

This Plan is the first Strategic Plan that the Unitarian Universalist Church of Delaware County has developed. The goal of this plan was to capture the issues of strategic importance to our Congregation. The plan is representative of the Congregation; it is ambitious and aggressive, yet executable.

The UUCDC in some form has been in existence for sixty years. The UUCDC has grown from 24 members to almost 300 members today. In the last five years the church membership has grown approximately 25%. Due to this growth and anticipated additional growth, the Church leadership believed it was necessary to develop a strategic plan. The Strategic Planning team has developed a plan that captures the hopes and desired goals of the Congregation along with an implementation timeline. The Plan also includes a vision of growth for the next five years. The Strategic Planning team has facilitated a series of meetings with the various UUCDC Ministry Teams, culminating in a Strategic Planning Summit. Members of the Congregation's leadership participated in the Summit and provided their input for the plan. The information obtained in these meetings resulted in the identification of eight focus areas:

- Fostering Relationships
- Worship Diversity and Expansion
- UU Faith Identity/Faith Development
- Facilities
- Human Resources
- Communication and Outreach
- Social Justice
- Mission Based Budgeting

Classism, Local Partnering and Multi-Culturalism also emerged as areas that need to be addressed. These issues are addressed by incorporating them into each of the eight focus areas listed above. The Plan also includes the Mission Covenant, the UUCDC Vision, the Ends Statements, a vision of growth for the next five years and an Organization and Governance section. The Plan contains a section for each focus area, along with goals/action steps and timelines, using the information gathered from the Lay Leadership Council, staff, Board and Congregation members. Members of the congregation who have experience in specific focus areas have provided additional input related to their area of expertise. The Strategic Planning team shared a draft of the plan with the Minister and the UUCDC Board of Trustees for another round of input. The plan will be presented at a Lay Leadership Council meeting and then a Congregational meeting. A brief outline of each focus area section is listed on the next two pages. We hope that you will take the time to review the full length document as it is much more thorough and more reflective of our process.

UUCDC Strategic Plan Outline

Section One

Fostering Relationships

Conduct a survey to create a “connectiveness” baseline
Implement 2 new approaches to include mentoring, social events, pastoral care, etc.
Assess and adjust goals

Section Two

Worship Diversity and Expansion

Implement two Sunday services and continue Saturday services between November and April
Develop a plan to collect data and evaluate the church’s service structure
Consider ways to incorporate multicultural elements in the worship service to expand to a more diverse audience
Evaluate current worship service structure

Section Three

UU Faith Identity/ Faith Development

Recruit members to design and facilitate RE sessions for adults and train facilitators
Explore options for structured senior youth group
Encourage and support members to attend GA and other UU events
Continuous evaluation of all aspects of RE

Section Four

Facilities

Develop a multi-year plan for rotation of maintenance and renewal of existing spaces
Do a feasibility study and preliminary plans to meet physical needs of RE and the overall growth of the Church
Finish off existing basement space as RE space
Develop a capital campaign to obtain funding for AC, parking and other future improvements
Execute the capital campaign
Add a kitchen and create more storage space
Improve accessibility for members and visitors and add a labyrinth

Section Five

Human Resources

Create a plan for the Minister's sabbatical
Implement a proposed Lay Leadership Development Program and create a succession plan
Achieve and maintain the mid-point or better Fair Compensation level for professional staff
Increase RE staff
Expand chorus and add a children's chorus
Become a "teaching " congregation and include an intern Minister

Section Six

Communication and Outreach

Implement findings of the communications team
Develop a plan to support new member growth
Assess ongoing communication needs

Section Seven

Social Justice

Establish a team leader within the SJ ministry team and include succession planning
Continue activity in current SA programs and generate new interest and generate new interest and energy
Establish a system to make church members aware of SJ activities and events

Section Eight

Mission Based Budgeting

Encourage discussions on how we can improve the financial condition of the church
Generate average increases in the operation budget between 5 and 10 %
Increase new members and generate support that exceeds the expenses related to them
Hold a small number of significant fund raisers each year
Track membership to determine the need for physical expansion
Increase endowment fund donations by 5 to 10% annually
Increase external rentals

The assumptions concerning membership growth is that it will grow from 292 in 2011-12 church year to approximately 400 in the 2015-16 church year