

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/reconciliation? How does it engage the church and larger community?	The project is not well-defined, or is under-or-overly 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-or-overly ambitious for the time or scope. The connection to racial justice needs development. Community building component is 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, or is on an issue outside of LAMPa's advocacy portfolio.	The direct advocacy component is simple and clear, but does not add new opportunities or insights into existing work.	The direct advocacy component is clear, and gives new insights into LAMPa's existing work.	The direct advocacy component is clear and creative, offering new insights or opportunities to 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.	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 with community or church leadership. The ELCA rostered minister is supportive of the candidate.	The candidate has a number of 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	Unclear and ineffective writing. Unclear and ineffective organization and choppy transitions. Significant and repeated patterns of errors in grammar, spelling, mechanics, and punctuation.	Unclear and ineffective writing. Unclear and ineffective organization and choppy transitions. Multiple errors in grammar, spelling, mechanics, and punctuation.	Writing that is clear and effective for the most part. Organization and transitions that are clear and effective for the most part. Minor errors in grammar, spelling, mechanics, and punctuation.	Clear and effective writing. Organization and transitions that are clear and effective for the most part. Minor errors in grammar, spelling, mechanics, and punctuation.	Clear and effective writing. Clear and effective organization of ideas with effortless transitions. Minimal errors in grammar, spelling, mechanics, and punctuation.

