Planting the Seeds of Justice

UUSC 2011 Annual Report
Our Vision

UUSC envisions a world free from oppression and injustice, where all can realize their full human rights.

Our Mission

UUSC advances human rights and social justice around the world, partnering with those who confront unjust power structures and mobilizing to challenge oppressive policies.

Global reach of UUSC’s human-rights work
54 partner organizations in 22 countries

THE AMERICAS
- Argentina
- Bolivia
- Ecuador
- Guatemala
- Haiti
- Mexico
- Peru
- United States

AFRICA
- Kenya
- Somalia
- South Africa
- Tanzania
- Tunisia
- Uganda

MIDDLE EAST
- Egypt
- Gaza
- Iraq

ASIA
- Afghanistan
- Japan
- Myanmar
- Pakistan
- Philippines

UUSC works with a wide range of partner organizations throughout the world — bolstering workers’ rights, promoting the human right to water, defending civil liberties, and protecting rights in the midst of humanitarian crises.

Want a comprehensive look at UUSC’s grassroots partners on the ground? Visit uusc.org/program_partners. And for an interactive sense of the global scope, check out uusc.org/map.

Cover photo: A Pakistani woman affected by the 2010 monsoon flooding.
Dear Friends,

The metaphor around which this year’s annual report revolves is that of a tree as it grows from seedling to sapling to fruit-bearing to old-growth stage. It’s a homely image but one with rich spiritual overtones. In the midst of his lamentations, for example, Job suddenly says, “For there is hope in a tree . . . Though its roots grow old in the earth and its stump is dying in the ground, if it scents water it may break into bud and make new growth like a young plant.”

We like the image of a tree as a metaphor for our work. For one thing, the deeper the roots of a tree, the taller it can grow — and UUSC is indeed deeply rooted in its own 71-year-old history of rescue and sacrifice, courage and confrontation. For another, the healthiest trees adapt to their surroundings, to new realities, and UUSC is ever evolving to address the needs of a new age.

This year we have taken a host of steps to meet those needs. Following the guidance laid out in the strategic plan that the UUSC Board of Trustees adopted in the summer of 2010, we have launched the College of Social Justice. Through this new initiative, we intend to see that every UUSC member who wants to do hands-on social-justice work has the opportunity to do so, every youth who wants to put her or his religious values into action can find a place to do that, and every congregation that wants to be a more effective agent of change has the skills to be so. We have significantly expanded online activism; we are working more closely than ever with the Unitarian Universalist Association. And we are also doing rigorous impact assessments of our programs to make sure your dollars are doing the most good they possibly can; we continually seek out the most effective and innovative ways to improve the state of human rights in a desperate world.

All of that and more are laid out in the pages that follow. You’ll find stories of how UUSC, like Thoreau, has tramped thousands of miles around the world to keep our appointments with those people, those partners — those seeds, saplings, and full-growth conifers, if you will — who embody our values and make our dreams real.

But none of this would happen without those who supply the sunlight and the water. After all, as Job knew, a tree requires much more than good intentions to break into bud. You are the ones who nurture this enterprise and make it flourish.

Without you, we would wither away. Thanks to you, UUSC stands tall, proud, resplendent. Deepest appreciation to you for being such good and gracious tenders of our garden.

William F. Schulz  
President and CEO  

John Gibbons  
Chair, Board of Trustees, FY 2011

“I frequently tramped eight or ten miles through the deepest snow to keep an appointment with a beech tree, or a yellow birch, or an old acquaintance among the pines.”

—Henry David Thoreau
Planting the Seeds

A tree needs sunlight, water, and nutrient-rich soil to grow. What do the seeds of social justice need to take root? At UUSC, the following are a few of the key ingredients for optimal growth:

- Eye-to-eye partnerships
- Grants to bolster the work of program partners
- Advocacy on public policy for essential legislative change
- Enthusiastic involvement of volunteers and activists
- Financial support from UUSC members and donors
- Technical support for partners on proposing, implementing, and evaluating programs
- An approach that takes gender, race, and class into consideration

Throughout the pages of this report, you’ll see how these essential ingredients have fostered justice throughout the world in four of UUSC’s programs. Each story represents a different stage of the growth process — and you can see how a small seed leads to the full blossoming of human rights.

This year, UUSC embarked on the first year of an exciting 2011–2015 strategic plan. The plan lays out tactical decisions to strengthen relationships with UU congregations, reach out to youth, develop the new College of Social Justice, significantly expand electronic communications capacity, measure success, and plug into global networks of social change. Your support is critical to the next stage of growth — for UUSC and for human rights around the world.

