



CORWORKS

HOW TO APPLY FOR PASTORS & PARISH TEAMS

ELIGIBILITY & TEAM

WHO IS ELIGIBLE TO APPLY?

Any Catholic parish whose pastor supports participation and can field a team of 3–4 committed people. There are no minimum parish size requirements. We are looking for readiness – the right team, the right problem, and a pastor who is genuinely behind the effort.

WHAT ARE WE REQUIRED TO HAVE BEFORE APPLYING?

You must arrive at the application with two things:

- A clearly defined problem – not a general concern, but a specific understanding of who is affected and what they are experiencing
- Evidence of pre-work – real, firsthand contact with the problem before you apply

If you haven't done pre-work yet, we provide CorWorks Pre-Work Worksheets alongside the application to help you get there. The strongest applications are built on real observation, not assumption.

WHO SHOULD BE ON OUR TEAM?

Your team should include 3–4 people with complementary strengths – not four people who think the same way. Strong teams tend to include:

- **Visionary:** Someone who sees what's possible
- **Executor:** Someone who builds systems and follows through
- **Connector:** Someone who builds and sustains relationships
- **Catalyst:** Someone who experiments fearlessly
- **Shepherd:** Someone with deep understanding of people's needs

One person can fill more than one role. The team can include staff, lay leaders, and committed volunteers. Parish credentials matter less than proximity to the problem and willingness to do the work.



HOW INVOLVED DOES THE PASTOR **NEED TO BE?**

The pastor's active sponsorship is required – not passive sign-off. The pastor does not need to attend every session of the accelerator week, but must: review and support the application, complete the Pastor Engagement Agreement, and commit to a brief 15-minute weekly check-in during the program week. A pastor who is a genuine champion makes an enormous difference for the team doing the work on the ground.

THE APPLICATION

WHAT DOES THE **APPLICATION COVER?**

The application has six parts:

- Parish Basics -- size, diocese, staff, volunteer core
- Leadership Commitment -- pastor's voice on why this matters
- Pre-Work Readiness -- description of your discovery work
- Problem Clarity -- the heart of the application: who is affected, what is the evidence, what have you tried
- Team Composition -- names, roles, and what each person brings
- Desired Future -- what specifically will have changed in 90 days, and how you'll know

WHAT MAKES A **STRONG APPLICATION?**

Specificity. The strongest applications name a real, defined problem – a specific population, a concrete situation, and evidence that it exists.

"We want to help lonely seniors." – Starting point, not a problem statement.

"Twelve seniors in our parish over 75 who live alone within a mile of the church have no regular human contact and no way to get to Sunday Mass." – That is a problem statement.



Beyond specificity, reviewers are looking for:

- A pastor who is an active champion – their own words in the application, not a paraphrase
- A team with distinct, complementary roles described clearly
- Evidence of real pre-work – not 'we've been thinking about this' but 'here is what we observed and who we talked to'
- A concrete vision of success that names something you could actually measure or observe

IS THERE A VIDEO COMPONENT?

Optional, but it can help. A 2–3 minute video covering (1) the problem you want to address and (2) one real story from someone affected may strengthen a borderline application. Simple is fine – a phone video or slides with narration works. Optional videos are not scored in the rubric but are reviewed for applications that are close calls.

WHAT ARE THE APPLICATION CLINICS?

We host two 45-minute virtual Application Clinics – open Q&A sessions for any parish considering applying. These are a chance to learn more about CorWorks, ask questions about the application, and get a feel for what the program involves before you commit.

Clinic dates: – April 30th and May 21st, 12-12:45 PM ET. Contact Michelle Hogan at mhogan@osv.com for scheduling details.

DATES & KEY INFORMATION

WHEN CAN WE APPLY?

The 2026 Cohort 1 application opens April 15 and closes June 5. We review applications on a rolling basis – the earlier you submit, the sooner you hear back.

HOW MANY PARISHES ARE ACCEPTED?

We accept a maximum of 6 parishes per cohort. This is intentional. CorWorks is built on high-touch accompaniment, and we don't expand the cohort beyond what we can accompany well. Apply early – spaces are limited.



WHAT IS THE **FULL TIMELINE** FOR COHORT 1?

Date	Milestone
Apr 2015	Applications open
April–June	Two Application Clinics (virtual, 45 min.) <ul style="list-style-type: none"> • April 30th 12-12:45 PM ET • May 21st 12-12:45 PM ET
June 5	Applications close
April 27–June 15	Parish Interviews
June 19	Acceptance / decline decisions communicated
June 22	Onboarding begins
July 6–10	CorWorks Accelerator Week
July 11–October 9	90-Day Implementation Phase Plan on one scheduling check-in call per week. In addition, there will be two full cohort meetings in weeks 2 and 4. <ul style="list-style-type: none"> • Week 2 (July 13–17): Group Check-In Call – Full cohort + OSV, 60 min. • Week 4 (July 27–31): Virtual Debrief – Full cohort, 3 hrs.



