

990

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

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

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

OMB No. 1545-0047

2020

Open to Public
Inspection

A For the 2020 calendar year, or tax year beginning JUL 1, 2020 and ending JUN 30, 2021

B Check if applicable:

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

C Name of organization

Unitarian Universalist Service
Committee Inc

Doing business as

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

689 Massachusetts Avenue

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

Cambridge, MA 02139

F Name and address of principal officer: Mary Katherine Morn
same as C above

D Employer identification number

04-6186012

E Telephone number

(617)-868-6600

G Gross receipts \$ 13,839,343.

H(a) Is this a group return

for subordinates? ☐ Yes ☒ NoH(b) Are all subordinates included? ☐ Yes ☐ No

If "No," attach a list. See instructions

H(c) Group exemption number ▶

I Tax-exempt status: ☒ 501(c)(3) ☐ 501(c) () ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527J Website: www.uusc.orgK Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation: 1948 M State of legal domicile: MA

Part I Summary

1 Briefly describe the organization's mission or most significant activities: <u>See Schedule O</u>																																																									
2 Check this box ☐ 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)	15																																																								
4 Number of independent voting members of the governing body (Part VI, line 1b)	14																																																								
5 Total number of individuals employed in calendar year 2020 (Part V, line 2a)	42																																																								
6 Total number of volunteers (estimate if necessary)	520																																																								
7a Total unrelated business revenue from Part VIII, column (C), line 12	-31,022.																																																								
7b Net unrelated business taxable income from Form 990-T, Part I, line 11	0.																																																								
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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	Date
	Mack Davidson, VP & CAO	09 Nov 2021
Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature
	Brenda L. Booth	11/08/21
	Firm's name ▶ CBIZ MHM, LLC	Check if self-employed ☐ PTIN P01342395
	Firm's address ▶ 500 Boylston Street Boston, MA 02116	Firm's EIN ▶ 26-3753134
		Phone no. 617-761-0600

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

Unitarian Universalist Service
Committee Inc

Form 990 (2020)

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Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:

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

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 3,222,072. including grants of \$ 720,608.) (Revenue \$ 40,825.)
Human Rights Programs - I. Migrant Justice: See Schedule O.

4b (Code:) (Expenses \$ 1,856,019. including grants of \$ 415,093.) (Revenue \$ 23,517.)
Human Rights Programs - II. Climate Justice & Environmental Justice:
See Schedule O.

4c (Code:) (Expenses \$ 1,502,616. including grants of \$ 377,579.) (Revenue \$ 19,038.)
Human Rights Programs - III. Crisis Response: See Schedule O

4d Other program services (Describe on Schedule O.)
(Expenses \$ 543,907. including grants of \$ 0.) (Revenue \$ 6,892.)

4e Total program service expenses 7,124,614.

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**Unitarian Universalist Service
Committee Inc**

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Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ?	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 Revenue Procedure 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>	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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Form **990** (2020)

**Unitarian Universalist Service
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	X
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	X
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	X
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	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 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 lines 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 in 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 in line 1a. Enter -0- if not applicable	1b	0
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	X

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**Unitarian Universalist Service
Committee Inc**

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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 42		
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)		2b X	
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?		3a X	
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O		3b X	
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			4a X
b If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			5a X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b X
c If "Yes" to line 5a or 5b, did the organization file Form 8886-T?			
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?			6a X
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			
7 Organizations that may receive deductible contributions under section 170(c).			
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?			7a X
b If "Yes," did the organization notify the donor of the value of the goods or services provided?			
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c X
d If "Yes," indicate the number of Forms 8282 filed during the year	7d		
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f X
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?			7g X
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?			
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?			8
9 Sponsoring organizations maintaining donor advised funds.			
a Did the sponsoring organization make any taxable distributions under section 4966?			9a
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?			9b
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?			14a X
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O			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 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

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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 ☒ X

Section A. Governing Body and Management

			Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year	1a	15		
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.				
b Enter the number of voting members included on line 1a, above, who are independent	1b	14		
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2			X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, 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 in Schedule O the process, if any, used by the organization to review this Form 990.				
12a Did the organization have a written conflict of interest policy? If "No," go to line 13	12a		X	
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b		X	
c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c		X	
13 Did the organization have a written whistleblower policy?	13		X	
14 Did the organization have a written document retention and destruction policy?	14		X	
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?				
a The organization's CEO, Executive Director, or top management official	15a		X	
b Other officers or key employees of the organization	15b		X	
If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).				
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a			X
b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b			

Section C. Disclosure

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

18 Section 6104 requires an organization to make its Forms 1023 (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

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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 ContractorsCheck if Schedule O contains a response or note to any line in this Part VII ☐**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees****1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."

- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.

- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) Mary Katherine Morn President & CEO	40.00			X				226,525.	0.	41,687.
(2) Cassandra Ryan VP & CDO	35.00			X				158,036.	0.	46,875.
(3) Rachel Freed VP & CPO	35.00			X				164,285.	0.	31,282.
(4) Mack Davidson VP & CAO	35.00			X				166,022.	0.	23,969.
(5) Kathleen McTigue Director Of AJE	35.00					X		140,598.	0.	45,451.
(6) Quang Nguyen Director Of HR	35.00					X		138,834.	0.	24,593.
(7) Carol Cahalane Director Of Finance	35.00					X		129,909.	0.	25,240.
(8) Danielle Fuller-Wimbush Director Of Programs	35.00					X		122,171.	0.	30,417.
(9) Michael Kourabas Associate Director	35.00					X		109,433.	0.	36,040.
(10) Rev. Ned Wight Chair	1.00	X		X				0.	0.	0.
(11) Brock Leach 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) Peter Fenn 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) Lyssa Jenkins Board Member	1.00	X						0.	0.	0.
(19) Lynn Miyamoto Board Member	1.00	X						0.	0.	0.
(20) Maria Pignataro Nielsen Board Member	1.00	X						0.	0.	0.
(21) April Nishimura Board Member	1.00	X						0.	0.	0.
(22) Joseph Parsons Board Member	1.00	X						0.	0.	0.
(23) Anthony Pinn Board Member	1.00	X						0.	0.	0.
(24) Rohit Menezes Board Member	1.00	X						0.	0.	0.
1b Subtotal								1,355,813.	0.	305,554.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								1,355,813.	0.	305,554.

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 700, Washington, DC 20036	Fundraising Consulting	160,400.
Footage Films DBA All Of Us Films 39 Hillside Ter., Wallkill, NY 12589	Video and Event Production	104,477.

