

REPORT OF THE RELIGIOUS EDUCATION CREDENTIALING COMMITTEE 2008-2009

VISION:

The vision of the Religious Education Credentialing Committee (RECC) is a strong and healthy educational ministry through faith development in our Unitarian Universalist congregations.

MISSION:

The mission of the Religious Education Credentialing Committee is to develop professional standards and credential religious educators to serve the Unitarian Universalist movement. We will do this by:

- Identifying an accepted core of competencies and skills
- Evaluating candidates and granting credentials
- Systematically re-evaluate the credentialing program when necessary
- Affirming an anti-racist/anti-oppressive/multicultural perspective in all of our processes and practices
- Educating congregations about the need for and advantages of supporting professional growth and development of religious educators
- Encouraging the building of accountability and right relationships among religious educators, professional colleagues, and lay leaders.
- Preparing professional religious educators to provide programmatic resources that strengthen and challenge their congregations in order to transform lives and make the worlds a better place

HIGHLIGHTS:

- The committee has seen eight candidates this year. Two have been credentialed at the Master's Level, two have been credentialed at the Credentialed Level, and three have been credentialed at the Associate Level.
- The committee has completed its fifth year of implementing the Credentialing Program
- After receiving feedback from many stake holders in the program, and upon completion of the five year mark, the RECC set out to re-vision the Credentialing Program. In the re-visioned program:
 - Flexibility and choice in the ways to demonstrate and attain credentialing
 - Modalities in learning and communication are recognized and various expressions in production of the required work are encouraged
 - Candidates at all levels have a core group of required competency areas and will make choices of what supplemental competency areas they want to address. The number of competency areas more accurately reflects a realistic program workload.
 - Demonstrated mastery of religious leadership is not solely tied to academic achievement. In fact the name of Credentialed Religious Educator—Master's Level has been changed to Credentialed Religious Educator-Master Level to emphasize that this level of credentialing is

reflected in a master religious educator rather than a Master's degree. Multiple paths to achieving the Master Level credential have been created.

- Recognition is given to the experience of long term practitioners in the field of religious education. Their path to credentialing is unique.
 - Allowing candidates to show proficiency where they are in the profession is essential. It is important to demonstrate competency in working with the age groups of a candidate's current or future position. Thus, for example, we have added a competency in Youth and Youth Adult Education and the candidates may choose the supplemental competencies which are more pertinent to their work situation.
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- The re-visioned program details will be combined with those aspects of the former program and be made into a new program plan. The re-visioned program will apply to all candidates accepted into the program after April 30, 2009 and will be an option for any candidate currently in the program.
 - Details of the program changes can be see on the Credentialing web site.
 - Beth Miller, Beth Williams and the RECC chair, Jan Devor, spent a day with the LREDA Board to gain input and insight into the re-visioning of the Credentialing Program.
 - Presentations and workshops on the re-visioned Credentialing program will take place at GA, Starr Island, the Mountain Retreat, Ferry Beach, and the LREDA Fall Conference.
 - The LREDA representative on the RECC will work closely with the LREDA mentoring team to help mentors understand the re-visioned program.
 - Due to budget restrictions, the RECC will be meeting in person only once a year when they will interview candidates. Other business will be conducted electronically. The one person to person meeting will be held in April in Boston, MA.

APPLYING AN ANTIRACIST/ANTIOPRESSION/MULTICULTURAL LENS TO OUR WORK:

We continue to review each meeting using and AR/AO/Multicultural lens. At the October meeting in Albuquerque, New Mexico our AO/AR/MC experience was a field trip to the National Hispanic Cultural Center. The multimedia presentation made understanding accessible outside of words, with images and rituals. Committee members gained a better understanding of the complexity of Hispanic culture and engaged in questioning the extent to which we are prepared to be changed as opposed to bringing others in so we look more multicultural.

COMMITTEE MEMBERS: Gail Forsyth, chair for ½ of the year, Russ Araujo, Kathryn Warrior, and Steve Lynn as lay member representatives, Kirk Loadman-Copeman as parish minister representative, Colleen McDonald as the MRE representative, Jan Devor as the LREDA representative and Will Saunders and UUA Board representative.

TRANSITIONS:

Gail Forsyth-Vail resigned as chair to take a position at the UUA. Kirk Lodeman-Copeland became interim chair until Jan Devor assumed that position in April. Will Saunders will be rotated to another UU committee and Kirk Lodeman-Copeland resigned from the committee. Kathryn Warrior is seeking another term on the RECC. Coming on the RECC will be Tandy Scheffler as the LREDA representative and another parish minister and UUA Board member.

UUA STAFF:

We are grateful to Beth Miller who oversees the program and remains so supportive, Beth Williams who administers and guides the program and the candidates, and to Paula Welling the Credentialing Assistant for her work organizational and record keeping skills

Respectfully submitted,

Jan Devor, Chair