILY HOUSE
بيت המשפחה האברהמית

FemForward and the Israeli Center for Young Leaders

During an exceptionally challenging time of heightened conflict between Israel and Palestine, we were privileged to host 17 young Israeli women between the ages of 16 and 18, including Jews, Christians, Muslims and Druze. The programme started as a partnership between two organisations – FemForward, and the Israeli Center for Young Leaders. Through four days together, we journeyed through the Rose Way content, whilst building new relationships across difficult divides through outdoor activities and other creative sessions. The group found the challenged history of the English-Scottish border an inspiration, as they explored how to be peace-builders in their own communities.



Givat Haviva

RCF is proud to announce a new partnership with the award-winning non-profit organisation Givat Haviva who are dedicated to fostering understanding, cooperation, and shared living between Jews and Arabs in Israel. This year we commenced programme design for 'Leaders for Change: Educating for a Shared Society'. Ongoing tension, conflict and extreme trauma have deepened mistrust, fear, and division between Jews and Arabs in Israel. Our collaboration with Givat Haviva will convene a cohort of leading Jewish and Arab Israeli school principals, empowering them to promote a shared society within their schools and beyond by reducing stereotypes, fostering mutual dialogue and understanding, and building lasting, cooperative relationships in communities that remain highly segregated. We were disappointed that security and travel restrictions meant our pilot programme in July was postponed, but look forward to welcoming these educational leaders in due course.



גבעת חביבה
جفعات حبيبة
Givat Haviva



Heartlines, South Africa

Through our work with the Templeton Religion Trust we were connected with Heartlines, a South African NGO working to support people across the country to live out their values. Throughout 2025, Rose Castle Foundation and Heartlines have been collaborating on joint programme design and delivery - in the cities of Pretoria and George - aimed at supporting Christian leaders to engage more effectively across deep racial and economic divides and foster flourishing communities. With continued support from Templeton Religion Trust, Heartlines and RCF will use our pilot programmes to develop evidence-based impact learning and refine a programme model that can be scaled and delivered by trained faculty in wounded communities across South Africa.

HEARTLINES

THE CENTRE FOR VALUES PROMOTION



TEMPLETON
RELIGION
TRUST



Oxford Centre for Mission Studies



In March, Sarah led a retreat for staff at the Oxford Centre for Mission studies, introducing them to the Rose Habits of a Reconciler, and to the core tenants of reconciliation, building on St Paul's call to all Christians to be ambassadors of Christ and ministers of reconciliation. During the day, they undertook a pilgrimage in the footsteps of the road to Emmaus, reflecting on questions around their own journey as an organisation, and individually.

UK Environment and faith leaders gathering

Some of the team joined a UK gathering of faith leaders envisioning a fresh approach to land-based reconciliation, through communities of practice living and working in particular localities. This was convened by Andy Lester, leader of Arocha UK's Conservation team, at their homestead, Livingstone.

Tanenbaum: Combatting Religious Prejudice



As part of our ongoing and greatly valued partnership with Tanenbaum, Sarah was invited to co-judge their 2025 Peacemaker in Action Awards. We look forward to strengthening this inspirational, international network of experienced peace builders, working across the globe as agents of transformation in contexts of extreme hatred and violence.



Abraham Path Initiative, Iraqi Kurdistan

Sarah and John Snyder joined the Abraham Path Initiative, founded by William Ury of Harvard's School of Negotiation, in Iraqi Kurdistan. This was a gathering of culturally and religiously diverse international and Kurdish peace-builders to walk in the footsteps of Abraham and Sarah (4000 years ago) in a part of the world that has experienced extreme animosity and war. As William explained:

"The story of Abraham's journey reminds us that we are all family. Side by side, we walk this story into life, remembering that no matter how great our differences, what we share is far, far greater. As we walk, we experience from perfect strangers the kindness and hospitality that evokes the story and we offer in turn our gratitude and respect. Story, walk, hospitality — that is the powerful combination that allows each of us, in our own humble way, to connect the human family step by step. Nothing could be more important in these challenging times than to remember these precious lessons."

During this visit, three Orthodox churches in the vicinity of Mosul and Erbil on the Ninevah Plain, were re-opened after their destruction by the Islamic State. John and Sarah met with the leadership and members of congregations who witnessed extreme brutality during the ISIS years, in sharp contrast to the Kurdish culture and governance which promotes coexistence and protection for its minority communities.



