

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

2023Open to Public
Inspection**A** For the **2023** calendar year, or tax year beginning **JUL 1, 2023** and ending **JUN 30, 2024****B** Check if applicable:

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

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

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) Room/suite
689 Massachusetts AvenueCity or town, state or province, country, and ZIP or foreign postal code
Cambridge, MA 02139**F** Name and address of principal officer: **Mary Katherine Morn**
same as C above**D** Employer identification number**04-6186012****E** Telephone number
(617)-868-6600**G** Gross receipts \$ **10,854,096.****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 2023 (Part V, line 2a)	5	50
	6	Total number of volunteers (estimate if necessary)	6	460
	7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
7b	Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8	Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9	Program service revenue (Part VIII, line 2g)	11,101,936.	9,714,645.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	24,428.	16,479.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	9,386,537.	939,790.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	44,994.	142,886.
	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	20,557,895.	10,813,800.
	14	Benefits paid to or for members (Part IX, column (A), line 4)	2,862,969.	2,234,374.
Expenses	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	0.	0.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	6,038,010.	6,798,868.
	b	Total fundraising expenses (Part IX, column (D), line 25)	155,300.	144,400.
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	816,044.	
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	3,172,971.	3,245,963.
	19	Revenue less expenses. Subtract line 18 from line 12	12,229,250.	12,423,605.
	20	Total assets (Part X, line 16)	8,328,645.	-1,609,805.
Net Assets or Fund Balances	21	Total liabilities (Part X, line 26)	Beginning of Current Year	End of Year
	22	Net assets or fund balances. Subtract line 21 from line 20	46,088,751.	45,918,058.
			2,895,934.	2,505,420.
		43,192,817.	43,412,638.	

Part II Signature Block

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

Sign Here	Signature of officer	Date			
	Mack Davidson, VP & Lead Financial Officer	13 Nov 2024			
Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check if self-employed ☐	PTIN
	Brenda L. Booth		11/11/24		P01342395
	Firm's name	Firm's EIN			
	CBIZ Advisors, LLC	26-3753134			
	Firm's address	Phone no.			
	500 Boylston Street	617-761-0600			
	Boston, MA 02116				

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

LHA For Paperwork Reduction Act Notice, see the separate instructions.

332001 12-21-23

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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 ☒

1 Briefly describe the organization's mission:
UUSC advances human rights and social justice around the world,
partnering with those who confront unjust power structures and
mobilizing to challenge oppressive policies.

2 Did the organization undertake any significant program services during the year which were not listed on the
prior Form 990 or 990-EZ? ☐ Yes ☒ No
If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No
If "Yes," describe these changes on Schedule O.

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

4a (Code:) (Expenses \$ 3,495,298. including grants of \$ 661,559.) (Revenue \$ 5,581.)
Human Rights Programs - I. Climate Justice & Environmental Justice: See
Schedule O.

4b (Code:) (Expenses \$ 2,538,982. including grants of \$ 480,557.) (Revenue \$ 4,051.)
Human Rights Programs - II. Migrant Justice: See Schedule O.

4c (Code:) (Expenses \$ 3,558,204. including grants of \$ 1,086,903.) (Revenue \$ 5,682.)
Human Rights Programs - III. Crisis Response: See Schedule O

4d Other program services (Describe on Schedule O.)
(Expenses \$ 729,019. including grants of \$ 5,355.) (Revenue \$ 1,165.)

4e Total program service expenses 10,321,503.

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Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	X	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	X	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>	X	
c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>	X	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>	X	
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I. See instructions</i>	X	
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	X	

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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 noncash 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	40
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	X

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

		Yes	No
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a 50		
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	X	
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		X
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O	3b		
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		X
b If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X
c If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a		X
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		
7 Organizations that may receive deductible contributions under section 170(c).			
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a		X
b If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		X
d If "Yes," indicate the number of Forms 8282 filed during the year	7d		
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		X
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		X
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8		
9 Sponsoring organizations maintaining donor advised funds.			
a Did the sponsoring organization make any taxable distributions under section 4966?	9a		
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		
10 Section 501(c)(7) organizations. Enter:			
a Initiation fees and capital contributions included on Part VIII, line 12	10a		
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b		
11 Section 501(c)(12) organizations. Enter:			
a Gross income from members or shareholders	11a		
b Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b		
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b		
13 Section 501(c)(29) qualified nonprofit health insurance issuers.			
a Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O.	13a		
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b		
c Enter the amount of reserves on hand	13c		
14a Did the organization receive any payments for indoor tanning services during the tax year?	14a		X
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	14b		
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.	15		X
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	16		X
17 Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.	17		

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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 AK, AL, AR, CA, CO, CT, FL, GA, HI, IL, IN, KS

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
 - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) Mary Katherine Morn Pres & Lead Executive Officer	40.00			X				298,250.	0.	55,367.
(2) Rachel Freed VP & Lead Program Officer	35.00			X				232,988.	0.	60,574.
(3) Cassandra Ryan VP & Lead Development Officer	35.00			X				217,871.	0.	58,124.
(4) Mack Davidson VP & Lead Financial Officer	35.00			X				221,540.	0.	33,368.
(5) Salote Soqo Director of Advocacy	35.00					X		138,884.	0.	40,791.
(6) Amber Moulton Director of Research, Impact & Learn	35.00					X		133,834.	0.	45,353.
(7) John Howard Director of Human Resources	35.00					X		133,137.	0.	44,783.
(8) Carol Cahalane Director of Finance	35.00					X		148,856.	0.	28,751.
(9) Michael Kourabas Director of Partner Support & Grants	35.00					X		127,979.	0.	49,605.
(10) Rev. Manish Mishra-Marzetti Co-Chair	1.00	X		X				0.	0.	0.
(11) Lynn Miyamoto Co-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) Barbara Du Mond Board Member	1.00	X						0.	0.	0.
(16) Marissa Gutierrez-Vicario Board Member	1.00	X						0.	0.	0.
(17) Rohit Menezes 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) Maria Pignataro Nielsen Board Member	1.00	X						0.	0.	0.
(19) April Nishimura Board Member	1.00	X						0.	0.	0.
(20) Tema Okun Board Member	1.00	X						0.	0.	0.
(21) Anthony Pinn Board Member	1.00	X						0.	0.	0.
(22) Rev. Kimberly Quinn Johnson Board Member	1.00	X						0.	0.	0.
(23) Katherine Schneider Board Member	1.00	X						0.	0.	0.
(24) David Thompson Board Member	1.00	X						0.	0.	0.
(25) Sarah K. Dreier Board Member	1.00	X						0.	0.	0.
(26) Joseph Parsons Board Member	1.00	X						0.	0.	0.
1b Subtotal								1,653,339.	0.	416,716.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								1,653,339.	0.	416,716.

