

Form **990**

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

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

2022

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

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Go to www.irs.gov/Form990 for instructions and the latest information.

A For the **2022** calendar year, or tax year beginning **JUL 1, 2022** and ending **JUN 30, 2023**

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization Unitarian Universalist Service Committee Inc		D Employer identification number 04-6186012
	Doing business as		E Telephone number (617)-868-6600
	Number and street (or P.O. box if mail is not delivered to street address) Room/suite 689 Massachusetts Avenue	G Gross receipts \$ 26,307,732.	
	City or town, state or province, country, and ZIP or foreign postal code Cambridge, MA 02139		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If "No," attach a list. See instructions
	F Name and address of principal officer: Mary Katherine Morn same as C above		
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c)() (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527			
J Website: www.uusc.org			
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> 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)	3	16
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	16
	5 Total number of individuals employed in calendar year 2022 (Part V, line 2a)	5	43
	6 Total number of volunteers (estimate if necessary)	6	510
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	886,108.
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	883,668.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year 10,926,410.	Current Year 11,101,936.
	9 Program service revenue (Part VIII, line 2g)	6,936.	24,428.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	1,205,447.	9,386,537.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	162,046.	44,994.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	12,300,839.	20,557,895.
	Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	1,725,387.
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)		4,807,031.	6,038,010.
16a Professional fundraising fees (Part IX, column (A), line 11e)		158,950.	155,300.
b Total fundraising expenses (Part IX, column (D), line 25) 879,353.			
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		2,999,561.	3,172,971.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)		9,690,929.	12,229,250.
19 Revenue less expenses. Subtract line 18 from line 12	2,609,910.	8,328,645.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year 35,096,265.	End of Year 46,088,751.
	21 Total liabilities (Part X, line 26)	2,212,759.	2,895,934.
	22 Net assets or fund balances. Subtract line 21 from line 20	32,883,506.	43,192,817.

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	Signature of officer <i>Mack Davidson</i>	Date <i>14 November 2023</i>
	Mack Davidson, VP & Lead Financial Officer Type or print name and title	
Paid Preparer Use Only	Print/Type preparer's name Brenda L. Booth	Preparer's signature <i>Brenda L. Booth</i>
	Date 11/09/23	Check if self-employed <input type="checkbox"/> PTIN P01342395
	Firm's name CBIZ MHM, LLC	Firm's EIN 26-3753134
	Firm's address 500 Boylston Street Boston, MA 02116	Phone no. 617-761-0600

May the IRS discuss this return with the preparer shown above? See instructions Yes No

Part III Statement of Program Service Accomplishments

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

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 \$ 3,501,026. including grants of \$ 899,341.) (Revenue \$ 8,399.)
Human Rights Programs - I. Climate Justice & Environmental Justice: See
Schedule O.

4b (Code: _____) (Expenses \$ 3,008,004. including grants of \$ 772,795.) (Revenue \$ 7,213.)
Human Rights Programs - II. Migrant Justice: See Schedule O.

4c (Code: _____) (Expenses \$ 3,012,067. including grants of \$ 1,190,833.) (Revenue \$ 7,223.)
Human Rights Programs - III. Crisis Response: See Schedule O

4d Other program services (Describe on Schedule O.)
(Expenses \$ 665,745. including grants of \$ _____) (Revenue \$ 1,593.)

4e Total program service expenses 10,186,842.

**Unitarian Universalist Service
Committee Inc**

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)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		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? <i>If "Yes," complete Schedule C, Part II</i>	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 Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>		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? <i>If "Yes," complete Schedule D, Part I</i>		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? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		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? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i>	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? <i>If "Yes," complete Schedule D, Part VI</i>	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? <i>If "Yes," complete Schedule D, Part VII</i>	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? <i>If "Yes," complete Schedule D, Part VIII</i>		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? <i>If "Yes," complete Schedule D, Part IX</i>		X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	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)? <i>If "Yes," complete Schedule D, Part X</i>	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		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? <i>If "Yes," complete Schedule F, Parts I and IV</i>	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? <i>If "Yes," complete Schedule F, Parts II and IV</i>	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? <i>If "Yes," complete Schedule F, Parts III and IV</i>		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? <i>If "Yes," complete Schedule G, Part I.</i> See instructions	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? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
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	

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Committee Inc**

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Part IV Checklist of Required Schedules *(continued)*

	Yes	No
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>	22	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>	23	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>	24a	X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
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?	24c	
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	
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>	25a	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>	25b	X
26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>	26	X
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>	27	X
28 Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>	28a	X
b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>	28b	X
c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>	28c	X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29	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>	30	X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31	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>	32	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>	33	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>	34	X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	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>	35b	X
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>	36	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>	37	X
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?	38	X

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

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	39
b Enter the number of Forms W-2G included on 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

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Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

		Yes	No
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		43
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	X	
b	If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation on Schedule O</i>	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)?		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?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		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?		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?		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?		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?		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		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?	12a	
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.	13a	
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?		X
b	If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation on Schedule O</i>	14b	
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.	15	X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	16	X
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.	17	

**Unitarian Universalist Service
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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 on 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 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 on Schedule O.		
	1a	16	
b	Enter the number of voting members included on line 1a, above, who are independent		
	1b	16	
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, 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 on 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 on 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 on 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 on 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 (1024 or 1024-A, 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 on Schedule O)
- 19** Describe on 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

See Schedule O for full list of states

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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 the 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, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) 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.
- See the instructions for the order in which to list the persons above.

