Engagement, Innovation, and Impact

UUSC 2012 Annual Report
UUSC advances human rights and social justice in the United States and around the world. UUSC envisions a world free from oppression and injustice, where all can realize their full human rights.

Global reach of UUSC’s human rights work
48 partner organizations in 21 countries

THE AMERICAS
Argentina
Bolivia
Ecuador
El Salvador
Guatemala
Haití
Honduras
Mexico
Nicaragua
Peru
United States

AFRICA
Kenya
Somalia
Tanzania
Uganda

MIDDLE EAST
Egypt
Tunisia

ASIA
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.
Dear Friends,

When an organization has a huge budget, it can afford to waste a few dollars here and there without worrying that that profligacy will have a substantial impact on its mission. For an organization of UUSC’s size, however, every penny counts.

That’s why we’re so proud we spend 87 cents of every dollar on programs. And it’s why we take the three themes of this annual report so seriously.

First, engagement. We’re eager to use the people power at our disposal to optimize our effectiveness. Our members, most of whom are associated with Unitarian Universalist congregations, are natural born activists. They’re itching to get their hands dirty, be it on their computer keyboards taking online actions or by building an eco-village in Haiti. UUSC is committed to helping our members do justice because a modest investment in activism can bring enormous dividends to everyone.

Second, innovation. Wherever we go in the world, we ask ourselves, “Who’s been forgotten and who is doing the most creative, groundbreaking work to transform and empower those forgotten populations?” By finding the most innovative, entrepreneurial approaches to problems and crises, we accomplish several things at once: we support the risk takers, those on the cutting edge, who governments or more traditional agencies may have overlooked or shunned; we encourage new solutions to old quandaries; we engage with communities, often of women or ethnic minorities, too often marginalized in their societies; and we do all this at a modest cost.

But how do we know whether what we, our activists, and our partners are doing is truly making a difference, accomplishing our objectives? That brings us to our third theme, impact. Over the past year UUSC has begun a groundbreaking process of establishing measurements of project success and accountability, doing an honest assessment of impact, and learning from our achievements and perhaps even more often from when we fall short of our goals. It’s not always easy to measure social change. Not everything we do is by any means quantifiable. But we’re experimenting with different approaches to measuring impact because we know that at the end of the day the only thing that really counts is how many lives we’ve actually changed.

You’ll find in this report many examples of our engagement with activists, our commitment to innovation, and our determination to make an identifiable impact on the world. You’ll also find the voices and names of many of those who make our work possible; who know that UUSC is smart, nimble, and relentless; who want to see the cause of justice flourish; and who are convinced that UUSC is one of best means to make it so.

UUSC — there’s no better investment.

To all of you who have made that investment, be it in time, energy, or money, our warmest, deepest thanks. Happy reading!

William F. Schulz
President and CEO

Chuck Spence
Chair of the Board of Trustees
As you read stories of this work in the following pages, notice the hallmarks of UUSC’s approach: a deep grounding in eye-to-eye partnerships and a focus on people who are traditionally overlooked and suffer the effects of human rights violations due to their gender, race, class, and other aspects of who they are. The work UUSC does with partner organizations in the United States and throughout the world is informed by a deep respect for the strength, autonomy, and wisdom of the people being served. First and foremost, UUSC listens to its partners and has a thorough understanding that it learns as much from those partners as they might learn from UUSC in the process of seeking justice.
UUSC may be a small organization for its scope — but with 40,000 members and supporters backing it up, its impact is not to be underestimated. UUSC does its best to strategically maximize the resources that its generous donors provide. It does so by engaging dedicated members to take stands against injustice and make daily decisions that move human rights forward. It does so by exploring new on-the-ground models of social change that prove successful and forge a clear path for others. It does so by delivering true results.