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

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- 3** Did the organization list any **former** officer, director, trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*
- 4** For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? *If "Yes," complete Schedule J for such individual*
- 5** Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If "Yes," complete Schedule J for such person*

	Yes	No
3		X
4	X	
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
IDM, 1250 Connecticut Ave NW, Suite 200, Washington, DC 20036	Fundraising Consulting	144,400.
iCorps, 300 Trade Center, Suite 6540, Woburn, MA 01801	IT Services	124,184.

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

2

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Part VIII Statement of Revenue

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

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a	15,363.				
	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	9,699,282.				
	g Noncash contributions included in lines 1a-1f	1g	\$ 516,385.				
	h Total. Add lines 1a-1f						
Program Service Revenue	2 a Participant Fees Learning Trips	Business Code	624200	16,479.	16,479.		
	b						
	c						
	d						
	e						
	f All other program service revenue						
	g Total. Add lines 2a-2f			16,479.			
	Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			661,413.		
4 Income from investment of tax-exempt bond proceeds							
5 Royalties							
6 a Gross rents		6a	(i) Real				
			(ii) Personal				
			46,461.				
b Less: rental expenses ...		6b	0.				
c Rental income or (loss)		6c	46,461.				
d Net rental income or (loss)			46,461.			46,461.	
7 a Gross amount from sales of assets other than inventory		7a	(i) Securities				
			(ii) Other				
			318,673.				
b Less: cost or other basis and sales expenses		7b	40,296.				
c Gain or (loss)		7c	278,377.				
d Net gain or (loss)			278,377.			278,377.	
8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18		8a					
b Less: direct expenses		8b					
c Net income or (loss) from fundraising events							
9 a Gross income from gaming activities. See Part IV, line 19	9a						
b Less: direct expenses	9b						
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances	10a						
b Less: cost of goods sold	10b						
c Net income or (loss) from sales of inventory							
Miscellaneous Revenue	11 a UBIT refund	Business Code	900099	96,425.			96,425.
	b						
	c						
	d All other revenue						
	e Total. Add lines 11a-11d			96,425.			
	12 Total revenue. See instructions			10,813,800.	16,479.	0.	1082676.

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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	286,500.	286,500.		
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	1,947,874.	1,947,874.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,178,083.	892,297.	235,408.	50,378.
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	4,217,469.	3,416,475.	600,436.	200,558.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	341,566.	273,329.	52,300.	15,937.
9 Other employee benefits	698,359.	567,725.	97,242.	33,392.
10 Payroll taxes	363,391.	290,794.	55,642.	16,955.
11 Fees for services (nonemployees):				
a Management				
b Legal	35,390.	21,668.	13,722.	
c Accounting	80,338.		80,338.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17	144,400.			144,400.
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	977,361.	950,546.	2,019.	24,796.
12 Advertising and promotion				
13 Office expenses				
14 Information technology	94,018.	77,236.	12,147.	4,635.
15 Royalties				
16 Occupancy	66,822.	43,587.	14,522.	8,713.
17 Travel	759,214.	650,557.	7,692.	100,965.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	41,594.	14,637.	20,740.	6,217.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	22,724.	15,052.	4,795.	2,877.
23 Insurance	72,851.	48,469.	15,239.	9,143.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a <u>Printing & Publications</u>	363,833.	308,709.	1,378.	53,746.
b <u>Postage & Shipping</u>	274,669.	234,513.	0.	40,156.
c <u>Telephone</u>	62,736.	42,864.	12,420.	7,452.
d <u>Supplies</u>	26,225.	17,535.	3,872.	4,818.
e All other expenses	368,188.	221,136.	56,146.	90,906.
25 Total functional expenses. Add lines 1 through 24e	12,423,605.	10,321,503.	1,286,058.	816,044.
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)	626,012.	532,110.	0.	93,902.

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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	1,336,024.	1	1,806,559.
	2 Savings and temporary cash investments	12,562,012.	2	6,324,337.
	3 Pledges and grants receivable, net	1,119,932.	3	1,072,421.
	4 Accounts receivable, net	265,485.	4	265,763.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net	65,462.	7	56,890.
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	118,099.	9	135,040.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	1,311,517.		
	b Less: accumulated depreciation	946,846.	10c	364,671.
	11 Investments - publicly traded securities	20,915,910.	11	24,456,534.
	12 Investments - other securities. See Part IV, line 11	7,948,092.	12	10,058,454.
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	1,588,345.	15	1,377,389.
16 Total assets. Add lines 1 through 15 (must equal line 33)	46,088,751.	16	45,918,058.	
Liabilities	17 Accounts payable and accrued expenses	1,330,820.	17	983,031.
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties	125,000.	24	125,000.
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	1,440,114.	25	1,397,389.
	26 Total liabilities. Add lines 17 through 25	2,895,934.	26	2,505,420.
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	30,666,767.	27	30,483,324.
	28 Net assets with donor restrictions	12,526,050.	28	12,929,314.
	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	43,192,817.	32	43,412,638.
	33 Total liabilities and net assets/fund balances	46,088,751.	33	45,918,058.

Form **990** (2023)

**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 ☒ **X**

1	Total revenue (must equal Part VIII, column (A), line 12)	1	10,813,800.
2	Total expenses (must equal Part IX, column (A), line 25)	2	12,423,605.
3	Revenue less expenses. Subtract line 2 from line 1	3	-1,609,805.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	43,192,817.
5	Net unrealized gains (losses) on investments	5	1,858,750.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	-29,124.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	43,412,638.

