

Form **990**Department of the Treasury
Internal Revenue Service**Return of Organization Exempt From Income Tax**

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public.

Information about Form 990 and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2016Open to Public
Inspection**A** For the 2016 calendar year, or tax year beginning **JUL 1, 2016** and ending **JUN 30, 2017****B** Check if applicable:

- ☐ Address change
☐ Name change
☐ Initial return
☐ Final return/terminated
☐ Amended return
☐ Application pending

C Name of organization**Unitarian Universalist Service
Committee Inc**

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) Room/suite

689 Massachusetts Avenue

City or town, state or province, country, and ZIP or foreign postal code

Cambridge, MA 02139**F** Name and address of principal officer: **Lyssa Jenkins**

same as C above

D Employer identification number**04-6186012****E** Telephone number**(617)-868-6600****G** Gross receipts \$ **9,690,361.****H(a)** Is this a group returnfor subordinates? ☐ Yes ☒ No**H(b)** Are all subordinates included? ☐ Yes ☐ No

If "No," attach a list. (see instructions)

H(c) Group exemption number**I** Tax-exempt status: ☒ 501(c)(3) ☐ 501(c) () (insert no.) ☐ 4947(a)(1) or ☐ 527**J** Website: **www.uusc.org****K** Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other**L** Year of formation: **1948** **M** State of legal domicile: **MA****Part I Summary**

| | | | |
|---|---|--------------------|--------------------|
| Activities & Governance | 1 Briefly describe the organization's mission or most significant activities: See Schedule O | | |
| | 2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets. | | |
| | 3 Number of voting members of the governing body (Part VI, line 1a) | 14 | |
| | 4 Number of independent voting members of the governing body (Part VI, line 1b) | 14 | |
| | 5 Total number of individuals employed in calendar year 2016 (Part V, line 2a) | 53 | |
| | 6 Total number of volunteers (estimate if necessary) | 2000 | |
| | 7a Total unrelated business revenue from Part VIII, column (C), line 12 | 20,116. | |
| 7b Net unrelated business taxable income from Form 990-T, line 34 | 9,366. | | |
| Revenue | 8 Contributions and grants (Part VIII, line 1h) | 8,141,734. | 7,674,074. |
| | 9 Program service revenue (Part VIII, line 2g) | 125,816. | 209,468. |
| | 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) | 464,147. | 862,690. |
| | 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) | 111,745. | 98,609. |
| | 12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) | 8,843,442. | 8,844,841. |
| | 13 Grants and similar amounts paid (Part IX, column (A), lines 1-3) | 2,246,800. | 1,648,615. |
| | 14 Benefits paid to or for members (Part IX, column (A), line 4) | 0. | 0. |
| | 15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) | 4,496,287. | 4,859,679. |
| | 16a Professional fundraising fees (Part IX, column (A), line 11e) | 156,852. | 122,160. |
| | 17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) | 2,996,633. | 2,904,045. |
| Expenses | 18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) | 9,896,572. | 9,534,499. |
| | 19 Revenue less expenses. Subtract line 18 from line 12 | -1,053,130. | -689,658. |
| | 20 Total assets (Part X, line 16) | 30,411,607. | 30,115,350. |
| | 21 Total liabilities (Part X, line 26) | 4,691,791. | 4,434,453. |
| Net Assets or Fund Balances | 22 Net assets or fund balances. Subtract line 21 from line 20 | 25,719,816. | 25,680,897. |

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here **Mack Davidson** Signature of officer Date **14 Nov 2017**

Mack Davidson, Chief Administration Officer
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name **Brenda L. Booth** Preparer's signature **11/09/17** Date **11/09/17** Check if self-employed ☐ PTIN **P01342395**

Firm's name **CBIZ Tofias** Firm's EIN **26-3753134**

Firm's address **500 Boylston Street** Phone no. **617-761-0600**
Boston, MA 02116

May the IRS discuss this return with the preparer shown above? (see instructions) ☒ Yes ☐ No

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Part III Statement of Program Service AccomplishmentsCheck if Schedule O contains a response or note to any line in this Part III ☒ **X**

- 1 Briefly describe the organization's 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.
- 2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No
 If "Yes," describe these new services on Schedule O.
- 3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No
 If "Yes," describe these changes on Schedule O.
- 4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.
- 4a (Code:) (Expenses \$ 4,479,357. including grants of \$ 1,141,287.) (Revenue \$ 84,802.)
Human Rights Programs - I. Rights At Risk: See Schedule O.
- 4b (Code:) (Expenses \$ 1,334,285. including grants of \$ 257,553.) (Revenue \$ 32,731.)
Human Rights Programs - II. Environmental Justice: See Schedule O.
- 4c (Code:) (Expenses \$ 1,179,412. including grants of \$ 227,658.) (Revenue \$ 31,243.)
Human Rights Programs - III. Economic Justice: See Schedule O.
- 4d Other program services (Describe in Schedule O.)
 (Expenses \$ 863,288. including grants of \$ 22,117.) (Revenue \$ 125,835.)
- 4e Total program service expenses 7,856,342.

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Part IV Checklist of Required Schedules

| | Yes | No |
|--|--------------|----|
| 1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A | 1 X | |
| 2 Is the organization required to complete Schedule B, Schedule of Contributors? | 2 X | |
| 3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I | 3 | X |
| 4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II | 4 X | |
| 5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III | 5 | X |
| 6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I | 6 | X |
| 7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II | 7 | X |
| 8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III | 8 | X |
| 9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV | 9 | X |
| 10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V | 10 X | |
| 11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable. | | |
| a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI | 11a X | |
| b Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII | 11b X | |
| c Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII | 11c | X |
| d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX | 11d | X |
| e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X | 11e X | |
| f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X | 11f X | |
| 12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII | 12a X | |
| b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional | 12b | X |
| 13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E | 13 | X |
| 14a Did the organization maintain an office, employees, or agents outside of the United States? | 14a | X |
| b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV | 14b X | |
| 15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV | 15 X | |
| 16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV | 16 | X |
| 17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I | 17 X | |
| 18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II | 18 | X |
| 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III | 19 | X |

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Part IV Checklist of Required Schedules (continued)

| | Yes | No |
|--|-----|----|
| 20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i> | | X |
| b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? | | |
| 21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i> | X | |
| 22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i> | | X |
| 23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i> | X | |
| 24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i> | X | |
| b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? | | X |
| c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? | | X |
| d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? | | X |
| 25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i> | | X |
| b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i> | | X |
| 26 Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i> | | X |
| 27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i> | | X |
| 28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions): | | |
| a A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i> | | X |
| b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i> | X | |
| c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i> | | X |
| 29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i> | X | |
| 30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i> | | X |
| 31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> | | X |
| 32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i> | | X |
| 33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i> | | X |
| 34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i> | X | |
| 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? | X | |
| b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i> | | |
| 36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i> | | X |
| 37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i> | | X |
| 38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? | X | |

Note. All Form 990 filers are required to complete Schedule O

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Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V ☐

| | | Yes | No |
|--|--------------|-------------|--------------|
| 1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable | 1a 42 | | |
| b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable | 1b 0 | | |
| c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? | | 1c X | |
| 2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return | 2a 53 | | |
| b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions) | | 2b X | |
| 3a Did the organization have unrelated business gross income of \$1,000 or more during the year? | | 3a X | |
| b If "Yes," has it filed a Form 990-T for this year? If "No," to line 3b, provide an explanation in Schedule O | | 3b X | |
| 4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? | | | 4a X |
| b If "Yes," enter the name of the foreign country: _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR). | | | |
| 5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? | | | 5a X |
| b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? | | | 5b X |
| c If "Yes," to line 5a or 5b, did the organization file Form 8886-T? | | | |
| 6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? | | | 6a X |
| b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? | | | |
| 7 Organizations that may receive deductible contributions under section 170(c). | | | |
| a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? | | | 7a X |
| b If "Yes," did the organization notify the donor of the value of the goods or services provided? | | | |
| c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? | | | 7c X |
| d If "Yes," indicate the number of Forms 8282 filed during the year | 7d | | |
| e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? | | | |
| f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? | | | 7f X |
| g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? | | | 7g X |
| h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? | | | |
| 8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? | | | |
| 9 Sponsoring organizations maintaining donor advised funds. | | | |
| a Did the sponsoring organization make any taxable distributions under section 4966? | | | |
| b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? | | | |
| 10 Section 501(c)(7) organizations. Enter: | | | |
| a Initiation fees and capital contributions included on Part VIII, line 12 | 10a | | |
| b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities | 10b | | |
| 11 Section 501(c)(12) organizations. Enter: | | | |
| a Gross income from members or shareholders | 11a | | |
| b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.) | 11b | | |
| 12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? | | | |
| b If "Yes," enter the amount of tax-exempt interest received or accrued during the year | 12b | | |
| 13 Section 501(c)(29) qualified nonprofit health insurance issuers. | | | |
| a Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O. | | | |
| b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans | 13b | | |
| c Enter the amount of reserves on hand | 13c | | |
| 14a Did the organization receive any payments for indoor tanning services during the tax year? | | | 14a X |
| b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O | | | |

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Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI ☒

Section A. Governing Body and Management

| | | | Yes | No |
|---|-----------|-----------|----------|----------|
| 1a Enter the number of voting members of the governing body at the end of the tax year | 1a | 14 | | |
| If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O. | | | | |
| b Enter the number of voting members included in line 1a, above, who are independent | 1b | 14 | | |
| 2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? | 2 | | | X |
| 3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person? | 3 | | | X |
| 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? | 4 | | | X |
| 5 Did the organization become aware during the year of a significant diversion of the organization's assets? | 5 | | | X |
| 6 Did the organization have members or stockholders? | 6 | | | X |
| 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? | 7a | | | X |
| b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? | 7b | | | X |
| 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: | | | | |
| a The governing body? | 8a | | X | |
| b Each committee with authority to act on behalf of the governing body? | 8b | | X | |
| 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O | 9 | | | X |

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

| | | | Yes | No |
|---|------------|--|----------|----------|
| 10a Did the organization have local chapters, branches, or affiliates? | 10a | | | X |
| b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? | 10b | | | |
| 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? | 11a | | X | |
| b Describe in Schedule O the process, if any, used by the organization to review this Form 990. | | | | |
| 12a Did the organization have a written conflict of interest policy? If "No," go to line 13 | 12a | | X | |
| b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? | 12b | | X | |
| c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done | 12c | | X | |
| 13 Did the organization have a written whistleblower policy? | 13 | | X | |
| 14 Did the organization have a written document retention and destruction policy? | 14 | | X | |
| 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? | | | | |
| a The organization's CEO, Executive Director, or top management official | 15a | | X | |
| b Other officers or key employees of the organization | 15b | | X | |
| If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions). | | | | |
| 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? | 16a | | | X |
| b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements? | 16b | | | |

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ► CA, CO, CT, DC, FL, GA, HI, IL, IN, KS, KY, LA

18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
☒ Own website ☐ Another's website ☒ Upon request ☐ Other (explain in Schedule O)

19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records: ►
Carol Cahalane - (617) 301-4331
UUSC, 689 Massachusetts Avenue, Cambridge, MA 02139

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Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII ☐

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former** directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

☐ Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

| (A) Name and Title | (B) Average hours per week (list any hours for related organizations below line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W-2/1099-MISC) | (E) Reportable compensation from related organizations (W-2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
|--|---|--|-----------------------|---------|--------------|------------------------------|--------|--|---|---|
| | | Individual trustee or director | Institutional trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| (1) Martha Easter-Wells Chair | 1.00 | X | | X | | | | 0. | 0. | 0. |
| (2) Brock Leach Vice-Chair | 1.00 | X | | X | | | | 0. | 0. | 0. |
| (3) Danah Fisher Secretary | 1.00 | X | | X | | | | 0. | 0. | 0. |
| (4) Todd Hess Treasurer | 1.00 | X | | X | | | | 0. | 0. | 0. |
| (5) Ebe Emmons Board Member | 1.00 | X | | | | | | 0. | 0. | 0. |
| (6) Peter Fenn Board Member | 1.00 | X | | | | | | 0. | 0. | 0. |
| (7) Karen Kell Hartman Board Member | 1.00 | X | | | | | | 0. | 0. | 0. |
| (8) Nathan Alan Hollister Board Member | 1.00 | X | | | | | | 0. | 0. | 0. |
| (9) Lyssa Jenkins Board Member | 1.00 | X | | | | | | 0. | 0. | 0. |
| (10) Hope Johnson Board Member | 1.00 | X | | | | | | 0. | 0. | 0. |
| (11) Ramanujachary Kumanduri Board Member | 1.00 | X | | | | | | 0. | 0. | 0. |
| (12) Zaynab Nawaz Board Member | 1.00 | X | | | | | | 0. | 0. | 0. |
| (13) Lachonne Walton Board Member | 1.00 | X | | | | | | 0. | 0. | 0. |
| (14) Ned Wight Board Member | 1.00 | X | | | | | | 0. | 0. | 0. |
| (15) Thomas H Andrews President & CEO | 40.00 | | | X | | | | 146,320. | 0. | 13,710. |
| (16) Constance Kane VP & COO | 35.00 | | | X | | | | 240,487. | 0. | 33,398. |
| (17) Rachel Freed VP & CPO | 35.00 | | | X | | | | 154,861. | 0. | 12,897. |

**Unitarian Universalist Service
Committee Inc**

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Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

| (A) Name and title | (B) Average hours per week (list any hours for related organizations below line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W-2/1099-MISC) | (E) Reportable compensation from related organizations (W-2/1099-MISC) | (F) Estimated amount of other compensation from the organization and related organizations |
|--|---|---|-----------------------|---------|--------------|------------------------------|--------|--|---|---|
| | | Individual trustee or director | Institutional trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| (18) Mack Davidson VP & CFO | 35.00 | | | X | | | | 153,828. | 0. | 8,355. |
| (19) Cassandra Ryan VP & CDO | 35.00 | | | X | | | | 142,590. | 0. | 39,998. |
| (20) Kathleen McTigue Director of UUUSJ | 35.00 | | | | | X | | 131,236. | 0. | 38,405. |
| (21) Paul Twitchell, Jr. Director of Communications | 35.00 | | | | | X | | 190,880. | 0. | 17,402. |
| (22) Quang Nguyen Director of Human Resource | 35.00 | | | | | X | | 125,285. | 0. | 20,107. |
| (23) Pamela Sparr Ass. Dir. For Justice Building | 35.00 | | | | | X | | 107,655. | 0. | 18,414. |
| (24) Carol Cahalane Dir. of Finance | 35.00 | | | | | | X | 116,507. | 0. | 10,820. |
| (25) Maxine Neil Former VP & CDO | 35.00 | | | | | | X | 105,335. | 0. | 2,436. |
| (26) William Schulz Former President/Pres Emeritus | 30.00 | | | | | | X | 217,325. | 0. | 38,617. |
| 1b Sub-total | | | | | | | | 1,832,309. | 0. | 254,559. |
| c Total from continuation sheets to Part VII, Section A | | | | | | | | 0. | 0. | 0. |
| d Total (add lines 1b and 1c) | | | | | | | | 1,832,309. | 0. | 254,559. |

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **12**

| | Yes | No |
|---|----------|----------|
| 3 Did the organization list any former officer, director, or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual | X | |
| 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual | X | |
| 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person | | X |