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/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(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) Mary Katherine Morn President & Lead Executive Officer	40.00			X			246,911.	0.	44,836.	
(2) Rachel Freed VP & Lead Program Officer	35.00			X			195,571.	0.	51,295.	
(3) Cassandra Ryan VP & Lead Development Officer	35.00			X			172,711.	0.	50,286.	
(4) Mack Davidson VP & Lead Financial Officer	35.00			X			178,262.	0.	28,384.	
(5) Carol Cahalane Director Of Finance	35.00					X	141,633.	0.	26,924.	
(6) Michael Kourabas Director of Partner Support & Grants	35.00					X	122,772.	0.	45,654.	
(7) Salote Soqo Director of Advocacy	35.00					X	119,215.	0.	37,193.	
(8) Karen Klett Director of Membership & Marketing	35.00					X	120,023.	0.	21,627.	
(9) Katherine Friedman Director Of Individual Giving	35.00					X	117,988.	0.	23,608.	
(10) Rev. Ned Wight Chair	1.00	X		X			0.	0.	0.	
(11) Lynn Miyamoto Vice-Chair	1.00	X		X			0.	0.	0.	
(12) Cynthia Totten Secretary	1.00	X		X			0.	0.	0.	
(13) Jim Smith Treasurer	1.00	X		X			0.	0.	0.	
(14) Rev. Jacqueline Brett Board Member	1.00	X					0.	0.	0.	
(15) Sarah K. Dreier Board Member	1.00	X					0.	0.	0.	
(16) Barbara Du Mond Board Member	1.00	X					0.	0.	0.	
(17) David Thompson Board Member	1.00	X					0.	0.	0.	

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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/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(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) Rev. Manish Mishra-Marzetti Board Member	1.00	X					0.	0.	0.	
(19) Maria Pignataro Nielsen Board Member	1.00	X					0.	0.	0.	
(20) April Nishimura Board Member	1.00	X					0.	0.	0.	
(21) Joseph Parsons Board Member	1.00	X					0.	0.	0.	
(22) Anthony Pinn Board Member	1.00	X					0.	0.	0.	
(23) Rohit Menezes Board Member	1.00	X					0.	0.	0.	
(24) Kimberly Quinn-Johnson Board Member	1.00	X					0.	0.	0.	
(25) Katherine Schneider Board Member	1.00	X					0.	0.	0.	
1b Subtotal							1,415,086.	0.	329,807.	
c Total from continuation sheets to Part VII, Section A							0.	0.	0.	
d Total (add lines 1b and 1c)							1,415,086.	0.	329,807.	

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 11

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		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? <i>If "Yes," complete Schedule J for such individual</i>	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? <i>If "Yes," complete Schedule J for such person</i>		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
IDM, 1250 Connecticut Ave NW, Suite 200, Washington, DC 20036	Fundraising Consulting	155,300.
iCorps, 300 Trade Center, Suite 6540, Woburn, MA 01801	IT Services	124,495.

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

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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)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a	24,007.				
	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	11,077,929.				
	g Noncash contributions included in lines 1a-1f	1g	\$ 158,542.				
	h Total. Add lines 1a-1f			11,101,936.			
Program Service Revenue	2 a Participant Fees Learning Trips	Business Code					
		624200	24,428.	24,428.			
	b _____						
	c _____						
	d _____						
	e _____						
	f All other program service revenue						
g Total. Add lines 2a-2f			24,428.				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		513,638.			513,638.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross rents	6a	(i) Real	44,994.			
			(ii) Personal				
	b Less: rental expenses ...	6b	0.				
	c Rental income or (loss)	6c	44,994.				
	d Net rental income or (loss)			44,994.		44,994.	
	7 a Gross amount from sales of assets other than inventory	7a	(i) Securities	122,736.	14500000.		
			(ii) Other				
	b Less: cost or other basis and sales expenses	7b	37,660.	5712177.			
	c Gain or (loss)	7c	85,076.	8787823.			
	d Net gain or (loss)			8,872,899.	886,108.	7986791.	
8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a						
b Less: direct expenses	8b						
c Net income or (loss) from fundraising events							
9 a Gross income from gaming activities. See Part IV, line 19	9a						
b Less: direct expenses	9b						
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances	10a						
b Less: cost of goods sold	10b						
c Net income or (loss) from sales of inventory							
Miscellaneous Revenue	11 a _____	Business Code					
	b _____						
	c _____						
	d All other revenue						
	e Total. Add lines 11a-11d						
12 Total revenue. See instructions			20,557,895.	24,428.	886,108.	8545423.	

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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	2,304,216.	2,304,216.		
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	558,753.	558,753.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	968,256.	736,182.	191,055.	41,019.
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	3,765,784.	3,070,555.	501,285.	193,944.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	278,729.	224,132.	40,763.	13,834.
9 Other employee benefits	686,343.	551,903.	100,375.	34,065.
10 Payroll taxes	338,898.	272,515.	49,563.	16,820.
11 Fees for services (nonemployees):				
a Management				
b Legal	34,501.	12,468.	22,033.	
c Accounting	75,290.		75,290.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17	155,300.			155,300.
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.)	1,114,792.	915,096.	26,546.	173,150.
12 Advertising and promotion				
13 Office expenses				
14 Information technology	90,402.	74,265.	11,680.	4,457.
15 Royalties				
16 Occupancy	72,665.	44,202.	17,789.	10,674.
17 Travel	610,789.	567,110.	10,953.	32,726.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	54,331.	27,861.	20,528.	5,942.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	31,601.	20,660.	6,838.	4,103.
23 Insurance	68,868.	45,180.	14,805.	8,883.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a <u>Printing & Publications</u>	280,323.	242,141.	179.	38,003.
b <u>Postage & Shipping</u>	278,216.	235,326.	1,397.	41,493.
c <u>Telephone</u>	57,557.	37,813.	12,360.	7,384.
d <u>Supplies</u>	34,963.	25,861.	5,052.	4,050.
e All other expenses	368,673.	220,603.	54,564.	93,506.
25 Total functional expenses. Add lines 1 through 24e	12,229,250.	10,186,842.	1,163,055.	879,353.
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 <input checked="" type="checkbox"/> if following SOP 98-2 (ASC 958-720)	517,513.	439,886.	0.	77,627.

