

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

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

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

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

OMB No. 1545-0047

2021Open to Public
Inspection**A** For the 2021 calendar year, or tax year beginning **JUL 1, 2021** and ending **JUN 30, 2022**

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		D Employer identification number 04-6186012
	Doing business as		E Telephone number (617)-868-6600
	Number and street (or P.O. box if mail is not delivered to street address) Room/suite 689 Massachusetts Avenue		
	City or town, state or province, country, and ZIP or foreign postal code Cambridge, MA 02139		G Gross receipts \$ 12,634,199.
	F Name and address of principal officer: Mary Katherine Morn same as C above		H(a) Is this a group return for subordinates? ☐ Yes ☒ No H(b) Are all subordinates included? ☐ Yes ☐ No If "No," attach a list. See instructions H(c) Group exemption number ▶
I Tax-exempt status: ☒ 501(c)(3) ☐ 501(c)() (insert no.) ☐ 4947(a)(1) or ☐ 527			
J Website: ▶ www.uusc.org			
K Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶			L Year of formation: 1948 M State of legal domicile: MA

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: See Schedule O		
	2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	15
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	15
	5 Total number of individuals employed in calendar year 2021 (Part V, line 2a)	5	43
	6 Total number of volunteers (estimate if necessary)	6	520
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	69,090.
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	2,015.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year 12,367,891.	Current Year 10,926,410.
	9 Program service revenue (Part VIII, line 2g)	27,148.	6,936.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	986,449.	1,205,447.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	70,994.	162,046.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	13,452,482.	12,300,839.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	1,513,280.	1,725,387.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	4,956,683.	4,807,031.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	160,400.	158,950.
	b Total fundraising expenses (Part IX, column (D), line 25) ▶ 631,565.		
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	2,010,198.	2,999,561.
	18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	8,640,561.	9,690,929.
	19 Revenue less expenses. Subtract line 18 from line 12	4,811,921.	2,609,910.
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year 38,072,140.	End of Year 35,096,265.
	21 Total liabilities (Part X, line 26)	3,853,677.	2,212,759.
	22 Net assets or fund balances. Subtract line 21 from line 20	34,218,463.	32,883,506.

Part II Signature Block

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

Sign Here	Signature of officer <i>Mack Davidson</i>	Date 09 Nov 2022
	Type or print name and title Mack Davidson, VP & CAO	
Paid Preparer Use Only	Print/Type preparer's name Brenda L. Booth	Preparer's signature Brenda L. Booth
	Date 11/08/22	Check if self-employed ☐ PTIN P01342395
Firm's Name	Firm's name ▶ CBIZ MHM, LLC	Firm's EIN ▶ 26-3753134
	Firm's address ▶ 500 Boylston Street Boston, MA 02116	Phone no. 617-761-0600

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

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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 \$ 2,634,860. including grants of \$ 512,318.) (Revenue \$ 17,392.)
Human Rights Programs - I. Migrant Justice: See Schedule O.

4b (Code:) (Expenses \$ 2,311,203. including grants of \$ 449,387.) (Revenue \$ 15,265.)
Human Rights Programs - II. Climate Justice & Environmental Justice:
See Schedule O.

4c (Code:) (Expenses \$ 2,609,379. including grants of \$ 763,682.) (Revenue \$ 17,227.)
Human Rights Programs - III. Crisis Response: See Schedule O

4d Other program services (Describe on Schedule O.)
(Expenses \$ 562,125. including grants of \$ 0.) (Revenue \$ 10,647.)

4e Total program service expenses 8,117,567.

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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>	1 X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions	2 X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>	3	X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	4 X	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>	5	X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>	6	X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>	7	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>	8	X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>	9	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>	10 X	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	11a X	
b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>	11b X	
c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>	11c	X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>	11d	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>	11e X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	11f 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>	12a 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>	12b	X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	13	X
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a	X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>	14b X	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>	15 X	
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>	16	X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I. See instructions</i>	17 X	
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	18	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>	19	X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>	20a	X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	
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>	21 X	

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Part IV Checklist of Required Schedules (continued)

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

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

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	51
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	X

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

		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return 43		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	X	
Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions.			
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	X	
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O	X	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
b	If "Yes," enter the name of the foreign country ▶ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
d	If "Yes," indicate the number of Forms 8282 filed during the year 7d		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		X
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the sponsoring organization make any taxable distributions under section 4966?		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12 10a		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b		
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders 11a		
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.) 11b		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year 12b		
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state?		
Note: See the instructions for additional information the organization must report on Schedule O.			
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans 13b		
c	Enter the amount of reserves on hand 13c		
14a	Did the organization receive any payments for indoor tanning services during the tax year?		X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O		
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?		X
If "Yes," see the instructions and file Form 4720, Schedule N.			
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income?		X
If "Yes," complete Form 4720, Schedule O.			
17	Section 501(c)(21) organizations. Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953?		
If "Yes," complete Form 6069.			