Connect with UUSC on Facebook (facebook.com/uuscall), Twitter (@uusc), and YouTube (youtube.com/uuscall) for the latest updates and videos! Follow Bill Schulz on Twitter, too (@RevBillSchulz).
Advancing human rights is the work of many joining hands.
A seed is planted

On January 14, 2010, two days after the earthquake rocked Port-au-Prince, Haiti, Dunel Guerrier, his wife, and his four children arrived in the rural Central Plateau. After their house in the capital city collapsed — severely injuring Guerrier — they fled to Hinche, about 80 miles away. There, in an area where thousands of displaced people flocked, off the radar of mainstream aid organizations, he found the Papaye Peasant Movement (MPP), a UUSC grassroots partner — and the beginning of a new life.

Besides providing immediate food and shelter relief with UUSC support, MPP wanted to help displaced families rebuild their lives. To that end, UUSC — using a portion of money from the UUSC-UUA Haiti Earthquake Relief Fund and a $500,000 matching grant from the Veatch Program of the UU Congregation at Shelter Rock in Manhasset, N.Y. — is partnering with MPP to build an eco-village that meets critical post-earthquake needs. By December 2011, the village, tucked amongst hills of mango trees on land donated by one of MPP’s cooperatives, will be home to 10 families, who will each have a house and land to farm.

The Guerrier family will be one of the first families to move in to the new houses, which are being built by hand with green building techniques and materials, including earth bricks produced on site. According to MPP founder and leader Chavannes Jean-Baptiste, residents of the eco-village, which will grow to incorporate 40 families, will receive instruction from local MPP farmers on sustainable, organic agriculture methods.

In May, after developing the project with UUSC, MPP broke ground and a group of 10 UU seminarians embarked on a UUSC-UUA JustWorks service-learning trip to work side-by-side in solidarity with MPP members building the foundations of this new community. In addition to digging trenches, hauling rocks, and pouring hand-mixed cement, participants learned about the ways that MPP is regaining food security, advocating for women’s rights, promoting alternative energies, and building people-centered rural communities. Participants even tried their hands at preparing tires for MPP’s Road to Life gardens.

Building Sustainability in the Wake of the Haiti Earthquake

The Road to Life Yard is an innovative MPP project that turns used tires from Port-au-Prince into three-foot-wide planters for growing food. A five-tire garden can produce enough food to feed a family, and an additional five tires can generate over $200 a year at the market. Hundreds of families in the Central Plateau are now using them, creating greater food sovereignty by cultivating a food supply that they control themselves — and conserving scarce water resources.

The key to the eco-village project, the Road to Life gardens, and so much of MPP’s work is that it puts the power squarely in the people’s hands. And as Jean-Baptiste says, “We would like to use this as a model to create other communities.” Led by grassroots Haitian peasant leaders like Jean-Baptiste and supported by UUSC, Dunel Guerrier and people throughout the country are rebuilding their lives after disaster — and building a just and sustainable Haiti while they’re at it.

Check out Beyond the Mountain, a curriculum based on UUSC’s work in Haiti, at uusc.org/beyondthemountain — plus accompanying videos at youtube.com/uusc4all.
Rights in Humanitarian Crises
Advancing the Human Right to Water in the United States

A sapling grows

Every day in the United States, millions of people on the margins don’t have access to clean and affordable drinking water. When United Nations Independent Expert on the Human Right to Water and Sanitation Catarina de Albuquerque visited the United States in February and March 2011, she met with people from Washington, D.C., to Sacramento, Calif., who offered startling insights into the suffering of their communities.

At the conclusion of her 11-day mission, for which UUSC provided key logistical support, she spoke to the public: “The country has to make greater efforts to use the available money to focus on those who are in greatest need and also think about new solutions. . . . It has to do with policy making, with strategizing, with having a holistic picture of the sector and having proper policies to address the outstanding challenges, rather than merely a question of money.”

As an integral player in the expert’s visit, UUSC was determined to move conversation about the human right to water forward right here in the United States. De Albuquerque’s initial recommendations — that the United States address discrimination in water access in its own communities and develop affordable and sustainable solutions — set important precedent that will shape and fuel work to make the human right to water a reality.

