

UUA Religious Education Credentialing Committee
Meeting Precs
March 27 – 31, 2006
Boston, MA

Members Present: Liz Jones – Chair, Pam Allen-Thompson (UUA Board Liaison,) Gail Forsyth-Vail, Kirk Loadman-Copeland, Steve Lynn, Colleen McDonald, Sue McGovern, Kathryn Warrior. Ex Officio: David Hubner, Beth Williams, A’ashia Short (Recorder.)
Credentialed Observer: Thomas Pistole.

The meeting was opened at approximately 9 am on March 27, 2006.

The minutes from the October 2005 meeting were approved. Action items and reports from Liz Jones, Beth Williams, and David Hubner were reviewed.

A/O-A/R Issues – Gail facilitated a discussion of “Unpacking the Knapsack of White Privilege,” an article by Peggy McIntosh. Gail also reported on the MFC’s ongoing process for AO/AR education. The selection for RECC reading and discussion at the October 2006 meeting will be Waist High in the World: a Life among the Nondisabled by Nancy Mairs. The selection for the March 2007 will be the first part of Welcoming Children with Special Needs: a Guidebook for Faith Communities by Sally Patton.

Candidate Awards – The following candidates were awarded Credentialed Religious Educator status: Jan Gartner, Anne Principe.

Covenant with Congregation – A policy was made that if a candidate has a covenant with their congregation, it will now be included as part of the completion materials that are sent to the RECC. Otherwise, the absence of a covenant will be noted on the “face page” that is sent to the RECC.

Equivalency Evaluation – The following candidate had a program requirement equivalency evaluated and approved: Lynne Webber – Equivalency for at least two years of paid professional work as a religious educator, at least one quarter time.

Equivalency Policy – A policy was made to expand the duties of the Equivalency Sub-Committee to include the approval of Waivers and the fulfillment of equivalencies. This approval will be made at the Sub-Committee’s usual bimonthly meeting. *Policy is effective immediately.*

A policy was made to have Waivers apply to other elements in the program, including rules, policies and procedures. *Policy is effective immediately.*

A Waiver Form for this purpose was approved. *Policy is effective immediately.*

Since semester hours are needed to meet the academic requirement of the equivalency for a Bachelor degree and a Masters degree, a policy was made regarding translating quarter hours from academic transcripts into semester hours. The policy states that if a transcript includes a conversion formula, that is what will be used to determine semester hours; if

not the conversion table from Auburn University will be used. *Policy is effective immediately.*

Family Ministry – Tracey Hurd, UUA Children and Families Program Director, conducted a conversation on Family Ministry to help give the RECC a better understanding of the topic as it might relate to a possible future RE Credentialing competency area.

Forms/Documents: Existing

Endorsement Form – Policies were made that: insufficiently completed Endorsement Forms will be returned, or another endorser will be requested; the definition of “Peer” is clarified to mean “a Religious Educator who can address the applicant’s competence in an extra congregational setting;” the term “Lay Leader” will be used rather than “lay representative.” *Policies are effective immediately.*

Policies document (draft) – the draft of the RECC Policies document was reviewed and revised, with final review scheduled for October 2006.

Resume – A policy was made that an updated resume must be submitted with program completion materials, and that the updates must include a documented listing of the 75 hours of relevant training (Associate and Credentialed levels) and the additional 7 structured learning experiences (Credentialed level) or graduate course work in required specific subjects (Masters level.) The elapsed “seat” time of training and structured learning experiences also must be indicated as part of the documentation. *Policy is effective for materials submitted for the October 2007 RECC meeting.*

Professional Context Form, Self-Assessment of Competencies Form – Refinements were made.

Forms/Documents: New

An ***Outcomes Survey for Congregations*** was approved. This and the Outcomes Survey for Credentialed Religious Educators will be sent out one year after each individual has been credentialed. *Policy is effective immediately.*

Future Meetings – The October 2006 meeting will take place October 23-October 26 at the Crowne Plaza Hotel – Orlando Airport, Orlando, FL. It will begin on Monday with a Time for Comments at 1 pm, and end late afternoon on Thursday. San Jose, CA is being investigated as a possible site for the March 2007 meeting.

Mentoring – A policy was made that, with the approval of the LREDA Committee on Mentoring and the consent of a new Candidate, the Endorsement Forms that were submitted as part of the application process will be shared with the LREDA Committee on Mentoring to help in the matching process, and with the newly assigned Mentor to help the Candidate address any issues during the mentoring relationship that may have surfaced on the forms. *Policy is effective immediately.*

A policy was made that an Applicant to the program must also complete a self-endorsement, which will, with permission, be shared with the LREDA Committee on Mentoring and with the newly assigned Mentor. *Policy is effective October 2006.*

Publicity – Possible topics for future articles or workshops were brainstormed as follows:

GA Workshops –

- Success stories
- The experiences (outcomes) of Religious Educator and congregations in the program
- Do you have the credentials?

LREDA Fall Conference Workshop

- De-Mystifying the RE Credentialing Interview
- Introduction of credentialed Religious Educators
- Q & A session with RECC and Credentialed Religious Educator
- Actual portfolios for review

Professional Day Workshop

- What is professional Development and Professional Formation? (perhaps with MFC)
- Family ministry (perhaps with Family Matters Task Force)

The Religious Leader -

- Questions being considered by RECC
- Transitions on Committee
- Article on the scope of competencies
- Where does Religious Educators come from? (joint article)
- Using information Beth provided to profile people in credentialing
- Working with Outcomes Survey
- Covenanting between congregation and staff (maybe jointly written with district services)
- AO/AR perspective - recognizing and instigating.
- White privilege and how it affects the committee.
- What does it mean to be a professional Religious Educator?

Reading Lists

Weaving the Fabric of Diversity by Jacqui James and Judith Frediani will be required only at the Associate Level; Uprooting Racism: How White People can Work for Racial Justice by Paul Kivel will be required at the Credentialed and Masters Levels. Nurturing Children and Youth: A Developmental Guidebook by Tracey Hurd will be required at all three levels. *Policy is effective for materials submitted for the October 2007 RECC meeting.*

A proposal for a unified reading list was submitted, and will be reviewed at the next meeting.

The meeting was adjourned at approximately 12 pm on March 31, 2006.