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

| (A) Name and business address | (B) Description of services | (C) Compensation |
|---|--------------------------------|---------------------|
| M&R Strategic Services, 1901 L St. NW, Suite 800, Washington, DC 20036 | Public Relations Consulting | 186,850. |
| Danielle Fuller-Wimbush 44 Taft St, Medford, MA 02155 | Program Consulting | 107,775. |
| | | |
| | | |
| | | |

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **2**

Form **990** (2016)

**Unitarian Universalist Service
Committee Inc**

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Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII ☐

| | | | (A) Total revenue | (B) Related or exempt function revenue | (C) Unrelated business revenue | (D) Revenue excluded from tax under sections 512-514 |
|---|--|---|----------------------|---|---|--|
| Contributions, Gifts, Grants and Other Similar Amounts | 1 a Federated campaigns | 1a 46,975. | | | | |
| | b Membership dues | 1b | | | | |
| | c Fundraising events | 1c | | | | |
| | d Related organizations | 1d | | | | |
| | e Government grants (contributions) | 1e | | | | |
| | f All other contributions, gifts, grants, and similar amounts not included above | 1f 7,627,099. | | | | |
| | g Noncash contributions included in lines 1a-1f: \$ | 464,817. | | | | |
| | h Total. Add lines 1a-1f | | 7,674,074. | | | |
| Program Service Revenue | Business Code | | | | | |
| | 2 a Participant Fees Learning Trips | 624200 | 209,468. | 209,468. | | |
| | b | | | | | |
| | c | | | | | |
| | d | | | | | |
| | e | | | | | |
| | f All other program service revenue | | | | | |
| | g Total. Add lines 2a-2f | | 209,468. | | | |
| Other Revenue | 3 Investment income (including dividends, interest, and other similar amounts) | | 290,274. | | | 290,274. |
| | 4 Income from investment of tax-exempt bond proceeds | | | | | |
| | 5 Royalties | | | | | |
| | | (i) Real (ii) Personal | | | | |
| | 6 a Gross rents | 409,105. | | | | |
| | b Less: rental expenses | 347,210. | | | | |
| | c Rental income or (loss) | 61,895. | | | | |
| | d Net rental income or (loss) | | 61,895. | 28,429. | 20,116. | 13,350. |
| | 7 a Gross amount from sales of assets other than inventory | (i) Securities (ii) Other 1,014,602. | | | | |
| | b Less: cost or other basis and sales expenses | 442,186. | | | | |
| | c Gain or (loss) | 572,416. | | | | |
| | d Net gain or (loss) | | 572,416. | | | 572,416. |
| | 8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18 | a | | | | |
| | b Less: direct expenses | b | | | | |
| | c Net income or (loss) from fundraising events | | | | | |
| | 9 a Gross income from gaming activities. See Part IV, line 19 | a | | | | |
| | b Less: direct expenses | b | | | | |
| | c Net income or (loss) from gaming activities | | | | | |
| | 10 a Gross sales of inventory, less returns and allowances | a 92,575. | | | | |
| | b Less: cost of goods sold | b 56,124. | | | | |
| c Net income or (loss) from sales of inventory | | 36,451. | 36,451. | | | |
| Miscellaneous Revenue | | Business Code | | | | |
| 11 a Miscellaneous Revenue | 900099 | 263. | 263. | | | |
| b | | | | | | |
| c | | | | | | |
| d All other revenue | | | | | | |
| e Total. Add lines 11a-11d | | 263. | | | | |
| 12 Total revenue. See instructions. | | 8,844,841. | 274,611. | 20,116. | 876,040. | |

**Unitarian Universalist Service
Committee Inc**

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Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX ☐

| Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII. | (A) Total expenses | (B) Program service expenses | (C) Management and general expenses | (D) Fundraising expenses |
|--|-----------------------|---------------------------------|--|-----------------------------|
| 1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ... | 533,510. | 533,510. | | |
| 2 Grants and other assistance to domestic individuals. See Part IV, line 22 | | | | |
| 3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 | 1,115,105. | 1,115,105. | | |
| 4 Benefits paid to or for members | | | | |
| 5 Compensation of current officers, directors, trustees, and key employees | 946,444. | 685,244. | 208,957. | 52,243. |
| 6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) | | | | |
| 7 Other salaries and wages | 2,870,574. | 2,402,072. | 371,673. | 96,829. |
| 8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) | 192,924. | 161,642. | 24,764. | 6,518. |
| 9 Other employee benefits | 594,552. | 498,146. | 76,318. | 20,088. |
| 10 Payroll taxes | 255,185. | 214,355. | 33,174. | 7,656. |
| 11 Fees for services (non-employees): | | | | |
| a Management | | | | |
| b Legal | 12,000. | | 12,000. | |
| c Accounting | 49,750. | | 49,750. | |
| d Lobbying | 91,589. | 91,589. | | |
| e Professional fundraising services. See Part IV, line 17 | 122,160. | | | 122,160. |
| f Investment management fees | | | | |
| g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.) | 719,780. | 625,206. | | 94,574. |
| 12 Advertising and promotion | 49,248. | 49,248. | | |
| 13 Office expenses | | | | |
| 14 Information technology | 6,201. | 5,771. | 430. | |
| 15 Royalties | | | | |
| 16 Occupancy | 135,462. | 99,845. | 14,231. | 21,386. |
| 17 Travel | 569,369. | 399,926. | 3,423. | 166,020. |
| 18 Payments of travel or entertainment expenses for any federal, state, or local public officials | | | | |
| 19 Conferences, conventions, and meetings | | | | |
| 20 Interest | 66,759. | 48,324. | 9,559. | 8,876. |
| 21 Payments to affiliates | | | | |
| 22 Depreciation, depletion, and amortization | 223,142. | 160,567. | 32,446. | 30,129. |
| 23 Insurance | 57,736. | 49,186. | 822. | 7,728. |
| 24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.) | | | | |
| a <u>Postage & Shipping</u> | 324,538. | 276,089. | 680. | 47,769. |
| b <u>Printing & Publications</u> | 313,797. | 273,330. | 1,766. | 38,701. |
| c <u>Equipment Rental and Ma</u> | 24,486. | 13,564. | 2,056. | 8,866. |
| d <u>Telephone</u> | 24,145. | 13,123. | 3,806. | 7,216. |
| e All other expenses | 236,043. | 140,500. | 52,730. | 42,813. |
| 25 Total functional expenses. Add lines 1 through 24e | 9,534,499. | 7,856,342. | 898,585. | 779,572. |
| 26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. | | | | |

Check here ☒ if following SOP 98-2 (ASC 958-720)

**Unitarian Universalist Service
Committee Inc**

Form 990 (2016)

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Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X ☐

| | | (A) Beginning of year | | (B) End of year |
|--|---|--------------------------|-------------|--------------------|
| Assets | 1 Cash - non-interest-bearing | 1,065,445. | 1 | 1,464,189. |
| | 2 Savings and temporary cash investments | 5,075,683. | 2 | 5,258,715. |
| | 3 Pledges and grants receivable, net | 4,247,583. | 3 | 2,791,831. |
| | 4 Accounts receivable, net | 305,745. | 4 | 201,486. |
| | 5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L | | 5 | |
| | 6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instr). Complete Part II of Sch L | | 6 | |
| | 7 Notes and loans receivable, net | 266,623. | 7 | 157,605. |
| | 8 Inventories for sale or use | | 8 | |
| | 9 Prepaid expenses and deferred charges | 213,780. | 9 | 235,325. |
| | 10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D | 8,286,403. | | |
| | b Less: accumulated depreciation | 2,436,407. | | |
| | 11 Investments - publicly traded securities | 8,697,534. | 11 | 9,660,576. |
| | 12 Investments - other securities. See Part IV, line 11 | 4,593,170. | 12 | 4,376,287. |
| | 13 Investments - program-related. See Part IV, line 11 | | 13 | |
| | 14 Intangible assets | | 14 | |
| | 15 Other assets. See Part IV, line 11 | 119,218. | 15 | 119,340. |
| 16 Total assets. Add lines 1 through 15 (must equal line 34) | 30,411,607. | 16 | 30,115,350. | |
| Liabilities | 17 Accounts payable and accrued expenses | 993,985. | 17 | 867,473. |
| | 18 Grants payable | | 18 | |
| | 19 Deferred revenue | | 19 | |
| | 20 Tax-exempt bond liabilities | 2,760,313. | 20 | 2,669,424. |
| | 21 Escrow or custodial account liability. Complete Part IV of Schedule D | | 21 | |
| | 22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L | | 22 | |
| | 23 Secured mortgages and notes payable to unrelated third parties | | 23 | |
| | 24 Unsecured notes and loans payable to unrelated third parties | 125,000. | 24 | 125,000. |
| | 25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D | 812,493. | 25 | 772,556. |
| | 26 Total liabilities. Add lines 17 through 25 | 4,691,791. | 26 | 4,434,453. |
| Net Assets or Fund Balances | Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34. | | | |
| | 27 Unrestricted net assets | 12,754,130. | 27 | 13,683,840. |
| | 28 Temporarily restricted net assets | 7,931,561. | 28 | 6,936,923. |
| | 29 Permanently restricted net assets | 5,034,125. | 29 | 5,060,134. |
| | Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34. | | | |
| | 30 Capital stock or trust principal, or current funds | | 30 | |
| | 31 Paid-in or capital surplus, or land, building, or equipment fund | | 31 | |
| | 32 Retained earnings, endowment, accumulated income, or other funds | | 32 | |
| | 33 Total net assets or fund balances | 25,719,816. | 33 | 25,680,897. |
| | 34 Total liabilities and net assets/fund balances | 30,411,607. | 34 | 30,115,350. |

Form 990 (2016)

**Unitarian Universalist Service
Committee Inc**

Form 990 (2016)

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Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI ☒

| | | | |
|-----------|--|-----------|-------------|
| 1 | Total revenue (must equal Part VIII, column (A), line 12) | 1 | 8,844,841. |
| 2 | Total expenses (must equal Part IX, column (A), line 25) | 2 | 9,534,499. |
| 3 | Revenue less expenses. Subtract line 2 from line 1 | 3 | -689,658. |
| 4 | Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) | 4 | 25,719,816. |
| 5 | Net unrealized gains (losses) on investments | 5 | 749,189. |
| 6 | Donated services and use of facilities | 6 | |
| 7 | Investment expenses | 7 | |
| 8 | Prior period adjustments | 8 | |
| 9 | Other changes in net assets or fund balances (explain in Schedule O) | 9 | -98,450. |
| 10 | Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B)) | 10 | 25,680,897. |

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII ☐

| | Yes | No |
|---|-----------|----------|
| 1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O. | | |
| 2a Were the organization's financial statements compiled or reviewed by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis | 2a | X |
| b Were the organization's financial statements audited by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis | 2b | X |
| c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? _____ If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O. | 2c | X |
| 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133? _____ | 3a | X |
| b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits _____ | 3b | |

Form **990** (2016)

Department of the Treasury
Internal Revenue Service

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ **Attach to Form 990 or Form 990-EZ.**

► Information about Schedule A (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2016

Open to Public Inspection

| | |
|--------------------------|--|
| Name of the organization | Unitarian Universalist Service Committee Inc |
|--------------------------|--|

Employer identification number
04-6186012

| | |
|---------------|--|
| Part I | Reason for Public Charity Status (All organizations must complete this part.) See instructions. |
|---------------|--|

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990 or 990-EZ).)
- 3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state: _____
- 5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 ☒ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8 ☐ A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9 ☐ An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
- 10 ☐ An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations _____
 - g Provide the following information about the supported organization(s). _____

[illegible]

Unitarian Universalist Service

Schedule A (Form 990 or 990-EZ) 2016 Committee Inc

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Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

| Calendar year (or fiscal year beginning in) ► | (a) 2012 | (b) 2013 | (c) 2014 | (d) 2015 | (e) 2016 | (f) Total |
|--|----------|-----------|-----------|----------|----------|-----------|
| 1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") | 7167089. | 11648469. | 10459122. | 8141734. | 7674074. | 45090488. |
| 2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf | | | | | | |
| 3 The value of services or facilities furnished by a governmental unit to the organization without charge | | | | | | |
| 4 Total. Add lines 1 through 3 | 7167089. | 11648469. | 10459122. | 8141734. | 7674074. | 45090488. |
| 5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) | | | | | | 4322647. |
| 6 Public support. Subtract line 5 from line 4. | | | | | | 40767841. |

Section B. Total Support

| Calendar year (or fiscal year beginning in) ► | (a) 2012 | (b) 2013 | (c) 2014 | (d) 2015 | (e) 2016 | (f) Total |
|--|----------|-----------|-----------|----------|----------|--------------------------|
| 7 Amounts from line 4 | 7167089. | 11648469. | 10459122. | 8141734. | 7674074. | 45090488. |
| 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources | 207,139. | 247,583. | 220,047. | 257,222. | 303,624. | 1235615. |
| 9 Net income from unrelated business activities, whether or not the business is regularly carried on | 49,458. | 22,854. | 33,184. | 18,501. | 20,116. | 144,113. |
| 10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) | | | | | | |
| 11 Total support. Add lines 7 through 10 | | | | | | 46470216. |
| 12 Gross receipts from related activities, etc. (see instructions) | | | | | 12 | 1,172,145. |
| 13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here | | | | | | <input type="checkbox"/> |

Section C. Computation of Public Support Percentage

| | | | |
|---|-----------|-------|-------------------------------------|
| 14 Public support percentage for 2016 (line 6, column (f) divided by line 11, column (f)) | 14 | 87.73 | % |
| 15 Public support percentage from 2015 Schedule A, Part II, line 14 | 15 | 85.84 | % |
| 16a 33 1/3% support test - 2016. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization | | | <input checked="" type="checkbox"/> |
| b 33 1/3% support test - 2015. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization | | | <input type="checkbox"/> |
| 17a 10% -facts-and-circumstances test - 2016. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization | | | <input type="checkbox"/> |
| b 10% -facts-and-circumstances test - 2015. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization | | | <input type="checkbox"/> |
| 18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions | | | <input type="checkbox"/> |

Schedule A (Form 990 or 990-EZ) 2016

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

| Calendar year (or fiscal year beginning in) ► | (a) 2012 | (b) 2013 | (c) 2014 | (d) 2015 | (e) 2016 | (f) Total |
|---|----------|----------|----------|----------|----------|-----------|
| 1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") | | | | | | |
| 2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose | | | | | | |
| 3 Gross receipts from activities that are not an unrelated trade or business under section 513 | | | | | | |
| 4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf | | | | | | |
| 5 The value of services or facilities furnished by a governmental unit to the organization without charge ... | | | | | | |
| 6 Total. Add lines 1 through 5 | | | | | | |
| 7a Amounts included on lines 1, 2, and 3 received from disqualified persons | | | | | | |
| b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year | | | | | | |
| c Add lines 7a and 7b | | | | | | |
| 8 Public support. (Subtract line 7c from line 6.) | | | | | | |

Section B. Total Support

| Calendar year (or fiscal year beginning in) ► | (a) 2012 | (b) 2013 | (c) 2014 | (d) 2015 | (e) 2016 | (f) Total |
|--|----------|----------|----------|----------|----------|--------------------------|
| 9 Amounts from line 6 | | | | | | |
| 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources ... | | | | | | |
| b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 | | | | | | |
| c Add lines 10a and 10b | | | | | | |
| 11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on | | | | | | |
| 12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) | | | | | | |
| 13 Total support. (Add lines 9, 10c, 11, and 12.) | | | | | | |
| 14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here | | | | | | <input type="checkbox"/> |