Impact

This report highlights just a few of many examples of the amazing positive changes that your donations have made possible. The past year has been full of great learning, great growth, and great success — and your support is essential as we continue to make a true and meaningful impact.
ENGAGEMENT
Engaging members as compassionate consumers

On September 11, 2001, Fekkak Mamdouh lost 73 of his coworkers at Windows on the World, the restaurant at the top of the World Trade Center’s north tower, and he lost his livelihood, too. When the restaurant reopened and refused to hire back Mamdouh and hundreds of other workers who had lost their jobs, he helped start the Restaurant Opportunities Center of New York, which has now grown into a nationwide network dedicated to improving conditions for restaurant workers and addressing rights violations. UUSC partners with the Restaurant Opportunities Centers United (ROC-United) to support workers in the food chain by engaging the people who make the industry possible — diners and consumers.

UUSC recognizes the immense power that people hold as consumers and works with its members to put their values into action through the Choose Compassionate Consumption (CCC) initiative, which launched in October 2011. As Saru Jayaraman, ROC-United cofounder, says, “When individuals come together, there is nothing that they can’t do.” And there’s plenty to do in the growing restaurant industry, which employs nearly 10 million workers — 7 of the 10 lowest-paid occupations in the United States are in restaurants and servers are almost 3 times more likely to be paid below the poverty line than the general workforce.

A growing grassroots network of UU consumer advocates is advancing workers’ rights, living wages, and fair trade. Their actions have included calling legislators to demand an increase in the federal minimum wage, utilizing the ROC-United National Diners’ Guide to facilitate dialogue with the restaurants they patronize about the importance of taking the high road to success by supporting their workers, and more. And this is only the beginning!

Read more about UUSC’s work with ROC-United at uusc.org/rocstory.

Choose compassionate consumption!

Join this growing movement at uusc.org/ccc! And if you’re looking for a place you can trust to buy ethically sourced products, visit UUSC’s online store at shop.uusc.org.
Working to end gender-based violence in Darfur

Ahlam, an elementary-school teacher in Darfur, was skeptical at first. Was this training just a ploy to further characterize Darfur as violent? By the end of the two-day training about domestic and gender-based violence (GBV), Ahlam’s fears were allayed. She found that the training was solid education about topics that touch every family in Darfur. The January 2012 workshop was part of UUSC’s latest work on the ground in Darfur, which builds on an innovative partnership with Darfurian imams and women community leaders to put an end to GBV there.

Through this project, UUSC and the Peaceful Families Project engage religious and community leaders as change agents to reduce domestic and gender-based violence by drawing on time-honored Islamic values. This work is possible because of deep collaboration with 300 imams (initiated by the imams themselves) that began with a groundbreaking training with 30 imams in 2010 led by Imam Mohamed Magid, a respected U.S. Islamic religious leader and the son of a Sudanese Islamic scholar. Imam Magid led the 2012 trainings alongside Salma Abugideiri, the codirector of the Peaceful Families Project.

“The role of the imam is critical: without the imam’s endorsement of an attempt at change, people will resist it,” Abugideiri says. “But people are willing to reconsider cultural values if compelled by their religious teachings.” And, at the same time, she highlights the importance of including women leaders in the process. “Women are actually the most influential people in a society because, as mothers, they’re passing down the social norms. The work can’t be effective without a partnership between women leaders and imams,” Abugideiri shares.

After Ahlam learned more about the dynamics of GBV and how Islamic religious teachings can be used to prevent it, she was enthusiastic to continue the work. She resolved to take the workshop materials to two local imams. “With few resources and a few new tools — tools they already had, they just didn’t know it — [people are] willing to do huge things,” Abugideiri says. “They have such determination, passion, and optimism and are taking on really huge cultural changes.”

Read more about this work in an interview with Abugideiri and watch her speak at uusc.org/salma.
Making the human right to water a legal reality

In the town of Ampliacion Tres de Mayo, Mexico, Lidia Velazquez Reynoso and her fellow residents were forced for years to rely on the severely polluted Colotepec River for water. The only alternative for the low-income families there was to spend an average of $285 a month on bottled water for cooking, bathing, and drinking. The local XoChitepec water utility constructed a water network that cut off their town but delivered municipal water to their affluent neighbors — and their swimming pools and golf courses — in Sante Fe. But things have recently changed for Reynoso and her community, thanks to work by the Habitat International Coalition of Latin America (HIC-AL) and UUSC.