Houses of Worship

Belgium, UK
& USA
473

New York Congregations

RCF is grateful for our long-term relationships with the Episcopal Diocese, Reformed Church, Jesuit, Jewish, Muslim and other faith communities across New York.

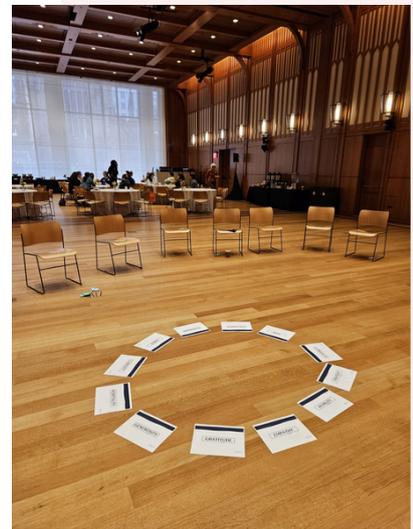
This year we launched a new community of Scriptural Reasoners, convened by Trinity Church, with Central Synagogue and the Muslim Community Network. After exploring the need for reconciliation, they were introduced to practical tools to transform conflict by RCF faculty member Demarius Walker. The group explored their scriptural traditions around the Rose Habits, starting with hospitality and curiosity. These sessions are highly interactive, in which every participant has a voice, and is asked to bring their whole selves (including their faith tradition) to the space. Differences between our communities emerge, as well as similarities, and trusted relationships grow exponentially. Trinity Church Vicar, Rev. Michael Bird, gave a warm welcome to the group, including a fascinating tour of the historic Church, and artist Brian Whelan's celebrated interfaith painting 'Holy City'. This Scriptural Reasoning series will culminate next summer with a study retreat hosted by Trinity Church.

In June, Sarah led a Scriptural Reasoning residential retreat with Trinity Church, Central Synagogue and the Muslim Community Network. This took place at the beautiful Trinity Retreat Centre, with outdoor spaces for worship, campfires, and even bear spotting. It felt an oasis of hospitality in which to gather at a time when the world feels particularly broken across Jewish, Christian and Muslim divides.

TRINITY
CHURCH
WALL
STREET

Central
Synagogue

MCN
Muslim Community Network



Chapel for Europe

We were delighted to co-host a series of three sessions entitled 'How to Disagree Well' in Brussels. We were hosted by the Chapel for Europe; a multicultural and ecumenical space for prayer and celebration in the heart of the European Quarter. The series of sessions focused on intra-Christian reconciliation, inter-religious reconciliation, and youth-led reconciliation. The panels, chaired by Sarah Snyder, included alumnae and colleagues from across the Rose Network. Attendees included Members of the European Parliament and European Union.



EPP chaperone training

We were pleased to lead a workshop introducing EPP 2025 chaperones to the Rose Way. Six chaperones from Muslim Community Network and St Ignatius of Loyola Church, Boston, gathered at the Parish Hall of St Michael's Church to collaboratively plan the upcoming trip for young reconcilers to Patterdale Hall. After a whistlestop tour of the Rose Way approach to reconciliation, participants shared from their considerable experience as youth leaders to plan objectives and the programme flow for what promises to be an inspiring programme of deep-to-deep encounter and adventure. This was an opportunity to develop our train-the-trainer methodology and content and marks an important step in our capacity to equip members of our global network to deliver the Rose Way and form emerging reconcilers.



All Angels Church

Sarah supported a vestry staff retreat in April, focused on the Rose Habits of Reconcilers. Together they explored honestly their differing individual strengths and weaknesses, recognising that a diverse team is a strong team. Under new leadership, they are committed to strengthening All Angels' reconciling ministry within and beyond the congregation.