Section C. Computation of Public Support Percentage

| | | |
|--|-----------|---|
| 15 Public support percentage for 2016 (line 8, column (f) divided by line 13, column (f)) | 15 | % |
| 16 Public support percentage from 2015 Schedule A, Part III, line 15 | 16 | % |

Section D. Computation of Investment Income Percentage

| | | |
|---|-----------|---|
| 17 Investment income percentage for 2016 (line 10c, column (f) divided by line 13, column (f)) | 17 | % |
| 18 Investment income percentage from 2015 Schedule A, Part III, line 17 | 18 | % |

19a 33 1/3% support tests - 2016. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

☐

b 33 1/3% support tests - 2015. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

☐

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

☐

Unitarian Universalist Service

Schedule A (Form 990 or 990-EZ) 2016 Committee Inc

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Part IV Supporting Organizations

(Complete only if you checked a box in line 12 on Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

| | Yes | No |
|---|-----|----|
| 1 Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain. | | |
| 2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2). | | |
| 3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below. | | |
| b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the determination. | | |
| c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use. | | |
| 4a Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes," and if you checked 12a or 12b in Part I, answer (b) and (c) below. | | |
| b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations. | | |
| c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes. | | |
| 5a Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI , including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document). | | |
| b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document? | | |
| c Substitutions only. Was the substitution the result of an event beyond the organization's control? | | |
| 6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI . | | |
| 7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ). | | |
| 8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ). | | |
| 9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in Part VI . | | |
| b Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI . | | |
| c Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI . | | |
| 10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer 10b below. | | |
| b Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.) | | |

Part IV Supporting Organizations (continued)

| | Yes | No |
|--|-----|----|
| 11 Has the organization accepted a gift or contribution from any of the following persons? | | |
| a A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization? | | |
| 11a | | |
| b A family member of a person described in (a) above? | | |
| 11b | | |
| c A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI. | | |
| 11c | | |

Section B. Type I Supporting Organizations

| | Yes | No |
|--|-----|----|
| 1 Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year. | | |
| 1 | | |
| 2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization. | | |
| 2 | | |

Section C. Type II Supporting Organizations

| | Yes | No |
|---|-----|----|
| 1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s). | | |
| 1 | | |

Section D. All Type III Supporting Organizations

| | Yes | No |
|---|-----|----|
| 1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided? | | |
| 1 | | |
| 2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s). | | |
| 2 | | |
| 3 By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard. | | |
| 3 | | |

Section E. Type III Functionally Integrated Supporting Organizations

| | | |
|--|--|--|
| 1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). | | |
| a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below. | | |
| b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below. | | |
| c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions). | | |
| 2 Activities Test. Answer (a) and (b) below. | | |
| a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities. | | |
| 2a | | |
| b Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement. | | |
| 2b | | |
| 3 Parent of Supported Organizations. Answer (a) and (b) below. | | |
| a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? Provide details in Part VI. | | |
| 3a | | |
| b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard. | | |
| 3b | | |

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

- 1 ☐ Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI.) See instructions. All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

| Section A - Adjusted Net Income | | (A) Prior Year | (B) Current Year (optional) |
|---------------------------------|--|----------------|-----------------------------|
| 1 | Net short-term capital gain | 1 | |
| 2 | Recoveries of prior-year distributions | 2 | |
| 3 | Other gross income (see instructions) | 3 | |
| 4 | Add lines 1 through 3 | 4 | |
| 5 | Depreciation and depletion | 5 | |
| 6 | Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions) | 6 | |
| 7 | Other expenses (see instructions) | 7 | |
| 8 | Adjusted Net Income (subtract lines 5, 6, and 7 from line 4) | 8 | |

| Section B - Minimum Asset Amount | | (A) Prior Year | (B) Current Year (optional) |
|----------------------------------|---|----------------|-----------------------------|
| 1 | Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year): | | |
| a | Average monthly value of securities | 1a | |
| b | Average monthly cash balances | 1b | |
| c | Fair market value of other non-exempt-use assets | 1c | |
| d | Total (add lines 1a, 1b, and 1c) | 1d | |
| e | Discount claimed for blockage or other factors (explain in detail in Part VI): | | |
| 2 | Acquisition indebtedness applicable to non-exempt-use assets | 2 | |
| 3 | Subtract line 2 from line 1d | 3 | |
| 4 | Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount, see instructions) | 4 | |
| 5 | Net value of non-exempt-use assets (subtract line 4 from line 3) | 5 | |
| 6 | Multiply line 5 by .035 | 6 | |
| 7 | Recoveries of prior-year distributions | 7 | |
| 8 | Minimum Asset Amount (add line 7 to line 6) | 8 | |

| Section C - Distributable Amount | | | Current Year |
|----------------------------------|---|---|--------------|
| 1 | Adjusted net income for prior year (from Section A, line 8, Column A) | 1 | |
| 2 | Enter 85% of line 1 | 2 | |
| 3 | Minimum asset amount for prior year (from Section B, line 8, Column A) | 3 | |
| 4 | Enter greater of line 2 or line 3 | 4 | |
| 5 | Income tax imposed in prior year | 5 | |
| 6 | Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions) | 6 | |
| 7 | <input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions). | | |

Unitarian Universalist Service

Schedule A (Form 990 or 990-EZ) 2016 Committee Inc

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Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

| Section D - Distributions | Current Year |
|---|--------------|
| 1 Amounts paid to supported organizations to accomplish exempt purposes | |
| 2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity | |
| 3 Administrative expenses paid to accomplish exempt purposes of supported organizations | |
| 4 Amounts paid to acquire exempt-use assets | |
| 5 Qualified set-aside amounts (prior IRS approval required) | |
| 6 Other distributions (describe in Part VI). See instructions | |
| 7 Total annual distributions. Add lines 1 through 6 | |
| 8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions | |
| 9 Distributable amount for 2016 from Section C, line 6 | |
| 10 Line 8 amount divided by Line 9 amount | |

| Section E - Distribution Allocations (see instructions) | (i) Excess Distributions | (ii) Underdistributions Pre-2016 | (iii) Distributable Amount for 2016 |
|--|-----------------------------|--|---|
| 1 Distributable amount for 2016 from Section C, line 6 | | | |
| 2 Underdistributions, if any, for years prior to 2016 (reasonable cause required- explain in Part VI). See instructions | | | |
| 3 Excess distributions carryover, if any, to 2016: | | | |
| a | | | |
| b | | | |
| c From 2013 | | | |
| d From 2014 | | | |
| e From 2015 | | | |
| f Total of lines 3a through e | | | |
| g Applied to underdistributions of prior years | | | |
| h Applied to 2016 distributable amount | | | |
| i Carryover from 2011 not applied (see instructions) | | | |
| j Remainder. Subtract lines 3g, 3h, and 3i from 3f. | | | |
| 4 Distributions for 2016 from Section D, line 7: \$ | | | |
| a Applied to underdistributions of prior years | | | |
| b Applied to 2016 distributable amount | | | |
| c Remainder. Subtract lines 4a and 4b from 4 | | | |
| 5 Remaining underdistributions for years prior to 2016, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions | | | |
| 6 Remaining underdistributions for 2016. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions | | | |
| 7 Excess distributions carryover to 2017. Add lines 3j and 4c | | | |
| 8 Breakdown of line 7: | | | |
| a | | | |
| b Excess from 2013 | | | |
| c Excess from 2014 | | | |
| d Excess from 2015 | | | |
| e Excess from 2016 | | | |

Schedule A (Form 990 or 990-EZ) 2016

Unitarian Universalist Service

Schedule A (Form 990 or 990-EZ) 2016 Committee Inc

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Part VI

Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information.
(See instructions.)

Schedule B(Form 990, 990-EZ,
or 990-PF)Department of the Treasury
Internal Revenue Service**Schedule of Contributors**

▶ Attach to Form 990, Form 990-EZ, or Form 990-PF.
▶ Information about Schedule B (Form 990, 990-EZ, or 990-PF) and
its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2016

Name of the organization

Unitarian Universalist Service
Committee Inc

Employer identification number

04-6186012

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

☒ 501(c)(3) (enter number) organization☐ 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation☐ 527 political organization

Form 990-PF

☐ 501(c)(3) exempt private foundation☐ 4947(a)(1) nonexempt charitable trust treated as a private foundation☐ 501(c)(3) taxable private foundationCheck if your organization is covered by the **General Rule** or a **Special Rule**.**Note:** Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.**General Rule**

- ☐ For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

- ☒ For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000 or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1. Complete Parts I and II.
- ☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I, II, and III.
- ☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year ▶ \$

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990, 990-EZ, or 990-PF. Schedule B (Form 990, 990-EZ, or 990-PF) (2016)

Name of organization

Unitarian Universalist Service
Committee Inc

Employer identification number

04-6186012

Part II Noncash Property (See instructions). Use duplicate copies of Part II if additional space is needed.

| (a) No. from Part I | (b) Description of noncash property given | (c) FMV (or estimate) (See instructions) | (d) Date received |
|------------------------------|--|--|----------------------|
| | | \$ | |
| | | \$ | |
| | | \$ | |
| | | \$ | |
| | | \$ | |
| | | \$ | |
| | | \$ | |
| | | \$ | |
| | | \$ | |

Name of organization

Employer identification number

Unitarian Universalist Service
Committee Inc

04-6186012

Part III

Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this info. once.) ▶ \$

Use duplicate copies of Part III if additional space is needed.

| (a) No. from Part I | (b) Purpose of gift | (c) Use of gift | (d) Description of how gift is held |
|---------------------------|---|-----------------|--|
| | | | |
| | | | |
| | | | |
| | (e) Transfer of gift | | |
| | Transferee's name, address, and ZIP + 4 | | Relationship of transferor to transferee |
| | | | |
| | | | |
| | | | |
| | (e) Transfer of gift | | |
| | Transferee's name, address, and ZIP + 4 | | Relationship of transferor to transferee |
| | | | |
| | | | |
| | | | |
| | (e) Transfer of gift | | |
| | Transferee's name, address, and ZIP + 4 | | Relationship of transferor to transferee |
| | | | |
| | | | |
| | | | |
| | (e) Transfer of gift | | |
| | Transferee's name, address, and ZIP + 4 | | Relationship of transferor to transferee |
| | | | |
| | | | |
| | | | |
| | (e) Transfer of gift | | |
| | Transferee's name, address, and ZIP + 4 | | Relationship of transferor to transferee |
| | | | |
| | | | |
| | | | |

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

- ▶ **Complete if the organization is described below.** ▶ **Attach to Form 990 or Form 990-EZ.**
▶ **Information about Schedule C (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.**

OMB No. 1545-0047

2016

**Open to Public
Inspection**

If the organization answered "Yes," on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes," on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes," on Form 990, Part IV, line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

| | |
|--|--|
| Name of organization Unitarian Universalist Service Committee Inc | Employer identification number 04-6186012 |
|--|--|

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV.

2 Political campaign activity expenditures ▶ \$

3 Volunteer hours for political campaign activities ▶

Part I-B Complete if the organization is exempt under section 501(c)(3).

1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ \$

2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ \$

3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ☐ Yes ☐ No

4a Was a correction made? ☐ Yes ☐ No

b If "Yes," describe in Part IV.

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$

3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b ▶ \$

4 Did the filing organization file Form 1120-POL for this year? ☐ Yes ☐ No

5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

| (a) Name | (b) Address | (c) EIN | (d) Amount paid from filing organization's funds. If none, enter -0- | (e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0- |
|----------|-------------|---------|--|---|
| | | | | |
| | | | | |
| | | | | |
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For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule C (Form 990 or 990-EZ) 2016

LHA

632041 11-10-16

Unitarian Universalist Service

Schedule C (Form 990 or 990-EZ) 2016 Committee Inc

04-6186012 Page 2

Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

A Check ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).

B Check ☐ if the filing organization checked box A and "limited control" provisions apply.

| Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.) | | (a) Filing organization's totals | (b) Affiliated group totals | | | | | | | | | | | | |
|---|--|------------------------------------|--|-------------------------------|---|--|---|--|--|---|-------------------|--------------|--|--|--|
| 1a Total lobbying expenditures to influence public opinion (grass roots lobbying) | | 32,684. | | | | | | | | | | | | | |
| b Total lobbying expenditures to influence a legislative body (direct lobbying) | | 58,905. | | | | | | | | | | | | | |
| c Total lobbying expenditures (add lines 1a and 1b) | | 91,589. | | | | | | | | | | | | | |
| d Other exempt purpose expenditures | | 8,663,338. | | | | | | | | | | | | | |
| e Total exempt purpose expenditures (add lines 1c and 1d) | | 8,754,927. | | | | | | | | | | | | | |
| f Lobbying nontaxable amount. Enter the amount from the following table in both columns. | | 587,746. | | | | | | | | | | | | | |
| <table border="1"> <thead> <tr> <th>If the amount on line 1e, column (a) or (b) is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table> | If the amount on line 1e, column (a) or (b) is: | The lobbying nontaxable amount is: | Not over \$500,000 | 20% of the amount on line 1e. | Over \$500,000 but not over \$1,000,000 | \$100,000 plus 15% of the excess over \$500,000. | Over \$1,000,000 but not over \$1,500,000 | \$175,000 plus 10% of the excess over \$1,000,000. | Over \$1,500,000 but not over \$17,000,000 | \$225,000 plus 5% of the excess over \$1,500,000. | Over \$17,000,000 | \$1,000,000. | | | |
| If the amount on line 1e, column (a) or (b) is: | The lobbying nontaxable amount is: | | | | | | | | | | | | | | |
| Not over \$500,000 | 20% of the amount on line 1e. | | | | | | | | | | | | | | |
| Over \$500,000 but not over \$1,000,000 | \$100,000 plus 15% of the excess over \$500,000. | | | | | | | | | | | | | | |
| Over \$1,000,000 but not over \$1,500,000 | \$175,000 plus 10% of the excess over \$1,000,000. | | | | | | | | | | | | | | |
| Over \$1,500,000 but not over \$17,000,000 | \$225,000 plus 5% of the excess over \$1,500,000. | | | | | | | | | | | | | | |
| Over \$17,000,000 | \$1,000,000. | | | | | | | | | | | | | | |
| g Grassroots nontaxable amount (enter 25% of line 1f) | | 146,937. | | | | | | | | | | | | | |
| h Subtract line 1g from line 1a. If zero or less, enter -0- | | 0. | | | | | | | | | | | | | |
| i Subtract line 1f from line 1c. If zero or less, enter -0- | | 0. | | | | | | | | | | | | | |
| j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? | | | <input type="checkbox"/> Yes <input type="checkbox"/> No | | | | | | | | | | | | |

4-Year Averaging Period Under section 501(h)

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below.)

