

Challenging Injustice, Advancing Human Rights

Powered by grassroots collaboration throughout the world, UUSC fosters social justice and works toward a world free from oppression. UUSC's innovative approaches and measurable impact are grounded in the moral belief that all people have inherent power, dignity, and rights.

In partnership with dedicated UUSC members, tireless activists, and inspiring grassroots organizations, UUSC aims to ensure that fundamental human rights are realities for everyone — no matter race, gender, or class. Every day, UUSC takes action to promote economic justice, defend the human right to water, and protect rights at risk during crises.

Current UUSC Staff and Board

EXECUTIVE

Tom Andrews President and Chief Executive Officer

PROGRAMS, ADVOCACY, and ACTION

Rachel Freed Vice President and Chief Program Officer
Cameron Kirkpatrick Creative Services and Digital Media Producer
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Pamela Sparr Associate Director for Justice Building
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Shayna Lewis Senior Associate for Digital Campaigns
Shelly Koo Associate for Online Content
Danielle Fuller-Wimbush Director of Programs, Research and Partner Support
Amber Moulton Researcher
Ines Llorente Administrative Assistant
Jillian Tuck Senior Program Leader for Rights at Risk
Josh Leach Rights at Risk Program Consultant
Leigh Meunier Assistant for Program and Partner Support
Michael Kourabas Associate Director for Program and Partner Support
Philip Hamilton Associate for Economic Justice
Salote Soqo Senior Program Leader for Environmental Justice & Climate Action
Kathleen McTigue Director of UU College of Social Justice
Angela Kelly Senior Associate for Justice Training
Christopher Casuccio Senior Associate for Immersion Learning Programs
Deva Jones Senior Associate for Service Learning & Volunteer Placements
Heather Vickery Associate for Administration and Enrollment

FINANCE and ADMINISTRATION

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Carol Cahalane Director of Finance
Giao Doan Staff Accountant
Mohamed Zine-Abidine Senior Accountant
Winnie Chau Nguyen Accountant
Quang Nguyen Director of Human Resources
Adelaide Vonleh Human Resources Assistant
Ethan Adams Facility and Operations Manager

DEVELOPMENT

Cassandra Ryan Vice President and Chief Development Officer
Carly Cronon Associate for Congregational Giving Programs
Catrina Vear Associate for Major Gifts
Eric Grignol eCommerce and Marketing Officer
Hannah Moy Development Department Coordinator
Karen Klett Direct Marketing Officer
Katherine Friedman Associate Director of Development for Major Gifts
Marie Williams Planned Giving and Major Gifts Officer
Susan Mosher Associate for Donor Services
David Pattillo Temporary Development Writer

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Our Approach

UUSC advances human rights and social justice around the world, partnering with those who confront unjust power structures and mobilizing to challenge oppressive policies. UUSC's programmatic work – including grants, advocacy, and research – is organized into three areas of focus: economic justice, environmental justice and climate action, and rights at risk.

To fight for economic justice, UUSC develops strategic partnerships and networks, builds movements, and influences local, statewide, and national policy in order to advance workers' rights.

For years, UUSC has been on the cutting edge of ensuring that the human right to water is recognized in principle and becomes a reality in practice. Our environmental justice work also focuses on combatting the exploitation of natural resources in indigenous communities and protecting and advance the human rights of those that are most affected by and least able to respond to the impacts of climate change.

Finally, UUSC seeks to address the needs of populations on the outer margins of society, who are traditionally excluded from mainstream aid responses and whose rights are most at risk. In situations of forced displacement, natural and man-made disasters, and gross violations of civil and political rights, UUSC works to restore, protect, and advance these rights through programs of social transformation and structural change.

2016 Highlights

Over the past year, UUSC has relentlessly pursued justice and the advancement of human rights. We are proud of the progress we have made alongside our partners.

Refugee Relief

- *Provided 550 winterization kits to 372 refugee families in the Greek Islands*
- *Joined with a grass roots organization to provide free legal aid to 1,117 refugees and psychosocial support to 874 refugees in Serbia*
- *Provided support for 24 Syrian families to be enrolled in resettlement programs in the United States*

Rights at Risk

- *Provided assistance to more than 400 people with disabilities following Cyclone Pam in Vanuatu*
- *Collaborated with grassroots partners to assist more than 23,000 earthquake-affected households in Nepal*
- *Supported 200 farming families through the creation of a credit union in Myanmar/Burma*



Environmental Justice

- *UUSC program leader for Environmental Justice and Climate Action represented UUSC and its partners on the Human Right to Water panel at the United Nations High Level Politics Forum on Sustainable Development Goals*
- *In June 2016, UUSC's research team released the report: "The Invisible Crisis: Water Unaffordability in the United States"*