UUSC was well positioned to assist with de Albuquerque’s visit, which set the stage for a revival of essential legislative work on the issue in California. Several years ago in that state, UUSC began partnering with the Unitarian Universalist Legislative Ministry of California (UULMCA) to turn the human right to water into law. While efforts were dashed the first time around, the movement did not give up. As de Albuquerque’s visit wrapped up, UUSC’s public policy and mobilization team geared up to support a package of six bills on the human right to water that was introduced in the state legislature.

Together with the UULMCA, UUSC asked people across California to take action, and they responded with vigor. Writing, calling, and e-mailing their representatives in support of the new human-right-to-water bills, UUs and human-rights advocates spoke up — and continue to speak up, demanding that water justice be served. UUSC’s Got Water campaign has furnished activists with a host of materials and resources to help educate and engage their friends, families, congregations, and communities.

The collaborative effects succeeded in passing four of the six human-right-to-water bills. The dedicated work of a broad coalition has significantly grown the movement for the human right to water. And it’s a movement that needs all the strength it can get. “While billions of dollars have been spent on water projects in California, we have still much work to do to make sure that everyone has access to clean water to drink,” emphasized Rev. Lindi Ramsden, UULMCA’s executive director. With your help, UUSC is determined to make that happen.

UUSC Justice Sunday 2012 celebrates and encourages action on the human right to water in the United States and internationally — see Justice Sunday materials at uusc.org/justicesunday.
Environmental Justice
In 2009, partnering with the Hands Across the Mideast Support Alliance (HAMSA), UUSC began working with Dalia Ziada, head of the HAMSA Cairo office, to help sow the seeds of nonviolent activism. Innovative strategies emerged, from distributing comic books to training online activists in real-world organizing. Two years later, as revolution began to sweep the Middle East in early 2011, UUSC continued supporting the rights of the Egyptian people and the next steps in their quest for political freedom.

When UUSC helped facilitate the creation of an Arabic version of The Montgomery Story, a 1958 comic book about the U.S. civil-rights movement, it had no idea that one day copies would be circulating in Cairo’s Tahrir Square as nonviolent protesters brought down the Mubarak regime. Ziada says, “I am so proud to say that our little comic book about Martin Luther King, Jr., and the Montgomery story — which we cooperated with UUSC a couple of years ago to translate into Arabic, publish, and distribute all over the Middle East — has been credited now for being the reason for inspiring so many young people all over the region about adopting nonviolent actions and techniques in their work.”

While the comic-book project was under way, UUSC was also working with HAMSA to bring together youth activists from across the Middle East. In a training in Morocco led by UUSC and partners, young advocates of religious and political freedom met to share their expertise and learn new skills for planning events, launching campaigns, and securing funding. The workshops emphasized how to translate online activism into on-the-ground organizing and leadership skills.

Such skills were front and center in February 2011 as nonviolent protesters took to the streets of Egypt and refused to back down from their demands for true democracy and their full measure of human rights. Following the ouster of Hosni Mubarak, HAMSA moved quickly to transition from active protest to active civic education. Because most Egyptians, particularly youth, do not have experience participating in free, open democracy, widespread popular education is needed to ensure that the transition from autocracy to democracy is successful.

UUSC is working with Ziada to engage young activists to educate their community on voting rights, democracy, the Egyptian constitution, and election monitoring. The members are successfully training thousands of citizens, and the campaign — called Fahem Haqi (or “I know my rights”) — was named the number-one civic-education campaign in all of Egypt by Egyptian local television.

Building on the legacy of Unitarian Universalists who were active in the U.S. civil-rights movement, UUSC members and supporters are providing essential assistance to the young activists in Egypt. As Nasser Weddady, director of outreach for HAMSA in the United States, told UUSC, “This is their own civil-rights movement.” UUSC is proud to stand in solidarity and will continue to explore new ways to strengthen their efforts.

Hear directly from Dalia Ziada about her work in Egypt in partnership with UUSC at uusc.org/daliavideo and read The Montgomery Story at uusc.org/montgomerycomic.
Civil Liberties
A canopy encourages new growth

When small farmers are paid a fair price for their products, they can afford to pay for the basic needs of their families, invest in the well-being of their communities, and ensure the long-term growth of their businesses. In the past year, hundreds of UU congregations have shown their commitment to these ideals by purchasing a total of 39 tons of fairly traded coffee, tea, chocolate, and other products from Equal Exchange through the UUSC Coffee Project. That’s a lot of tasty treats — but it’s so much more than that, too. The ripple effects of this dedication are felt around the world, as Equal Exchange contributes a portion of the proceeds from the Coffee Project back to the UUSC Small Farmer Fund, which builds long-term partnerships with small farmer and producer groups working on human rights and social justice around the world.

