

Volunteer Discernment Rubric

Mark what applies based on interviews and references:

Category	Healthy Indicators	Red Flags
Ownership	Takes responsibility; no excuses	Blames, minimizes, deflects
Openness	Transparent, steady, consistent	Evasive or defensive
Accountability	Has mentor/pastoral support	Isolated, no support system
Spiritual Fruit	Stable life change visible	Recent or inconsistent change
Boundary Awareness	Welcomes guidelines & oversight	Pushes for access or resists limits

Decision:

■ Approved ■ Approved With Boundaries ■ Hold / Further Discipleship Needed ■ Not Approved