See the separate instructions for lines 2a through 2f.)

| Lobbying Expenditures During 4-Year Averaging Period | | | | | |
|---|----------|----------|----------|----------|------------|
| Calendar year (or fiscal year beginning in) | (a) 2013 | (b) 2014 | (c) 2015 | (d) 2016 | (e) Total |
| 2a Lobbying nontaxable amount | 494,505. | 565,075. | 607,970. | 587,746. | 2,255,296. |
| b Lobbying ceiling amount (150% of line 2a, column(e)) | | | | | 3,382,944. |
| c Total lobbying expenditures | 384,205. | 112,075. | 110,210. | 91,589. | 698,079. |
| d Grassroots nontaxable amount | 123,626. | 141,269. | 151,993. | 146,937. | 563,825. |
| e Grassroots ceiling amount (150% of line 2d, column (e)) | | | | | 845,738. |
| f Grassroots lobbying expenditures | 72,287. | 35,508. | 48,854. | 32,684. | 189,333. |

Schedule C (Form 990 or 990-EZ) 2016

Unitarian Universalist Service

Schedule C (Form 990 or 990-EZ) 2016 Committee Inc

04-6186012 Page 3

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

For each "Yes," response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

| | (a) | | (b) |
|--|-----|----|--------|
| | Yes | No | Amount |
| 1 During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of: | | | |
| a Volunteers? | | | |
| b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? | | | |
| c Media advertisements? | | | |
| d Mailings to members, legislators, or the public? | | | |
| e Publications, or published or broadcast statements? | | | |
| f Grants to other organizations for lobbying purposes? | | | |
| g Direct contact with legislators, their staffs, government officials, or a legislative body? | | | |
| h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means? | | | |
| i Other activities? | | | |
| j Total. Add lines 1c through 1i | | | |
| 2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)? | | | |
| b If "Yes," enter the amount of any tax incurred under section 4912 | | | |
| c If "Yes," enter the amount of any tax incurred by organization managers under section 4912 | | | |
| d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year? | | | |

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

| | Yes | No |
|--|----------|----|
| 1 Were substantially all (90% or more) dues received nondeductible by members? | 1 | |
| 2 Did the organization make only in-house lobbying expenditures of \$2,000 or less? | 2 | |
| 3 Did the organization agree to carry over lobbying and political campaign activity expenditures from the prior year? | 3 | |

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No," OR (b) Part III-A, line 3, is answered "Yes."

| | | |
|---|-----------|--|
| 1 Dues, assessments and similar amounts from members | 1 | |
| 2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid). | | |
| a Current year | 2a | |
| b Carryover from last year | 2b | |
| c Total | 2c | |
| 3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues | 3 | |
| 4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year? | 4 | |
| 5 Taxable amount of lobbying and political expenditures (see instructions) | 5 | |

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (see instructions); and Part II-B, line 1. Also, complete this part for any additional information.

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990.

▶ Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2016

Open to Public
Inspection

Name of the organization **Unitarian Universalist Service
Committee Inc**

Employer identification number
04-6186012

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

| | (a) Donor advised funds | (b) Funds and other accounts |
|---|------------------------------|------------------------------|
| 1 Total number at end of year | | |
| 2 Aggregate value of contributions to (during year) | | |
| 3 Aggregate value of grants from (during year) | | |
| 4 Aggregate value at end of year | | |
| 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |

Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).
☐ Preservation of land for public use (e.g., recreation or education) ☐ Preservation of a historically important land area
☐ Protection of natural habitat ☐ Preservation of a certified historic structure
☐ Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

| | Held at the End of the Tax Year |
|--|---------------------------------|
| a Total number of conservation easements | 2a |
| b Total acreage restricted by conservation easements | 2b |
| c Number of conservation easements on a certified historic structure included in (a) | 2c |
| d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register | 2d |

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶

4 Number of states where property subject to conservation easement is located ▶

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

☐ Yes ☐ No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1

(ii) Assets included in Form 990, Part X

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:

a Revenue included on Form 990, Part VIII, line 1

b Assets included in Form 990, Part X

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):

- a ☐ Public exhibition
 b ☐ Scholarly research
 c ☐ Preservation for future generations
 d ☐ Loan or exchange programs
 e ☐ Other _____

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

Part IV Escrow and Custodial Arrangements. Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII and complete the following table:

| | Amount |
|---------------------------------|--------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII ☐

Part V Endowment Funds. Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

| | (a) Current year | (b) Prior year | (c) Two years back | (d) Three years back | (e) Four years back |
|--|------------------|----------------|--------------------|----------------------|---------------------|
| 1a Beginning of year balance | 11,970,558. | 12,188,326. | 11,281,318. | 10,499,666. | 9,740,564. |
| b Contributions | 725,857. | 821,152. | 1,958,663. | 975,621. | 678,115. |
| c Net investment earnings, gains, and losses | 1,672,031. | 286,426. | 291,125. | 1,669,719. | 1,215,342. |
| d Grants or scholarships | | | | | |
| e Other expenditures for facilities and programs | 1,542,957. | 1,252,498. | 1,267,921. | 1,799,825. | 1,078,219. |
| f Administrative expenses | 86,834. | 72,848. | 74,859. | 63,863. | 56,136. |
| g End of year balance | 12,738,655. | 11,970,558. | 12,188,326. | 11,281,318. | 10,499,666. |

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

- a Board designated or quasi-endowment ☒ 55.01 %
 b Permanent endowment ☒ 39.72 %
 c Temporarily restricted endowment ☒ 5.27 %

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

| | Yes | No |
|--|--------|----|
| (i) unrelated organizations | 3a(i) | X |
| (ii) related organizations | 3a(ii) | X |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? | 3b | |

4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

| Description of property | (a) Cost or other basis (investment) | (b) Cost or other basis (other) | (c) Accumulated depreciation | (d) Book value |
|---|--------------------------------------|---------------------------------|------------------------------|----------------|
| 1a Land | | 970,001. | | 970,001. |
| b Buildings | | 6,177,593. | 1,916,362. | 4,261,231. |
| c Leasehold improvements | | | | |
| d Equipment | | 886,905. | 520,045. | 366,860. |
| e Other | | 251,904. | | 251,904. |
| Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.) | | | | 5,849,996. |

Schedule D (Form 990) 2016

**Unitarian Universalist Service
Committee Inc**

Schedule D (Form 990) 2016

04-6186012 Page **3**

Part VII Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

| (a) Description of security or category (including name of security) | (b) Book value | (c) Method of valuation: Cost or end-of-year market value |
|---|-------------------|---|
| (1) Financial derivatives | | |
| (2) Closely-held equity interests | | |
| (3) Other | | |
| (A) Government Issued | | |
| (B) Securities | 2,036,851. | End-of-Year Market Value |
| (C) Corporate Bonds | 2,098,286. | End-of-Year Market Value |
| (D) Assets Related to Pooled | | |
| (E) Funds | 241,150. | End-of-Year Market Value |
| (F) | | |
| (G) | | |
| (H) | | |
| Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.) ▶ | 4,376,287. | |

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

| (a) Description of investment | (b) Book value | (c) Method of valuation: Cost or end-of-year market value |
|---|----------------|---|
| (1) | | |
| (2) | | |
| (3) | | |
| (4) | | |
| (5) | | |
| (6) | | |
| (7) | | |
| (8) | | |
| (9) | | |
| Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.) ▶ | | |

Part IX Other Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

| (a) Description | (b) Book value |
|---|----------------|
| (1) | |
| (2) | |
| (3) | |
| (4) | |
| (5) | |
| (6) | |
| (7) | |
| (8) | |
| (9) | |
| Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶ | |

Part X Other Liabilities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

| 1. (a) Description of liability | (b) Book value |
|---|-----------------|
| (1) Federal income taxes | |
| (2) Gift Annuities Payable | 692,006. |
| (3) Liabilities Under Trust Agreement | 2,881. |
| (4) Pooled Income Deferred Revenue | 77,669. |
| (5) | |
| (6) | |
| (7) | |
| (8) | |
| (9) | |
| Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶ | 772,556. |

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII ☒

Schedule D (Form 990) 2016

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

| | | | |
|----------|--|-----------|------------|
| 1 | Total revenue, gains, and other support per audited financial statements | 1 | 9,842,790. |
| 2 | Amounts included on line 1 but not on Form 990, Part VIII, line 12: | | |
| a | Net unrealized gains (losses) on investments | 2a | 749,189. |
| b | Donated services and use of facilities | 2b | |
| c | Recoveries of prior year grants | 2c | |
| d | Other (Describe in Part XIII.) | 2d | 248,760. |
| e | Add lines 2a through 2d | 2e | 997,949. |
| 3 | Subtract line 2e from line 1 | 3 | 8,844,841. |
| 4 | Amounts included on Form 990, Part VIII, line 12, but not on line 1: | | |
| a | Investment expenses not included on Form 990, Part VIII, line 7b | 4a | |
| b | Other (Describe in Part XIII.) | 4b | |
| c | Add lines 4a and 4b | 4c | 0. |
| 5 | Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.) | 5 | 8,844,841. |

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

| | | | |
|----------|---|-----------|------------|
| 1 | Total expenses and losses per audited financial statements | 1 | 9,881,709. |
| 2 | Amounts included on line 1 but not on Form 990, Part IX, line 25: | | |
| a | Donated services and use of facilities | 2a | |
| b | Prior year adjustments | 2b | |
| c | Other losses | 2c | |
| d | Other (Describe in Part XIII.) | 2d | 347,210. |
| e | Add lines 2a through 2d | 2e | 347,210. |
| 3 | Subtract line 2e from line 1 | 3 | 9,534,499. |
| 4 | Amounts included on Form 990, Part IX, line 25, but not on line 1: | | |
| a | Investment expenses not included on Form 990, Part VIII, line 7b | 4a | |
| b | Other (Describe in Part XIII.) | 4b | |
| c | Add lines 4a and 4b | 4c | 0. |
| 5 | Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.) | 5 | 9,534,499. |

Part XIII Supplemental Information.

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Part X, Line 2:

UUSC accounts for the effect of any uncertain tax positions based on a "more likely than not" threshold to the recognition of the tax positions being sustained based on the technical merits of the position under scrutiny by the applicable taxing authority. If a tax position or positions are deemed to result in uncertainties of those positions, the unrecognized tax benefit is estimated based on a "cumulative probability assessment" that aggregates the estimated tax liability for all uncertain tax positions. UUSC has identified its tax status as a tax exempt entity and its determination of which income is related and unrelated as its only significant tax positions and has determined that such tax positions do not result in uncertainty requiring recognition. UUSC is not currently

Part XIII Supplemental Information (continued)

under examination by any taxing jurisdiction. UUSC's Federal and state income tax returns are generally open for examination for three years after the date of filing, including extensions.

Part XI, Line 2d - Other Adjustments:

| | |
|---|----------|
| Rental expense | 347,210. |
| Change in value of split-interest gifts | -98,450. |
| Total to Schedule D, Part XI, Line 2d | 248,760. |

Part XII, Line 2d - Other Adjustments:

| | |
|----------------|----------|
| Rental expense | 347,210. |
|----------------|----------|

**SCHEDULE F
(Form 990)**Department of the Treasury
Internal Revenue Service**Statement of Activities Outside the United States**

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 14b, 15, or 16.

▶ Attach to Form 990.

▶ Information about Schedule F (Form 990) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2016Open to Public
InspectionName of the organization
**Unitarian Universalist Service
Committee Inc**

Employer identification number

04-6186012**Part I General Information on Activities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.**1 For grantmakers.** Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☒ **Yes** ☐ **No****2 For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.**3 Activities per Region.** (The following Part I, line 3 table can be duplicated if additional space is needed.)

| (a) Region | (b) Number of offices in the region | (c) Number of employees, agents, and independent contractors in the region | (d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region) | (e) If activity listed in (d) is a program service, describe specific type of service(s) in the region | (f) Total expenditures for and investments in the region |
|---|-------------------------------------|--|--|--|--|
| East Asia and the Pacific | 0 | 0 | Grants to Recipients Located in the Region | | 341,865. |
| North America | 0 | 0 | Grants to Recipients Located in the Region | | 77,000. |
| South America | 0 | 0 | Grants to Recipients Located in the Region | | 600. |
| South Asia | 0 | 0 | Grants to Recipients Located in the Region | | 67,600. |
| Sub-Saharan Africa | 0 | 0 | Grants to Recipients Located in the Region | | 180,000. |
| Central America and the Caribbean | 0 | 0 | Grants to Recipients Located in the Region | | 205,000. |
| Europe (Including Iceland & Greenland) | 0 | 0 | Grants to Recipients Located in the Region | | 219,500. |
| Middle East and North Africa | 0 | 0 | Grants to Recipients Located in the Region | | 23,540. |
| 3 a Sub-total | 0 | 0 | | | 1,115,105. |
| b Total from continuation sheets to Part I | 0 | 0 | | | 0. |
| c Totals (add lines 3a and 3b) | 0 | 0 | | | 1,115,105. |

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule F (Form 990) 2016

Unitarian Universalist Service
Committee Inc

04-6186012

Part II **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

| 1 (a) Name of organization | (b) IRS code section and EIN (if applicable) | (c) Region | (d) Purpose of grant | (e) Amount of cash grant | (f) Manner of cash disbursement | (g) Amount of noncash assistance | (h) Description of noncash assistance | (i) Method of valuation (book, FMV, appraisal, other) |
|-------------------------------|--|-----------------------------------|-------------------------|--------------------------|---------------------------------|----------------------------------|---------------------------------------|---|
| | | Central America and the Caribbean | Humanitarian Assistance | 15,000 | Wire Transfer | 0. | | |
| | | Central America and the Caribbean | Humanitarian Assistance | 50,000 | Wire Transfer | 0. | | |
| | | Central America and the Caribbean | Humanitarian Assistance | 50,000 | Wire Transfer | 0. | | |
| | | Central America and the Caribbean | Humanitarian Assistance | 50,000 | Wire Transfer | 0. | | |
| | | Central America and the Caribbean | Humanitarian Assistance | 10,000 | Wire Transfer | 0. | | |
| | | Central America and the Caribbean | Humanitarian Assistance | 15,000 | Wire Transfer | 0. | | |
| | | Central America and the Caribbean | Humanitarian Assistance | 2,500 | Wire Transfer | 0. | | |
| | | Central America and the Caribbean | Humanitarian Assistance | 2,500 | Wire Transfer | 0. | | |

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter

56

3 Enter total number of other organizations or entities

0

Unitarian Universalist Service
Committee Inc

04-6186012

| Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1) | | | | | | | | |
|--|--|-----------------------------------|-------------------------|--------------------------|---------------------------------|-----------------------------------|--|---|
| 1 (a) Name of organization | (b) IRS code section and EIN (if applicable) | (c) Region | (d) Purpose of grant | (e) Amount of cash grant | (f) Manner of cash disbursement | (g) Amount of non-cash assistance | (h) Description of non-cash assistance | (i) Method of valuation (book, FMV, appraisal, other) |
| | | Central America and the Caribbean | Humanitarian Assistance | 10,000. | Wire Transfer | 0. | | |
| | | East Asia and the Pacific | Humanitarian Assistance | 9,600. | Wire Transfer | 0. | | |
| | | East Asia and the Pacific | Humanitarian Assistance | 35,000. | Wire Transfer | 0. | | |
| | | East Asia and the Pacific | Humanitarian Assistance | 15,500. | Wire Transfer | 0. | | |
| | | East Asia and the Pacific | Humanitarian Assistance | 25,000. | Wire Transfer | 0. | | |
| | | East Asia and the Pacific | Humanitarian Assistance | 37,365. | Wire Transfer | 0. | | |
| | | East Asia and the Pacific | Humanitarian Assistance | 8,400. | Wire Transfer | 0. | | |
| | | East Asia and the Pacific | Humanitarian Assistance | 19,000. | Wire Transfer | 0. | | |
| | | East Asia and the Pacific | Humanitarian Assistance | 24,300. | Wire Transfer | 0. | | |