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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	1,625,040.	1	1,336,024.	
	2 Savings and temporary cash investments	7,203,181.	2	12,562,012.	
	3 Pledges and grants receivable, net	994,349.	3	1,119,932.	
	4 Accounts receivable, net	76,554.	4	265,485.	
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5		
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6		
	7 Notes and loans receivable, net	65,462.	7	65,462.	
	8 Inventories for sale or use		8		
	9 Prepaid expenses and deferred charges	413,182.	9	118,099.	
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 1,093,512.			
	b Less: accumulated depreciation	10b 924,122.	5,346,992.	10c	169,390.
	11 Investments - publicly traded securities	13,046,628.	11	20,915,910.	
	12 Investments - other securities. See Part IV, line 11	6,274,873.	12	7,948,092.	
	13 Investments - program-related. See Part IV, line 11		13		
	14 Intangible assets		14		
	15 Other assets. See Part IV, line 11	50,004.	15	1,588,345.	
16 Total assets. Add lines 1 through 15 (must equal line 33)	35,096,265.	16	46,088,751.		
Liabilities	17 Accounts payable and accrued expenses	1,570,769.	17	1,330,820.	
	18 Grants payable		18		
	19 Deferred revenue		19		
	20 Tax-exempt bond liabilities		20		
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21		
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		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	516,990.	25	1,440,114.	
	26 Total liabilities. Add lines 17 through 25	2,212,759.	26	2,895,934.	
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.				
	27 Net assets without donor restrictions	18,479,907.	27	30,666,767.	
	28 Net assets with donor restrictions	14,403,599.	28	12,526,050.	
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.				
	29 Capital stock or trust principal, or current funds		29		
	30 Paid-in or capital surplus, or land, building, or equipment fund		30		
	31 Retained earnings, endowment, accumulated income, or other funds		31		
	32 Total net assets or fund balances	32,883,506.	32	43,192,817.	
	33 Total liabilities and net assets/fund balances	35,096,265.	33	46,088,751.	

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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	20,557,895.
2	Total expenses (must equal Part IX, column (A), line 25)	2	12,229,250.
3	Revenue less expenses. Subtract line 2 from line 1	3	8,328,645.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	32,883,506.
5	Net unrealized gains (losses) on investments	5	1,984,847.
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 on Schedule O)	9	-4,181.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	43,192,817.

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 on 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		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	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 on Schedule O.	X	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F? _____		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 on Schedule O and describe any steps taken to undergo such audits _____		

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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) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	6959775.	9377718.	12367891.	10926410.	11101936.	50733730.
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	6959775.	9377718.	12367891.	10926410.	11101936.	50733730.
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)						4325779.
6 Public support. Subtract line 5 from line 4.						46407951.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
7 Amounts from line 4	6959775.	9377718.	12367891.	10926410.	11101936.	50733730.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	320,506.	260,054.	219,103.	243,425.	558,632.	1601720.
9 Net income from unrelated business activities, whether or not the business is regularly carried on	10,291.	19,387.		69,090.	886,108.	984,876.
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						53320326.
12 Gross receipts from related activities, etc. (see instructions)					12	315,533.
13 First 5 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 2022 (line 6, column (f), divided by line 11, column (f))	14	87.04 %
15 Public support percentage from 2021 Schedule A, Part II, line 14	15	88.90 %
16a 33 1/3% support test - 2022. 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 - 2021. 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 - 2022. 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 - 2021. 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"/>

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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) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(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) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(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 on 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 5 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**

Section C. Computation of Public Support Percentage

15 Public support percentage for 2022 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2021 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2022 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2021 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2022. 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 - 2021. 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

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Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, 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? <i>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.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
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)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>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.</i>		
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)? <i>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.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c 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).</i>		
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? <i>If "Yes," provide detail in Part VI.</i>		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as 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? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
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))? <i>If "Yes," provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
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)? <i>If "Yes," answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

**Unitarian Universalist Service
Committee Inc**

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 on lines 11b and 11c below, the governing body of a supported organization?		
b A family member of a person described on line 11a above?		
c A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.</i>		
11a		
11b		
11c		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? <i>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 officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
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? <i>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.</i>		
1		
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)? <i>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).</i>		
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?		
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? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3 By reason of the relationship described on line 2, above, 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? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		
1		
2		
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 governmental entity (see instructions).			
2 Activities Test. Answer lines 2a and 2b 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? <i>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.</i>			
b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>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.</i>			
3 Parent of Supported Organizations. Answer lines 3a and 3b 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? <i>If "Yes" or "No" provide details in Part VI.</i>			
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>			
2a			
2b			
3a			
3b			

Unitarian Universalist Service
Committee Inc

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 (<i>explain in detail in Part VI</i>):		
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 0.015 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 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount		(A) Prior Year	(B) Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	Current Year
2	Enter 0.85 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
Committee Inc

Schedule A (Form 990) 2022

04-6186012 Page 7

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	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5
6	Other distributions (<i>describe in Part VI</i>). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8
9	Distributable amount for 2022 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2022	(iii) Distributable Amount for 2022
1 Distributable amount for 2022 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2022 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2022			
a From 2017			
b From 2018			
c From 2019			
d From 2020			
e From 2021			
f Total of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2022 distributable amount			
i Carryover from 2017 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2022 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2022 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2022, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2022. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2023. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2018			
b Excess from 2019			
c Excess from 2020			
d Excess from 2021			
e Excess from 2022			

Schedule A (Form 990) 2022

SCHEDULE C
(Form 990)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2022

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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.
Go to www.irs.gov/Form990 for instructions and the latest information.

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-.

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

Schedule C (Form 990) 2022

LHA

232041 11-08-22

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 (grassroots lobbying)	15,725.													
b	Total lobbying expenditures to influence a legislative body (direct lobbying)	16,045.													
c	Total lobbying expenditures (add lines 1a and 1b)	31,770.													
d	Other exempt purpose expenditures	11,318,127.													
e	Total exempt purpose expenditures (add lines 1c and 1d)	11,349,897.													
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns.	717,495.													
<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)	179,374.													
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) 2019	(b) 2020	(c) 2021	(d) 2022	(e) Total
2a Lobbying nontaxable amount	550,343.	550,963.	602,968.	717,495.	2,421,769.
b Lobbying ceiling amount (150% of line 2a, column(e))					3,632,654.
c Total lobbying expenditures	47,292.	17,190.	68,882.	31,770.	165,134.
d Grassroots nontaxable amount	137,586.	137,741.	150,742.	179,374.	605,443.
e Grassroots ceiling amount (150% of line 2d, column (e))					908,165.
f Grassroots lobbying expenditures	26,409.	6,592.	42,809.	15,725.	91,535.

