

Unitarian Universalist Church of Delaware County  
Strategic Plan  
2012 – 2016



Version 0.5  
January 17, 2012

## Table of Contents

<b><i>Introduction.....</i></b>	<b>3</b>
<b><i>Mission Covenant.....</i></b>	<b>4</b>
<b><i>Vision.....</i></b>	<b>4</b>
<b><i>Ends Statements .....</i></b>	<b>5</b>
<b><i>Vision for Growth .....</i></b>	<b>5</b>
<b><i>Resourcing the Vision .....</i></b>	<b>6</b>
<b><i>Organization and Governance.....</i></b>	<b>7</b>
<b><i>Strategies .....</i></b>	<b>7</b>
<b><i>Strategy: Fostering Relationships.....</i></b>	<b>7</b>
<b><i>Strategy: Worship Diversity and Expansion.....</i></b>	<b>9</b>
<b><i>Strategy: Unitarian Universalist Faith Identity / Faith Development .....</i></b>	<b>11</b>
<b><i>Strategy: Facilities .....</i></b>	<b>14</b>
<b><i>Strategy: Human Resources .....</i></b>	<b>17</b>
<b><i>Strategy: Communication and Outreach .....</i></b>	<b>19</b>
<b><i>Strategy: Social Justice.....</i></b>	<b>21</b>
<b><i>Strategy: Mission Based Budgeting.....</i></b>	<b>24</b>
<b><i>Appendix A – Budget .....</i></b>	<b>26</b>
<b><i>Appendix B – Chart of Chronology of Implementing Strategies .....</i></b>	<b>27</b>
<b><i>Appendix C – Church History.....</i></b>	<b>32</b>

# Introduction

This document is the first Strategic Plan the Unitarian Universalist Church of Delaware County has developed. Throughout the process of developing this plan, our goal was to capture the issues of strategic importance to our Congregation. We feel the plan is representative of the Congregation, and that 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. At the end of 2010, the Church formed the Strategic Planning team to develop a plan that captures the hopes and desired goals of the Congregation along with an implementation timeline. During the fall of 2010 and the winter of 2011, the Strategic Planning team facilitated a series of meetings with the various UUCDC Ministry Teams, culminating in a Strategic Planning Summit in February 2011. About 25 members of the Congregation participated in this 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. The Strategic Planning team felt it was most appropriate to address these issues by incorporating them into each of the eight focus areas listed above. The Strategic Planning team developed 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 then provided additional input related to their area of expertise. Next, 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.

# Mission Covenant

As members of a welcoming, religiously liberal community, we care deeply about each other, our children, our neighbors and our Earth.

Together, we provide a haven for nourishing the spirit and mind, while we strive to build a just and sustainable world.

We covenant to respect our differences, and to commit our time, our treasures and ourselves to this mission.

(Adopted by the Congregation May, 2008.)

## Vision

We, the Board of Trustees of the Unitarian Universalist Church of Delaware County, envision our congregation in five years as:

### **Larger**

in terms of more members and more congregants actively involved in the life of the congregation.

### **More diverse**

in terms of race, ethnicity, age, physical qualities, and sexual orientation.

### **Spiritually whole**

where all congregants have the opportunity to discover their UU identity, to grow spiritually, and to live out their faith in the world.

### **United in love**

through living our UU values, creating joy and building hope.

### **Creatively using our congregational resources**

to better live out our mission and to develop new initiatives that promote our UU principles.

### **Active in the community**

and known as a beacon for justice and tolerance in creating a more just and compassionate world

# Ends Statements

## **1. Community**

Our members, friends and guests experience warmth, hospitality and welcome. Our religious community fosters meaningful and respectful relationships among people of all ages and backgrounds.

## **2. Spiritual Growth**

We experience transformative spiritual growth that enriches, sustains and inspires us.

## **3. Service**

Our congregation embodies an ethic of service through our shared ministry. We joyfully answer the call to minister to one another and to the world.

## **4. Justice**

Our congregation actively works to eliminate oppression and create a sustainable, just and compassionate world.

## **5. Diversity**

We understand and accept the differences among us and with others outside the church.

## **6. Stewardship**

We embody our Unitarian Universalist values through dedicated stewardship of our church, our faith and our community. We give generously of our time and our money to nurture and create beloved community within and beyond our walls.

## **7. Environment**

We care for our environment and act responsibly for the benefit of future generations.

## **8. Outreach**

We share the good news of our faith and promote Unitarian Universalism in our wider community.

Adopted by the Board of Trustees in April, 2008.

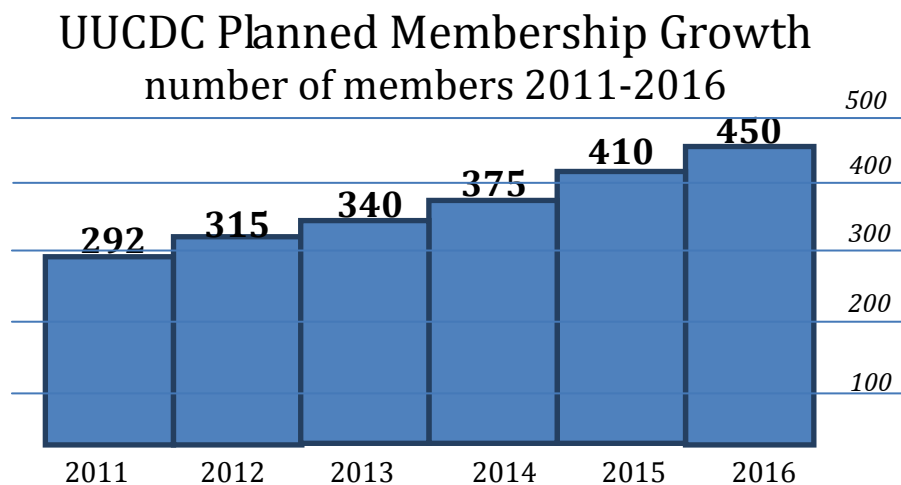
# Vision for Growth

This strategic plan creates a roadmap for how UUCDC will grow as a congregation over the next five years. It indicates those key steps we need to make to achieve our mission and provides a realistic timeline.

The plan envisions growing our congregation in four important ways. First, it suggests how we will enable ourselves to grow spiritually. Second it indicates how we will grow in our connectedness and relationships. Third it suggests how we will grow in our impact in our community. Finally, it indicates how we will grow our active membership.