UU College of Social Justice

- *Conducted 15 service learning journeys for over 160 people to Haiti, India, Mexico, and the U.S.*
- *Engaged 90 youth participants in Activate Justice trainings*



Economic Justice

- *Provided trainings on human rights and the Zimbabwe constitution, as well as financial literacy trainings, to 708 workers in the informal economy of Zimbabwe*
- *Carried out human rights and gender equity trainings for 212 informal workers across Malawi*
- *Provided legal services to 267 refugees and community legal empowerment trainings for 100 more in Tanzania*



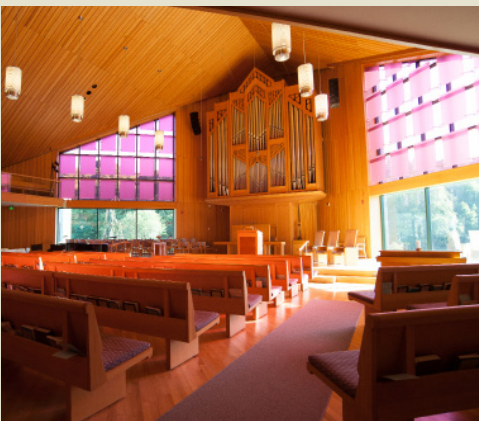
UUSC's Strength is You

As we reflect on UUSC's many successes over the past year, we can't help but feel deep thanks for the people who have joined with us in this great work. You have helped us advance our mission and impact the lives of so many.

Help us to continue by renewing, or if possible, increasing your support. The challenge of protecting human rights and social justice persists and we need your support more than ever.

To learn about other ways you may support UUSC's programs, please contact the Development Department at 617-868-6600 or development@uusc.org

Thank You to the UU Congregation at Shelter Rock



UUSC can point to only one partner that has stood alongside us consistently for several decades: the UU Congregation at Shelter Rock (UUCSR) in Manhasset, N.Y.

For 40 years, UUCSR has been the largest funder of UUSC's work to advance human rights and has provided additional support whenever there's a disaster.

As UUSC continues to work toward meaningful, effective implementation of human rights and social justice initiatives around the world, we pause to express enormous gratitude to UUCSR for helping to make a world of difference.

Financial Statements

For the year ended June 30, 2016

(with comparative totals for June 30, 2015)

Statement of financial position for the years ended June 30

	2016	2015
Assets		
Cash and equivalents		
Cash	\$ 1,065,445	\$ 949,616
Money market funds and CDs	4,747,640	5,223,818
	<u>5,813,085</u>	<u>6,173,434</u>
Investments	13,618,747	13,586,497
Accounts and interest receivable	305,745	308,465
Mission related loan receivable	266,623	313,711
Pledges receivable, net	4,247,583	5,406,831
Prepaid expenses and other assets	213,780	231,583
Debt Service Reserve Fund	119,218	119,079
Property and equipment, net	<u>5,826,826</u>	<u>5,758,185</u>
	<u>\$ 30,411,607</u>	<u>\$ 31,897,785</u>
Total Assets		
Liabilities		
Accounts payable and accrued expenses	\$ 407,279	\$ 475,909
Accrued compensation	586,763	372,130
Pooled income deferred revenue	94,054	124,997
Bond payable	2,760,313	2,847,838
Donor advance — promissory notes	125,000	125,000
Planned giving obligations:		
Gift annuities	712,885	743,259
Trust agreements	5,497	50,713
Pooled income		
	<u>4,691,791</u>	<u>4,739,846</u>
Net Assets		
Unrestricted	12,754,130	12,921,654
Temporarily restricted	7,931,561	9,222,291
Permanently restricted	<u>5,034,125</u>	<u>5,013,994</u>
	<u>25,719,816</u>	<u>27,157,939</u>
Total Liabilities and Net Assets	<u>\$ 30,411,607</u>	<u>\$ 31,897,785</u>

Total expenses by three major areas: \$9,897* (in thousands)



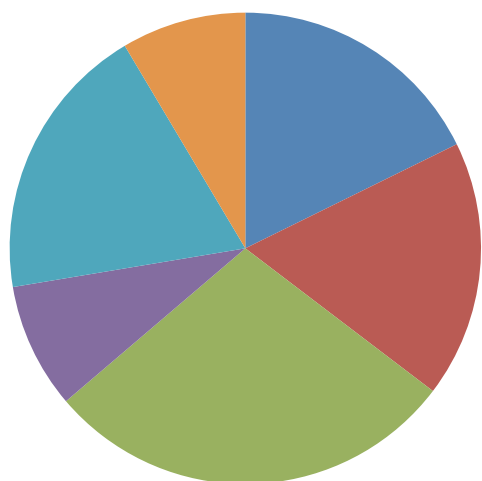
Program Services	\$8,133	82.2%
Fundraising	\$737	7.4%
Management	\$1,027	10.4%
Total	\$9,897	100%