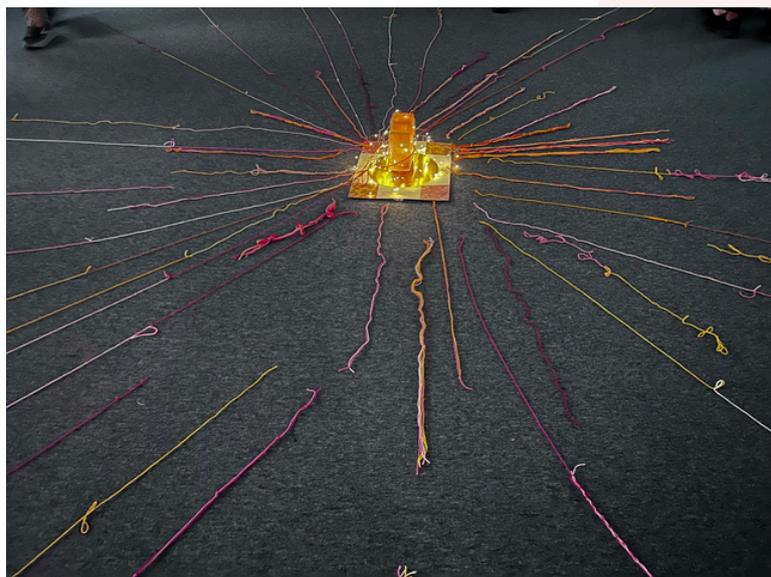


Marble Church

Our ongoing partnership with Marble Collegiate Church in the centre of Manhattan, New York, is a tremendous source of encouragement as together we seek different ways through which to be a reconciling presence.

In May, Sarah supported a residential retreat for 60 women, exploring the story of Jesus' encounter with the bleeding woman, and its relevance for our reconciling ministry today. This was a profoundly moving time, in a beautiful space for worship, learning and creativity.

The leadership and congregations at Marble are deeply committed to the ongoing reconciling journey, and have welcomed multiple trainings and convenings in different elements of the Rose Way, including the Habits of a Reconciler. Many of these are now delivered by the Marble team, offering a sustainable model for growing this ministry deeper and wider without reliance on RCF input.



Stepney Diocese Clergy

Sarah was invited to speak to the Stepney diocesan clergy in May on the theme of 'Pentecost – the church in formation'. She focused on the theme of reconciliation as God's creating and re-creating, following the verse from Isaiah 43:19: "See I am doing a new thing".



Emerging Peacemakers Programme

The Emerging Peacemakers Programme (EPP) began in 2019 as a collaboration between Christian and Muslim, and then Jewish partners, in New York City and the UK. It convenes up to 25 young people between the ages of 13 and 18, for a residential summer programme across 10 days. This programme is the brainchild and inspiration of our 501c3 Chair, Mary Ellen Lehman, and includes close collaboration with the parents and faith leaders of all children involved. This year, Mary Ellen organised and led another summer programme in Cumbria, with the support of St Michael's Church, Muslim Community Network, Central Synagogue, and others. The RCF team joined the programme for teaching sessions, and are thrilled to witness this initiative continue to thrive.



National Cathedral School, Washington DC

Over the last few years, we have hosted student groups of 14- and 15-year-olds at Rose Castle, from the National Cathedral School in Washington. On return to school, these students founded the Rose Castle Club, to continue their work of dialogue and reconciliation. In February we ran an assembly for the 500 students at the upper school, where alumni shared the 12 Habits of Reconcilers. We look forward to working with the school again in 2026.



St Leonards School, Scotland

Following the James Gregory public lecture at St Andrews University, Sarah spoke to a large Sixth Form at St Leonards School about the work of reconciliation, showcasing casestudies from countries as diverse as South Sudan and Israel. The feedback from the organisers was that the session was captivating and inspiring for the students.



American School London

This year we have started a collaboration with the American School London, after one of their high school students became passionate about interfaith and reconciliation work. We now have a Rose Castle Club at the school, with over 50 students who are keen to learn more. We hope to offer residential opportunities at Rose Castle for these students in the coming years.



Alumni & Partner Impact

A little insight into how our programme participants and partners go on to spread the Rose Way.

Partner-led Habits Session at Southwark Cathedral

Our long-term partner and friend, Rebecca Brierly from St Ethelburga's Centre for Reconciliation and Peace, led a session on the 12 Habits of a Reconciler at Southwark Cathedral. We are delighted to see the habits spreading beyond RCF, and being a useful tool for deepening conversations and supporting dialogue between friends and strangers alike.

Liverpool Scriptural Reasoning

The Kuumba Imani Millenium Centre in Toxteth, Liverpool has been running Scriptural Reasoning sessions for local faith leaders and congregants from the local Synagogue, Mosque, and Anglican, Catholic, Baptist and Greek Orthodox Churches. Joe Ramsden has been hosting the group for the last few years, enabling people to deepen their relationships and understanding of one another. When many in the Jewish community were impacted by the Heaton Park Synagogue attack in Manchester, the group came together to share their reflections and responses. Despite disagreements about religion and politics, this group is an prime example of being in relationship across divides.