In Bungoma, Kenya, a town just 20 miles from the border of Uganda, UUSC is partnering with Muungano (the Kiswahili word for “togetherness”), an organization that provides livelihoods for youth while connecting them to traditional agriculture. Young people in Bungoma face great challenges. Many lose their parents to HIV/AIDS and become sole heads-of-household — and it’s increasingly difficult for them to find safe work to provide for their families. The town’s proximity to the border renders these young people vulnerable to prostitution, trafficking, early marriage, risky forms of work, and other exploitation.

With the help of the UUSC Small Farmer Fund, Muungano started a seed project that trains youth to run their own catering businesses, which provide food for local events like weddings. They also rent land to grow organic, traditional crops, which they use to prepare nutritious and affordable meals for people with HIV/AIDS (supporting the effectiveness of their medication), and educate the community about the risks of genetically modified foods.

This important project grew out of the fruits of the UUSC Coffee Project, which began in 2001 and has become a solid long-term success thanks to the hundreds of congregations that take part. More than 600 UU congregations now participate in the UUSC Coffee Project. And UUs have the highest participation rate of any denomination in Equal Exchange’s Interfaith Program.

The Coffee Project has also led to engagement in other fair-trade programs like the Reverse Trick-or-Treating campaign, which calls attention to abusive child-labor conditions among cocoa suppliers that sustain the global chocolate industry. The message of these programs is that fair trade more equitably distributes wealth and provides farmers and workers with a living wage. This is why supporting fair trade is central to UUSC’s commitment to strengthening workers’ rights as human rights in today’s global economy.

Promoting Fair Trade at Home and Abroad

Find out more about the UUSC Coffee Project and get involved today at uusc.org/coffeeproject.
Economic Justice
Martha andWait- 
still Sharp Society ($50,000 and over) 

USC recognizers and thank those who have contributed with restricted support and unrestricted support during the fiscal year, 2010–2011.

Honor Roll of Annual Fund Major Donors

Eleanor Clark French Society ($25,000–$49,999)

Eleanor Clark French was director of the University of Southern California's Committee on post-WWII rest home at Monnetier, France, which served refugees as a place for comradeship, food, and rest to help in their recovery.

Rev. Carleton Fisher Society ($10,000–$24,999)

Carleton Fisher served as the first executive director of the University of Southern California's Committee and supervised post-WWII relief efforts in the Netherlands. He was instrumental in coordinating early cooperation between the Universal Service Committee and the University of Southern California.

Dr. Ary Boros Fund Society ($5,000–$9,999)

For more than a decade, Ary Boros worked with USC to establish a comprehensive health care program for the people of Haiti. His vision helped thousands of people with food and medical services.

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“We support the work of UUSC because the organization improves lives around the world in ways that are utterly aligned with our values. We appreciate the Partners Council as a way to better understand and contribute beyond finance to this greatly needed work. We found particular inspiration in a mini workshop presented by a UUSC partner group from the Massachusetts Institute of Technology — the D-Lab — that they’ve worked with in Uganda and Haiti.”

—Todd and Lorella Hess, donors and members of the Partners Council

“I so gratefully support the work of UUSC. Its mission — of partnering with grassroots organizations and working together to challenge oppressive policies — is powerful and clear. More intricate, though, are the knowledge, skills, and experience needed to nimbly do that work of advancing human rights. So I am glad UUSC is here to share those resources that none of us have alone — and welcome its invitation to join with others in envisioning a world free from injustice andoppression.”

—Susan Weaver, donor and member of the Partners Council
Honor Roll (continued)

Flaming Chalice Circle
The Flaming Chalice Circle recognizes supporters who include UUSC in their estate plans or who have made a planned gift to UUSC.