AFTER YOU APPLY

WHAT HAPPENS AFTER I SUBMIT?

Applications are reviewed on a rolling basis. Qualified applications advance to a Parish Screener Interview. After all interviews are complete, every parish receives a decision – acceptance or decline – by June 19.

WHAT IS THE PARISH INTERVIEW?

The Parish Interview is a 45-minute conversation between an OSV program staff member and your parish team lead – ideally with one additional team member present.

Its purpose is not to judge whether your idea is good. It is to assess whether your team is ready to do the work – and whether CorWorks is the right fit for you at this moment.

HOW ARE PARISHES SELECTED?

Applications are scored by the OSV review team across four criteria:

- Pastor Buy-In -- Is the pastor an active champion or a passive signer? (3 pts)
- Problem Clarity – Is the problem specific, evidenced, and grounded in a real population? (4 pts)
- Team Composition – Is the team complete, complementary, and clearly described? (3 pts)
- Desired Future – Is the hoped-for outcome concrete and measurable? (2 pts)

Applications scoring 8 or above (out of 12) advance to the interview stage. Final selection is made after interviews are complete.



WHAT DOES THE **90-DAY ROADMAP** PHASE LOOK LIKE AFTER THE ACCELERATOR?

CorWorks doesn't end on Friday afternoon. The approximately 90-day roadmap phase runs July 13 through October 9, with regular OSV support built in:

- Week 2 (July 13–17): Group Check-In Call – Full cohort + OSV team, 60 min.
- Week 3 (July 20–24): Individual Coaching Call – Your team + OSV advisor, 45 min.
- Week 4 (July 27–31): Virtual Debrief – Full cohort, 3 hrs. Findings, roadmap finalization, grant conversation.
- 1st week of August (QPR 1): Individual progress review, 30 min.
- 1st week of September (QPR 2): Individual progress review, 30 min.
- 1st week of October (QPR 3): Final roadmap-phase review, 30 min. Roadmap closes October 9.
- Optional beyond October: Quarterly advisor calls available for parishes continuing with OSV support.

QPR = Quarterly Progress Review – your regular accountability checkpoint with an OSV advisor.

IS THERE **A COST** TO PARTICIPATE?

CorWorks represents approximately \$300,000 in program value – and there is no program fee to participating parishes.

We do require a \$2,500 refundable deposit at the time of acceptance. This deposit is returned in full upon completion of the 90-day roadmap phase. It is not a fee – it comes back to you.

If the deposit presents a genuine financial hardship for your parish, please contact us before declining to apply. We want to remove barriers, not create them.



THE ACCELERATOR WEEK

WHAT DOES A TYPICAL DAY LOOK LIKE?

Each day is structured around deep work sessions, spiritual grounding, and collaborative problem-solving. The schedule below reflects a typical Monday through Thursday:

Time	Block
7:00 AM	Coffee available
7:30 AM	Morning Prayer
7:45 AM	Mass
8:30 AM	Breakfast
9:00 AM	Session 1 begins
10:30–10:45 AM	Break
10:45 AM	Session 2 begins
12:30 PM	Lunch
1:15 PM	Session 3 begins
3:00–3:15 PM	Break
3:15 PM	Session 4 begins (Mon–Thu only)
5:00 PM	Vespers
5:15 PM	Adoration
6:00 PM	Dinner
7:00 PM	Evening Reflection (Mon–Thu only)
7:30 PM	Free time

Friday is shorter: Sessions 1 and 2 run in the morning. The program ends at lunch. No afternoon sessions, Adoration, or Evening Reflection on Friday.



WHERE DOES THE ACCELERATOR TAKE PLACE?

CorWorks is designed as a fully residential retreat experience. Your team will live, work, eat, and pray together on-site for the entire week – no commuting, no returning home each evening.

This is not incidental to the program. The away-from-parish environment is what creates the depth of focus the work requires. It removes the noise of daily operations, builds team trust, and creates genuine space for discernment alongside innovation.

Venue: Lindenwood Retreat Center, Plymouth, Indiana (pending final confirmation). Lodging, meals, and all program sessions are on-site.

WHAT SHOULD OUR TEAM BRING?

Packing details and logistics are provided during onboarding (begins June 22). Expect: comfortable clothes for a working retreat week, your laptop or tablet, and anything that helps you think and pray well. Everything else – lodging, meals, program materials – is provided on-site.