With support from UUSC, HIC-AL and Reynoso won an appeal — after years in court — that recognized not only that Ampliacion Tres de Mayo was denied access to safe water but also that Mexico must live up to its international obligations to ensure the human right to water. Reynoso and HIC-AL also won outside the courts: the utility established water lines to Ampliacion Tres de Mayo and began service for four hours each week. With lines in place and the appeal won, the utility will have to step up service — especially now that the human right to water is also guaranteed by Mexico’s new constitutional amendment.

UUSC is also celebrating a victory for the human right to water here in the United States. After years of work in California with the Safe Water Alliance, UUSC joined partners there this past year in a huge push for A.B. 685, a landmark bill. The work paid off in September 2012 when Governor Jerry Brown signed the law, which affirms the human right to water and mandates that state agencies consider it as they develop policy.

Read a personal reflection on that victory from Maria Herrera, community advocacy director of the Community Water Center, a UUSC partner, at uusc.org/mariapost.
Increasing online engagement

Over the past year, UUSC has successfully expanded its online relationships with members and supporters — and significantly increased the amount of online action taken.

Facebook Page likes increased from 4,474 to 7,315 between July 1, 2011, and June 30, 2012

Tweet clickthroughs increased from 288 in FY11 to 871 in FY12

UUSC @UUSC
That’s approximately a 202% increase!

Advocacy actions taken increased
from 3,043 in FY11 to 20,948 in FY12

approximately a 588% increase

Creating models for recovery in Haiti

Since the 2010 earthquake, UUSC has worked with the Papaye Peasant Movement (MPP) to create an eco-village as a model for the sustainable relocation of displaced survivors. Ten families moved into the first completed village in December 2011. Presbyterians saw the model and funded four more in-progress villages. UUSC will be fundraising for a sixth village. Learn more about the eco-village at uusc.org/ecovillage.

MPP uses organic, sustainable agriculture, including raised tire gardens that recycle used tires, require little water and space, and can feed a family and provide them with produce to sell at market. This model has proven so successful in the countryside that it’s now being piloted by UUSC and Bright Educators of Delmas in a disadvantaged neighborhood of Port-au-Prince.

Helping youth process trauma and earn a living through art

Also in Haiti, UUSC has supported the Association for the Promotion of Integral Family Healthcare (APROSIFA), a Port-au-Prince health clinic, in pioneering art therapy for youth recovering from the earthquake. Through the program, 150 at-risk and orphaned teens are successfully processing their experiences and some are even earning a living from selling their art. Read and view more about this work and APROSIFA’s founder, Rose Anne Auguste, at uusc.org/roseanne.
Creating environmental sustainability and making change in Kenya

In Kenya’s Kakamega province, UUSC partners with the SoilFarm Multi-Culture Group on Hope in Crops (a project that ameliorates damage to the rain forest ecosystem and watershed, and provides food and livelihoods) and Women Making Change (a project that reduces female genital mutilation, a.k.a. FGM). Check out their achievements this past year:

- 80,000 trees planted in watershed along with organic food crops to save rain forest
- 60 girls saved from female genital mutilation (FGM)
- 10,000 children in 30 schools participate in environmental education
- 30 women earn livelihoods through new skills
- 500 students saved from absenteeism through food program
- 10 practitioners of FGM abandon practice

Reducing forced labor and trafficking of youth on Kenya-Uganda border

Muungano, a UUSC partner through the Small Farmer Fund, provides youth on the border of Kenya and Uganda an alternative to dangerous exploitative work. UUSC supports Muungano in offering livelihood training to at-risk youth—including vulnerable lesbian, gay, bisexual, and transgender youth who have been targeted because of their sexual orientation. Youth learn how to run sustainable businesses that involve planting traditional crops and preparing meals for the community. Their recent successes:

- Leased five additional acres of land to grow traditional vegetables
- Recruited an additional 30 girls and 10 boys to the program
- Educated the community about nutrition and the potential risks of genetically modified food

Decreasing the time torture survivors spend in U.S. asylum limbo

UUSC works with the Torture Abolition and Survivors Support Coalition (TASSC) to, among other things, help torture survivors apply for political asylum—a critical ingredient needed for healing and recovery. This past year, through training volunteers and developing a guide to navigate the process, TASSC reduced the time it takes their survivors to receive asylum. Previously, TASSC reported the average length of time (with denial rates that range from 80 percent in Georgia to 30 percent in Washington, D.C.) as 1–2 years; now, TASSC survivors average 3–6 months with 100 percent positive outcome.
**Honor Roll of Annual Fund Major Donors**


**Martha and Waitstill Sharp Society ($50,000 and over)**

- Martha and Waitstill Sharp
- Juliette Sharp
- Mike Sharp

**U.S.C. Founders Society ($25,000–$49,999)**

- Clarence Lee Small
- Victoria and John Rizzi
- Dr. Ary Bordes
- Dave and Mary Colton

**Re: Carleton Fisher Society**

($10,000–$24,999)

- Mike Shonsey
- Eleanor Clark
- Betty Sanders
- Mike Showney

**Hans Deutsch Society ($1,000–$4,999)**

- The Netherlands

**Compass Club ($500–$999)**

- The Netherlands

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**Dr. Ary Bordes Society ($5,000–$9,999)**

For more than a decade, Ary Bordes worked with U.S.C. to establish programs to help the U.S.C. support the needs of hundreds of children with food and medical services.

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**Anonymous**

- Nancy Anderson

**Anonymous (1)**

- Brud and Julie Bradburn
- Priscilla and David Gomes
- Todd and Lori Hess
- Betty Sanders
- Mike Showney

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**Anonymous (2)**

- James Guinn and Eli Werby
- Mark and Maureen Freeman
- Alvin and Eileen Drutz

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**Dr. Ay Bordes Society**

($5,000–$9,999)

- Nancy Anderson
- Renee and Nancy Benesich
- John and Johanna Boynton

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

- Eleanor Clark French
- Frieda Wolf
- Patti Reinard

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**Re: Carleton Fisher Society**

($10,000–$24,999)

- Nelson Kading
- Todd and Allison Jones
- Jeffrey and Suzannah Ciernia
- Betty Chessin
- Carolyn Chambers
- Cathy Chapman and George Woodbury, Jr.
- Dorothy Mulligan
- Tracy Fearnside and Joseph Margevicius

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**Hans Deutsch Society ($1,000–$4,999)**

- The Netherlands

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**Compass Club ($500–$999)**

- The Netherlands

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**Anonymous (3)**

- James Guinn and Eli Werby
- Mark and Maureen Freeman
- Alvin and Eileen Drutz

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**Anonymous (4)**

- James Guinn and Eli Werby
- Mark and Maureen Freeman
- Alvin and Eileen Drutz

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**Dr. Ay Bordes Society**

($5,000–$9,999)

- Nancy Anderson
- Renee and Nancy Benesich
- John and Johanna Boynton

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**Hans Deutsch Society ($1,000–$4,999)**

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**Anonymous (5)**

- Nancy Anderson
- David and Mary Cole
- Harriet Dossen
- Charles and Barbara Du Monde
- Martha Easter-Wells
- Patricia Flynn
- Peter Hendrick
- Holly Ken
- Harold Lischer
- Janet Meitchell and Jerry Cornwall
- Victoria and John Rizzi
- Clare Louise Smith
- Susan Wilhume and E. Joan Seacord
- Richard and Barbara Weiss
- Eriko Watanabe and Janis Berrett

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**Anonymous (6)**

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Our Deep Thanks to the UU Congregation at Shelter Rock

The UU Congregation at Shelter Rock in Manhasset, N.Y., has been funding UUSC's work on human rights and social justice for more than three decades.