Anonymous (2)
Lois Abbott
Peter and Susan Alden
Gordon Asselstine
Rachael Balyeat
Arlene Barlow
Beverley Baxter
Peggy and George Bell
I Inka Benton
Laurel Blossom
Michael Boblett
Rebecca Bontermpo
Ann Booth
Doyle Botner
Paul Braunstein
Helen Brown
John and Irene Bush
Linda Chadwick and William Byrn
Petra and Lydia Chadwick
Evelyn Chidester
Dorothy Cinqiennani
Elizabeth Clark
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Mary Lou and Herb Faris
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Peter Landecker
James and Mary Landfried
Gretchen Leavitt
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Dana Ruth Levan
Justin and Phyllis Lewis
Neal Lockwood
Eunice Lovejoy
Mr. Mitchell Lyman
Nancy Marsh
Eleanor May
Catherine McCorrie
Gordon and Phyllis McKeeman
Hugh and Alice McLeian
Barbara McMahon and Eric Spelman
Donald and Audrey Micklewright
James Miller
Ree and Maurice Miller
Malcolm Mitchell
Virginia Moore
Leigh and Thomas Mundhenk
Robert and Elsa New
Vivian Nosster
Mary Ann Oakley
Veron Olson
G. Timothy and Francene Orsk
Carolyn and Thomas Owens-Toowie
Charlotte Palmer
Emily Palmer
Bryde and Edithman Palmore
Janice Park
Dorothy and Tracy Patterson
Laurence Paxson Eigges
Edgar Pears
Diana Peters
Eleanor Peterson
Paul and Jane Pfieffer
William Pratt
William and Lillian Rabon
Verna Renfro
Judith Reynard
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Mary Rose and Leonardi Pelletieri
Joan Roxburgh
David Rubin
Hilda Rush
John and Maggie Russell
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Waren and Martha Saling
Betty Sanders
J. David and Fa Scheyer
Raymond and Leola Schreurs
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Dick and Jill Scobe
Neil and Lilie Shadle
Theodore Shipton-Shapin
Sulochana Sherman
Joan Shkolnik
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Barbara Swan
James and Matilde Taguchi
Aimee Tatarsall
William Thomas and Helen Burke Thomas
Helen True
Helen Tryon
Arthur and Aliss Ungar
Mary Vedder
Philippe and Katherine Vilers
Spike and Marion Vrusho
Leslie Ann Weinberg
Emerst Weller
Herbert and Rynna West
Los and Robert Wheale
Robert and Susan Whitney
Edward Wright
Howard Woodham
Margaret Woodward
Elizabeth Zimmermann

Partners Council
More than 50 individual donors participated in the Partners Council — a core of committed supporters who share their insights and ideas, and encourage stewardship and generosity among UUSC donors.

Anonymous (3)
Nancy Anderson
Sarah Armstrong
Doyle Botner
Arnold and Julia Bradburd
John and Irene Bush
William and Eileen Butler
R. Ken and Lois Carpenter
David and Mary Colton
Karen Combs
Martha Easter-Wells
Barbara French
Oscar and Dolly Geter
James Gunning and Ellen Ewing
Benjamin and Ruth Hammert
Todd and Lorella Hess
Ernest and Shirley Hodas
Louise Horner and Sean Welsch
Robert Johnson and Linda Klein
Ramanujacharya Kumandur and Cristina Romero
Harold and Kyong Liochthis
Curts and Kathleen Marble
Dorothy Marczy
Melanie and James Milner
Janet Mitchell and Jerry Cromwell
Nancy and Leonard Nowak
Judith and Richard Otman
Emily Palmer
Thomas and Sandra Reece
John and Elizabeth Richards
Michael Shonsey
Clarence Lee Small
Aubrey and Billie Smith
Sarah Stevens-Miles
Philippe and Katherine Vilers
Susan Weaver
TenWiss
Elizabeth Zimmermann

“I support UUSC because it fights for justice with both conviction and humility — seeking out the grassroots heroes around the world who are struggling against oppression and asking them how UUSC can help strengthen their work. By contributing to UUSC, I get the opportunity to be a part of this powerful process.”

—Dave Madan, donor and member of the UUSC Board of Trustees
Social Action Leadership Award
Each year, UUSC honors creative, inspiring, and effective leadership by an individual or group working for justice.

Linda McKim-Bell
First Unitarian Church
Portland, Ore.

Mary-Ella Holst Youth Activist Awards
Each year, UUSC recognizes the achievement of a youth or youth group who advances human rights through activism and leadership.

Alice Roup
University Unitarian Church
Seattle, Wash.

Religious Education Group
UU United Fellowship
St. Petersburg, Fla.

Social Justice Congregation Award
Each year, UUSC recognizes an exemplary congregation for its efforts to advance human-rights work.

East Shore Unitarian Church
Bellevue, Wash.

