

## Curacy Pilot Program — Application Evaluation Rubric for Curate

### Scoring Scale (use for each category)

- 4 – Strong fit
- 3 – Good fit
- 2 – Emerging / mixed
- 1 – Not ready for this program

### 1. Clarity of Call & Formation Readiness

**What you're assessing:** Readiness for a first call and depth of vocational clarity

- 4 – Clear, mature sense of call; strong self-awareness; names specific growth goals
- 3 – Solid sense of call; some awareness of growth areas
- 2 – General or unclear; limited reflection on formation
- 1 – Vague or idealized; not ready for a call like this

### 2. Teachability & Capacity to Grow

**What you're assessing:** Openness to formation and ability to develop over time

- 4 – Actively seeks feedback; demonstrates learning from experience; names real growth edges
- 3 – Open to feedback; some evidence of growth
- 2 – Limited reflection; growth areas named but not fully owned
- 1 – Defensive or lacks self-awareness

### 3. Leadership in a Changing Environment

**What you're assessing:** Readiness for adaptive leadership in evolving congregations

- 4 – Demonstrates initiative, adaptability, and comfort with change or ambiguity
- 3 – Some leadership ability; willing and developing
- 2 – Limited leadership ability; mostly supportive roles
- 1 – Prefers stability; little evidence of leading change

### 4. Orientation Toward Congregational Vitality

**What you're assessing:** Alignment with growth, mission, and sustainability

- 4 – Clear and compelling understanding of vitality; outward-facing and mission-oriented
- 3 – Good understanding; some practical awareness
- 2 – Conceptual understanding but limited application; somewhat inward-focused
- 1 – Primarily focused on maintenance and internal life of congregation

## 5. Collaboration & Emotional Intelligence

**What you're assessing:** Ability to work within parish systems and relationships

- 4 – Strong relational awareness; navigates conflict constructively; highly collaborative
- 3 – Generally collaborative; aware of interpersonal dynamics
- 2 – Limited experience with conflict or difference
- 1 – Rigid, individualistic, or unaware of relational impact

## 6. Spiritual Maturity & Sustainability

**What you're assessing:** Capacity for healthy, sustained ministry

- 4 – Clear spiritual practices; realistic about limits; demonstrates resilience
- 3 – Some grounding; developing sustainable practices
- 2 – Inconsistent or vague; limited reflection on sustainability
- 1 – Lacks awareness of boundaries or sustainability

## 7. Alignment with Program Commitments

**What you're assessing:** Fit with the structure and expectations of the curacy

- 4 – Strong enthusiasm for formation components; understands and embraces the three-year commitment
- 3 – Willing and positive about expectations
- 2 – Neutral or uncertain
- 1 – Sees requirements as burdensome or misaligned

## 8. Equity, Diversity & Missional Awareness

**What you're assessing:** Engagement with difference and commitment to inclusion

- 4 – Demonstrated experience across difference; thoughtful and practiced
- 3 – Good awareness; some experience
- 2 – Primarily theoretical understanding
- 1 – Minimal awareness or engagement

### Optional Weighting (if needed)

To reflect program priorities:

- **Teachability & Capacity to Grow** → ×2
- **Leadership in a Changing Environment** → ×1.5
- **Orientation Toward Congregational Vitality** → ×1.5

All others = standard weight

## Final Discernment Question

After scoring, ask each reviewer:

**Do I see this person to growing into a healthy, effective priest in a changing congregation over three years?**

- Yes
- Maybe
- No