A 2010 study of church growth called the “Terrapin Project” determined that “we are fortunate to be situated in a diverse and interesting community that has many people who need us and would like to join us.” The study recommends a variety of changes the congregation needs to make to attract and maintain membership. Many of these changes are included in this strategic plan. (To see the full report, go to: <http://www.uucdc.org/sites/www.uucdc.org/files/pdfs/TerrapinProjectFinalReport.pdf>.)

UUCDC’s goal is to increase membership by over 150 members, or almost 55%, over the next 5 years, as indicated in the chart below. Membership growth is key for several reasons. It will enable the church to increase the breath and diversity of our programs. It will increase revenue and allow us to meet our Fair Compensation goals as well as grow our staff. Finally it will increase our volunteer resources.



## Resourcing the Vision

UUCDC will create a “Fund for Growth” to support its strategic plan. The Fund for Growth will seek one-time contributions from members to support the key components of the plan. The UUCDC will also seek grant support.

# Organization and Governance

In 2008, UUCDC adopted Policy Governance in order to create an organizational structure that was more appropriate for a growing congregation. Under this style of governance, the Board of Trustees is responsible for developing policies in conjunction with the Lead Minister. The Lead Minister is responsible for making sure those policies are implemented through his/her work with the Church's paid staff and through the work of the Lay Leadership Council. UUCDC has organized opportunities to minister to each other and to serve the larger world by creating "Ministry Teams" that help to coordinate and facilitate our service choices. The five Ministry Teams are: Spiritual Growth; Membership; Stewardship; Congregational Care and Justice.

## Strategies

### **Strategy: Fostering Relationships**

**Why we need this:** We live in a society characterized by alienation and the trivialization of relationships. While social media has offered some support for relationship building and sustenance the overall impact of our increasingly technology dependent society is to minimize relationships. Many visitors find their way to our church during a crisis or difficult time in their lives when they need social as well as spiritual support. As we grow our congregation, the tried and true ways of gathering and support (coffee hour, potlucks, etc) will need to be supplemented and enhanced if we are not to leave the "back door" of the church wide open for our newcomers to briefly engage and then leave.

**What we are doing today:** We pride ourselves on being a welcoming community. Coffee hour and Yuckie sponsored lunches are very popular. Small group ministry, while primarily having a spiritual focus, has an important secondary role of pulling us together into small groups where lasting relationships develop. Arts events have fallen off recently but several fundraising events, such as the annual auction and the Chili Chocolate Home Brew challenge, are very popular. The Caring Committee provides important support to members of the congregation though it has sometimes found the needs to be greater than the number of volunteers available.

**Where we want to be in 5 years:** In 5 years there will be a pervasive sense of community through connectedness achieved through participation in a trusting caring support network. The vast majority of our active members will have one or more friends in the church with whom they have a meaningful relationship. Small group ministry will continue to be a key component of our strategy for relationship building. Relationships will cross cultural, age, sexual orientation, political and theological groups. The Caring Committee will provide opportunities for personal relationship development by implementing smaller events and activities.

**Supports Ends Statements:**

Community - Our members, friends and guests experience warmth, hospitality and welcome. Our religious community fosters meaningful and respectful relationships among people of all ages and backgrounds.

Service - Our congregation embodies an ethic of service through our shared ministry. We joyfully answer the call to minister to one another and to the world.

**How we plan to get there:**

<b>Goal/ Action Steps</b>	<b>Responsibility</b>	<b>Year</b>
Survey congregation to create a “connectedness” baseline. Try one new activity that is oriented to improving relationships. Coordinate with membership efforts to establish one activity for addressing the needs of new members and closing the gaps between existing and new members.	Congregational Care Ministry Team	2012-2013
Implement 2 new approaches and improve one existing one based on results of the survey and other congregational feedback. These might include: mentoring, social events, pastoral care, rides to church, connecting members based on talents and interests, volunteer activities, profession.	Congregational Care Ministry Team	2012-2013
Assess at the end of the year, supplement/adjust goals, and identify new candidate activities to address this strategy.	Congregational Care Ministry Team	2013-2014
Supplement as needed approaches established in year 2	Congregational Care Ministry Team	2014-2015
Measure impact of programs on established goals	Congregational Care Ministry Team	2015-2016

## **Strategy: Worship Diversity and Expansion**

**Why we need this:** As Unitarian Universalists, we believe in the free and responsible search for truth and meaning and we draw authority from a vast array of sources including sacred texts, personal experiences and encounters with others. Each of us is patching together our own evolving spirituality, individually tailored based on our unique experiences. We glean bits of truth from a myriad of the world's wisdoms to discover and adopt that which just "feels right" for each of us. Unitarian Universalism is based on the seven principles, which all Unitarian Universalists support, but otherwise it is a creed-free religious movement, without any doctrinal test for membership. As long as they are not inconsistent with our principles, all points of view are welcome. To support our choice to journey together, recognizing that life is a shared journey, we meet and connect in worship. These worship opportunities must meet the needs of our diverse members and attract visitors and new members from all walks of life to UUCDC.

**What we are doing today:** Sunday Worship at UUCDC generally includes vocal and instrumental music, the lighting of our chalice, hymns, sharing of Joys and Concerns, Prayer/Meditation, and our Minister's Sermon. Sermon topics vary from week to week, ranging from the exploration of world religions to interpretations of mystical writings to guidance in life's turbulent times. While adults attend their service, children attend Children's Chapel, which mirrors the adult service and is followed by Religious Education classes. On some Sundays UUCDC holds a Multigenerational Worship service during which adults and children worship together. These services are interactive, entertaining and spiritual. In the fall of 2010 UUCDC began offering a family-oriented service followed by a potluck one Saturday a month. Starting in the fall of 2011, we began to offer two services each Sunday. Other programs, such as small group ministry and special events like the annual Vespers Service and Seders, offer additional opportunities for members to worship together.

**Where we want to be in five years:** In five years, UUCDC will be more spiritually accessible to people as a result of the variety of worship experiences offered. There will be a number of worship times with a variety of cultural aspects, structures and formats. Worship will include a diversity in musical selections. As a result of this, people of all different walks of life will be attracted to join the worship opportunities at UUCDC.

### **Supports Ends Statements:**

Spiritual Growth - We experience transformative spiritual growth that enriches, sustains and inspires us.

Diversity - We understand and accept the differences among us and with others outside the church.