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		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	X	
c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	X	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		X
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits		

Form **990** (2023)

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

2023

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) 2023

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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) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	9377718.	12367891.	10926410.	11101936.	9714645.	53488600.
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	9377718.	12367891.	10926410.	11101936.	9714645.	53488600.
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)						4238052.
6 Public support. Subtract line 5 from line 4.						49250548.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7 Amounts from line 4	9377718.	12367891.	10926410.	11101936.	9714645.	53488600.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	260,054.	219,103.	243,425.	558,632.	707,874.	1989088.
9 Net income from unrelated business activities, whether or not the business is regularly carried on	19,387.		69,090.	886,108.		974,585.
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)					96,425.	96,425.
11 Total support. Add lines 7 through 10						56548698.
12 Gross receipts from related activities, etc. (see instructions)					12	154,255.
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 2023 (line 6, column (f), divided by line 11, column (f))	14	87.09	%
15 Public support percentage from 2022 Schedule A, Part II, line 14	15	87.04	%
16a 33 1/3% support test - 2023. 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 - 2022. 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 - 2023. 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 - 2022. 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) 2023

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Committee Inc**

Schedule A (Form 990) 2023

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(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) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(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 2023 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2022 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2023 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2022 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2023. 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 - 2022. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

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

**Unitarian Universalist Service
Committee Inc**

Schedule A (Form 990) 2023

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Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

**Unitarian Universalist Service
Committee Inc**

Schedule A (Form 990) 2023

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Part IV Supporting Organizations *(continued)*

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described 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>		
11c		

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

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

Unitarian Universalist Service
Committee Inc

Schedule A (Form 990) 2023

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

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

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

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):			
a Average monthly value of securities	1a		
b Average monthly cash balances	1b		
c Fair market value of other non-exempt-use assets	1c		
d Total (add lines 1a, 1b, and 1c)	1d		
e Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):			
2 Acquisition indebtedness applicable to non-exempt-use assets	2		
3 Subtract line 2 from line 1d.	3		
4 Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4		
5 Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6 Multiply line 5 by 0.035.	6		
7 Recoveries of prior-year distributions	7		
8 Minimum Asset Amount (add line 7 to line 6)	8		

Section C - Distributable Amount			Current Year
1 Adjusted net income for prior year (from Section A, line 8, column A)	1		
2 Enter 0.85 of line 1.	2		
3 Minimum asset amount for prior year (from Section B, line 8, column A)	3		
4 Enter greater of line 2 or line 3.	4		
5 Income tax imposed in prior year	5		
6 Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6		
7 Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).			

Schedule A (Form 990) 2023

**Unitarian Universalist Service
Committee Inc**

Schedule A (Form 990) 2023

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

Section D - Distributions		Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	1	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3	
4 Amounts paid to acquire exempt-use assets	4	
5 Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5	
6 Other distributions (<i>describe in Part VI</i>). See instructions.	6	
7 Total annual distributions. Add lines 1 through 6.	7	
8 Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8	
9 Distributable amount for 2023 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-2023	(iii) Distributable Amount for 2023
1 Distributable amount for 2023 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2023 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2023			
a From 2018			
b From 2019			
c From 2020			
d From 2021			
e From 2022			
f Total of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2023 distributable amount			
i Carryover from 2018 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2023 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2023 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2023, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2024. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2019			
b Excess from 2020			
c Excess from 2021			
d Excess from 2022			
e Excess from 2023			

Schedule A (Form 990) 2023

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

2023

**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) 2023

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)		9,278.	
b Total lobbying expenditures to influence a legislative body (direct lobbying)		15,923.	
c Total lobbying expenditures (add lines 1a and 1b)		25,201.	
d Other exempt purpose expenditures		11,582,359.	
e Total exempt purpose expenditures (add lines 1c and 1d)		11,607,560.	
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.		730,378.	
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)		182,595.	
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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) Total
2a Lobbying nontaxable amount	550,963.	602,968.	717,495.	730,378.	2,601,804.
b Lobbying ceiling amount (150% of line 2a, column(e))					3,902,706.
c Total lobbying expenditures	17,190.	68,882.	31,770.	25,201.	143,043.
d Grassroots nontaxable amount	137,741.	150,742.	179,374.	182,595.	650,452.
e Grassroots ceiling amount (150% of line 2d, column (e))					975,678.
f Grassroots lobbying expenditures	6,592.	42,809.	15,725.	9,278.	74,404.

Schedule C (Form 990) 2023

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

2023

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 on line 2a	2c
d Number of conservation easements included on line 2c acquired after July 25, 2006, 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 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

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) 2023

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**Unitarian Universalist Service
Committee Inc**

Schedule D (Form 990) 2023

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	6,090,364.	End-of-Year Market Value
(C) Corporate Bonds	3,884,253.	End-of-Year Market Value
(D) Assets Related to Pooled		
(E) Funds	83,837.	End-of-Year Market Value
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, line 12, col. (B))	10,058,454.	

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, line 13, col. (B))		

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, line 15, col. (B))	

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	350,877.
(3) Pooled Income Deferred Revenue	27,722.
(4) Right-of-use liability	1,018,790.
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	1,397,389.

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) 2023

**Unitarian Universalist Service
Committee Inc**

Schedule D (Form 990) 2023

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	12,643,426.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	1,858,750.
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	-29,124.
e	Add lines 2a through 2d	2e	1,829,626.
3	Subtract line 2e from line 1	3	10,813,800.
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	10,813,800.

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

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

1	Total expenses and losses per audited financial statements	1	12,423,605.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	0.
3	Subtract line 2e from line 1	3	12,423,605.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	12,423,605.

Part XIII Supplemental Information

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

Part V, line 4:

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

Part X, Line 2:

UUSC accounts for the effect of any uncertain tax positions based on a "more likely than not" threshold to the recognition of the tax positions being sustained based on the technical merits of the position under scrutiny by the applicable taxing authority. If a tax position or positions are deemed to result in uncertainties of those positions, the unrecognized tax benefit is estimated based on a "cumulative probability assessment" that aggregates the estimated tax liability for all uncertain

Part XIII Supplemental Information (continued)

tax positions. UUSC has identified its tax status as a tax exempt entity and its determination of which income is related and unrelated as its only significant tax positions and has determined that such tax positions do not result in uncertainty requiring recognition. UUSC is not currently under examination by any taxing jurisdiction. UUSC's Federal and state income tax returns are generally open for examination for three years after the date of filing.

Part XI, Line 2d - Other Adjustments:

Change in value of split-interest gifts	-29,124.
---	----------

**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

2023Open to Public
Inspection

Name of the organization

Unitarian Universalist Service
Committee Inc

Employer identification number

04-6186012

Part I **General Information on Activities Outside the United States.** Complete if the organization answered "Yes" on
Form 990, Part IV, line 14b.

1 For grantmakers. Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☒ **Yes** **No**

2 For grantmakers. Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.

3 Activities per Region. (The following Part I, line 3 table can be duplicated if additional space is needed.)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
Central America and the Caribbean	0	0	Grants to Recipients Located in the Region		469,800.
East Asia and the Pacific	0	0	Grants to Recipients Located in the Region		800,904.
Europe (Including Iceland & Greenland)	0	0	Grants to Recipients Located in the Region		492,835.
North America	0	0	Grants to Recipients Located in the Region		168,480.
3 a Subtotal	0	0			1,932,019.
b Total from continuation sheets to Part I	0	0			0.
c Totals (add lines 3a and 3b)	0	0			1,932,019.