Schedule C (Form 990) 2022

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)).

Table with 3 columns: (a) Yes, (a) No, (b) Amount. Rows include questions about lobbying activities like volunteers, staff, media, mailings, etc.

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

Table with 3 columns: Question, Yes, No. Rows include questions about dues, lobbying expenditures, and carryover.

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."

Table with 3 columns: Question, Yes, No. Rows include questions about dues, lobbying expenditures, and taxable amount.

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.

Blank lines for providing supplemental 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.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2022

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.

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two Yes/No questions regarding donor property and grant fund usage.

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

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include purpose of easements, conservation contribution details (2a-2d), number of modified easements, states where located, monitoring policy, staff hours, expenses, and requirements of section 170(h)(4)(B)(i).

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.

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include reporting requirements for art and historical treasures (1a, 1b) and amounts required to be reported (2a, 2b).

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule D (Form 990) 2022

**Unitarian Universalist Service
Committee Inc**

Schedule D (Form 990) 2022

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	4,543,978.	End-of-Year Market Value
(C) Corporate Bonds	3,270,970.	End-of-Year Market Value
(D) Assets Related to Pooled		
(E) Funds	133,144.	End-of-Year Market Value
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.)	7,948,092.	

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	417,492.
(3) Pooled Income Deferred Revenue	32,429.
(4) Right-of-use liability	990,193.
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.)	1,440,114.

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 FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ...

Schedule D (Form 990) 2022

Unitarian Universalist Service
Committee Inc

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	22,538,561.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	1,984,847.
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	-4,181.
e	Add lines 2a through 2d	2e	1,980,666.
3	Subtract line 2e from line 1	3	20,557,895.
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	20,557,895.

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	12,229,250.
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	
e	Add lines 2a through 2d	2e	0.
3	Subtract line 2e from line 1	3	12,229,250.
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	12,229,250.

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 V, line 4:

UUSC'S endowment funds support programs with an annual spending rate of 5%.

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

Part XIII Supplemental Information (continued)

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 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.

Part XI, Line 2d - Other Adjustments:

Change in value of split-interest gifts -4,181.

**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.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2022

Open to Public
Inspection

Name 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
Central America and the Caribbean	0	0	Grants to Recipients Located in the Region		781,800.
East Asia and the Pacific	0	0	Grants to Recipients Located in the Region		979,386.
Europe (Including Iceland & Greenland)	0	1	Grants to Recipients Located in the Region		405,750.
North America	0	0	Grants to Recipients Located in the Region		137,280.
3 a Subtotal	0	1			2,304,216.
b Total from continuation sheets to Part I	0	0			0.
c Totals (add lines 3a and 3b)	0	1			2,304,216.

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

Schedule F (Form 990) 2022

**Unitarian Universalist Service
Committee Inc**

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	35,000.	Wire Transfer	0.		
		Central America and the Caribbean	Humanitarian Assistance	85,000.	Wire Transfer	0.		
		Central America and the Caribbean	Humanitarian Assistance	89,000.	Wire Transfer	0.		
		Central America and the Caribbean	Humanitarian Assistance	50,600.	Wire Transfer	0.		
		Central America and the Caribbean	Humanitarian Assistance	90,100.	Wire Transfer	0.		
		Central America and the Caribbean	Humanitarian Assistance	85,100.	Wire Transfer	0.		
		Central America and the Caribbean	Humanitarian Assistance	70,000.	Wire Transfer	0.		
		Central America and the Caribbean	Humanitarian Assistance	115,000.	Wire Transfer	0.		

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as a tax exempt 501(c)(3) organization by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter **68**

3 Enter total number of other organizations or entities **0**

Unitarian Universalist Service
Committee Inc

Schedule F (Form 990)

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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)
		Central America and the Caribbean	Humanitarian Assistance	75,000.	Wire Transfer	0.		
		Central America and the Caribbean	Humanitarian Assistance	87,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	10,170.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	20,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	25,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	20,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	36,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	40,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	25,000.	Wire Transfer	0.		

Unitarian Universalist Service
Committee Inc

Schedule F (Form 990)

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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	21,071.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	10,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	30,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	10,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	10,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	65,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	20,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	45,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	15,000.	Wire Transfer	0.		

Unitarian Universalist Service
Committee Inc

Schedule F (Form 990)

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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	20,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	30,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	46,233.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	70,349.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	36,400.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	20,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	33,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	60,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	25,000.	Wire Transfer	0.		

Unitarian Universalist Service
Committee Inc

Schedule F (Form 990)

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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	25,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	25,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	15,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	20,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	7,128.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	20,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	30,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	60,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	7,500.	Wire Transfer	0.		

Unitarian Universalist Service
Committee Inc

Schedule F (Form 990)

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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	26,535.	Wire Transfer	0.		
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	23,000.	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	42,750.	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	20,000.	Wire Transfer	0.		
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	20,000.	Wire Transfer	0.		

Unitarian Universalist Service
Committee Inc

Schedule F (Form 990)

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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)
		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	20,000.	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	20,000.	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	50,000.	Wire Transfer	0.		
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	20,000.	Wire Transfer	0.		

Unitarian Universalist Service
Committee Inc

Schedule F (Form 990)

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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	11,280.	Wire Transfer	0.		
		North America	Humanitarian Assistance	35,000.	Wire Transfer	0.		
		North America	Humanitarian Assistance	51,000.	Wire Transfer	0.		
		North America	Humanitarian Assistance	30,000.	Wire Transfer	0.		
		North America	Humanitarian Assistance	10,000.	Wire Transfer	0.		