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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

	1a	1b	Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.	15			
b Enter the number of voting members included on line 1a, above, who are independent		15		
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2			X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?	3			X
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4			X
5 Did the organization become aware during the year of a significant diversion of the organization's assets?	5			X
6 Did the organization have members or stockholders?	6			X
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a			X
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b			X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a The governing body?	8a		X	
b Each committee with authority to act on behalf of the governing body?	8b		X	
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O	9			X

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

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

Section C. Disclosure

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

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

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

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

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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 Contractors

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
 - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) Mary Katherine Morn President & CEO	40.00			X				233,449.	0.	42,673.
(2) Rachel Freed VP & CPO	35.00			X				167,419.	0.	46,839.
(3) Cassandra Ryan VP & CDO	35.00			X				166,516.	0.	47,559.
(4) Mack Davidson VP & CAO	35.00			X				173,027.	0.	27,272.
(5) Michael Kourabas Director of Partner Support & Grants	35.00					X		124,714.	0.	42,089.
(6) Carol Cahalane Director Of Finance	35.00					X		134,442.	0.	25,707.
(7) Michael Givens Director of Strategic Comms	35.00					X		111,734.	0.	20,891.
(8) Quang Nguyen Director Of HR	35.00					X		115,108.	0.	8,227.
(9) Katherine Friedman Director Of Major Gifts	35.00					X		100,788.	0.	21,142.
(10) Rev. Ned Wight Chair	1.00	X		X				0.	0.	0.
(11) Lynn Miyamoto Vice-Chair	1.00	X		X				0.	0.	0.
(12) Cynthia Totten Secretary	1.00	X		X				0.	0.	0.
(13) Jim Smith Treasurer	1.00	X		X				0.	0.	0.
(14) Rev. Jacqueline Brett Board Member	1.00	X						0.	0.	0.
(15) Sarah K. Dreier Board Member	1.00	X						0.	0.	0.
(16) Barbara Du Mond Board Member	1.00	X						0.	0.	0.
(17) 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/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) David Thompson Board Member	1.00	X						0.	0.	0.
(19) Rev. Manish Mishra-Marzetti 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								1,327,197.	0.	282,399.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								1,327,197.	0.	282,399.

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 9

	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>	3	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>	4	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>	5	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
Norway Holdings dba BRA Inc 745 Boylston Street, Boston, MA 02116	R/E services	350,015.
Agile Cloud Consulting 3467 W Penn Street, Philadelphia, PA 19129	Cloud Migration	192,339.
Leggat McCall Properties LLC, 10 Post Office Sq, Ste 1300N, Boston, MA 02109	R/E Advisory Services	173,840.
IDM, 1250 Connecticut Ave NW, Suite 700, Washington, DC 20036	Fundraising Consulting	158,950.

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 4

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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	16,733.					
	b Membership dues	1b						
	c Fundraising events	1c						
	d Related organizations	1d						
	e Government grants (contributions)	1e						
	f All other contributions, gifts, grants, and similar amounts not included above ...	1f	10,909,677.					
	g Noncash contributions included in lines 1a-1f	1g	\$ 1,161,688.					
	h Total. Add lines 1a-1f							10,926,410.
Program Service Revenue			Business Code					
	2 a Participant Fees Learning Trips	624200		6,936.	6,936.			
	b							
	c							
	d							
	e							
	f All other program service revenue							
	g Total. Add lines 2a-2f				6,936.			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			204,064.			204,064.	
	4 Income from investment of tax-exempt bond proceeds							
	5 Royalties							
	6 a Gross rents	6a	(i) Real	(ii) Personal				
			487,906.					
			b Less: rental expenses ...	6b				325,860.
	c Rental income or (loss)	6c	162,046.					
	d Net rental income or (loss)				162,046.	53,595.	69,090.	39,361.
	7 a Gross amount from sales of assets other than inventory	7a	(i) Securities	(ii) Other				
			141,078.	867,805.				
			b Less: cost or other basis and sales expenses	7b				
	c Gain or (loss)	7c	133,578.	867,805.				
	d Net gain or (loss)				1,001,383.			1001383.
	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			Business Code					
	11 a							
	b							
	c							
	d All other revenue							
	e Total. Add lines 11a-11d							
12 Total revenue. See instructions				12,300,839.	60,531.	69,090.	1244808.	

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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	560,798.	560,798.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	1,164,589.	1,164,589.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	904,754.	666,979.	198,555.	39,220.
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	2,877,980.	2,363,984.	362,777.	151,219.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	259,141.	209,100.	37,365.	12,676.
9 Other employee benefits	498,167.	396,642.	75,807.	25,718.
10 Payroll taxes	266,989.	215,433.	38,496.	13,060.
11 Fees for services (nonemployees):				
a Management				
b Legal	12,000.	4,700.	7,300.	
c Accounting	56,345.		56,345.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17	158,950.			158,950.
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.)	850,063.	836,962.	13,101.	
12 Advertising and promotion				
13 Office expenses				
14 Information technology	92,041.	75,611.	11,892.	4,538.
15 Royalties				
16 Occupancy	156,608.	104,991.	29,296.	22,321.
17 Travel	136,020.	133,525.	822.	1,673.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	19,508.	19,180.		328.
20 Interest	45,909.	31,965.	7,914.	6,030.
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	22,496.	15,468.	3,989.	3,039.
23 Insurance	55,983.	40,258.	8,925.	6,800.
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 Printing & Publications	333,834.	286,748.	0.	47,086.
b Postage & Shipping	284,407.	245,884.	936.	37,587.
c Telephone	24,036.	16,746.	4,223.	3,067.
d Supplies	19,284.	11,589.	1,643.	6,052.
e All other expenses	891,027.	716,415.	82,411.	92,201.
25 Total functional expenses. Add lines 1 through 24e	9,690,929.	8,117,567.	941,797.	631,565.
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)	553,053.	470,095.	0.	82,958.