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

Schedule F (Form 990) 2023

**Unitarian Universalist Service
Committee Inc**

Schedule F (Form 990) 2023

04-6186012

Page **2**

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	30,000.	Wire Transfer	0.		
		Central America and the Caribbean	Humanitarian Assistance	45,100.	Wire Transfer	0.		
		Central America and the Caribbean	Humanitarian Assistance	70,000.	Wire Transfer	0.		
		Central America and the Caribbean	Humanitarian Assistance	45,600.	Wire Transfer	0.		
		Central America and the Caribbean	Humanitarian Assistance	35,000.	Wire Transfer	0.		
		Central America and the Caribbean	Humanitarian Assistance	30,000.	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.		

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 **65**

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

Schedule F (Form 990) 2023

**Unitarian Universalist Service
Committee Inc**

Schedule F (Form 990)

04-6186012

Page **2**

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		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	35,000.	Wire Transfer	0.		
		Central America and the Caribbean	Humanitarian Assistance	30,000.	Wire Transfer	0.		
		Central America and the Caribbean	Humanitarian Assistance	10,000.	Wire Transfer	0.		
		Central America and the Caribbean	Humanitarian Assistance	35,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	50,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	20,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	25,000.	Wire Transfer	0.		

**Unitarian Universalist Service
Committee Inc**

Schedule F (Form 990)

04-6186012

Page **2**

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		East Asia and the Pacific	Humanitarian Assistance	44,000.	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	10,350.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	10,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	29,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	25,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	25,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	15,000.	Wire Transfer	0.		

**Unitarian Universalist Service
Committee Inc**

Schedule F (Form 990)

04-6186012

Page **2**

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		East Asia and the Pacific	Humanitarian Assistance	35,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	45,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	38,500.	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	45,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	46,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	40,500.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	40,000.	Wire Transfer	0.		

**Unitarian Universalist Service
Committee Inc**

Schedule F (Form 990)

04-6186012

Page **2**

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		East Asia and the Pacific	Humanitarian Assistance	38,500.	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	23,500.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	20,000.	Wire Transfer	0.		
		East Asia and the Pacific	Humanitarian Assistance	23,500.	Wire Transfer	0.		
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	100,000.	Wire Transfer	0.		
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	30,000.	Wire Transfer	0.		
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	20,000.	Wire Transfer	0.		

**Unitarian Universalist Service
Committee Inc**

Schedule F (Form 990)

04-6186012

Page **2**

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	20,000.	Wire Transfer	0.		
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	20,000.	Wire Transfer	0.		
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	20,000.	Wire Transfer	0.		
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	20,000.	Wire Transfer	0.		
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	55,000.	Wire Transfer	0.		
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	30,000.	Wire Transfer	0.		
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	29,700.	Wire Transfer	0.		
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	28,135.	Wire Transfer	0.		
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	25,000.	Wire Transfer	0.		

**Unitarian Universalist Service
Committee Inc**

Schedule F (Form 990)

04-6186012

Page **2**

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	20,000.	Wire Transfer	0.		
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	30,000.	Wire Transfer	0.		
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	20,000.	Wire Transfer	0.		
		Europe (Including Iceland & Greenland)	Humanitarian Assistance	20,000.	Wire Transfer	0.		
		North America	Humanitarian Assistance	57,100.	Wire Transfer	0.		
		North America	Humanitarian Assistance	35,100.	Wire Transfer	0.		
		North America	Humanitarian Assistance	35,000.	Wire Transfer	0.		
		North America	Humanitarian Assistance	30,000.	Wire Transfer	0.		
		North America	Humanitarian Assistance	11,280.	Wire Transfer	0.		

Part III can be duplicated if additional space is needed.

Schedule F (Form 990) 2023

Unitarian Universalist Service

Schedule F (Form 990) 2023

Committee Inc

04-6186012

Page 4

Part IV Foreign Forms

- 1** Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see the 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 the 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 the 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 the 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 the 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 the Instructions for Form 5713; don't file with Form 990)* Yes ☒ No

Schedule F (Form 990) 2023

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.

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2023

Open to Public Inspection

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.	144,400.	0.
Total					144,400.	

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

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

Schedule G (Form 990) 2023

See Part IV for continuations

LHA 332081 09-13-23

45

08041111 143399 280220

2023.05000 UNITARIAN UNIVERSALIST SE 280220 1

**Unitarian Universalist Service
Committee Inc**

Schedule G (Form 990) 2023

04-6186012 Page 2

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

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

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

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

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

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

b If "No," explain: _____

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

b If "Yes," explain: _____

Unitarian Universalist Service
Committee Inc

Schedule G (Form 990) 2023

04-6186012 Page 3

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

Name _____

Address _____

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

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

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

Name _____

Address _____

- 16 Gaming manager information:

Name _____

Gaming manager compensation \$ _____

Description of services provided _____

☐ Director/officer ☐ Employee ☐ Independent contractor

- 17 Mandatory distributions:

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

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

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

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

(i) Name of Fundraiser: Integrated Direct Marketing

(i) Address of Fundraiser:

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

Part IV	Supplemental Information <i>(continued)</i>
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[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

2023

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)	25,000.	0.			Capacity to coordinate & assist Tribes and BIPOC communities
Center for Transformative Action 119 Anabel Taylor Hall Ithaca, NY 14853	16-0990318	501(c)(3)	32,000.	0.			Support Queer Detainee Empowerment Project's work
United States Campaign for Burma P.O. Box 34126 Washington, DC 20043	27-0843682	501(c)(3)	64,000.	0.			Support USCB's ongoing advocacy human rights Campaign Burma
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 FASN's activities
Rural Community Workers Allinace 60731 Hwy M Milan, MS 63556	61-1718871	501(c)(3)	20,000.	0.			Support any and all aspects of the RCWA's work
EDGE Funders Alliance BOX 559 60 29th Street San Fransisco, CA 94110	20-8211195	501(c)(3)	10,000.	0.			To support the general operations of EDGE Funders Alliance

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **12.**

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

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

Schedule I (Form 990) 2023

**Unitarian Universalist Service
Committee Inc**

Schedule I (Form 990)