Unitarian Universalist Service
Committee Inc

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; don't 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; don't file with Form 990)* Yes No

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
Committee Inc**

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
		(event type)	(event type)	(total number)	(add col. (a) through col. (c))
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))
		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 Committee Inc

- 11 Does the organization conduct gaming activities with nonmembers?
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?
13 Indicate the percentage of gaming activity conducted in:
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?
b If "Yes," enter the amount of gaming revenue received by the organization
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?
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

**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.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2022

**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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
Lowlander Center, Inc. 106 Sandalwood Dr. Gray, CA 70359	46-4993987	501(c)(3)	31,000.	0.			Support upcoming First People's Conservation Council Gatheri
Center for Transformative Action 119 Anabel Taylor Hall Ithaca, NY 14853	16-0990318	501(c)(3)	40,000.	0.			Support Queer Detainee Empowerment Project's work
Alaska Institute for Justice 431 West 7th Ave., Suite 208 Anchorage, AK 99501	56-2533062	501(c)(3)	25,000.	0.			Guidance to Alaska Native Tribes as they address Climate Ris
United States Campaign for Burma P.O. Box 34126 Washington, DC 20043	27-0843682	501(c)(3)	40,000.	0.			Engage in participatory research & HR & Democracy in Burma
Unitarian Universalist Justice Arizona Network - 10400 E. Camino Quince - Tucson, AZ 85748	46-4229880	501(c)(3)	10,000.	0.			To provide a general operating support exit grant to UUJAZ
Black Belt Justice Center 4323 F Street SE Washington, DC 20019	45-4441783	501(c)(3)	15,000.	0.			Operating support for the Acres of Ancestry Initiative/Black

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 31.

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) 2022

**Unitarian Universalist Service
Committee Inc**

Schedule I (Form 990)

04-6186012

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Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Foundation for the Austin Sanctuary Network - 3514 Pinnacle Rd - Austin, TX 78746	82-2653572	501(c)(3)	20,000.	0.			Support any & All aspects of the ASN's activities
Minnesota Unitarian Universalist Socila Justice Alliance - 900 Mt Curve Ave. - Minneapolis, MN 55403	42-1734371	501(c)(3)	12,000.	0.			Provide general operating support to the Minnesota UU Social
Central American Resources Center of California - 2845 W. 7th St. - Los Angeles, CA 90005	95-3867724	501(c)(3)	20,000.	0.			"Support for any and all aspects of the TPS Alliance's work,"
Georgia Latino Alliance For Human Rights - 7 Dunwoody Park Suite 110 - Atlanta, GA 30338	76-0809155	501(c)(3)	15,000.	0.			provide general operating support for any and all of GLAHR's
Rural Community Workers Allinace 60731 Hwy M Milan, MS 63556	61-1718871	501(c)(3)	15,000.	0.			Support any and all aspects of the RCWA's work
Conversations with Friends 7455 France Avenue South #131 Edina, MN 55435	81-4359535	501(c)(3)	12,500.	0.			Provide general operating support_ Conversations with Friend
Carrizo Comecrudo Tribe of Texas 1250 Roemer Ln Floresville, TX 78114	75-2830923	501(c)(3)	12,000.	0.			Provide general operating support to the Carrizo Comecrudo T
Immigrant Action Alliance Inc. 3900 Hollywood Blvd Suite 103 Hollywood, CA 33021	82-1225259	501(c)(3)	15,000.	0.			To provide general operating support to IAA
Louisiana Advocates for Immigrants in Detention - PO Box 51441 - Lafayette, LA 70505	87-2935596	501(c)(3)	15,000.	0.			To provide general operating support to Louisiana AID

Schedule I (Form 990)

**Unitarian Universalist Service
Committee Inc**

Schedule I (Form 990)

04-6186012

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Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Paso Del Norte Community Foundation - 221 N. Kansas St. Suite 1900 - El Paso, TX 79901	46-1997449	501(c)(3)	16,000.	0.			Provide a general operating support exit grant to DMSC
The SWFL RESET Center Inc 13411 Shire Lane Fort Myers, FL 33912	85-1939559	501(c)(3)	15,000.	0.			Provide general operating support to the South West Florida
CHIN Community of USA, INC DC Area 7206 Antares Dr Gaithersburg Gaithersburg, MD 20879	82-3291686	501(c)(3)	6,000.	0.			Provide emergency support to Cyclone Mocha victims_Chin stat
Climate Justice Alliance PO BOX 10202 Berkeley, CA 94709-5202	85-3440899	501(c)(3)	20,000.	0.			Move the Money Research Project
Cooperation Jackson of Mississippi, Inc. - 939 W. Capitol Street - Jackson, MS 39216	47-1153202	501(c)(3)	20,000.	0.			Support Jacksonians during the ongoing water Crisis
Giving Back Fund 5101 Santa Monica Blvd Ste 8 PMB 13 Los Angeles, CA 90029	04-3367888	501(c)(3)	30,000.	0.			Convene frontline responders impact on War in Ukraine
Instituto para la Investigacion y Accion en Agroecologia - PO BOX 361767 - San Juan , PR 009367533	66-0910974	501(c)(3)	20,000.	0.			Support emergency relief efforts after Hurricane_Puerto Rico
New York University 665 Broadway Suite 801 new york, NY 10012	13-5562308	501(c)(3)	22,000.	0.			Research_Global Justice Center on how colonization structura
The Coalition of Immokalee Workers 110S 2nd St Immokalee, FL 34142	65-0641010	501(c)(3)	20,000.	0.			Provide lifesaving emergency support_ clean water, food, she

Schedule I (Form 990)

**Unitarian Universalist Service
Committee Inc**

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.

**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.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2022

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.

- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> 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 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.

