



An Initiative of the OSV Institute for Catholic Innovation

HOW TO APPLY

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 truly behind the effort.

What Do We Need Before Applying?

You'll need 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 started your pre-work yet, we provide the CorWorks Pre-Work Guide 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
- Builder: Someone who turns plans into finished work
- 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 the training retreat, though he is welcome on the parish team if he desires. What is

required: review and support the application, complete a short pastor commitment form, and commit to 15 minutes a week checking in with the team. A pastor who is an active champion makes an enormous difference for the team doing the work on the ground.

What Does the Application Cover?

The application has six parts:

- Parish Basics — size, diocese, staff, volunteer core
- Leadership Commitment — the pastor's voice on why this matters
- Pre-Work Readiness — a 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." — A 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 — his 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.

Have Questions Before You Apply?

Reach out any time. We're happy to talk through the program, the application, or whether CorWorks is the right fit for your team. Contact us at corworks@osv.com or 260-355-2238.

When Can We Apply?

Applications open Friday, October 9, 2026 and close Friday, November 20, 2026: a fixed six-week window. Applications are evaluated together after the window closes, so there’s no advantage to submitting on day one over submitting a strong application before the deadline.

How Many Parishes Are Accepted?

We accept a maximum of 6 parishes per cohort. CorWorks is built on close, personal accompaniment, and we don’t grow the cohort beyond what we can accompany well.

What Is the Full Timeline for Cohort 2?

Date	Milestone
Fri, Oct 9, 2026	Applications open
Fri, Nov 20, 2026	Applications close (6-week window)
Mon, Nov 23 – Fri, Dec 11, 2026	Review & Selection (includes Parish Interviews)
By Fri, Dec 11, 2026	Acceptance / decline decisions communicated
Mon, Jan 4 – Fri, Jan 8, 2027	Brief confirmations & logistics (deposit, travel, intro materials)
Mon, Jan 11 – Fri, Jan 22, 2027	Onboarding
Sun, Jan 24, 2027	Pre-retreat check-in
Mon, Jan 25 – Fri, Jan 29, 2027	CorWorks Training Retreat
Fri, Jan 29 – Sun, Apr 18, 2027	90-day challenge (see below)

What Happens After I Submit?

All applications are reviewed together after the window closes on November 20. Qualified applications advance to a Parish Interview during the Review & Selection period (November 23–December 11). Every parish receives a decision, acceptance or decline, by December 11, 2026.

What Is the Parish Interview?

The Parish Interview is a 45-minute conversation with an OSV program staff member. Your team lead and one additional team member attend. It takes place during the Review & Selection window (November 23–December 11, 2026).

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 (3 pts)

Is the pastor actively championing this, or signing off from a distance?

Problem Clarity (4 pts)

Is the problem specific, evidenced, and grounded in a real population?

Team Composition (3 pts)

Is the team complete, complementary, and clearly described?

Desired Future (2 pts)

Is the hoped-for outcome concrete and measurable?

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 Challenge Look Like After the Retreat?

CorWorks doesn't end on Friday afternoon. The 90-day challenge runs January 29 – April 18, 2027, beginning with the training retreat, and regular contact is built into all twelve weeks:

Week 2: Group Check-In – full cohort with the OSV team, 60 minutes.

Week 3: Coaching Call – your team with your guide, 45 minutes.

Week 4: Virtual Debrief – full cohort, about 3 hours.

Week 5: Milestone Check-In 1 – your team, 30 minutes.

Week 7: Cohort Gathering 1 – full cohort, 60–75 minutes.

Week 9: Milestone Check-In 2 – your team, 30 minutes.

Week 11: Cohort Gathering 2 – full cohort, 60–75 minutes.

Week 12: Milestone Check-In 3 – your team, 30 minutes.

Coaching calls in Months 2 and 3 are optional, scheduled with your guide as needed.

And the relationship doesn't end at Week 12: in the months after your 90-day challenge closes, your team can schedule up to three quarterly check-ins with your guide.

Is There a Cost to Participate?

There is no program fee to participating parishes, and your team's travel, lodging, and meals for the training retreat are fully covered by OSV.

We do require a \$2,500 refundable deposit at the time of acceptance, returned in full when your team completes the 90-day challenge. It is not a fee; it is a commitment, and it comes back to you.

If the deposit would be a hardship for your parish, reach out before deciding not to apply. It's meant to reflect your team's investment, never to stand between a parish and the help it needs.

What Does a Typical Day Look Like?

Each day is built around focused work sessions, prayer, 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 AM	Break
10:45 AM	Session 2 begins
12:30 PM	Lunch
1:15 PM	Session 3 begins
3:00 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 a half day: morning sessions run as usual, and the retreat concludes after lunch.*

Where Does the Training Retreat Take Place?

CorWorks is a fully residential retreat: your team lives, works, eats, and prays together on-site for the entire week. The away-from-parish environment 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.

Your team's travel, lodging, and meals are fully covered by OSV.

Venue: The retreat takes place at a dedicated retreat center; your cohort's exact location and travel details are shared at acceptance. Lodging, meals, and all program space are on-site

What Should Our Team Bring?

Packing details and logistics are provided during Confirmations (January 4–8, 2027) and Onboarding (begins January 11, 2027). Expect comfortable clothes for a working retreat week, your laptop or tablet, and anything that helps you think and pray well. Everything else, from lodging and meals to program materials, is provided on-site.