**Unitarian Universalist Service
Committee Inc**

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Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	1,593,190.	1	1,625,040.
	2 Savings and temporary cash investments	8,441,223.	2	7,203,181.
	3 Pledges and grants receivable, net	1,252,734.	3	994,349.
	4 Accounts receivable, net	60,254.	4	76,554.
	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	85,085.	7	65,462.
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	393,234.	9	413,182.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	9,113,105.		
	b Less: accumulated depreciation	3,766,113.		
	11 Investments - publicly traded securities	14,754,330.	11	13,046,628.
	12 Investments - other securities. See Part IV, line 11	6,082,598.	12	6,274,873.
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	49,953.	15	50,004.
16 Total assets. Add lines 1 through 15 (must equal line 33)	38,072,140.	16	35,096,265.	
Liabilities	17 Accounts payable and accrued expenses	922,559.	17	1,570,769.
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities	2,272,827.	20	0.
	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	533,291.	25	516,990.
	26 Total liabilities. Add lines 17 through 25	3,853,677.	26	2,212,759.
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	20,208,309.	27	18,479,907.
	28 Net assets with donor restrictions	14,010,154.	28	14,403,599.
	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	34,218,463.	32	32,883,506.
33 Total liabilities and net assets/fund balances	38,072,140.	33	35,096,265.	

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**Unitarian Universalist Service
Committee Inc**

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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	12,300,839.
2	Total expenses (must equal Part IX, column (A), line 25)	2	9,690,929.
3	Revenue less expenses. Subtract line 2 from line 1	3	2,609,910.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	34,218,463.
5	Net unrealized gains (losses) on investments	5	-3,885,495.
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	-59,372.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	32,883,506.

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 on Schedule O.		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ 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	

Form **990** (2021)

SCHEDULE A
(Form 990)

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

2021

**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).)
- 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 on 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						

**Unitarian Universalist Service
Committee Inc**

Schedule A (Form 990) 2021

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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) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	8042642.	6959775.	9377718.	12367891.	10926410.	47674436.
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	8042642.	6959775.	9377718.	12367891.	10926410.	47674436.
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)						4068022.
6 Public support. Subtract line 5 from line 4.						43606414.

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
7 Amounts from line 4	8042642.	6959775.	9377718.	12367891.	10926410.	47674436.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	218,406.	320,506.	260,054.	219,103.	243,425.	1261494.
9 Net income from unrelated business activities, whether or not the business is regularly carried on	14,728.	10,291.	19,387.		69,090.	113,496.
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						49049426.
12 Gross receipts from related activities, etc. (see instructions)					12	548,084.
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 2021 (line 6, column (f), divided by line 11, column (f))	14	88.90	%
15 Public support percentage from 2020 Schedule A, Part II, line 14	15	87.04	%
16a 33 1/3% support test - 2021. 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 - 2020. 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 - 2021. 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 - 2020. 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) 2021

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) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(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) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ▶ ☐

Section C. Computation of Public Support Percentage

15 Public support percentage for 2021 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2020 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2021 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2020 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2021. 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 - 2020. 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).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

**Unitarian Universalist Service
Committee Inc**

Schedule A (Form 990) 2021

04-6186012 Page 5

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

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? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>			
b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>			
3 Parent of Supported Organizations. Answer lines 3a and 3b below.			
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No" provide details in Part VI.</i>			
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>			

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

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

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

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 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) 2021

Unitarian Universalist Service
Committee Inc

Schedule A (Form 990) 2021

04-6186012 Page 7

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

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5
6	Other distributions (describe in Part VI). 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 (provide details in Part VI). See instructions.	8
9	Distributable amount for 2021 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-2021	(iii) Distributable Amount for 2021
1	Distributable amount for 2021 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2021 (reasonable cause required - explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2021		
a	From 2016		
b	From 2017		
c	From 2018		
d	From 2019		
e	From 2020		
f	Total of lines 3a through 3e		
g	Applied to underdistributions of prior years		
h	Applied to 2021 distributable amount		
i	Carryover from 2016 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2021 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2021 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2021, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.		
6	Remaining underdistributions for 2021. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.		
7	Excess distributions carryover to 2022. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2017		
b	Excess from 2018		
c	Excess from 2019		
d	Excess from 2020		
e	Excess from 2021		

Schedule A (Form 990) 2021

Unitarian Universalist Service
Committee Inc**Part VI**

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

SCHEDULE C
(Form 990)