- | | |
|---|---|
| <input checked="" type="checkbox"/> Compensation committee | <input checked="" type="checkbox"/> Written employment contract |
| <input checked="" type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> 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) 2022

**Unitarian Universalist Service
Committee Inc**

Schedule J (Form 990) 2022

04-6186012

Page 2

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 and/or 1099-NEC 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) Mary Katherine Morn President & Lead Executive Officer	(i)	246,911.	0.	0.	22,290.	22,546.	291,747.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) Rachel Freed VP & Lead Program Officer	(i)	195,571.	0.	0.	19,597.	31,698.	246,866.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) Cassandra Ryan VP & Lead Development Officer	(i)	172,711.	0.	0.	19,597.	30,689.	222,997.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) Mack Davidson VP & Lead Financial Officer	(i)	178,262.	0.	0.	19,597.	8,787.	206,646.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) Carol Cahalane Director Of Finance	(i)	141,633.	0.	0.	15,791.	11,133.	168,557.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) Michael Kourabas Director of Partner Support & Grants	(i)	122,772.	0.	0.	13,956.	31,698.	168,426.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) Salote Soqo Director of Advocacy	(i)	119,215.	0.	0.	12,180.	25,013.	156,408.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2022

Open to Public Inspection

Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury
Internal Revenue Service

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	24	158,542.	Mean Value on Gift D
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 V, 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 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?
 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.

	Yes	No
30a		X
31	X	
32a		X
33		

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

Schedule M (Form 990) 2022

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.

**SCHEDULE O
(Form 990)**

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 Form 990-EZ.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization	Unitarian Universalist Service Committee Inc	Employer identification number	04-6186012
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Form 990, Part I, Line 1, Description of Organization Mission:

Guided by UU principles and the Universal Declaration of Human Rights, UUSC strives to advance human rights, dismantle systems of oppression, and uplift and affirm the inherent worth and dignity of all people. We center the voices and experiences of those most affected and strengthen those grassroots groups and movements who are organizing themselves to advance these goals. In order to accomplish this, we offer justice education and leadership development; engagement and mobilization for advocacy; partner support; and grant funding.

UUSC aims to leverage our particular strategic assets and strengths to disrupt criminalization and systemic oppression of people based on their identities; support self-determination and defend the rights of people who are or may be forced to leave the places they call home due to climate, conflict, or economic hardship, and address the root causes of forced displacement; and respond to humanitarian crises as partners with people whose access to aid is most limited, by helping them to rebuild their lives and by addressing the human rights issues or violations that make them more vulnerable.

In all of our work, UUSC and our partners work with the communities most affected by injustice, including:

In Burma, our partners are focused on protecting the rights of the ethnic minority communities.

In Poland and Ukraine, our partners are working with those most

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impacted by the full-scale Russian invasion, including women, LGBTQ+ people, the Roma, Black and African-descended people, and people with disabilities and their caregivers.

In Mexico and Central America, UUSC's partners work with people who have been displaced from their home countries by state-sanctioned and gender-based violence, are at risk of being displaced, or who have been repatriated and are in continued danger.

In the U.S., our partners work with criminalized populations, including undocumented people and those at risk of deportation.

In Alaska, Louisiana, and the Pacific, UUSC's partners are advancing and protecting the rights of populations at risk of climate-forced displacement.

In the Bahamas, UUSC is supporting grassroots partners working with the communities most impacted by Hurricane Dorian, including Haitian immigrants who are subjected to ongoing discrimination and completely ignored by the mainstream response to the hurricane.

In Haiti, we are partnering with organizations working with women, activists, and journalists fighting for their sovereignty and self-determination in the face of Haiti's political crisis.

In the past fiscal year, UUSC made more than 120 grants and amendments worth \$2.53 million to grassroots organizations working in countries around the world.

UUSC's Impact

What does it mean to have a human rights "impact"? For UUSC, "impact" means building movements for systemic change. Impact means using our

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power and privilege as a US-based nonprofit to amplify the power of the grassroots by following the leadership of communities directly affected by injustice. It is addressing immediate harms and their root causes, to dismantle oppressive systems including those from which we benefit. In short, our impact can be seen in the steps we take on the way to building a more just, equitable, and regenerative world. These are ambitious goals to be sure. Achieving them will take time, and the work that will make them possible is not always quantifiable or readymade for public consumption.

The themes, stories, and outcomes we choose to highlight in our work, therefore, are chosen because they help us understand whether or not our work is supporting those long-term, systemic impacts, as we strive to make progress on our human rights goals. We are proud that many of our highlights showcase UUSC's approach: consulting with our grassroots partners, frontline communities, and other allies and then leveraging whatever resources we have to make a collective impact on our shared struggle for justice and human rights. In every case, we aim to put our grassroots partners at the center, showing the power of social change when it is led by communities confronting oppression and injustice.

Fiscal Year 2023 Impact Highlights

This year, UUSC helped strengthen grassroots movements, addressed immediate harms while working toward systemic solutions, and centered the experiences and wisdom of the communities most impacted by injustice. Below are just a few of the highlights of how we did this.

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Some examples of this year's impacts across our work include:

Strengthening grassroots-led humanitarian relief responses by the Rohingya, Karen, and Karenni ethnic minority groups to the ongoing violence and human rights abuses perpetrated by the Burmese military following the attempted military coup in February 2021.

Documenting and reporting on ongoing human rights abuses by the Burmese military in Karenni State.

Working with the Inter-American Commission on Human Rights to coordinate a visit by two Special Rapporteurs to communities most impacted by the climate crisis in Alaska and Louisiana, which led to a report related to those impacts, centering our partners and their communities.

Developing a portfolio of 11 grassroots partners working in Poland and Ukraine on the impacts of Russia's full-scale invasion of Ukraine.

Strengthening Indigenous community-led responses to loss and damage from the climate crisis in the Pacific.

Supporting a coalition of youth from the Pacific to file a request with the International Court of Justice for an advisory opinion on the human rights obligations of states to address the impacts of the climate crisis.

Supporting a Rohingya-led effort to preserve the language and culture of Rohingya in the world's largest refugee camp in Bangladesh.

Responding to the deadly fire in a immigrant detention center in Juarez, Mexico, which killed 40 Central and South Americans, by supporting the accompaniment of survivors and family members and making recommendations for Mexican authorities to improve national migration policy.