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Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Grassroots International Inc. 179 Boylston Street Jamaica Plain, MA 02130	04-2791159	501(c)(3)	25,000.	0.			Emergency needs of GI & their Partners in Palestine
CHIN Community of USA, INC DC Area 7206 Antares Dr. Gaithersburg, MD 20879	82-3291686	501(c)(3)	13,500.	0.			Emergency support civilians impacted by the attempted coup
UndocuBlack Network Inc 1032 15th Street NW Suite 415 Washington, DC 20005-1502	86-3899115	501(c)(3)	37,000.	0.			Support for any and all aspects of the UndocuBlack Network's
Florida Immigrant Coalition Inc 2800 Biscayne Blvd., Suite 300 Miami, FL 33138	20-2123833	501(c)(3)	15,000.	0.			To expand FLIC's efforts in assisting Haitian immigrants
Panorama Global 2101 4th Avenue, Suite 2100 Seattle, WA 98121	81-4204119	501(c)(3)	10,000.	0.			Support HRFN's ongoing work organizing funders for HR
International Funders for Indigenous People - 1900 Point West Way, Suite 276 - Sacramento, CA 95815	75-3217508	501(c)(3)	10,000.	0.			Support organizing in philanthropy support Indigenous People

Schedule I (Form 990)

Unitarian Universalist Service
Committee Inc

Schedule I (Form 990) 2023

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Page 2

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

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

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

Part I, Line 2:

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

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

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

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

OMB No. 1545-0047

2023

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

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 | ☐ Housing allowance or residence for personal use |
| ☐ Travel for companions | ☐ Payments for business use of personal residence |
| ☐ Tax indemnification and gross-up payments | ☐ Health or social club dues or initiation fees |
| ☐ Discretionary spending account | ☐ Personal services (such as maid, chauffeur, chef) |

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

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

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

- | | |
|---|---|
| ☒ Compensation committee | ☒ Written employment contract |
| ☒ Independent compensation consultant | ☒ Compensation survey or study |
| ☐ Form 990 of other organizations | ☒ 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** ☐ Yes ☒ No
- b** Participate in or receive payment from a supplemental nonqualified retirement plan? **4b** ☐ Yes ☒ No
- c** Participate in or receive payment from an equity-based compensation arrangement? **4c** ☐ Yes ☒ No
- 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** ☐ Yes ☒ No
- b** Any related organization? **5b** ☐ Yes ☒ No
- 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** ☐ Yes ☒ No
- b** Any related organization? **6b** ☐ Yes ☒ No
- If "Yes" on line 6a or 6b, describe in Part III.

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

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

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

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

Schedule J (Form 990) 2023

**Unitarian Universalist Service
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Schedule J (Form 990) 2023

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Page **2**

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) Mary Katherine Morn Pres & Lead Executive Officer	(i)	298,250.	0.	0.	0.	0.	298,250.	0.
	(ii)	0.	0.	0.	30,723.	24,644.	55,367.	0.
(2) Rachel Freed VP & Lead Program Officer	(i)	232,988.	0.	0.	0.	0.	232,988.	0.
	(ii)	0.	0.	0.	25,886.	34,688.	60,574.	0.
(3) Cassandra Ryan VP & Lead Development Officer	(i)	217,871.	0.	0.	0.	0.	217,871.	0.
	(ii)	0.	0.	0.	24,445.	33,679.	58,124.	0.
(4) Mack Davidson VP & Lead Financial Officer	(i)	221,540.	0.	0.	0.	0.	221,540.	0.
	(ii)	0.	0.	0.	24,053.	9,315.	33,368.	0.
(5) Salote Soqo Director of Advocacy	(i)	138,884.	0.	0.	0.	0.	138,884.	0.
	(ii)	0.	0.	0.	14,273.	26,518.	40,791.	0.
(6) Amber Moulton Director of Research, Impact & Learn	(i)	133,834.	0.	0.	0.	0.	133,834.	0.
	(ii)	0.	0.	0.	15,816.	29,537.	45,353.	0.
(7) John Howard Director of Human Resources	(i)	133,137.	0.	0.	0.	0.	133,137.	0.
	(ii)	0.	0.	0.	10,095.	34,688.	44,783.	0.
(8) Carol Cahalane Director of Finance	(i)	148,856.	0.	0.	0.	0.	148,856.	0.
	(ii)	0.	0.	0.	16,569.	12,182.	28,751.	0.
(9) Michael Kourabas Director of Partner Support & Grants	(i)	127,979.	0.	0.	0.	0.	127,979.	0.
	(ii)	0.	0.	0.	14,917.	34,688.	49,605.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Schedule J (Form 990) 2023

Part III Supplemental Information

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

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

**SCHEDULE M
(Form 990)**

Department of the Treasury
Internal Revenue Service

Noncash Contributions

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.

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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	30	516,385.	Mean Value on Gift D
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other ...				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other (.....)				
26 Other (.....)				
27 Other (.....)				
28 Other (.....)				

29 Number of Forms 8283 received by the organization during the tax year for contributions
for which the organization completed Form 8283, Part V, Donee Acknowledgement **29** 0

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it
must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for
exempt purposes for the entire holding period?

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

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

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

b If "Yes," describe in Part II.

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

	Yes	No
30a		X
31	X	
32a		X

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

Schedule M (Form 990) 2023

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 Unitarian Universalist 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.

UUSC Strategy

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

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

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

Schedule O (Form 990) 2023

LHA 332211 11-14-23

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In the CEECCNA (Central and Eastern Europe, the Caucasus, Central and North Asia), our partners are working with those most impacted by the full-scale Russian invasion, including women, LGBTQ+ people, the Roma, Black and African-descended people, and people with disabilities and their caregivers.

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

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

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

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

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

UUSC Grantmaking

In the past year, UUSC made over 100 grants and amendments worth \$2.3 million to grassroots organizations working to advance human rights in countries around the world.

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UUSC's approach to grantmaking centers on building relationships of trust and reciprocity and providing flexible general operating support to organizations on the frontlines of human rights struggles. In FY24, 97% of UUSC grant funds were designated as general operating support for partners. This is especially important in a global environment in which NGOs increasingly face crackdowns from authoritarian governments intent on closing the civic space for human rights and civil society. One partner shared of UUSC, "Everything they do in terms of trying to 'decolonize' grantmaking isn't just talk. They actually practice it. They make simpler for people in terms of accessing funds."

UUSC's partners often share how impactful and appreciated this approach is, as some funders continue to be hyper focused on quantifiable outcomes that they fail to recognize that funding things such as staff salaries, administration, and security are essential to an organizations' existence and allow organizations to sustain their strategic priorities for better success. One partner organization shared that UUSC's approach supports the mental health and psychological wellness of their staff. Another shared that the flexible funding and in-person visit from UUSC staff gave them a boost of confidence and support for their work. Looking forward, a partner shared that they simply hope UUSC will continue to "maintain that solidarity, flexibility, and close accompaniment" that characterize our partnerships. Another shared that they hope UUSC will continue to "support security related and organizational running and development cost for long term as there are many donors who only fund for the activities but not the operational cost which makes a lot of burdens for human rights and women led organizations" in their contexts. A

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partner went so far as to say that funders have told them they need to propose more "sexy" projects to receive more funding, while they appreciate UUSC's commitment to their critical work advancing the "not sexy" sustaining work of climate justice.