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

2021

**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) 2021

LHA

132041 11-03-21

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)		42,809.													
b Total lobbying expenditures to influence a legislative body (direct lobbying)		26,073.													
c Total lobbying expenditures (add lines 1a and 1b)		68,882.													
d Other exempt purpose expenditures		8,990,482.													
e Total exempt purpose expenditures (add lines 1c and 1d)		9,059,364.													
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.		602,968.													
<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)		150,742.													
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) 2018	(b) 2019	(c) 2020	(d) 2021	(e) Total
2a Lobbying nontaxable amount	567,622.	550,343.	550,963.	602,968.	2,271,896.
b Lobbying ceiling amount (150% of line 2a, column(e))					3,407,844.
c Total lobbying expenditures	24,910.	47,292.	17,190.	68,882.	158,274.
d Grassroots nontaxable amount	141,906.	137,586.	137,741.	150,742.	567,975.
e Grassroots ceiling amount (150% of line 2d, column(e))					851,963.
f Grassroots lobbying expenditures	12,819.	26,409.	6,592.	42,809.	88,629.

Schedule C (Form 990) 2021

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.

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."
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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
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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

2021

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) 2021

132051 10-28-21

Unitarian Universalist Service
Committee Inc

Schedule D (Form 990) 2021

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	2,578,361.	End-of-Year Market Value
(C) Corporate Bonds	3,559,628.	End-of-Year Market Value
(D) Assets Related to Pooled		
(E) Funds	136,884.	End-of-Year Market Value
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.) ▶	6,274,873.	

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	467,972.
(3) Pooled Income Deferred Revenue	49,018.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	516,990.

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) 2021

Unitarian Universalist Service
Committee Inc

Schedule D (Form 990) 2021

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	8,074,375.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	-3,885,495.
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	-340,969.
e	Add lines 2a through 2d	2e	-4,226,464.
3	Subtract line 2e from line 1	3	12,300,839.
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	12,300,839.

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	9,409,332.
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	-281,597.
e	Add lines 2a through 2d	2e	-281,597.
3	Subtract line 2e from line 1	3	9,690,929.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	9,690,929.

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	325,860.
Change in value of split-interest gifts	-59,372.
Property held for sale - costs to sell	-607,457.
Total to Schedule D, Part XI, Line 2d	-340,969.

Part XII, Line 2d - Other Adjustments:

Rental expense	325,860.
Property held for sale - costs to sell	-607,457.
Total to Schedule D, Part XII, Line 2d	-281,597.

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

2021Open to Public
InspectionName of the organization
**Unitarian Universalist Service
Committee Inc**Employer identification number
04-6186012**Part I** **General Information on Activities Outside the United States.** Complete if the organization answered "Yes" on

Form 990, Part IV, line 14b.

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

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
Central America and the Caribbean	0	0	Grants to Recipients Located in the Region		280,200.
East Asia and the Pacific	0	0	Grants to Recipients Located in the Region		613,674.
Europe (Including Iceland & Greenland)	0	0	Grants to Recipients Located in the Region		174,535.
Middle East and North Africa	0	0	Grants to Recipients Located in the Region		96,180.
3 a Subtotal	0	0			1,164,589.
b Total from continuation sheets to Part I	0	0			0.
c Totals (add lines 3a and 3b)	0	0			1,164,589.

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

Schedule F (Form 990) 2021

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	20,000.	Wire Transfer	0.		
		Central America and the Caribbean	Humanitarian Assistance	25,100.	Wire Transfer	0.		
		Central America and the Caribbean	Humanitarian Assistance	25,000.	Wire Transfer	0.		
		Central America and the Caribbean	Humanitarian Assistance	25,000.	Wire Transfer	0.		
		Central America and the Caribbean	Humanitarian Assistance	25,000.	Wire Transfer	0.		
		Central America and the Caribbean	Humanitarian Assistance	20,000.	Wire Transfer	0.		
		Central America and the Caribbean	Humanitarian Assistance	20,000.	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 **48**
- 3** Enter total number of other organizations or entities **0**

Schedule F (Form 990) 2021

**Unitarian Universalist Service
Committee Inc**

04-6186012

Part II	Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)									
1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)	
			Central America and the Caribbean	Humanitarian Assistance	30,000.	Wire Transfer	0.			
			Central America and the Caribbean	Humanitarian Assistance	20,000.	Wire Transfer	0.			
			Central America and the Caribbean	Humanitarian Assistance	45,100.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	40,000.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	35,000.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	25,000.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	20,000.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	20,000.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	6,474.	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	20,000.	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	25,000.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	23,000.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	67,200.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	25,000.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	37,500.	Wire Transfer	0.			

Unitarian Universalist Service
Committee Inc

04-6186012

Part II		Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)	
			East Asia and the Pacific	Humanitarian Assistance	20,000.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	10,000.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	20,000.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	45,000.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	25,000.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	50,000.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	28,500.	Wire Transfer	0.			
			East Asia and the Pacific	Humanitarian Assistance	23,000.	Wire Transfer	0.			
			Europe (Including Iceland & Greenland)	Humanitarian Assistance	25,000.	Wire Transfer	0.			