Outstanding Local Representative Awards
Each year, UUSC honors local volunteers who have shined in their work to promote UUSC and engage their congregation in UUSC’s work and mission.

Jim Landfried
The First Church in Belmont
Belmont, Mass.

Mary Jean Ewing
UU Church of Boulder
Boulder, Colo.

Our Deep Thanks to the UU Congregation at Shelter Rock

For more than 30 years, the Unitarian Universalist Congregation at Shelter Rock, in Manhasset, N.Y., has been funding UUSC’s work to advance human rights and social justice.

In fiscal year 2011, the total of their generosity amounted to more than $1.2 million!

During UUSC’s annual membership drives, Guest at Your Table and the Annual Fund, the UU Congregation at Shelter Rock matches unrestricted gifts of $100 or more from members — doubling the size of their support. This partnership significantly expands our ability to work with grassroots organizations throughout the world to cultivate and defend human rights — and it’s a partnership we want to maintain well into the future.

A heartfelt thank-you to our friends at the UU Congregation at Shelter Rock from the board, the staff, and the many individuals around the world who are the beneficiaries of this outstanding support.
Honor Roll (continued)

Membership Awards
These awards recognize congregations whose members support human rights and social justice through exemplary levels of UUSC membership.

Spirit of Justice Banner Societies
Honors congregations in which 100 percent of the membership are UUSC members.
- Florida
  - Fort Lauderdale
  - Orlando
  - Tallahassee
  - Miami
- Connecticut
  - New Haven
  - Hartford
- Colorado
  - Denver
- California
  - Los Angeles
  - San Francisco
  - Sacramento
  - San Diego

Beacon of Justice Banner Societies
Honors congregations in which 75–99 percent of the membership are UUSC members.
- Arizona
  - Phoenix
  - Tucson
- California
  - San Francisco
  - San Jose
  - San Diego
- Texas
  - Austin
  - Dallas
- Oregon
  - Portland
- Pennsylvania
  - Philadelphia
- New Mexico
  - Albuquerque
- Maryland
  - Baltimore
- Massachusetts
  - Boston

Vision of Justice Banner Societies
Honors congregations in which 50–74 percent of the membership are UUSC members.
- Arizona
  - Phoenix
- Texas
  - Houston
- California
  - San Francisco
  - Los Angeles
- New Mexico
  - Albuquerque

Creating Justice Banner Societies
Honors congregations in which 25–49 percent of the membership are UUSC members.
- Arizona
  - Phoenix
- California
  - Los Angeles
- Florida
  - Orlando
- Georgia
  - Atlanta

These awards recognize congregations whose members support human rights and social justice through exemplary levels of UUSC membership.
Congregational Institutional Giving Awards
These awards recognize congregations that demonstrate a strong commitment to justice and human rights through institutional giving.

Helen Fogg Chalice Society
Honors congregations for their generous gift from their annual budget of at least $25 per church member.

Massachusetts
Eastham
Sterling
New York
Manhasset

James Luther Adams Award
Honors congregations for their annual budget of at least $1 per church member.

Alabama
Florence
Alabama
Anchorage
Arkansas
Hot Springs Village
California
Fullerton
La Crescenta
Montclair
Palo Alto
Salida
San Jose
Stockton
Studio City
Ventura
Colorado
Golden
Lafayette
Connecticut
Westport
Florida
Clearwater
Dave
Gainesville
Lakeland
St. Petersburg
UU Church of St. Petersburg
UU United Fellowship of St. Petersburg
Vero Beach
Georgia
Athens
Macon
Illinois
Alton
DeKalb
Palatine
Kansas
Manhattan
Kentucky
Bowling Green
Louisville
Thomas Jefferson
Unitarian Church of St. Louis
Maine
Castine
Maryland
Baltimore
Bethesda
River Road UU Congregation
Camp Springs
Cheverly
Columbia
Ellicott City
Salisbury
Massachusetts
Belmont
Duxbury
Kingston
Littleton
Sudbury
Vineyard Haven
Wayland
West Roxbury
Weston
Minnesota
Minneapolis
Pine River
Saint Cloud
Winona
Mississippi
Jackson
Nevada
Reno
New Hampshire
Milford
New Jersey
Orange
New York
Fredonia
Huntington
Mohawk Valley
New York City
Church of All Saints
Oneonta
Rochester
First Congregational Church
Syracuse
Five Points
May Memorial UU Society
Utica
North Carolina
Chapel Hill
Ohio
Columbus
Wooster
Oklahoma
Oklahoma City
Oregon
Grants Pass
Hillsboro
Newport
Pennsylvania
Levittown
Toms River
Texas
El Paso
Houston
Emerson UU Church
University Fellowship of Houston
San Antonio
First UU Church of San Antonio
Utah
Salt Lake City
First Unitarian Church
Virginia
Burke
Fredericksburg
University UU Church
Washington
Edmonds
Olympia
Olympia UU Congregation
Seattle
University Unitarian Church
Westside Seattle UU Fellowship
Tacoma
Wisconsin
Kenosha
Sister Bay
Woodruff
VIRGIN ISLANDS
Kingston
UU Fellowship of St. Croix
Collective Giving Special Recognition
Through plate collections and other institutional gifts, these congregations contributed a total of $5,000 or more in two consecutive years and are given special recognition for this support of UUSC's work for justice.

