



# Candidate Information Pack





# Welcome

**We're delighted that you're considering applying to join the Rose Castle Foundation team. This pack has been designed to give you an informed understanding of our organisation that will support your application.**

If you still have any questions after reading the pack, please [visit our website](#), or [contact us here](#). We'll be more than happy to help.

## Who we are

**Our mission is to equip leaders to transform conflict.**

**The Rose Castle Foundation is a charity helping to lay the foundations for sustainable peace and reconciliation in the world.**

We believe that any serious attempt to reconcile deep-seated conflict needs religious leaders to be involved. That's why we are working with centres of excellence around the world to grow a network of experienced and emerging leaders, equipping them with the tools, skills, and knowledge they need to become reconcilers within their own communities and contexts.

Building on over 20 years of experience in the field, we have discovered that residential programmes are a vital tool for sustainable peace, cultivating hospitable relationships that aren't threatened by difference, committed to work for peace even in the most challenging circumstances. Where residential opportunities aren't possible, we offer unique virtual experiences that enable groups to build trust across divides and reimagine their role as reconcilers in a shared future together.

# Why we exist

**Rose Castle's thick defensive walls have stood for 800 years. To us, those walls represented an opportunity to invite strangers in, rather than shut them out.**

Rose Castle has witnessed over 800 years of conflict at the hands of changing political and religious allegiances, but is now a landmark of exceptional hospitality. Inspired by the castle's story, Rose Castle Foundation was founded to support individuals and communities to come together across divides.

Today, the Foundation hosts programmes at Rose Castle and at other venues around the world, equipping leaders to transform conflict. The charity operates from the Rose Castle estate, and we are currently accepting bookings for programmes at the castle ready for the completion of its reburishment later in 2021.

Meanwhile, the castle estate is itself owned, maintained and operated by Rose Castle Company (a limited company that does not pay dividends to shareholders).



# What we do

We are growing a global network of reconcilers, connecting them through our bespoke platform, Rose Reconcilers, and guiding them along The Rose Way, a methodology that equips them to be facilitators of mutual engagement across diverse faiths and communities. This methodology combines face-to-face programmes with online training and resources to help them grow as leaders in the field of reconciliation and peacebuilding. We also provide the wider world with key insights and opinion on sustainable peace and reconciliation practices, with a particular expertise in the role that faith-formed reconcilers have in sustaining global peace efforts.

## How we work

We use a blend of hospitality-based residential programmes, best-in-class online resources and peer-to-peer education to train our network in The Rose Way. A long-term methodology focused on formation of reconcilers, the Rose Way has been developed by leading experts in the field, designed to guide and grow grassroots religious actors, particularly those of Abrahamic faith, into becoming positive forces of change.

The Rose Way is founded on the concept of 'deep-to-deep' engagement. Drawn from the practice of scriptural reasoning, deep-to-deep engagement is about welcoming everyone to bring the full depth of their identity and tradition into a shared space. People with irreconcilable differences live side by side. The aim is not to change each other's minds. The aim is to show each other hospitality, cultivate the skills of active listening and disagreeing well, and to build long-lasting relationships across divides.

## Who our work is for

Because we are committed to mutual engagement across differences, we work with a diverse range of people and institutions. We have chosen to maximise our impact by primarily focusing on working with those from diverse Abrahamic communities - who together form 55% of the world's population. That is to say, those people who are active within their faith communities and who see their Abrahamic faith as the core lens through which they view the world. When working with those from different traditions and worldviews, we offer to bring an Abrahamic dimension into that relationship.

### We've worked with ...



DEV SANSKRITI  
VISHWAVIDYALAYA



## Why we do it

Put simply, we are called to it. We believe that people of faith are vital agents to enact real and lasting peace and reconciliation in the world. Our years in the field, fine-tuning of the most effective methodologies, and deep engagement with our own Abrahamic faiths puts us in a privileged position to be able to offer authentic and effective support to those who strive for a more peaceful and inclusive world.

# Our Culture

**At the heart of Rose Castle Foundation is a culture of welcome that accepts each person as they are, humbly and with respect.**

Modelling deep to deep encounter across difference starts within our team, working as a diverse community that draws out the depths and differences of what each member brings into the space. This shapes the programmes we run and determines the attitude with which we approach our partnerships, inspiring a global network of leaders that reflect the values we're committed to living out each day:



## Community

Built on trust, personal relationships and genuine care where each member grows freely and holistically.



## Humility

An openness and curiosity towards brave encounters, learning in equal measure from our weaknesses and strengths.



## Risk-taking

A spirit of initiative and innovation that respects differences and invites collaboration.



## Integrity

A commitment to practice habits of reconciliation in our own contexts and to model a sustainable approach to the environment.



## Reflection

A mindful approach to the rhythms and grounding nature of prayer or daily reflection, which roots us to our distinctive beliefs and values.

**For more information  
Please visit [our website](#)**

**Or for specific questions  
Please [contact us here](#)**



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