**How we plan to get there:**

<b>Goal/Action Steps</b>	<b>Responsibility</b>	<b>Year</b>
Implement the new schedule of two services each Sunday and continue the monthly Saturday services between November and April.	Minister, Worship Diversity and Expansion Team, Saturday service volunteers	2012-13
Develop a plan to evaluate the church's service structure and begin collecting data necessary for evaluation activities. The plan will include ways to evaluate the impact of the service structure on various segments of the congregation, including children, youth, families, individuals without children or whose children do not attend church, and seniors.	Minister, Worship Diversity and Expansion Team, Saturday service volunteers	2012-13
Use evaluation data to monitor the implementation of the current service structure and make modifications based on this information.	Minister, Spiritual Growth Team, Saturday service volunteers	2012-14
Consider ways to incorporate multicultural elements in the worship service and whether to expand worship to include a service that reaches a more diverse audience as well as ways to extend church programming throughout the summer.	Minister, Spiritual Growth Team	2012-16
Complete evaluation of current worship service structure (as of the end May 2014).	Minister, Spiritual Growth Team	By September 2014

## **Strategy: Unitarian Universalist Faith Identity / Faith Development**

**Why we need this:** Our faith identity as Unitarian Universalists is what pulls us together as a sacred community. This identity is at our core and defines who and how we are together. However, in a religious tradition that makes room for the individual's beliefs based on personal experience, it is sometimes too easy to lose sight of what it is we do have in common, those basic values that bind us together as Unitarian Universalists. As UUCDC grows, a depth of understanding of what it is to be a Unitarian Universalist within our church community and society at large will strengthen our congregation as a whole and enrich the individual lives of our membership. Through worship, we develop much of our Unitarian Universalist identity, but there are more ways for members of all ages to refine and deepen their spiritual lives. In the coming years UUCDC will utilize a variety of these possibilities to provide members with faith development opportunities beyond Sunday morning worship.

**What we are doing today:** Currently we have a strong, engaging religious education curriculum for our congregation's youth and children that is maintained by a collection of passionate volunteers and dedicated staff. The preschool through high school program offers a wide range of curricula including Our Whole Lives (available to multiple age groups), Neighboring Faiths, Moral Tales, Timeless Themes, and Coming of Age. Programs help children and youth develop and articulate a strong Unitarian Universalist identity, engage them in a variety of social action projects, and teach them about the wisdom of other world religions. Through worship in Children's Chapel these experiences are reinforced. Additionally, in the coming year, UUCDC will be introducing We Believe: Learning and Living Our Unitarian Universalist Principles, a curriculum open to children of all ages.

Our Sunday morning worship (which contributes to faith development, but is fully addressed in the "Worship Diversity" section of this strategic plan) is going through some exciting transformations and throughout these changes there is the continual effort to make worship thoughtful, compelling, and diverse. Attendance to both services and youth/children's religious education programming is consistent and growing. While interest has been hard to maintain, religious education for adults is an area that is being addressed within our congregation and some of the programs have been met with enthusiasm. The adult religious education programs UU101 (and to a lesser extent, UU201) are very popular among new and existing membership and have been well attended. In the coming year adult religious education will be going through a bit of an overhaul as we move into a track based program containing a series of seminars and workshops.

**Where we want to be in five years:** Programming for children and youth is laid out and planned thoughtfully to provide our younger members with the education and messages they, as UUs, are likely to need in their daily, and greater lives. In the next five years we would like to have this same ideology applied to all age levels as well, so that our faith development plan is truly comprehensive and multigenerational. Adults will find engaging opportunities in religious education both as participants and possible facilitators. Programs traditionally offered for Unitarian Universalist youth, such as Neighboring Faiths and Our Whole Lives, will be available in their incarnations directed at adults. It will be customary for new members to attend UU101 and at least 50% of long term members will have attended that and/or other classes.

We anticipate these themes to be echoed in other areas of church life as well, creating a synergy between the Lifespan Religious Education program, the Small Group Ministry circles

and the message from the pulpit. As a direct result of these initiatives, members of UUCDC will know and understand what it means to be a Unitarian Universalist, how it illuminates their values and how they live their lives in the community at large. This will lead members of UUCDC to attend General Assembly and other Unitarian Universalist events.

**Supports End Statements:**

Spiritual Growth - We experience transformative spiritual growth that enriches, sustains, and inspires us.

Diversity - We understand and accept the differences among us and with others outside the church.

**How we plan to get there:**

<b>Goal/Action Step</b>	<b>Responsibility</b>	<b>Timeline</b>
Implement the children and youth religious education plan within the two services structure.	Director of Lifespan Religious Education, RE Teachers	2012-2013
Actively recruit members to design and facilitate religious education sessions for adults. Offer orientation for all facilitators.	Director of Lifespan Religious Education, Religious Education Council	2012-2013
Train facilitators for staple adult religious education offerings such as UU101 and UU201 and courses like "Articulating Your Faith."	Director of Lifespan Religious Education, Religious Education Council	2012-2013
Explore options for a structured curriculum for the senior youth group (10th-12th grades) that will be engaging and encourage youth to continue their UU journey into adulthood.	Director of Lifespan Religious Education, Religious Education Council	2012-2013
Evaluate the children and youth religious education plan within the two services structure and adjust where needed.	Director of Lifespan Religious Education, Religious Education Council, RE Teachers	2012-2013
Introduce new senior youth program.	Director of Lifespan Religious Education, Religious Education Council	2012-2013
Gauge congregation's interest in available adult religious education programs that mirror those currently offered to children and youth such as Neighboring Faiths. Explore opportunities for families to participate in these programs together.	Director of Lifespan Religious Education, Religious Education Council	2012-2013
Actively encourage and support church members (particularly youth ages 14+) to attend General Assembly either with family or adult chaperones.	Director of Lifespan Religious Education, Religious Education Council, RE Teachers	2012-2016
Actively encourage and support church members, particularly youth, to attend other Unitarian Universalist events such as UUMAC, SUUSI, regional development opportunities, youth conventions, and etc.	Director of Lifespan Religious Education, Religious Education Council, RE Teachers	2012-2016
Regularly evaluate through a variety of modalities both adult and youth/children's religious education programs. Focus on community feedback and encourage membership to be active in creating the structures in which we deepen our faith.	Director of Lifespan Religious Education, Religious Education Council	2012-2016

## **Strategy: Facilities**

Intentional development and management of our physical resources, including the building, equipment and grounds.

**Why we need this:** We want to encourage growth in our church and provide an environment that will attract visitors, draw new members and promote the retention of existing members. We are fortunate to be situated in a diverse and interesting community that has many people who might like to join our church. Since people often make a judgment about a new church based on first impressions, its physical attractiveness sends a message that our spiritual home is very important. Our goal is to develop an inviting and welcoming space that strongly announces our presence and reaches out to the community. We also need more adequate space for religious education, a children's chapel and a broad range of internal programs as well as to share with the community interests. We want to plan what we want to do with the facilities and how we are funding it.