California
Pasadena
Neighborhood UU Church of Pasadena
Colorado
Golden
Louisville
Georgia
Atlanta
UU Congregation of Atlanta
Illinois
Oak Park
Maryland
Bethesda
Riverview UU Congregation
Massachusetts
Concord
Minnesota
Minneapolis
First Unitarian Church
New Jersey
Summit
New York
New York City
University Church of All Souls
Rochester
First Unitarian Church
Pennsylvania
Dover
Virginia
Norfolk
Oakton
Washington
Bellevue
Olympia
Olympia UU Congregation
Woodville

UUSC membership awards are calculated by church size, as reported by the UUA for that fiscal year. The compilers have carefully reviewed the names that are included. However, errors and omissions may have occurred. If your congregation has been omitted, misspelled, or listed incorrectly, accept our apologies and bring the mistake to our attention. Contact Volunteer Services, UUSC, 899 Massachusetts Avenue, Cambridge, MA 02139-3302, e-mail volunteerservices@uusc.org, or call 800-766-5236.
Financial Statements
For the year ended June 30, 2011
(with comparative totals for June 30, 2010)

Statement of financial position for the years ended June 30

<table>
<thead>
<tr>
<th>Assets</th>
<th>2011</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and equivalents</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash</td>
<td>2,807,093</td>
<td>2,168,806</td>
</tr>
<tr>
<td>Money market fund</td>
<td>85,857</td>
<td>464,843</td>
</tr>
<tr>
<td></td>
<td>2,892,950</td>
<td>2,633,649</td>
</tr>
<tr>
<td>Investments</td>
<td>12,511,655</td>
<td>11,345,315</td>
</tr>
<tr>
<td>Accounts and interest receivable</td>
<td>110,561</td>
<td>75,781</td>
</tr>
<tr>
<td>Pledges receivable, net</td>
<td>1,001,547</td>
<td>1,720,960</td>
</tr>
<tr>
<td>Prepaid expenses and other assets</td>
<td>91,174</td>
<td>141,716</td>
</tr>
<tr>
<td>Debt service reserve fund</td>
<td>78,977</td>
<td>78,407</td>
</tr>
<tr>
<td>Property and equipment, net</td>
<td>5,670,263</td>
<td>5,869,499</td>
</tr>
<tr>
<td>Total Assets</td>
<td>22,357,127</td>
<td>21,865,327</td>
</tr>
</tbody>
</table>

| Liabilities |           |           |
|             |           |           |
| Accounts payable and accrued expenses | 247,096  | 371,974   |
| Accrued compensation | 190,322   | 166,823   |
| Pooled income deferred revenue | 201,265  | 185,805   |
| Bond payable | 3,180,272 | 3,262,985 |
| Donor advance - promissory notes | 375,000  | 375,000   |
| Planned giving obligations: |           |           |
| Gift annuities | 1,269,370 | 1,233,814 |
| Trust agreements | 73,816    | 74,912    |
| Pooled income | 6,031     | 5,377     |
| Total Liabilities and Net Assets | 22,357,127 | 21,865,327 |

| Net Assets |           |           |
|            | 2011      | 2010      |
|            |           |           |
| Unrestricted | 9,677,537 | 8,968,504 |
| Temporarily restricted | 3,515,082 | 3,634,346 |
| Permanently restricted | 3,621,336 | 3,585,787 |
| Total Net Assets | 16,813,955 | 16,188,637 |