We couldn't be more thankful that this generosity continued in fiscal year 2012. And we are excited to report that one project piloted by this generosity four years ago was finally realized when Governor Jerry Brown recently signed into law California bill A.B. 685, affirming the human right to water.

For their consistent investment in this work, UUSC extends heartfelt gratitude to our friends at the UU Congregation at Shelter Rock from the board, staff, and the many individuals around the world who are the beneficiaries of this outstanding support.
Designated Funds Established in FY12

The Arnold and Julia Bradburd Fund for the UU College of Social Justice and Other Support
The Carpenter Foundation Fund for the UU College of Social Justice
The Sarah (Sally) Connolly Fund for the UU College of Social Justice
The Martha Easter-Wells Fund for General Support
The Priscilla and David Gaines Fund for the UU College of Social Justice
The Hodos Family Fund for General Support
The Norma Lewis Memorial Fund for Economic Justice
The Eva and Thomas Marx Fund for Economic Justice and General Support
The Amy and Robert Rands Fund for the UU College of Social Justice
The Mike Shonsey Fund for General Support
The Betty and Hardy Sanders Fund for the UU College of Social Justice

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.

Lana Henson
First Unitarian Church of Oklahoma City
Oklahoma City, Okla.

Paul Konkoly and Molly Rossow
Second Unitarian Church
Chicago, Ill.

Evelyn Sheridan
First Unitarian Church of Oakland
Oakland, Calif.

Jack Stiefel
UU Fellowship of Vero Beach
Vero Beach, Fla.

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.

Meredith Medlin
First UU Church of Nashville
Nashville, Tenn.

Social Justice Congregation Award
Each year, UUSC recognizes an exemplary congregation for its efforts to advance human rights work.
Main Line Unitarian Church
Devon, Penn.
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.

Arkansas
Jonesboro
UU Fellowship of Jonesboro

Florida
Venice
UU Congregation of Venice

Wisconsin
Milwaukee
Unitarian Fellowship of Milwaukee

Beacon of Justice Banner Societies
Honors congregations in which 75–99 percent of the membership are UUSC members.

California
Auburn

Florida
Amado

Georgia
Atlanta

Idaho
Boise

Illinois
Alton

Indiana
Columbus

Iowa
Davenport

Kansas
Lawrence

Ohio
Akron

Pennsylvania
Allentown

Florida
Bradenton

Florida
Boca Raton

Massachusetts
Andover

New Mexico
Albuquerque

New Mexico
Santa Fe

Washington
Seattle

Chair of Justice Banner Societies
Honors congregations in which 25–49 percent of the membership are UUSC members.

Arkansas
Jonesboro

Florida
Fort Lauderdale

Wisconsin
Milwaukee

Dublin

California
Sacramento

Florida
Boca Raton

Massachusetts
Lawrence

New Mexico
Santa Fe

Wisconsin
Milwaukee

California
Los Angeles

Florida
Boca Raton

Massachusetts
Cambridge

New Mexico
Santa Fe

Washington
Seattle

Chair of Justice Banner Societies
Honors congregations in which 50–74 percent of the membership are UUSC members.

Arkansas
Jonesboro

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Tuscaloosa

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Financial Statements
For the year ended June 30, 2012
(with comparative totals for June 30, 2011)

Statement of financial position for the years ended June 30

Assets

<table>
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<th>2012</th>
<th>2011</th>
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</thead>
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<td>Cash and equivalents</td>
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<td>Accounts and interest receivable</td>
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</tr>
<tr>
<td>Pledges receivable, net</td>
<td>2,775,114</td>
</tr>
<tr>
<td>Prepaid expenses and other assets</td>
<td>123,646</td>
</tr>
<tr>
<td>Cash — escrow</td>
<td>78,644</td>
</tr>
<tr>
<td>Property and equipment, net</td>
<td>5,522,284</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>23,051,782</strong></td>
</tr>
</tbody>
</table>