UUSC Impact Framework

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 by injustice. It is addressing immediate harms and their root causes, to dismantle oppressive systems including those from which we benefit. In short, our impact can be seen in the steps we take on the way to building a more just, equitable, and regenerative world.

In the past year, UUSC has developed a new Impact and Accountability Framework. With this framework, we seek to have even more means to evaluate the extent to which we are contributing to systemic change impacts and are accountable to our partners and stakeholders. The framework centers around three key intersecting outcomes that are at the heart of what UUSC brings to our human rights work.

1. Partners and UUSC supporters increase their capacity for addressing the human rights and social justice needs of their communities.
2. UUSC members and allies in social justice learn about UUSC partners' areas of work, how areas are thematically and systemically linked, and how to translate this all into action.
3. UUSC works to model a culture among INGOs, human rights funding

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networks, and other social justice stakeholders that is equitable,
antiracist, anticolonial, and partner led.

The Impact and Accountability Framework is iterative and in its first
year of use. At this early stage, it encompasses activities and over 40
indicators within the above outcomes that we will use to identify
baseline data and track both qualitative and quantitative measures of
impact into the future.

UUSC Impact Highlights

The outcomes and activities we choose to highlight in our work,
therefore, are chosen because they help us understand whether or not
our work is supporting our overall impact and accountability outcomes,
as we strive to make progress on our human rights goals. In all cases,
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. The following is a reflective but not at all exhaustive
look at our impact and accountability in action.

Form 990, Part III, Line 4a:

Climate Justice

Expenses \$3,495,298 including grants of \$661,559. Revenue: \$5,581.

UUSC's climate justice work centers upholding the self-determination of
communities and Indigenous nations in the face of climate change and
climate forced displacement. UUSC's partners advance critical programs
and advocacy, for example: KiriCAN in Kiribati is a climate justice

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network comprising youth, women, and LGBTQ+ peoples addressing the complex climate crisis and intersecting issues. Honoring local traditional knowledge and community members' requests, KiriCAN provides training relevant to the daily human rights issues experienced in the community. The organization has also combined its work to raise awareness of human rights among the people of Kiribati with training related to climate change adaptations on waste and tree planting. This combination has significantly impacted communities, empowering participants to speak out for their rights at risk due to climate change and building momentum for greater grassroots advocacy at local, regional, and national levels. Ecological Solutions Foundation (ESF) in the Solomon Islands centers its critical work around enhancing the community's capacity to build resilience to climate change impacts. By implementing ecosystem-based adaptation strategies and solutions and by engaging in policy advocacy, ESF paves the way for a more resilient future. UUSC is collaborating to research the impacts of climate change on women, youth, elderly people and people with disabilities.

UUSC supports coalition and bridge-building in key advocacy and decision-making spaces that advances our partners' goals, for example: The Legal Justice Coalition convened by UUSC provided key recommendations related to climate forced displacement to inform the Special Rapporteur on Economic Social, Cultural, and Environmental Rights (REDESCA's) U.S. country visit report. REDESCA has since released their official findings and recommendations in August 2023 including protections for UUSC's partners. UUSC prepared three leaders from two Tribal Nations to attend the Inter-American Court on Human Rights hearing to provide testimony to support the Court's Advisory

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Opinion on Climate Crisis and Human Rights. UUSC, supporters, and partners brought these and other issues related to UUSC's climate work to the Hill in January, meeting with ten members of Congress to build awareness and push for concrete change. As part of the Legal Justice Coalition and with EarthRights International, Jean Charles Choctaw Nation filed a Title VI complaint under the Civil Rights Act of 1964 against the Louisiana Division of Administration, Office of Community Development (OCD) for their discriminatory implementation of the federally funded Isle de Jean Charles resettlement program. The resettlement program has been largely perceived by federal agencies as a success for how federal resettlement programs should be done, and this complaint highlights how the resettlement has been a failure. This ongoing advocacy and the direct engagement of leaders from Louisiana and Alaska in regional mechanisms actively supports their self-determination and strengthens their understanding and experience with regional bodies and institutions to defend and uphold their human rights.

Loss & Damage has been a central feature of UUSC and partners' advocacy at the international stage for years and it was gratifying that finally at the 28th Conference of Parties in Dubai, there was an adoption of the operationalization of the loss and damage fund. There is yet much more work to be done to resource that fund and implement a reparatory framework to compensate impacted communities. UUSC and partners continue to advocate that the principles of polluter pays and common-but-differentiated-responsibilities and adaptive capacities are followed in determining State contributions. UUSC supported over 20 representatives from 18 organizations around the world to participate

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and engage at COP28. UUSC partners led actions, organized side events, tracked and supported the negotiations, and built solidarity and their leadership capacities.

UUSC approaches the climate crisis with an understanding that those who have caused it must pay for the economic and non-economic losses and damages our partners face. UUSC worked with Climate Justice Resilience Fund to garner Scottish government funds to support three years of grants for partners in the Pacific addressing intangible impacts of climate change, including aspects like loss of cultural sites, burial sites, language, security and safety, impacts to health, trauma, education and other human rights, etc. This is the second round of funding that UUSC is receiving from the CJRF-Scottish government to address loss and damage and is an important resource to not only support directly affected communities, but to also model how multilateral and bilateral funds can be effectively utilized; how grantmaking and climate finance can be decolonized and the multiple impacts of community-based strategies. Over the past year, we have distributed a first round of this funding, held two convenings that brought partners into conversation with each other and with the funders, and engaged in a participatory process to develop values and guidelines, resource distribution, and a learning framework for the three- year grant program. This work upholds UUSC's work of decolonizing funding and ensuring that those most directly impacted by the climate crisis have direct access to those who wield power and financial resources.

UUSC recognizes the need for funding to reach impacted communities directly, and last year supported a coalition of Pacific partners as they developed an essential new mechanism for funding climate

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adaptation and addressing loss & damage. The call for an independent loss & damage fund emerged as a goal during the a 2022 UUSC-supported gathering that resulted in the KIOA Climate Emergency Declaration. UUSC worked with partners to provide grant support for stakeholder gatherings, conducted background research to support the development of the fund, and supported the fund's launch. In August, the new Kato Pacific Community Climate Fund was launched in an event in KIOA.

Form 990, Part III, Line 4b:

Migrant Justice & Mesoamerica

Expenses \$2,538,982 including grants of \$480,557. Revenue: \$4,051.

