

**Religious Education Credentialing Committee Meeting Précis**  
**April 27 – May 3, 2022**  
**Online**

**Present:** Sara Lewis, Mia Morse, Peter Kandis, Rev. Emily Gage, Rev. Bob Renjilian, Art Nava, Rev. Sarah Gettie McNeill (Professional Development Programs Manager), Aastha Poudel (Professional Development Assistant) and Marion Hirsch (Credentialed Observer).

The meeting convened at approximately 11 a.m. ET on Wednesday, April 27, 2022.

**Anti-Oppression, Anti-Racism, and Multicultural Training**

At the 2021 April meeting of the RECC, the committee elected to work with a consulting group and we formally initiated a relationship with MMAPEA Consulting in August 2021. Our collective goals were to ‘discover and assess how the RECC might adjust and redesign (as well as continue) various practices and procedures that support an impactful and dynamic process for RECC candidates, in addition to help[ing] the RECC to identify opportunities to embed JEDI [Justice, Equity, Diversity, and Inclusion] throughout its operations and culture’ (language taken from MMAPEU Consulting’s Cultural Assessment Report, included in appendix). In the following months, MMAPEU Consulting collected qualitative and quantitative data via focus groups, a web-based survey and individual one-on-one interviews with organizational stakeholders. The first outcome of the analysis of this data resulted in the adoption of a new Mission, Vision, and Core Values statement for the RECC (included in appendix).

**Candidate Awards**

The following individuals were awarded Credentialed Religious Educator – Credentialed Level status:

- Carol Burrus
- Sarah Cannon
- Jessica Harwood
- Rayven Holmes
- Molly Lemen
- Jenni Papp
- April Rosario
- Matthew Shineman
- Judith Stein-Farrall
- Amanda Alice Uluhan
- Pat Woods

**RECC Business agenda items included:**

- Retreat with MMAPEU Consulting to review analysis of data

**Dates and Location of Future RECC Meetings**

The 2022 RECC meeting met online. Accommodating the dates of Easter, Passover and first/last days of Ramadan, here is the schedule for future years:

- The 2023 RECC meeting will take place Sun 4/23/23 – Sat 4/29/23 online.
- The 2024 RECC meeting will take place Sun 4/14/24 - Sat 4/20/24 online.
- The 2025 RECC meeting will take place Sun 4/22/25 - Sat 5/3/25 online.

### **Committee Member Changes**

No committee member or UUA staffing changes as pertains to this committee.

### **Credentialed Observer Report**

Marion Hirsch presented the Credentialed Observer's Report, which is posted on [uua.org](http://uua.org).

### **Future Meetings**

- The next quarterly meeting is July 2022

The meeting adjourned at approximately 2:00 p.m. ET on Tuesday, May 3, 2022.

## Appendix

- A. [RECC Cultural Assessment Report, April 2022 \(PDF\)](#) by MMAPEU Consulting
- B. [MISSION, VISION, AND VALUES STATEMENTS | 2022 \(PDF\)](#)

### *Religious Education Credentialing Committee*

#### **Mission**

The Religious Education Credentialing Committee (RECC), a Committee of the UUA Board of Trustees, is tasked with stewarding and shepherding the religious credentialing process for those religious educators seeking increased professional development. We create a comprehensive path towards professional proficiency, excellence, and status. The Committee is oriented and committed to providing an encouraging and affirming process. Recognizing how essential it is for the UUA and its congregations to have a broad array of religious educators, we encourage, commit, and advocate for fully engaging diversity among our stakeholders and those pursuing RECC credentials.

#### **Vision**

##### The RECC envisions

- Professional religious educators taking full advantage of the credentialing path that supports and affirms candidates bringing their whole selves and diverse lived experiences as religious educational professionals.
- A community of religious educators seeking credentialing that represents the full diverse array of social identities, including but not limited to – race/ethnicity, gender expression, immigration status, geography, economic class, physical ability, neurodiversity, relationship orientation, and educational levels.
- Religious educators who are compensated appropriately and adequately in their roles that reflects the impact and responsibility of shepherding the learning and growth of congregations and organizational entities within the UUA.
- A credentialing process that understands and affirms the impact religious educators have on congregations, including educational, spiritual, maturational, and systemic growth.
- A religious education credentialing process that engages religious professionals along their full journey of credentialing — from initial inquiry to completion and celebration of credentialed status.

- A religious educators' credentialing process and religious education credentialing program eco-system that establishes and supports appropriate structures, policies and procedures.
- A RECC whose members represent the diversity of stakeholders influential and critical to the successful and impactful creation of religious educators that serve UU Congregations and other settings with grace, intellect, empathy, creativity, and spirit.
- Creating mutual accountability between religious professionals seeking credentialing and the work of the RECC that manifests grace-filled, respectful, kind, empathetic, and dynamic professional development experiences.
- A process that provides the opportunity and supports any and all of those seeking a path towards professional religious education in a way that nurtures all aspects of who they are, and provides access to credentialing in a respectful, nurturing and holistic way.

## **Values**

We believe in the importance of embodying and supporting

- Respect and appreciation
- Bringing one's whole self
- Diversity, equity, inclusion and belonging
- Economic accessibility
- Collaboration
- Professional excellence
- Acceptance and support of various learning styles
- High quality ongoing professional growth opportunities