Statement of activities for the years ended June 30

	2016				2015
	Unrestricted	Temporarily restricted	Permanently restricted	Total	Total
Public support and revenue	\$ 6,715,764	\$ 1,448,458	\$ 1,200	\$ 8,165,422	\$ 8,927,258
Net assets released from restrictions	3,739,115	(3,739,115)	0	0	0
Total public support and revenue and net assets released from restriction	<u>10,454,879</u>	<u>(2,290,657)</u>	<u>1,200</u>	<u>8,165,422</u>	<u>8,927,258</u>
Expenses					
Program services	8,133,079			8,133,079	7,220,313
Office space rental	350,359			350,359	335,676
Fundraising	737,173			737,173	673,100
Management	1,026,320			1,026,320	1,081,178
Total expenses	<u>10,246,931</u>			<u>10,246,931</u>	<u>9,310,267</u>
Income/(loss) from operations (a)	<u>207,948</u>	<u>(2,290,657)</u>	<u>1,200</u>	<u>(2,081,509)</u>	<u>(383,009)</u>
Net nonoperating activities (b)	<u>(375,472)</u>	<u>999,927</u>	<u>18,931</u>	<u>643,386</u>	<u>2,488,559</u>
Net assets					
Change in net assets (a+b)	(167,524)	(1,290,730)	20,131	(1,438,123)	2,105,550
Beginning of the year	12,921,654	9,222,291	5,013,994	27,157,939	25,052,389
End of year	<u>\$ 12,754,130</u>	<u>\$ 7,931,561</u>	<u>\$ 5,034,125</u>	<u>\$ 25,719,816</u>	<u>\$ 27,157,939</u>

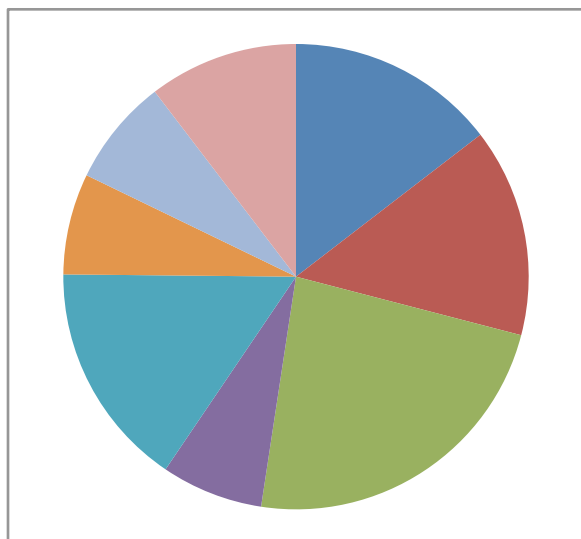
*Management note on restricted revenue. The 2016 net loss from operations shown above simply reflects that we satisfied more restrictions on previously donated net assets than we received in new restricted net assets during the year. Excluding this accounting of restricted revenue timing, UUSC generated net income from operations of \$207,948 for the year.

Allocation of program services \$8,133 (in thousands)



Environmental Justice	\$1,441	17.7%
Economic Justice	\$1,434	17.6%
Rights at Risk	\$2,311	28.4%
UU College of Social Justice	\$700	8.6%
Partner Grants	\$1,552	19.1%
Relief Grants	\$695	8.6%
	<hr/>	
	\$8,133	100%

Total expenses \$9,897* (in thousands)



Environmental Justice	\$1,441	14.6%
Economic Justice	\$1,434	14.5%
Rights at Risk	\$2,311	23.3%
UU College of Social Justice	\$700	7.1%
Partner Grants	\$1,552	15.7%
Relief Grants	\$695	7%
Fundraising	\$737	7.4%
Management	\$1,027	10.4%
	<hr/>	
	\$9,897	100%

* Net of Cambridge office space rental expenses offset by rental income



UUSC Receives Highest Distinction from Charity Navigator

For the fifth consecutive year, UUSC has earned the highest possible rating — four out of four stars — from Charity Navigator, the nation's largest independent evaluator of nonprofit organizations. The four-star "exceptional" rating is given to nonprofits that demonstrate exemplary fiscal responsibility and a commitment to accountability and transparency.



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