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) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a	14,867.					
	b Membership dues	1b						
	c Fundraising events	1c						
	d Related organizations	1d						
	e Government grants (contributions)	1e	207,412.					
	f All other contributions, gifts, grants, and similar amounts not included above ...	1f	12,145,612.					
	g Noncash contributions included in lines 1a-1f	1g	\$ 378,749.					
	h Total. Add lines 1a-1f				12,367,891.			
	Program Service Revenue	2 a Participant Fees Learning Trips			Business Code			
			624200	27,148.	27,148.			
b								
c								
d								
e								
f All other program service revenue								
g Total. Add lines 2a-2f					27,148.			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			180,211.			180,211.	
	4 Income from investment of tax-exempt bond proceeds							
	5 Royalties							
	6 a Gross rents	6a	(i) Real	(ii) Personal				
			441,355.					
			b Less: rental expenses ...	6b				
	c Rental income or (loss)	6c	70,994.					
	d Net rental income or (loss)				70,994.	63,124.	-31,022.	38,892.
	7 a Gross amount from sales of assets other than inventory	7a	(i) Securities	(ii) Other				
			460,100.	362,638.				
			b Less: cost or other basis and sales expenses	7b				
	c Gain or (loss)	7c	443,600.	362,638.				
	d Net gain or (loss)				806,238.			806,238.
	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			13,452,482.	90,272.	-31,022.	1,025,341.	

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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	614,671.	614,671.		
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	898,609.	898,609.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	858,681.	618,510.	189,059.	51,112.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	2,887,648.	2,488,923.	316,891.	81,834.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	336,619.	279,223.	45,452.	11,944.
9 Other employee benefits	597,257.	495,762.	80,701.	20,794.
10 Payroll taxes	276,478.	229,463.	37,352.	9,663.
11 Fees for services (nonemployees):				
a Management				
b Legal	13,987.	5,187.	8,800.	
c Accounting	64,600.		64,600.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17	160,400.			160,400.
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.)	546,653.	481,147.	26,582.	38,924.
12 Advertising and promotion				
13 Office expenses				
14 Information technology	94,719.	77,811.	12,238.	4,670.
15 Royalties				
16 Occupancy	119,590.	78,245.	23,507.	17,838.
17 Travel	98,096.	96,355.	968.	773.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	58,302.	41,980.	13,263.	3,059.
20 Interest	55,913.	38,343.	9,972.	7,598.
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	224,812.	151,047.	41,866.	31,899.
23 Insurance	55,583.	38,631.	9,621.	7,331.
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>	278,126.	238,278.	0.	39,848.
b <u>Postage & Shipping</u>	225,846.	210,144.	507.	15,195.
c <u>Telephone</u>	23,220.	15,946.	4,211.	3,063.
d <u>Supplies</u>	11,754.	9,376.	1,250.	1,128.
e All other expenses	138,997.	16,963.	7,799.	114,235.
25 Total functional expenses. Add lines 1 through 24e	8,640,561.	7,124,614.	894,639.	621,308.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				
Check here ☒ if following SOP 98-2 (ASC 958-720)	498,545.	423,763.	0.	74,782.

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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	2,509,632.	1	1,593,190.
	2 Savings and temporary cash investments	4,796,497.	2	8,441,223.
	3 Pledges and grants receivable, net	536,297.	3	1,252,734.
	4 Accounts receivable, net	144,010.	4	60,254.
	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	105,570.	7	85,085.
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	383,524.	9	393,234.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	9,104,222.		
	b Less: accumulated depreciation	3,744,683.	10c	5,359,539.
	11 Investments - publicly traded securities	10,604,285.	11	14,754,330.
	12 Investments - other securities. See Part IV, line 11	5,416,448.	12	6,082,598.
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	49,878.	15	49,953.
16 Total assets. Add lines 1 through 15 (must equal line 33)	30,153,124.	16	38,072,140.	
Liabilities	17 Accounts payable and accrued expenses	807,408.	17	922,559.
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities	2,377,255.	20	2,272,827.
	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	788,663.	25	533,291.
	26 Total liabilities. Add lines 17 through 25	4,098,326.	26	3,853,677.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here ☒ and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	16,490,318.	27	20,208,309.
	28 Net assets with donor restrictions	9,564,480.	28	14,010,154.
	Organizations that do not follow FASB ASC 958, check here ☐ 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	26,054,798.	32	34,218,463.
33 Total liabilities and net assets/fund balances	30,153,124.	33	38,072,140.	

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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	13,452,482.
2	Total expenses (must equal Part IX, column (A), line 25)	2	8,640,561.
3	Revenue less expenses. Subtract line 2 from line 1	3	4,811,921.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	26,054,798.
5	Net unrealized gains (losses) on investments	5	3,381,031.
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	-29,287.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	34,218,463.

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: ☐ Cash ☒ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis	2a	X
b	Were the organization's financial statements audited by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis	2b	X
c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? _____ If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	2c	X
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133? _____	3a	X
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits _____	3b	

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SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

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

▶ Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2020

Open to Public
Inspection

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

Employer identification number
04-6186012

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

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

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

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. 032021 01-25-21 Schedule A (Form 990 or 990-EZ) 2020

Unitarian Universalist Service

Schedule A (Form 990 or 990-EZ) 2020 Committee Inc

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	7674074.	8042642.	6959775.	9377718.	12367891.	44422100.
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	7674074.	8042642.	6959775.	9377718.	12367891.	44422100.
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)						4549563.
6 Public support. Subtract line 5 from line 4.						39872537.

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
7 Amounts from line 4	7674074.	8042642.	6959775.	9377718.	12367891.	44422100.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	303,624.	218,406.	320,506.	260,054.	219,103.	1321693.
9 Net income from unrelated business activities, whether or not the business is regularly carried on	20,116.	14,728.	10,291.	19,387.		64,522.
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						45808315.
12 Gross receipts from related activities, etc. (see instructions)					12	843,191.
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						☐

Section C. Computation of Public Support Percentage

14 Public support percentage for 2020 (line 6, column (f), divided by line 11, column (f))	14	87.04	%
15 Public support percentage from 2019 Schedule A, Part II, line 14	15	87.00	%
16a 33 1/3% support test - 2020. 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			☒
b 33 1/3% support test - 2019. 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			☐
17a 10% -facts-and-circumstances test - 2020. 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			☐
b 10% -facts-and-circumstances test - 2019. 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			☐
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			☐

Schedule A (Form 990 or 990-EZ) 2020

Unitarian Universalist Service

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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) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(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) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						
14 First 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 2020 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2019 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2020 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2019 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2020. 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 - 2019. 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

Part IV Supporting Organizations

(Complete only if you checked a box in line 12 on 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 or 990-EZ).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</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 in 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 in 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

Schedule A (Form 990 or 990-EZ) 2020 Committee Inc

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Part IV Supporting Organizations (continued)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described in lines 11b and 11c below, the governing body of a supported organization?		
11a		
b A family member of a person described in line 11a above?		
11b		
c A 35% controlled entity of a person described in line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI .		
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? 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.		
1		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.		
2		

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).			
a ☐ The organization satisfied the Activities Test. Complete line 2 below.			
b ☐ The organization is the parent of each of its supported organizations. Complete line 3 below.			
c ☐ 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? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.			
2a			
b Did the activities described in 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? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.			
2b			
3 Parent of Supported Organizations. Answer 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? If "Yes" or "No" provide details in Part VI .			
3a			
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.			
3b			

Unitarian Universalist Service

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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			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
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 ☐ Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).