**What we are doing today:** Presently, approximately 10% of the budget is used for repairs and maintenance of the church facilities. The lobby of the church building underwent a renovation last summer.

**Where we want to be in 5 years:** Several improvements are essential to promote growth, a year round congregation, and to facilitate the expansion of the hunger task force and other programs that require a kitchen for food preparation.

In 5 years we want to transform, create and continue to maintain our facilities to accelerate the change we seek in our congregation and wider community through the following:

- Purchase new floor for the lower Lobby.
- Repaint surfaces that are in need of repainting.
- Finish off the existing basement space for use as a Children's Chapel and class/meeting rooms
- Add a kitchen, install air conditioning, and expand the parking lot.
- Develop a green sanctuary that recycles all materials and is self-sustaining by generating its own power using solar panels, geothermal energy systems and/or other possible green energy systems. Our goal is to obtain a green sanctuary certification.
- Insure better accessibility for members and visitors with physical disabilities
- Build a labyrinth on the church grounds for meditation, relaxation and to be used as a spiritual tool
- Replace the existing street sign with one that can contain more information about the church
- Develop a fund for deferred maintenance needs for unplanned maintenance
- Expand the bathroom facilities and add showers. Upgrade septic system if necessary.
- Improve the acoustics in the Sanctuary

**Related Ends Statements:**

Spiritual Growth - We experience transformative spiritual growth that enriches, sustains and inspires us.

Community – Our members, friends and guests experience warmth, hospitality and welcome. Our religious community fosters meaningful and respectful relationships among people of all ages and backgrounds.

Service – Our congregation embodies an ethic of service through our shared ministry. We joyfully answer the call to minister one another and to the world.

Stewardship – We embody our Unitarian Universalist values through dedicated stewardship of our church, our faith and our community. We give generously of our time and our money to nurture and create beloved community within and beyond our walls.

Diversity - We understand and accept the differences among us and with others outside the church.

Justice – Our congregation actively works to eliminate oppression and create a sustainable, just and compassionate world.

Environment – We care for our environment and act responsibly for the benefit of future generations.

Outreach – We share the good news of our faith and promote Unitarian Universalism in our wider community.

### How we plan to get there:

<b>Goal/ Action Steps</b>	<b>Responsibility</b>	<b>Timeframe</b>
Purchase new floor for the lower Lobby.	Stewardship Team	2012-2013
Develop a multi-year plan that includes a maintenance schedule and renewal of existing spaces	Administration and Stewardship Team	2012-2013
Perform a feasibility study and develop preliminary plans for accommodating the current growth needs of RE and the expansion and improvement of the facilities for growth	Stewardship Team	2012-2013
Finish off existing basement space for use as a Children's Chapel and RE space. Identify an alternative funding method.	Spiritual Growth and Stewardship Teams	2012-2013
Develop a capital campaign to obtain funding for air conditioning and other future improvements.	Stewardship Team	2012-2013
Execute the capital campaign	Minister and Stewardship Team	2013-2014
Install air conditioning	Stewardship Team	2014-2015
Add on to building and install a kitchen. Expand bathroom facilities, add showers, upgrade septic system if necessary.	Stewardship Team	2015-2016
Add additional parking	Stewardship Teams	2015-2016
Add improvements to provide better accessibility for members and visitors.	Spiritual Growth and Stewardship Teams	2015-2016
Build additional storage.	Administration, Stewardship Teams	2015-2016
Develop plans for and build a labyrinth on the church grounds.	Spiritual Growth and Stewardship Teams	2015-2016

## **Strategy: Human Resources**

Intentional development of our volunteer workforce and professional staff. Includes leadership development and expansion of our professional staff.

**Why we need this:** We want to inspire and develop transformative opportunities for lay and professional participation as part of our ministry. We want to expand our professional staff to anticipate and support our growth. We need to identify groups and activities that are important to retaining members. We may need to eliminate programs that generate little interest or commitment. We want to develop leaders for volunteer positions and emphasize the link between volunteering and spiritual growth through service to the congregation. We want to be committed to excellence in ministry and to participate in the training of professional ministers.

**What we are doing today:** We are a practicing fair compensation congregation as defined by the UUA. Our professional staff is of a size and expertise appropriate to our current size and programming.

We have initiated a “Growth through Service” program and succession planning for critical lay leadership positions.

**Where we want to be in 5 years:** While we are a practicing fair compensation congregation, the UUA guidelines provide for a wide range of compensation. We want to achieve fair compensation for all of our professional staff appropriate to their respective levels of experience and expertise. We would like to add additional key paid staff positions. We want to develop a teaching congregation and grow our ministry by adding additional ministerial resources with an intern minister. We need to develop a mentor program for our professional positions. We want to provide an opportunity for the minister’s sabbatical. We would like to expand the Religious Education staff and expand the responsibilities of the Music Director.

We want to develop a teaching congregation that will create opportunities for member participation. We need to develop a mentor program, develop a clear succession plan, create a well-defined succession ladder and care for the lay leadership of our church. We would like to fully implement policy governance within the church, which demands leadership from within the congregation and focus on the potential for collaboration across ministry teams.

### **Related Ends Statements:**

Spiritual Growth - We experience transformative spiritual growth that enriches, sustains and inspires us.

Community – Our members, friends and guests experience warmth, hospitality and welcome. Our religious community fosters meaningful and respectful relationships among people of all ages and backgrounds.

Service – Our congregation embodies an ethic of service through our shared ministry. We joyfully answer the call to minister one another and to the world.

Stewardship – We embody our Unitarian Universalist values through dedicated stewardship of our church, our faith and our community. We give generously of our time and our money to nurture and create beloved community within and beyond our walls.

**How we plan to get there:**

<b>Goal/ Action Steps</b>	<b>Responsibility</b>	<b>Timeframe</b>
Create a plan for the Minister's sabbatical	Administration, Spiritual Growth and Stewardship Teams	2012-2013
Implement "Growth through Service" Program. Create clear succession plan for the lay leadership of our church. Implement mentor program for lay positions with a well defined succession ladder	Membership Growth and Vitality, Congregational Care and Stewardship Teams	2012-2013
Compensate all the professional staff, if warranted by experience, at the mid-point or better Fair compensation level	Stewardship Team	2012-2013
Increase the Religious Education staff, hiring a youth coordinator and an Assistant Director of Religious Education.	Administration and Spiritual Growth Team and Stewardship Team	2013-2014
Expand chorus for multiple services and add a Children's chorus	Administration and Spiritual Growth Teams	2014-2015
Become a "teaching congregation" and expand the staff to include an intern Minister	Administration and Spiritual Growth Teams	2013-2015

## **Strategy: Communication and Outreach**

**Why we need this:** The continued growth of our congregation depends on an effective communication and outreach approach. Outreach is key to attracting new people to our congregation, people who share our values and desire to build community. Growing membership has many components, but a first step for every member is to walk through the door. While many new members come to us through their connections with our existing members, we also need to attract new people through using other approaches to outreach. Outreach is also not just solely a method to attract new members, but to evangelize our Unitarian Universalist values in our broader community.