SOUTHWARK
◆ CATHEDRAL ◆



American School London, Rose Castle Club

High school student and founder of the Rose Castle Club, Joseph Friel, is leading his peers through lunchtime sessions to explore reconciliation. Together they have discussed the 12 Habits of a Reconciler, and hosted guest speakers from Rose Castle Foundation's networks. They are keen to create a culture of disagreeing well at school.

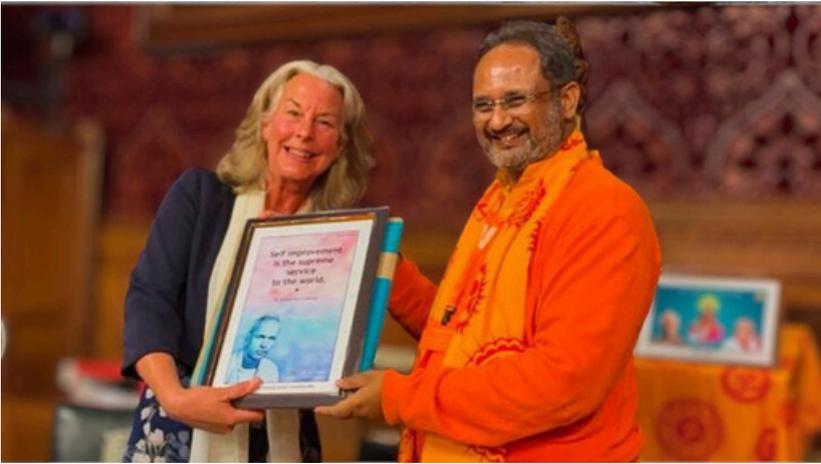
Ali Tariq

Dr Ali Tariq, one of our longer term colleagues and alumnus, now Assistant Professor at the International Islamic University in Islamabad, continues to lead numerous initiatives across communal divides within Pakistan, including Scriptural Reasoning with Pakistani Christians, and with both Sunni and Shia clerics. His teaching and modelling of the Rose Way is an inspiration to his students, to Pakistan and to us all.



Networks & Conferences

RCF is often invited to speak at conferences, events and through media channels; for example the House of Lords Interfaith Panel with Dr Chinmay Pandya and Lord Krish Raval. These help extend our reconciling expertise to the public sphere and specialist sectors.



Sarah has also regularly contributed to the following:

- Cambridge Centre for Christianity Worldwide, Chair of the Board.
- National Police Chief Constables (NPCC) Virtual Task Force on Race, Faith and Belief, convened by Lord Khan following UK rioting last year.
- Network for Religious and Traditional Peacemakers Strategy Steering Group.



Rose Community



Growing a legacy of peace at Rose Castle

This year marked the earliest beginnings of an intentional Christian community at Rose Castle, welcoming our first two residents who are shaping spaces for daily rhythms of prayer, hospitality, and shared life at Rose alongside local members. As our own budding community of practice, the Rose Community has grown from a decade of developing the Rose Way and is now exploring reconciliation as a lived out and rooted way of life in Cumbria.

Central to this is re-remembering the relationship between people and place; recognising that the work of peace is most effective when grounded in relationship with each other, and the land and the stories it holds. This year, that commitment has taken shape through meaningful weekly gatherings. For example, our Wild Ways Women's group, which meets every Wednesday, offers an intentional, wisdom-seeking space for community-building. Together, we explore practical crafts and rediscover local traditions inspired by our natural surroundings—all while supporting one another in a shoulder-to-shoulder way. And on Fridays, our Shabbat dinners bring together local partners and neighbours around a shared table. These evenings are a chance to learn from one another, share food and faith, and grow in friendship.

This year has also witnessed some incredible volunteer efforts restoring small areas of the old castle farm; intentionally spending time restoring spaces that are unseen or underestimated, as a way of going deeper into untapped potential within ourselves and our communities in the hidden places. We also celebrated Janet's 30 years of gardening and stewarding the Rose gardens and estate, and are nurturing a shared culture across the Rose Estate through more regular gatherings of the Rose Castle Foundation and Company.

We've hosted a number of community events, including for Mitzvah Day and Interfaith Week, yet perhaps the most important impact of this year for our Rose Community journey has come from the daily living - being with one another and within the land we share. It is in this intentional accompaniment that reconciliation is most deeply learned: holding shared fears and vulnerabilities alongside our hope and creative imagination for what we can grow together. These shared practices have breathed new life into the landscape and community alike, revealing why Rose Castle itself - rich in history, faith and ecology - is such a formative home and place of sanctuary for the Foundation's global ministry of reconciliation.