In Mesoamerica, a key focus of partner work centers on recognizing the structural nature of oppressive situations, resisting, and building alternatives that help communities thrive. For example: UUSC partner Scalabrinianas Mision con Migrantes y Refugiados (SMR) in Mexico leverages its strong relationships with neighbors and city government officials in Mexico City to provide protection, security, and access to services. Through SMR's legal defense and shelter programming, the organization has emphasized the structural nature of housing instability and resource scarcity for people in migration, and highlighted government's responsibility to address it. Pop No'j in Guatemala has developed an agroecological accompaniment program with mostly Indigenous families who have experienced migration - many of them young people deported from Mexico and United States, as well as those whose family members remain disappeared somewhere between

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Guatemala and the U.S. The home farms serve as occupational therapy, an activity with tangible nutritional benefits that also allows them to focus on something productive in the midst of tremendous pain, anguish and readjustment to family and community life. Fundacin entre Mujeres (FEM) coordinates a water collection brigade, which is composed of primarily younger community members who build and install water tanks and cisterns for families so that they can harvest and store rainwater. The members of the brigade, who are mostly women, mentioned that they overcame self-doubt about their own capabilities and learned building and logistics skills, while strengthening their relationships with families who can maintain the systems into the future.

UUSC supports partners who are leading advocacy for systemic change in their communities, for instance: During the International Day for the Elimination of Violence Against Women, a global initiative of 16 days of activism, was led by our partner Equality Bahamas. The aim is to call on citizens to show how much they care about ending violence against women and girls and call on their government to share how they are investing in gender-based violence prevention. They hosted a series of events and facilitated civic participation. Likewise, Foro de Mujeres por la Vida in Honduras, where over 90% of crimes against women go unsolved, was the principal organizer of the March 8th mobilization in San Pedro Sula for International Women's Day. Foro led a march through the streets to the central plaza of San Pedro Sula and installed the names of murdered and disappeared women and girls and read their public statement calling for justice and safety, reminding everyone that living in fear is not normal.

UUSC recognizes the continuing upheavals in Haiti and in the past year

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has intentionally expanded our advocacy and partnerships in this area.

Our commitment to stand in solidarity with the Haitian people called us to broaden the scope of our work and fund peasant and worker organizations across the country, in alignment with our ongoing coalition-based advocacy. We are intentionally partnering with grassroots and worker-led movements working on systemic alternatives to the root causes of injustice in the region to enable stronger and enduring solutions for the long-term.

Form 990, Part III, Line 4c:

International Justice & Accountability and Crisis Response

Expenses \$3,558,204 including grants of \$1,086,903. Revenue: \$5,682.

The year brought new crises and authoritarian crackdowns to many of UUSC's partners world- wide. Grant funds supported partner organizations to reach communities who lack access to services in times of crisis and who are uniquely targeted by repressive governments. UUSC's crisis response support is very valuable at such a crucial time providing essential supplies and services for survivors. For example: Partners in Burma faced human and manmade crises with Cyclone Mocha, increased aerial attacks from the Burmese military junta, and government repression. UUSC provided rapid response funds in coordination with 12 partners to address immediate humanitarian needs on-the-ground. Additionally, partners supported refugees who were victimized due to their sexual orientation, some who were subjected to sexual violence and/or trafficking, and others in need of escape from

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their unsafe situations. Using our rapid response fund, UUSC funded the acquisition and distribution of seven Starlink satellites to seven partners who work deep inside Burma. In areas with little to no communication access, these satellites are critical for intelligence sharing and for hospital and school operations.

As the needs of internally displaced persons in Burma grow, UUSC funding has supported psychosocial programs and training for leaders and staff at IDP camps in Karenni state. Partners have advanced knowledge and networking through trainings in international diplomacy, many human rights topics, community leadership, and cybersecurity. These trainings offer opportunities for youth in conflict zones to continue their education and advance community members' safety and skills in engaging with international advocacy. A partner organization in Burma shared, "When we don't have time to wait, UUSC support fills the urgent needs."

UUSC advances the advocacy capacity and needs of our partners. UUSC led a civil society delegation in Washington, D.C., which included a panel discussion at the United States Institute for Peace (USIP) and a meeting with Senate Staffers and the Tom Lantos Human Rights Commission. With our partners, UUSC helped draft a faith-led letter to Secretary of State Blinken urging him to take swift action to limit the Burmese military junta's access to jet fuel. UUSC also organized several Hill meetings to discuss the Biden Administration's budget proposal to the Appropriation Bills for FY24 to prevent a decrease in assistance to Burma. UUSC has supported informational briefs and co-organized monthly events with partners, focusing on current armed

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conflict and increased displacement. Participants have included members of the State Department staff, UN agency staff, INGOs, NGOs and individuals.

UUSC facilitates partners' participation in decision-making spaces. At the 68th meeting of the Commission on the Status of Women, UUSC partners co-organized & co-facilitated a delegation. Four UUSC partners and allies: Karen Women's Organization (KWO), Kachin Women's Association Thailand (KWAT), and Women's League of Burma (WLB), attended the meeting.

UUSC also helped schedule meetings with the UK, US, Australia, Slovenia, Swiss, Norway, and Burma missions to push for increased accountability.

In Central and Eastern Europe, the Caucasus, and Central and North Asia (CEECCNA), UUSC works to support partners' ability to advance human rights in a context of continued crackdowns and repressions. Continuing the regional trend, the country of Georgia recently passed legislation that will impose sweeping curbs on LGBTQ+ rights in the country.

Cognizant of these developments, UUSC is distributing new grants to support LGBTQ+ organizing and opposition to anti-LGBTQ legislation.

UUSC partner Queer Svit supported 400 trans people to change their documents before Russia lifted a trans-ban and saved three people facing deportation from Russia for "'LGBT-propaganda.'" In Poland, UUSC partner Mudita leads online and in person support spaces, providing psychosocial and employment support, resources for Ukrainian refugees with disabilities and their families, an emergency shelter, and an integration point in Warsaw. Another partner, Nomada, described using

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UUSC's grant funds to become "more independent in our field work, especially in emergency situations or when our clients are in remote places or incapable of travelling by public transport." Nomada documents abuse against refugees, intervened with the local authorities, and works to support refugee women entering the labor market. UUSC partner Chiricli supplied humanitarian and psychological aid to more than 215 Roma people with disabilities, providing food, lactose-free milk, diapers, and vitamins to communities. As Chiricli explained, "state village's councils [have] discriminated against Roma with disabilities by not providing them state humanitarian aid. Thanks to [the support] of UUSC, Roma families could survive in the time of war."

