

**UUA Religious Education Credentialing Committee**  
**Meeting Precis**  
**March 12 - 15, 2007**  
**San Jose, CA**

Members Present: Liz Jones – Chair, Sue McGovern, Steve Lynn, Pam Allen-Thompson, Kirk Loadman-Copeland, Gail Forsyth-Vail, Kathryn Warrior, Colleen McDonald  
Ex Officio: Beth Miller, Beth Williams, Paula Welling (Recording Secretary)  
Credentialed Observer: Julie Malm

The meeting convened at approximately 9:00 am on March 12, 2007.

The minutes from the October 2006 meeting were approved, with corrections. Action items and reports from Liz Jones, Beth Miller, and Beth Williams were reviewed.

**Accessibility Issues** – A report on the Accessibility of the Reading List material in formats other than print was reviewed and discussed. It was agreed that it is more practical to attempt accommodation to specific people with specific needs as they present themselves than to try to anticipate all possible needs.

**A/O-A/R Issues** – Nancy Palmer Jones of the First Unitarian Church of San Jose reported on the *Now is the Time* conference on creating multi-racial and multi-cultural communities. The conference will be offered yearly and the *Building a World We Dream About* curriculum, which will engage a variety of learning styles, will be available as a free download.

**Background Checks** – RE Credentialing candidates are now required to provide a background check and to disclose incidents of arrest for particular types of violation or offense. Social Security Number and date of birth are required to ensure that the background check is of the correct person. This policy will correspond to the policy of the Ministerial Fellowship Committee, and is pending legal review.

**Candidate Awards** – The following candidate was awarded Credentialed Religious Educator status: Tryst Elena Chagnon. The following candidate was awarded Credentialed Religious Educator, Master's Level status: Natalie Maxwell Fenimore.

**Competencies** – The Pastoral Care Competency was replaced with Family Ministry Competency, applicable to Masters Level only.

**Consultation on Ministry To and With Youth** – Beth Dana reported on the conversations with youth and adults held first at the congregational level and then at the district level, which will result in recommended changes in training, expectations, and accountability in youth ministry at the Summit in July 2007 in Boston. She engaged the committee in the Conversation process as one of the stakeholder groups.

### **Equivalencies**

***Equivalency Requirements*** - The Equivalency Subcommittee is empowered to email the whole committee with proposed changes to equivalency requirements, request concerns, and go forward if none received.

### **Forms/Documents: Existing**

***Assessment of Outcomes*** – A survey of Credentialed Religious Educators and key leaders within their congregations was completed in February 2007 to quantify outcomes and assess the effectiveness of the credentialing program. The assessment is ongoing; newly credentialed religious educators are surveyed a year after being credentialed and all credentialed religious educators are surveyed every two or three years.

***Competencies Continuum*** – Work continued on a draft of a chart of the scope of required competency in all competency areas at all three credentialing levels. The chart will be completed and sent to the committee as a whole before GA. *Once complete, the Competencies Continuum applies to all new candidates and is optional for existing candidates.*

### **Forms/Documents: New**

***Overarching Taxonomy*** – A draft of a chart which defines, for each level of competency, how a candidate is to demonstrate that level of competency, was reviewed. This document will be incorporated into portfolio development to help candidates clarify their own level of competency. Making taxonomy available to participants in program enables transparency as well.

**Future Meetings** – The October 2007 meeting will be held October 8-11, the week before LREDA Fall Conference, in San Antonio, TX. The spring 2008 meeting will be in Boston, April 1-4. Spring meetings for the foreseeable future will be held in Boston; fall meetings will continue to be coupled with the LREDA Fall Conferences.

**Mentor's Role** – Clarity is needed on the role of the mentor in preparing candidates for a rigorous evaluative interview, on training and resources available to mentors, and on channels of communication between mentors, RECC, and LREDA. The RE Credentialing Program Director will discuss these issues with mentors at GA or other appropriate time.

**Portfolios and Audio-Visual Materials** – A guide will be written for candidates on using AV materials. The reader has authority in choosing whether to present AV materials, and is encouraged to consult with the RE Credentialing Program Director about such materials before interviews.

### **Publicity**

#### **GA Workshop: *The Lay Leader's Guide to RE Excellence***

Program description: *Do you want to attract young families? Retain Newcomers? Offer a vibrant youth program? You need professional help! Come and find out how to support the deepening of your religious educator's professional skills, knowledge, and competency in order to strengthen and grow your RE program and your congregation.* The RE Credentialing Program chart will be presented as a vehicle for fleshing out the competencies of each level of credentialed religious educator, with a flow chart for how to get started in process. The program will include a Q & A session and finish with an evaluation including a question of how to reach more congregations with this information.

#### **LREDA Prof Day Workshop: *Credentialing as Formation***

The RE Credentialing Program will be presented as a process of professional formation of the religious educator Religious Educators will be asked to reflect on what led them to religious education, and on what sustains them. They will be asked to create a timeline of their career, and recognize the formative events and individuals in their professional development. Creating the portfolio will be presented as an invitation to deeper reflection and as part of the discernment process.

#### **Religious Leader Article**

An article will be compiled by extracting data from the *Assessment of Outcomes* survey.

### **Reading Lists**

***Unified Reading List*** – A draft of a single reading list containing required and optional reading for all three credentialing levels was reviewed. Modified list will be sent to the whole committee within three weeks, with a timeline for responses.

Meeting adjourned at approximately 5 pm on March 15, 2007.