**Unitarian Universalist Service
Committee Inc**

Schedule F (Form 990)

04-6186012

Page **2**

| Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1) | | | | | | | | |
|---|--|---------------------------|-------------------------|--------------------------|---------------------------------|-----------------------------------|--|---|
| 1 (a) Name of organization | (b) IRS code section and EIN (if applicable) | (c) Region | (d) Purpose of grant | (e) Amount of cash grant | (f) Manner of cash disbursement | (g) Amount of non-cash assistance | (h) Description of non-cash assistance | (i) Method of valuation (book, FMV, appraisal, other) |
| | | East Asia and the Pacific | Humanitarian Assistance | 16,500. | Wire Transfer | 0. | | |
| | | East Asia and the Pacific | Humanitarian Assistance | 10,000. | Wire Transfer | 0. | | |
| | | East Asia and the Pacific | Humanitarian Assistance | 25,000. | Wire Transfer | 0. | | |
| | | East Asia and the Pacific | Humanitarian Assistance | 8,000. | Wire Transfer | 0. | | |
| | | East Asia and the Pacific | Humanitarian Assistance | 17,700. | Wire Transfer | 0. | | |
| | | East Asia and the Pacific | Humanitarian Assistance | 8,000. | Wire Transfer | 0. | | |
| | | East Asia and the Pacific | Humanitarian Assistance | 11,000. | Wire Transfer | 0. | | |
| | | East Asia and the Pacific | Humanitarian Assistance | 13,000. | Wire Transfer | 0. | | |
| | | East Asia and the Pacific | Humanitarian Assistance | 10,000. | Wire Transfer | 0. | | |

Unitarian Universalist Service
Committee Inc

04-6186012

| Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1) | | | | | | | | |
|--|--|---------------------------|-------------------------|--------------------------|---------------------------------|-----------------------------------|--|---|
| 1 (a) Name of organization | (b) IRS code section and EIN (if applicable) | (c) Region | (d) Purpose of grant | (e) Amount of cash grant | (f) Manner of cash disbursement | (g) Amount of non-cash assistance | (h) Description of non-cash assistance | (i) Method of valuation (book, FMV, appraisal, other) |
| | | East Asia and the Pacific | Humanitarian Assistance | 12,000. | Wire Transfer | 0. | | |
| | | East Asia and the Pacific | Humanitarian Assistance | 20,000. | Wire Transfer | 0. | | |
| | | East Asia and the Pacific | Humanitarian Assistance | 16,500. | Wire Transfer | 0. | | |
| | | North America | Humanitarian Assistance | 20,000. | Wire Transfer | 0. | | |
| | | North America | Humanitarian Assistance | 17,000. | wire Transfer | 0. | | |
| | | North America | Humanitarian Assistance | 25,000. | WIRE Transfer | 0. | | |
| | | North America | Humanitarian Assistance | 15,000. | Wire Transfer | 0. | | |
| | | South America | Humanitarian Assistance | 600. | Wire Transfer | 0. | | |
| | | South Asia | Humanitarian Assistance | 25,900. | Wire Transfer | 0. | | |

Unitarian Universalist Service
Committee Inc

04-6186012

| Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1) | | | | | | | | |
|--|--|--------------------|-------------------------|--------------------------|---------------------------------|-----------------------------------|--|---|
| 1 (a) Name of organization | (b) IRS code section and EIN (if applicable) | (c) Region | (d) Purpose of grant | (e) Amount of cash grant | (f) Manner of cash disbursement | (g) Amount of non-cash assistance | (h) Description of non-cash assistance | (i) Method of valuation (book, FMV, appraisal, other) |
| | | South Asia | Humanitarian Assistance | 20,000. | Wire Transfer | 0. | | |
| | | South Asia | Humanitarian Assistance | 1,700. | Wire Transfer | 0. | | |
| | | South Asia | Humanitarian Assistance | 20,000. | Wire Transfer | 0. | | |
| | | Sub-Saharan Africa | Humanitarian Assistance | 25,000. | Wire Transfer | 0. | | |
| | | Sub-Saharan Africa | Humanitarian Assistance | 20,000. | Wire Transfer | 0. | | |
| | | Sub-Saharan Africa | Humanitarian Assistance | 15,000. | Wire Transfer | 0. | | |
| | | Sub-Saharan Africa | Humanitarian Assistance | 40,000. | Wire Transfer | 0. | | |
| | | Sub-Saharan Africa | Humanitarian Assistance | 30,000. | Wire Transfer | 0. | | |
| | | Sub-Saharan Africa | Humanitarian Assistance | 25,000. | Wire Transfer | 0. | | |

**Unitarian Universalist Service
Committee Inc**

04-6186012

| Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1) | | | | | | | | |
|--|--|--|-------------------------|--------------------------|---------------------------------|-----------------------------------|--|---|
| 1 (a) Name of organization | (b) IRS code section and EIN (if applicable) | (c) Region | (d) Purpose of grant | (e) Amount of cash grant | (f) Manner of cash disbursement | (g) Amount of non-cash assistance | (h) Description of non-cash assistance | (i) Method of valuation (book, FMV, appraisal, other) |
| | | Sub-Saharan Africa | Humanitarian Assistance | 25,000 | Wire Transfer | 0 | | |
| | | Europe (Including Iceland & Greenland) | Humanitarian Assistance | 25,000 | Wire Transfer | 0 | | |
| | | Europe (Including Iceland & Greenland) | Humanitarian Assistance | 15,000 | Wire Transfer | 0 | | |
| | | Europe (Including Iceland & Greenland) | Humanitarian Assistance | 25,000 | Wire Transfer | 0 | | |
| | | Europe (Including Iceland & Greenland) | Humanitarian Assistance | 25,000 | Wire Transfer | 0 | | |
| | | Europe (Including Iceland & Greenland) | Humanitarian Assistance | 20,000 | Wire Transfer | 0 | | |
| | | Europe (Including Iceland & Greenland) | Humanitarian Assistance | 20,000 | Wire Transfer | 0 | | |
| | | Europe (Including Iceland & Greenland) | Humanitarian Assistance | 25,000 | Wire Transfer | 0 | | |
| | | Europe (Including Iceland & Greenland) | Humanitarian Assistance | 21,500 | Wire Transfer | 0 | | |

Unitarian Universalist Service
Committee Inc

04-6186012

| Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1) | | | | | | | | |
|--|--|--|-------------------------|--------------------------|---------------------------------|-----------------------------------|--|---|
| 1 (a) Name of organization | (b) IRS code section and EIN (if applicable) | (c) Region | (d) Purpose of grant | (e) Amount of cash grant | (f) Manner of cash disbursement | (g) Amount of non-cash assistance | (h) Description of non-cash assistance | (i) Method of valuation (book, FMV, appraisal, other) |
| | | Europe (Including Iceland & Greenland) | Humanitarian Assistance | 28,000. | Wire Transfer | 0. | | |
| | | Europe (Including Iceland & Greenland) | Humanitarian Assistance | 15,000. | Wire Transfer | 0. | | |
| | | Middle East and North Africa | Humanitarian Assistance | 23,540. | Wire Transfer | 0. | | |
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Part III Grants and Other Assistance to Individuals Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 16.

Part III can be duplicated if additional space is needed.

| (a) Type of grant or assistance | (b) Region | (c) Number of recipients | (d) Amount of cash grant | (e) Manner of cash disbursement | (f) Amount of noncash assistance | (g) Description of noncash assistance | (h) Method of valuation (book, FMV, appraisal, other) |
|---------------------------------|------------|--------------------------|--------------------------|---------------------------------|----------------------------------|---------------------------------------|---|
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Unitarian Universalist Service
Committee Inc

Schedule F (Form 990) 2016

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Part IV Foreign Forms

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* ☐ Yes ☒ No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; do not file with Form 990)* ☐ Yes ☒ No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect To Certain Foreign Corporations (see Instructions for Form 5471)* ☐ Yes ☒ No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)* ☐ Yes ☒ No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* ☐ Yes ☒ No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; do not file with Form 990)* ☐ Yes ☒ No

Schedule F (Form 990) 2016

Part V Supplemental Information

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information. See instructions.

Part I, Line 2:

Activities for each grant are outlined in the proposal form and are mutually agreed upon by UUSC and the partner organization. The goals of the project must be in line with UUSC's mission and vision and the partner organization must comply with Department of Treasury regulations.

Once the grant is awarded, the progress of goals and activities is monitored using a results based monitoring and evaluation system that includes the following methods: metrics systems, whole measure rating scale, complex adaptive systems, systems thinking, observation and ethnographic story lines. These methods are implemented through a variety of ways such as site visits, regular phone calls, focus group meetings, written reports, and financial reports.

A written midterm report is requested as well as a financial report. Upon completion of the project, a final written narrative and financial report is requested that analyzes the success and challenges of the project based on the goals and activities outlined in the proposal.

Schedule F, Part II, Line 2:

The number of grantees listed on Part II, Line 2 represents the number of recipient organizations, not the number of grants made.

Unitarian Universalist Service

Schedule G (Form 990 or 990-EZ) 2016 Committee Inc

04-6186012 Page 2

Part II Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

| | (a) Event #1 | (b) Event #2 | (c) Other events | (d) Total events (add col. (a) through col. (c)) |
|---|--------------|--------------|------------------|--|
| | (event type) | (event type) | (total number) | |
| Revenue | | | | |
| 1 Gross receipts | | | | |
| 2 Less: Contributions | | | | |
| 3 Gross income (line 1 minus line 2) | | | | |
| Direct Expenses | | | | |
| 4 Cash prizes | | | | |
| 5 Noncash prizes | | | | |
| 6 Rent/facility costs | | | | |
| 7 Food and beverages | | | | |
| 8 Entertainment | | | | |
| 9 Other direct expenses | | | | |
| 10 Direct expense summary. Add lines 4 through 9 in column (d) | | | | |
| 11 Net income summary. Subtract line 10 from line 3, column (d) | | | | |

Part III Gaming. Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

| | (a) Bingo | (b) Pull tabs/instant bingo/progressive bingo | (c) Other gaming | (d) Total gaming (add col. (a) through col. (c)) |
|--|---|---|---|---|
| Revenue | | | | |
| 1 Gross revenue | | | | |
| Direct Expenses | | | | |
| 2 Cash prizes | | | | |
| 3 Noncash prizes | | | | |
| 4 Rent/facility costs | | | | |
| 5 Other direct expenses | | | | |
| 6 Volunteer labor | <input type="checkbox"/> Yes _____ % <input type="checkbox"/> No | <input type="checkbox"/> Yes _____ % <input type="checkbox"/> No | <input type="checkbox"/> Yes _____ % <input type="checkbox"/> No | |
| 7 Direct expense summary. Add lines 2 through 5 in column (d) | | | | |
| 8 Net gaming income summary. Subtract line 7 from line 1, column (d) | | | | |

9 Enter the state(s) in which the organization conducts gaming activities: _____

a Is the organization licensed to conduct gaming activities in each of these states? ☐ Yes ☐ No

b If "No," explain: _____

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? ☐ Yes ☐ No

b If "Yes," explain: _____

Unitarian Universalist Service

Schedule G (Form 990 or 990-EZ) 2016 Committee Inc

04-6186012 Page 3

- 11 Does the organization conduct gaming activities with nonmembers? ☐ Yes ☐ No
- 12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? ☐ Yes ☐ No
- 13 Indicate the percentage of gaming activity conducted in:
- | | | |
|-------------------------------|-----|---|
| a The organization's facility | 13a | % |
| b An outside facility | 13b | % |
- 14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name ► _____

Address ► _____

- 15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? ☐ Yes ☐ No

b If "Yes," enter the amount of gaming revenue received by the organization ► \$ _____ and the amount of gaming revenue retained by the third party ► \$ _____

c If "Yes," enter name and address of the third party:

Name ► _____

Address ► _____

- 16 Gaming manager information:

Name ► _____

Gaming manager compensation ► \$ _____

Description of services provided ► _____

☐ Director/officer ☐ Employee ☐ Independent contractor

- 17 Mandatory distributions:

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? ☐ Yes ☐ No

b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ► \$ _____

Part IV Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions

Schedule G, Part I, Line 2b, List of Ten Highest Paid Fundraisers:

(i) Name of Fundraiser: Integrated Direct Marketing

(i) Address of Fundraiser:

1250 Connecticut Ave. NW, Ste. 200, Washington, DC 20036

(i) Name of Fundraiser: Public Interest Communications

(i) Address of Fundraiser:

7700 Leesburg Pike, Suite 301, Falls Church, VA 22043

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

SCHEDULE I
(Form 990)

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

► Attach to Form 990.

► Information about Schedule I (Form 990) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2016

Open to Public
Inspection

Name of the organization **Unitarian Universalist Service
Committee Inc**

Employer identification number
04-6186012

Part I General Information on Grants and Assistance

- 1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☒ Yes ☐ No
- 2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

| 1 (a) Name and address of organization or government | (b) EIN | (c) IRC section (if applicable) | (d) Amount of cash grant | (e) Amount of non-cash assistance | (f) Method of valuation (book, FMV, appraisal, other) | (g) Description of noncash assistance | (h) Purpose of grant or assistance |
|---|------------|---------------------------------|--------------------------|-----------------------------------|---|---------------------------------------|---|
| Alabama Center for Rural Enterprise - PO Box 241504 - Montgomery, AL 36124 | 20-1283385 | 501(c)(3) | 27,500. | 0. | | | Advocacy Design & Implementation of Sustainable Septic System Right to Water Sanitation |
| Refugee and Immigrant Center for Education & Legal Services - 1305 N. Flores Street - San Antonio, TX 78212 | 74-2436920 | 501(c)(3) | 5,000. | 0. | | | Support for Immigrant Families Post Release from Detention |
| Michigan Unitarian Universalist Social Justice Network - 4220 Arlington Drive - Royal Oak, MI 48073 | 46-2871970 | 501(c)(3) | 10,000. | 0. | | | Support legislative advocacy, advance Human Right to Water |
| Rural Community Workers' Alliance 60731 Highway M Milan, MO 63556 | 61-1718871 | 501(c)(3) | 10,000. | 0. | | | Justice and Solidarity Workers Alliance |
| Allied Media Projects 4126 Third St. Detroit, MI 48201 | 01-0559608 | 501(c)(3) | 10,420. | 0. | | | Black Muslim Convening |
| Arab American Civic Council PO Box 9172 Anaheim, CA 92812 | 45-3309117 | 501(c)(3) | 15,000. | 0. | | | Support ''The Beautiful Resistance Initiative'' Project |

- 2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **28.**
- 3** Enter total number of other organizations listed in the line 1 table **0.**

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule I (Form 990) (2016)

See Part IV for Column (h) descriptions

Unitarian Universalist Service

Schedule I (Form 990)