Supporting young women in rural Nicaragua to continue their studies,

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including by covering the costs of transport (many have to travel 2-3 hours each way to school), food, supplies, and other necessary items.

Form 990, Part III, Line 4a:

Climate & Disaster Justice in the US, Pacific and Haiti

Expenses \$3,501,026 including grants of \$899,341. Revenue: \$8,399.

UUSC's Climate Justice work focuses on advancing and protecting the rights of populations at risk of climate-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. In addition to directly supporting communities at risk, UUSC has a multi-pronged strategy that targets a range of stakeholders to assist communities as they advance their right to self-determination and develop strategies to respond to the spectrum of risks associated with climate-forced displacement.

In alignment with our principles, UUSC's strategy upholds the timeless adage that civil society organizations around the world share, "Nothing about us, without us." This recognizes the grave injustices that frontline communities have experienced through legacies of imperialism, colonialism, exploitation of Indigenous bodies and lands, and the forcible displacement that many have faced in the name of western modernization. By centering the voices of communities and by upholding their right to self-determination, UUSC and our partners are actively

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seeking a pathway to corrective justice, one that is transformative, redemptive, respectful, and sustainable, and most importantly, one that reflects the multiple needs that communities require on the ground.

As part of UUSC's response and long-term work to support the self-determination of Haitians in addressing the nation's multi-dimensional civil, economic, environmental, and political crisis, UUSC is a part of an advocacy coalition including Haitian leaders on-the-ground and in the U.S. diaspora to influence U.S. government policy in Haiti towards supporting the Montana Agreement. The Montana Agreement was developed by a Commission of Haiti's civil society organizations (CSOs) and political groups with the primary goal of resolving the current political impasse and creating stable conditions by which Haitians can reclaim their sovereignty.

UUSC's grassroots partners in Haiti are focused on defending and protecting the rights of deportees, returnees and internally displaced populations, those whose lives have been uprooted due to ongoing climate and environmental devastations and state-sanctioned land grabs, which were created under Haiti's previous corrupt political leadership and which was supported by U.S. foreign policy.

Form 990, Part III, Line 4b:

Migrant Justice

Expenses \$3,008,004 including grants of \$772,795. Revenue: \$7,213.

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UUSC's current migrant justice strategy is to support Central Americans at risk of forced displacement by increasing options for them to safely stay at home, protecting their rights on the migrant trail, and disrupting the system of imprisonment and deportation within the U.S. Violence, impunity, and corruption have forced thousands of Central Americans to flee their homes. All people have the rights to safety, human dignity, and a process to seek asylum. Yet, when they flee, people in migration face further dangers and abuses designed to deter them from their journey. Upon reaching the United States, they can be detained, prosecuted, or have their family members taken from them. After years spent building their lives in the United States, they may still be at risk of deportation. As with all our initiatives, we focus our grantmaking and partner support for grassroots organizations working for systemic change. We believe that connecting groups across the migration trail, from El Salvador to Mexico to the United States, will create a strong movement centered on the rights of people, not borders.

The root causes of forced displacement are just as important to address as ensuring sanctuary and refuge from harm. UUSC focuses its efforts on supporting new systems of protection, particularly for women and Indigenous youth, and stopping U.S. military aid to security forces and U.S.-backed development projects, both of which escalate violence and create instability.

In Nicaragua, for example, we support a grassroots women's organization, Fundacion entre Mujeres, that helps women develop alternative livelihoods and free them from abusive partners. In

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Guatemala, we support efforts to reintegrate Indigenous Maya youth who have been deported, through our partnership with Asociacion Pop Noj. In Honduras, we support Foro de Mujeres Por La Vida, a coalition of over 17 women's organizations, to reduce gender-based violence and document the impact of increased militarization on women's security. The dangers that women and human rights defenders face in Honduras are inseparable from the violation of ancestral and Indigenous land rights in many cases linked to U.S.-backed development projects. This violence forces more people to flee the country in search of safety, exacerbating instability throughout the region.

UUSC also supports organizations along the migration trail from Central America to the United States to protect migrants from violence and extortion while in transit and help them to safely seek asylum in Mexico, if they choose to do so. Our partners advocate for transnational systems to ensure crimes against undocumented migrants can be reported and prosecuted, and help families locate their missing family members. They provide legal assistance to seek asylum in Mexico and help strengthen Mexico's overwhelmed asylum system. They also direct safe transit shelters where migrants can be informed of their rights and work to expose and address causes of migrant deaths in the desert. As the United States seeks to shift the burden to transit countries and deter asylum-seekers from finding safety within its borders, it is even more crucial that human rights defenders monitor asylum systems and immigration enforcement across borders.

Finally, UUSC believes that people in migration in the United States should have the right to seek asylum, be free from arbitrary detention

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and deportation, and that families should stay together out of
detention. We are supporting our partners in their work to document
abuses in immigration detention centers and at the U.S.-Mexico border,
to provide legal assistance to seek asylum, and to establish and
maintain ways for immigrants in detention to receive legal support,
connect with family, and advocate for themselves.

Form 990, Part III, Line 4c:

International Justice & Accountability in Burma

Expenses \$3,012,067 including grants of \$1,190,833. Revenue: \$7,223.

UUSC supports grassroots organizations in Burma that are either led by
members of directly impacted communities or supporting their
self-empowerment. Our partners document and publicize human rights
abuses, advocate for equality for religious and ethnic minorities,
campaign for justice and accountability, run civic empowerment and
conflict resolution trainings, and build diverse coalitions across
grassroots activists.

In February 2021, following the 2020 national election, the Burmese
military staged a violent coup against the country's elected civilian
government. Since then, the Burmese military has arrested, detained,
tortured, or killed thousands of peaceful demonstrators, members of
civil society, and government officials who oppose their rule. UUSC and
our partners on-the-ground in Burma and neighboring Thailand have
worked tirelessly, liaising with human rights defenders to provide both

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emergency humanitarian relief and to support human rights defenders fleeing from the military coup. UUSC was able to support some of the activists we have relationships with to secure funding to leave the country and enter the United States through humanitarian parole visas. We have also increased our support and the scope of our partnerships to deliver critically needed cross-border humanitarian aid to ethnic minority organizations at the Thai-Burma border.

