

Isaiah 58:12 Fellowship Application Rubric

Area of Evaluation	Description	1=Poor	2=Below Average	3=Average	4=Above Average	5=Excellent
Proposed Project	What does the candidate plan to do? How does it relate to racial justice and reconciliation? How does it engage the church and larger community?	The project is not well-defined or is under- ambitious for the scope. The connection to racial justice is unclear and does not build community.	The project is not well defined but may be achievable in the time and scope given. The connection to racial justice and/or community building is tenuous.	The project is well defined but may be under-ambitious for the time or scope. The connection to racial justice needs development. Community building components are not well-defined.	The project is well defined and achievable. The connection to racial justice is clear but would benefit from mentorship in developing it further. The community building proposed is meaningful.	The project is well defined and achievable. Racial justice and reconciliation are central to the process and outcomes proposed. Meaningful community building is foundational to the project.
Advocacy Component	The piece of the project that aligns with LAMPa's advocacy portfolio and includes direct advocacy with policymakers.	There is no direct advocacy component.	The direct advocacy component is ill-defined.	The direct advocacy component is simple and clear but is on an issue outside of LAMPa's advocacy portfolio.	The direct advocacy component is clear, and is line with LAMPa's advocacy portfolio	The direct advocacy component is clear and creative, offering new insights or opportunities within LAMPa's existing portfolio.
Community Service and Leadership	The candidate's previous experience with leadership and service; accompanied by a recommendation by an ELCA rostered minister. Applicants from historically marginalized communities will be given priority.	The candidate has no previous community or church engagement. There is no recommendation from an ELCA rostered minister.	The candidate has limited previous experience with community or church engagement. The recommendation from an ELCA rostered minister is generic.	The candidate has some previous experience of community or church leadership. The ELCA rostered minister is supportive of the candidate.	The candidate has several previous leadership experiences. The recommendation from an ELCA rostered minister is supportive.	The candidate has a proven track record of leadership in their church and community. The ELCA rostered minister's recommendation is enthusiastic and supportive.
Writing and Organization	How the candidate conveys their meaning and organizes the project components and budget. Cultural and language differences will be considered.	Unclear and ineffective writing. Significant and repeated patterns of errors in spelling and punctuation.	Unclear and ineffective writing. Unclear and ineffective organization Multiple errors in spelling and punctuation.	Writing is clear and effective for the most part. Organization and transitions that are clear and effective for the most part. Minor errors in spelling and punctuation.	Clear and effective writing. Organization and transitions that are clear and effective for the most part. Minor errors in spelling and punctuation.	Clear and effective writing. Clear and effective organization of ideas with effortless transitions. Minimal errors in, spelling and punctuation.

Commented [LR1]: I do not know what you expect in terms of numbers of applicants, but is there a realistic situation in which you would envision sending back proposals for revisions if they meet a certain minimum and funds are available after allocating for the highest ranking ones? Not something to address in the rubric, but consider.

Commented [LR2]: Where do you spell out a) what you expect the reference to speak to and b) what, if anything, you expect in direct evidence from the applicant? This information will also help the applicant in seeking a reference and the reference in determining if they can be helpful because they are in the know. Are you going to ask for a resume of any type – or similar “service” resume? That, or simply adding fields to the application for service/engagement and for leadership would get you there.

Commented [LR3]: Super important – as I JUST finished grading papers and am drilling this information into them. However, I think here the applicant pool matters. Do you, in the spirit of racial justice, want people who are effective communicators and are in the “know” or is the grant meant to help people who might have good ideas but lack resources. Just serving on church council I see a whole range of skills – and we are overrepresented as being primarily people with college and advanced degrees.

