



First Parish in Concord, Religious Education Council Policies and Procedures

Religious Education Mission at First Parish in Concord:

The mission of the RE Council is to help create a relevant religious education program which celebrates the unique qualities of our children, gives our children roots in our religious community, and provides our children with the wings that will enable them to bring their greatest talents to our world's greatest needs. Roots, hold us close. Wings, set us free.

Religious Education Program Goals (created November, 2015 by RE Council):

1. Create opportunities for fun, friendship and belonging to community
2. Learn to live the 7 UU principles and explore spiritual practices
3. Gain an appreciation of world religious teachings
4. Celebrate the conscious effort of our youth to learn who they are as Unitarian Universalists

The role of the Religious Education ("RE") Council (Based on First Parish in Concord Policy on Congregational Groups 1.8.3.2 Programs and Operations Groups and supplemented during September 3, 2015 meeting of Howard Dana, Senior Minister; Amy Freedman, Minister of Religious Education; Mark Russell-Pryor, Chair, Standing Committee; Leslie Pelton Nichol, Chair, RE Council; Caroline Minkin, Vice-Chair, RE Council)

- Develop a five year vision for RE (kindergarten through 12th grade)
- Define educational goals for RE (kindergarten through 12th grade)
- Guide how First Parish mission is lived out with our children and families
- Provide guidance and support to our Minister of Religious Education
- Receive guidance and support from our Minister of Religious Education
- Provide labor, expertise and insights
- Collaborate with staff
- Advocate for resources (when appropriate)

The Religious Education ("RE") Council Covenant

- Model the compassion and kindness we want from and for our children --- in what we say and how we say it and what we do and how we do it
- Remain mindful that we are a religious community with a special purpose in each of our lives
- Honor what each of us brings to our community --- strengths, challenges, hopes, desires and skills
- Listen to each other deeply and fully



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Composition of the Religious Education Council

- The RE Council is made up of a Chair, Vice Chair and typically seven additional members. The Minister or Director of Religious Education and the Assistant Director of Religious Education are Ex-Officio members.
- The RE Council meetings are open to anyone who chooses to attend.
- Periodically, the RE Council will hold an executive session to include only RE Council members.

Selection of RE Council members and leadership

- **The Chair and Vice Chair.** The RE Council Chair is selected by the RE Council in coordination with the MRE and Assistant DRE. In May of the year a new Chair and Vice Chair are to be selected, all members of the RE Council, including the Ex-Officio members, nominate RE Council members through anonymous ballot for the roles of Chair and Vice Chair. Nominees are voted on by the Council by anonymous ballot to select the Chair and Vice Chair for the following September. The Chair leads the voting process. Council members will be named in June.
- **RE Council Members.** RE Council Members are nominated by the RE Council and the MRE and Assistant DRE. Each May, the RE Council will nominate congregants for membership on the RE Council for the following September. The Council will subsequently vote on membership and announce new members in June. RE Council Members will strive to attain a Council members with the following characteristics:
 - Diversity of age of children in the RE program
 - Gender, racial and ethnic diversity of RE Council
 - Council member who is a former RE parent (no children currently in the program)
 - Include member or members who have educational background or other relevant experience related to children/youth

Roles and Responsibilities of RE Council members and leadership

- **Chair.** The Chair will provide leadership for the RE Council in coordination with the MRE/Assistant DRE. The Chair is responsible for working with the MRE/Assistant DRE to develop monthly meeting agendas, ensure meeting minutes are taken and distributed, inspire council members to take on and complete projects on behalf of the RE program and be available as a resource to the DRE and First Parish community.



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- **Vice Chair.** Support the Chair in her duties and provide advice and expertise on RE matters.
- **RE Council Members.** All members are expected to provide:
 - Guidance and support to and from our Minister of Religious Education
 - Labor, expertise and insights to the program
 - Lead and participate on RE related task forces
 - Complete RE projects as agreed upon with the RE Council
 - Serve as a liaison to other FP Committee members/leadership.
- **Ex-Officio Members & Liaisons.** The MRE and Assistant DRE will provide oversight and direction to the RE program and work collaboratively with the Council to work towards RE Program goals. The Standing Committee liaison will provide information and expertise about Standing Committee priorities, concerns and issues that impact the RE Program and will bring those same priorities, issues and concerns back to the Standing Committee to keep them abreast of RE Council activities.

Terms

- RE Council Members will typically serve a three-year term.
- RE Council Chair will typically serve a one year term
- RE Council Vice Chair will typically serve a one year term