International Justice & Accountability in Ukraine & Poland

Working with partners on the ground in Ukraine and Poland, UUSC's response to Russia's full-scale invasion of Ukraine seeks to ensure that historically oppressed communities (namely Roma, women, LGBTQI+, BIPOC (African and Afro-descendant), and people with disabilities) impacted by the war, and who are left out of mainstream humanitarian relief efforts despite experiencing exacerbated forms of oppression during crisis, have access to the critical resources they need to survive, move, heal, and thrive. We aim to also support and strengthen the ongoing, systemic work of movements working with historically oppressed communities in their long-term fight for justice, and resource a regional response to the impacts of Russian imperialism on intersectional feminist movements in the CEECCNA region.

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

Human Rights Programs - IV. UU College of Social Justice: See Schedule O.

Expenses \$ 665,745. including grants of \$ 0. Revenue \$ 1,593.

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Form 990, Part III, Line 4d:

UU College of Social Justice

The UU College of Social Justice (UUCSJ) is structured as a joint program of the Unitarian Universalist Service Committee (UUSC), jointly governed by the Unitarian Universalist Association (UUA) and UUSC for the benefit of both organizations under the terms of a joint operating agreement. UUCSJ is a key strategy which allows both UUSC and the UUA to nimbly realize their independent and intertwined missions to advance the justice-centered values of Unitarian Universalism and human rights.

The mission of the UU College of Social Justice is to inspire and sustain effective and spiritually grounded activism for justice. All CSJ programs and collaborations are designed to help people cross boundaries, gain insight, imagine new ways and learn new skills to make a difference in the world. CSJ's work is intimately and ultimately relational. From its very creation as a bridge between the Unitarian Universalist Service Committee (UUSC) and the Unitarian Universalist Association (UUA) to CSJ's work to help UUs bridge gaps between abstract ideas and embodied practice, the UU College of Social Justice continues to provide essential connective tissue supporting the spiritually grounded justice work of Unitarian Universalism.

In FY23, the UU College of Social Justice was a leader in the use of experiential education pedagogy for social justice education to collaborate, co-create, and curate youth, young adult, and multigenerational learning opportunities. This is priority work for CSJ

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in the reshaping of experiential learning opportunities within the context of global pandemic, climate change, and geopolitical violence.

As a CSJ partner named, "Everything is urgent and nothing can be done well urgently."

CSJ continues to focus on being both catalyst and connector, teachers and designers of learning containers, accomplices and partners providing fortification for the long-haul work of shaping a more just and joyful world. We accomplish this through collaboration, co-creation, and curation of a variety of experiential learning programs, partnerships, workshops and resources designed for and with UUSC partners, UU congregations and UU-adjacent partners. UUCSJ supported the first in-person UU youth justice journey with catalyst partner organization BORDERLINKS and developed resources required for supporting youth groups through immersive learning journeys, as risk tolerance for travel begins to expand. UUCSJ's ability to transition to online workshops continues to enable us to reach a wide audience, including strengthening our relationships with UU State Action Networks (SANs) and the congregations and directly impacted communities they serve. Our workshops include: Being a Good Relative/Being a Good Neighbor, Arts and Activism, Faith in Action, Speaking Justice in our Language of Faith, and we have collaborated with UUSC to offer Ethical Storytelling webinars. UUCSJ also supports the Congregational Accompaniment Project for Asylum Seekers (CAPAS) and related accompaniment for trans and gender expansive communities members facing persecution.

Over the past decade, CSJ has developed and nurtured a strong skill set

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in shaping risk management and protocols of collective care that can be responsive to emergent learning environments. As the world emerges from the quarantine phase of a global pandemic, climate chaos impacts daily life, and fascism shifts from theory to practice in more and more communities, this skill set has been in high demand by and shared freely with UU communities and engagement partners. The skills and practices for living faithfully and resiliently into the struggle for collective liberation through global solidarity are essential teachings for now and UUCSJ is here for the teaching and learning.

Form 990, Part VI, Section A, line 6:

A party who has made a donation in the last twelve months is considered a UUSC member. This is the only class of organizational member.

Form 990, Part VI, Section A, line 7b:

UUSC members are entitled to voting rights specified by Massachusetts statute.

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

The draft of the Form 990 is discussed and reviewed with the audit 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

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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/LEO or the Chair 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/LEO is determined by the executive committee of the board of trustees, all of whom are independent of the President/LEO. The compensation is determined by reference to comparability data. The President/LEO'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/LEO. Such compensation is similarly 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.

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

Change in Value of Split-interest Gifts -4,181.

**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.

Go to www.irs.gov/Form990 for instructions and the latest information.

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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

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

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

Schedule R (Form 990) 2022

**Unitarian Universalist Service
Committee Inc**

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	<input type="checkbox"/>	<input checked="" type="checkbox"/>
b Gift, grant, or capital contribution to related organization(s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
c Gift, grant, or capital contribution from related organization(s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
d Loans or loan guarantees to or for related organization(s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
e Loans or loan guarantees by related organization(s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
f Dividends from related organization(s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
g Sale of assets to related organization(s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
h Purchase of assets from related organization(s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
i Exchange of assets with related organization(s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
j Lease of facilities, equipment, or other assets to related organization(s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
k Lease of facilities, equipment, or other assets from related organization(s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
l Performance of services or membership or fundraising solicitations for related organization(s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
m Performance of services or membership or fundraising solicitations by related organization(s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
o Sharing of paid employees with related organization(s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
p Reimbursement paid to related organization(s) for expenses	<input type="checkbox"/>	<input checked="" type="checkbox"/>
q Reimbursement paid by related organization(s) for expenses	<input type="checkbox"/>	<input checked="" type="checkbox"/>
r Other transfer of cash or property to related organization(s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
s Other transfer of cash or property from related organization(s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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)			