**What we are doing today:** Outreach is organized today through the Membership ministry team that is part of the Lay Leadership Council. A Communications committee within the team worked together to build a new website for the congregation which was published in May 2011. The website is easier to use and update than its predecessor. It offers a considerable number of resources including the church calendar, FAQs, and links to downloadable podcasts of sermons. In addition to the website the congregation has a weekly "Digest" that is sent via e-mail which summarizes upcoming events and activities. This has become a very popular method of communication for the congregation. On a monthly basis, we publish the Focus newsletter that includes news and information on the church programs, governance, financial and member information.

**Where we want to be in five years:** In five years we want our congregation to be visible and known throughout the Delaware County community. In 2010, a group of church leaders published the "Terrapin Project" report recommending changes that will improve our ability to attract and retain new members. While some of these recommendations have been implemented, others have not. We want our website to be up-to-date, communicate effectively about our community and welcome others to our congregation. We want to utilize evolving social media resources to keep people aware of what is occurring in our community. Toward this end we will develop a communications plan. Most importantly we want all of these resources to promote our values. We want our community to be known not just as "that church on Rose Tree Road with the day school," but, rather, as the congregation that is living out its values through a wide range of programs and activities to which others are welcome.

### **Supports Ends Statements:**

Outreach - We share the good news of our faith and promote Unitarian Universalism in our wider community.

Diversity - We understand and accept the differences among us and with others outside the church.

**How we plan to get there:**

<b>Goal/ Action Steps</b>	<b>Responsibility</b>	<b>Year</b>
Implement the findings of the Communications team	Membership Ministry Team and Communications team	2012-2013
Develop/implement a communication plan to support new member assimilation and ensure current members have the information they need.	Membership Ministry Team and Communications team	2013-2014
Assess ongoing communication needs.	Membership Ministry Team and Communications team	2014-2015

## **Strategy: Social Justice**

**Why we need this:** The desire to create a just and equitable world through social action and justice initiatives is a fundamental aspect of Unitarian Universalism. Throughout the history of Unitarian Universalism (and indeed, Unitarianism and Universalism prior to the merger) social justice and action has always been a vital aspect of how our principles are carried out. In our own congregation there is a history of members dedicated to creating strong, responsible local and global community. Countless times our membership has pulled together to passionately and thoughtfully put our principles into action. We make connections to our deeper selves and to those around us. Through this work, we learn what it is to be truly engaged in making the compassionate world of peace and liberty. In the coming years we would like UUCDC to continue to make strides in having a cohesive approach to social justice that addresses issues on multiple levels, through education to action.

**What we are doing today:** Currently Social Justice is going through a bit of an overhaul within UUCDC, but as that is happening on a larger scale, there are a number of efforts that are being maintained by a handful of dedicated leaders and other members including the following:

- The second Sunday of each month, our congregation donates half of the morning collection towards a worthy cause chosen through a collective vote from the congregation.
- Monthly, our congregation is involved in helping the Life Center, an Upper Darby homeless shelter, with providing and serving meals. Much of the time this is a multigenerational effort that involves children, youth, and adults.
- Four times a year the church takes part in the Interfaith Hospitality Network, which houses homeless families a week at a time. This undertaking involves the help of many volunteers and all are encouraged to participate somehow.
- We are also involved in the Media Food Bank and twice a week canned goods donations from local merchants are delivered to their location.
- Adopt-a-Family is a program within our church that provides gifts, clothing, and food for families in need during every winter holiday season.
- We have also hosted various Joseph Priestly District Social Justice initiatives.
- For several years, UUCDC has sponsored 4 scholarships to that are awarded to deserving students through the Chester branch of NAACP.
- Interweave is a part of the Social Justice Ministry Team. There are a number of activities within Interweave most notably the Music Out Loud concert series which supports a range of musicians including local and/or queer musicians.

As opportunities arise, reflecting an ever-changing myriad of current events our congregation members are encouraged to respond as their faith calls them to do so. As it stands our bylaws stand in the way of doing certain activities, such as participating in a rally, in the name of the church. During the 2011/2012 church year, our board is undertaking a bylaw review and this may be addressed.

**Where we want to be in five years:** Above all things, our congregation has expressed an interest in having different groups with UUCDC work together to form an integrated and in-depth approach to social justice. We understand and believe that true, lasting social change comes through a combination of education and action. In the next five years, we would like for our membership to gain deeper understanding of privilege and oppressive systems whilst also

taking part in practical action. Within the larger regional area we would like to be recognized as people, Unitarian Universalists, who do the good work of creating and sustaining a strong, just, and compassionate community. Our congregation will develop a direction for our social justice efforts and consider together how current initiatives represent our vision. Throughout each year there will be several events focused towards education on a social justice issue with multiple opportunities to take part in relevant social action.

**Supports End Statements:**

Service- Our congregation embodies an ethic of service through our shared ministry. We joyfully answer the call to minister to one another and to the world.

Justice- Our congregation actively works to eliminate oppression and create a sustainable, just, and compassionate world.

