

**Religious Education Credentialing Committee Meeting Précis**  
**April 24 – April 27, 2023**  
**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 Sarah Cannon (Credentialed Observer).

The meeting convened at approximately 12 p.m. ET on Monday, April 24, 2023. The committee met in Chicago for a retreat March 31 – April 4, 2023.

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

At the 2023 April retreat of the RECC, Rev. Sarah Gettie shared a systemic racism model from the Facing Race conference with the committee. She invited the committee to approach the retreat work with the lens of Choice Points for dismantling white supremacy in the credentialing program. The committee also reviewed the recommendations from MMAPEAU Consulting, relying on the recommendations to create a 5-year strategic plan for the RE Credentialing Program.

**Candidate Awards**

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

- Maria Bavier
- Jennifer McGlothin
- Emily Richards
- Matt Vasko

**RECC Business agenda items included:**

Review of goals for 5-year strategic plan, developed in March/April 2023, and delegation of commitments to committee members, as well as next moves. The RECC shared that, after over a year of conversation, reflection, and input from religious educators, they had chosen the new names for the credentialing levels:

- formerly Associate = Skilled,
- formerly Credentialed = Advanced,
- formerly Master = Leadership.

New titles will be

- Credentialed Religious Educator - Skilled Level;
- Credentialed Religious Educator - Advanced Level;
- Credentialed Religious Educator - Leadership Level

The new names better represent the goals of each level of the program, as well as move us away from more academic and oppressive terminology. While the committee recognizes this is a superficial change at first glance, we commit to it being a surface-level change that indicates deeper systemic change in making the program more inclusive, equitable, and accessible for all.

### **Dates and Location of Future RECC Meetings**

The 2023 RECC meeting met online. Accommodating the dates of Easter, Passover and first/last days of Ramadan, here is the schedule for future years:

- 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.
- The 2026 RECC meeting will take place Sun 4/19/26 – Sat 4/25/26 online.

### **Committee Member Changes**

Patti Withers will complete her tenure as the LREDA Representative to the RECC June 30, 2023. LREDA is determining a successor.

Peter Kandis will complete their tenure as a lay leader on the RECC June 30, 2023. The UUA Nominating Committee is determining a successor.

Sara Lewis is completing her tenure as Committee Chair and will remain on the committee for the following two years as a Credentialed Religious Educator at the Leadership Level. Art Nava has agreed to chair the committee July 2023-June 2025.

### **Credentialed Observer Report**

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

### **Future Meetings**

- The next quarterly meeting is July 2023

The meeting adjourned at approximately 2:30 p.m. ET on Thursday, April 27, 2023.

## 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