Liabilities

<table>
<thead>
<tr>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>459,455</td>
</tr>
<tr>
<td>Accrued compensation</td>
<td>222,705</td>
</tr>
<tr>
<td>Pooled income deferred revenue</td>
<td>182,583</td>
</tr>
<tr>
<td>Bond payable</td>
<td>3,093,658</td>
</tr>
<tr>
<td>Donor advance — promissory notes</td>
<td>375,000</td>
</tr>
<tr>
<td>Planned giving obligations:</td>
<td></td>
</tr>
<tr>
<td>Gift annuities</td>
<td>1,264,664</td>
</tr>
<tr>
<td>Trust agreements</td>
<td>69,596</td>
</tr>
<tr>
<td>Pooled income</td>
<td>3,818</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>2,807,093</strong></td>
</tr>
</tbody>
</table>

**Net Assets**

<table>
<thead>
<tr>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted</td>
<td>8,893,295</td>
</tr>
<tr>
<td>Temporarily restricted</td>
<td>4,865,122</td>
</tr>
<tr>
<td>Permanently restricted</td>
<td>3,621,886</td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
<td><strong>17,380,303</strong></td>
</tr>
</tbody>
</table>

Statement of activities
for the years ended June 30

<table>
<thead>
<tr>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public support and revenue</td>
<td></td>
</tr>
<tr>
<td>Unrestricted</td>
<td>5,422,934</td>
</tr>
<tr>
<td>Temporarily restricted</td>
<td>2,248,723</td>
</tr>
<tr>
<td>Permanently restricted</td>
<td>550</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>7,672,207</strong></td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td></td>
</tr>
<tr>
<td>Unrestricted</td>
<td>1,887,815</td>
</tr>
<tr>
<td>Temporarily restricted</td>
<td>(1,887,815)</td>
</tr>
<tr>
<td><strong>Total public support and revenue and net assets released from restriction</strong></td>
<td><strong>7,310,749</strong></td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
</tr>
<tr>
<td>Program services</td>
<td>6,293,116</td>
</tr>
<tr>
<td>Fundraising</td>
<td>664,050</td>
</tr>
<tr>
<td>Management</td>
<td>270,174</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td><strong>7,227,340</strong></td>
</tr>
<tr>
<td>Income/(loss) from operations (a)</td>
<td>83,409</td>
</tr>
<tr>
<td>Net nonoperating activities (b)</td>
<td>(867,651)</td>
</tr>
<tr>
<td><strong>Net assets</strong></td>
<td>(784,242)</td>
</tr>
</tbody>
</table>

End of year

<table>
<thead>
<tr>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted</td>
<td>8,893,295</td>
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</tbody>
</table>
UUSC is blessed to have incredibly loyal and passionate supporters who care about our country and the world, and who take action to make a difference. But because of giving to political campaigns this year, we’ve seen a downward trend in some areas of giving. We need your support now more than ever. Please go online and make a gift today at uusc.org. Or contact Maxine Neil, UUSC’s director of institutional advancement, to discuss other ways of giving; you may reach her directly at 617-301-4313 or by e-mail at mneil@uusc.org.

UUSC Needs You More Than Ever

UUSC fulfills its mission in three principal ways: through our partnerships with other human rights advocates around the world; through our pursuit of policy changes in the United States and internationally; and through mobilization of our members. Each of our four principal program areas — environmental justice, economic justice, civil liberties, and rights in humanitarian crises — employ all three strategies in an integrated fashion. The UU College of Social Justice, a new collaboration of UUSC and the Unitarian Universalist Association, is focused on providing opportunities to make a direct difference in the world through service learning.

UUSC makes grants to partners but we are not fundamentally a grant-making organization; we are an activist organization, and grants are one element of our tactics. Our eye-to-eye partnerships entail far more than the transfer of money; they include training, educating, building local and national networks, and organizing for social change. UUSC and our partners are co-strategists in designing ways to build a better world.