**How we plan to get there:**

<b>Goals / Action Steps</b>	<b>Responsibility</b>	<b>Timeline</b>
<p>Review leadership within the Social Justice Ministry Team</p> <p>Recruit a Social Justice Ministry Team leader and apply conscientious succession planning for when that person steps down.</p>	<p>Social Justice Ministry Team and Lay Leadership Council</p>	<p>2012-2013</p>
<p>Continue activity in current social action programs and explore ways to generate new interest and energy.</p>	<p>Social Justice Ministry Team</p>	<p>2012- ongoing</p>
<p>Review bylaws and if necessary, revise as they currently may restrict the church as an organization from responding to social justice issues as they arise in current events.</p>	<p>Board</p>	<p>2012-2013</p>
<p>Investigate opportunities to provide education on privilege and oppression that are intellectually engaging, stimulate passion for action, and make room for socially satisfying experiences that build and create community.</p> <ul style="list-style-type: none"> <li>• The congregation can look towards the Thresholds Congregation group's initiatives regarding Anti-Racism, Anti-Oppression, &amp; Multi-Culturalism (ARAOM).</li> </ul>	<p>Social Justice Ministry Team</p>	<p>2012-2013</p>
<p>Establish a communication system that works to keep members aware of social justice/action events and opportunities as well as encourages participation. This can be used within the congregation as well as outside to potentially share the info of our work with others to involve nonmembers and to make a stance regarding what UUCDC is about doing.</p>	<p>Social Justice Ministry Team</p>	<p>2012-2013</p>

## **Strategy: Mission Based Budgeting**

**Why we need this:** Like most individuals and organizations UUCDC faces the classic economic dilemma, the existence of limited resources and the desire to achieve a large number of goals. While the congregation is realistic about what we can achieve, there are goals that are currently out of reach. For example, healthy congregations are those that give a significant portion of their budget to external sources in order to fulfill the mission of creating a safer and more just world. For the past three years we have approved budgets that projected the need for us to use reserve funds due to a shortfall in expected revenues over expected costs. These restrictive budgets require us to rely on fundraisers to help close the gap. If we could move to a position where pledges would cover most, if not all, of the projected normal expenses of running the church, additional funds raised through other activities could be used to further the mission of the church beyond the normal worship activities.

**What we are doing today:** We are making some progress in our fundraising efforts with respect to the growth rate in pledge income. For the 2011-12 church year pledges have increased by a respectable five percent. Our fundraisers have been more successful in recent years than they were in the past.

**Where we want to be in five years:** In five years, UUCDC's operating budget will be in either balance or run surpluses based almost entirely on pledge income. Income from fundraisers will we used to support programs that are part of the mission of the church, but not included in the operating budget of the church. With improved facilities we should be able To increase the amount of revenue from rentals. The endowment fund balance will be at least \$80,000 bringing us closer to the \$100,000 balance required before distributions can be made.

### Related Ends Statements:

*Service-* Our congregation embodies an ethic of service through our shared ministry. We joyfully answer the call to minister to one another and to the world.

*Justice-* Our congregation activity works to eliminate oppression and create a sustainable, just and compassionate world.

*Stewardship-* We embody our Unitarian Universalist value through dedicated stewardship of our church, our faith and our community. We give generously of our time and our money to nurture and create beloved community within and beyond our walls.

*Outreach-* We share the good news of our faith and promote Unitarian Universalism in our wider community.

**How we plan to get there:**

<b>Goal/ Action Steps</b>	<b>Responsibility</b>	<b>Year</b>
Hold small group discussions about the financial condition of the church and how it can be improved	Stewardship Team	2012-2013
Place articles in the Focus, the order of service, email distributions et. al. that link the financial goals of the church directly to our mission and explain the role generosity plays in the financial health of the church	Stewardship Team	2012-2013
Generate an average increase in pledges of between 5 and 10 percent annually <sup>2</sup>	Stewardship Team	2012-2015
Increase membership and generate financial support from new members that exceeds the expenses related to new members	Membership and Stewardship Teams	2012-2015
Hold a small number (One or Two) of significant fundraisers each year. Small fundraisers are usually not worth the time and energy involved	Stewardship Team	2012-2015
Increase External Rentals	Church Office and Stewardship Team	2012-2015
Explore other sources of raising funds for the budget (e.g., submit grant proposals, etc.)	Minister, Lay Leadership Council, Stewardship Team	2012-2015
Increase Endowment Fund Donations by 5 to 10 percent annually	Minister, Endowment Committee	2012-2015
Set Strategies, Goals and Timelines for increasing the endowment as described above	Endowment Committee	2012-2013
Form a Legacy Society to recognize those members who have made a deferred gift commitment To UUCDC	Minister, Lay leadership Council, Stewardship Team, Endowment Committee	2012-2013
Track membership to determine potential need for physical expansion	Membership Team	2012-2013
Establish church budgets for all justice related activities to emphasize UUCDC's commitment to social justice as an inherent responsibility of the congregation	Minister, Stewardship Team	2012-2013

1. It should be noted that pledges are usually paid out of current income, while contributions to a capital campaign are usually paid from savings (wealth). Should the economy continue in its current state with a depressed stock market and low interest rates, a capital campaign may have to be delayed.
2. The following table assumes a 5.5 percent annual income in expenses and a 5.5 percent increase in income. This would achieve a surplus in the 2013-14 church year.

## Appendix A – Budget

### UUCDC Budget Projections

	2011	2012	2013	2014	2015	2016
<b>Planned Membership Growth</b>	<b>292</b>	<b>315</b>	<b>340</b>	<b>375</b>	<b>410</b>	<b>450</b>
<b>Category</b>	<b>Actual</b>					
	<b>Budget</b>					
<b>Income 5.5% Annual Growth</b>	<b>414,440</b>	<b>460,234</b>	<b>510,547</b>	<b>573,627</b>	<b>640,176</b>	<b>715,386</b>
<b>Expenses 5.5% Annual Growth</b>		<b>297,574</b>	<b>313,941</b>	<b>331,208</b>	<b>349,424</b>	<b>368,642</b>
<b>Salaries</b>	<b>282,061</b>	<b>4</b>	<b>1</b>	<b>8</b>	<b>4</b>	<b>368,642</b>
<b>Facilities</b>	<b>62,500</b>	<b>65,938</b>	<b>69,564</b>	<b>73,390</b>	<b>77,427</b>	<b>81,685</b>
<b>Debt Service</b>	<b>49,030</b>	<b>49,030</b>	<b>49,030</b>	<b>49,030</b>	<b>49,030</b>	<b>49,030</b>
<b>Other</b>	<b>53,827</b>	<b>56,787</b>	<b>59,911</b>	<b>63,206</b>	<b>66,682</b>	<b>70,350</b>
		<b>469,329</b>	<b>492,446</b>	<b>516,834</b>	<b>542,563</b>	
<b>Total</b>	<b>447,418</b>	<b>9</b>	<b>6</b>	<b>4</b>	<b>3</b>	<b>569,707</b>
<b>Deficit (-), Surplus</b>	<b>-32,978</b>	<b>-9,095</b>	<b>18,101</b>	<b>56,793</b>	<b>97,613</b>	<b>145,679</b>

Income is increased by 5.5% annually plus \$1000 per new member to estimate the average pledge per new member.