Schedule A (Form 990 or 990-EZ) 2020

Unitarian Universalist Service

Schedule A (Form 990 or 990-EZ) 2020 Committee Inc

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

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	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 2020 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-2020	(iii) Distributable Amount for 2020
1 Distributable amount for 2020 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2020 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2020			
a From 2015			
b From 2016			
c From 2017			
d From 2018			
e From 2019			
f Total of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2020 distributable amount			
i Carryover from 2015 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2020 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2020 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2020, 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 2020. 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 2021. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2016			
b Excess from 2017			
c Excess from 2018			
d Excess from 2019			
e Excess from 2020			

Schedule A (Form 990 or 990-EZ) 2020

Committee Inc

Schedule A (Form 990 or 990-EZ) 2020

Supplemental Information.

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

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527
▶ **Complete if the organization is described below.** ▶ **Attach to Form 990 or Form 990-EZ.**
▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

OMB No. 1545-0047

2020

**Open to Public
Inspection**

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

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

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

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

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

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

Name of organization	Unitarian Universalist Service Committee Inc	Employer identification number	04-6186012
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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 or 990-EZ) 2020

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Unitarian Universalist Service

Schedule C (Form 990 or 990-EZ) 2020 Committee Inc

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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)		6,592.													
b Total lobbying expenditures to influence a legislative body (direct lobbying)		10,598.													
c Total lobbying expenditures (add lines 1a and 1b)		17,190.													
d Other exempt purpose expenditures		8,002,063.													
e Total exempt purpose expenditures (add lines 1c and 1d)		8,019,253.													
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.		550,963.													
<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)		137,741.													
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?			☐ Yes ☐ 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) 2017	(b) 2018	(c) 2019	(d) 2020	(e) Total
2a Lobbying nontaxable amount	578,943.	567,622.	550,343.	550,963.	2,247,871.
b Lobbying ceiling amount (150% of line 2a, column(e))					3,371,807.
c Total lobbying expenditures	42,585.	24,910.	47,292.	17,190.	131,977.
d Grassroots nontaxable amount	144,736.	141,906.	137,586.	137,741.	561,969.
e Grassroots ceiling amount (150% of line 2d, column (e))					842,954.
f Grassroots lobbying expenditures	30,269.	12,819.	26,409.	6,592.	76,089.

Schedule C (Form 990 or 990-EZ) 2020

Unitarian Universalist Service

Schedule C (Form 990 or 990-EZ) 2020 Committee Inc

04-6186012 Page 3

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

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

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

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

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

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

Part IV Supplemental Information

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

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

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

OMB No. 1545-0047

2020
Open to Public Inspection

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

Employer identification number
04-6186012

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

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

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

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

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

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	2d

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

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

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

☐ Yes ☐ No

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

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

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

☐ Yes ☐ No

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

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

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

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

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

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

(ii) Assets included in Form 990, Part X

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

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

b Assets included in Form 990, Part X

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

Schedule D (Form 990) 2020

032051 12-01-20

Part III	Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets <i>(continued)</i>
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- 3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):
- a ☐ Public exhibition
- b ☐ Scholarly research
- c ☐ Preservation for future generations
- d ☐ Loan or exchange program
- e ☐ Other _____
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

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

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

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

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

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

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

	Amount
1c	
1d	
1e	
1f	

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	16,390,342.	15,286,851.	14,539,232.	12,738,655.	11,970,558
b Contributions	4,056,985.	1,963,288.	668,430.	2,005,427.	725,857.
c Net investment earnings, gains, and losses	4,367,480.	366,626.	1,452,677.	1,046,381.	1,672,031.
d Grants or scholarships					
e Other expenditures for facilities and programs	2,564,656.	1,137,583.	1,292,941.	1,170,730.	1,542,957.
f Administrative expenses	94,066.	88,840.	80,547.	80,501.	86,834.
g End of year balance	22,156,085.	16,390,342.	15,286,851.	14,539,232.	12,738,655

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

- | | | | | |
|---|-------------------------------------|---|----------------|---|
| a | Board designated or quasi-endowment | ▶ | <u>54.9920</u> | % |
| b | Permanent endowment | ▶ | <u>32.8590</u> | % |
| c | Term endowment | ▶ | <u>12.1490</u> | % |

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

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

	Yes	No
3a(i)		X
3a(ii)		X
3b		

- (i) Unrelated organizations
- (ii) Related organizations
- b** If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?

Part VI	Land, Buildings, and Equipment.
----------------	--

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		970,001.		970,001.
b Buildings		7,064,493.	2,825,479.	4,239,014.
c Leasehold improvements				
d Equipment		1,069,728.	919,204.	150,524.
e Other				

Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)	5,359,539.
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Schedule D (Form 990) 2020

Unitarian Universalist Service

Schedule D (Form 990) 2020

Committee Inc

04-6186012 Page 3

Part VII Investments - Other Securities.

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

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A) Government Issued		
(B) Securities	2,826,078.	End-of-Year Market Value
(C) Corporate Bonds	3,092,192.	End-of-Year Market Value
(D) Assets Related to Pooled		
(E) Funds	164,328.	End-of-Year Market Value
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.) ▶	6,082,598.	

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	480,233.
(3) Pooled Income Deferred Revenue	53,058.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	533,291.

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) 2020

Unitarian Universalist Service

Schedule D (Form 990) 2020

Committee Inc

04-6186012 Page 4

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	17,174,587.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	3,381,031.
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	341,074.
e	Add lines 2a through 2d	2e	3,722,105.
3	Subtract line 2e from line 1	3	13,452,482.
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	13,452,482.