“Peace takes root when we learn to live gently with the places that hold us... listening, tending, and belonging without possession. In caring for the ground beneath us, we remember what it means to be human together.”

Community Member

As we look towards the future, we can start to imagine the way in which the collective life of the Rose Community - rooted and grounded in our gentle daily rhythms of prayer and reflection, and sustained through a Rose Community Way of Life - could flow out into all our programmatic offerings at Rose; especially opening spaces of retreat, deep rest and restoration for many partners and frontline peacebuilders. As one Sudanese peacemaker commented "peace looks like a tree, offering shade with fruit that brings food and water, a teacher and God in our midst".



Mitzvah Weekend

In November 2025 the singing of Rabbi Adam Zagoria-Moffet, who is notable for his appearances on BBC Radio Two, resonated deep in the heart of Rose Castle during a very special Friday night Shabbat Service. As one guest noted, Rose was **“temporarily transformed into Cumbria's only synagogue...meaning it became the only place in the county where one could join a full shabbat service”.**

Inhabiting the vision of Rose to be a place where guests feel fully at home and at peace, able to become hosts to one another in 'their very own castle', the Friday night dinner that followed brought together Muslim, Jewish and Christian faith leaders, community activists, local MPs, dignitaries, and children around a shared table. The abundant spread was prepared by Noel, our wonderful Chef, and all the food was grown & donated by community groups, including Carlisle Mosque and the local Hindu community. Guests commented on the warmth of welcome and embrace as regardless of their faith they joined with their neighbours for Challah cutting, blessings, candle lighting and Kiddish, glimpsing something of the profound beauty and meaning of these ancient yet fully alive rituals and practices. Saturday morning witnessed a full two-hour Shacharit service in the dining room, followed by a shared lunch with even more guests joining us around the table, including education leads from across Cumbria. The afternoon offered space to enjoy the castle and grounds, as well as an intentional time held for a deep-to-deep discussion across different faiths. An interreligious Havdalah brought Shabbat to an end, while welcoming in yet another day of social action activities across Cumbria on the Sunday led by the team of volunteers staying at Rose.

The weekend, which celebrated Interfaith Week, also marked the 20th Anniversary of Mitzvah Day, which is a faith-led initiative encouraging people of all faiths to give their time in service of others. This year over 55,000 volunteers worldwide helped initiate community projects to strengthen relationships between faith communities. In Cumbria, the theme revolved around sharing food, faith and friendship, with multiple projects focusing on helping young people impacted by food poverty learn to grow their own produce, taking part in cooking classes and coming together to host shared community meals.



Abigail Mann, the local organiser who partnered with Rose Castle Foundation on Mitzvah Weekend commented, "It's heartening to know that when a diverse group of individuals come together, the impossible can be achieved...in such a polarised world we have been able to provide a beacon of light to show that hope and positivity can emerge from difficult times. We would not have been able to achieve any of this without the outstanding generosity from Rose Castle, together with our many volunteers who have given numerous hours to make this weekend such a success".

As Rose Community journey into next year, we'll be meditating upon the meaning of shabbat and how we can learn from this precious practice as we seek to nurture shabbat wisdom, which Rabbi Abraham Joshua Heschel describes as being **"still and embracing the presence of an eternal moment"**.



Carol Service

On the 7th of December, the Rose Castle chapel was packed full as people from around Cumbria came to share in RCF's carol service on the theme of "Joy in a troubled world". The service included scripture readings, carol singing, stories of suffering and redemption, and reflections on accessing a deeper kind of joy which does not negate the suffering within and around our lives. "The light shines in the darkness, and the darkness did not overcome it." (John 1:5)

Following the thought-provoking and prayerfully rich service, people gathered around hot mulled wine and warm mince pies.

The Happening

After 16 years of dormancy, the much-loved local tradition of The Happening was joyfully revived this year.

In the days when Rose Castle was home to the Bishop of Carlisle, the Bishop would open the castle doors one Advent day each year, welcoming neighbours from the surrounding community for an informal evening of carol singing and Christmas celebration. It was therefore with great excitement that The Happening returned this 2025.

Guests streamed into the castle, gathering on the stairs and landing for an hour of carol singing, music, poetry, and storytelling before sharing an exceptionally generous bring-and-share feast. The evening was filled with warmth and joy, and it was deeply heartening to see Rose Castle once again enjoyed by its local community.