Statement of activities
for the years ended June 30

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Unrestricted</td>
<td>Temporarily restricted</td>
</tr>
<tr>
<td>Public support and revenue</td>
<td>4,994,341</td>
<td>1,427,787</td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td>1,887,507</td>
<td>(1,887,507)</td>
</tr>
<tr>
<td>Total public support and revenue and net assets released from restriction</td>
<td>6,881,848</td>
<td>(459,720)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenses</th>
<th>Program services</th>
<th>Fundraising</th>
<th>Management</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>5,488,667</td>
<td>592,007</td>
<td>261,380</td>
</tr>
<tr>
<td>Total expenses</td>
<td>6,342,054</td>
<td>6,342,054</td>
<td>5,639,883</td>
</tr>
<tr>
<td>Income/(loss) from operations (a)</td>
<td>539,794</td>
<td>(459,720)</td>
<td>27,820</td>
</tr>
<tr>
<td>Net non operating activities (b)</td>
<td>169,238</td>
<td>340,455</td>
<td>7,729</td>
</tr>
</tbody>
</table>

Net assets

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a+b)</td>
<td>709,032</td>
<td>(119,265)</td>
</tr>
<tr>
<td>Beginning of the year</td>
<td>8,968,504</td>
<td>3,634,346</td>
</tr>
<tr>
<td>End of year</td>
<td>9,677,536</td>
<td>3,515,081</td>
</tr>
</tbody>
</table>
Renew your commitment to human rights and social justice with a gift today at uusc.org. Maxine Neil, director of the Institutional Advancement Department, would be delighted to talk with you about becoming more involved with UUSC’s projects or provide you with additional information about any aspect of our work. You may reach her directly at 617-301-4314 or by e-mail at mneil@uusc.org.
As part of the 2011–2015 strategic plan, UUSC has launched the College of Social Justice, designed to build the capacity of Unitarian Universalists to catalyze justice through the lens of UUSC and other UU-affiliated programs and partners. Between JustWorks service-learning trips, educational trainings for future justice leaders and activists, and congregation-wide justice-engagement programs, the college will draw on a state-of-the-art social-justice pedagogy — that includes UUSC’s eye-to-eye partnership model — to foster reflection, transformation, empowerment, and action.
Executive
Rev. Dr. William F. Schulz President and CEO
Constance Kane Vice President and Chief Operating Officer
Brock Leach Vice President for Mission, Strategy, and Innovation
Quang Nguyen Director of Human Resources
Bobbi Woodward Executive Assistant

College of Social Justice
Brock Leach Director of College of Social Justice
Sam Jones Senior Administrative Assistant
Evan Seitz Associate for Experiential Learning and Youth Services

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Paul Twitchell Director of Communications
Jessica Atcheson Writer/Editor
Dick Campbell Senior Associate for Media and Public Affairs
Eric Grignol Marketing and Multimedia Manager
Reid Haithcock Production Coordinator and Graphic Designer
Shelby Meyerhoff Senior Associate for Online Advocacy
Mark Simon Senior Associate for Web and Graphic Design

Finance and Operations
Michael Zouzoua Chief Financial Officer
Ethan Adams Facility and Operations Manager
Mayckon Gaspar Staff Accountant
Shari Yeaton Operations Associate
Mohamed Zine abidine Accountant

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Maxine Neil Director of Institutional Advancement
Laurie Brunner Prospect Research Assistant
Rita Butterfield Senior Associate for Major Gifts West Coast
Charles Huschle Senior Associate for Foundations and Corporations
Daniel Karp Senior Associate for Donor Marketing
Susan Mosher Associate for Donor Services
Cassandra Ryan Senior Advisor for Major Gifts and Capital Campaign Preparation
Lauralyn Smith Senior Associate for Member Development
Kate Wallace Program Assistant for Member Development
Delia Windwalker Institutional Advancement Department Coordinator

Programs, Advocacy, and Action
Atema Eclai Director of Programs, Advocacy, and Action
Gretchen Alther Senior Associate for Rights in Humanitarian Crises
Anna Bartlett Associate for Civil Liberties
Aiesha Cummings Senior Administrative Assistant
Rachel Ordu Dan-Harry Associate for Environmental Justice
Wendy Flick Haiti Emergency Response Manager
Ariel Jacobson Senior Associate for Economic Justice
Patricia Jones Program Manager for Environmental Justice
Shelley Moskowitz Manager for Public Policy and Mobilization
Kara Smith Associate for Grassroots Mobilization
Martha Thompson Program Manager for Rights in Humanitarian Crises

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