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

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

1	Total expenses and losses per audited financial statements	1	9,010,922.
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	370,361.
e	Add lines 2a through 2d	2e	370,361.
3	Subtract line 2e from line 1	3	8,640,561.
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	8,640,561.

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:

Rental expense	370,361.
Change in value of split-interest gifts	-29,287.
Total to Schedule D, Part XI, Line 2d	341,074.

Part XII, Line 2d - Other Adjustments:

Rental expense	370,361.
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**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

2020Open 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		262,701.
East Asia and the Pacific	0	0	Grants to Recipients Located in the Region		409,955.
Europe (Including Iceland & Greenland)	0	0	Grants to Recipients Located in the Region		108,000.
Middle East and North Africa	0	0	Grants to Recipients Located in the Region		117,953.
3 a Subtotal	0	0			898,609.
b Total from continuation sheets to Part I	0	0			0.
c Totals (add lines 3a and 3b)	0	0			898,609.

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

Schedule F (Form 990) 2020

Unitarian Universalist Service
Committee Inc

04-6186012

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

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			Central America and the Caribbean	Humanitarian Assistance	92,200.	Wire Transfer	0.		
			Central America and the Caribbean	Humanitarian Assistance	60,001.	Wire Transfer	0.		
			Central America and the Caribbean	Humanitarian Assistance	40,000.	Wire Transfer	0.		
			Central America and the Caribbean	Humanitarian Assistance	30,000.	Wire Transfer	0.		
			Central America and the Caribbean	Humanitarian Assistance	20,500.	Wire Transfer	0.		
			Central America and the Caribbean	Humanitarian Assistance	20,000.	Wire Transfer	0.		
			East Asia and the Pacific	Humanitarian Assistance	40,000.	Wire Transfer	0.		
			East Asia and the Pacific	Humanitarian Assistance	40,000.	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 32
- 3 Enter total number of other organizations or entities 0

Schedule F (Form 990) 2020

Unitarian Universalist Service
Committee Inc

04-6186012

Part II		Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)	
			East Asia and the Pacific	Humanitarian Assistance	35,000.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	33,680.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	31,737.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	30,000.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	25,000.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	22,500.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	22,143.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	21,895.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	20,000.	Wire Transfer	0.			

Unitarian Universalist Service
Committee Inc

04-6186012

Part II	Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)									
1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)	
			East Asia and the Pacific	Humanitarian Assistance	20,000.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	15,000.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	12,000.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	11,000.	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	10,000.	Wire Transfer	0.			
			Europe (Including Iceland & Greenland)	Humanitarian Assistance	40,000.	Wire Transfer	0.			
			Europe (Including Iceland & Greenland)	Humanitarian Assistance	30,000.	Wire Transfer	0.			

Unitarian Universalist Service
Committee Inc

04-6186012

Part II	Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)									
1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)	
			Europe (Including Iceland & Greenland)	Humanitarian Assistance	28,000.	Wire Transfer	0.			
			Europe (Including Iceland & Greenland)	Humanitarian Assistance	10,000.	Wire Transfer	0.			
			North America	Humanitarian Assistance	45,000.	Wire Transfer	0.			
			North America	Humanitarian Assistance	32,953.	Wire Transfer	0.			
			North America	Humanitarian Assistance	25,000.	Wire Transfer	0.			
			North America	Humanitarian Assistance	15,000.	Wire Transfer	0.			

Unitarian Universalist Service
Committee Inc

Schedule F (Form 990) 2020

04-6186012 Page 4

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

Schedule F (Form 990) 2020

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.

Department of the Treasury
Internal Revenue Service

Complete if the organization answered "Yes" on Form 990, Part IV, line 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.

▶ Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization

Unitarian Universalist Service
Committee Inc

Employer identification number

04-6186012

Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not

- 1** Indicate whether the organization raised funds through any of the following activities. Check all that apply.

- a ☒ Mail solicitations
- b ☒ Internet and email solicitations
- c ☒ Phone solicitations
- d ☒ In-person solicitations
- e ☒ Solicitation of non-government grants
- f ☐ Solicitation of government grants
- g ☐ Special fundraising events

- 2 a** Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services?

☒ Yes☐ No

- b** If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
Integrated Direct Marketing - 1250 Connecticut Ave. NW,	Donor Marketing		X	0.	160,400.	0.
Total					160,400.	

Total

- 3** List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

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

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

Schedule G (Form 990 or 990-EZ) 2020

See Part IV for continuations

032081 11-25-20

42

09151108 143399 280220

2020.05000 UNITARIAN UNIVERSALIST SE 280220 1

Unitarian Universalist Service

Schedule G (Form 990 or 990-EZ) 2020 Committee Inc

04-6186012 Page 2

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

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

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

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

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

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

b If "No," explain: _____

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

b If "Yes," explain: _____

Unitarian Universalist Service

Schedule G (Form 990 or 990-EZ) 2020 Committee Inc

04-6186012 Page 3

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

Name ► _____

Address ► _____

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

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

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

Name ► _____

Address ► _____

16 Gaming manager information:

Name ► _____

Gaming manager compensation ► \$ _____

Description of services provided ► _____

☐ Director/officer☐ Employee☐ Independent contractor**17** Mandatory distributions:

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

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

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

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

(i) Name of Fundraiser: Integrated Direct Marketing

(i) Address of Fundraiser:

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

(continued)

**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
2020
Open to Public
Inspection

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

Part I General Information on Grants and Assistance

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

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

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
Lowlander Center, Inc. 106 Sandalwood Dr. Gray, CA 70359	46-4993987	501(c)(3)	51,840.	0.			Addressing the needs communities affected by Hurricane Laura
Center for Transformative Action 119 Anabel Taylor Hall Ithaca, NY 14853	16-0990318	501(c)(3)	45,000.	0.			Provide assistance for QDEP's work supporting members
Alaska Institute for Justice 431 West 7th Ave., Suite 208 Anchorage, AK 99501	56-2533062	501(c)(3)	43,705.	0.			Follow up with the UN Special Rapporteur regarding complaint
United States Campaign for Burma P.O. Box 34126 Washington, DC 20043	27-0843682	501(c)(3)	39,000.	0.			Support for CRC education programming in Balukhali refugee
West Street Recovery 1707 West St. Houston, TX 77026	82-2708194	501(c)(3)	35,000.	0.			Assistance to communities affected by electrical grid crisis
Unitarian Universalist Justice Arizona Network - 10400 E. Camino Quince - Tucson, AZ 85748	46-4229880	501(c)(3)	32,550.	0.			Support organizing within Black and immigrant population

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **30.**

3 Enter total number of other organizations listed in the line 1 table **0.**

Unitarian Universalist Service

Schedule I (Form 990)