Unitarian Universalist Service
Committee Inc

04-6186012

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States.		Schedule F (Form 990), Part II, line 1)						
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	20,000.	Wire Transfer	0.		
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	25,000.	Wire Transfer	0.		
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	20,000.	Wire Transfer	0.		
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	25,000.	Wire Transfer	0.		
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	20,000.	Wire Transfer	0.		
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	35,795.	Wire Transfer	0.		
		North America	Humanitarian Assistance	10,980.	Wire Transfer	0.		
		North America	Humanitarian Assistance	45,100.	Wire Transfer	0.		
		North America	Humanitarian Assistance	15,000.	Wire Transfer	0.		

Part IV

Foreign Forms

- 1

Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)*

☐ Yes
☒ No
- 2

Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)*

☐ Yes
☒ No
- 3

Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect to Certain Foreign Corporations (see Instructions for Form 5471)*

☐ Yes
☒ No
- 4

Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)*

☐ Yes
☒ No
- 5

Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see Instructions for Form 8865)*

☐ Yes
☒ No
- 6

Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990)*

☐ Yes
☒ No

Part V

Supplemental Information

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

Part I, Line 2:

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

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

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

Schedule F, Part II, Line 2:

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

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities
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.

OMB No. 1545-0047

2021

Open to Public Inspection

▶ Attach to Form 990 or Form 990-EZ.

► 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

Fundraising Activities. Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

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.	158,950.	0.
Total					158,950.	

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) 2021

See Part IV for continuations

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

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events (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: _____

- 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

Schedule G (Form 990)		2011	
Part IV	Supplemental Information	<i>(continued)</i>	

[illegible]

**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

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Open to Public
Inspection

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

Employer identification number
04-6186012

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☒ Yes ☐ No

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.
Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
Lowlander Center, Inc. 106 Sandalwood Dr. Gray, CA 70359	46-4993987	501(c)(3)	95,000.	0.			Coordinate & assist Tribes & BIPOC in Climate Crisis, Land Support disaster Justice
Center for Transformative Action 119 Anabel Taylor Hall Ithaca, NY 14853	16-0990318	501(c)(3)	45,000.	0.			Provide general support to any & all aspects of QDEP's work
Alaska Institute for Justice 431 West 7th Ave., Suite 208 Anchorage, AK 99501	56-2533062	501(c)(3)	25,000.	0.			Support AIU's in providing guidance to Alaska Native Tribes
United States Campaign for Burma P.O. Box 34126 Washington, DC 20043	27-0843682	501(c)(3)	51,000.	0.			Provide educational support to Rohingya refugees in Camp
Unitarian Universalist Justice Arizona Network - 10400 E. Camino Quince - Tucson, AZ 85748	46-4229880	501(c)(3)	14,230.	0.			Support Immigrant Justice & Abolition Coordinator of Volunteers
Black Belt Justice Center 4323 F Street SE Washington, DC 20019	45-4441783	501(c)(3)	12,000.	0.			Support Black lead advocacy for farmers in southern states

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **24.**
3 Enter total number of other organizations listed in the line 1 table **0.**

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

Schedule I (Form 990) 2021

Part II	Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II)						
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Foundation for the Austin Sanctuary Network - 3514 Pinnacle Rd - Austin, TX 78746	82-2653572	501(c)(3)	20,000.	0.			Support any & All aspects of the ASN's activities
The Praxis Project Inc 1001 Connecticut Ave, NW Ste 201 Washington, DC 20036	30-0044814	501(c)(3)	20,000.	0.			Support any & all aspects of the UndocuBlack Network's work
Families and Friends of Louisiana's Incarcerated Children - 1307 Oretha castle Haley Blvd Suite 304 - New Orleans, LA 70113	20-5924561	501(c)(3)	22,000.	0.			Support coordination of disaster relief, advocacy and assist
Minnesota Unitarian Universalist Socila Justice Alliance - 900 Mt Curve Ave. - Minneapolis, MN 55403	42-1734371	501(c)(3)	12,000.	0.			Support Right to Resist campaigns & mitigate climate crisis
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
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
Rural Community Workers Allinace 60731 Hwy M Milan, MS 63556	61-1718871	501(c)(3)	15,000.	0.			Support any and all aspects of the RCWA's work
Unitarian Universalist Church of Tucson - 4831 E. 22nd St. - Tucson, AZ 85711	86-6006433	501(c)(3)	10,000.	0.			Provide emergency relief for UUs impacted by Typhoon Rai
Muslim Justice League 75 Atlantic Avenue Boston, MA 02111	47-4049679	501(c)(3)	20,000.	0.			Complete analysis, writing, creation of outputs advocacy pla