UUSC engages in funder advocacy and organizing to support the self-determination of directly impacted partners and fill gaps in human rights funding. UUSC collaborated on research to identify the needs for a dedicated fund and provided a seeding grant on to support the new Dalan Fund, a CEECCNA collaborative fund centering intersectional feminist and LGBTQI+ organizations in the region. The fund aims to provide flexible funding to the region, filling gaps in funding and breaking down silos to propel intersectional and cross-movement organizing.

For More Information

The impacts and feedback shared here offer a glimpse into UUSC's impact and accountability to our partners and human rights movements of which we are a part. More information about our work can be found at uuscs.org.

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

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

Expenses \$ 729,019. including grants of \$ 5,355. Revenue \$ 1,165.

Form 990, Part III, Line 4d:

UU College of Social Justice

The UU College of Social Justice is a program created as an act of radical imagination between the Unitarian Universalist Association (UUA) and Unitarian Universalist Service Committee (UUSC). UUCSJ is a joint program of the UUA and UUSC and its staff are employees of the UUSC.

Mission

The mission of the UU College of Social Justice is to inspire and sustain effective and spiritually grounded activism for justice. We do this in alignment with the strategic approaches, prioritized issues, and missions of UUSC and the UUA:

UUSC 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. Our work is grounded in the belief that all people have inherent power and dignity.

UUA Mission: The mission of the Unitarian Universalist Association (UUA) is to equip congregations for health and vitality, to support and

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train lay and professional leaders, and to advance Unitarian
Universalist values in the world.

Strategy

UUCSJ is a key strategy by 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 provides
justice education and leadership development to a wide variety of UU
constituents,
including clergy, lay leaders, and youth, and UUSC members and
partners.

Impact Framework

The goal of the Impact & Accountability Framework is to discern UUCSJ's
contribution to inspiring and sustaining effective and spiritually
grounded activism for justice, especially in the work of global
solidarity building and the dismantling of systems of oppression.
UUCSJ's framework is shaped by both UUSC and the UUA's impact
frameworks:

For UUSC, "impact" means building movements for systemic change. Impact
means using UUSC's power and privilege as a US-based nonprofit to
amplify the power of the grassroots by following the leadership of
communities directly affected by injustice. It is addressing immediate
harms and their root causes, to dismantle
oppressive systems including those from which we appear to benefit

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within empire. 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 takes time, and the work that will make them possible is not always easily quantifiable.

For the UUA, the framework of impact is held within the concept of "Meeting the Moment." This framework asks:

What is the shared moment we are in?

What are the most urgent and important needs of this moment?

What is this moment calling us to do and become?

UUCSJ Impact Highlights

Since its inception, UUCSJ has offered a distinct form of justice education designed to forge lifelong connections to movements for social change.

Instead of focusing on theory in isolation, UUCSJ provides opportunities for participants to learn directly from the leaders of grassroots movements working for justice.

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 advancing the justice-centered values of Unitarian Universalism and human rights. In all cases, 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.

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A few highlights of our work include:

In FY24, UUCSJ developed and successfully led an experiential education program called "Practice the Practice: Experiential Education for Religious Professionals." Religious professionals are a diverse group that includes

clergy, directors of religious education, seminarians, and many others. They come from many different communities and are at various stages of their own learning about what it means to be in solidarity with grassroots movements in a responsible way. Many of them, regardless of their stages of learning, are expected to lead experiential education journeys for their work.

UUCSJ provided a much needed intervention that allowed professionals to skill up together and not at the expense of community partners. For the practicum for this program, UUCSJ hosted a journey in New Orleans, Louisiana for the Practice the Practice course, called PTP 2024 New Orleans Abolition: Surviving and Flourishing as a Collective (Place-based Justice Education). This experiential journey to New Orleans was the culmination of a series of sessions that began with an online and community of practice components. As one participant of the program shared, UUCSJ "built a practice that enabled us to explore and embody Bernice King's statement that social justice is LOVE applied to systems, policies and cultures." Feedback from the community partners who supported the event celebrated that the program had been experienced locally as generative and not extractive in the ways usually associated with learning delegations.

In ongoing work, UUCSJ continues to partner with BorderLinks, which has

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worked towards transformative change and justice by bringing the voices of people in migration to the forefront and confronting the policies and circumstances that led to a militarized border for over 35 years. By facilitating immersive educational experiences, BorderLinks strives to dismantle systems of oppression through teaching practices of education that honor our wholeness as human beings all while envisioning a world without borders. UUCSJ and BorderLinks know that spiritual learning, taking action, and reflection are key to understanding complex issues facing those in migration. In FY24, CSJ supported delegations to BorderLinks and amplified learning platforms to offer collaborative designed to help people connect the injustice dots and imagine a future of collective liberation. UUCSJ continues to inspire and sustain effective and spiritually grounded activism for justice through our core support of:

UUCSJ Experiential Internship Equity program. The goal of the UUCSJ Experiential Internship Equity Fund is to support experiential learning opportunities in support of faithful justice organizing. Too often, we've seen organizations offer low or unpaid internships, often placing the experiential learning opportunity out of reach for all but the most advantaged. This program increases the capacity of grassroots justice organizations while increasing accessibility to these learning opportunities. IN FY24, this program supporting spiritually grounded justice activism with Black Lives Unitarian Universalist (BLUU), Diverse and Revolutionary Multicultural Ministries (DRUUMM), as well as several UU State Action Networks (SANs).

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UUCSJ Skilled Volunteer Program, which provides a framework to help skilled volunteers deepen their understanding of systems of injustice and reflecting on one's personal connection to justice work as well as a stipend to increase accessibility to skilled volunteering. FY24 supported skilled volunteers engaged in essential Pink Haven coalition efforts and the efforts of social justice organizers in Alabama.

Also of note: UUCSJ has been a primary creator, through our role in the Unitarian Universalist Climate Justice Coalition, of the first known continental UU Climate Justice Revival, planned for the last weekend of September 2024. We have put many hours of staff time and creativity into the co-creation of a major skill up for UUs to connect their activism to their faith and the intersectional work of climate justice and look forward to sharing the impacts of this labor in the FY25 narrative. UUCSJ has also held the bulk of the responsibility for planning the 2024 United Nations Multigenerational Seminar, scheduled for the third weekend of September, which we will also share more about in the FY25 narrative.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Change in Value of Split-interest Gifts -29,124.

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

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

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

OMB No. 1545-0047

2023

Open to Public
Inspection

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

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No

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

Schedule R (Form 990) 2023

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Part III

[illegible]

Part IV

[illegible]

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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.

	Yes	No
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?		
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)			

Schedule R (Form 990) 2023

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

[illegible]