Committee Inc

04-6186012

Page 1

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 non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Grassroots Leadership 2301 E. Cesar Chavez Austin, TX 78702	58-1581743	501(c)(3)	22,625.	0.			Support Criminalization and Resistance Case Study Project
Black Belt Justice Center 4323 F Street SE Washington, DC 20019	45-4441783	501(c)(3)	20,000.	0.			Support the Cancel Pigford Debt Campaign through the Libertat
Foundation for the Austin Sanctuary Network - 3514 Pinnacle Rd - Austin, TX 78746	82-2653572	501(c)(3)	20,000.	0.			Immigration advocacy and sanctuary work in Austin TX
The Praxis Project Inc 1001 Connecticut Ave, NW Ste 201 Washington, DC 20036	30-0044814	501(c)(3)	20,000.	0.			Provide General Operating support for the UndocuBlack Network
Detained Migrant Solidarity Committee. - 816 Magoffin Ave. - El Paso, TX 79901	82-4820135	501(c)(3)	16,000.	0.			Support & organizing work against the Otero Detention Center
Families and Friends of Louisiana's Incarcerated Children - 1307 Oretha castle Haley Blvd Suite 304 - New Orleans, LA 70113	20-5924561	501(c)(3)	16,000.	0.			FFLIC re-code Emergency funding for communities affected by
Minnesota Unitarian Universalist Socila Justice Alliance - 900 Mt Curve Ave. - Minneapolis, MN 55403	42-1734371	501(c)(3)	16,000.	0.			Support to Water Protectors preparing to resist the Line 3 d
Adelante Alabama Worker Center 2104 Chapel Hill Rd Hoover, AL 35216	46-5635459	501(c)(3)	15,000.	0.			Post-release support to immigrant detainees at the Etowah De
Center for Labor Education and Research, Inc. - 375 Center St. - Boston, MA 02130	22-2604923	501(c)(3)	15,000.	0.			Advance emergency work that has arisen from the COVID

Schedule I (Form 990)

**Unitarian Universalist Service
Committee Inc**

04-6186012 Page 1

Schedule I (Form 990) 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 non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Central American Resources Center of California - 2845 W. 7th St. - Los Angeles, CA 90005	95-3867724	501(c)(3)	15,000.	0.			Support any and all activities of the National TPS Alliance
Communities Uniting in Prayer and Service - 1014 Auburn Ave - Lafayette, LA 70503	20-5798331	501(c)(3)	15,000.	0.			Provide post-release support to Immigrant detainees
Georgia Latino Alliance For Human Rights - 7 Dunwoody Park Suite 110 - Atlanta, GA 30338	76-0809155	501(c)(3)	15,000.	0.			Provide operating support for all aspects of GLAHR's work
Graceful Passages Inc. 48609 Calle Esperanza La Quinta, CA 92253-6204	47-2847525	501(c)(3)	15,000.	0.			Enhance Desert Support for Asylum Seeker's capacity to respo
Make The Road New York 301 Grove St. Brooklyn, NY 11237	11-3344389	501(c)(3)	15,000.	0.			Support any and all aspects of Make the Road PA's work
Rural Community Workers Allinace 60731 Hwy M Milan, MS 63556	61-1718871	501(c)(3)	15,000.	0.			Support to RCWA's organizing and educational work
Unitarian Universalist Association 24 Farnsworth Street Boston, MA 02110-1409	04-2103733	501(c)(3)	15,000.	0.			Emergency COVID-19 support grassroots communities in India
Conversations with Friends 7455 France Avenue South #131 Edina, MN 55435	81-4359535	501(c)(3)	12,500.	0.			Provide commissary to detainees incarcerated in Minnesota
Activate Labs 12412 Groveview St. #D Garden Grove, CA 92840	82-2271990	501(c)(3)	10,000.	0.			Shelter & kitchen for people in migration in Mazatlan

Schedule I (Form 990)

Unitarian Universalist Service

Schedule I (Form 990)

Committee Inc

04-6186012

Page 1

Part II Continuation of Grants and Other Assistance to 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 non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Carizo Comecrudo Tribe of Texas 1250 Roemer Ln Floresville, TX 78114	75-2830923	501(c)(3)	10,000.	0.			Providing the Tribe with tablets that be used during COVID
EDGE Funders Alliance BOX 559 60 29th Street San Francisco, CA 94110	20-8211195	501(c)(3)	10,000.	0.			Support all activities to advance systemic change in Philant
Living Hope Wheelchair Association 9500 Westview, Suite 104 Houston, TX 77055	61-1491319	501(c)(3)	10,000.	0.			Assist individuals with disabilities & their families throug
Unitarian Universalist Church of Tucson - 4831 E. 22nd St. - Tucson, AZ 85711	86-6006433	501(c)(3)	10,000.	0.			Support any and all aspects of No More Deaths' work
Unitarian Universalist Justice Florida - P.O. Box 18954 - Sarasota, FL 32476	46-2876652	501(c)(3)	10,000.	0.			Additional support with projects that support COVID relief
UU Ministry for Earth 1034 SW 13th Ave Portland, OR 97205	02-0530982	501(c)(3)	10,000.	0.			Engaging UUs in a variety of climate & environmental projet

Schedule I (Form 990)

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

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

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

Part I, Line 2:

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

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

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Name of the organization

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

2020

Open to Public
Inspection

Unitarian Universalist Service
Committee Inc

Employer identification number

04-6186012

Part I Questions Regarding Compensation

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

☐ First-class or charter travel

☐ Travel for companions

☐ Tax indemnification and gross-up payments

☐ Discretionary spending account

☐ Housing allowance or residence for personal use

☐ Payments for business use of personal residence

☐ Health or social club dues or initiation fees

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

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

1b

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?

2

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.

☒ Compensation committee

☒ Independent compensation consultant

☐ Form 990 of other organizations

☒ Written employment contract

☒ Compensation survey or study

☒ Approval by the board or compensation committee

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

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

4a

X

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

4b

X

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

4c

X

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?

5a

X

b Any related organization?

5b

X

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?

6a

X

b Any related organization?