## Appendix B – Chart of Chronology of Implementing Strategies

Strategy	Goal/ Action Steps	Responsibility	Year
Fostering Relationships	Survey congregation to create a “connectedness” baseline. Try one new activity that is oriented to improving relationships. Coordinate with membership efforts to establish one activity for addressing the needs of new members and closing the gaps between existing and new members.	Congregational Care Ministry Team	2012-2013
Fostering Relationships	Implement 2 new approaches and improve one existing one based on results of the survey and other congregational feedback. These might include: mentoring, social events, pastoral care, rides to church, connecting members based on talents and interests, volunteer activities, profession.	Congregational Care Ministry Team	2012-2013
Worship Diversity and Expansion	Implement the new schedule of two services each Sunday and continue the monthly Saturday services between November and April.	Minister, Worship Diversity and Expansion Team, Saturday service volunteers	2012-2013
Worship Diversity and Expansion	Develop a plan to evaluate the church’s service structure and begin collecting data necessary for evaluation activities. The plan will include ways to evaluate the impact of the service structure on various segments of the congregation, including children, youth, families, individuals without children or whose children do not attend church, and seniors.	Minister, Worship Diversity and Expansion Team, Saturday service volunteers	2012-2013
UU Faith Identity / Faith Development	Implement the children and youth religious education plan within the two services structure.	Director of Lifespan Religious Education, RE Teachers	2012-2013
UU Faith Identity / Faith Development	Actively recruit members to design and facilitate religious education sessions for adults. Offer orientation for all facilitators.	Director of Lifespan Religious Education, Religious Education Council	2012-2013
UU Faith Identity / Faith Development	Train facilitators for staple adult religious education offerings such as UU101 and UU201 and courses like “Articulating Your Faith.”	Director of Lifespan Religious Education, Religious Education Council	2012-2013
UU Faith Identity / Faith Development	Explore options for a structured curriculum for the senior youth group (10th-12th grades) that will be engaging and encourage youth to continue their UU journey into adulthood.	Director of Lifespan Religious Education, Religious Education Council	2012-2013

<b>Strategy</b>	<b>Goal/ Action Steps</b>	<b>Responsibility</b>	<b>Year</b>
UU Faith Identity / Faith Development	Evaluate the children and youth religious education plan within the two services structure and adjust where needed.	Director of Lifespan Religious Education, Religious Education Council, RE Teachers	2012-2013
UU Faith Identity / Faith Development	Introduce new senior youth program.	Director of Lifespan Religious Education, Religious Education Council	2012-2013
UU Faith Identity / Faith Development	Gauge congregation's interest in available adult religious education programs that mirror those currently offered to children and youth such as Neighboring Faiths. Explore opportunities for families to participate in these programs together.	Director of Lifespan Religious Education, Religious Education Council	2012-2013
Facilities	Purchase new floor for the lower Lobby.	Stewardship Team	2012-2013
Facilities	Develop a multi-year plan that includes a maintenance schedule and renewal of existing spaces	Administration and Stewardship Team	2012-2013
Facilities	Perform a feasibility study and develop preliminary plans for accommodating the current growth needs of RE and the expansion and improvement of the facilities for growth	Stewardship Team	2012-2013
Facilities	Finish off existing basement space for use as a Children's Chapel and RE space. Identify an alternative funding method.	Spiritual Growth and Stewardship Teams	2012-2013
Facilities	Develop a capital campaign to obtain funding for air conditioning and other future improvements.	Stewardship Team	2012-2013
Human Resources	Create a plan for the Minister's sabbatical	Administration, Spiritual Growth and Stewardship Teams	2012-2013
Human Resources	Implement "Growth through Service" Program. Create clear succession plan for the lay leadership of our church. Implement mentor program for lay positions with a well defined succession ladder	Membership Growth and Vitality, Congregational Care and Stewardship Teams	2012-2013

<b>Strategy</b>	<b>Goal/ Action Steps</b>	<b>Responsibility</b>	<b>Year</b>
Human Resources	Compensate all the professional staff, if warranted by experience, at the mid-point or better Fair compensation level	Stewardship Team	2012-2013
Communication and Outreach	Implement the findings of the Communications team	Membership Ministry Team and Communications team	2012-2013
Social Justice	Review leadership within the Social Justice Ministry Team Recruit a Social Justice Ministry Team leader and apply conscientious succession planning for when that person steps down.	Social Justice Ministry Team and Lay Leadership Council	2012-2013
Social Justice	Review bylaws and if necessary, revise as they currently may restrict the church as an organization from responding to social justice issues as they arise in current events.	Board	2012-2013
Social Justice	Investigate opportunities to provide education on privilege and oppression that are intellectually engaging, stimulate passion for action, and make room for socially satisfying experiences that build and create community. <ul style="list-style-type: none"> <li>The congregation can look towards the Thresholds Congregation group's initiatives regarding Anti-Racism, Anti-Oppression, &amp; Multi-Culturalism (ARAOM).</li> </ul>	Social Justice Ministry Team	2012-2013
Social Justice	Establish a communication system that works to keep members aware of social justice/action events and opportunities as well as encourages participation. This can be used within the congregation as well as outside to potentially share the info of our work with others to involve nonmembers and to make a stance regarding what UUCDC is about doing.	Social Justice Ministry Team	2012-2013
Mission Based Budgeting	Hold small group discussions about the financial condition of the church and how it can be improved	Stewardship Team	2012-2013
Mission Based Budgeting	Place articles in the Focus, the order of service, email distributions et. al. that link the financial goals of the church directly to our mission and explain the role generosity plays in the financial health of the church	Stewardship Team	2012-2013
Mission Based	Set Strategies, Goals and Timelines for	Endowment	2012-2013