Committee Inc

04-6186012

Page 1

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

| (a) Name and address of organization or government | (b) EIN | (c) IRC section if applicable | (d) Amount of cash grant | (e) Amount of non-cash assistance | (f) Method of valuation (book, FMV, appraisal, other) | (g) Description of non-cash assistance | (h) Purpose of grant or assistance |
|---|------------|-------------------------------|--------------------------|-----------------------------------|---|--|---|
| Arab American Civic Council PO Box 9172 Anaheim, CA 92812 | 45-3309117 | 501(c)(3) | 15,000. | 0. | | | Refugees Welcome Guidebook & Anti-Stigmatization Campaign |
| Center for Transformative Action 119 Anabel Taylor Hall Ithaca, NY 14853 | 16-0990318 | 501(c)(3) | 15,000. | 0. | | | Community Defence & Accompaniment for LGBTQI Detainees |
| Minnesota Unitarian Universalist Social Justice Alliance - 900 Mt Curve Ave - Minneapolis, MN 55403 | 42-1734371 | 501(c)(3) | 15,000. | 0. | | | Build & Strengthen for the UUA/UUSC Love Resists! Campaign |
| Northwest Arkansas Workers' Justice Center - 210 S. Thompson Street, Suite 4A - Springdale, AR 72764 | 20-3709967 | 501(c)(3) | 15,000. | 0. | | | Support the creation of a community protection network |
| Texas Unitarian Universalist Justice Ministry - PO Box 1621 - Austin, TX 78768 | 46-3560205 | 501(c)(3) | 15,000. | 0. | | | Bolster Immigration Advocacy & Provide Support to Joint Camp |
| Center for Popular Democracy 449 Troutman Street Suite A Brooklyn, NY 11237 | 45-3813436 | 501(c)(3) | 20,000. | 0. | | | Support based defense committees dedicated to educating neighbors on their rights |
| Community Initiatives for Visiting Immigrants in Confinement - PO Box 40677 - San Francisco, CA 94140 | 80-0875881 | 501(c)(3) | 29,500. | 0. | | | Identifying Central American Minors Participants Refugee Prg |
| Foundation Cristosal INC 9641 Carousel Center Dr. Syracuse, NY 13204 | 03-0366224 | 501(c)(3) | 30,000. | 0. | | | Expand on successful Protection Models in Central America's |
| Alaska Institute for Justice 431 West 7th Ave, Suite 208 Anchorage, AK 99501 | 56-2533062 | 501(c)(3) | 55,000. | 0. | | | Climate Forced Displacement in Native Alaskan Villages |

Schedule I (Form 990)

Unitarian Universalist Service

Schedule I (Form 990)

Committee Inc

04-6186012

Page 1

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

| (a) Name and address of organization or government | (b) EIN | (c) IRC section if applicable | (d) Amount of cash grant | (e) Amount of non-cash assistance | (f) Method of valuation (book, FMV, appraisal, other) | (g) Description of non-cash assistance | (h) Purpose of grant or assistance |
|--|------------|-------------------------------|--------------------------|-----------------------------------|---|--|--|
| Church World Service, Inc. 28606 Phillips Street PO Box 968 Elkhart, IN 46515 | 13-4080201 | 501(c)(3) | 20,000. | 0. | | | LaUnidad 11's Protection Network in response to growing Fear |
| Georgia Latino Alliance For Human Rights - 7 Dunwoody Park Suite 110 - Atlanta, GA 30338 | 76-0809155 | 501(c)(3) | 15,000. | 0. | | | Expanding the ICE-Free Zone Campaign |
| Greater Minnesota Worker Center 2719 W. Division Street, Suite 122 Saint Cloud, MN 56301 | 46-3874287 | 501(c)(3) | 21,460. | 0. | | | Support "Resist and Persist" Campaign by supporting Workers |
| Grassroots Leadership 2301 E. Cesar Chavez Austin, TX 78702 | 58-1581743 | 501(c)(3) | 20,000. | 0. | | | Support deportation resistance & community protection Austin |
| Justice in Motion 789 Washington Ave Brooklyn, NY 11238 | 72-1597864 | 501(c)(3) | 10,000. | 0. | | | Convene Justice in Motion's Defender Network Summit meeting |
| Legal Aid of West Virginia 922 Quarrier Street 4th Floor Charleston, WV 25301 | 31-1789739 | 501(c)(3) | 25,000. | 0. | | | To provide assistance to marginalized communities affected |
| Lowlander Center, Inc. 106 Sandalwood Drive Gray, LA 70359 | 46-4993987 | 501(c)(3) | 25,000. | 0. | | | Implement best-practice matrix for Climate Forced in S Louis |
| Unitarian Universalist Congregation of Charleston - 520 Kanawha Boulevard West - Charleston, WV 25302 | 04-2103733 | 501(c)(3) | 5,000. | 0. | | | Support UUC's Flood disaster relief effort in West Virginia |
| The Praxis Project Inc. 1001 Connecticut Ave, NW Ste 201 Washington, DC 20036 | 30-0044814 | 501(c)(3) | 16,580. | 0. | | | Building Infrastructure for Community Defense |

Schedule I (Form 990)

Unitarian Universalist Service

Schedule I (Form 990)

Committee Inc

04-6186012

Page 1

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

| (a) Name and address of organization or government | (b) EIN | (c) IRC section if applicable | (d) Amount of cash grant | (e) Amount of non-cash assistance | (f) Method of valuation (book, FMV, appraisal, other) | (g) Description of non-cash assistance | (h) Purpose of grant or assistance |
|---|------------|-------------------------------|--------------------------|-----------------------------------|---|--|--|
| Unitarian Universalist Advocacy Network of Illinois - 9 Pinewood Drive - Carbondale, IL 62901 | 04-2103733 | 501(c)(3) | 12,000. | 0. | | | Improve outreach to the congregations in IL & increase Legislative advocacy |
| Louisiana Appleseed 1615 Poydras Street Suite 1000 New Orleans, LA 70112 | 72-1402876 | 501(c)(3) | 20,000. | 0. | | | Immediate support to flood Victims |
| Unitarian Universalist Justice Arizona Network - 10400 E. Camino Quince - Tucson, AZ 85748 | 46-4229880 | 501(c)(3) | 12,000. | 0. | | | To Bolster UUJAZ's immigration advocacy & Provide Support |
| Unitarian Universalist Justice Ministry of California - 1731 Howe Ave., #579 - Sacramento, CA 95825 | 87-0694546 | 501(c)(3) | 15,000. | 0. | | | Provide Support to UU Congregations for the Love Resists Campaign |
| | | | | | | | |
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| | | | | | | | |

Schedule I (Form 990)

Part III

Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

| (a) Type of grant or assistance | (b) Number of recipients | (c) Amount of cash grant | (d) Amount of non-cash assistance | (e) Method of valuation (book, FMV, appraisal, other) | (f) Description of noncash assistance |
|---------------------------------|--------------------------|--------------------------|-----------------------------------|---|---------------------------------------|
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |

Part IV

Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

Part I, Line 2:

Each grant has a term limit. At the end of the term, a full narrative and financial report is requested that documents how the funds were used.

Monitoring and evaluation of the project is ongoing throughout the term of the grant.

Part II, line 1, Column (h):

Name of Organization or Government: Alabama Center for Rural Enterprise

(h) Purpose of Grant or Assistance: Advocacy Design & Implementation of

Sustainable Septic System Right to Water Sanitation Project

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.

▶ Attach to Form 990.

▶ Information about Schedule J (Form 990) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2016

Open to Public
Inspection

Name of the organization

**Unitarian Universalist Service
Committee Inc**

Employer identification number

04-6186012

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

☐ First-class or charter travel

☐ Travel for companions

☐ Tax indemnification and gross-up payments

☐ Discretionary spending account

☐ Housing allowance or residence for personal use

☐ Payments for business use of personal residence

☐ Health or social club dues or initiation fees

☐ Personal services (such as, maid, chauffeur, chef)

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

☒ Compensation committee

☒ Independent compensation consultant

☐ Form 990 of other organizations

☒ Written employment contract

☒ Compensation survey or study

☒ Approval by the board or compensation committee

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

a Receive a severance payment or change-of-control payment?

b Participate in, or receive payment from, a supplemental nonqualified retirement plan?

c Participate in, or receive payment from, an equity-based compensation arrangement?

If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

a The organization?

b Any related organization?

If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

a The organization?

b Any related organization?

If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

Yes No

| | | |
|-----------|---|---|
| | | |
| 1b | | |
| 2 | | |
| | | |
| 4a | X | |
| 4b | | X |
| 4c | | X |
| | | |
| 5a | | X |
| 5b | | X |
| | | |
| 6a | | X |
| 6b | | X |
| | | |
| 7 | | X |
| 8 | | X |
| 9 | | |

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) 2016

Unitarian Universalist Service
Committee Inc

04-6186012

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

| (A) Name and Title | | (B) Breakdown of W-2 and/or 1099-MISC compensation | | | (C) Retirement and other deferred compensation | (D) Nontaxable benefits | (E) Total of columns (B)(i)-(D) | (F) Compensation in column (B) reported as deferred on prior Form 990 |
|--------------------------------|------|--|-------------------------------------|-------------------------------------|--|-------------------------|---------------------------------|---|
| | | (i) Base compensation | (ii) Bonus & incentive compensation | (iii) Other reportable compensation | | | | |
| (1) Thomas H Andrews | (i) | 146,320. | 0. | 0. | 0. | 13,710. | 160,030. | 0. |
| President & CEO | (ii) | 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (2) Constance Kane | (i) | 154,224. | 0. | 86,263. | 14,845. | 18,553. | 273,885. | 0. |
| VP & COO | (ii) | 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (3) Rachel Freed | (i) | 154,861. | 0. | 0. | 12,897. | 0. | 167,758. | 0. |
| VP & CPO | (ii) | 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (4) Mack Davidson | (i) | 153,828. | 0. | 0. | 2,271. | 6,084. | 162,183. | 0. |
| VP & CFO | (ii) | 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (5) Cassandra Ryan | (i) | 142,590. | 0. | 0. | 13,991. | 26,007. | 182,588. | 0. |
| VP & CDO | (ii) | 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (6) Kathleen McTigue | (i) | 131,236. | 0. | 0. | 12,398. | 26,007. | 169,641. | 0. |
| Director of UUUSJ | (ii) | 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (7) Paul Twitchell, Jr. | (i) | 120,840. | 0. | 70,040. | 10,673. | 6,729. | 208,282. | 0. |
| Director of Communications | (ii) | 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (8) Carol Cahalane | (i) | 116,507. | 0. | 0. | 10,820. | 0. | 127,327. | 0. |
| Dir. of Finance | (ii) | 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (9) Maxine Neil | (i) | 15,335. | 0. | 90,000. | 1,086. | 1,350. | 107,771. | 0. |
| Former VP & CDO | (ii) | 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| (10) William Schulz | (i) | 217,325. | 0. | 0. | 20,706. | 17,911. | 255,942. | 0. |
| Former President/Pres Emeritus | (ii) | 0. | 0. | 0. | 0. | 0. | 0. | 0. |
| | (i) | | | | | | | |
| | (ii) | | | | | | | |
| | (i) | | | | | | | |
| | (ii) | | | | | | | |
| | (i) | | | | | | | |
| | (ii) | | | | | | | |
| | (i) | | | | | | | |
| | (ii) | | | | | | | |
| | (i) | | | | | | | |
| | (ii) | | | | | | | |

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Part I, Line 4a:

Constance Kane - \$86,263

Paul Twichell - \$70,040

Maxine Neil - \$90,000

Supplemental Information on Tax-Exempt Bonds

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 24a. Provide descriptions, explanations, and any additional information in Part VI.

▶ Attach to Form 990. ▶ Information about Schedule K (Form 990) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2016
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Inspection

Name of the organization **Unitarian Universalist Service Committee Inc** Employer identification number **04-6186012**

Part I Bond Issues

| (a) Issuer name | (b) Issuer EIN | (c) CUSIP # | (d) Date issued | (e) Issue price | (f) Description of purpose | (g) Defeased | | (h) On behalf of issuer | | (i) Pooled financing | |
|----------------------------------|----------------|-------------|-----------------|-----------------|-----------------------------|--------------|----|-------------------------|----|----------------------|----|
| | | | | | | Yes | No | Yes | No | Yes | No |
| Mass. Development Finance Agency | 04-3431814 | None Avail | 05/17/07 | 3,500,000. | Purchase of Office Building | | X | | X | | X |
| B | | | | | | | | | | | |
| C | | | | | | | | | | | |
| D | | | | | | | | | | | |

Part II Proceeds

| | A | B | C | D |
|---|------------|----|-----|----|
| 1 Amount of bonds retired | | | | |
| 2 Amount of bonds legally defeased | | | | |
| 3 Total proceeds of issue | 3,500,000. | | | |
| 4 Gross proceeds in reserve funds | | | | |
| 5 Capitalized interest from proceeds | | | | |
| 6 Proceeds in refunding escrows | | | | |
| 7 Issuance costs from proceeds | 47,000. | | | |
| 8 Credit enhancement from proceeds | | | | |
| 9 Working capital expenditures from proceeds | | | | |
| 10 Capital expenditures from proceeds | 3,453,000. | | | |
| 11 Other spent proceeds | | | | |
| 12 Other unspent proceeds | | | | |
| 13 Year of substantial completion | 2009 | | | |
| | Yes | No | Yes | No |
| 14 Were the bonds issued as part of a current refunding issue? | | X | | |
| 15 Were the bonds issued as part of an advance refunding issue? | | X | | |
| 16 Has the final allocation of proceeds been made? | X | | | |
| 17 Does the organization maintain adequate books and records to support the final allocation of proceeds? | X | | | |

Part III Private Business Use

| | A | | B | | C | | D | |
|--|-----|----|-----|----|-----|----|-----|----|
| | Yes | No | Yes | No | Yes | No | Yes | No |
| 1 Was the organization a partner in a partnership, or a member of an LLC, which owned property financed by tax-exempt bonds? | | X | | | | | | |
| 2 Are there any lease arrangements that may result in private business use of bond-financed property? | X | | | | | | | |

Part III Private Business Use (Continued)

| | A | | B | | C | | D | |
|---|-----|-------|-----|----|-----|----|-----|----|
| | Yes | No | Yes | No | Yes | No | Yes | No |
| 3a Are there any management or service contracts that may result in private business use of bond-financed property? | | X | | | | | | |
| b If "Yes" to line 3a, does the organization routinely engage bond counsel or other outside counsel to review any management or service contracts relating to the financed property? | | | | | | | | |
| c Are there any research agreements that may result in private business use of bond-financed property? | | X | | | | | | |
| d If "Yes" to line 3c, does the organization routinely engage bond counsel or other outside counsel to review any research agreements relating to the financed property? | | | | | | | | |
| 4 Enter the percentage of financed property used in a private business use by entities other than a section 501(c)(3) organization or a state or local government | | .00 % | | % | | % | | % |
| 5 Enter the percentage of financed property used in a private business use as a result of unrelated trade or business activity carried on by your organization, another section 501(c)(3) organization, or a state or local government | | .00 % | | % | | % | | % |
| 6 Total of lines 4 and 5 | | .00 % | | % | | % | | % |
| 7 Does the bond issue meet the private security or payment test? | | X | | | | | | |
| 8a Has there been a sale or disposition of any of the bond-financed property to a non-governmental person other than a 501(c)(3) organization since the bonds were issued? | | X | | | | | | |
| b If "Yes" to line 8a, enter the percentage of bond-financed property sold or disposed of | | % | | % | | % | | % |
| c If "Yes" to line 8a, was any remedial action taken pursuant to Regulations sections 1.141-12 and 1.145-2? | | | | | | | | |
| 9 Has the organization established written procedures to ensure that all nonqualified bonds of the issue are remediated in accordance with the requirements under Regulations sections 1.141-12 and 1.145-2? | | X | | | | | | |