6b

X

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

7

X

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

8

X

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

9

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

Schedule J (Form 990) 2020

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

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

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

(A) Name and Title	(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) Mary Katherine Morn President & CEO	(i) 226,525. (ii) 0.	0.	0.	21,011. 0.	20,676. 0.	268,212. 0.	0.
(2) Cassandra Ryan VP & CDO	(i) 158,036. (ii) 0.	0.	0.	18,472. 0.	28,403. 0.	204,911. 0.	0.
(3) Rachel Freed VP & CPO	(i) 164,285. (ii) 0.	0.	0.	16,793. 0.	14,489. 0.	195,567. 0.	0.
(4) Mack Davidson VP & CAO	(i) 166,022. (ii) 0.	0.	0.	15,682. 0.	8,287. 0.	189,991. 0.	0.
(5) Kathleen McRigue Director Of A/E	(i) 140,598. (ii) 0.	0.	0.	16,551. 0.	28,900. 0.	186,049. 0.	0.
(6) Quang Nguyen Director Of HR	(i) 55,106. (ii) 0.	0.	83,728. 0.	15,559. 0.	9,034. 0.	163,427. 0.	0.
(7) Carol Cahalane Director Of Finance	(i) 129,909. (ii) 0.	0.	0.	14,885. 0.	10,355. 0.	155,149. 0.	0.
(8) Danielle Fuller-Wimbush Director Of Programs	(i) 69,126. (ii) 0.	0.	53,045. 0.	9,548. 0.	20,869. 0.	152,588. 0.	0.
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						

Part III Supplemental Information

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

Part I, Line 4a:

Danielle Fuller Wimbush received a severance payment in calendar 2020 in
the amount of \$53,045.

Quang Nguyen received a severance payment in calendar 2020 in the amount of
\$83,728.

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

Part I Bond Issues											
(a) Issuer name	(b) Issuer EIN	(c) CUSIP #	(d) Date issued	(e) Issue price	(f) Description of purpose	(g) Defeased		(h) On behalf of issuer		(i) Pooled financing	
						Yes	No	Yes	No	Yes	No
Mass . Development Finance Agency	04-3431814	000000000	05/17/07	3,500,000.	Purchase of Office Building		X		X		X
B											
C											
D											
Part II Proceeds											
1	Amount of bonds retired	A									
2	Amount of bonds legally defeased	B									
3	Total proceeds of issue	3,500,000.									
4	Gross proceeds in reserve funds										
5	Capitalized interest from proceeds										
6	Proceeds in refunding escrows										
7	Issuance costs from proceeds	47,000.									
8	Credit enhancement from proceeds										
9	Working capital expenditures from proceeds										
10	Capital expenditures from proceeds	3,453,000.									
11	Other spent proceeds										
12	Other unspent proceeds										
13	Year of substantial completion	2009									
14	Were the bonds issued as part of a refunding issue of tax-exempt bonds (or, if issued prior to 2018, a current refunding issue)?	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
15	Were the bonds issued as part of a refunding issue of taxable bonds (or, if issued prior to 2018, an advance refunding issue)?		X								
16	Has the final allocation of proceeds been made?	X									
17	Does the organization maintain adequate books and records to support the final allocation of proceeds?	X									

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule K (Form 990) 2020

Unitarian Universalist Service
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Part III Private Business Use

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

Part IV Arbitrage

	A		B		C		D	
	Yes	No	Yes	No	Yes	No	Yes	No
1 Has the issuer filed Form 8038-T, Arbitrage Rebate, Yield Reduction and Penalty in Lieu of Arbitrage Rebate?		X						
2 If "No" to line 1, did the following apply?								
a Rebate not due yet?		X						
b Exception to rebate?	X							
c No rebate due?		X						
If "Yes" to line 2c, provide in Part VI the date the rebate computation was performed								
3 Is the bond issue a variable rate issue?		X						

Part IV Arbitrage (continued)

	A		B		C		D	
	Yes	No	Yes	No	Yes	No	Yes	No
4 a Has the organization or the governmental issuer entered into a qualified hedge with respect to the bond issue?		X						
b Name of provider								
c Term of hedge								
d Was the hedge superintegrated?								
e Was the hedge terminated?								
5 a Were gross proceeds invested in a guaranteed investment contract (GIC)?		X						
b Name of provider								
c Term of GIC								
d Was the regulatory safe harbor for establishing the fair market value of the GIC satisfied?								
6 Were any gross proceeds invested beyond an available temporary period?		X						
7 Has the organization established written procedures to monitor the requirements of section 148?		X						

Part V Procedures To Undertake Corrective Action

Has the organization established written procedures to ensure that violations of federal tax requirements are timely identified and corrected through the voluntary closing agreement program if self-remediation isn't available under applicable regulations?

A		B		C		D	
Yes	No	Yes	No	Yes	No	Yes	No
X							

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

(Form 990 or 990-EZ)

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

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

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

OMB No. 1545-0047

2020

Open To Public Inspection

Department of the Treasury
Internal Revenue Service

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

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

[illegible]

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

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

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

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

[illegible]

Part III	Grants or Assistance Benefiting Interested Persons.
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Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

[illegible]

Unitarian Universalist Service

Schedule L (Form 990 or 990-EZ) 2020 **Committee Inc**

04-6186012 Page **2**

Part IV Business Transactions Involving Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
Family member of Board Mem	Family member of Bo	79,818.	Employment		X

Part V Supplemental Information.

Provide additional information for responses to questions on Schedule L (see instructions).

Sch L, Part IV, Business Transactions Involving Interested Persons:

(a) Name of Person: Family member of Board Member

(b) Relationship Between Interested Person and Organization:

Family member of Board Member

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

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Inspection

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- ▶ **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.**

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

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	40	378,749.	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

	Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?		X
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?	X	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?		X
b If "Yes," describe in Part II.		
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.		

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

Schedule M (Form 990) 2020

Unitarian Universalist Service

Schedule M (Form 990) 2020

Committee Inc

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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 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

▶ Attach to Form 990 or 990-EZ.

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

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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, all of our partners are focused on protecting the rights of
the Rohingya Muslim minority, currently facing a crisis of displacement
and a military campaign of genocide. This year, those impacts have been

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Schedule O (Form 990 or 990-EZ) 2020

032211 11-20-20

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impacted by the military's attempted coup and the systematic persecution of opposition leaders, activists, and the Civil Disobedience Movement that arose in response.

- 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, those at risk of deportation, and humanitarian aid workers seeking to assist those making the dangerous journey from Mexico to the U.S. border.

- In Alaska, Louisiana, and the Pacific, UUSC's partners are advancing and protecting the rights of populations at risk of climate-forced displacement, and upholding the "right to resist" extractive development projects that threaten to displace their communities and destroy their ancestral lands, including Line 3 in Minnesota and LNG pipelines in Texas.

- 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.