Budgeting	increasing the endowment as described above	Committee	
<b>Strategy</b>	<b>Goal/ Action Steps</b>	<b>Responsibility</b>	<b>Year</b>
Mission Based Budgeting	Form a Legacy Society to recognize those members who have made a deferred gift commitment To UUCDC	Minister, Lay leadership Council, Stewardship Team, Endowment Committee	2012-2013
Mission Based Budgeting	Track membership to determine potential need for physical expansion	Membership Team	2012-2013
Mission Based Budgeting	Establish church budgets for all justice related activities to emphasize UUCDC's commitment to social justice as an inherent responsibility of the congregation	Minister, Stewardship Team	2012-2013
Worship Diversity and Expansion	Use evaluation data to monitor the implementation of the current service structure and make modifications based on this information.	Minister, Spiritual Growth Team, Saturday service volunteers	2012-2014
Mission Based Budgeting	Generate an average increase in pledges of between 5 and 10 percent annually <sup>2</sup>	Stewardship Team	2012-2015
Mission Based Budgeting	Increase membership and generate financial support from new members that exceeds the expenses related to new members	Membership and Stewardship Teams	2012-2015
Mission Based Budgeting	Hold a small number (One or Two) of significant fundraisers each year. Small fundraisers are usually not worth the time and energy involved	Stewardship Team	2012-2015
Mission Based Budgeting	Increase External Rentals	Church Office and Stewardship Team	2012-2015
Mission Based Budgeting	Explore other sources of raising funds for the budget (e.g., submit grant proposals, etc.)	Minister, Lay Leadership Council, Stewardship Team	2012-2015
Mission Based Budgeting	Increase Endowment Fund Donations by 5 to 10 percent annually	Minister, Endowment Committee	2012-2015
Worship Diversity and Expansion	Consider ways to incorporate multicultural elements in the worship service and whether to expand worship to include a service that reaches a more diverse audience as well as ways to extend church programming throughout the summer.	Minister, Spiritual Growth Team	2012-2016
UU Faith Identity / Faith Development	Actively encourage and support church members (particularly youth ages 14+) to attend General Assembly either with family or adult chaperones.	Director of Lifespan Religious Education, Religious Education Council, RE Teachers	2012-2016
UU Faith Identity / Faith Development	Actively encourage and support church members, particularly youth, to attend other Unitarian Universalist events such as UUMAC, SUUSI, regional development opportunities, youth conventions, and etc.	Director of Lifespan Religious Education, Religious Education Council, RE Teachers	2012-2016

<b>Strategy</b>	<b>Goal/ Action Steps</b>	<b>Responsibility</b>	<b>Year</b>
UU Faith Identity / Faith Development	Regularly evaluate through a variety of modalities both adult and youth/children's religious education programs. Focus on community feedback and encourage membership to be active in creating the structures in which we deepen our faith.	Director of Lifespan Religious Education, Religious Education Council	2012-2016
Social Justice	Continue activity in current social action programs and explore ways to generate new interest and energy.	Social Justice Ministry Team	2012- ongoing
Fostering Relationships	Assess at the end of the year, supplement/adjust goals, and identify new candidate activities to address this strategy.	Congregational Care Ministry Team	2013-2014
Worship Diversity and Expansion	Complete evaluation of current worship service structure (as of the end May 2014).	Minister, Spiritual Growth Team	By September 2014
Facilities	Execute the capital campaign	Minister and Stewardship Team	2013-2014
Human Resources	Increase the Religious Education staff, hiring a youth coordinator and an Assistant Director of Religious Education.	Administration and Spiritual Growth Team and Stewardship Team	2013-2014
Communication and Outreach	Develop/implement a communication plan to support new member assimilation and ensure current members have the information they need.	Membership Ministry Team and Communications team	2013-2014
Human Resources	Become a "teaching congregation" and expand the staff to include an intern Minister	Administration and Spiritual Growth Teams	2013-2015
Fostering Relationships	Supplement as needed approaches established in year 2	Congregational Care Ministry Team	2014-2015
Facilities	Install air conditioning	Stewardship Team	2014-2015
Communication and Outreach	Assess ongoing communication needs.	Membership Ministry Team and Communications team	2014-2015
Human Resources	Expand chorus for multiple services and add a Children's chorus	Administration and Spiritual Growth Teams	2014-2015
Fostering Relationships	Measure impact of programs on established goals	Congregational Care Ministry Team	2015-2016
Facilities	Add on to building and install a kitchen. Expand bathroom facilities, add showers, upgrade septic system if necessary.	Stewardship Team	2015-2016

<b>Strategy</b>	<b>Goal/ Action Steps</b>	<b>Responsibility</b>	<b>Year</b>
Facilities	Add additional parking	Stewardship Teams	2015-2016
Facilities	Add improvements to provide better accessibility for members and visitors.	Spiritual Growth and Stewardship Teams	2015-2016
Facilities	Build additional storage.	Administration, Stewardship Teams	2015-2016
Facilities	Develop plans for and build a labyrinth on the church grounds.	Spiritual Growth and Stewardship Teams	2015-2016

## **Appendix C – Church History**

- November 1951 two exploratory meetings held to express interest in forming a Unitarian group closer to Delaware County instead of traveling to Flourtown or Germantown.
- January 1952 the group voted to become the “Delaware County Liberal Fellowship” and to seek affiliation with the American Unitarian Association.
- February 1952 the Llanerch Firehouse was rented for Sunday night meetings. Blaring alarms and rushing firemen were not conducive to Church services. The Church moved from the Firehouse to the First Day School at Haverford Friends Meeting House.
- April 1952 members voted unanimously to affiliate with the American Unitarian Association and were formally chartered as the Unitarian Fellowship of Delaware County. There were 24 charter members; it was the first new Unitarian group in the Philadelphia area since 1865.
- May 1955 a mortgage was obtained helped by loans from the First Germantown and Wilmington Churches. This was the first building – Curtis Chapel. Members cleaned and painted the interior of the building providing the bare essentials for meetings. Members armed with shovels, wheelbarrows and cases of beer spent many summer hours during 1955 excavating a basement under the Chapel to create six Religious Education classrooms.
- March 1958 the Main Line Unitarian Fellowship was formed with 35 members from the Unitarian Church of Delaware County, 30 members from Germantown and 30 members from the First Church.

- September 1958 an old house on Sproul Road (now the site of the Harlee Manor) was rented to house all of the Religious Education classes in one place.
- October 1963 the land for the current property was purchased.
- 1972 the State bought the Beatty Hill site (near the junction of the Blue Route and Route 1), which had been previously purchased for a new Church building. Building was not started because it was determined that the Blue Route would cut through the property.
- December 1965 groundbreaking ceremonies were held for the current location on Rose Tree Road.
- December 1966 the present Church building was dedicated.
- 1981 the UCDC voted to add Universalist to its name and became the Unitarian Universalist Church of Delaware County.
- 1985-1986 a new parquet floor was added to Fellowship Hall.
- 1988-89 a long-range plan was developed. This was the beginning of the process for the successful building of the new addition.
- 1990 major property work was completed. New carpeting, lounge and hallways were painted, the roof of Fellowship Hall was replaced, the parking lot and driveway were re-paved, and new windows were installed.
- 1992-93 two services were held on Sunday due to increased attendance.
- May 1998 ground was broken for the new Sanctuary.
- September 1999 Services began in the new Sanctuary.
- April 2002, the congregation voted to become a Welcoming Congregation.
- May 2002 the Church celebrated its 50<sup>th</sup> anniversary.
- April 2007 a new Welcoming Congregation art piece, the rainbow flag, was dedicated out in front near the Church sign.