Part IV Arbitrage

| | A | | B | | C | | D | |
|--|-----|----|-----|----|-----|----|-----|----|
| | Yes | No | Yes | No | Yes | No | Yes | No |
| 1 Has the issuer filed Form 8038-T, Arbitrage Rebate, Yield Reduction and Penalty in Lieu of Arbitrage Rebate? | | X | | | | | | |
| 2 If "No" to line 1, did the following apply? | | | | | | | | |
| a Rebate not due yet? | | X | | | | | | |
| b Exception to rebate? | X | | | | | | | |
| c No rebate due? | | X | | | | | | |
| If "Yes" to line 2c, provide in Part VI the date the rebate computation was performed | | | | | | | | |
| 3 Is the bond issue a variable rate issue? | | X | | | | | | |
| 4a Has the organization or the governmental issuer entered into a qualified hedge with respect to the bond issue? | | X | | | | | | |
| b Name of provider | | | | | | | | |
| c Term of hedge | | | | | | | | |
| d Was the hedge superintegrated? | | | | | | | | |
| e Was the hedge terminated? | | | | | | | | |

Part IV Arbitrage (Continued)

| | A | | B | | C | | D | |
|---|-----|----|-----|----|-----|----|-----|----|
| | Yes | No | Yes | No | Yes | No | Yes | No |
| 5a Were gross proceeds invested in a guaranteed investment contract (GIC)? | | X | | | | | | |
| b Name of provider | | | | | | | | |
| c Term of GIC | | | | | | | | |
| d Was the regulatory safe harbor for establishing the fair market value of the GIC satisfied? | | | | | | | | |
| 6 Were any gross proceeds invested beyond an available temporary period? | | X | | | | | | |
| 7 Has the organization established written procedures to monitor the requirements of section 148? | | X | | | | | | |

Part V Procedures To Undertake Corrective Action

| | A | | B | | C | | D | |
|---|-----|----|-----|----|-----|----|-----|----|
| | Yes | No | Yes | No | Yes | No | Yes | No |
| Has the organization established written procedures to ensure that violations of federal tax requirements are timely identified and corrected through the voluntary closing agreement program if self-remediation isn't available under applicable regulations? | X | | | | | | | |

Part VI Supplemental Information. Provide additional information for responses to questions on Schedule K. See instructions.

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins or other markings visible.

(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

➤ Complete if the organization answered "Yes" on Form 990, Part IV, line 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.

▶ **Attach to Form 990 or Form 990-EZ.**

► Information about Schedule L (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2016

Open To Public Inspection

Name of the organization Unitarian Universalist Service
Committee Inc

Employer identification number
04-6186012

| | |
|---------------|---|
| Part I | Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and 501(c)(29) organizations only). |
|---------------|---|

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b.

[illegible]

2 Enter the amount of tax incurred by the organization managers or disqualified persons during the year under section 4958

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization

| | |
|----------------|---|
| Part II | Loans to and/or From Interested Persons. |
|----------------|---|

Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a or Form 990, Part IV, line 26; or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22.

[illegible]

Total ▶ \$

| | |
|-----------------|--|
| Part III | Grants or Assistance Benefiting Interested Persons. |
|-----------------|--|

Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

[illegible]

SCHEDULE M
(Form 990)

Department of the Treasury
Internal Revenue Service

Noncash Contributions

OMB No. 1545-0047

2016

Open To Public
Inspection

- ▶ **Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.**
▶ **Attach to Form 990.**
▶ **Information about Schedule M (Form 990) and its instructions is at www.irs.gov/form990.**

Name of the organization **Unitarian Universalist Service
Committee Inc**

Employer identification number
04-6186012

Part I **Types of Property**

| | (a) Check if applicable | (b) Number of contributions or items contributed | (c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g | (d) Method of determining noncash contribution amounts |
|---|-------------------------------|---|--|--|
| 1 Art - Works of art | | | | |
| 2 Art - Historical treasures | | | | |
| 3 Art - Fractional interests | | | | |
| 4 Books and publications | | | | |
| 5 Clothing and household goods | | | | |
| 6 Cars and other vehicles | | | | |
| 7 Boats and planes | | | | |
| 8 Intellectual property | | | | |
| 9 Securities - Publicly traded | X | 40 | 464,817. | market value |
| 10 Securities - Closely held stock | | | | |
| 11 Securities - Partnership, LLC, or trust interests | | | | |
| 12 Securities - Miscellaneous | | | | |
| 13 Qualified conservation contribution - Historic structures | | | | |
| 14 Qualified conservation contribution - Other | | | | |
| 15 Real estate - Residential | | | | |
| 16 Real estate - Commercial | | | | |
| 17 Real estate - Other | | | | |
| 18 Collectibles | | | | |
| 19 Food inventory | | | | |
| 20 Drugs and medical supplies | | | | |
| 21 Taxidermy | | | | |
| 22 Historical artifacts | | | | |
| 23 Scientific specimens | | | | |
| 24 Archeological artifacts | | | | |
| 25 Other ▶ () | | | | |
| 26 Other ▶ () | | | | |
| 27 Other ▶ () | | | | |
| 28 Other ▶ () | | | | |

29 Number of Forms 8283 received by the organization during the tax year for contributions
for which the organization completed Form 8283, Part IV, Donee Acknowledgement

29

0

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it
must hold for at least three years from the date of the initial contribution, and which isn't required to be used for
exempt purposes for the entire holding period?

| | Yes | No |
|-----|-----|----|
| 30a | | X |
| 31 | X | |
| 32a | | X |
| 33 | | |

b If "Yes," describe the arrangement in Part II.

31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash
contributions?

b If "Yes," describe in Part II.

33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked,
describe in Part II.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule M (Form 990) (2016)

Unitarian Universalist Service

Schedule M (Form 990) (2016) Committee Inc

04-6186012 Page 2

Part II

Supplemental Information. Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

Schedule M, Part I, Column (b):

The number shown in column B represents the total number of gifts of securities and other gifts.

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2016

Open to Public
Inspection

Name of the organization

Unitarian Universalist Service
Committee Inc

Employer identification number

04-6186012

Form 990, Part I, Line 1, Description of Organization Mission:

Powered by grassroots collaboration, UUSC works in eye-to-eye partnership with organizations around the world to foster justice and to create sustainable models for change within their own communities. Our programmatic work - including grants, advocacy and strategic communications, and research - is organized into three areas of focus: economic justice, environmental justice and climate action, and rights at risk.

In the past fiscal year, UUSC made 83 grants worth more than \$1.6 million to grassroots partners working in 33 countries around the world. Based upon data reported by our partners, the projects supported by UUSC over the course of the last fiscal year directly benefited approximately 80,000 individuals (a conservative estimate).

Form 990, Part I, Management Comment regarding Year to Year comparison (FY17 vs. FY16):

UUSC follows generally accepted accounting principles for revenue recognition and experienced an anomalous surge with \$2.5m in pledges in FY15 at the peak of our highly successful UUSC Rising Campaign followed by \$0.5m in pledges in FY16 and \$0.1m in FY17. As a result of our successful UUSC Rising Campaign to fund new strategic initiatives, program expenses increased over \$0.9m in FY16 and \$0.6m in FY17. This activity explains the year to year differences seen in Part I on page 1

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990 or 990-EZ) (2016)

Name of the organization **Unitarian Universalist Service
Committee Inc**

Employer identification number
04-6186012

of the Form 990. Further information regarding UUSC Rising and our financial results is available by contacting UUSC at info@uusc.org.

Form 990, Part III, Line 4a:

Rights at Risk

UUSC's Rights at Risk Program addresses the needs of populations on the outer margins of society, who are traditionally excluded from mainstream aid responses. In situations of forced displacement, natural and man-made disasters, and gross violations of civil and political rights, UUSC works to restore, protect, and advance these rights through programs of social transformation and structural change.

In addition to urgent responses to the Nepal earthquake and the refugee crisis in the Middle East/Europe, UUSC's ongoing rights at risk work focuses on confronting ethnic persecution of minorities in Burma, supporting efforts to uphold the rights of migrants from Central America who are seeking asylum in the United States, and advancing sexual orientation and gender identity rights in southern Africa. UUSC also has legacy programs related to rebuilding after the 2010 earthquake in Haiti and the 2013 typhoon in the Philippines. UUSC has 52 active rights at risk partners.

Syrian Refugee Response

UUSC's partners in southeastern Europe are working to strengthen protection and integration mechanisms for refugees fleeing violence and destabilization in the Middle East, particularly Syria. These partners

Name of the organization Unitarian Universalist Service
Committee Inc

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are also operating in contexts rife with xenophobic nationalism that is pervasive throughout Europe. In the US, hostile attitudes toward refugees and Muslim immigrants - fueled by xenophobic political rhetoric and racist misconceptions - have presented a major obstacle over the past year to efforts to persuade the US to resettle Syrian refugees in numbers commensurate with its resources and claims to moral leadership. UUSC has therefore worked with grassroots partners in the US to support Syrian refugees and counteract negative stereotypes about Muslims and refugees.

Sexual Orientation & Gender Identity Rights in Africa

State-sanctioned homophobia is on the rise in Africa, fueled by religious fundamentalism and the financial support of anti-LGBTI hate groups in the West. Civil society dedicated to advancing SOGI rights in Africa is a relatively new and still highly stigmatized element of the human rights sector. While Western funding for SOGI work is plentiful in some areas, it tends to benefit top-down rights movements, at the expense of more innovative approaches that would prioritize changing public attitudes.

Migrant Justice

Pervasive violence, impunity, and lack of confidence in government capacity to confront the underlying systemic drivers of migration in Central America have continued unabated. This, combined with an increasingly sophisticated and well-developed system for apprehending, detaining, and deporting Central Americans in Mexico, means access to

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humanitarian protection for this population remains a pressing human rights concern. UUSC continued to address the criminalization of refugees fleeing violence in Guatemala, El Salvador, and Honduras by supporting partners in both the US and the Northern Triangle of Central America that strengthen protection mechanisms, hold governments accountable for respecting the human rights of migrants, and demilitarize borders.

Philippines

In the aftermath of the Typhoon Haiyan, UUSC partnered with local organizations on the ground to provide support to vulnerable populations, a key component of which consisted of trainings in trauma resiliency in order to improve the well-being of survivors as well as support for the rebuilding of livelihoods for those affected by the typhoon. In February 2017, UUSC conducted an impact assessment in the Philippines. In addition, according to data reported by our partners, UUSC-funded projects have thus far benefited (directly or indirectly) more than 52,000 individuals since 2013. That amounts to approximately \$14 per beneficiary, and an average of approximately 1,300 beneficiaries per grant.

Haiti

After Hurricane Matthew struck Haiti in October 2016, UUSC partnered with GARR, a Haitian-led organization with a long history of supporting displaced persons in Haiti, to help protect families forcibly removed from the Dominican Republic and now living in temporary shelters at the

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Anse-a-Pitres border, which were devastated in the storm. UUSC targeted this particular population as a way to build on its work related to the denationalization crisis in the Dominican Republic, which has included advocacy campaigns aimed at influencing US policy as well as support for Zanmi Timoun, which is working at the Haiti-DR border in Belladere to assist recently deported unaccompanied minors. In addition, for a third year, UUSC supported the continued construction of a school adjacent to the UUSC-supported eco-villages in Haiti's Central Plateau. The school currently serves 172 students, 115 or so of whom are from the eco-villages. With support from UUSC, MPP will build two additional classrooms this year, bringing the total number of classrooms to seven and allowing the school to serve students from pre-K through sixth grade in the next school year.

Nepal

On April 25, 2015, a 7.8 magnitude earthquake killed nearly 9,000 people and injured approximately 23,000 in the Gorkha region of Nepal. This earthquake occurred against a backdrop of a fraught nation-building process, as leaders struggle to develop a viable constitution that guarantees equal rights in a multi-ethnic country. Protracted political instability and poor governance have plagued the rebuilding process. Women, minorities, and children have been particularly vulnerable in the aftermath of the earthquake to violations of their human rights and have faced additional barriers to accessing relief and rehabilitation support. UUSC's partners work to assist vulnerable communities by ensuring access to disaster relief and health services, training community members in trauma recovery and

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resilience, and safeguarding equitable education opportunities for traditionally marginalized children in earthquake-affected regions.

Last year, we provided a total of 54 rights at risk grants worth \$1,100,865. Some of the highlights of our Rights at Risk work over the past fiscal year include:

-Syrian refugee reponse partner, Hungarian Helsinki Committee (HHC), was able to reunite 10 families after many years spent apart. As part of the reunification process, HHC paid for DNA tests, official translations, rent for six children in Nairobi, costs of obtaining passports, and the purchase of more than 30 airplane tickets. Simply put, these families would not have been able to reunite without the project's financial assistance. (Pictures of the families HHC has helped reunite can be seen here: [http://egyuttacsalaad.helsinki.hu/.](http://egyuttacsalaad.helsinki.hu/))

-Another Syrian Refugee Response partner, Asylum Protection Center (APC), used its mobile team of aid professionals to provide 25,595 refugees with critical information about their legal rights; 1,117 with free legal aid; 874 with psychosocial support; and 4,560 with humanitarian aid. UUSC's support to APC paid for one of the camper vehicles that the comprehensive aid teams use to travel across Serbia, as well as technology (laptops, cellphones and software) to enable them to do their work more efficiently.

-Inclusive and Affirming Ministries, one of UUSC's SOGI partners in

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Africa, created safe spaces through which at least 85 members of clergy and 70 LGBTI individuals could conduct dialogues related to SOGI rights. After those meetings, at least 30 clergy were inspired to create their own dialogue spaces in their churches.

-Migrant Justice partner, CIVIC, built the first national immigration detention hotline that connected people in immigration detention to their families, while also documenting human and civil rights abuses. The hotline allows CIVIC to provide direct immediate support to people in detention, while also tracking issues to push for systemic change. In the year since the hotline was established, advocates have answered 13,818 calls and have conducted a total of 4,730 intakes with people in immigration detention.

-Also in the Migrant Justice portfolio, FM4 Paso Libre was able to provide 24/7 shelter services for migrants and asylum-seekers passing through Guadalajara, Mexico. As a result of the expanded hours, 6,289 persons received services from FM4 Paso Libre at the shelter in 2016, well exceeding FM4's goal of serving 4,500 for the year.

-After Hurricane Matthew hit Haiti in October 2016, Groupe d'Appui aux Rapatriés et Réfugiés (GARR) was able to provide humanitarian assistance (food, clothing, kitchen equipment, hygiene kits, tarps, etc.) to 1,045 people living in improvised displacement camps at the Anse-a-Pitre border.

-In Nepal, LAHURNIP helped affected community members obtain compensation for lands taken over by massive, government-led

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hydro-development projects in the Rasuwa and Panchthar districts.

Form 990, Part III, Line 4b:

Environmental Justice & Climate Action

This year, as part of a strategic decision to focus on the disproportionate impacts of a changing climate on the world's most vulnerable populations, UUSC's environmental justice & climate action launched a program aimed at protecting and defending the rights of people forcibly displaced by climate change in Alaska and in the South Pacific. To our knowledge, UUSC is currently the only funding organization supporting community-led and rights-based relocation strategies for communities experiencing the most severe impacts of climate change and who are at risk of being forcibly displaced. UUSC has twelve active environmental justice & climate action partners.