UUSC seeks to involve our grassroots partners in all aspects of our decision-making, and to adapt and adjust our strategies, practices, and processes in accordance with their feedback. Doing so requires building long-term, trusting relationships and finding new ways to solicit candid and, if necessary, anonymous feedback from our partners, which we do each and every year. This year, our partners had encouraging

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words for us and the way we work. For example:

- "Having the support from Unitarian Universalists has opened up the door for partnerships with other funders. We are pleased to have received the support from this grant which has allowed us to grow in many ways, not just in the work we set out to do with this grant but also opening the doors to funding for other programs, such as our migrant girls group."

- "UUSC has been a wonderful partner. Your increased flexibility and understanding have been wonderful."

"I would like to thank you for your support over the last many years. UUSC was one of the first funders to believe in [us] and support our work not just with grant dollars but also with volunteer engagement. Our ability to expand visitation programming to now 69 communities in 26 states is in part due to the amazing power and passion of" UUSC and its supporters.

- "I wish all of philanthropy could do partnerships like the way UUSC does!"

In the past fiscal year, facing the devastation of the global COVID pandemic, UUSC made 110 grants and amendments worth \$2.1M to grassroots organizations working in countries around the world. This represents the most money UUSC has granted and the most grants UUSC has made in at least the last five years.

UUSC's Impact

What does it mean to have a human rights "impact"? For UUSC, "impact"

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means building movements for systemic change. Impact means using our 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, in order 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.

Form 990, Part III, Line 4a:

Migrant Justice

Expenses \$3,222,072 including grants of \$720,608. Revenue: \$40,825.

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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, including by:

UUSC's years supporting community work to develop alternatives to the dominant economic and political systems of oppression were critical this year, as were our partners' analyses of how governments across the region have failed at both short-term emergency response and long-term development. The global COVID crisis and the effects of climate change have put this into sharp relief.

- COVID response: Most of our migrant justice partners either expanded existing direct food assistance programs or started new ones as needed. With emergency funds, UUSC was able to provide support for partners as they organized these immediate responses to COVID's impacts in their communities.

o In Honduras, Nicaragua, and Guatemala, we helped our partners organize direct aid to communities and families in the form of food and cash assistance.

o In the US, we supported the provision of grocery and rent support, as well as urgently needed access to affirming mental health services, unavailable or inaccessible elsewhere.

o In Mexico, our partners' migrant shelters continued operating with reduced staff, though were forced to implement strict sanitary measures and temporarily stop receiving new arrivals. They adapted their physical spaces and expanded services out into the communities by

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providing supplies and food aid to migrants and asylum-seekers living in the Guadalajara and Mexico City metro areas. Importantly, they also both continued to monitor ongoing migration flows across the country and highlight inadequate and abusive Mexican state responses.

- On top of the COVID crisis, our partners in Central America were also critical in responding to the devastating impacts of the back-to-back hurricanes, Eta and Iota. Particularly here, the work that partners have been engaged with for years and their location in the affected communities enabled each of them to do three things:

- o Identify the most urgent needs and plan for the medium-term
- o Respond to these needs quickly and with dignity
- o Socialize their analyses of inadequate, abusive, and corrupt state responses and how that fits within the context of globalized neoliberalism and militarization.

This work toward alternative systems, particularly those linked to local agricultural development, is rooted in autonomy, sustainability, gender equality, and anti-corruption, since it means that communities are less reliant on government programs that are either insufficient or often driven by patronage.

- Elections and advocacy work in the US

- o Thanks to their organizing model based on established civic engagement networks, and tireless, courageous "get out the vote" and voter education work in the midst of an ongoing public health crisis, our partners in Georgia were key players in the outcome of state and federal elections there.

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o Change doesn't stop once the ballots are counted, and our partners have been vital to keeping momentum for long-term systems change: several have continued to keep issues of migration, asylum and sanctuary visible while holding the new Biden administration to account.

Form 990, Part III, Line 4b:

Climate Justice & Environmental Justice

Expenses \$1,856,019 including grants of \$415,093. Revenue: \$23,517.

- In collaboration with our coalition partners, the Legal Justice Coalition (co-convened by UUSC), and community leaders from the Gulf and Alaska, we released a policy brief directed to the new Biden-Harris administration, addressing climate-forced displacement in the US. We also prepared an international statement in response to President Biden's Executive Order on Climate Change and Migration, which was drafted in collaboration with partners across our 3 portfolios. The statement urged the administration to bring an intersectional human rights lens to its work to address the climate crisis, and more than 30 of our partners signed onto the statement indicating their support.

- Following the release of our statement, we organized and hosted a webinar during the President's climate leader summit, which included 10 UUSC partners and community leaders from the United States, Central America, the Pacific, The Bahamas and Canada -- and representing our work on climate justice, migrant justice, and crisis response -- to demand action.

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- This year, we also provided emergency funds to 10 of our of our climate justice partners to support their adaptation to the global pandemic. This included supporting communities to mobilize humanitarian aid and COVID-relief support on the ground with households that were displaced by Hurricane Laura in the Gulf, as well as bolstering aid distribution and advocacy efforts from our partners in the Pacific Islands.

- In Fiji, our support helped convene the first ever meeting of representatives from climate displaced communities including those who have been relocated (Tukuraki and Vunidogoloa) or partially relocated (Narikoso).

Form 990, Part III, Line 4c:

Crisis Response

Expenses \$1,502,616 including grants of \$377,579. Revenue: \$19,038.

- While the COVID pandemic reverberated around the world, the compounded effects of international aid disruptions and economic crises were acutely felt by already vulnerable Rohingya refugee and IDP (internally displaced person) communities in Burmese IDP camps, Bangladesh refugee camps, and urban Malaysia. UUSC was able to not only permit existing grantees to re-program their funds, much of which focused on education and community organizing that were disrupted due to social distancing and public health protocols, but we were also able to make new critical emergency grants to help grassroots Rohingya partners respond to community requests for food aid, personal

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protective equipment, and COVID-related advocacy for improved

government aid policies.

- As a critical education and outreach component among our own UU community, UUSC created a Discussion and Action Guide to complement the U.S. Holocaust Memorial Museum's recent Rohingya Exhibition, "Burma's Path to Genocide," to help UUSC members and the broader public build awareness on how to practically fight against genocide in a modern context. UUSC hosted a public panel with Museum experts and a Rohingya human rights activist to launch and discuss the guide, which was shared widely both by UUSC and the Museum.

- With the February 1st military coup, banking and communications were severely disrupted by the Burmese junta, and grassroots protesters and participants in the nationwide civil disobedience movement have faced ongoing violence and oppression. UUSC was one of the first international organizations to be able to provide direct emergency aid in the country, providing financial assistance to our grassroots partners for physical relocation, communications equipment, security, humanitarian and livelihood assistance, and advocacy.