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 noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Grassroots International Inc. 179 Boylston Street Jamaica Plain, MA 02130	04-2791159	501(c)(3)	40,000.	0.			Humanitarian support to communities affected by Earthquake
Haitian Bridge Alliance 4265 Farmount Ave 280 San Diego, CA 92105	81-3558713	501(c)(3)	20,156.	0.			Collaborate in research into anti-Blackness in the US asylum
Immigrant Action Alliance Inc. 3900 Hollywood Blvd Suite 103 Hollywood, CA 33021	82-1225259	501(c)(3)	15,000.	0.			Expand sponsorship for asylum-seekers in South Florida
Louisiana Advocates for Immigrants in Detention - PO Box 51441 - Lafayette, LA 70505	87-2935596	501(c)(3)	15,000.	0.			Support LA-AID's ongoing work in Louisiana
Paso Del Norte Community Foundation - 221 N. Kansas St. Suite 1900 - El Paso, TX 79901	46-1997449	501(c)(3)	16,000.	0.			Support to formerly-detained work against Otero Detention C
Rainbow Beginnings 3601 23rd Street San Francisco, CA 94110	86-1783278	501(c)(3)	12,000.	0.			Provide shelter in Mexico! for families & LGBTQ individuals
The SWFL RESET Center Inc 13411 Shire Lane Fort Myers, FL 33912	85-1939559	501(c)(3)	15,000.	0.			Mitigate climate forced displacement of Indigenous & margina
Unitarian Universalist Society of Iowa City - 2355 Oakdale Road - Coralville, IA 52241	42-0928251	501(c)(3)	13,510.	0.			Provide monthly livelihood to Burmese Activits who fled Burm
Carriazo Comecrudo Tribe of Texas 1250 Roemer Ln Floresville, TX 78114	75-2830923	501(c)(3)	12,000.	0.			Protect Estok G'na sacred sites from extractive industries

Schedule I (Form 990)

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees
▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 23.**
▶ **Attach to Form 990.**
▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

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

Part I Questions Regarding Compensation

	Yes	No
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	

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Schedule J (Form 990) 2021

Part III	Supplemental Information
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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.

[illegible]

**SCHEDULE M
(Form 990)**

Department of the Treasury
Internal Revenue Service

Noncash Contributions

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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	32	1,161,688.	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.		

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Schedule M (Form 990) 2021

Unitarian Universalist Service

Schedule M (Form 990) 2021

Committee Inc

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Page 2

Part II

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

Schedule M, Part I, Column (b):

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

**SCHEDULE O
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

▶ Attach to Form 990 or Form 990-EZ.

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

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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 ethnic minority communities.

-In Mexico and Central America, UUSC's partners work with people who

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Schedule O (Form 990) 2021

132211 11-11-21

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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.

In the past fiscal year, UUSC made nearly 90 grants and amendments worth \$1.55 million to grassroots organizations working in countries around the world.

UUSC's Impact

What does it mean to have a human rights "impact"? For UUSC, "impact" means building movements for systemic change. Impact means using our power and privilege as a US-based nonprofit to amplify the power of the grassroots by following the leadership of communities directly affected

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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 \$2,634,860 including grants of \$512,318. Revenue: \$17,392.

UUSC's current migrant justice strategy is to support Central Americans at risk of forced displacement by increasing options for them to safely stay at home, protecting their rights on the migrant trail, and

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disrupting the system of imprisonment and deportation within the U.S.

Violence, impunity, and corruption have forced thousands of Central

Americans to flee their homes. All people have the rights to safety,

human dignity, and a process to seek asylum. Yet, when they flee,

people in migration face further dangers and abuses designed to deter

them from their journey. Upon reaching the United States, they can be

detained, prosecuted, or have their family members taken from them.

After years spent building their lives in the United States, they may

still be at risk of deportation. As with all our initiatives, we focus

our grantmaking and partner support for grassroots organizations

working for systemic change. We believe that connecting groups across

the migration trail, from El Salvador to Mexico to the United States,

will create a strong movement centered on the rights of people, not

borders.

The root causes of forced displacement are just as important to address

as ensuring sanctuary and refuge from harm. UUSC focuses its efforts on

supporting new systems of protection, particularly for women and

Indigenous youth, and stopping U.S. military aid to security forces and

U.S.-backed development projects, both of which escalate violence and

create instability.

In Nicaragua, for example, we support a grassroots women's

organization, Fundacin entre Mujeres, that helps women develop

alternative livelihoods and free them from abusive partners. In

Guatemala, we support efforts to reintegrate Indigenous Maya youth who

have been deported, through our partnership with Asociacin Pop No'j. In

Honduras, we support Foro de Mujeres Por La Vida, a coalition of over

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17 women's organizations, to reduce gender-based violence and document the impact of increased militarization on women's security. The dangers that women and human rights defenders face in Honduras are inseparable from the violation of ancestral and Indigenous land rights in many cases linked to U.S.-backed development projects. This violence forces more people to flee the country in search of safety, exacerbating instability throughout the region.

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

Finally, UUSC believes that people in migration in the United States should have the right to seek asylum, be free from arbitrary detention and deportation, and that families should stay together out of detention. We are supporting our partners in their work to document abuses in immigration detention centers and at the U.S.-Mexico border,

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to provide legal assistance to seek asylum, and to establish and maintain ways for immigrants in detention to receive legal support, connect with family, and advocate for themselves.

Some examples of this year's impacts include:

-The filing of Constitutional "Amparo" actions against the administrative decisions of the National Institute of Migration and even the Mexican Commission of Attention to Migrants, resulting in the protection of the rights of four individuals.

-Supporting sanctuary leaders across the country to successfully secure stays of removal for fifteen people in migration in the United States.

