

it. This resource is also needed for a religious educator currently in the RE Credentialing program.

- Explicit support and recognition from congregation and ministerial colleagues.
- Support for and realization of an expanded role in congregation.

Support for a broadened and deepened collegial relationship with ministerial colleague.

- Time and financial resources to attend professional conferences and assemblies and pursue continuing education.
- Time and financial resources to allow the religious educator to mentor a current RE Credentialing participant, as feasible.

#### **What resources does a Congregation need to provide, especially to a religious educator who is currently in the program?**

- Time and financial resources for professional development: courses, workshops, other significant trainings. For example:
  - Credentialed Religious Educator - Associate Level: at least \$1000 per year.
  - Credentialed Religious Educator: at least \$2000 per year.
  - Credentialed Religious Educator, Masters Level: at least \$3500 per year.
  - Religious educator seeking academic degree: negotiated.

- Time and financial resources to undertake required reading: at least \$300 per year.
- Time and financial resources to engage in mentor relationship: at least \$100 per year.
- Note that the preceding examples of recommended time and financial resources may be in addition to the typical professional expenses, such as attending professional conferences and religious assemblies, that are required by a professional religious educator in a Unitarian Universalist congregation.
- RE Credentialing Visioning and Support Committee - helps congregation figure out what credentialing level is needed; helps religious educator and congregation understand each other's needs in the credentialing process.

#### **To learn more about the UUA Religious Education Credentialing Program, please contact:**

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[www.uua.org/recredentialing](http://www.uua.org/recredentialing)

## **The Religious Education Credentialing Program & the Unitarian Universalist Congregation**

### ***Benefits Received, Resources Required***

Office of Religious Education  
Credentialing  
Ministry and Professional  
Leadership  
Unitarian Universalist Association



The goal of the Religious Education Credentialing program is to strengthen Unitarian Universalism by empowering and recognizing professional lifespan faith development leadership, grounded in an acceptable core of competencies and skills, intentional vocational discernment, affirmation of an anti-racist, anti-oppressive identity and practiced with covenantal collegiality, justice and respect.

**What are the program benefits for a congregation?**

- A stronger, more vital and growing religious education program as the religious educator integrates professional development learning into the congregation’s programming.
- A religious educator with theoretical knowledge and demonstrated ability to put knowledge into practice – able to be creative in developing religious education resources and programs as s/he is exposed to a network of information on the cutting edge of religious education.
- A religious educator with a greater incentive for professional development, working towards Religious Education Credentialing program requirements and participating in professional development and other educational events designed exclusively for those with an interest in religious education credentialing.
- Professional training or self-study and

demonstrated professional leadership ability and experience in the many areas of religious education leadership:

- RE program administration, including volunteer management
- UU lifespan religious education curricula and programs
- History and philosophy of UU religious education
- Human and faith development
- Learning theories and teaching methods
- Sacred texts and multi-age worship
- UU history and polity
- UUA initiatives such as anti-racism/anti-oppression/multiculturalism and safe congregations
- Stewardship
- Organizational development, systems theory and conflict management
- Right relations and professional ethics
- Spiritual life, self-care and renewal
- Written and oral communications
- Ability to work collaboratively
- A religious educator with a greater ability to serve as a resource in religious education and religious leadership to congregation for parents, families, children, youth, lay leadership and ministerial colleagues; a religious educator who may be able to take on broader responsibilities in the congregation.
- Assurance that a religious educator who has achieved credentialing status in this program has met professional development

standards in religious education and is held accountable to professional ethics guidelines by the UUA.

- Potential for deepened collegial relationships among staff members as a religious educator seeks to deepen and broaden professional and program development, and is held accountable by the UUA to the highest level of professional conduct.
- A religious educator with more professional confidence in knowing that s/he has been evaluated and is recognized by the UUA as a professional religious educator.
- Recognition by the UUA as a congregation that supports and values the highest levels of professional excellence in religious education.

**What resources does a Congregation need to provide, especially to a religious educator who has completed the program?**

- A professional role and position reflective of credentialing level.
- Salary commensurate with Religious Education Credentialing level or equivalent in current UUA Salary Recommendations; benefits corresponding to UUA recommendations.
- Engagement in the Covenanting for Religious Education Excellence process, as feasible, and include RE Credentialing in