- UUSC awarded its 2020 Human Rights Innovation Fellowship to a Thailand-based solidarity group, which in conjunction with various ethnic minority women activists from across Burma created a virtual convening platform focused on building connections among disparate youth activists from Burma. Though the program was designed before the COVID-pandemic, the virtual nature of the learning series ultimately timed well with social distancing and public health protocols. Over the course of 8 months and 25 sessions with various human rights experts and mentors, more than 35 youth participants from Burma, located in Burma, Thailand, Bangladesh and further afield, came together to learn,

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network, and build solidarity for each other's work. In addition to the learning program, our partnership included 8 small grants for participants to carry out human rights projects in their local communities, which served as the basis for discussion, sharing and practical learning among participants. Due to its success, the coordinators are exploring the possibility of making the program a permanent semi-annual learning series for youth activism and development.

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

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

Expenses \$ 543,907. including grants of \$ 0. Revenue \$ 6,892.

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's mission is to inspire and sustain faith-based activism for justice, on issues of local, national, and global importance. We accomplish this through a variety of experiential learning programs, and through workshops and resources designed for use in our UU congregations. We work closely with UUSC to center frontline grassroots partner needs and to activate UU's to serve in movement with

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them.

One of the major initiatives we undertook this past year before the pandemic hit was to support the UUA's UU the Vote Initiative leading up to the Fall 2020 election including, recruiting and supporting young adults as poll workers in states where the communities of color faced voter restrictions. As part of this work, we created the 2020 Democracy Defense & Action Resource Guide, that was available online through January 2021 with the incoming change in the US government with the Biden Administration.

Beginning almost immediately with the pandemic, UUUSJ staff and Program Leaders began experimenting with entirely new online offerings (in addition to adapting in-person versions to an online platform). We have now developed and offered a wide range of Community Action Circles to UU constituents and donors, ministers and religious educators, and organizers/activists with accompaniment networks, youth and young adults among others. Our Community Action Circles on zoom are a way to foster community-building, energetic grounding and connection, and collective action-taking, even while we were all physically distanced. Using interactive google slides, we created visually rich spaces that allowed people to feel less isolated, while offering timely political education and concrete opportunities to respond to action alerts from social movements in which we and our partners are involved. It has been an iterative process that we had adapted for multiple groups (including congregations, youth groups, UUA partners, the UUSC board, and national events such as the UU@UN Spring Seminar and the most recent General Assembly). We have received rave reviews for these gatherings and

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continue to offer templates, training-by-doing, and coaching to congregations and other UU justice groups that want to learn to facilitate their own. We've engaged roughly 250 participants through action circles over the last year and the ripple effect of our impact is harder to predict as we've trained and mentored many activists to bring these action circles to their own communities.

Our ability to transition to online workshops has enabled us to reach many more congregations and develop new engaging workshops with alumni from our programs, our network of CSJ program leaders and others to broaden our offerings. Our workshops have served as a positive way to strengthen our relationships with State Action Networks and the congregations they serve. We led approximately 20 workshops this year reaching over approximately 250 participants through workshops such as The Revolution Will Not Be Colonized, Re-socializing for the Revolution, Arts and activism, Faith in Action, Speaking Justice in our Language of Faith, Saying Yes and Saying No, The Answer is in our Bodies, How do we Imagine Justice, Praxis in the Borderlands and our new program focused on Settler Colonialism 101.

This past year has brought challenges to our youth constituents and for those who seek to offer them meaningful opportunities for learning and connection amidst so much disruption to their social and educational lives. We have remained a resource and collaborator, whether working directly with congregational leaders or with our youth ministry focused colleagues at the UUA, bringing interactive online practices we have learned and our focus on justice education to joint endeavors. We have also remained in close contact with our partners at the organization,

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BORDERLINKS so that when it is safe to resume travel, we will be well equipped to welcome youth groups back into immersive learning journeys. A recent stakeholder assessment of UUCSJ's work particularly highlighted the important contributions that we continue to make to the youth ministry landscape, even in these ever-shifting times. As one stakeholder stated, "UUCSJ really does center young people in a way that feels whole."

At a time when many online programs have struggled to sustain participation, the online fellowship version of our GROW (Grounded & Resilient Organizers Workshop) has expanded and sustained engagement from young adults, ages 18-35, during the past year, with more than 50 total participants who have gathered weekly for facilitated sessions to build their organizing skills in spiritually nourishing and relationally rich ways. Participants have grappled with themes related to Governance & Power, Conflict, Care, Time & Imagination, as well as the ongoing work of dismantling white supremacy, and growing their understanding of intersectional social movements. These activists were supported in contextualizing their local contexts, whether campus, congregation, and/or community and mapping power and possibilities for ongoing meaningful action, including in concert with one another. As with our prior in-person iterations of GROW, we continue to hear how meaningful and even "life changing" this program is for many young adult participants, several of whom have returned repeatedly to participate in evolving iterations and who have stayed engaged with UUCSJ in other ways, including serving as paid facilitators and leaders of our emerging programs.

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Two years ago, at General Assembly, the UUA put out a call to congregations to members to strengthen their ties with indigenous partners. Since this time, UUCSJ has hosted several programs and offerings in response to this call starting with the Settler Colonialism 101 workshop in Spring of 2020. From there, we've built relationships and created new program offerings with several indigenous leaders, including some already within the UU network. We've supported non-indigenous UUs in deepening their understanding of indigenous solidarity through our Being a Good Relative workshop series and direct actions at the Treaty People Gathering in Minnesota in June 2021. Creating such offerings have allowed participants to expand their knowledge in multiple fronts, as there were participants who attended our first Settler Colonialism workshop and Being a Good Relative series who later became agitators against the Enbridge Line 3 pipelinea new w section of Enbridge pipeline is set to carry 760,000 barrels a day of tar sands oil across protected Indigenous treaty lands.

All of our programs are supported by the UUCSJ Study Guide for Cross-Cultural Engagement and by adaptations to the Guide for different age groups. They are led by staff and by our Program Leaders, who we support with an annual retreat. Our current cadre of 20 Program Leaders includes 13 ministers, seminarians or Directors of Religious Education; 11 are people of color and 8 are fluent Spanish speakers.

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.

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All the members of the governing body receive either a hard copy or an electronic copy of the Form 990 before it is filed.

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

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

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

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

Name of the organization Unitarian Universalist Service
Committee Inc

Employer identification number
04-6186012

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

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

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

Change in Value of Split-interest Gifts -29,287.

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

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)			