-Supporting meat processing plant workers to successfully pressure OSHA to conduct inspection of the plant in Milan, Missouri.

-Facilitating the development of 28 household gardens for families threatened with displacement in Guatemala, allowing families to feed themselves.

-Helping to provide access to food, water, medical supplies, and resting spaces for people in migration during their journey through the Arizona desert.

-Partnering with Shut Down Etowah and the Detention Watch Network's Communities Not Cages coalition to shut down a detention center in Alabama. Etowah was among the "First 10" detention centers targeted for shut-down campaigns based on the severity of conditions there.

Form 990, Part III, Line 4b:

Climate Justice & Environmental Justice

Name of the organization	Unitarian Universalist Service Committee Inc	Employer identification number
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Expenses \$2,311,203 including grants of \$449,387. Revenue: \$15,265.

UUSC's Climate Justice work focuses on advancing and protecting the rights of populations at risk of climate-forced displacement caused by slow-onset climate impacts. UUSC's program emboldens the principle of the right to self-determination by prioritizing building protections in place and when necessary and required by our partners, supporting communities to relocate with dignity. In addition to directly supporting communities at risk, UUSC has a multi-pronged strategy that targets a range of stakeholders to assist communities as they advance their right to self-determination and develop strategies to respond to the spectrum of risks associated with climate-forced displacement.

In alignment with our principles, UUSC's strategy upholds the timeless adage that civil society organizations around the world share, "Nothing about us, without us." This recognizes the grave injustices that frontline communities have experienced through legacies of imperialism, colonialism, exploitation of Indigenous bodies and lands, and the forcible displacement that many have faced in the name of western modernization. By centering the voices of communities and by upholding their right to self-determination, UUSC and our partners are actively seeking a pathway to corrective justiceone that is transformative, redemptive, respectful, and sustainable, and most importantly, one that reflects the multiple needs that communities require on the ground.

As part of UUSC's response and long-term work to support the self-determination of Haitians in addressing the nation's multi-dimensional civil, economic, environmental, and political crisis,

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UUSC is a part of an advocacy coalition including Haitian leaders on-the-ground and in the U.S. diaspora to influence U.S. government policy in Haiti towards supporting the Montana Agreement. The Montana Agreement was developed by a Commission of Haiti's civil society organizations (CSOs) and political groups with the primary goal of resolving the current political impasse and creating stable conditions by which Haitian's can reclaim their sovereignty.

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

Some examples of this year's impacts include:

-Supporting efforts to protect the sacred site of Garcia Pasture, which this year won recognition as a "World Foundation Protected" site, bringing to light the Carrizo Comecrudo Tribe of Texas' work to achieve federal recognition for the tribe.

-Supporting the development and implementation of advocacy strategies for Native Tribes in Alaska to address the ongoing lack of resources and technical assistance to respond to climate impacts.

-Strengthening community-led climate change policy development with governments across the Pacific.

-Gathering 18 partner representatives and community leaders from seven partner organizations across the Pacific Islands who are fighting to save their homes from the climate crisis and to advance climate

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justice.

Form 990, Part III, Line 4c:

Crisis Response in Burma

Expenses \$2,609,379 including grants of \$763,682. Revenue: \$17,227.

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

In February 2021, following the 2020 national election, the Burmese military staged a violent coup against the country's elected civilian government. Since then, the Burmese military has arrested, detained, tortured, or killed thousands of peaceful demonstrators, members of civil society, and government officials who oppose their rule. UUSC and our partners on-the-ground in Burma and neighboring Thailand have worked tirelessly, liaising with human rights defenders to provide both emergency humanitarian relief and to support human rights defenders fleeing from the military coup. UUSC was able to support some of the activists we have relationships with to secure funding to leave the country and enter the United States through humanitarian parole visas.

Some other examples of this year's impacts include:

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

-In December, one of UUSC's partners filed a complaint against Meta (Facebook) with the Organization of Economic Cooperation & Development (OECD), on behalf of a group of Rohingya youth survivors of the 2017 genocide who are currently living in the refugee camps in Bangladesh. The complaint sets forth Facebook's complicity in the genocide and seeks several remedies, namely that Facebook divert a portion of its profits earned in Burma to provide remediation to the Rohingya in the form of educational facilities or other facilities suitable to ameliorate their living conditions within the camps. The OECD complaint is but the most recent attempt by Rohingya in the Bangladesh camps to hold Facebook accountable. In 2020, the group approached Facebook with a modest request: educational facilities costing about \$1 million that would help address the urgent needs of school-age Rohingya children who have been deprived of an education. Despite that, this request is scarcely a fraction of what the Rohingya are owed in compensation for Facebook's role, the company refused to make even this small good-faith gesture.

-Supporting the only program in the refugee camps in Bangladesh that teaches all subjects of the Burmese school curriculum and follows the principles of Myanmar Education Ministry.

-In March, Secretary of State Antony Blinken made a long-overdue formal acknowledgement that the crimes committed against the Rohingya constitute genocide. Blinken's formal determination followed months of close scrutiny and review. When it finally came, it was based on a

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mountain of evidence, compiled over more than five years by Rohingya survivors, international monitors, experts in humanitarian law, and human rights observers work that UUSC has consistently supported and organized around both with our partners, coalitions and members.