Total expenses $7,227 (in thousands)

<table>
<thead>
<tr>
<th>Program Area</th>
<th>Amount (in thousands)</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Environmental Justice</td>
<td>$1,359</td>
<td>22%</td>
</tr>
<tr>
<td>Economic Justice</td>
<td>$961</td>
<td>15%</td>
</tr>
<tr>
<td>Civil Liberties</td>
<td>$844</td>
<td>13%</td>
</tr>
<tr>
<td>Rights in Humanitarian Crises</td>
<td>$1,408</td>
<td>22%</td>
</tr>
<tr>
<td>UU College of Social Justice</td>
<td>$478</td>
<td>8%</td>
</tr>
<tr>
<td>Partner Grants</td>
<td>$565</td>
<td>9%</td>
</tr>
<tr>
<td>Relief Grants</td>
<td>$678</td>
<td>11%</td>
</tr>
<tr>
<td>Management</td>
<td>$70</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$7,227</strong></td>
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Average expenses $7,227 (in thousands)

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Allocation of program services $6,293 (in thousands)

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<td>$70</td>
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</tr>
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<td><strong>100%</strong></td>
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What says engagement more than hands-on service learning with grassroots human rights organizations around the world? The Unitarian Universalist College of Social Justice (UUCSJ) — a collaboration of UUSC and the Unitarian Universalist Association that successfully launched this past year — offers that and more!

As Kathleen McTigue, UUCSJ’s new director, puts it, “I think the greatest service that we can offer people is creating clear pathways for them to put their values to work.” UUCSJ provides experiences grounded in UU theology and practice, and designed to support participants in sustained involvement with global justice issues.

Last year, program participants on five separate trips to Haiti worked with the Papaye Peasant Movement (MPP) to help construct — and complete! — the 10 homes of the first eco-village. People dug ditches, hauled rocks, poured cement, learned about the history of Haiti and the innovative work of MPP, and made meaningful connections with MPP members. And they came back home invigorated and ready to move justice forward not only for Haiti but also for their own local communities.

Under McTigue’s leadership, UUCSJ is embarking on an exciting new year. UUCSJ is moving forward with a vision of deepening and broadening service-learning offerings, increasing opportunities for justice education, and tailoring more experiences for youth and young adults. As it proceeds, UUCSJ is fueled by the power of faith to inform justice work and make it sustainable. “It grounds people in community, helps us remember that we are connected to something vaster than our own small efforts, and offers a greater possibility of keeping us humble and keeping things in perspective,” McTigue says.

Curious about UUCSJ, service learning, and justice education? To learn more and register for upcoming programs — including trips to New Orleans, the U.S.-Mexico border, Haiti, and more — visit uucsj.org.
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Rev. Brock Leach Vice President for Mission, Strategy, and Innovation
Quang Nguyen Director of Human Resources
Adelaide Vonleh Human Resources Assistant
Bobbi Woodward Executive Assistant

UU College of Social Justice
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Evan Seitz Senior Associate for Service-Learning Programs

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Jessica Atcheson Writer/Editor
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Eric Grignol Marketing and Multimedia Manager
Reid Haiti Production Coordinator and Graphic Designer
Shelby Meyerhoff Senior Associate for Online Advocacy
Steven Nutter Associate Director of Communications for IT & Online Services
Mark Simon Senior Associate for Web Administration

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Ethan Adams Facility and Operations Manager
Carol Cahalane Associate Director of Finance
Jean Marc Tchazou Staff Accountant
Shari Yeaton Operations Associate
Mohamed Zine abidine Senior Accountant

Institutional Advancement
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Laurie Brunner Prospect Research Assistant
Rita Butterfield Senior Associate for Major Gifts West Coast
Susan Mosher Associate for Donor Services
Cassandra Ryan Senior Advisor for Major Gifts
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Lauralyn Smith Senior Associate for Member Development

Programs, Advocacy, and Action
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Anna Bartlett Associate for Civil Liberties
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Wendy Flick Haiti Emergency Response Manager
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Kara Smith Associate for Grassroots Mobilization
Martha Thompson Program Manager for Rights in Humanitarian Crises

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