Climate Forced Displacement

UUSC recognizes the grave dangers that climate change impacts pose to the world's most vulnerable populations. Increasing temperatures and variable precipitation are intensifying natural disasters, melting glaciers, rising sea levels, intensifying droughts and causing widespread flooding. These climate impacts are increasing food and water insecurity, affecting natural resource-based economies and livelihoods and leading to mass displacement. These impacts disproportionately affect the most marginalized populations by multiplying their risks, widening inequalities and threatening their

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basic human rights and dignities.

This reality has shaped UUSC's Environmental Justice & Climate Action program to focus on advancing and protecting the rights of marginalized populations who are at risk of forced displacement caused by slow-onset climate impacts. UUSC's program emboldens the principle of the right to self-determination by prioritizing building protections in place and when necessary and required by our partners, supporting communities to relocate with dignity.

UUSC focuses on assisting indigenous populations of the South Pacific and Alaska-two distinct regions of the world that are highly susceptible to rising sea levels and climate induced natural disasters, and whose adaptive capacities are limited by their geographic isolation, their reliance on coastal resources and habitats, and their development limitations.

We recognize that the limited adaptive capacities of these two regions are further heightened by the limited abilities of government institutions and policies to adequately respond to the multiple and ongoing issues that communities experience, and more importantly, the lack of human rights protections for people at risk of climate forced displacement. Therefore, UUSC aims to:

-Strategically strengthen the capacities of affected communities to organize and advocate for rights-based solutions and protection and

-Support affected communities to build protections in place and to

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implement community-led relocation/migration in a way that respects and reinforces their rights and human dignities.

Together, our partners cover six countries. By the end of 2017, we anticipate reaching a total of 18 countries. Our partners work on various issues along the climate forced displacement spectrum, from building protections in place to relocation and resettlement.

In Papua New Guinea, our partner has been working for the past decade to relocate households from the Carteret Islands to areas in mainland Bougainville. UUSC's support is strengthening our partner's advocacy at the local provincial and national levels to raise more awareness about their communities' experiences and needs and for government support to help resettled households build their local infrastructures.

In Alaska, UUSC is supporting our Alaska Institute for Justice's (AIJ) Rights, Resilience, and Community Relocation program. AIJ is working with 16 Alaska Native Tribes to develop advocacy strategies to enhance their ability to adapt to a radically changing environment and to ensure the protection of their human rights if they are required to relocate as a consequence of climate change.

In Kiribati, our partners are working to enhance dialogue about climate forced migration in the climate change debate, while advocating for rights-based responses and the humane treatment of climate migrants. They are also working to raise awareness about the unique needs of People Living with Disabilities in Disaster Risk Reduction planning and responses.

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In Palau and Micronesia, our partner is strengthening the capacity of remote rural villages to build protections against climate change hazards, to help communities self-organize and to advocate for assistance from their governments and the international community.

Human Right to Water

For years, UUSC was on the cutting edge of ensuring that the human right to water is recognized in principle and becomes a reality in practice. UUSC collaborated with innovative groups who protected water resources and increasing access to services in law and practice. Recognizing that too many people are denied the human right to water because of discriminatory policies and procedures, UUSC focused on working with rural communities and low-income urban residents, indigenous people, people of color, women, children, and people living with disabilities. UUSC is in the process of exiting this work; however, over the course of the past year the program realized a number of positive outcomes.

Last year, we provided a total of twelve environmental justice & climate action grants worth \$271,900. Some of the highlights of our Environmental Justice & Climate Action work over the past fiscal year include:

-For ten years, UUSC supported Federaci n Nacional de Trabajadores de

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Agua Potable y Alcantarillado del Peru's (FENTAP) campaign for the recognition of the human right to water and sanitation in Peru.

FENTAP's research was crucial to demonstrating that the privatization of WASH services had not resulted in cleaner, widely available water or sanitation services. Last year, the Congress of the Republic of Peru approved a constitutional reform that recognizes the right of access to water as a constitutional right.

-TGNP Mtandao's human right to water campaign, "Tua Ndoo Kichwani" (or "Bucket off the Head"), launched in Tanzania in 2014 to push for accessible water within 400 meters of all buildings, led the Dar es Salaam water utility, DAWASCO, to install four new water points, all of which are being maintained by women and women now represent 50% of those on water committees.

-Following the 2016 flood in West Virginia, UUSC supported Legal Aid of West Virginia (LAWV) in its effort to provide legal assistance to marginalized communities. In more than 100 cases, LAWV provided legal assistance to individuals who needed help with landlord-tenant, FEMA, and insurance issues. In five of those cases, LAWV attorneys appealed denials of assistance and helped clients receive over \$80,000 in flood assistance, enabling them to buy new homes or repair damaged ones.

-For years, UUSC has supported SoilFarm Multi-Culture Group's programs to support sustainable agriculture and livelihood development in Kenya. These activities contributed to a much more food secure community in advance of the crippling drought that has devastated East Africa and led to a major famine. Last year, SFMG planted more than 50,000 trees;

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helped more than 400 families attain self-sufficiency in food
production; and more than 2,000 students and 80 teachers across 45
schools received environmental education.

Form 990, Part III, Line 4c:

Economic Justice

UUSC recognizes that workers' rights are human rights and works to
improve the lives of the world's most marginalized and vulnerable
workers. In the United States, we confront discrimination against
low-income workers by supporting employee-led organizing through
partnerships with worker centers. Internationally, we support small
cooperatives in Central America and seek to protect the rights of women
who work in Africa's massive informal economy.

Informal Economy

Workers in the informal economy are vulnerable to a number of
violations of their rights, such as limited access to social
protection, denial of labor rights, and lack of organization and
representation, as well as lower pay than workers in the formal
economy. According to the ILO: "Few have secure work, most have low and
erratic earnings and few are protected against loss of work and
income". Additionally, "most operate outside the reach of government
regulations and protection, and remain largely invisible in official
statistics." Women, for whom the informal economy provides a key source
of income and employment, are particularly vulnerable to these

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violations of their rights. Empowering workers in the informal economy, particularly women, through the provision of skills and rights trainings that not only inform them of their rights but ensure they are equipped to engage with local authorities to advocate for their rights and needs.

Food Chain Workers

Workers in the US food chain are vulnerable to a variety rights abuses. While most fall into the "formal" sector category, they experience many abuses of their rights - ranging from wage theft, unsafe working conditions and discrimination, to retaliation for reporting workplace violations. Additionally, the food chain relies heavily on the use of immigrant workers. For a number of reasons, immigrant workers are especially vulnerable to these rights violations. Accordingly, it is critical to ensure that food chain workers are empowered to advocate for their rights so they can ensure that their employers are held accountable and that their rights are respected. UUSC has supported worker efforts to advocate for, and ensure, that their rights are respected through: research to highlight the issues workers face; advocacy to effect changes in national, state, and corporate policies to ensure respect for worker rights; and promote new standards and/or monitoring methodologies that emphasize worker rights.

UUSC has fourteen active economic justice partners. Last year, we provided a total of 15 economic justice grants worth \$245,000. Some of

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the highlights of our Economic Justice work over the past fiscal year
include:

-Also in Nepal, following dialogue and continuous follow-up with
government officials and community leaders, Economic Justice partner,
Saathi, helped obtain electricity for 25 households. In Manohara
district, for instance, electricity was approved for all houses in the
community after rigorous follow-up and dialogues with the officials.

-In New York, the Street Vendor Project successfully lobbied for a
bill, introduced in the City Council last summer, to substantially
increase the number of vending permits and make other important
improvements to the vending laws. The bill, known as the "Street
Vending Modernization Act," has sixteen co-sponsors and several other
Council Members have indicated that they would vote in favor of the
bill if it were brought to the floor for a vote.

-Since 2011, UUSC has supported Northwest Arkansas Workers' Justice
Center's (NNAWJC) organizing and advocacy efforts to empower and
protect poultry industry workers in Arkansas, with a particular focus
on conditions in Tyson's plants in the state. In a major victory for
NNAWJC, Tyson recently announced a number of changes to improve the
pay, benefits, and working conditions for their employees across the
country-a possible step in the right direction following years of
advocacy and pressure from NNAWJC. The changes are designed to ensure
that poultry workers are given a voice in the company, and that they
benefit from improved safety, compensation, and transparency-all things
the poultry workers care deeply about, and have been fighting for, for

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years.

Form 990, Part III, Line 4d, Other Program Services:

UU College of Social Justice

The mission of the UUCSJ is to inspire and sustain faith-based activism for justice, on issues of local, national and global importance. We accomplish this through a variety of experiential learning programs. In fiscal year 2017 our programs included immersion learning journeys to the Arizona/Mexico border with BorderLinks, three different Nicaragua programs with Guardians of the Yaoska (religious leaders), Equal Exchange, and the Fundacion Entre Mujeres (FEM); Florida with the Coalition of Immokalee Workers, and West Virginia with the Southern Appalachian Labor School (SALS). Four of these programs were offered for youth groups.

In addition to our immersion learning programs, we provided two experiential justice education programs for high school youth, called Activate! These week-long trainings occurred in Boston and in New Orleans; in addition, a one-day training for youth preceded General Assembly in New Orleans. We repeated our Grow Racial Justice training program for young adults (ages 19-34). 32 young adults - over half of them young adults of color - came to New Orleans for an intensive exploration of how our denomination can respond to the current challenges and opportunities of racial justice. Both Activate! and GROW continued with workshop tracks for General Assembly.

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Our internships for college age young adults placed 12 interns with justice organizations in the US and India; through the generosity of our donors we were able to support our interns with small stipends. We deepened their experience through a series of weekly vocational and spiritual reflections and supported them with chaplains drawn from our Program Leaders.

We continued our skilled volunteer placements with UUSC partner RAICES in San Antonio, TX. We recruited, screened, placed and supported 25 volunteers with legal training and/or fluency in Spanish in cohorts April through June, and established a rotating practice that allows us to supply volunteers through the fall and into the winter. We were again supported in this important work through receptions, home stays and transportation assistance by volunteers from the First UU Church of San Antonio.

All of our programs are supported by a justice learning framework, primarily the UUCSJ Study Guide for Cross-Cultural Engagement. They are led by staff and by our Program Leaders, who we support with a training and retreat each fall. Our current cadre of 21 Program Leaders includes 14 ministers, seminarians or Directors of Religious Education; 11 are people of color and 8 are fluent Spanish Speakers. We are in the process of recruiting a few additional Program Leaders interested in working with youth.

UUCSJ is structured as a program unit of the UUSC, jointly governed by the UUA and UUSC for the benefit of both organizations under the terms of a joint operating agreement.

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Expenses \$ 863,288. including grants of \$ 22,117. Revenue \$ 125,835.

Form 990, Part VI, Section B, line 11b:

The draft of the Form 990 is discussed and reviewed with the finance committee of the board of trustees for their comments, input and approval. All the members of the governing body receive either a hard copy or an electronic copy of the Form 990 before it is filed.

Form 990, Part VI, Section B, Line 12c:

UUSC regularly and consistently monitors and enforces compliance with the conflict of interest policy which covers all staff and the board of trustees. In doing so, all decisions (financial or non-financial) are scrutinized to ensure that they are not self-serving with respect to UUSC personnel or members of the board of trustees. Human Resources decides if a conflict of interest exists for UUSC personnel and elevates the matter to the President/CEO or the President of the board of trustees as appropriate. The board completes a conflict of interest form annually which is then shared with the full board. Any conflicted individual is prohibited from voting or making any decisions related to the matter.

Form 990, Part VI, Section B, Line 15:

The compensation of the President/CEO is determined by the executive committee of the board of trustees, all of whom are independent of the President/CEO. The compensation is determined by reference to comparability data. The President/CEO's compensation is reviewed and potentially adjusted annually upon board approval. The organization maintains contemporaneous documentation of the deliberation and decision. Compensation for other officers is determined by the President/CEO. Such compensation is similarly

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determined by reference to comparability data.

Form 990, Part VI, Line 17, List of States receiving copy of Form 990:

CA, CO, CT, DC, FL, GA, HI, IL, IN, KS, KY, LA, ME, MD, MA, MI, MN, NH, NJ, NM, NY, NC, OH, OK, OR
PA, RI, SC, TN, UT, VA, WA, WV, WI, AL, AK, AR, ND, MS

Form 990, Part VI, Section C, Line 19:

UUSC makes its governing documents, conflict of interest policy and
financial statements available to the public by publishing them on its
website. Additionally, the Form 990 and financial statements are available
through the Massachusetts Attorney General's website.

Form 990, Part XI, line 9, Changes in Net Assets:

Change in Value of Split-interest Gifts -98,450.

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

► Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
► Attach to Form 990.

► Information about Schedule R (Form 990) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2016

Open to Public
Inspection

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Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

| (a) Name, address, and EIN (if applicable) of disregarded entity | (b) Primary activity | (c) Legal domicile (state or foreign country) | (d) Total income | (e) End-of-year assets | (f) Direct controlling entity |
|--|-------------------------|---|---------------------|---------------------------|-------------------------------------|
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Part II Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.

| (a) Name, address, and EIN of related organization | (b) Primary activity | (c) Legal domicile (state or foreign country) | (d) Exempt Code section | (e) Public charity status (if section 501(c)(3)) | (f) Direct controlling entity | (g) Section 512(b)(13) controlled entity? | |
|--|-------------------------|---|-------------------------------|---|-------------------------------------|--|----|
| | | | | | | Yes | No |
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For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule R (Form 990) 2016

Schedule R (Form 990) 2016 Committee Inc

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Part III

[illegible]

Part IV

[illegible]

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note: Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

| | Yes | No |
|--|-----|----|
| a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity | | X |
| b Gift, grant, or capital contribution to related organization(s) | | X |
| c Gift, grant, or capital contribution from related organization(s) | | X |
| d Loans or loan guarantees to or for related organization(s) | | X |
| e Loans or loan guarantees by related organization(s) | | X |
| f Dividends from related organization(s) | | X |
| g Sale of assets to related organization(s) | | X |
| h Purchase of assets from related organization(s) | | X |
| i Exchange of assets with related organization(s) | | X |
| j Lease of facilities, equipment, or other assets to related organization(s) | | X |
| k Lease of facilities, equipment, or other assets from related organization(s) | | X |
| l Performance of services or membership or fundraising solicitations for related organization(s) | | X |
| m Performance of services or membership or fundraising solicitations by related organization(s) | | X |
| n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s) | | X |
| o Sharing of paid employees with related organization(s) | | X |
| p Reimbursement paid to related organization(s) for expenses | | X |
| q Reimbursement paid by related organization(s) for expenses | | X |
| r Other transfer of cash or property to related organization(s) | | X |
| s Other transfer of cash or property from related organization(s) | | X |

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

| (a) Name of related organization | (b) Transaction type (a-s) | (c) Amount involved | (d) Method of determining amount involved |
|-------------------------------------|----------------------------------|------------------------|--|
| (1) | | | |
| (2) | | | |
| (3) | | | |
| (4) | | | |
| (5) | | | |
| (6) | | | |

Part VI Unrelated Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

[illegible]