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

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

Expenses \$ 562,125. including grants of \$ 0. Revenue \$ 10,647.

Form 990, Part III, Line 4d:

UU College of Social Justice

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

UUCSJ's mission is to inspire and sustain faith-based activism for justice, on issues of local, national, and global importance. We work closely with UUSC to center frontline grassroots partner needs and to activate UU's to serve in movement with them. UUCSJ provides justice education and leadership development to a wide variety of UU constituents, including clergy, lay leaders, and youth. We accomplish

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this through collaboration, co-creation, and curation of a variety of experiential learning programs, partnerships, workshops and resources designed for and with our UU congregations and UU-adjacent partners.

As the world has made massive pandemic-inspired pivots, so too has UUUCSJ. UUUCSJ staff and Program Leaders began practicing 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. 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 we have 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, justice partners, and others to broaden our offerings. Our workshops have served as a positive way to strengthen our relationships with State

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Action Networks and the congregations they serve. We offer several workshops, including: Settler Colonialism 101, Being a Good Relative, Arts and Activism, Faith in Action, Speaking Justice in our Language of Faith, Saying Yes and Saying No, The Answer is in our Bodies, and How do we Imagine Justice.

These past few years have 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, risk assessment practices, and our focus on justice education to joint endeavors. We have remained in close contact with our partners at the organization BORDERLINKS and we are beginning to develop resources required for supporting youth groups through immersive learning journeys there as risk tolerance for travel begins to expand. And our first in person youth program offered in collaboration with the UUA is scheduled for August of FY2023 in Pittsburgh, PA, where GA will be located in June of 2023.

At a time when many online programs have struggled to sustain participation with young adults, the online fellowship version of our GROW (Grounded & Resilient Organizers Workshop) has expanded and sustained engagement from young adults, ages 18-35, gathering 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 &

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Imagination, as well as the ongoing work of recognizing and dismantling white supremacy, as well as 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. And in June, we held our first in person GROW since the global pandemic began. The program was held in the Portland, OR area and flowed into community with the UUA's 2022 General Assembly (being hosted as a multiplatform event in Portland). Our experiences with this first in person programming since the pandemic began has already begun to influence our planning for what comes next.

The UUA has put out a call to congregations to strengthen their ties with indigenous partners. The UUSC has center indigenous self-determination throughout the years. In support of these related priorities, UUCSJ has responded with the co-creation, collaboration, and curation of several programs and offerings, including Settler Colonialism 101 and Being a Good Relative. We continue to tend to our relationships with several indigenous leaders, including some already within the UU community. We support non-indigenous UUs in deepening their understanding of indigenous solidarity, allowing participants to expand their knowledge in multiple fronts and practice spiritually

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grounded justice activism.

One of the major initiatives we continue to support is the UUA's UU the Vote Initiative. We have brought our skills to support the UU the Vote Legacy Fellowship program designed for Unitarian Universalist Young Adults and Black, Indigenous, and people of color Unitarian Universalists of all ages. The earlier success of UU the Vote initiative was the result of leaders engaging in multiple strategies and tactics, defined by partnerships with frontline communities and organizations many of which are led-by and organized young adults and BIPOC communities. The UU the Vote Legacy Fellowship is an investment in that leadership, supporting Fellows in the work of operationalizing their projects, developing skills and understanding of social justice organizing. We are glad to be a part of resourcing UUTV Legacy Fellows with learning and relationship building opportunities to ground their leadership in sustainable faith-based activism for justice.

Our programs are supported by the UUCSJ Study Guide for Cross-Cultural Engagement and by adaptations to the Guide for different age groups. This guide is currently undergoing a revision to reflect our learning through this new global season. We live in emergent times and we are learning and teaching skills necessary to live lovingly and faithfully into the unknown on a journey towards collective liberation.

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

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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 -59,372.

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Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related

[illegible]

related

[illegible]

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

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

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

	Yes	No
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity	1a	X
b Gift, grant, or capital contribution to related organization(s)	1b	X
c Gift, grant, or capital contribution from related organization(s)	1c	X
d Loans or loan guarantees to or for related organization(s)	1d	X
e Loans or loan guarantees by related organization(s)	1e	X
f Dividends from related organization(s)	1f	X
g Sale of assets to related organization(s)	1g	X
h Purchase of assets from related organization(s)	1h	X
i Exchange of assets with related organization(s)	1i	X
j Lease of facilities, equipment, or other assets to related organization(s)	1j	X
k Lease of facilities, equipment, or other assets from related organization(s)	1k	X
l Performance of services or membership or fundraising solicitations for related organization(s)	1l	X
m Performance of services or membership or fundraising solicitations by related organization(s)	1m	X
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	1n	X
o Sharing of paid employees with related organization(s)	1o	X
p Reimbursement paid to related organization(s) for expenses	1p	X
q Reimbursement paid by related organization(s) for expenses	1q	X
r Other transfer of cash or property to related organization(s)	1r	X
s Other transfer of cash or property from related organization(s)	1s	X

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

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

